

# ESG Performance Data

METRIC	2017	2018	2019
<b>Company Information</b>			
<b>Employees</b>			
Total Employees	11,800	14,700	17,000
Science Professionals With Advanced Degrees, Including Ph.D.s, D.V.M.s and M.D.s	1,300	1,600	1,900
<b>Revenue</b>			
Annual Revenue (Billions)	\$1.86	\$2.27	\$2.62
<b>Production</b>			
Number of Regulatory Approvals for New Products	Worked on 80% of FDA approved drugs	Worked on 85% of FDA approved drugs	Worked on 85% of FDA approved drugs
<b>Environmental</b>			
<b>GHG Emissions</b>			
Scope 1 (Direct) Emissions (MT CO <sub>2</sub> e)	-	91,609.00	90,097.00
Carbon Dioxide (CO <sub>2</sub> ) Emissions (MT CO <sub>2</sub> e)	-	90,938.68	89,387.00
Methane (CH <sub>4</sub> ) Emissions (MT CO <sub>2</sub> e)	-	53.00	51.00
Nitrous Oxide (N <sub>2</sub> O) Emissions (MT CO <sub>2</sub> e)	-	97.00	93.82
HFCs (MT CO <sub>2</sub> e)	-	521.00	565.48
GHG Reduction Based on YEAR Baseline <sup>1</sup>	-	-	23%
Scope 2 (Energy Indirect) Emissions (MT CO <sub>2</sub> e)	-	78,003.00	39,827.00
Scope 3 (Other Indirect) Emissions (MT CO <sub>2</sub> e) <sup>2</sup>	-	-	450,143.00
CDP Climate Score <sup>3</sup>	C	B	-

<sup>1</sup> From a 2018 baseline.

<sup>2</sup> Data is from our "Economic Model Calculations" and is an estimate. As we begin to engage more with our supply chain we expect to receive more accurate data, for this number to decrease as a result.

<sup>3</sup> At time of publication, final CDP climate score not yet available.

METRIC	2017	2018	2019
<b>Energy</b>			
Steam Consumption (MWh)	-	246,081	278,640
Heating Consumption (MWh)	-	164,054	185,760
Total Electricity Consumption (MWh)	-	253,186	252,222
Electricity Consumption From Renewable Sources (MWh)	-	1,257	97,127
Electricity Consumption From Nonrenewable Sources (MWh)	-	251,929	155,094
Fuel Used—Natural Gas (MWh)	-	433,771	430,530
Fuel Used—Kerosene (MWh)	-	2,976	6,604
Fuel Used—Gasoline (MWh)	-	1,617	1,000
Fuel Used—Diesel (MWh)	-	15,489	12,388
Fuel Used—Propane (MWh)	-	32,457	29,531
Fuel Used—LPG (MWh)	-	1,724	-
<b>Environmental Management</b>			
EHS&S-Related Notices of Noncompliance	4	8	6
Environmental Fines	0	0	0
Environmental Fines	\$0	\$0	\$0
<b>Spills</b>			
Total Spills Resulting in Release	0	0	0
Amount of Spills Resulting in Release (BOE)	0	0	0
<b>Social</b>			
<b>Community Impact</b>			
Total Investments <sup>4</sup>	\$797,760	\$613,702	\$1,052,880
Total VTO Hours <sup>5</sup>	20,600	22,116	24,232
Employee Participation in VTO	4,595	5,492	5,892
Employee Participation in VTO <sup>6</sup>	35%	37%	40%

<sup>4</sup> Data based on IRS Federal Returns—what is claimed as a charitable contribution on line 19.

<sup>5</sup> Total VTO hours include One Day and Global Day of Service.

<sup>6</sup> Based on employee headcounts as of December 31st. Headcounts do not include IS employees for 2017 and 2018; headcount does not include IS or Citoxlab employees for 2019.

METRIC	2017	2018	2019
Global Day of Service—Impact <sup>7</sup>	1M meals 305 prosthetic hands	1.1M meals 317 prosthetic hands donated 142 hours to Meds4Kids	1.2M meals 258 prosthetic hands 210 birthday boxes 5 bikes 2,000 chemo care kits 400 heart pillows 2,050 hygiene kits
<b>Employee Diversity</b>			
Men in Workforce	42.8%	42.0%	41.7%
Women in Workforce	57.2%	58.0%	58.3%
Minorities in Workforce <sup>8</sup>	22.3%	23.8%	23.9%
Executive Leadership <sup>9</sup>			
Female <sup>9</sup>	36.2%	27.9%	30.5%
Minority <sup>10</sup>	6.8%	4.7%	4.5%
Supervisors/Managers			
Female	46.0%	49.2%	49.0%
Minority <sup>11</sup>	12.6%	13.9%	14.3%
Part-Time Employees <sup>12</sup>	1,000	1,049	1,111
Temporary Employees <sup>13</sup>	716	977	1,572
Hires by Region			
United States	1,255	1,854	2,079
Asia	163	174	217
Europe	685	787	887
Other	274	321	440

<sup>7</sup> Meals packaged in partnership with Rise Against Hunger.

<sup>8</sup> U.S. only; Minority definition: where ethnic group is not white or declined to specify.

<sup>9</sup> Defined as VP+.

<sup>10</sup> Defined as VP+ U.S. only; Minority definition: where ethnic group is not white or declined to specify.

<sup>11</sup> U.S. only; Minority definition: where ethnic group is not white or declined to specify.

<sup>12</sup> Part-time definition: working <40 hours per week, country-specific.

<sup>13</sup> Temporary definition: employment contract has an explicit expiration date.

METRIC	2017	2018	2019
<b>Employee Attraction</b>			
Total Employee Hires	2,377	3,136	3,623
Hires by Gender			
Female	1,419	1,932	2,177
Male	958	1,204	1,445
Hires by Age Group			
Under 30	1,323	1,759	2,032
30–50	877	1,153	1,326
50+	177	224	265
<b>Employee Development &amp; Performance</b>			
Employee Recognition E-Cards Sent	-	-	12,000
Total Completed Courses <sup>14</sup>	-	-	275,000
E-Learning Completed Training Videos <sup>14</sup>	-	-	69,000
E-Learning Completed On-Demand Courses <sup>14</sup>	-	-	2,800
Percentage of Employees Receiving Regular Performance Reviews <sup>15</sup>	-	-	89%
Employee Engagement Survey—Percentage of Employee Participation	-	-	85%
<b>Employee Retention</b>			
Voluntary Turnover Rate (a) Executives/Senior Managers, (b) Midlevel Managers, (c) Professionals, and (d) All Others	(a) 3.1% (b) 1.2% (c) 7.0% (d) 10.5%	(a) 6.7% (b) 1.3% (c) 8.2% (d) 12.1%	(a) 3.3% (b) 4.6% (c) 8.6% (d) 13.9%
Involuntary Turnover Rate (a) Executives/Senior Managers, (b) Midlevel Managers, (c) Professionals, and (d) All Others	(a) 3.1% (b) 0.3% (c) 3.0% (d) 3.1%	(a) 8.4% (b) 1.1% (c) 2.9% (d) 5.3%	(a) 3.3% (b) 2.0% (c) 2.8% (d) 4.3%
Total Turnover (Rate)	10.60%	13.20%	14.20%

<sup>14</sup> Based on 17,500 users in 2019.

<sup>15</sup> Baseline from 2019.

METRIC	2017	2018	2019
Turnover by Gender			
Female (Rate)	10.60%	12.20%	14.10%
Male (Rate)	9.60%	12.30%	13.80%
Turnover by Age Group			
Under 30 (Rate)	18.90%	21.90%	22.90%
30–50 (Rate)	7.60%	10.00%	10.20%
50+ (Rate)	9.60%	10.90%	13.00%
<b>Worker Safety</b>			
Main Types of Work-Related Injury	Ergonomics, animal bites, and scratches.		
Fatalities From Work-Related Injury—Employees	0	0	0
Fatalities From Work-Related Injury—Contractors	0	0	0
Lost Time Incident Rate—Employees (Rate)	2.17	1.96	2.78
Total Recordable Incident Rate—Employees (Rate)	5.35	4.97	5.33
<b>Suppliers</b>			
Spend on Small and Diverse Suppliers (U.S. Only) <sup>16</sup>	\$99,105,000	\$141,652,000	\$165,306,000
Spend on Small and Diverse Suppliers (U.S. Only) <sup>16</sup>	14.9%	20.5%	18.2%
<b>Animal Welfare</b>			
Facilities Subject to National and International Certification <sup>17</sup>	95%	95%	95%
<b>Governance</b>			
<b>Board</b>			
Number of Board Members	11	10	11
Board Members—Independent	91.0%	90.0%	91.0%
Board Members—Female <sup>18</sup>	9.0%	10.0%	18.0%
Board Members—Minority <sup>18</sup>	0.0%	0.0%	0.0%

<sup>16</sup> Data for U.S. only. "Small and Diverse" is as per data Charles River receives from Dunn & Bradstreet, and defined here includes but is not limited to small and diverse business enterprises, including but not limited to small, minority-owned, woman-owned, small-disadvantaged, HUB Zone veteran-owned, service-disabled and veteran-owned businesses.

<sup>17</sup> CRL sites accredited according to national and/or international guidelines or accreditation standards.

<sup>18</sup> Two additions to the Board of Directors in 2020 increased female Board representation to 25% and minority Board representation to 8%.

METRIC	2017	2018	2019
Board Members—Under 30	0.0%	0.0%	0.0%
Board Members—30–50	0.0%	0.0%	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%
<b>Ethics &amp; Responsible Business</b>			
Inquiries Received Through Ethics Reporting Channels <sup>19</sup>	23	37	59
Monetary Loss From Legal Proceedings Associated With Corruption and Bribery <sup>20</sup>	\$0	\$0	\$0
Monetary Losses as a Result of Legal Proceedings Associated With False Marketing Claims	\$0	\$0	\$0
Total Base Salaries for Executives Named in Proxy Statement <sup>21</sup>	\$3,418,331	\$3,944,973	\$3,444,358

<sup>19</sup> Based on reports submitted through the Charles River Helpline.

<sup>20</sup> CRL is unaware of any current legal proceedings associated with bribery and corruption.

<sup>21</sup> Base salaries taken from Annual Base Salary tables included in the Proxy Statements for 2017, 2018, and 2019 respectively.

