

Charles River ESG Performance Data

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Company information						
Employees						
Total employees	#	–	21,400	21,800	20,088	Headcount as of fiscal year-end.
Science professionals with advanced degrees, including Ph.D.s, D.V.M.s, and M.D.s	#	–	2,600	2,600	2,550	–
Annual revenue	\$ billions	–	\$3.98	\$4.13	\$4.05	Revenue as of fiscal year-end.
Number of regulatory approvals for new products	#	–	Worked on 76% of novel FDA approved drugs	Worked on 85% of novel FDA approved drugs	Worked on 76% of novel FDA approved drugs	–
Environmental						
GHG Emissions						
Scope 1 (Direct) Emissions ²	MT CO ₂ e	86,284	90,002	85,723	–	Baseline is 2018.
Carbon Dioxide (CO ₂) emissions ²	MT CO ₂ e	85,758	89,407	85,122	–	–
Methane (CH ₄) emissions ²	MT CO ₂ e	49	51	48	–	–
Nitrous Oxide (N ₂ O) emissions ²	MT CO ₂ e	53	56	53	–	–
HFCs ²	#	424	489	500	–	–
Scope 2 (Energy Indirect) Emissions ²	MT CO ₂ e	79,271	45,976	18,031	–	Baseline is 2018.
Scope 1 and 2 GHGs ²	MT CO ₂ e	165,555	135,978	102,610	–	Baseline is 2018.
Scope 1 and 2 GHG Reduction based on 2018 baseline ²	%	–	-17.9%	-37.3%	–	–
Scope 3 (Other Indirect) Emissions ²	MT CO ₂ e	334,829	423,884	435,589	–	Baseline is 2019. Data is result of both actual and economic model calculations.

¹ Data is as of year-end, except where noted.

² Excludes Noveprim acquisition. Verification of 2024 GHG data will be completed later in 2025, with data published to the 2024 ESG Data Table on [Charles River's ESG Library](#).

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Scope 3 GHG Changed based on 2019 baseline	%	–	^ 26.6%	^ 30.1%	–	–
CDP Climate Score	–	C	A-	A-	–	From CDP Climate Survey. The 2024 score not available as of ESG Data Table publication date.
CDP Supplier Engagement rating	–	C	A-	B	–	From CDP Climate Survey. The 2024 score not available as of ESG Data Table publication date.
Energy						
Steam Consumption ²	MWh	186,720	204,325	194,083	–	–
Heating Consumption ²	MWh	281,249	294,269	279,858	–	–
Total Electricity Consumption ²	MWh	253,711	292,780	301,897	–	–
Electricity consumption from renewable sources ²	MWh	1,257	104,254	276,565	–	–
Electricity consumption from non-renewable sources ²	MWh	252,454	188,525	25,331	–	–
Solar Thermal Heating – On Site ²	MWh	0	0	12	–	–
Fuel used – Natural Gas ²	MWh	442,275	460,608	437,273	–	–
Fuel Used – Kerosene ²	MWh	1,045	6,530	6,551	–	–
Fuel used – Gasoline ²	MWh	1,617	886	213	–	–
Fuel used – Diesel ²	MWh	16,394	13,371	13,492	–	–
Fuel used – Propane ²	MWh	4,200	3,586	3,844	–	–
Fuel Used – Biomass ²	MWh	30	884	1,184	–	–
Environmental Management						
EHS&S-related notices of non-compliance	#	–	6	13	23	Noncompliance reports are defined as an official report from a regulatory agency providing documentation of the noncompliance and that an official company response to address the noncompliance was provided to the regulatory agency. Data in 2022 and 2023 restated to include China.
Environmental Fines	#	–	1	2	0	–
Environmental Fines (amount)	\$	–	\$3,175	\$13,561	\$0	U.S. Dept. of Labor OSHA – July 10, 2023= \$3,386.00 U.S. Dept. of Labor OSHA – February 7, 2023= \$10,175.00

² Excludes Noveprim acquisition. Verification of 2024 GHG data will be completed later in 2025, with data published to the 2024 ESG Data Table on [Charles River's ESG Library](#).

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Spills						
Total spills resulting in release	#	–	0	0	0	–
Amount of spills resulting in release	BOE	–	0	0	0	–
Social						
Community Impact						
Total Investments	\$	–	\$2,809,792	\$3,777,942	–	Data based on IRS Federal Returns – what is claimed as a charitable contribution on line 19. The 2024 final donation amount will be based on IRS Federal Returns filed late 2025.
Total Volunteer Time Off (VTO) hours	#	–	22,025	29,014	32,397	In response to the COVID-19 pandemic, the scope of VTO in 2022 included “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	#	–	3,444	5,252	5,834	Based on employee headcounts as of December 31. Headcount does not include Insourcing Solutions employees or contingent/temporary workers.
Employee Participation in VTO	%	–	16%	26%	32%	Based on employee headcounts as of December 31. Headcount does not include Insourcing Solutions employees or contingent/temporary workers.
Employees³						
Permanent Employees	#		21,400	21,800	20,088	Headcount as of fiscal year-end
Men	#		8,600	8,600	8,319	–
Women	#		12,800	12,800	11,754	–
United States	#		10,800	10,700	9,494	–
Asia	#		900	1,300	1,304	–
Europe	#		6,600	6,700	6,424	–
Other	#		3,100	3,200	2,866	–
Temporary Employees	#	–	3,400	2,900	1,599	Headcount with a designation of “Temp” in the “Reg/Temp” field
Men	#		–	–	–	Our HR systems do not collect this data for all contractors

³ 2022 and 2023 numbers rounded to nearest hundred or tens, as applicable.

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Women	#		–	–	–	Our HR systems do not collect this data for all contractors
United States	#		1,100	1,000	650	–
Asia	#		400	100	186	–
Europe	#		1,800	1,700	547	–
Other	#		100	100	216	–
Non-guaranteed hours employees	#		270	220	196	Headcount with a designation of “On Call” in the Full-/Part-Time field
Men	#		100	80	90	–
Women	#		200	140	105	–
United States	#		20	10	4	–
Asia	#		–	–	0	–
Europe	#		70	60	61	–
Other	#		180	150	131	–
Full-time Employees	#		20,000	20,400	18,625	Headcount with a designation of “FT” in the “Full-/Part-Time” field
Men	#		8,300	8,300	8,007	–
Women	#		11,700	11,600	10,603	–
United States	#		10,600	10,500	9,342	–
Asia	#		900	900	1,303	–
Europe	#		5,500	5,500	5,185	–
Other	#		3,000	3,500	2,795	–
Part-time Employees	#		1,500	1,400	1,422	Headcount with a designation of “PT” in the “Full-/Part-Time” field
Men	#		300	300	297	–
Women	#		1,200	1,100	1,125	–
United States	#		200	160	146	–

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Asia	#		6	2	1	–
Europe	#		1,200	1,160	1,207	–
Other	#		100	100	68	–
Workers who are not employees and whose work is controlled by the organization	#		1,400	1,000	900	Contingent Contract Workers
Type of worker – example one	#		400	300	246	IT Functional Area
Type of worker – example two	#		700	400	387	Safety and RMS Operational Functional Area
Employee Demographics						
Men in Workforce	%	–	40.0%	40.2%	41.4%	All roles globally.
Women in Workforce	%	–	60.0%	59.8%	58.6%	All roles globally.
American Indian/Alaskan Native	%	–	0.03%	0.30%	0.30%	U.S. only.
Asian	%	–	7.2%	7.7%	7.4%	U.S. only.
Black/African American	%	–	9.0%	9.3%	9.7%	U.S. only.
Hispanic/Latino	%	–	12.0%	11.8%	12.3%	U.S. only.
Native Hawaiian or other Pacific Islander	%	–	0.3%	0.3%	0.3%	U.S. only.
Two or more races	%	–	2.5%	2.5%	2.6%	U.S. only.
White	%	–	68.6%	68.2%	67.1%	U.S. only.
Do not wish to disclose	%	–	0.2%	0.0%	0.4%	U.S. only.
Executive Leadership						
Women	%	–	38.0%	42.1%	42.4%	Defined as VP+.
White	%	–	92.6%	89.7%	86.5%	Defined as VP+ (U.S. only).
Non-white	%		7.4%	10.3%	13.5%	Defined as VP+ (U.S. only).

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Managers						
Women	%	–	52.1%	52.9%	53.6%	Defined as manager, excludes executive leadership (VP+).
White	%	–	78.5%	78.2%	77.3%	Defined as manager, excludes executive leadership (VP+). U.S. only.
Non-white	%	–	21.0%	21.2%	22.4%	Defined as manager, excludes executive leadership (VP+). U.S. only.
Employee Attraction⁴						
Hires By Region						
United States	#	–	3,263	2,000	1,076	–
Asia	#	–	427	300	217	–
Europe	#	–	1,427	1,000	646	–
Other	#	–	593	400	330	–
Total Employee Hires	#	–	5,710	3,700	2,269	–
Hires by Gender						
Female	#	–	2,406	2,100	1,260	–
Male	#	–	3,304	1,600	994	–
Hires by Age Group						
Under 30	#	–	3,232	2,100	1,303	–
30–50	#	–	2,119	1,400	840	–
50+	#	–	359	200	126	–
Employee Development						
Employee recognition e-cards sent	#	–	20,021	20,662	24,246	Charles River moved to a new recognition tool in July 2024. The 2024 data are from the new tool only.
Total completed courses	#	–	337,239	410,042	595,695	The implementation of talentHub Learning started in 2021 and is part of a multi-year strategy to centralize, capture, and further integrate learning for our employees in the coming years. This number does not include a majority of the skills-based and scientific training captured in local systems.

⁴ 2023 numbers rounded to nearest hundred or tens, as applicable.

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Average number of completed courses per employee	#	–	15	19	30	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	14	Based on total hours of training (272,270 hours) divided by employee count. Note that training hours (course duration not available) are not captured for all courses completed.
Percentage of employees receiving regular performance reviews	%	–	88%	89%	85%	Baseline from 2019.
Employee Engagement Survey – employee participation	%	–	65%	68%	72%	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) 10.6% (b) 7.3% (c) 11.8% (d) 18.0%	(a) 6.9% (b) 5.4% (c) 7.4% (d) 14.1%	(a) 5.5% (b) 5.4% (c) 7.1% (d) 15.0%	–
Involuntary turnover rate (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	#	–	(a) 4.1% (b) 2.4% (c) 1.5% (d) 3.8%	(a) 4.3% (b) 3.4% (c) 3.4% (d) 6.0%	(a) 9.8% (b) 6.1% (c) 9.5% (d) 8.9%	–
Total Turnover (Rate)	%	–	20.0%	18.0%	21.4%	–
Turnover by gender						
Female (Rate)	%	–	19.5%	17.3%	21.7%	–
Male (Rate)	%	–	20.5%	19.0%	21.0%	–
Turnover by age group						
Under 30 (Rate)	%	–	29.2%	20.0%	29.4%	–
30–50 (Rate)	%	–	15.2%	10.5%	16.4%	–
50+ (Rate)	%	–	14.4%	8.4%	21.3%	–

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Worker Safety⁵						
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	#	–	1	0	0	–
Fatalities from work-related injury – Contractors	#	–	0	0	0	–
Lost Time Incident Rate – Employees	rate	1.96	2.04	2.51	2.41	Baseline is 2018.
Total Recordable Incident Rate (TRIR) – Employees	rate	4.97	4.44	4.91	4.33	Baseline is 2018.
TRIR Reduction based on 2018 baseline	%	–	-10.7%	-1.2%	-12.9%	–
U.S. Suppliers: Small Business⁶						
Small Business	\$	–	\$159,894,131	\$171,664,365	\$181,242,391	–
Veteran	\$	–	\$9,555,010	\$12,951,837	\$13,869,543	–
Women Owned Business	\$	–	\$12,916,220	\$15,867,726	\$20,771,388	–
Small Disadvantaged Business	\$	–	\$18,711,250	\$25,599,868	\$28,954,298	–
Disadvantaged Business (DB)	\$	–	\$1,141,406	\$645,969	\$694,984	–
HUB Zone	\$	–	\$237,215	\$404,555	\$297,369	–
Veteran Disabled Business	\$	–	\$1,078,688	\$1,494,530	\$1,499,738	–
Animal Welfare						
Facilities subject to national and international certification	%	–	~95%	~95%	91%	Charles River sites accredited according to national and/or international guidelines or accreditation standards. Figures in 2022 and 2023 represent estimates. Plan is to achieve 100%.

⁵ Excludes Noveprim acquisition.

⁶ U.S. only. Some suppliers may be classified in one or more area(s).

Metric	Unit	Baseline	2022	2023	2024	Notes ¹
Governance						
Board						
Number of Board members	#	–	11	11	11	–
Board members – Independent	%	–	82.0%	82.0%	82.0%	As of January 1, 2025, 90.9% of board members are independent.
Board members – Female	%	–	27.0%	27.0%	36.4%	–
Board members – White	%	–	91.0%	91.0%	82.0%	–
Board members – Non-white	%	–	9.0%	9.0%	18.0%	–
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	#	–	48	81	43	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	Charles River is unaware of any legal proceedings associated with false marketing claims.
Total base salaries for named executive officers as set forth in Summary Compensation Table in Proxy Statement	\$	–	\$3,955,133	\$3,895,736	\$4,032,812	–