



Environmental, Social, and Governance Report

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A message from Fluidigm's CEO

Fluidigm Corporation is an innovative leader in the life science industry committed to improving the human condition. Our innovative technologies explore the biological complexities of disease to advance human health through research, diagnostics and clinical applications. Together with our customers, we strive to increase the quality of life for all.



Consistent with this mission, we strive to conduct our business in a manner that demonstrates our concern for the global environment and our desire for the well-being of all people. We also believe that good corporate governance practices are essential to achieving this goal.

We are pleased to issue Fluidigm's inaugural Environmental, Social, and Governance (ESG) report, our first published overview of our environmental, social, and governance efforts and practices.

We anticipate that our annual ESG report will evolve as we take further steps to conduct our business in a sustainable and environmentally conscious manner and improve our processes to ensure that we are evaluating our impact across our entire spectrum of stakeholders.

S. Christopher Firthwaite



Fluidigm's ESG Opportunities

As an organization, we are still in the early stages of determining how best to approach the adoption of environmental, social, and governance goals. However, as described in this report, sustainability and environmental concerns have always been part of our culture. For the future, Fluidigm plans to establish a data-driven enterprise-level environmental policy and expand our supplier interactions to ensure that they, too, are committed to long-term sustainability. Additionally, Fluidigm intends to set goals and establish corporate governance practices that will enable us to accomplish enterprise-wide adoption of our environmental and social sustainability initiatives.



Governance and Oversight

Fluidigm's Board of Directors has delegated to our Nominating and Corporate Governance Committee (Governance Committee) the responsibility to oversee our general corporate governance practices and to review our initiatives with respect to environmental and social sustainability.

Conducting Our Business Responsibly

Fluidigm is committed to promoting sound principles of corporate governance. Our [Corporate Governance Principles](#) reflect this commitment.

Code of Conduct and Ethics; Training

We also are committed to the highest standards of integrity and ethics in the way we conduct our business. We have adopted a [Code of Ethics and Conduct](#) (Code of Ethics) that applies to the members of our Board, our officers, and our employees, as well as to our agents, contractors, and consultants. Our Code of Ethics establishes our policies and expectations with respect to a wide range of business conduct, including preparation and maintenance of financial and accounting information, compliance with laws, and conflicts of interest. Its principles are further memorialized in our [Business Partner Code of Conduct](#), which applies to all third parties that do business with Fluidigm.

Under our Code of Ethics, each of our team members is required to report suspected or actual violations to the extent permitted by law, and we encourage our business partners and their associates to report actions inconsistent with our Business Partner Code using the same mechanisms. In addition, our Audit Committee has adopted and administers procedures concerning the receipt and investigation of complaints relating to accounting or audit matters.

Fluidigm does not allow retaliation against any individual for a report or complaint made in good faith or against persons who cooperate in good faith in an investigation. Any personnel who violate the Code of Ethics, including, but not limited to, the antiretaliation provision, will be subject to disciplinary and/or enforcement action, which may include termination of employment or consulting arrangement, consistent with applicable laws.

All employees are required to complete compliance training—including on the Code of Ethics and other legal compliance policies—upon joining Fluidigm. Thereafter, all personnel are required to complete refresher compliance training approximately annually.

Ethical Labor Practices and Social Responsibility

Fluidigm is committed to doing business responsibly by aligning its strategies and global operations with the United Nations Global Compact principles on human rights, labor laws, environmental protection, and corruption in business. Accordingly, our guiding principles are:

- Human Rights** Businesses should support and respect the protection of internationally proclaimed human rights and make sure that they are not complicit in human rights abuses.

- Labor** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.

- Environment** Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

- Anti-corruption** Businesses should work against corruption in all its forms, including extortion and bribery.



Information Security

Fluidigm's Audit Committee oversees our information technology risk management and cybersecurity program. Our information technology security initiatives are overseen by an IT Steering Committee made up of senior leaders across various functional areas in addition to IT, including Finance, Global Supply Chain, Strategy, and Human Resources. The IT Steering Committee is led by our Head of Global IT, who reports to our Senior Vice President, Global Operations, who reports to our CEO. The Head of Global IT and SVP, Global Operations, provide quarterly updates to the Audit Committee on the Company's IT security programs, including controls, protocols, employee training, risk assessments, and risk mitigation measures.

With guidance from the Audit Committee, the IT Steering Committee establishes information security priorities for Fluidigm and is charged with:

- directing, reviewing, and approving IT strategic plans;
- engaging third-party experts to advise on best practices;
- overseeing major IT initiatives and directing resource allocation;
- approving the risk management emergency action process; and
- maintaining a mitigation plan to minimize the likelihood and impact of risks.

We continuously review and enhance our information security program and capabilities to identify and mitigate threats to the confidentiality, availability, and integrity of our information systems. Below are some highlights of the elements of our information security program:

- Our information security program is based on the attributes of the National Institute of Standards and Technology (NIST) cybersecurity framework.
- We follow widely accepted cybersecurity standards and best practices to define and measure our information security program. Our program is audited annually by an independent third-party expert and reviewed on a periodic basis against the NIST framework, in addition to other standards, in order to measure our cybersecurity preparedness, evaluate whether cybersecurity preparedness is aligned with risks, determine risk management practices and controls that are needed or need enhancement, and inform our risk management strategies.
- Our 2021 NIST audit results reflected significant year-over-year improvements in all areas from 2020.
- Our information security program employs a wide variety of technologies that are intended to secure our operations and proprietary information. This in-depth defense strategy focuses on protecting our networks, systems, data, and facilities from attacks or unauthorized access.

- We believe in continuous cybersecurity improvement and make ongoing investments in developing and enhancing our security processes and controls and in maintaining our technology infrastructure.
- Fluidigm has a business continuity/disaster recovery program in place, which is reviewed quarterly and tested on a regular basis.
- We have a robust program of education for our team members to mitigate cybersecurity risk, including mandatory annual online training and periodic live instructor-led training. To test the effectiveness of our education program and to reinforce cybersecurity awareness, simulated phishing challenges are sent to five employees every day, such that the entire employee population is tested every four months. Employees who fall victim to a simulated phishing email must complete additional training to regain access to their accounts. In the first half of 2021, fewer than 1% of our employees were required to complete additional training.
- We maintain a risk management insurance policy related to our cybersecurity and information security risks that is intended to defray the costs and losses of any related loss.



Health and Safety

We set expectations of health and safety management via two key documents:

- [Our Environment, Health & Safety Policy Statement](#)
- [Our Business Partner Code of Conduct](#)

At the enterprise level, Fluidigm has an Executive Safety Steering Committee comprising various members of our Executive Leadership Team, including: our Chief Science Officer; our Senior Vice President, Global Operations; our Senior Vice President, Canadian Operations; our Senior Vice President, Regulatory/Quality; our Senior Vice President and General Counsel; our Chief Human Resources Officer, and members of our Research and Development team; together with our Safety Officer, the Associate Director, Facilities Operations and Environmental Health & Safety. A subset of these functions also serves as our Biosafety Committee.

Reporting to the Executive Safety Steering Committee are various cross-functional local committees, including the Health and Safety Committees for Singapore and Markham and, in our South San Francisco headquarters, the Operations Safety Committee and First Responders team. The local committees—which, together, form a Global Safety Committee—provide oversight for emergency action and business continuity plans, biosafety protocols, exposure control plans, chemical hygiene plans, hazard assessments, hazardous waste management programs, illness and injury policies, and lab inspections.

Depending on function, all personnel are expected to complete environmental health and safety (EHS) training, including:

- Active Shooter
- Bloodborne Pathogens
- Fire Prevention in the Office
- Electrical Safety: What Everyone Should Know
- Globally Harmonized System Label and Safety Data Sheets
- Laboratory Safety: Handling Compressed Gas Cylinders in the Laboratory
- Laboratory Safety: Planning for Laboratory Emergencies
- Laboratory Safety: Preventing Contamination in the Laboratory
- Office Injury Prevention
- Protecting Your Back
- Spills and Skills — Non-Emergency HazMat Spill Response
- The Tallest Tool in the Toolbox: Using Ladders Safely

We use a variety of training media, including classroom training, webinars, and on-demand training via our online learning management system.

Individual sites are responsible for identifying site-specific EHS training needs and implementing training programs on a variety of EHS topics, taking into consideration the risks that are present and any local regulatory requirements.



Respect for Our Planet

Fluidigm's Climate Change Position Statement

- Fluidigm recognizes the risk posed by global climate change.
- We support the conclusions of international frameworks that address climate change and the conclusions from the Intergovernmental Panel on Climate Change (IPCC).
- We acknowledge the need, as set forth in the agreement adopted at the 2015 UN Climate Change Conference in Paris, to keep the global temperature rise to well below 2 degrees Celsius to avoid consequences to human health and well-being.
- We support implementation of the United Nations Sustainable Development Goal 13: Take urgent action to combat climate change and its impacts.

- We endorse the use of scientific consensus and science-based targets to address carbon emissions reduction efforts.
- We believe all governments and businesses have important roles and responsibilities to address the issue of climate change, and we will continue to seek opportunities to do our part to achieve this critical goal.
- We intend in coming years to set targets associated with increased renewable energy use, landfill waste diversion, sustainable design, and influencing of our supply chain. We intend to measure our progress and report to our stakeholders in a timely and transparent way through our annual ESG Report. See the section below entitled Sustainability Initiatives for examples of actions we are already taking to reduce our energy use and waste.

At Fluidigm, we are committed to safeguarding, sustaining and improving the environment for the benefit of current and future generations.

Environmental Risks

We are continually assessing our external risks, including environmental risks, to determine how best to proactively address any potential issues. While Fluidigm has identified certain ongoing environmental risks associated with its business, we consider most of those risks to currently be immaterial to our ongoing operations. Of these, we believe our most significant current risk related to the environment is our increasing energy consumption. As our organization and business grows, so will our demand for energy. While it is difficult to quantify our environmental impact from increased energy consumption at this time, we will continue to integrate our environmental and social responsibilities into our operations and strategic planning, making our operations more energy-efficient.

Sustainability Initiatives

Environmental impact has always been an important consideration in how we operate Fluidigm. We have taken steps, some small and others more significant, to reduce our environmental impact. These include:

- making available filtered water dispensers throughout our facilities and distributing reusable water bottles to employees to minimize the use of plastic bottles;
- in South San Francisco, providing each employee with a set of reusable silverware and dishware and eliminating single-use utensils, dishes, and drinkware;
- introducing smart bins throughout our buildings to encourage recycling and separation of waste streams;

- implementing recycling of disposable lab materials, including gloves, masks, lab coats, and plastic tubing, pipettes and pipette tips; and
- installing a lighting system with motion activators to reduce wasted energy.

In connection with the relocation of our South San Francisco headquarters in 2020, we prioritized landfill diversion by repurposing unneeded furniture and materials, including:

- sending surplus desks, cubicles, filing cabinets, a biosafety hood, and a lighted exterior sign to our Markham, Ontario, location;
- conducting an employee auction to rehome unneeded desks, tables, storage cabinets, refrigerators, task and conference room chairs, small appliances, lab benches/tables, and artwork; and
- reusing old lab benches and purchasing pre-owned desks, tables, storage cabinets, refrigerators, task and conference room chairs, and small appliances for our new office space.

Although we continue to build out the formal programs that will govern our sustainability efforts, these principles have been part of the fabric of our business from the beginning.

Environmental Sustainability Oversight

Fluidigm’s environmental sustainability initiatives are driven by a global Sustainability Committee made up of representatives across various functional areas from our three principal geographies (SSF, Markham, Singapore). The Sustainability Committee is led by our Associate Director, Facilities Operations and Environmental Health & Safety, who reports to our Senior Vice President, Head of Global Operations, who reports to our CEO.

The Sustainability Committee meets quarterly to discuss and develop environmental sustainability initiatives.

In addition to the initiatives described above, other action items undertaken, in process, or under consideration by the Sustainability Committee include:

Developing and implementing a sustainability communication and training plan:

- Creating sustainability training materials
- Incorporating introduction-to-sustainability training into new employee orientation
- Developing instructional/inspirational posters and signage in break rooms and labs

Areas of improvement:

- Switching to reusable eating utensils and dishware in all locations
- Providing education to encourage recycling and separation of green waste
- Installing instructional and inspirational posters and signage in break rooms and labs

Sustainable purchasing practices — assess current practices and ask:

- Does this product use less materials?
- Does this product reduce toxicity or use less hazardous chemistry?
- Does this product consume less energy and/or less water?
- Is this product packaged in a more sustainable way?
- Is there a way to divert the product and its packaging from the landfill?
- Is there a vendor who uses cardboard vs. Styrofoam™?
- Does the vendor have a take-back program?
- How can we recycle Styrofoam shipping containers?
- Can we reduce large orders to avoid excess storage costs?
- Can we achieve increased savings by centralizing purchases?

Implement Green Lab Certification and expand participation in the Freezer Challenge enterprise-wide.

Freezer Challenge

In 2021, two Fluidigm laboratories—a research and development lab in South San Francisco and our Apple Creek reagent manufacturing lab in Markham, Ontario—participated in the International Laboratory Freezer Challenge (Freezer Challenge), a competition that promotes simple steps to reduce the energy use by freezers in labs and increase the longevity of equipment.

The Freezer Challenge, which is run by the International Institute for Sustainable Laboratories and My Green Lab, encourages participating labs to empty, unplug, and repurpose unneeded ultra-low temperature (ULT) freezers and to temperature tune remaining ULTs—promoting sample accessibility, sample integrity, reduced costs, and energy efficiency. Challenge participants use well-evidenced criteria and best practices that support science quality and resilience while minimizing total costs and environmental impacts of sample storage.

The objective of the Freezer Challenge is to utilize friendly competition between labs all around the world over a five-month period where individual labs work at their own pace to implement optimal cold storage management practices. Labs earn points for defrosting freezers, cleaning out their freezers and refrigerators, inventorying their samples, storing their samples at high density, storing samples at appropriate temperatures, sharing refrigeration space with colleagues, barcoding samples, and adopting room-temperature sample storage.

It is our goal to increase participation in the Freezer Challenge in future years to all of our labs, and to quantify and report the resulting energy savings.



Investing in Our People

Diversity and Inclusion

At Fluidigm, our commitment to diversity, inclusion and equity is woven into our values and the belief that our global company is strongest when we embrace the full spectrum of humanity, regardless of what we look like, where we come from, or who we love. As an equal opportunity workplace and affirmative action employer, our ongoing commitment is to recruit and reward team members based on capability and performance—regardless of race, color, gender, sexual orientation, gender identity or expression, lifestyle, genetic information, marital status, pregnancy, educational background, national origin, religion, veteran status, physical ability, or any legally protected status. As Fluidigm evolves, we will continue to work together on building an inclusive and diverse culture that empowers all of us to connect, belong, and grow.

Fluidigm Equal Employment Opportunity and Affirmative Action Policy

It is the policy of Fluidigm to comply with all applicable federal, state, and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment.

Fluidigm prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information, or any other legally protected characteristic.

Fluidigm has established Affirmative Action Programs under Executive Order 11246 (“EO 11246”), Section 503 of the Rehabilitation Act of 1973 (“Section 503”), and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (“VEVRAA”).

Fluidigm engages in affirmative action measures to ensure that qualified applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

Fluidigm has established an audit and reporting system to allow for effective measurement of its affirmative action activities.

To implement this policy, Fluidigm will:

- 1 recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information or any other legally protected group status;
- 2 ensure that employment decisions are based only on valid job requirements; and
- 3 ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Fluidigm sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, genetic information or any other protected group status.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State, or local law requiring equal opportunity, including Section 503, the affirmative action provisions of VEVRAA, and EO 11246, or (3) assisting or participating in any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal opportunity, including Section 503, the affirmative action provisions of VEVRAA, and EO 11246.

Stephen Christopher Linthwaite, our President and Chief Executive Officer, affirms support for the EEO policy and the affirmative action program and has delegated overall responsibility for the implementation of the affirmative action activities to Audra Colquitte-Matthews, Director, Global Talent Acquisition.

Note About Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, among others, statements regarding Fluidigm's plans, beliefs, expectations, and current views with respect to, among other things, sustainability and environmental, social, and governance matters; improvements in operating procedures and technology; and critical incident risk management. Forward-looking statements are subject to numerous risks and uncertainties that could cause our actual results, performance, or achievements to be materially different from any future results, performance, or achievements expressed or implied by the forward-looking statements. Given these uncertainties, you should not place undue reliance on these forward-looking statements, including but not limited to risks relating to environmental, social, and governance practices, including the perception thereof; our inability to develop and achieve desired ESG goals; and our inability to realize intended benefits from our ESG strategies and initiatives, which speak only as of the date they are made. Except as required by law, we assume no obligation to update these forward-looking statements publicly, even if new information becomes available in the future. Investors in Fluidigm should review the detailed discussions of the risks and uncertainties and other information affecting our business described under the caption "Risk factors" in our most recent annual report on Form 10-K filed with the Securities and Exchange Commission and in our subsequent quarterly reports on Form 10-Q.

About Fluidigm

Fluidigm (Nasdaq:FLDM) focuses on the most pressing needs in translational and clinical research, including cancer, immunology, and immunotherapy. Using proprietary CyTOF® and microfluidics technologies, we develop, manufacture, and market multi-omic solutions to drive meaningful insights in health and disease, identify biomarkers to inform decisions, and accelerate the development of more effective therapies. Our customers are leading academic, government, pharmaceutical, biotechnology, plant and animal research, and clinical laboratories worldwide. Together with them, we strive to increase the quality of life for all. For more information, visit fluidigm.com.

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