

Charles River ESG Performance Data

Metric	Unit	Baseline	2021	2022	2023	Notes
Company information						
Employees						
Total employees	#	–	20,000	21,400	21,800	Headcount as of fiscal year-end.
Science professionals with advanced degrees, including Ph.D.s, D.V.M.s, and M.D.s	#	–	2,000	2,600	2,600	–
Annual revenue	\$ billions	–	\$3.54	\$3.98	\$4.13	–
Number of regulatory approvals for new products	#	–	Worked on 86% of FDA approved drugs	Worked on 76% of FDA approved drugs	Worked on 85% of FDA approved drugs	–
Environmental						
GHG Emissions						
Scope 1 (Direct) Emissions ¹	MT CO ₂ e	86,284	89,005	90,002	85,723	Baseline is 2018.
Carbon Dioxide (CO ₂) emissions ¹	MT CO ₂ e	85,758	88,437	89,407	85,122	
Methane (CH ₄) emissions ¹	MT CO ₂ e	49	50	51	48	
Nitrous Oxide (N ₂ O) emissions ¹	MT CO ₂ e	53	55	56	53	
HFCs ¹	#	424	463	489	500	
Scope 2 (Energy Indirect) Emissions ¹	MT CO ₂ e	79,271	42,266	45,976	18,031	Baseline is 2018.
Scope 1 and 2 GHGs ¹	MT CO ₂ e	165,555	131,271	135,978	102,610	Baseline is 2018.
Scope 1 and 2 GHG Reduction based on 2018 baseline ¹	%	–	-20.7%	-17.9%	-37.3%	
Scope 3 (Other Indirect) Emissions ¹	MT CO ₂ e	334,829	395,537	423,884	435,589	Baseline is 2019. Data is result of both actual and economic model calculations.

¹ Annual data reflects data through December 31 of the respective year. Historical data for 2021–23 updated to reflect both divested sites and sites acquired through acquisition. Noveprim acquisition not included in data.

Metric	Unit	Baseline	2021	2022	2023	Notes
Scope 3 GHG Changed based on 2019 baseline	%	–	^ 18.1%	^ 26.6%	^ 30.1%	–
CDP Climate Score	–	C	A-	A-	A-	From CDP Climate Survey.
CDP Supplier Engagement rating	–	C	A	A-	B	From CDP Climate Survey.
Energy						
Steam Consumption ¹	MWh	186,720	205,509	204,325	194,083	
Heating Consumption ¹	MWh	281,249	290,921	294,269	279,858	
Total Electricity Consumption ¹	MWh	253,711	269,706	292,780	301,897	
Electricity consumption from renewable sources ¹	MWh	1,257	96,904	104,254	276,565	
Electricity consumption from non-renewable sources ¹	MWh	252,454	172,801	188,525	25,331	
Solar Thermal Heating – On Site	MWh	0	0	0	12	
Fuel used – Natural Gas ¹	MWh	442,275	458,976	460,608	437,273	
Fuel Used – Kerosene ¹	MWh	1,045	6,270	6,530	6,551	
Fuel used – Gasoline ¹	MWh	1,617	566	886	213	
Fuel used – Diesel ¹	MWh	16,394	12,191	13,371	13,492	
Fuel used – Propane ¹	MWh	4,200	2,500	3,586	3,844	
Fuel Used – Biomass ¹	MWh	30	840	884	1,184	
Environmental Management						
EHS&S-related notices of non-compliance	#	–	6	1	6	–
Environmental Fines	#	–	0	1	2	–
Environmental Fines (amount)	\$	–	\$0	\$3,175	\$13,561	U.S. Dept. of Labor OSHA – July 10, 2023= \$3,386.00 U.S. Dept. of Labor OSHA – February 7, 2023= \$10,175.00

¹ Annual data reflects data through December 31 of the respective year. Historical data for 2021–23 updated to reflect both divested sites and sites acquired through acquisition. Noveprim acquisition not included in data.

Metric	Unit	Baseline	2021	2022	2023	Notes
Spills						
Total spills resulting in release	#	–	0	0	0	
Amount of spills resulting in release	BOE	–	0	0	0	
Social						
Community Impact						
Total Investments	\$	–	\$2,809,091	\$2,809,792	–	Data based on IRS Federal Returns – what is claimed as a charitable contribution on line 19. The 2023 final donation amount will be based on IRS Federal Returns filed late 2024.
Total Volunteer Time Off (VTO) hours	#	–	13,126	22,025	29,014	In response to the COVID-19 pandemic, in 2021 and 2022, the scope of VTO expanded to include “Acts of Care”. Employees, through “Acts of Caregiving”, could utilize VTO in support of the caregiving of another. Acts of Caregiving sunsetted on December 31, 2022.
Employee Participation in VTO	#	–	1,829	3,444	5,252	Based on employee headcounts as of December 31. Headcount does not include Insourcing Solutions employees.
Employee Participation in VTO	%	–	10%	16%	26%	Based on employee headcounts as of December 31. Headcount does not include Insourcing Solutions employees.
Employees ²						
Permanent Employees	#		20,000	21,400	21,800	Headcount as of fiscal year-end
Men	#		8,100	8,600	8,600	Excludes Noveprim
Women	#		11,900	12,800	12,800	Excludes Noveprim
United States	#		10,000	10,800	10,700	–
Asia	#		1,100	900	1,300	–
Europe	#		6,300	6,600	6,700	–
Other	#		2,600	3,100	3,200	–
Temporary Employees	#	–	3,300	3,400	2,900	Headcount with a designation of “Temp” in the “Reg/Temp” field
Men	#		–	–	–	Our HR systems do not collect this data

² Numbers rounded to nearest hundred or tens, as applicable.

Metric	Unit	Baseline	2021	2022	2023	Notes
Women	#		–	–	–	Our HR systems do not collect this data
United States	#		1,000	1,100	1,000	–
Asia	#		400	400	100	–
Europe	#		1,700	1,800	1,700	–
Other	#		200	100	100	–
Non-guaranteed hours employees	#		250	270	220	Headcount with a designation of “On Call” in the Full-/Part-Time field
Men	#		100	100	80	–
Women	#		100	200	140	–
United States	#		20	20	10	–
Asia	#		–	–	–	–
Europe	#		50	70	60	–
Other	#		180	180	150	–
Full-time Employees	#		18,700	20,000	20,400	Headcount with a designation of “FT” in the “Full-/Part-Time” field
Men	#		7,800	8,300	8,300	Excludes Noveprim acquisition.
Women	#		10,900	11,700	11,600	Excludes Noveprim acquisition.
United States	#		9,800	10,600	10,500	–
Asia	#		1,100	900	900	–
Europe	#		5,300	5,500	5,500	–
Other	#		2,500	3,000	3,500	–
Part-time Employees	#	–	1,400	1,500	1,400	Headcount with a designation of “PT” in the “Full-/Part-Time” field
Men	#		300	300	300	–
Women	#		1,100	1,200	1,100	–
United States	#		200	200	160	–

Metric	Unit	Baseline	2021	2022	2023	Notes
Asia	#		7	6	2	–
Europe	#		1,100	1,200	1,160	–
Other	#		100	100	100	–
Workers who are not employees and whose work is controlled by the organization	#		1,400	1,400	1,000	Contingent Contract Workers
Type of worker – example one	#		500	400	300	IT Functional Area
Type of worker – example two	#		600	700	400	Safety and RMS Operational Functional Area
Employee Diversity						
Men in Workforce	%	–	40.5%	40.0%	40.2%	All roles globally.
Women in Workforce	%	–	59.5%	60.0%	59.8%	All roles globally.
Employees from underrepresented racial and ethnic groups	%	–	29.1%	31.2%	31.8%	U.S. only: Underrepresented racial and ethnic group definition: where ethnic group is not white.
Asian	%	–	7.2%	7.2%	7.7%	U.S. only.
Black/African American	%	–	8.3%	9.0%	9.3%	U.S. only.
Hispanic/Latino	%	–	11.1%	12.0%	11.8%	U.S. only.
Two or more races	%	–	2.1%	2.5%	2.5%	U.S. only.
White	%	–	70.6%	68.6%	68.2%	U.S. only.
American Indian/Alaskan Native	%	–	0.2%	0.03%	0.30%	U.S. only.
Native Hawaiian or other Pacific Islander	%	–	0.3%	0.3%	0.3%	U.S. only.
Do not wish to disclose	%	–	0.3%	0.2%	0.0%	U.S. only.
Executive Leadership						
Women	%	–	34.8%	38.0%	42.1%	Defined as VP+.
Underrepresented racial and ethnic groups	%	–	11.1%	7.4%	10.3%	Defined as VP+ (U.S. only). Underrepresented racial and ethnic group definition: where ethnic group is not white.

Metric	Unit	Baseline	2021	2022	2023	Notes
Managers						
Women	%	–	51.3%	52.1%	52.9%	Defined as manager, excludes executive leadership (VP+).
Underrepresented racial and ethnic groups	%	–	18.9%	21.0%	21.2%	Defined as manager, excludes executive leadership (VP+). U.S. only. Underrepresented racial and ethnic group definition: where ethnic group is not white.
Employee Attraction ³						
Hires By Region						
United States	#	–	2,929	3,263	2,000	–
Asia	#	–	289	427	300	–
Europe	#	–	1,514	1,427	1,000	–
Other	#	–	581	593	400	–
Total Employee Hires	#	–	5,313	5,710	3,700	–
Hires by Gender						
Female	#	–	3,210	2,406	2,100	–
Male	#	–	2,101	3,304	1,600	–
Hires by Age Group						
Under 30	#	–	2,904	3,232	2,100	–
30–50	#	–	2,009	2,119	1,400	–
50+	#	–	390	359	200	–
Employee Development						
Employee recognition e-cards sent	#	–	18,118	20,021	20,662	–
Total completed courses	#	–	291,959	337,239	410,042	Does not include onboarding data for Insourcing Solutions hires.

³ 2023 numbers rounded to nearest hundred or tens, as applicable.

Metric	Unit	Baseline	2021	2022	2023	Notes
Average number of completed courses per employee	#	—	15	15	19	The implementation of talentHUB Learning starting in 2021 is part of a multi-year strategy to centralize, capture, and further integrate learning for our employees in the coming years. This average does not include a majority of the skill-based and scientific regulated training captured in local systems.
Average number of training hours per employee			—	—	11	Based on total hours of training (233,589) divided by employee count.
Percentage of employees receiving regular performance reviews	%	—	93%	88%	89%	Baseline from 2019.
Employee Engagement Survey – employee participation	%	—	62%	65%	68%	Per employee feedback, listening strategy in 2023 shifted from three to two Employee Pulse Surveys throughout the year.
Employee Retention						
Voluntary turnover rate (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	#	—	(a) 3.10% (b) 7.6% (c) 11.6% (d) 19.6%	(a) 10.6% (b) 7.3% (c) 11.8% (d) 18.0%	(a) 6.9% (b) 5.4% (c) 7.4% (d) 14.1%	—
Involuntary turnover rate (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	#	—	(a) 6.1% (b) 3.5% (c) 7.4% (d) 5.5%	(a) 4.1% (b) 2.4% (c) 1.5% (d) 3.8%	(a) 4.3% (b) 3.4% (c) 3.4% (d) 6.0%	—
Total Turnover (Rate)	%	—	21.1%	20.0%	18.0%	—
Turnover by gender						
Female (Rate)	%	—	20.7%	19.5%	17.3%	—
Male (Rate)	%	—	22.0%	20.5%	19.0%	—
Turnover by age group						
Under 30 (Rate)	%	—	31.4%	29.2%	20.0%	—
30–50 (Rate)	%	—	17.0%	15.2%	10.5%	—
50+ (Rate)	%	—	16.3%	14.4%	8.4%	—

Metric	Unit	Baseline	2021	2022	2023	Notes
Worker Safety ⁴						
Main types of work-related injury	Type					Injury by animal; injury by sharp object; injury through manual handling and lifting
Fatalities from work-related injury – Employees	#	–	0	1	0	
Fatalities from work-related injury – Contractors	#	–	0	0	0	
Lost Time Incident Rate – Employees	rate	1.96	2.29	2.04	2.51	Baseline is 2018.
Total Recordable Incident Rate (TRIR) – Employees	rate	4.97	4.01	4.44	4.91	Baseline is 2018.
TRIR Reduction based on 2018 baseline	%	–	-19.3%	-10.7%	-1.2%	
U.S. Suppliers: Diverse (including Small Business) ⁵						
Small Business	\$	–	\$136,678,390	\$159,894,131	\$171,664,365	
Veteran	\$	–	\$1,707,279	\$9,555,010	\$12,951,837	
Women Owned Business	\$	–	\$10,240,400	\$12,916,220	\$15,867,726	
Minority	\$	–	\$1,133,657	\$3,753,370	\$5,466,665	
Small Disadvantaged Business	\$	–	\$6,205,800	\$18,711,250	\$25,599,868	
Disadvantaged Business	\$	–	\$538,674	\$1,141,406	\$645,969	Reduction in spend impacted by a migration of 12 suppliers away from the DBE qualification.
HUB Zone	\$	–	\$193,210	\$237,215	\$404,555	
Veteran Disabled Business	\$	–	\$160,362	\$1,078,688	\$1,494,530	
Animal Welfare						
Facilities subject to national and international certification	%	–	~95%	~95%	~95%	CRL sites accredited according to national and/or international guidelines or accreditation standards. Figures represent estimates. Plan is to achieve 100% accreditation.
Governance						
Board						
Number of Board members	#	–	10	11	11	2021 data updated to reflect year-end.

⁴ Excludes Noveprim acquisition.

⁵ U.S. only. Some suppliers may be classified in one or more area(s). Our changes in reported spend across diverse categories in 2023 reflect the addition of spend source data available through our corporate card partner.

Metric	Unit	Baseline	2021	2022	2023	Notes
Board members – Independent	%	–	90.0%	82.0%	82.0%	2021 data updated to reflect year-end.
Board members – Female	%	–	30.0%	27.0%	27.0%	2021 data updated to reflect year-end.
Board members – Underrepresented racial and ethnic groups	%	–	10.0%	9.0%	9.0%	2021 data updated to reflect year-end.
Board members – Under 30	%	–	0%	0%	0%	–
Board members – 30–50	%	–	0%	0%	0%	–
Board members – 50+	%	–	100.0%	100.0%	100.0%	–
Directors Attending 75% or More of Board Meetings and Committee Meetings	%	–	100.0%	100.0%	100.0%	Each director attended 75% or more of the aggregate number of Board meetings and the committee meetings of the Board on which he or she served.
Ethics and Responsible Business						
Inquiries received through ethics reporting channels	#	–	36	48	81	Based on reports submitted through the Charles River Helpline.
Monetary loss from legal proceedings associated with corruption and bribery	\$	–	\$0	\$0	\$0	Charles River is unaware of any current legal proceedings associated with bribery and corruption.
Monetary losses as a result of legal proceedings associated with false marketing claims	\$	–	\$0	\$0	\$0	–
Total base salaries for named executive officers as set forth in 2023 Summary Compensation Table in Proxy Statement	\$	–	\$3,495,854	\$3,955,133	\$3,895,736	2021 amount corrected to reflect total base salaries as published in 2021 Proxy.