



Helping Realize Life's Potential

COMMUNITY
impACT

**Community
Impact
at Danaher**



OUR WHY

Defining Community Impact Across Danaher

Danaher's Shared Purpose – *Helping Realize Life's Potential* – unites our 80,000 associates in pursuit of something bigger than ourselves and drives us to make a meaningful contribution in work and in life.

Our teams are driven to solve complex challenges and that passion reaches far beyond the laboratory, manufacturing facility or office. Danaher associates are relentless about improving the quality of life in their communities and around the world.

When you're a best-in-class science and technology innovator, that can lead to real change for some of society's toughest problems.

At Danaher, we "focus on the critical few" to drive operational improvements and achieve business goals. This relentless focus increases our ability to drive meaningful change and achieve success. Our community impact goals are purposefully aligned to our business platforms with this same discipline.

We see this as imperative to responsibly understand and manage our impact on the issues, systems and communities in which we invest.

Global impact requires a global mindset. We actively seek and integrate our associates' diverse backgrounds, experiences and ways of thinking into our community impact strategies. We ask our teams to challenge our mindset and process, push us to innovate, hold us accountable and ensure our actions prioritize equity in every community we touch.

We're motivated by the high expectations of our associates, our customers and our shareholders. **Community impact at Danaher is a shared responsibility.** We believe leveraging our diversity and focusing our expertise and resources will help us remove barriers to realizing life's potential.

Three-Year Commitments



OUR APPROACH

Danaher Strategy and Areas of Investment

Our path forward to creating positive and persistent change relies on a targeted approach to community investment and a preference for programs and organizations that demonstrate a shared commitment to diversity, equity and inclusion.

Leveraging expertise in Life Sciences, Diagnostics, Water Quality and Product Identification, our Operating Companies (OpCos) inform our giving strategy and help us manage partnerships with leading healthcare institutions, universities, conservationists and human services organizations to effect change worldwide.

Together, we have prioritized the following areas for community investment beginning in 2021:

- Building a Diverse and STEAM-Ready Workforce
- Advancing Healthcare Innovation
- Protecting the Environment

In addition to these priorities, we remain nimble to respond to evolving societal needs and to step up when disasters strike. We also recognize that from time to time there will be opportunities that fall outside of this scope, particularly with long-established community partners with whom our corporate and OpCo teams have relationships.



OUR APPROACH

How We Do This Work

Our Resources

Our businesses have grown profoundly since our formation in 1984, and with that so has our ability to invest in communities to help solve complex challenges.

Over the next three years, Danaher is committed to leveraging our time, talent, product and financial resources to deliver on a community impact strategy equal to our growth, abilities, the expectations of our stakeholders, and, most importantly, our Shared Purpose.

Our People

Spanning six continents and 67 countries, our associates are the engine driving Danaher's community engagement around the world. Diverse thought and experience offer limitless ideas for continuous improvement and how we focus our resources to build communities and people. We celebrate and fuel this passion in the following ways:

- **Volunteerism**

For our full- and part-time associates in the U.S. and Canada, Danaher offers an associate platform that enables the pursuit and tracking of personal volunteerism. Team-based volunteerism will be introduced in 2022 and all programs will be available globally in 2023.

- **Dollars for Doers**

Associates can translate the hours they volunteer into grants to the nonprofits of their choice. For every 20 hours an associate volunteers, they can earn a grant to direct to an eligible organization, up to twice a calendar year.

- **Gift Matching**

For our full- and part-time associates in the U.S. and Canada, Danaher matches donations from associates to eligible organizations up to \$500 USD per calendar year. Gift matching will be available globally in 2023.



Our Partners

In every form our community investments take, we aim to work in partnership with subject-matter experts. Key to our approach is partnering with well-respected national and global charitable organizations whose programs are closely aligned with our focus areas, have measurable outcomes and provide meaningful pathways for associate engagement.

To receive charitable support from Danaher, all organizations must meet the eligibility standards of their national governing agency, global compliance expectations and be aligned to the ethics and values of Danaher and our OpCos.

OUR APPROACH

How We Do This Work

Our Process

We design our strategy in partnership with stakeholders across the organization who can provide innovative perspective and influence change. Our structure includes:

- **Community Impact Team**

This team is responsible for the research, design, execution, management and measurement of the company's community impact strategy. They build programs that integrate goals across the enterprise, facilitate associate engagement, are responsible for internal and external advocacy and manage the cadence and requirements of the Council, Foundation and Committee.

- **Community Impact Leadership Council**

Inclusive of senior leadership from Danaher's corporate team, platforms and OpCos, this group ensures Danaher's community impact approach is aligned, ambitious and has a clear path forward to achieve meaningful impact. They work collaboratively to source and elevate opportunities for grantmaking and partnership.

- **Danaher Foundation Board**

This governing body owns financial oversight for investments and grantmaking from the Danaher Foundation. They review and have final approval of funding recommendations and strategy.

- **Community Impact Committee**

A network of passionate associates – including representatives from across Danaher's OpCos and Associate Resource Groups (ARGs) – this group supports the local implementation of the community investment strategy and is responsible for surfacing ideas, championing programs and policies, stewarding relationships with nonprofit partners, coordinating volunteerism and sharing stories.

Disaster Response

Launched in 2019, the Danaher Associate Relief Fund facilitates associate-to-associate giving in response to a natural disaster, health or humanitarian crisis. It relies primarily on financial support from individual associate donations, with additional contributions from Danaher and our OpCos.

We also partner with relief organizations on the ground to provide support directly to impacted communities. We extend financial and in-kind support to communities – before and after disaster strikes.

Human Rights

Embedded in our approach to community impact is an unwavering commitment to upholding the dignity of every person and supporting efforts to protect human rights around the world. We believe we have a duty to operationalize respect, inclusion and equity in our daily interactions with associates, customers and business partners and that our community impact strategy can be a catalyst for sustainable change.

Our commitment to upholding human rights is consistent with our Shared Purpose and our Core Values. We codify this commitment in our Code of Conduct and our Sustainability Policy.