



KEY FACTS AND FIGURES

ESG UPDATE 2025

Bruker Daltonics GmbH & Co. KG

Innovation driving Sustainability

Innovation with Integrity



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Introduction to our 2025 Sustainability Update

About the report

Welcome to our 2025 Sustainability Update. This document aims to provide a data-driven overview of our sustainability performance, reflecting our commitment to creating a positive impact on both the planet and society.

Our report is structured to provide a clear understanding of our approach to sustainability. It encompasses our efforts to reduce our environmental footprint, our initiatives to foster a culture of belonging in our workplace, and our adherence to robust governance practices. By presenting this information, we aim to demonstrate how our actions align with our core values and the expectations of our customers and stakeholders.

Bruker Corporation Profile

Bruker Corporation was founded in 1960, and is headquartered in Billerica, Massachusetts, USA with operations spanning the globe. Bruker is enabling scientists and engineers to make breakthrough post-genomic discoveries and develop new applications that improve the quality of human life. Bruker's high-performance scientific instruments and high-value analytical and diagnostic solutions enable scientists to explore life and materials at molecular, cellular, and microscopic levels.

In close cooperation with our customers, Bruker is enabling innovation, improved productivity, and customer success in post-genomic life science molecular and cell biology research, in applied and biopharma applications, in microscopy and nanoanalysis, as well as in industrial and cleantech research, and next-gen semiconductor metrology in support of AI. Bruker offers differentiated, high-value life science and diagnostics systems and solutions in preclinical imaging, clinical phenomics research, proteomics and multiomics, spatial and single-cell biology, functional structural and condensate biology, as well as in clinical microbiology and molecular diagnostics.

Bruker has four business segments: BioSpin, CALID, NANO, and Bruker Energy & Supercon Technologies (BEST). BioSpin, CALID, and NANO together combine to form our Bruker Scientific Instruments (BSI) reportable segment.

As part of the Bruker CALID business segment, Bruker Daltonics delivers cutting-edge mass spectrometry solutions and workflows that help scientists and industry leaders tackle real-world challenges and make new discoveries. From life sciences and pharmaceutical research to food and contaminant analysis, environmental monitoring, forensics, and industrial quality control, our technologies and instruments provide the precision and reliability you need to make confident decisions.

Our innovative platforms, such as timsTOF, scimaX, neoflex, and DART-TQ, combined with advanced software like SCiLS™ Lab, MetaboScape®, and Biopharma Compass®, transform complex data into actionable insights. Breakthrough innovations like Trapped Ion Mobility (TIMS), Omnitrap®, and dual ionization GC-HRMS are redefining what's possible in mass spectrometry.

For further insights about Bruker, we refer to our [company website](#).

Applicability of data points to other Bruker entities

While products of Bruker Daltonics GmbH & Co. KG are also marketed and sold through other sales entities within the wider Bruker Corporation, the underlying environmental impacts and related KPIs originate from, and are attributed to, this legal entity within the defined reporting scope. Accordingly, the ESG reporting of this facility may also be applied to legal entities that act as limited-risk distributors of this manufacturing entity.

Sustainability Strategy

At Bruker, our company slogan, "Innovation with Integrity," is the foundation of our sustainability strategy. We believe that scientific innovation, grounded in responsibility and integrity, has the power to address some of the world's most pressing challenges. Our approach to sustainability is built on two pillars:

Purposeful innovation driving breakthrough discoveries for a more sustainable future: Our core mission has long been to develop instruments and solutions that unlock the mysteries of cell and disease biology and enable advancements in human health and the health of our broader ecosystem. Whether for developing lifesaving medicines, battery technology for electric vehicles, or assuring the purity of our food, researchers increasingly rely on our innovations as their tools of discovery. Our commitment to sustainability starts with a deep commitment to the academic research and business community to drive purposeful innovation to enable new discoveries that support a more sustainable future.

Business operations aligned to a sustainable environment: We are committed to operating our businesses sustainably in clear alignment with the principles of ESG. We understand that operating sustainably is in the best interest of all our stakeholders. We have a rich legacy of operating and acting responsibly to support a more sustainable future.

Disclosures

This Sustainability Update encompasses our performance related to a variety of Environmental, Social, and Governance areas. The underlying foundation and the datapoints mentioned in it, were produced with reference to the Global Reporting Initiative (GRI) Standards, as well as the Sustainability Accounting Standards Board (SASB) Standards for the Electrical & Electronic Equipment industry. We assume no obligation to update this report at any future time. Please see additional disclosures located in the appendix of this report.

Advancing Science and Innovation: An Overview of BioSpin, CALID, NANO and BEST Business Segments

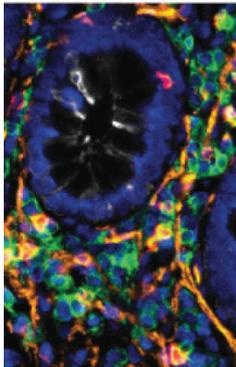


Bruker BioSpin Group

Our BioSpin segment designs, manufactures and distributes enabling life science tools based on magnetic resonance technology. BioSpin's products, which have particular application in structural proteomics, drug discovery, pharmaceutical and biotechnology research and production, and the food and materials science fields, provide customers with the ability to determine the structure, dynamics, and function of specific molecules, such as proteins, and thus allows them to understand fundamental biological processes including the formation and progression of diseases. The majority of BioSpin's customers are academic and government research facilities. Other customers include pharmaceutical and biotechnology companies; chemical, food and beverage, clinical and polymer companies; and nonprofit laboratories.

Bruker CALID Group

Our CALID (Chemicals, Applied Markets, Life Science, In Vitro Diagnostics, Detection) segment designs, manufactures and distributes solutions in the fields of life science and applied mass spectrometry, microbiology and diagnostics, and optics. Customers of the CALID business segment include pharmaceutical, biotechnology and diagnostics companies, contract research organizations, academic institutions, medical schools, nonprofit or for-profit forensic laboratories, agriculture, food and beverage safety, environmental and clinical microbiology laboratories, hospitals, and government departments and agencies.



Bruker NANO Group

Our NANO segment designs, manufactures and distributes advanced X-ray instruments; atomic force microscopy instrumentation; advanced fluorescence optical microscopy instruments; analytical tools for electron microscopes and X-ray metrology; defect detection equipment for semiconductor process control; handheld, portable and mobile X-ray fluorescence spectrometry instruments; spark optical emission spectroscopy systems; chip cytometry products and services for targeted spatial proteomics, multiomic services; and products and services for spatial genomics research. Customers of the BSI NANO segment include academic institutions, governmental customers, nanotechnology companies, semiconductor companies, raw material manufacturers, industrial companies, biotechnology and pharmaceutical companies and other businesses involved in materials research and life science research analysis.

Bruker Energy & Supercon Technologies (BEST) Segment

Our BEST segment develops and manufactures superconducting materials, primarily metallic low temperature superconductors, for use in magnetic resonance imaging, nuclear magnetic resonance, fusion energy research and other applications. Additionally, BEST develops sophisticated devices and complex tools based primarily on metallic low temperature superconductors that have applications in "big science" research, including radio frequency accelerator cavities and modules, power couplers and linear accelerators. BEST also manufactures and sells non-superconducting high technology tools, such as synchrotron and beamline instrumentation, principally to customers engaged in materials research projects.



Our Environmental Report

Introduction

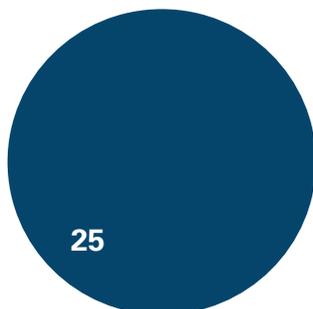
As a global and fast-growing organization, we recognize the urgent need to address climate change and environmental challenges, which are paramount for both our company and society at large. Successfully addressing and navigating these challenges are essential for shaping a sustainable future for our planet, human health and our organization. At the same time, we also see these challenges as opportunities for innovation and technological advancement, driving our future-focused development.

Recognizing the footprint of our products and operations on the environment, we are systematically monitoring and disclosing our environmental advancements, upholding strong standards for ourselves and our stakeholders and therewith concentrate our efforts where they can yield the most significant outcomes.

This report shows our dedication to ethical business conduct in the environmental arena, characterized by the preservation of natural resources, waste reduction, increased utilization of renewable energy sources, emission mitigation, and the promotion of sustainable manufacturing methodologies throughout our operations.

Scope 1 emissions

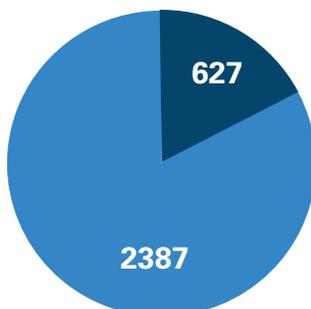
in tons of CO₂e



- Heat generation
- Fugitive emissions
- Fuel combustion

Scope 2 emissions (location-based)

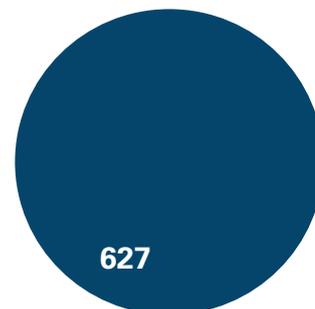
in tons of CO₂e



- Purchased heat (district heating)
- Purchased power

Scope 2 emissions (market-based)

in tons of CO₂e



- Purchased heat (district heating)
- Purchased power

Our performance

	Unit	2024	2023
General information			
Bruker Corporation reported revenue	million USD	3,366	2,965
Bruker Corporation headcount	number	11,396	9,707
GHG emissions			
Scope 1	t CO ₂ e	25	65
Scope 2 (location-based)	t CO ₂ e	3,014	2,767
Scope 2 (market-based)	t CO ₂ e	627	542
Scope 1+2 (location-based)	t CO ₂ e	3,039	2,832
Scope 1+2 (market-based)	t CO ₂ e	652	607
Composition of energy used			
Self-generated energy from renewable resources	MWh	75	0
Self-generated energy from non-renewable resources	MWh	124	287
Purchased energy from renewable resources	MWh	6,200	5,781
Purchased energy from non-renewable resources	MWh	1,628	1,407
Total energy consumed	MWh	8,027	7,475
Renewable energy on total energy consumption	percent	78%	77%
Grid electricity on total energy consumption	percent	77%	77%
Renewable electricity on total electricity consumption	percent	100%	100%
Environmental targets			
0t CO ₂ e Scope 1 emissions target	by year	2045	
0t CO ₂ e Scope 2 emissions target	by year	2045	
100% renewable electricity target	by year	achieved	
Energy reduction target (efficiency)	text	-3% YOY	
Absolute waste numbers			
Hazardous waste	t	6	4
Non-hazardous waste	t	164	179
Total waste generation	t	170	183
Relative waste numbers			
Hazardous waste recycled	percent	0%	0%
Non-hazardous waste diverted from landfill	percent	100%	100%
Reportable spills			
Number of reportable spills	number	0	0
Aggregated quantity of reportable spills	number	0	0
Recovered quantity of reportable spills	number	0	0
Absolute water consumption			
Water consumed	million liter	7	5

Our Environmental Impact

Greenhouse Gas Emissions and Energy usage

We acknowledge the critical role of emissions and energy usage in our environmental footprint. We are committed to transparently address our emissions and energy consumption (scope 1 & 2) in accordance with the principles of the GHG Protocol. We understand that other parts of our value chain, such as our purchased goods and the use phase of our products are big parts of our total GHG emissions. In 2025 we have started to calculate our Scope 3 emissions for parts of our organization.

Energy consumption is the main source of CO₂e (carbon dioxide equivalent) emissions at our sites. As such, we measure energy consumption closely to identify principal consumers in our ecosystem and develop steps to increase our energy efficiency and reduce energy demand. At the same time, we are consciously evaluating opportunities to further increase our renewable energy share and increase the amount of self-generated renewable energy.

Waste Management

Our goal is to transition from mitigating the negative impact of waste once generated to proactively preventing waste and managing remaining waste as a resource. Reporting a holistic overview of our waste generation enables us to actively monitor and manage our waste streams. We can then identify opportunities to prevent waste from being generated and to increase the recycling rate. Furthermore, we actively manage and mitigate the risks related to hazardous waste.

Water use and Effluents

Water used by us is primarily drawn from municipal water sources, where wastewater is responsibly discharged by channeling it into municipal sewage systems. Discharges take place with strict quality control procedures to ensure adherence to applicable local regulations. We remain committed to the careful use of this precious resource and to continue to assess our production processes to identify opportunities to reduce water consumption and recycle wastewater where possible.

End-of-life cycle of our products

Without compromising on the quality of our products, we are increasingly focused on creating products that contribute to a more sustainable planet and can easily be retired at the end of their life cycle. We carefully consider the materials used, the manufacturing processes, and the environmental impact of each of our products in their usage. For parts of our business we include an assessment of the environmental footprint of new products in our product lifecycle management process. We also work with suppliers who share our vision for sustainability and responsible product design and integrate sustainability aspects into our supplier agreements.

Upon reaching the End-of-Life (EOL) date, we initiate a phased approach. New sales are discontinued while existing customers receive continued support until the end-of-support (EOS) date. Throughout this phase, we ensure accessibility to spare parts essential for product maintenance. Additionally, we furnish customers with information regarding available alternatives to retired products.

After the EOS date, we discontinue issuing any new updates, patches, or bug fixes for retired products. However, we continue to offer support services such as technical assistance, troubleshooting, and replacement parts for a limited period. Our support team works with customers to ensure that they have a smooth transition to alternative products or services.

In an increasing number of cases, our EOL process includes the responsible disposal of retired products. We work with or refer our customers to certified third-party disposal agencies to recycle, refurbish, or dispose of these products safely, efficiently, and in an environmentally safe manner. In certain instances, and for some products, we offer trade-in programs to customers. Parts of the returned products will be recycled and reused in other products or donated to research institutions. The remaining elements are disposed according to applicable regulations.

Our Social Report

Introduction

We recognize that our social impact extends beyond our internal operations and supply network. We believe our business solutions can positively impact society and, in turn, lead to our further success. We are committed to enabling scientists to make breakthrough discoveries and develop new applications that improve the quality of human life. Our employees are a critical component of that mission. We endeavor to attract, develop, and retain top talent by offering our employees a challenging but rewarding work experience, as well as competitive compensation and benefits. We prioritize measures that strengthen corporate belonging, enhance employee well-being, increase safety, reduce risks and promote community engagement. Furthermore, we strive to create a work environment that promotes integrity, respect and trust among our employees.

Our performance

	Unit	2024	2023
General information			
Bruker Corporation reported revenue	million USD	3,366	2,965
Bruker Corporation headcount	number	11,396	9,707
Safety incidents			
Number of incidents	number	23	22
Number of incidents resulting in days away	number	3	11
Incident rate per 200,000 working hours	number	3.1	3.1
Incident rate resulting in days away per 200,000 working hours (Lost time injury rate – LTIR)	number	0.4	1.5
Product safety & recalls			
Number of recalls issued	number	2	1
Number of units recalled	number	1,203	249
Losses as a result of legal proceedings	USD	0	0
Variable pay – Bruker Corporation			
Employees eligible for variable pay	percentage	55%	55%
Number of employees – Bruker Corporation			
Assembly, Test & Service	number	5,221	4,469
Selling and Marketing	number	2,692	2,313
General and Administrative	number	1,437	1,174
Research and Development	number	2,046	1,751
Total number of employees	number	11,396	9,707
Demographic background representation Board – Bruker Corporation			
White	number	8	8
Asian	number	0	1
Did not disclose	number	1	1
Total number of Board members	number	9	10
Gender representation Board – Bruker Corporation			
Male	number	6	7
Female	number	3	3
Total number of Board members	number	9	10

Our Social Impact

Employee Safety

We are dedicated to safeguarding our employees and fostering a secure work environment. We view safety incidents, regardless of their severity, as learning opportunities that enable us to enhance our workplace and ensure the safe return of our employees at the end of each day. Our incident rate serves as a measure of significant safety events that occur.

Employee performance review

A global performance management process promotes regular feedback and coaching by managers to develop employees.

Throughout the year, managers and employees engage in annual objective setting, mid-year reviews of performance as well as a yearend performance evaluation. Managers and employees also participate in career conversations throughout the year. These discussions are critical tools that reinforce the alignment of employee activities and career goals throughout the year and provide employees opportunities to grow. Performance assessments also support the identification of our high performers and high potential employees based on merit. These employees are encouraged to continue their professional development with additional coaching and on the job learning opportunities to enhance their readiness for future advancement.

Share of employees eligible for variable pay

At Bruker, we believe in pay for performance and offering financial rewards to employees for their contribution to the success of the company and their performance relative to established corporate financial and individualized goals. We have established incentive programs to recruit, motivate, and retain our valued employees at all levels of the organization.

Demographic and gender representation of our Board

As a worldwide operating company, creating a culture of belonging is an essential element of our core values and is crucial to a dynamic, entrepreneurial working environment. Brukers' commitment to fostering an environment where different perspectives and experiences are valued aligns seamlessly with our mission to innovate responsibly and with integrity.

Programs

We are committed to providing an array of learning opportunities to advance the personal and professional goals of our global teams.

Our Talent and Development program includes a variety of training courses that support the development of our required core competencies, including communication, critical thinking, collaboration and teamwork, influence, and business insights. Professional mentoring and coaching opportunities are available throughout the year for employees in emerging leadership positions to guide in career development.

Product Safety & Recalls

Ensuring the health and safety of our employees, customers, and the environment is a top priority. We take product safety seriously and actively monitor any potential risks. We maintain high standards through recalls as necessary:

- We promptly investigate both voluntary and involuntary recalls that remove our products from the market due to safety concerns.
- These investigations identify possible safety concerns, enhance our processes, and maintain quality standards.

Our aim is to avoid deviations from expected product performance, the learnings we experience through these investigations support our ongoing approach to continuously improve product safety and high standards, working to avoid similar situations in the future.

Our Social Impact

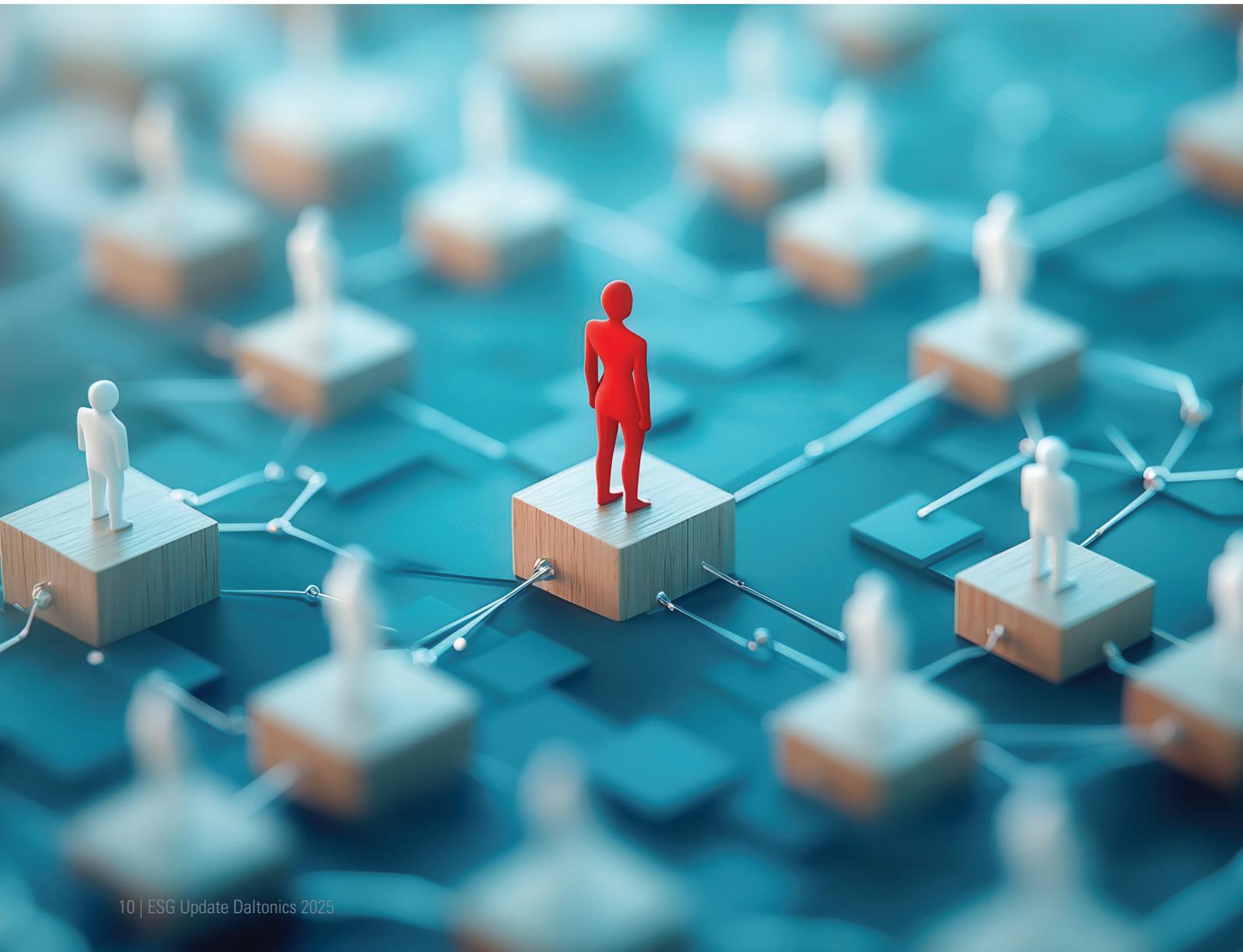
Employee and community engagement

We are committed to fostering a culture of continuous learning and knowledge sharing to support development and retention, and also recognizes the importance of inclusion. Inclusion is an essential element of our core values and is crucial to the dynamic, entrepreneurial working environment our employees thrive in, and aligns with our mission to innovate responsibly and with integrity.

We support several initiatives that promote inclusion at Bruker:

- Cross-functional collaboration and teamwork, encouraging employees to build relationships across different business units and geographies.
- Employee engagement programs, including professional networking opportunities, internal mentorship, and knowledge sharing platforms.
- Global team-building events, providing employees with opportunities to interact and strengthen connections.

Our employees play active roles in these initiatives, often creating and facilitating them directly. Bruker has continued to support events such as Germany's nationwide future day and celebration of the festival of colors, HOLI, in India. These programs and events help employees develop their skills, expand their networks, and contribute meaningfully to our business objectives. They also provide critical connections for new hires and establish internal networks across functions for employees who may not otherwise have opportunity to interact.



Our Governance Report

Introduction

At Bruker, we understand that sound corporate governance is essential to ensure ethical and responsible business practices across our business, which is the foundation for our long-term reputation and success.

We measure key governance indicators, such as governance structure, compliance, ethics, and product safety. These indicators help to ensure that we are taking the proper steps to mitigate risks and protect the interests of all stakeholders, including shareholders, customers, employees, and the broader community.

Our performance

	Unit	2024	2023
General information			
Bruker Corporation reported revenue	million USD	3,366	2,965
Bruker Corporation headcount	number	11,396	9,707
Bruker Corporation Board of Directors			
Board election frequency	years	3	3
Average board tenure	years	13.8	12.2
Number of independent board members	number	8	8
Number of non-independent board members	number	1	2
Compliance Policies & Tools			
Code of Conduct	yes/no	Yes	Yes
Supplier Code of Conduct	yes/no	Yes	Yes
Conflict Minerals Policy	yes/no	Yes	Yes
Whistleblower System	yes/no	Yes	Yes
Business Ethics			
Monetary losses as a result of legal proceedings associated with bribery or corruption	USD	0	0
Monetary losses as a result of legal proceedings associated with anticompetitive behavior regulation	USD	0	0

Our Governance Impact

Board of Directors

Our Corporate Board of Directors is elected by our shareholders to oversee their interests in the long-term success of Bruker. Throughout the year, our Board and its committees provide oversight on corporate performance and direction on our business strategy, including sustainability. Our Board meetings include regular sessions with business leaders and executives across our business groups and key corporate functions to gain insights into risks, opportunities, and historical and expected business performance.

Decisions made by our Board have a significant impact on the entire organization, including the direction of our business strategy and sustainable practices. Bruker's Board of Directors consists of three classes of directors with overlapping three-year terms. One class of directors is elected each year for a three-year term. This process ensures business continuity and stability while also allowing for regular shareholder approval or renewal of board members.

Compliance structure

Our compliance culture is rooted in the motto "Innovation with Integrity" and our governance practices reflect this commitment. We have always recognized the importance of a strong reputation to our success, which is why we are committed to maintaining the highest ethical standards and complying with all applicable laws wherever we do business.

Our corporate ethics and compliance function is responsible for our Code of Conduct related policies, and processes that govern how our directors, officers and employees interact with customers, colleagues, business partners, regulators and communities. All of our operating companies are required to implement and comply with these policies and processes.

Our corporate Board has general oversight of our compliance program and the adoption of relevant policies and procedures. Under its charter, the Audit Committee of the Board assists the full Board in carrying out this responsibility by reviewing and monitoring our compliance program, including our Code of Conduct. The Board's role in compliance oversight includes receiving regular reports from members of senior management and reviewing and approving policies.

Code of Conduct

We value integrity, respect, and trust. Ethical behavior, equal opportunity, and compliance are at the heart of our business. The words, "Innovation with Integrity" are a call to each employee to pursue excellence in every aspect of our business. It is the cornerstone of everything we do and the basis of everything we stand for as a company. Our Code of Conduct is the foundational document of our compliance and ethics program. It sets forth our commitment to doing business with the highest standards of ethics and integrity. This Code applies to every employee, officer, director, temporary worker, and contractor of Bruker Corporation and its majority-owned subsidiaries. Since the Code cannot address every situation we may encounter as we conduct our business, it provides general guidance for making ethical decisions; certain topics are covered in more detail in separate policies.

The Code of Conduct is provided to all new employees joining Bruker either as new hires or through acquisitions. It is reviewed on a regular basis or as otherwise deemed necessary by our Board of Directors. All employees are regularly required to take Code of Conduct training. In addition, employees are assigned training on various ethics and compliance topics as part of our Compliance training programs. These training programs help all employees to understand their obligations under the law, the expectation to act ethically, and how to manage the risks inherent in their job.

Supplier Code of Conduct

In our Supplier Code of Conduct we reiterate our commitment to "Innovation with Integrity". The Supplier Code of Conduct serves as an important framework for our suppliers to conduct their business in a legally compliant and sustainable manner and to meet our own high expectations with respect to human rights, environmental sustainability, data privacy and information security. It applies to all of our suppliers and their employees and agents (including sub-suppliers and subcontractors in their supply chain, where permitted).

Our Governance Impact

Critical Materials Sourcing

We purchase materials and components from various suppliers that are either standard products or built to our specifications. We advocate responsibility in supplier sourcing practices. Our suppliers are required to take all necessary and reasonable measures to ensure that all reporting to us is in compliance with the provisions of all applicable laws and regulations, including any requests by us for information.

Whistleblower System

All employees and external whistleblowers (e.g., direct and indirect suppliers, customers and other third parties) can report potential compliance violations confidentially via the Bruker whistleblower system "Integrity Line." Reported issues could relate to our Bruker Code of Conduct, bribery, discrimination or harassment, fraud, theft, and similar areas of concern, including potential human rights and environmental violations (within our company or our supply chain).

The Bruker Integrity Line is designed to make it easy for workers and external parties to report concerns, without fear of retaliation. The system is provided by an external provider and is available via internet and phone. It allows reports to be made anonymously, if desired, and nevertheless provides the ability to reply to the reporter and share the results of the investigation. All reports are taken seriously by Bruker's compliance department which may launch an internal investigation into the matter.

Business Ethics

We are committed to doing business on a legal and ethical basis and with integrity. We all understand that it is in the best interest of our employees, business partners and the company if all parties work together to conduct business in an ethical way.

As outlined in our Code of Conduct, we do not tolerate any form of bribery, and we do not offer or accept anything of value that is intended to improperly influence a business decision. Any direct or indirect payment (anything of value) made to any party, including, but not limited to government officials and business partners must be for reasonable and properly documented legitimate business purposes and cannot be for securing an improper business advantage.

We have also adopted a Global Anti-Corruption Policy to reiterate our commitment to full compliance with applicable antibribery and anti-corruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act ("FCPA"), the United Kingdom Bribery Act ("UK Bribery Act"), Organization for Economic Co-operation and Development (OECD) Anti-Bribery Convention and similar laws in other countries where Bruker is domiciled or does business and that prohibit improper payments to government officials or to persons doing business in the private sector to obtain a business advantage.

Our Global Anti-Corruption Policy explains our rules with respect to preventing bribery and corruption in our business dealings, complying with international anti-bribery laws and provides guidance on how to act in various situations. As set forth in the policy:

- We do not permit bribery, whether towards private business persons, government officials or from third parties towards our own employees and business transactions.
- We are committed to maintaining accurate books and records for all Bruker transactions.
- We expect the same of all those we work with, including but not limited to sales intermediaries and suppliers.
- Bruker is a global company with operations in regions with relatively less stringent government enforcement of business ethics laws. Our strong governance practices across these and other regions of the world mitigate the risk of violations with or without government enforcement.

Corporate Governance Documents

The charter of the Audit Committee, the Code of Conduct, the Supplier Code of Conduct and our Conflict Minerals policy are available on our [website](#) under the "Corporate Governance" section.

Appendix

Forward-looking statements

Unless otherwise indicated, this report covers our fiscal year ended December 31, 2024.

This report contains certain forward-looking statements based on Bruker's current assumptions and expectations. These statements are typically accompanied by the words "aim," "anticipate," "believe," "commit," "could," "drive," "estimate," "envision," "ensure," "goal," "intend," "may," "might," "mission," "seek," "strategy," "strive," "target" and "will" or similar words or phrases. The principal forward-looking statements in this report include: our sustainability goals, commitments and programs; our social goals, initiatives, programs and objectives; the scope and impact of ESG risks and opportunities; and standards and expectations of third parties.

All of our forward-looking statements are intended to enjoy the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995, as amended. Although we believe there is a reasonable basis for the forward-looking statements, our actual results, including the achievement of our targets, goals or commitments, could differ materially. These Forward-Looking Statements are based largely on our expectations and judgments and are subject to a number of risks and uncertainties, many of which are unforeseeable and beyond our control. These risks include, but are not limited to, our ability to achieve diversity, equity and inclusion, ESG and sustainability, and climate change aspirations, as well as those risks identified in Item 1A of our most recent Annual Report on Form 10-K and subsequent quarterly reports on Form 10-Q filed with the Securities and Exchange Commission ("SEC"), which should be read in conjunction with the forward-looking statements in this report, as well as other assumptions, risks, uncertainties and factors identified in this report.

The information contained in this report also is subject to the precision of our data collection and analysis methods, which are subject to future evolution and calibration. Such information is subject to additional uncertainties, as there are limitations inherent in the data collection and analysis methods. While we consider information from external resources and consultants to be reliable, we do not assume responsibility for its accuracy.

Additionally, all numbers referenced are subject to the quality and comprehensiveness of the reporting received by Bruker from internal and external sources and, therefore, are approximate and/ or estimated values. It is also important to note that the availability of data varies from section to section in this report. Our stated aims in this report include aspirational components that may take years or decades to achieve. Bruker cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects. We urge you to consider all of the risks, uncertainties and factors identified above or discussed in this and other reports carefully in evaluating the forward-looking statements in our reporting. The forward-looking statements in our reporting are made as of the date they are made, and we undertake no obligation to update these forward-looking statements to reflect new information, subsequent events or circumstances or otherwise.

Relevant links

- [Bruker ESG Website](#)
- [Bruker 2023 Sustainability Report](#)
- [Bruker 2024 Annual Report](#)
- [Bruker Board of Directors Profile](#)
- [Bruker Code of Conduct](#)
- [Bruker Supplier Code of Conduct](#)
- [Bruker Conflict Minerals Policy](#)
- [Bruker Integrity Line](#)
- [Bruker \(ISO\) Certifications](#)
- [Act Label Database](#)

Appendix – Sustainable Accounting Standards Board (SASB) index

Accounting Metrix	Code	Response	Page
Energy management			
Total energy consumed, percentage grid electricity, percentage renewable energy	RT-EE-130a.1	In 2024, we consumed a total of 8,027 MWh of energy. 77% of the total energy consumption was supplied from the power grid, 78% of energy was sourced from renewable sources.	Page 6
Hazardous waste management			
Amount of hazardous waste generated, percentage recycled	RT-EE-150a.1	We generated 6 t of hazardous waste in 2024. 0% of this hazardous waste was recycled	Page 6
Number and aggregated quantity of reportable spills, quantity recovered	RT-EE-150a.2	We reported 0 reportable spills. The aggregated quantity of 0 kg represents the total quantity of materials released to the environment. The recovered quantity of 0 kg represents the amount that was removed from the atmosphere through cleanup actions.	Page 6
Product safety			
Number of recalls issued, total units recalled	RT-EE-250a.1	The number of recalls issued was 2. The total number of units that were recalled were 1,203.	Page 9
Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-EE-250a.2	We experienced a loss of \$0 as a result of legal proceedings associated with product safety in 2024.	Page 9
Product lifecycle management			
Percentage of products by revenue that contain ICE 62474 declarable substances	RT-EE-410a.1	Not applicable	
Materials sourcing			
Description of the management associated with the use of critical materials	RT-EE-440a.1		Page 13
Business ethics			
Description of policies and practices for prevention of corruption and bribery and anti-competitive behavior	RT-EE-510a.1		Page 12
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	RT-EE-510a.2	We experienced a loss of \$0 as a result of legal proceedings associated with bribery or corruption in 2024.	Page 11
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	RT-EE-510a.3	We experienced a loss of \$0 as a result of legal proceedings from anti-competitive behavior regulations in 2024.	Page 11
Additional			
Number of employees	RT-EE-000.B	The total number of employees within Bruker Corporation in 2024 amounted to 11,396.	Page 6

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