

2022

Sustainability Reporting Indexes

UN SDG Content Index

United Nations Sustainable Development Goals

Repligen reporting year 2022

PRIORITY	TITLE	DESCRIPTION	RESPONSE
3	Good Health and Well-Being	Ensure healthy lives and promote well-being for all at all ages	2022 Sustainability Report : pages 3, 5, 8, 12, 14, 17, 28, 32
5	Gender Equality	Achieve gender equality and empower all women and girls	2022 Sustainability Report : pages 3, 4, 27–29, 30–32
8	Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	2022 Sustainability Report : pages 3, 4, 7–10, 12–15, 26–28, 30, 33
9	Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	2022 Sustainability Report : pages 3, 4, 7–10, 15, 18–24, 26–29, 38
12	Responsible Consumption and Production	Ensure sustainable consumption and production patterns	2022 Sustainability Report : pages 3, 4, 9, 10, 14, 19–25, 30, 38
13	Climate Action	Take urgent action to combat climate change and its impacts	2022 Sustainability Report : pages 3–5, 10, 12, 13, 17–25
16	Peace, Justice and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	2022 Sustainability Report : pages 3–5, 10, 12–15, 17, 18, 26–28, 30–37

GRI Content Index

Statement of use: Repligen Corporation has reported in accordance with the GRI Standards for the period January 1 through December 31, 2022.

GRI 1 used: GRI 1: Foundation 2021

GRI Sector Standard: No sector standard applicable to Repligen Corporation is available.

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202-2 Proportion of senior management hired from the local community	Repligen Annual Report 2022 (Form 10K) Index Annex	47, 69, 75, 76, 87, 106, 143 section 202
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SASB Content Index

Sustainability Accounting Standards Board

Health Care Sector, Medical Equipment & Supplies Industry

Industry Standard | Version 2018–10

CODE	METRIC	CATEGORY	RESPONSE
Affordability and Pricing			
HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index (CPI)	Quantitative	Our 2022 CPI increased by 6.5% compared to 2021. The realized impact of price increases at Repligen were modestly less than the 2022 CPI average. Price increases occur annually, at the beginning of December vs. January, as disclosed in our inaugural 2020 Sustainability Report.
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	Discussion and Analysis	<p>Repligen Corporation has fixed prices for all products that are hard-coded into our quoting system (Salesforce). These prices reflect a fair value proposition for the benefits that our technologies provide. Price increases, if necessary, are made annually in December. Increases are derived from a composite of increases in the cost of labor and raw materials and investments made by Repligen Corporation to improve product access and quality.</p> <p>Pricing is provided to potential customers who are biopharmaceutical developers and manufacturers, and life sciences companies, on request through our customer service or sales team. We do not publish an annual price list. In certain circumstances where required by Master Service Agreements, Repligen Corporation provides annual pricing updates for certain products to customers.</p>
Product Safety			
HC-MS-250a.1	Number of recalls issued, total units recalled	Quantitative	0
HC-MS-250a.2	List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database	Discussion and Analysis	No products were listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database in 2022. For Repligen Corporation, this database is only relevant for a small hospital supplies business unit (Repligen Corporation of Irving, TX) that manufactures less than 1% of our products by revenue. The unit operates under an ISO 13485:2016 Certified Management Quality Program.
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Quantitative	0
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices	Quantitative	0

CODE	METRIC	CATEGORY	RESPONSE
Ethical Marketing			
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims (USD)	Quantitative	0
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	This is not applicable, as Repligen Corporation is not a drug manufacturer and our products do not undergo FDA, EMA or other regulatory approvals for any particular indication/disease area. Our Code of Business Conduct and Ethics governs the promotion of all of our products.
Product Design and Lifecycle Management			
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Discussion and Analysis	The development of new products and the enhancement of existing ones include a thorough risk assessment and a stringent compliance component with established guidelines specific to each type. Guidelines for this activity are informed by our established quality processes, regulatory checklists, global regulations, certified testing facilities and consulting subject matter experts as required. Processes typically include the review of raw substances and mixtures for environmental and/or human health impacts, or regional electrical safety or product composition laws for controllers or other electrical products under development. Post product launch, Repligen Corporation monitors changing global regulations related to environmental or human health considerations that may impact existing products on the market.
HC-MS-410a.2	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies (Metric tons (t))	Discussion and Analysis	Repligen Corporation does not currently offer a formal product take-back, reuse or recycling program. However, a key objective in 2022 sought to improve our sustainability performance and pilot a single-use recycling program with select customers. We identified a number of interested parties and addressed various challenges in handling, transportation and documentation. We continue to lead collaborative discussions toward a pilot program launch.
Supply Chain Management			
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Quantitative	Tier 1 suppliers (approximately 50% of Repligen suppliers) are audited on a three-year rotation or for cause, either via paper (supplier completes a form) or on-site pending criticality. Audits are performed and files maintained by our Supplier Quality team in individual supplier files. New in 2022, our corporate Sustainability team conducted a pilot study with 12% of Tier 1 suppliers using a standardized, third-party, online audit process that focused on supplier sustainability.
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Discussion and Analysis	Every shipment is traceable by its bill of lading and on-package labeling. Repligen Corporation assigns batch and/or lot numbers to all incoming raw materials and lot and/or serial numbers to outgoing orders. Barcoded labels are used to enable traceability of any package or shipment at any point, in or out of Repligen Corporation's carrier network.

CODE	METRIC	CATEGORY	RESPONSE
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Product Quality and Safety are fundamental tenets to Repligen and managed by our cross-functional risk management program. Read more about it in our 2022 Sustainability Report on pages 3, 10, 15, 22, 23 and 25. Our Business Partner Code of Conduct clearly sets out expectations for our suppliers, including Human Rights and Fair Labor Practices.
Business Ethics			
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	There were no monetary losses as the result of legal proceedings associated with bribery or corruption in 2022.
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Discussion and Analysis	Repligen Corporation does not typically interact with healthcare professionals as part of our business activity. The Fair Dealings section of our Code of Business Conduct and Ethics governs the interaction of our directors, officers, and employees with customers, suppliers, competitors, employees, and all others.
Activity Metric			
HC-MS-000.A	Number of units sold by product category	Quantitative	Repligen Corporation believes that the number of units sold by product category is proprietary information and uses business franchise-level revenue as an Activity Metric. Revenue and Growth by each of our businesses (Filtration, Chromatography, Proteins and Process Analytics) can be found in our most recent annual report.

TCFD Content Index

Task Force on Climate-related Financial Disclosures

DISCLOSURE TOPIC	RECOMMENDED DISCLOSURE	RESPONSE
Governance		
Disclose the company's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	2022 Sustainability Report : pages 3, 4, 15, 18, 25, 33–35 2023 CDP Climate Change Response
	b) Describe the management's role in assessing and managing climate-related risks and opportunities.	2022 Sustainability Report : pages 3, 15, 22, 25, 27, 28, 33–37
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material.	a) Disclose the climate-related risks and opportunities the company has identified over the short, medium, and long term.	2022 Sustainability Report : pages 3, 14, 15, 25, 30–31 2023 CDP Climate Change Response
	b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	2022 Sustainability Report : pages 3, 10, 13, 15, 17–25, 30–33, 35
	c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario.	2022 Sustainability Report : pages 3, 4, 10, 17–21, 25
Risk Management		
Disclose how the company identifies, assesses, and manages climate-related risks.	a) Describe the company's processes for identifying and assessing climate-related risks.	2022 Sustainability Report : pages 4, 12, 14, 16, 22, 25, 33, 34 2023 CDP Climate Change Response
	b) Describe the company's processes for managing climate-related risks.	2023 CDP Water Security Response
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.	

DISCLOSURE TOPIC	RECOMMENDED DISCLOSURE	RESPONSE
Metrics and Targets		
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>a) Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <hr/> <p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.</p> <hr/> <p>c) Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.</p>	<p>2022 Sustainability Report: pages 4, 8, 12–14, 17–21, 25, 30, 33, 38</p>

Content Annex

Repligen 2022 GRI Reporting Framework Index Annex

GRI Universal Standards 2021

This document provides additional information regarding Repligen general disclosures and material topics. It is intended as a supplemental guide to information presented in our 2022 Sustainability Report and the GRI content index. Comments and questions can be directed to sustainability@repligen.com.

The process used to determine material topics is outlined in our inaugural 2020 Sustainability Report and our second 2022 Sustainability Report.

General Disclosures

2-4 Restatement of information

No data previously reported in our inaugural 2020 Sustainability Report has been restated.

2-7 Employees

Repligen employee data is publicly reported at the end of each financial reporting period for that specific point in time, i.e., December 31 of each year. Data is compared to previous reporting period(s) to determine whether there are significant differences or fluctuations that may require explanation. On a global basis, employee data is reported by geographic location, job type and age. Employees self-report for gender and race data. For additional context, [U.S. Census Bureau](#) data (2021) indicates that females hold 32%, and men hold 68% of U.S. manufacturing jobs. The significant increase in our employee count since year-end 2020 was driven by the rapid increase in demand for our bioprocessing products to address our customers' COVID-19-related development and commercial programs.

2-15 Conflicts of interest

In reporting year 2022, there was no controlling share of Repligen stock.

2-18 Evaluation of the performance of the highest governance body

Shareholders vote annually on our Board composition. This topic is not directly applicable to Repligen, and thus, there is no internal process today. However, shareholders indirectly evaluate the performance of our highest governance body overseeing ESG programs through annual voting of director nominees.

2-21 Annual total compensation ratio

The company's CEO pay ratio increased in 2022 compared to 2021; however, CEO compensation did not. Total CEO compensation in 2022 compared to 2021 was essentially the same; the dollar value decreased by 1%. The increase in pay ratio in 2022 is a factor of a decrease in median employee compensation for 2022 compared to 2021 as the total employee count increased by approximately 10%.

2-23 Policy commitments

In 2022, Repligen continued to apply the Precautionary Principal approach of Safety First when developing and launching new products and assessing their potential social and environmental risks. As part of our due diligence process, we set clear expectations for ourselves by placing safety and sustainability at the core of our business, and we are working to mirror that effort throughout our value chain. We are committed to conducting business in accordance with our principles, legal requirements, respect for human rights and the highest ethical standards as informed by authoritative intergovernmental instruments such as the UN International Bill of Human Rights and the International Labour Organization. Our Second Amended and Restated Code of Business Conduct and Ethics reflects Repligen's five core principles of trustworthiness, respectfulness, responsibility, fairness and corporate citizenship. This applies to all Repligen employees, including those who integrated through acquisitions, and all new employees are required to review and sign their commitment to the policy. Repligen is considering becoming a signatory to the UNGC Principles on Human Rights and Labor. We also operate according to company

commitments and policies that are Board-approved and relate to EHS and employee safety, personal data protection, cybersecurity and data privacy, whistleblowing and others.

2-24 Embedding policy commitments

Repligen embeds its policy commitments throughout the organization to ensure that employees at all levels act responsibly and with awareness and respect for human rights. Policies are implemented in daily activities, for example, by having new employees read and sign our Code of Business Conduct and Ethics and through training on global and site-specific EHS and Quality Management Systems. Policies such as our Business Partner Code of Conduct are also shared with key business relationships, such as suppliers and service providers, to guide all persons acting on behalf of Repligen Corporation.

2-25 Process to remediate negative impacts

Repligen is committed to providing for or cooperating in the remediation of negative impacts that the organization identifies or has contributed to. A hotline is available to all employees as a grievance mechanism. No reports were entered via this grievance mechanism.

2-27 Compliance with laws and regulations

No significant instances of non-compliance with laws or regulations and no fines were paid.

2-28 Membership associations

In addition to our active engagement with Bioprocessing Systems Alliance (BPSA), including the Sustainability Committee, we share and gain insights from our involvement with the National Institute for Innovation in Manufacturing Biopharmaceuticals (NIIMBL), the BioInnovation Group (BIG), the Biotechnology Innovation Organization (BIO) and the American Society of Mechanical Engineers (ASME).

2-30 Collective bargaining agreements

None of our U.S. employees are covered by collective bargaining agreements. We have one collective bargaining agreement with two unions that covers our 114 employees in Sweden, comprising approximately 6% of our total workforce. This agreement was last reviewed in November 2020 and expired at the end of March 2023. In France, 86 employees are under the relevant national and local collective bargaining agreements for metallurgy, comprising approximately 4% of our total workforce.

Material Topics

201 Economic performance

No government is present in the Repligen shareholder structure. Repligen Corporation does not publicly disclose Economic Value Generated, Distributed and Retained by geography.

202 Market presence

Repligen complies with all local, state, and country regulations related to hiring and compensation practices. Repligen did not track the ratios of standard entry-level wage by gender compared to the local minimum wage in 2022. However, 100% of the Repligen executive team (senior management) in place at corporate headquarters at year-end 2022 had been hired in the country of operation (i.e., the United States).

203 Indirect economic impacts

When making investment and capacity expansion decisions, Repligen Corporation, a publicly traded stock, considers current-state office and manufacturing spaces, lease parameters and other options. Expansion projects comply with all relevant local, state and country regulations and impart no to low negative community impacts. Unquantified positive impacts include support of the local economies where we operate through business-related and/or non-work-related employee spending.

204 Procurement practices

Repligen complies with all applicable government procurement mandates and international laws and regulations as they apply to our business around the world. The proportion of spending on local suppliers was not tracked in 2022.

205 Anti-corruption

Repligen had no confirmed instances of corruption among employees or business partners. Business partners are expected to comply with Repligen anti-corruption policies as set forth in our Business Partner Code of Conduct.

301 Materials

Repligen is committed to SDG 12, Responsible Consumption and Production, one of seven SDGs material to our business. Significant strides have been made over the last few years to right-size our packaging and optimize the amount of renewable packaging; detailed examples are found in our inaugural 2020 Sustainability Report. We continue to advance a pilot product take-back and recycling program for select products with interested partners. We are in process of quantifying these advances across our product lines and expect to provide additional details of these programs in future reporting.

302 Energy

3-3: Repligen is committed to being a responsible steward of energy use and is making significant strides in the transition to renewable resources. Financial grade software with embedded conversion factor tools aligned to EPA standards was used for data tracking. All calculations were prepared according to the GHG Protocol using EPA eGRID and IEA conversion factors. Repligen Corporation did not sell electricity, heating, cooling or steam in 2022.

302-1: Total 2022 energy consumption was 30,970 MWh (111,492 gigajoules). Of this, 18,390 MWh or 59% (66,204 gigajoules) came from non-renewable Scope 1 and Scope 2 sources and is comprised of 37% electricity, 22% natural gas and a negligible amount of propane. The balance of 12,580 MWh or 41% (45,288 gigajoules) came from renewable Scope 2 sources of electricity, inclusive of 339 MWh from on-site solar generation in Waterford, Ireland. Other renewable sources vary by region and provider and are not included in Repligen invoices; however, these are understood to be wind, hydroelectric and solar.

302-2: Scope 3 emissions inventory tracking was expanded in 2022 from two to nine categories and amounted to 12,108 tons CO₂e (43,589 gigajoules), an estimated 74% of Repligen total greenhouse gas emissions. Calculations were based on actual emissions data reported by suppliers and, in some cases, verified with Repligen data. Suppliers are relied upon to provide Repligen with accurate data sets prepared with the appropriate conversion factors.

302-3: The 2022 Repligen energy intensity ratio was 38.6 MWh per million dollars revenue (ratio denominator). Fuel and electricity, which includes heating and cooling, were included in the ratio and represent energy consumption **within** the organization. Steam was not included as Repligen does not generate or use steam in manufacturing processes. The GHG emissions intensity for the same period was 5.3 tons CO₂e.

302-4: Energy consumption for electricity and heat increased by 7,747 MWh in 2022 due to increases in production, which were reflected in utility bills. Baseline year calculations for 2019 covered eight manufacturing sites and no prior historical data was available.

302-5: No energy reduction requirements of sold products and services were identified in 2022. However, Repligen products aim to yield more product, in less time and space, and with less waste, thus delivering positive impacts to customer Scope 2 and Scope 3 emissions.

303 (1-5) Water and effluents

3-3, 303-1: The majority of Repligen operations are not water intensive. Each manufacturing site has strict measures in place to manage water withdrawals and releases and maintains compliance with all applicable regulations. The World Resource Institute (WRI) Aqueduct Water Risk Atlas informs site-level water strategies and priorities, which consider withdrawals, usage, impacts, reduction opportunities and goal setting where feasible.

303-2: Repligen Corporation complies with local water discharge regulations for each manufacturing site, the standards of which inform our operating procedures (SOPs) and enforcement programs as applicable and as managed by site-level EHS leaders.

303-3, 303-5: Total 2022 water withdrawals amounted to 136.14 megaliters (136,140 cubic meters) across 13 of 18 manufacturing sites for which data was available. Of this, 17% was used by sites located in water-stressed regions. Water data was sourced from utility invoices and best estimates from property managers of shared rental spaces. Water storage does not have a significant impact on Repligen operations.

303-4: Repligen currently tracks water discharge totals for water used in manufacturing processes that is treated before discharge according to all applicable regulations.

304-1 Biodiversity

Repligen is aware of the importance of biodiversity as it relates to sustainable development. We are in the early stages of evaluating the actual, potential, positive and negative impacts of our operations on biodiversity, and we expect to expand on this work for future reporting. The Repligen Toulouse (France) site is located adjacent to the Canal du Midi, a UNESCO world heritage site with biodiversity value. It is a human-made waterway protected for its natural beauty, historic significance and recreational use. It is not utilized for drinking water, sanitation or agriculture. Repligen operations maintain strict control of its water releases and the closely monitored effluent system poses very low risk to the canal. Repligen was not significantly involved in the protection or restoration of this canal's natural habitat in 2022, but the team is looking into potential preservation support opportunities for 2023 and beyond. To our knowledge, there are no IUCN Red List species with habitats in this area.

305 (1-7) Emissions

3-3: Repligen recognizes the value of working to control and, where feasible, reduce total greenhouse gas emissions. Our **operational control consolidation approach** to emissions is to maximize direct purchases of renewable energy (fuel and electricity) and purchase renewable energy credits (RECs) in situations where renewable sources are not available. Repligen aligns with GHG Protocol Guidance for all emissions accounting, uses EPA eGRID and IEA energy-to-emission conversion factors and uses U.S. EPA Global Warming Potential (GWP) rates to standardize all emissions to carbon dioxide equivalents (CO₂e). We do not currently track emissions of ozone-depleting substances as they are not material to our operations. Previous year data was not restated in 2022 reporting; thus, no changes warranted base year emissions recalculation. Actual data, versus estimates based on spend, inform our calculations for Scope 1, Scope 2 and Scope 3 emissions.

305-1: This report covers annual, fiscal and base year 2022 where gross Scope 1 (direct) emissions were calculated as 1,322 tons CO₂e for carbon dioxide (CO₂) only. No emissions were biogenic.

305-2: Gross Scope 2 (indirect) emissions for 2022 amounted to 6,432 tons CO₂e of location-based and 2,947 tons CO₂e market-based emissions.

305-3: Gross Scope 3 (indirect) emissions for 2022 amounted to 12,108 tons CO₂e and included both carbon dioxide (CO₂, a byproduct of fuel burning) and methane (CH₄, part of our waste weight data). Biogenic CO₂ emissions were already included in our waste emissions metric, as composting emissions are not tracked separately. All Scope 3 emissions categories were included in the calculation except for categories 4, 11 and 12.

305-4: Our 2022 GHG emissions intensity ratio was 5.3 tons CO₂e per million dollars of revenue (the ratio denominator) and included all types of energy consumption for both inside and outside of the organization. Carbon dioxide (CO₂) and methane (CH₄) were included in the calculation.

305-6: Repligen does not currently track emissions of ozone-depleting substances as they are not material to our operations.

305-7: Reported Scope 3 emissions (305-3) represent the full emissions inventory and include NOx and SOx gases; however, emissions by gas type are not delineated. Emissions category 3 (fuel and energy activities not in Scope 1 or Scope 2) were 12 tons CO₂e and reflect line losses associated with transmission of off-site electricity generation.

306 Waste

3-3: Repligen recognizes the value of decreasing waste generation and increasing rates of recycling and landfill waste diversion at the site-level. In 2022 we developed a robust tracking methodology for all waste types and waste streams, including hazardous and non-hazardous materials, and shared best practices across sites. Progress on site-level waste mitigation plans is reviewed in monthly steering committee calls led by our Senior Director of Sustainability and championed by our COO. Data was sourced from invoices and hauler reports. We also drive proactive discussions with haulers toward improving their data quality, thereby benefiting a wider set of their climate-conscious clients. Repligen considers waste directed to disposal as waste that is not prepared for recycling. Percentages may be rounded and not equal 100%.

306-1: Typical site-level waste streams are largely comprised of manufacturing activities and resulting scrap. Raw materials and their packaging (inputs), combined with manufacturing processes (activities), are shaped by operating efficiencies (inputs), which result in salable products and scrap (outputs). Our continuous improvement program, the Repligen Performance System (RPS), is used to drive multiple manufacturing efficiency improvement projects. Significant inroads in scrap reduction and recycling programs were made in 2022.

306-3: Total waste generated by our 18 manufacturing sites amounted to 1,722 metric tons (1,898.3 tons). Of this, 1,605 (93%) were non-hazardous and 117 (7%) were hazardous, which included universal waste and regulated medical waste.

306-4: 366 metric tons (21% of 1,722) of waste were diverted from disposal and prepared for off-site recycling. Included were 360 of mixed materials (e.g., cardboard, plastics, and wood pallets), 6 of compost, and 0.08 of hazardous waste. Reuse data, e.g., electronic waste, is not yet tracked but is under evaluation for future reporting.

306-5: 1,357 metric tons (79% of 1,722) of waste were directed to off-site disposal. 1,240 metric tons (91% of 1,357) were non-hazardous, and 117 metric tons (9% of 1,357) were hazardous. No waste was disposed on-site.

Of the 1,240 metric tons of non-hazardous waste sent for off-site disposal, 599 (48%) were landfilled, 391 (32%) were incinerated without energy recovery, 154 (12%) were incinerated with energy recovery, 88 (7%) went to fuels blending, and 8 (1%) underwent other treatment methods. The other methods included wastewater treatment, stabilization, and undetermined treatment methods due to supplier reporting limitations. These limitations are undergoing further evaluation for potential future reporting.

Of the 117 metric tons of hazardous waste sent for off-site disposal, 19 (16%) went to fuels blending, 2 (2%) were incinerated with energy recovery, 4 (3%) were incinerated without energy recovery, 0 were landfilled and 92 (79%) were disposed of by other methods. The other methods included 2 metric tons of wastewater treatment and stabilization and another 90 metric tons of undetermined treatment methods due to supplier reporting limitations. These limitations are undergoing further evaluation for potential future reporting.

Overall, 599 of 1,722 total metric tons (35%) were directed to off-site disposal by landfilling while the other 1,123 metric tons (65%) were sent off-site for other disposal treatment methods.

308 Supplier environmental assessment

No new suppliers were screened using environmental criteria in 2022; however, this topic is under evaluation as part of our nascent supplier engagement strategy. No negative environmental impacts in the supply chain were reported in 2022; thus no specific response actions were taken.

401 Employment

401-3: In 2022 all employees, regardless of gender, were entitled to parental leave. Terms of parental leave can differ depending upon location and local and regional norms. U.S. employees receive a paid parental leave benefit in conjunction with the birth of a child, an adoption or foster care placement of a child. Full-time employees who have completed three (3) months of service are eligible for 80 hours of paid leave. Part-time employees receive the equivalent number of hours of paid leave, prorated to number of hours that they are normally scheduled to work per week. Employees in other countries receive statutory benefits for parental leave.

403 Occupational health and safety (OHS)

403-1: This topic is a priority for Repligen. It is governed by a global EHS Policy and Framework, which have been proactively implemented as a standard course of business and apply to all employees and company sites. Non-employees, such as contractors and tradespeople, whose work is controlled by Repligen, are also included. Associated policies and processes serve to reinforce the company's overarching global risk management program. Our manufacturing sites comply with local regulations and stay current on regulatory changes. In 2022, 16 of 18 manufacturing sites were ISO-certified and the remaining two sites follow processes aligned to ISO standards. Operations and site leadership place emphasis on correcting situations before they become incidents, and best practices are shared across sites.

403-2: Repligen tracks reportable and recordable incidents at each manufacturing site, guided by OSHA and applicable international regulations. Weekly operations meetings open with on-site safety status reports. Each site has a target to reduce incidents by tracking "near misses" and communicating safety improvements to site employees and sharing best practices across the site network. All workers are encouraged to report safety concerns through the near-miss program and are required to escalate serious concerns to their managers. At some sites, external experts are hired to support safety goals. Our Lund, Sweden, site is certified to ISO 14001:2015 and uses POL-11086 OHS Policy, BUP-00216 Risk Assessment, SOP-00456 Routines in Case of Accidents and BUP-00217 Reporting of Work-Related Incidents.

403-3: Repligen manufacturing sites use internal and external resources to lead OHS efforts. Larger sites have dedicated internal OHS leaders who lead related processes and ensure all on-site employees have access to information to safely conduct their jobs. Most sites have safety teams that support safe practices and track progress. Lund uses BUP-00216 for risk assessment. Bridgewater uses CF0364 Health and Safety Risk Assessment for their risk assessment.

403-4: New employees receive job-specific orientation and safety training. Most sites have safety committees that provide guidelines, corrective actions and tracking of incidents and near misses. Non-employees who visit sites are provided with access to safety protocols and practices.

403-5: Employees receive in-person and online safety training that includes the Repligen EHS Policy, emergency procedures, hierarchy of controls, hazard communication plan, and ergonomic and general safety. As appropriate to their role, other employees are trained on incident reporting, security policy, lab safety, emergency action plan, and disposal of chemical and biological waste.

403-6: Repligen provides employee benefits that align with federal, country and cultural norms. Depending on the region, these can include medical, dental and vision care, an Employee Assistance (EAP) Program to support mental health, paid time off and parental leave. Personal protective equipment (PPE) are provided for jobs that require them, and some sites provide clinics that offer flu shots, therapeutic massages and prescription glasses.

403-7: Repligen has in place robust risk prevention, mitigation and management processes related to operations and new product development. Today, there is no formal policy in place, other than our Business Partner Code of Conduct, that specifically addresses supplier OHS topics.

403-8: Repligen Corporation site occupational health and safety programs cover all employees and site visitors.

403-9, 403-10: In 2022, Repligen had no work-related fatalities or high-consequence work-related injuries. The potential for disclosing additional information on these topics in future reporting is under evaluation.

404 Training and education

Training and education is a competitive imperative. Depending on the type of training and job relevance, programs were overseen and administered by Human Resources, Information Technology and select people managers. Engagement in learning begins on an employee's first day with a focus on Repligen Code of Conduct policies and health and safety. Average hours of training per employee were not tracked in 2022. All employees receive feedback or performance review at least on an annual basis.

405 Diversity and equal opportunity

405-2: The Board Compensation Committee operates under a written charter available on our corporate website. No policy exists today for reporting the ratio of basic salary and remuneration of women to men.

406 Non-discrimination

There were no incidents of discrimination during 2022; thus, there is no status nor have any actions been taken.

407 Freedom of association and collective bargaining

No operations or suppliers were identified in which workers' rights to exercise freedom of association or collective bargaining may have been violated. Further, there were no significant risks identified in terms of type of operation or supplier, countries or geographic areas with operations and suppliers considered at risk. As a result, no response measures were required or taken by Repligen.

408 Child labor

No operations or suppliers were identified to have significant risk for incidents of child labor or young workers exposed to hazardous work. None were considered to have significant risk of incidents of child labor in terms of type of operation or supplier, or countries or geographic areas with operations or suppliers. As such, no measures were identified as required nor taken by Repligen to contribute to the effective abolition of child labor.

409 Forced or compulsory labor

No operations or suppliers were identified to have significant risk for incidents of forced or compulsory labor or young workers exposed to hazardous work. None were considered to have significant risk of incidents in terms of type of operation or supplier, or countries or geographic areas with operations or suppliers. As such, no measures were identified as required nor taken by Repligen to contribute to the effective abolition of forced labor.

410 Security practices

One Repligen site employed security personnel in 2022 through an external service provider, which prepared and administered all training sessions. Repligen had no direct involvement with the training but was provided a list of topic areas covered, two of which covered human rights issues related to harassment and workplace violence.

411 Rights of Indigenous peoples

Repligen leases its manufacturing facilities and operates in compliance with all applicable local, state, federal and country regulations. In 2022, there were no identified incidents of violations involving the rights of Indigenous peoples. Therefore, there were no actions taken with reference to incident reviews, remediation plan implementations or results reviews, or incidents no longer subject to action. No policy exists today that addresses the rights of Indigenous peoples.

413 Local communities

In 2022, 16 of 18 manufacturing sites, representing 89% of Repligen operations, implemented some degree of local community engagement, typically in the form of local community development programs based on local community needs. No Repligen operations were identified as having significant actual or potential negative impacts on local communities. Unquantified positive impacts relate to goodwill and in-community commerce.

414 Supplier social assessment

No new suppliers were screened using social criteria in 2022; however, this topic is under evaluation as part of our nascent supplier engagement strategy. No suppliers were identified as having significant actual or potential negative social impacts or required agreed-upon improvements. No significant actual or potential negative impacts were identified in the supply chain; thus, 0% of suppliers were terminated because of assessment.

415 Public policy

As outlined in our Code of Business Conduct and Ethics policy, Repligen does not make financial or in-kind political contributions.

416 Customer health and safety

No significant product and service categories were assessed for health and safety impact improvements in 2022, nor did Repligen identify instances of non-compliance with regulations or voluntary codes.

417 Marketing and labeling

New product launches include appropriate marketing and labeling strategies that comply with all appropriate laws and regulations of the markets we serve. Depending on product type, use application and other factors, specific details on safe handling, operating instructions, country of origin, and in some cases, disposal information is included in instruction guides and on labeling applied to products and packaging. Periodic label revisions are made based on, among other things, product changes or regulatory changes and are managed through a controlled and traceable process. All significant product categories are assessed for compliance using this process. No significant incidents of non-compliance with relevant regulations were identified in the reporting year 2022.

418 Customer privacy

Repligen complies with all relevant state and federal laws governing data security data, such as the EU General Data Protection Regulations (GDPR), California Consumer Privacy Act (CCPA) and California Privacy Rights Act (CPRA). The company has invested in robust security measures, including software systems, data management processes and employee training to manage and mitigate risks related to, among other things, intellectual property, proprietary business information, customer and supplier data, and personally identifiable employee information. In the reporting year 2022, there were no substantiated complaints received concerning breaches of customer privacy categorized by complaints received from outside parties or regulatory bodies.

 [Read our 2022 Sustainability Report.](#)

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