

CORPORATE CITIZENSHIP

We share a dedication to improving quality of life with our clients, the patients who depend on us, and each other. For everyone at Charles River, that also means upholding our commitment to corporate citizenship — conducting our business with integrity, supporting our people, serving our communities, and safeguarding our planet. Through our collective actions, Charles River is demonstrating that we can make a meaningful impact, even during extraordinary times. Together, we are the difference.



OUR LEADERSHIP

We are committed to operating our business with integrity and accountability.

Charles River worked on >80% of the U.S. Food and Drug Administration (FDA) drug approvals in each of the last three years, including all of the COVID-19 Emergency Use Authorizations in 2020.



85

novel molecules originated for clients since 1999

We strengthened our Board of Directors, adding greater diversity in background and experience, including industry skills and expertise, gender, and race/ethnicity.



25%

female representation



8%

minority representation



91%

independent Board members

As an advocate for the importance of humane care to foster good animal welfare, Charles River endorses and promotes industry best practices, education, and training through our Humane Care Initiative (HCI), which emphasizes the principles of the 3Rs (Replacement, Reduction, and Refinement).



230

veterinarians on staff worldwide in 2020



1,300+

animal care professionals on staff worldwide in 2020



OUR PEOPLE

We are committed to creating a work environment built on trust, inclusion, accountability, respect, and well-being, to give every person the ability to deliver on business commitments, while having purpose, being energized, and continuously learning.



18,400+
employees worldwide



2,400+
science professionals with advanced degrees such as Ph.D.s, D.V.M.s, and M.D.s



100+
facilities located in 20+ countries



3,400+
employees hired globally in 2020

Affirming our commitment to equality, our CEO is a signatory to the CEO Action for Diversity and Inclusion, the largest CEO-driven commitment to advance diversity and inclusion in the workplace.

Charles River implemented a management system approach to improving our safety programs in 2020, which involves employee and management engagement and ownership to promote a healthy and safe workplace.



21%
reduction in Total Recordable Incident Rate (TRIR) from 2018 through 2020



50%
reduction goal in Total Recordable Incident Rate (TRIR) by 2030



220,000

online courses and training videos completed in 2020 through our Campus learning management system, including operational trainings, leadership and personal development courses



OUR COMMUNITIES

We are committed to investing in the communities where we live and work.

Charles River more than doubled philanthropic giving in 2020 compared to the prior year, with a hyperlocal focus on supporting the communities where we live and work.



\$2 million

donated to 300+ local community organizations worldwide in response to the COVID-19 pandemic



61

Food Banks



45

Hospitals and First Responders



19

STEM Education Organizations



30

Equality Groups



150

Other community groups in need

We expanded employee volunteer time off (VTO) programs to include 'Acts of Caregiving', enabling our people to utilize their VTO to address the caregiving needs of another.



9,500+

hours of employee service contributed through our VTO programs in 2020

Charles River was pleased to publish its first Corporate Citizenship Report in December 2020. In addition to communicating details about our corporate citizenship efforts and progress, the report includes a GRI and SASB content index, and an ESG performance data table.

View it at www.criver.com/CorporateCitizenship

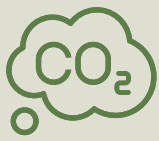




OUR ENVIRONMENT

We are committed to conducting our business in an environmentally sustainable manner, embedding working safely and sustainably into everything we do and every decision we make.

Charles River made progress on our emissions reduction target to reduce scope 1 and 2 greenhouse gas (GHG) emissions by 50% by 2030, in line with the most ambitious Science Based Targets Initiative (SBTi) goal of limiting climate change to 1.5°C.



26%

reduction in Scope 1 and 2 GHG emissions from 2018 to 2020, driven by renewable electricity use and energy conservation measures



15%

Scope 3 (value chain) GHG reduction goal set, to be achieved by 2030

38% of electricity utilized globally was obtained from renewable sources as of year-end 2020.



100%

renewable electricity goal globally by 2030



Entered a 15-year virtual Power Purchase Agreement (vPPA) for ~100MW of solar energy, to supply our North American facilities with 100% renewable electricity



Joined the RE100 global initiative in 2020



Exploring an additional vPPA to cover 100% of our European electricity load

We established the Charles River Sustainability Capital Fund, a \$5 million annual commitment to support sustainability projects through 2030.



\$3.2 million

sustainability projects approved and funded in 2020



~1.6%

annual GHG reduction in scope 1 and 2 GHG emissions for projects funded in 2020