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INTEGRA

We accelerate science together.



DEAR READER,

What makes a company special? Is it outstanding products, total focus on customers, or work that is clearly worthwhile? I'm convinced that it's more than that. Above anything else, I believe it's about the people, and their passion for wanting to make things better.

When I was first led through the corridors of INTEGRA's head office in Zizers (Switzerland) all those years ago, stopping occasionally to chat with employees, I immediately felt a unique spirit. The team put their ingenuity, sense of humor, and heart and soul into their work. They were proud of what they had achieved together, and were curious about what was still to come. As someone who loves discovering new territory, I identified with that mindset from the very start, and I've felt that hunger for innovation at INTEGRA every day since. Our team brings together a wide range of talents to create something utterly distinctive – a true incubator of innovation. We have the

drive to present our customers with things that surpass their expectations and elicit delighted amazement. That's why we like to think ahead, and are never satisfied with the status quo. Most of all, we're thrilled when our customers are able to achieve their research goals faster, and more effectively, which spurs us on from day to day.

The following pages outline what we do in greater detail. I hope you enjoy reading them and gain an insight into our dynamic company.

Urs Hartmann
CEO INTEGRA Biosciences

OUR MISSION: TO ACCELERATE SCIENCE

Worldwide, laboratory teams use our devices to accelerate their goals in understanding, curing and preventing diseases. That drives us onward.

Progress in life sciences takes place in the laboratory, where routine pipetting is a core task. The more efficient researchers can be in their work processes, the faster they can make new findings. All over the globe, there is a growing need for flexible laboratory solutions that can increase productivity and improve the reproducibility of test results.

INTEGRA's highly efficient pipettes and devices make laboratory work much quicker, easier and

more precise, as our customers in research, diagnostics and quality control can testify. Their feedback keeps us on the ball and true to our mission: **We accelerate science together.**

INTEGRA has grown considerably over recent years and has won numerous awards, including the Red Dot Award for product design and the Swiss Manufacturing Award 2020 from the University of St Gallen.



FROM SWITZERLAND AND THE US TO THE WIDER WORLD

Our company sites in Zizers and Hudson offer prime conditions for the development and manufacture of our products.

All of our electronic products, from electronic pipettes to pipetting robots are manufactured in Zizers, Switzerland, where our experts assemble each and every device by hand to ensure the very highest standards of quality. The US site in Hudson has several fully automated injection molding and assembly

systems, as well as a special calibration laboratory and a clean room, where mechanical pipettes, reservoirs and pipette tips are manufactured. Due to its steady growth, INTEGRA has doubled its production area in Zizers in 2019, and in Hudson in 2020. A further expansion is already planned.



LEUKEMIA RESEARCH AT UNIVERSITY COLLEGE LONDON

Yvette Hoade, a research technician in the Payne Laboratory at University College London's Cancer Research Centre, studies mutations associated with various blood diseases. She has managed to increase throughput and improve precision by using INTEGRA's VOYAGER pipettes and the ASSIST PLUS pipetting robot.



Read the whole story

www.bit.ly/3yL4mRo



PRODUCTS THAT MAKE RESEARCH EASIER

INTEGRA is a byword for productive pipetting, offering pipettes from 1 to 384 channels to give customers everything they need for an efficient day in the lab.

From manual and electronic pipettes to pipetting robots, INTEGRA develops products that are easy to use, accurate, reliable and efficient. For example, the VOYAGER adjustable tip spacing pipette – which can adjust the tip distance at the touch of a button – allows multiple samples to be transferred between different labware formats in a single step. The matching GripTip pipette tips feature a patented system that guarantees a secure connection, plus maximum protection against sample contamination, making research even more dependable and straightforward. For full workflow automation, the ASSIST PLUS

pipetting robot frees researchers from repetitive tasks to streamline routine processes. INTEGRA's product range also includes serological pipette controllers, reagent reservoirs, aspiration systems, pumps, dispensers and devices for the production of nutrient media. Its mobile laboratory solutions offer highly flexible and scalable throughput options, at a low upfront cost compared to large stationary liquid handling platforms. They can be used for a wide range of laboratory tasks, are easy to install and use, and require almost zero training, so customers can get started right away.



VIROLOGICAL RESEARCH AT THE UNIVERSITY OF OTAGO

Researchers from the Department of Microbiology and Immunology at the University of Otago, New Zealand, are developing anti-viral medication, which requires a deep understanding of the mechanism and clinical consequences of drug-resistant viruses. The research group uses INTEGRA's ASSIST PLUS pipetting robot and VOYAGER pipettes to optimize and accelerate its working processes.



Read the whole story

www.bit.ly/2SuKQb8

See products

www.bit.ly/3fmG5cC

A WORLDWIDE SUCCESS STORY

INTEGRA Biosciences Corp.
Hudson, NH (USA)



>30
different nationalities
within the team

Over
50
patents

Founded in Switzerland in 1965, INTEGRA Biosciences has become a global company and leading innovator within the sector. The company works closely with its customers to understand the difficulties they face, and respond with innovative products. To that end, INTEGRA has direct sales and support organizations in the USA, Canada, China, Japan, the UK, France, Germany, Austria and Switzerland, plus a network of over 100 highly trained distribution partners worldwide.

INTEGRA Biosciences Germany GmbH
Biebertal (DE)



INTEGRA Biosciences Ltd
Thatcham (UK)



INTEGRA Biosciences SAS
Cergy-Pontoise (FR)



>100000
researchers use INTEGRA
products every day

Future-proof jobs

According to forecasts, the global life sciences market is set to grow by 5-6% every year until 2030.

Legend

- Company locations
- Distributors
- Direct sales countries
- Employees

INTEGRA Biosciences AG
Zizers (CH)
180 employees

See the latest key figures
www.bit.ly/3vbuh1f

5
new customers
per day

INTEGRA Biosciences KK
Tokyo (JP)

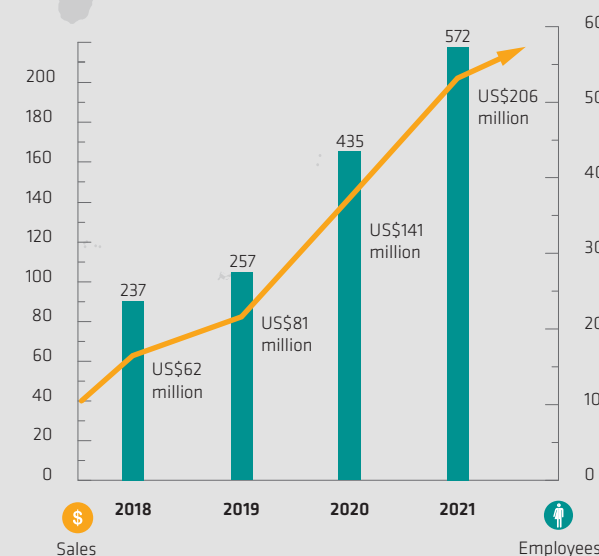


INTEGRA Biosciences
(Shanghai) Co. Ltd
Shanghai (CN)



In 2020, INTEGRA Biosciences won the
Swiss Manufacturing Award

Development 2018 - 2021



>3600 organizations
rely on INTEGRA products

1300 pharma and biotech
900 basic research
800 diagnostics
600 industry



CAREERS AT INTEGRA

As a growing company, we offer entry-level positions and career opportunities for people who want to make a difference. We maintain flat hierarchies and short decision-making pathways. We value creativity, taking the initiative and thinking outside the box, while also placing equal emphasis on job security, creating a family-friendly environment, team spirit and having fun together at work.



Innovation

We are a hot spot for development engineers, marketing specialists and product managers. From hardware and software to marketing, we create everything ourselves.



Production

We offer a wide range of jobs, covering everything from purchasing and goods receipt to production engineering and assembly.



Direct sales

We are proactive in maintaining direct contact with our end customers. Not only is it more pleasant that way, but it also serves as a source of inspiration for our innovation team.



Central functions

Experts in finance, HR, administration, quality management, IT, training and digitalization will find plenty of absorbing challenges with us.

OUR VALUES

Ever since it was founded, INTEGRA Biosciences has stood for six core values. These are reflected in the corporate culture that we live out every day, ensuring that our team feels comfortable and continues to consolidate our strength as innovators.

Integrity: We are open and honest with each other, care for the environment and take responsibility.

Inspiration: We actively encourage inspiration at INTEGRA. We're open to new ideas, and harness them to develop creative, intelligent innovations for our customers.

Passion: We put our heart and soul into our work, set collective targets and are happy to engage on an individual level.

Excellence: This is our basic requirement when it comes to manufacturing our outstanding products. We continuously improve and maintain high quality standards.

Entrepreneurship: We all make active contributions, and share our ideas. We are hungry for innovation, and want to develop something radically different and better for our customers.

Team spirit: This is hugely important to us, both in house and externally. We are open to collaboration with all of our contacts, from suppliers to local communities.



I felt at home at INTEGRA right away. It's not just the knowledge that my job is future proof, but also the supportive nature of teamwork here. It's a great place to be!

Samir Filipovic, Production

Find out more about us

www.bit.ly/3vbuh1f

CUSTOMER-FOCUSED PRODUCT DEVELOPMENT

Andreas Staedler, Development Engineer at INTEGRA, offers his insights on creating the ASSIST PLUS pipetting robot and the associated VIALAB software.

The ASSIST PLUS was developed from its predecessor, the ASSIST, which was designed to transform workflows with our VIAFLO pipettes into a largely automated process. The ergonomics and reproducibility of longer pipetting protocols – such as dilution sequences, plate filling and reagent addition – have seen significant improvements as a result. Customers often asked for extra functionality in a pipetting robot, such as the ability to change pipette tips automatically, the

flexibility to use different pipettes – like the VOYAGER, which features adjustable tip spacing – or to have more labware positions. We took all of this feedback on board, and defined these as requirements for the ASSIST PLUS. It was incredible to be part of a team of biologists, engineers and software developers bringing together high-level knowledge and coordinated resources to develop the finished product.



An absolute game changer!

“We have the ASSIST PLUS and four VOYAGER pipettes, which have completely transformed our work. Our tests are now much faster and more precise than with manual pipetting. They’re our huge favorites here.”

Adrianna Olejniczak, NBT NHS

January 2021



See reviews

www.bit.ly/3yS6RkS

OUR PATH TO SUSTAINABILITY

Careful use of resources is a top priority at INTEGRA. Our Sustainability Officer, Dr Ursula Leuthold, is responsible for coordinating our activities in this area.

Why does INTEGRA have a sustainability program?

INTEGRA has practiced environmental awareness for a very long time. However, this previously meant that there were all sorts of individual measures, but not a coordinated approach. That all changed when we launched our sustainability program in 2020. We are striving to reduce our carbon footprint, find a recycling solution for plastic laboratory waste, and promote biodiversity at our sites.

How is INTEGRA addressing these challenges?

We calculate our operational CO2 balance through the myclimate foundation to address climate protection at work. After all, we can only take appropriate measures if we are aware of the problem areas. Our production sites are already using mainly renewable energy, and we endeavor to use as little plastic as possible in our consumables. For instance, our ECO racks contain 60 percent less plastic than similar

products. We are also currently trying to set up a recycling alliance with other producers, as it doesn't make sense for our customers to separate their plastics by manufacturer. The German industry association, Spectaris, is actively supporting this initiative.

Where are things headed in the future?

Once we know our footprint, we will set sustainability targets. Questions to answer include: where can we achieve the greatest impact with the least possible outlay? Where will we have to introduce compensation measures? Significantly reducing indirect emissions from upstream and downstream activities will be the key to our success, including the energy use represented by purchased parts and the transportation of our products all over the world. The long-term goal we all need to reach by 2050 at the latest is net zero.



Harnessing the power of the sun

In 2020, we installed a highly efficient solar unit on the roofs of our two buildings in Hudson, USA. Almost 1500 panels with double-sided solar cells produce a total of 817000 kilowatt hours of electricity every year. This covers 77 percent of our energy needs. Our building in Zizers also has a solar unit and is largely self-sufficient. The remaining requirement is covered by other forms of renewable energy.



More about the
sustainability
program

www.bit.ly/3JvdmhC

INNOVATION COMES FROM THE CUSTOMER

Alexander Studer is our Head of Marketing and Innovation, and reveals how INTEGRA comes up with new ideas.

The word 'innovation' gets thrown around a lot. What does it mean to INTEGRA?

As far as we are concerned, innovation means acquiring an exact understanding of where our customers are experiencing sticking points, and consequently offering them a solution. This often means taking lots of little steps, rather than the kind of huge and disruptive change that is often associated with innovation. These kinds of ongoing improvements stem from our proximity to our customers, and are key to our success.

How does the team keep up the pace in terms of innovation?

Our direct sales team is in daily contact with our customers, meaning that we get rapid feedback. As I see it, one major plus of this approach is that our customers are increasingly getting in touch with us of their own accord, because they know that we'll respond and adapt our products to their needs if we can.

Ultimately, the entire INTEGRA team plays a role in the innovation process. Our products are developed in close collaboration between our sales, product management and engineering departments. We rely on high-quality engineering, with an experienced and well-trained team, which results in a high level of customer satisfaction. In fact, 99 percent of our customers say that they would order from us again, and would recommend us to others.

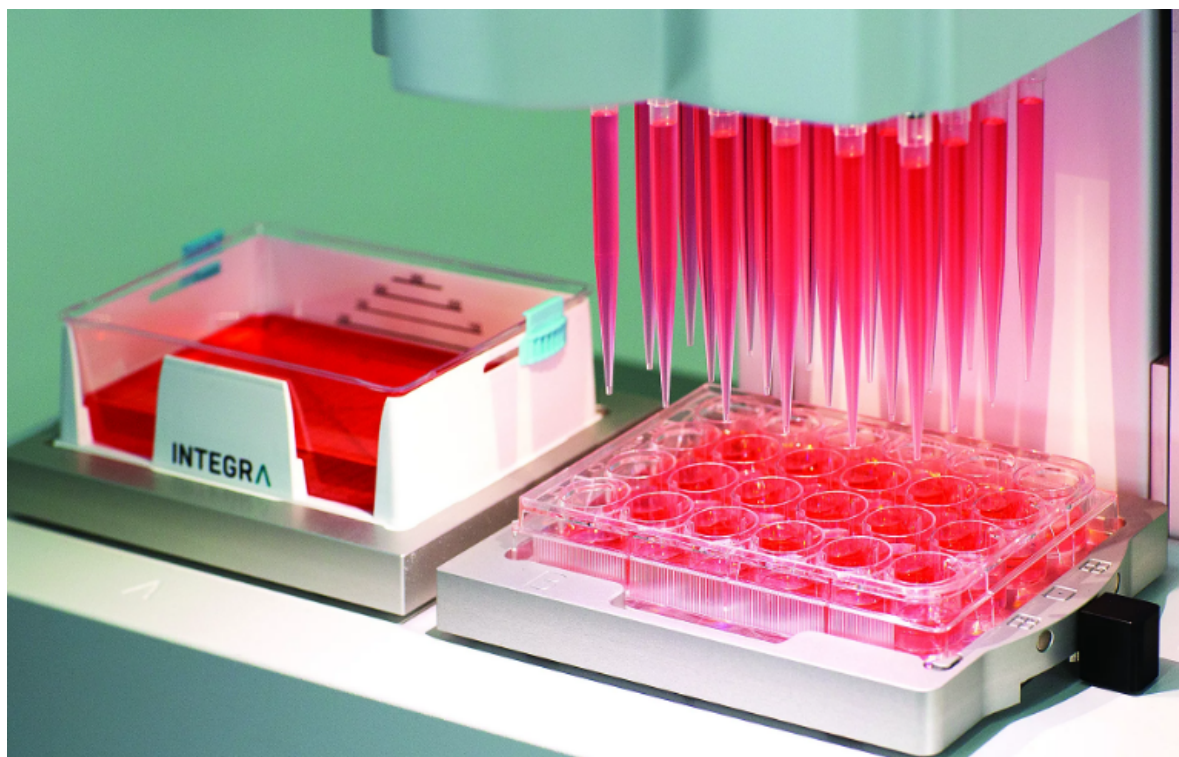
Let's gaze into the crystal ball: what do you see happening with digitization in the laboratory?

I think we'll see more connected products and integrated systems. Automation is becoming increasingly pertinent in diagnostics and quality control, while research is all about reacting quickly to new circumstances through the use of flexible manual processes. We're primed to provide our customers with active support in these areas.

LEADING COMPANIES RELY ON INTEGRA

We're proud to be a world-leading company for our customers in biotech, pharma, diagnostics and research.





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