

Corporate Citizenship

We are committed to being good corporate citizens. Our approach to Corporate Citizenship is focused in four key areas that are aligned with our business model, strategy, and values:

- **Our Leadership**—Leveraging our expertise and capabilities to support our clients, while conducting our business with integrity and transparency
- **Our People**—Building a collaborative culture of purpose, learning, and quality outcomes, to empower our employees to reach their full potential
- **Our Communities**—Supporting the geographies where we live and work, with an emphasis on championing disease awareness and equitable youth STEM education
- **Our Environment**—Working safely and sustainably, while being good stewards of the environment throughout our global value chain

At Charles River, we are motivated by a common purpose: Together, We Create Healthier Lives. We strive each day to live our purpose and to contribute to society—first by helping our clients to deliver innovative medicines and therapies to patients who need them, but also by taking care of our employees and their families, being a good neighbor in our local communities, and operating our business in an ethical, environmentally responsible manner.



We believe active engagement with our stakeholders—our clients, partners, colleagues, shareholders, suppliers, and communities—is essential to support and inform our Environmental, Social, and Governance (ESG) practices, policies, and priorities. To continue to evolve our citizenship efforts, in 2021, we conducted an integrated, comprehensive materiality assessment among our key stakeholders to identify, map, and prioritize ESG issues, risks, and opportunities in terms of importance to Charles River's success and importance to our stakeholders.

The materiality assessment process added valuable perspective and insights, which are discussed in detail in our 2021 Corporate Citizenship Report, available on our corporate website at www.criver.com/CorporateCitizenship.

Our Leadership



Charles River worked on more than 85% of the U.S. Food and Drug Administration (FDA)-approved drugs in 2021.

Charles River established formal accountability and guidance for our corporate citizenship priorities and programs in 2021, incorporating oversight responsibility within the Board of Directors, and creating a formal ESG Governance Council leadership team to drive results throughout the Company at every level, from the boardroom to every site.

In May 2021, Charles River Laboratories (NYSE: CRL) was added to the S&P 500 Index, a market-capitalization-weighted index of the 500 largest publicly traded companies in the United States.

In September 2021, Charles River launched its first Annual Healthcare Collaboration Report, which identified perceptions of healthcare's strengths and weaknesses, general knowledge of drug and vaccine development, and key future priorities for the healthcare industry in the U.S. The Charles River Healthcare Collaboration Survey will be conducted annually and provide benchmark data on the public's perception of the industry and key areas for improvement.



In January 2022, Charles River published a formal Human Rights Statement, reflecting the Company's respect for fundamental human rights and belief that every individual is born free and equal, and deserves to be treated with dignity, respect, and fairness. The Charles River human rights position aligns with the principles outlined in the United Nations (U.N.) Universal Declaration of Human Rights and the U.N. Guiding Principles for Business and Human Rights.

In December 2021, the Board of Directors implemented a standard proxy access by-law, to allow a group of up to 20 Charles River shareholders who have continuously held 3% of outstanding Charles River shares for three years to submit director candidates for inclusion on the proxy ballot distributed to shareholders.

Our People



In 2021, Charles River established a global Diversity, Equity, and Inclusion (DE&I) Council. Led by Charles River’s Chief Executive Officer, the Council meets quarterly to evaluate and measure progress, with results shared annually with the Board of Directors.



Global Employee Resource Groups (ERGs) were launched during 2021, to foster belonging, provide career development opportunities, build ally engagement, and support our communities. To date, we have established seven ERGs that include more than 800 employees across the globe.



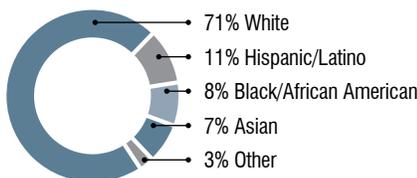
Charles River shifted its people-listening strategy from an annual employee engagement survey to regular Engagement Pulse Surveys throughout the year, enabling collection of valuable feedback from our people and people leaders on an ongoing basis.

In 2021, Charles River launched a new enterprise learning management system, talentHUB Learning, which is part of a multi-year strategy to centralize, capture, and further integrate learning and professional development for our employees in the coming years.

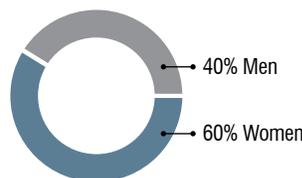
During 2021, Charles River senior leadership aligned on a new set of future-focused behaviors based on Charles River values, culture, and business strategy. These behaviors form the foundation of future development for leaders and all employees in 2022 and beyond.

Charles River was pleased to be recognized as follows in 2021:

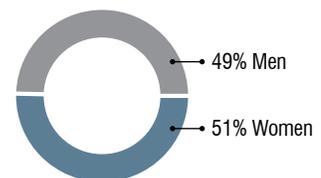
- Fortune’s World’s Most Admired Companies
- Fortune’s 100 Fastest-Growing Companies
- Montreal’s Top Employers
- Merck Supplier Partner of the Year for Supplier Diversity



U.S. Employees by Race/Ethnicity



Global Employees by Gender



Global Managers by Gender

Our Communities



In 2021, the Charles River Employee Relief Fund was established for the purpose of helping Charles River employees facing financial hardship after a natural disaster or unforeseen personal hardship.

In 2021, despite the limitations imposed by the COVID-19 pandemic, nearly 2,000 employees contributed more than 13,000 hours of service through Charles River’s volunteer time off (VTO) programs, which represented a nearly 40% increase compared to the prior year.

In response to the continued challenges our local communities faced with the pandemic, Charles River implemented a special campaign in the summer of 2021 to support 196 community organizations within our geographies of business, including schools, food banks, and homeless shelters.

Charles River donated more than 2.5 million meals (3 million+ pounds of food) to 25 food banks around the globe to support individuals in need.

In 2021, Charles River celebrated its first STEM Day, highlighting our STEM-outreach work at various Charles River sites, including career expos, work/study and internship programs, mentorship programs, school supply drives, virtual field trips, online science fairs, and STEM kits.

Charles River hosts annual Purpose Months—Oncology Awareness Month and Rare Disease Month—for our employees to connect to both the research and awareness of rare disease and oncology.

Total Organizations Supported Through Charles River’s Special COVID Response Donation Campaign

30
STEM Education (i.e., local schools, afterschool programs, mentoring)

100
Thriving Communities (i.e., food insecurity, social services agencies, homeless shelters)

66
Health Outcomes (i.e., patient advocacy, education, and support)

Our Environment



For the 2021 CDP Reporting period, Charles River received a Climate Score of A- and was named a CDP Supplier Engagement Leader with an A score. Widely recognized as the leading carbon disclosure and rating system worldwide, achievement of these CDP scores places Charles River in the top 10% of respondents and reflects our leadership position in both categories.

Charles River entered into virtual Power Purchase Agreements (vPPAs) for both North America (solar) and Europe (wind) that will supply all our facilities in those regions with 100% renewable electricity beginning in 2023, expanding upon the more than one-third of current electricity usage which is already renewable.

In June 2021, Charles River joined the Pharmaceutical Supply Chain Initiative (PSCI), a group of pharmaceutical and healthcare companies committed to establishing and promoting responsible supply chain practices, including health and safety, ethics, human rights and labor, and the environment.

Sustainability projects totaling approximately \$4.5 million were approved and funded in 2021 under the Sustainability Capital Fund, with anticipated lifecycles of 10 to 25 years. These projects will reduce/avoid annual Scope 1 and 2 Greenhouse Gas (GHG) emissions by ~3.2%.

Our Scope 1 and 2 GHG emissions decreased on an absolute basis by 25% from 2018 to 2021, driven by renewable electricity use and energy conservation measures.

Through efforts to promote employee health and safety, Charles River achieved a 19% reduction in its Total Recordable Incident Rate (TRIR) from 2018 through 2021, as the Company continued to make progress on its efforts to reduce TRIR by 50% from a 2018 baseline.

Environmental, Health, Safety, and Sustainability Metrics

Goal	Baseline Year	Target Year	Progress through 2021
Reduce Scope 1 and 2 GHG emissions by 50% from a baseline year of 2018	2018	2030	25% reduction
Achieve 100% renewable electricity	NA	2030	38%
Reduce TRIR by 50% from a baseline year of 2018	2018	2030	19% reduction