



  
**maravai**  
LifeSciences

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Environmental  
Social & Governance

2022 Report

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## About this Report

Beginning with our inaugural report for 2021, we committed to sharing our progress on environmental, social and governance (ESG) topics on an annual basis. This ESG Report outlines our core initiatives and performance metrics for the 2022 fiscal year and covers the facilities we operated during the reporting period. Last year, we created a new role dedicated to ESG and measured our environmental footprint by calculating our Scope 1 and 2 greenhouse gas emissions, energy, waste and water consumption.

To prepare this report, we considered globally recognized standards, guidelines and frameworks and included a reference index for each of the following in the appendix of this report: the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) and the U.N. Sustainable Development Goals (SDGs). We will continue to review our reporting frameworks and disclosure topics and update or change them to reflect our progress or stakeholder needs.

Unless otherwise noted, this report covers Maravai's operated assets from January 1, 2022 through December 31, 2022. Some calculations and statistics included in this report may be based on estimates, assumptions and projections.

For questions or comments regarding this report or Maravai's ESG program, please contact [esg@maravai.com](mailto:esg@maravai.com).

Sustainability at the smallest level affects creatures such as the migratory monarch butterfly, a North American icon that now faces the threat of extinction due to climate change and habitat destruction, according to the United Nations. Organisms like these play a crucial role in the balance of ecosystems, and any disruptions to their habitat or food sources can have far-reaching consequences. By embracing sustainable practices and taking steps to reduce our carbon footprint we can help conserve species around the world.



# Letter from Leadership

## Dear Stakeholders,

Over the past three years, Maravai LifeSciences has emerged as a key player in the future of medicine by providing critical products that enable the development of therapeutics, vaccines and diagnostics. Our proprietary CleanCap® technology has been used in the world's first FDA-approved mRNA vaccine, jointly developed by Pfizer and BioNTech.



To date, nearly **4.3 billion** Pfizer-BioNTech COVID-19 vaccines have been shipped to **181 countries** in every region of the world, and we have been honored to do our part for the global community.

Going public and scaling our business in the midst of a pandemic has been a transformational experience. Simultaneously, we faced significant challenges and unprecedented growth. We successfully navigated both by leveraging an innovative spirit and a laser-like focus on our mission. Our team members responded with the ingenuity, tenacity and agility necessary to be the customers' first choice and to provide the solutions needed to help save millions of lives.

Our path forward is focused on sustainable growth, and we are pleased to share our progress in our second environmental, social and governance (ESG) report. This report covers the 2022 fiscal year and provides an expansive look into our ESG program with tangible examples of how we are positioning ourselves for sustainable growth. Without question, our commitment to ESG goes hand in hand with achieving our Company's long-term strategic objectives.

Environmental stewardship, social consciousness and effective governance have been intrinsic to our business strategy and core values since Eric and I founded Maravai in 2014. Along with the safety and quality of our products, we are proud of our ESG advancements to date and are working meticulously to increase transparency and build the infrastructure necessary to improve our results.

## Our Progress

In 2022, we completed our first attempt to measure our environmental footprint and disclose the results of our assessment in this report, including our Scope 1 and 2 greenhouse gas emissions. This represents an important first step in mitigating these impacts, and we are actively engaged in updating our data to enhance reporting as we prepare to open new facilities, set reduction targets and implement strategies to improve our environmental and social performance.

The need for Maravai's products and services is greater than ever. The rapid development of mRNA vaccines – critical in abating the spread of COVID-19 - has opened the door to a new class of biologic medicines. While the markets we serve are competitive, and our customers have choices, our accelerated growth has allowed us to enhance our capabilities and expand our resources. As such, we have an exciting opportunity to provide differentiated solutions throughout the lifecycle of our customers' vaccine, therapeutic and diagnostic products.

## Our call to action is to be **the customers' first choice.**

As our customers continue to innovate and engage in ESG initiatives, we are eager to partner with them. Our business is built on

understanding our customers’ operational needs, ensuring our processes are in lockstep with theirs, and supporting their ESG strategies while simultaneously advancing our own.

As a result of our efforts, I am proud that our Company was ranked 14th among the top 50 biotechnology companies in San Diego by the San Diego Business Journal last year. We were recognized for our role in driving sustainability in Life Sciences research – a nod to our innovative mindset.

**Our Culture**

For us, culture starts with our people. That’s why we strive to create a safe, vibrant and inclusive work environment that enables everyone to thrive and reach their full potential.

In 2022, we launched our first employee resource group, Women in Leadership, with an inspiring speaker series, and enhanced our onboarding process with a new program aptly named “Foundations.” This program introduces new hires to our organization over a five-day period to ensure they have a solid start to their career with us. We also continued to strengthen our Environmental, Health and Safety (EHS) management system, which supports many of our ESG initiatives and streamlines the process for team members to track metrics, report incidents and complete essential training.

To better understand our impact and engagement among our colleagues, we conducted a companywide survey in 2022 and were pleased to see a 91% participation rate. I was encouraged that 92% of respondents indicated they understood how their work contributes to the Company’s goals, and 86% felt their managers genuinely care about their well-being. We learned we have an opportunity to improve internal communications surrounding our day-to-day progress and the exciting future for our business. We are actively addressing this by implementing a regular cadence of communications, enhancing our existing channels, building new ones, and ensuring we have forums for two-way dialogue.

I was also pleased to see that our team members ranked diversity, equity and inclusion (DEI) as one of the top attributes of our workplace culture. We strive to foster an atmosphere where everyone’s perspective is valued and respected, and our team members are empowered to collaborate and contribute to meaningful decision-making.

In 2022, we engaged third-party expertise and launched an ambitious initiative to ensure we have the proper programs, training and resources in place to promote DEI and foster a more inclusive culture. To support this journey, we created a new role dedicated to advancing our DEI vision and priorities as they progress in 2023 and beyond.

**Our team members have a passion for contributing to the betterment of the communities where we live and work.**

Through the Maravai LifeSciences Foundation, we support charitable, scientific and educational initiatives that champion innovation, public health and DEI. Aligned with the nature of our business, our colleagues volunteer in activities and events that promote interest in careers related to science, technology, engineering and math (STEM).

**Our Future**

Effective governance underpins everything we do at Maravai. Led by our Board of Directors, we conduct business with the highest regard for ethics and integrity, as they are the foundation of operational excellence, expanding business opportunities and enhancing our position as a global leader in our industry. To improve oversight of the Company, we adopted a new Board Committee structure in 2022 that now includes three Committees: Audit; Compensation and Leadership Development; and Nominating, Governance and Risk.

On the leadership front, I am pleased that Trey Martin was able to rejoin us in December as President of Maravai’s Biologics Safety Testing segment. We announced plans in October for Trey to succeed me as CEO, but a lawsuit filed

by his former employers delayed the process. We now expect Trey to assume the CEO role in July 2023. I will directly support Trey during the leadership transition and continue to serve as Executive Chairman of the Board. I am confident that Trey is the right person at the right time to lead Maravai, and I am incredibly optimistic about the road ahead.

As we prepare to pass the baton of leadership, I am immensely proud of Maravai’s legacy as a force for positive change. Together, we have made remarkable progress since our Company went public in 2020, and our commitment to our customers and sustainable growth will play a vital role in our future success. This 2022 ESG report conveys our commitment and will help guide our path forward as we continue to enable the miracles of science and be the customers’ first choice.

Thank you for your continued support of Maravai LifeSciences.

All the best,

**Carl Hull**  
**Executive Chairman and Interim CEO**



## About Maravai

Maravai LifeSciences Holdings Inc. (NASDAQ: MRVI) is a leading life sciences company that enables the miracles of science and improves the human condition through its portfolio of market-leading companies and proprietary technologies. Our brands are the proven catalysts for delivering novel vaccines, therapies and diagnostics with biotech and biopharma companies across the globe. As a global life sciences company, we bring together materials, experience and expertise honed by decades of performance at the cutting edge of biopharma development and manufacturing.

Creating the next great innovations in life sciences takes the best minds, the smartest tools and technologies, the most rigorous processes and the strongest wills. With the barriers so high and the need for innovation so urgent, the difference between success and failure can be the right partner to spark inspiration and keep moving projects forward. Maravai strives to be that ally.

From producing revolutionary mRNA technologies that drive COVID-19 vaccines, cancer vaccines and other cell and gene therapies to delivering gold standard detection and safety solutions, Maravai is helping life sciences companies overcome their biggest


development and manufacturing challenges, to streamline and scale from research through clinical trials to commercialization.

Maravai is headquartered in San Diego, California, and supports its portfolio companies across the United States, serving customers both domestically and globally. These pioneering brands – TriLink BioTechnologies, Cygnus Technologies and Glen Research – have each spent decades on the forefront of their industries, delivering novel products and service innovations that make them the reference brands in their sectors.

### Sustainable Growth

Growth has defined Maravai since its founding in 2014 – in terms of both the company's expansion and its ability to accelerate the growth of its portfolio companies. Maravai closed 2022 with over 610 full-time team members, representing a 30% increase year over year. Through three full quarters, revenue reached \$678.3 million, representing a 19% increase over the same period in the prior year.

Notably, Maravai is committed to environmentally and socially responsible growth. Our ESG practices are fundamental to realizing our vision of a world where scientists



Our brands are the proven catalysts for delivering **novel vaccines, therapies and diagnostics** with biotech and biopharma companies across the globe.

are limited only by the boundaries of their imaginations – and where we can expand those boundaries for every vaccine, therapeutic and diagnostic company on the planet.

Our commitment is enterprise-wide and connects every individual across our organization. We recognize that acting and thinking sustainability is critical to serving our stakeholders, which includes our team members, investors, customers, supplier partners and the communities where we live and work.

Maravai is the medieval Italian word for “miracle.” Our name is symbolic of our belief in the phenomenal power of critical thinking, steadfast rigor, unwavering attention to detail and perseverance. These are hallmarks of scientific innovation and a sustainable business. Only through ESG will we continue to enable the extraordinary science that delivers everyday miracles.

## Maravai's Brand Portfolio

Maravai ([maravai.com](https://maravai.com)) brands set the standard in nucleic acid products, services and biologics safety testing through the development process. They have spent decades pioneering at the cutting-edge of genomics, mRNA and other biotechnologies that are now taking prominence – and they have the proven processes and operational expertise to drive successful projects forward.

Across our portfolio of brands, we hold numerous patents and offer innovative products and services, including CleanCap®, CleanAmp®, GMPLink™, Antibody Affinity Extraction™, EndonucleaseGTP®, PROTEIN A MIX-N-GO™, MockV™, Sterling™, Glen Pak™, Glen Gel-Pak™, Poly-Pak™. Each of our companies are ISO-9001:2015 certified and have earned hundreds of thousands of citations in peer-reviewed scientific publications.



### TriLink BioTechnologies

San Diego, California

TriLink ([trilinkbiotech.com](https://trilinkbiotech.com)) is helping to realize the power and potential of mRNA. As a global leader in nucleic acid and mRNA solutions for more than 25 years, TriLink delivers unrivaled chemical and biological experience, CDMO services, and high-quality readymade and custom materials, including its proprietary CleanCap(R) mRNA capping technology. Pharmaceutical leaders, biotech disruptors and world governments depend on TriLink to meet their greatest challenges, from delivering the COVID-19 vaccine at warp speed, to empowering innovative treatments in oncology, infectious diseases, cardiology and neurological disorders, to enabling future pandemic response plans.



### Glen Research

Sterling, Virginia

Glen Research ([glenresearch.com](https://glenresearch.com)) is unlocking the power of genomics with academic and commercial research professionals worldwide. As the leader in DNA/RNA nucleotide synthesis supplies and support for more than three decades, Glen Research offers the industry's broadest range of oligonucleotide materials and custom products, as well as hands-on, scientific consultation.



### Cygnus Technologies

Southport & Leland, North Carolina

Cygnus ([cygnustechnologies.com](https://cygnustechnologies.com)) is the leader in bioprocess impurity detection and analytics. Through its host cell protein (HCP) expertise and best-in-class assays, Cygnus helps pharmaceutical and biotechnology organizations succeed at every stage of the biopharmaceutical development process, from process development to clinical manufacturing and product lot release. For nearly three decades, manufacturers and clinical research organizations across the globe have relied on Cygnus to ensure the purity and safety of their therapeutic proteins, vaccines, antibodies, plasma derivatives and gene therapies.



### Alphazyme *(acquired in January 2023)*

Jupiter, Florida

Alphazyme ([alpha-zyme.com](https://alpha-zyme.com)) is a premier provider of custom, industrial-scale, molecular biology enzymes. Partnering with the manufacturers of nucleic acid therapies and detection platforms, Alphazyme develops and produces enzymes to meet the unique specifications for custom DNA and RNA molecules, genomic medicines and genetic tests. Maravai acquired Alphazyme in January 2023, expanding our product portfolio and providing a more comprehensive mRNA process solution for our customers.

We evolved our internal organization to support our growth and reflect the markets and customers we serve. **Our new structure will enable us to provide a differentiated customer experience and position us for sustainable growth.** Beginning in 2023, we have aligned our existing businesses as follows:



## Biologics Safety Testing



**Biologics Safety Testing.** Composed of our Cygnus team, Biologics Safety Testing supports the quality and regulatory needs for customers developing and producing biotherapeutics, including detection and analytical solutions that improve bioprocess development.



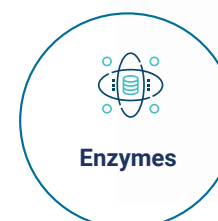
## Nucleic Acid Production



**Nucleic Acid Products.** Focused on meeting the specific nucleic acid chemistry needs of customers with the standalone products from Glen Research and TriLink Biotechnologies.

**Nucleic Acid Services.** With the products and services from TriLink Biotechnologies we partner with our customers in the emerging market of cell and gene therapy as an extension of their development teams and an integrated drug product custom development manufacturing organization.

**Enzymes.** In January 2023, we welcomed Alphazyme, LLC to the Maravai family. Their enzyme development and production expertise add complementary capabilities to our Nucleic Acid Production portfolio and provide a broader range of solutions for our shared customers. Alphazyme will continue to support molecular biology innovators to develop and produce enzymes for DNA and RNA molecules, genomic medicines and genetic tests.



## Our Vision, Mission and Core Values



### Vision

We envision a world where scientists are limited only by the boundaries of their imaginations – and where we can expand those boundaries for every vaccine, therapeutic and diagnostic company on the planet.



### Mission

To empower our customers to transform ideas into novel drug vaccines, therapies and diagnostics, from discovery to delivery.

**Together, we enable the miracles of science.**



### Core Values

Our purposeful mission and employee-driven core values are embedded in our culture and help guide our path forward. We define our company culture and guiding principles with a simple acronym for how we conduct ourselves and serve our customers: CODE.

#### At Maravai, we are:

**Connected** – believing in people, trust and collaboration.

**Open** – embracing ideas and perspectives for better outcomes.

**Driven** – finding a better way, always.

**Empowered** – valuing integrity and accountability in everything we do.

## Our Commitment to Sustainability

Our commitment to sustainability aligns with our ESG framework and incorporates the spirit of our vision and values to support our corporate mission.

At Maravai, we are committed to improving the sustainability of our operations, empowering our stakeholders, and building resilience by fostering a culture of innovation, inclusion and collaboration.





# Our ESG Framework

Our ESG framework informs our strategy and guides our approach to managing ESG risks and opportunities to achieve sustainable growth.

## Environment

### Sustainable Growth

We can improve the sustainability of our operations by promoting innovation and collaboration to reduce our environmental impact and achieve sustainable growth. Our approach to environmental stewardship involves a combination of sustainability strategies, such as reducing our emissions, waste, water and energy use while continuously improving our data management processes and reporting practices.

In 2022, we created a new role dedicated to ESG, measured our environmental footprint and implemented new processes with our property managers and vendors to increase data collection and enhance reporting. In 2023, we plan to conduct a materiality assessment and implement a new technology software to improve ESG data management and performance.

## Social

### Stakeholder Engagement

We can empower our stakeholders by increasing engagement, supporting their health and wellbeing, and embedding DEI best practices into our social policies, recruitment practices, training programs and community investments. Our commitment to people is what drives our human capital management and community engagement strategies, which focus on health and wellness, advancing DEI and promoting STEM education.

In 2022, our CEO signed the CEO Action for Diversity & Inclusion Pledge, and we contracted with a third party to ensure we have the proper programs, training and resources in place to promote DEI and foster a more inclusive culture. To support our journey, we created a new role dedicated to advancing our DEI vision and priorities as they progress in 2023 and beyond.

## Governance

### Business Resilience

We can promote sustainable leadership, strategic risk management and effective governance structures by developing cross-functional partnerships to drive collaboration and accountability to achieve ESG objectives and build resilience.

In 2022, our Board of Directors adopted a new Committee structure and updated their respective charters to improve oversight for sustainable growth.

In 2023, we plan to launch a series of workgroups composed of cross-functional leaders to advance ESG-related goals and promote sustainable leadership throughout our organization.



## 2022 Highlights

### Maravai Ranks 14th Among San Diego's Top 50 BioTech Companies

San Diego Business Journal ranks Maravai LifeSciences No. 14 of the top 50 BioTech companies in San Diego.

[Learn More](#)

### Maravai Continues to Strengthen Leadership Team in 2022 with Several New Additions:

- Trey Martin, President, Biologics Safety Testing
- Pete Leddy, Ph.D., Executive Vice President and Chief Administrative Officer
- Kate Broderick, Ph.D., Chief Innovation Officer
- Becky Buzzeo, Chief Commercial Officer – Nucleic Acid Services
- Deb Barbara, Vice President, Strategy and Business Development
- John Skousen, Vice President, Global Compliance and Risk Management
- Chanfeng Zhao, Ph.D., Vice President Research and Development
- Jay Lochhead, Vice President, Quality and Regulatory
- Stephanie Ramos, Vice President, Analytical Development
- Pam Petriello, Vice President, Total Rewards & HR Operations

### Maravai Acquires MyChem, a Leader in Proprietary Ultra-Pure Nucleotides

Maravai acquires San Diego-based MyChem LLC, expanding Maravai's product offering of strategic inputs in the rapidly growing markets for therapeutics and vaccine applications. MyChem is a privately held provider of proprietary, ultra-pure nucleotides to customers in the diagnostics, pharma, genomics and research markets. The acquisition will help accelerate Maravai's innovation capabilities with additional R&D resources.

[Learn More](#)

### Maravai Named to the 2022 Deloitte Technology Fast 500™ List of Fastest-Growing Companies in North America

Maravai ranks 270 on the Deloitte Technology Fast 500™, which recognizes the 500 fastest-growing technology, media, telecommunications, life sciences, fintech and energy tech companies in North America.

[Learn More](#)

### TriLink Announces Cooperative Agreement with Departments of Defense, Health and Human Services

TriLink is partnering with the U.S. departments of Defense and Health and Human Services to expand our domestic production capacity for products critical to the development and manufacture of mRNA vaccines and therapeutics. The agreement includes funding for the expansion of TriLink's Nucleic Acid Production capabilities in San Diego.

[Learn More](#)

### Maravai Measures and Reports Environmental Footprint

Maravai completed its first attempt to measure its environmental footprint and disclosed its Scope 1 and 2 GHG emissions, energy, waste and water consumption at each of its facilities in 2022. This represents a key step toward mitigating these impacts, and we will report annually on our progress going forward.

[Learn More](#)

## Maravai Creates a Solid Foundation for New Hires

We launched a new and improved employee orientation program called “Foundations,” which is a five-day onboarding process that provides a comprehensive introduction to the many facets of our business, including more than 20 hours of training.

[Learn More](#)

## Maravai Strengthens EHS Management

We prioritized our commitment to environmental, health and safety (EHS) in 2022 by increasing the size of our team to seven members, progressing our EHS management system and creating a new product stewardship team with two additional hires. We emphasized policy documentation and training for EHS programs, established an internal safety team and launched a safety champion recognition program.

[Learn More](#)

## TriLink Leader Honored as one of San Diego's Top Veterans

As a salute to those who have served and continue to serve our country, we were thrilled by Peter Stolba's selection as a Top 50 Influential Business Leader for 2022 by the San Diego Business Journal. Stolba, who served in the U.S. Navy, is Vice President of Business Operations & Supply Chain at TriLink, a certified Lean Six Sigma Green Belt and serves as an executive sponsor of our first employee resource group.

[Learn More](#)

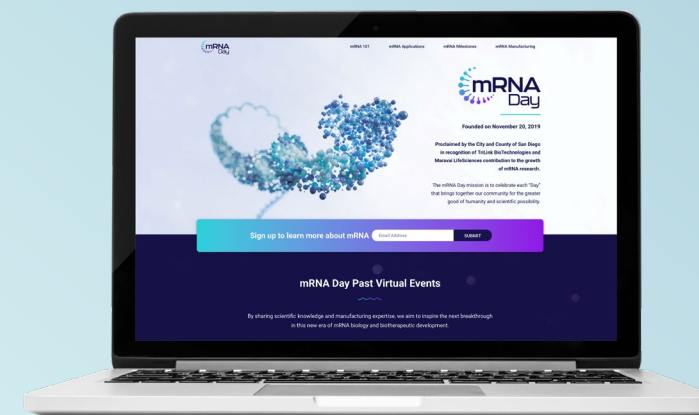
## The Importance of mRNA

Maravai celebrated mRNA Day on November 16, 2022, recognizing the promise that mRNA holds for the future of research, diagnostics and therapeutic applications. We commemorate this day by bringing together industry leaders to share scientific knowledge, research expertise and predictions for the future.

The commemoration was established in 2019 when city and county leaders in San Diego officially proclaimed mRNA Day to mark the opening of the TriLink BioTechnologies facility and Maravai LifeSciences headquarters in recognition of our contributions to mRNA research. Each year since, we have celebrated the promise that mRNA holds for the future. By sharing scientific knowledge and manufacturing expertise, we aim to inspire the next breakthrough in this new era of mRNA biology and biotherapeutic development.

You can learn more about this day, and mRNA, on our newly launched [mRNA Day website](#).

We have been honored to play an integral role in the development of multiple COVID-19 vaccines and molecular diagnostic products that have helped to improve and protect billions of lives around the world. As our customers advance more discoveries using mRNA for vaccines, personalized medicines, treatments for rare diseases, cell therapies and more, we will continue to support them in pursuit of our mission to enable the miracles of science and improve human health.



# Product Innovation

## 2022 HIGHLIGHTS

### Investing in Lifesaving Technology for Humanity

**1,509**

Products in our portfolio, including our flagship product CleanCap®, our novel mRNA capping solution.

**mRNA**

CleanCap® was used in the development of the COVID-19 vaccine Comirnaty.

**9x**

We rapidly scaled production by nine times in six months to accelerate the vaccine's development and support the pandemic response.

**MockV**

Our newly launched MockV® RVLP Kit tests for viral contamination to enable the creation of safe biotherapeutics.

**\$39MM**

U.S. Department of Defense will fund up to \$39 million to expand our Nucleic Acid Production capabilities in San Diego – allowing four times scale up ability.

**ESG**

We incorporate ESG factors into our quarterly business reviews with major customers and shifted some business to diverse suppliers.

**250**

Our mRNA and CleanCap products have been incorporated in over 250 vaccine and therapeutic programs in development.



## Impact on Society

Our ability to positively impact human life is what drives our business. Our team members take great pride in the products we create and the role we play in providing critical ingredients necessary to create life-saving medications.

For over 35 years, Maravai's portfolio companies have served as a catalyst for innovative, lifesaving technology for humanity. Our companies have played a crucial role in the development of drug therapies, diagnostics, novel vaccines and supporting research on human diseases. We have been a key player in nucleotide research since its inception, revolutionized polymerase chain reaction (PCR) technologies, and are now a pioneer in the rapidly expanding mRNA market. Our portfolio has grown to include 1,509 products. These include CleanCap®, our novel chemical-capping analog that optimizes the cap structure of an mRNA molecule and provides for the improved stability of, and protein expression by, the mRNA itself, and the newly launched MockV® RVLK Kit, which tests for viral contamination to enable the creation of safe biotherapeutics.

### Combating the COVID-19 Pandemic

In the wake of the pandemic, we drastically scaled up our capabilities to meet the needs of our customers who were developing COVID-19 vaccines and diagnostics test-kits. In particular, BioNTech adopted our flagship product CleanCap®, TriLink's novel mRNA capping solution, to develop the COVID-19 vaccine Comirnaty, which they developed in partnership with Pfizer. CleanCap® technology is a "one-pot" solution that reduces the number of steps, equipment and time required to manufacture mRNA-based vaccines and therapeutics. To support the pandemic response, we rapidly scaled production by nine times in six months, enabling us to meet the demand and accelerate the vaccine's development. According to recent estimates, COVID-19 vaccines using Maravai technologies, such as CleanCap®, helped play a direct role in saving as many as 2 million lives.

# 35+

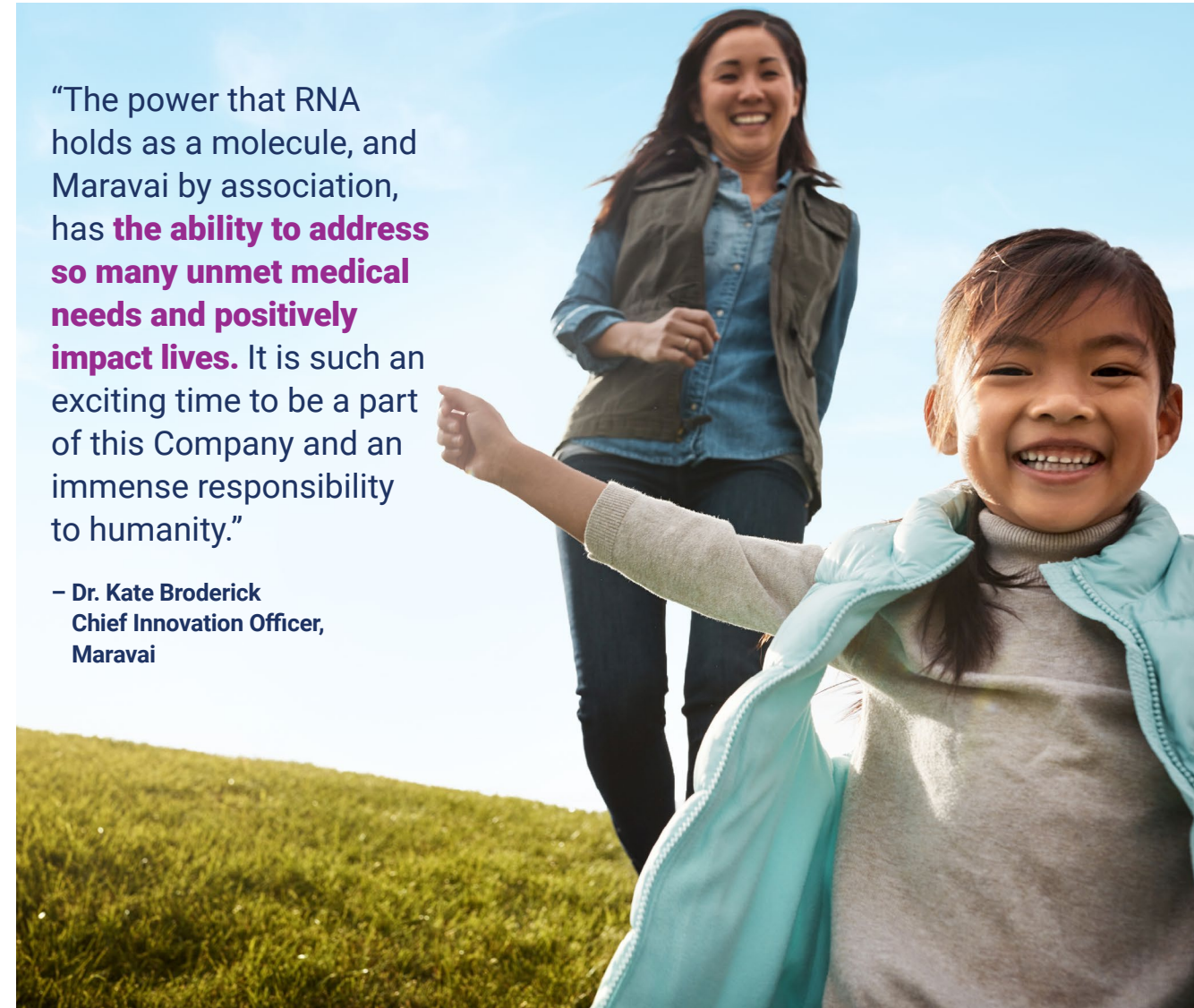
Years Maravai's portfolio companies has served as a catalyst for innovative, lifesaving technology for humanity

# ~2 Million

Lives were saved in part to the direct role our CleanCap® technology played in COVID-19 vaccines<sup>1</sup>

"The power that RNA holds as a molecule, and Maravai by association, has **the ability to address so many unmet medical needs and positively impact lives.** It is such an exciting time to be a part of this Company and an immense responsibility to humanity."

– Dr. Kate Broderick  
Chief Innovation Officer,  
Maravai



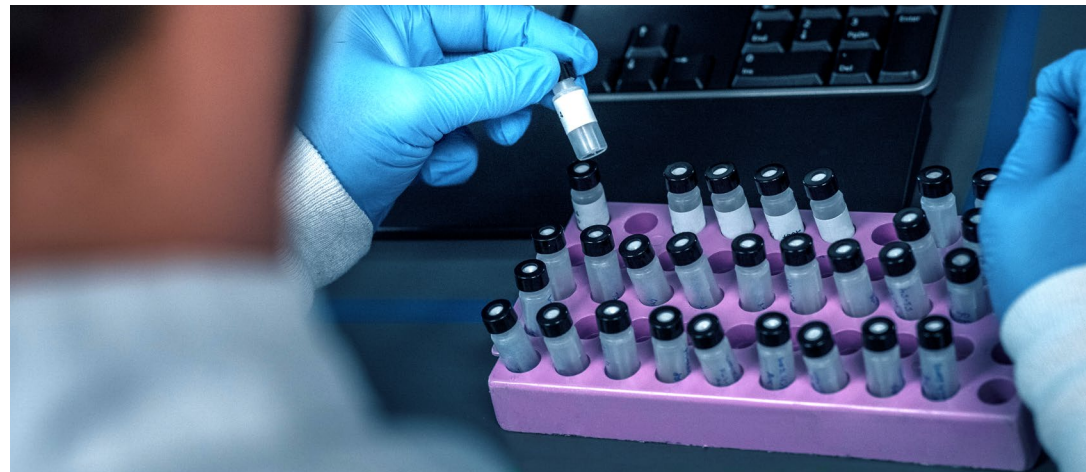
<sup>1</sup> Source: <https://www.commonwealthfund.org/blog/2022/two-years-covid-vaccines-prevented-millions-deaths-hospitalizations>

Our products are key ingredients in the development and manufacture of mRNA vaccines and therapeutics, and it is critical that we can support all our customers, both now and in the future. We estimate our mRNA and CleanCap products have also been incorporated in over 250 vaccine and therapeutic programs in development as of December 31, 2022, including at least 60 programs that our mRNA CDMO services group manufactured the mRNA APIs using CleanCap. To meet the substantial increase in demand for our products, we have partnered with the U.S. Department of Defense and will receive up to \$39 million to fund the expansion of our Nucleic Acid Production capabilities in San Diego. This new facility will allow four times scale up ability.

The planned expansion, which will provide a substantial increase in capacity, is one of the many investments we are making to ensure that we scale rapidly in response to our customers' needs. Under the leadership of our newly appointed Chief Innovation Officer, we are establishing a Maravai Science and Innovation Office and actively expanding R&D to meet the needs of our customers and improve human health around the world.

“It has been **incredibly fulfilling for our team to be able to make a direct impact fighting the pandemic** by supplying raw materials for use in life-saving vaccines. This cooperative agreement also serves to further prepare the U.S. for any future pandemic.”

– Carl Hull, Executive Chairman and Interim CEO



**All our manufacturing sites in operation in 2022 are certified to ISO 9001:2015 and audited annually for compliance.**

### Product Quality Assurance

As a leading Life Sciences Company, our product quality and ability to meet strict biopharmaceutical standards are foundational to the success of our business. This is why one of our core competencies is a quality mindset, which means we are committed to a customer-centric approach and continuously seek to improve processes to ensure effectiveness and create an excellent customer experience.

We strive to achieve the highest standards, from the way we operate our facilities to the products we develop. For example, all our manufacturing sites in operation in 2022 are certified to ISO 9001:2015 and audited annually for compliance. In addition, our TriLink facility meets the good manufacturing practice (GMP) requirements set by the U.S. Food and Drug Administration (FDA) to help protect the quality of active pharmaceutical ingredients (APIs) for clinical use. Many of our products meet additional customer-specific requirements outlined in quality agreements. The Quality Team meets with our COOs and Site Leadership Team for quarterly quality management reviews to evaluate metrics as well as internal and external factors that could affect overall performance.

Our Quality Management System (QMS) guides our approach to product quality and includes robust policies, procedures and recordkeeping. A key component of our QMS is the quality of our suppliers. New suppliers are screened for their quality management capabilities through a quality questionnaire before we do business with them. Our Supplier Quality Management Team regularly assesses the performance of existing suppliers and conducts periodic audits on factors such as criticality of materials, total spend, prior issues with the supplier and adherence to business requirements. We also use an internal scoring system to evaluate the performance of existing suppliers and regularly report on these metrics during quarterly quality management reviews.

To protect our product quality and maintain customer confidence, we also take action to prevent counterfeiting by leveraging a closed-loop enterprise resource planning technology and lot-numbering system to enable total traceability of all manufactured goods.

## Supply Chain Management

At Maravai, we are committed to a standard of excellence in every aspect of our business by operating with integrity, reducing our impact on the environment and respecting the human rights of all individuals. We expect our suppliers to share our commitments and comply with all laws and regulations applicable to their businesses.

Our guidelines for supply chain performance and oversight are set forth in our [Supplier Code of Conduct](#), which covers areas such as Integrity and Compliance, Labor and Employment and Environmental, Health and Safety.

Specifically, suppliers are prohibited from engaging in any activities that would violate applicable laws and regulations pertaining to and including:

- Bribery, corruption or illegal payments
- Unfair competition or unfair and deceptive trade practices
- Environment
- Health and safety
- International trade, including exports and imports
- Data privacy and security
- Money laundering
- Labor and employment
- Anti-slavery, human trafficking and forced, prison or child labor
- Contracting with governmental agencies
- Healthcare and medical services

## Supplier Assessment

Our supplier assessment is overseen by our Vice President of Global Supply Chain. Prospective suppliers are evaluated on a variety of qualifications, including personnel experience and training, production and process controls, inspection and testing of materials, corrective and preventative actions, product labeling and packing, and processes around batch records and complaints. When applicable, we ensure that suppliers adhere to certified quality assurance programs such as the International Organization for Standardization (ISO).

We also incorporate ESG factors into our quarterly business reviews with major customers. As a result, we have shifted some business, such as shipping, to suppliers with a strong ESG commitment, particularly on environmental considerations. Our Supplier Code of Conduct stipulates that suppliers must seek ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize adverse impacts on the environment.

TriLink has partnered with a firm that employs proprietary software to monitor suppliers and develop a more traceable and transparent supply chain. The tool allows us to analyze custom heat-risk maps and receive alerts for environmental risks in the supply chain. We are mapping our Tier I through Tier III suppliers to gain additional transparency in our supply chain to improve business continuity and traceability. In 2022, TriLink obtained a Customs Trade Partnership Against Terrorism (CTPAT) certification, which demonstrates our implementation of security best practices across the supply chain and commitment to prevent counterfeiting.

In December 2022, we developed a survey for our Critical Raw Materials suppliers to assess compliance with our Supplier Code of Conduct, which included additional questions relating to the environment, diversity, equity and inclusion. Suppliers were required to certify their responses and we look forward to deepening our engagement as we continue to improve the sustainability of our supply chain.

## ISO

We ensure that suppliers adhere to certified quality assurance programs such as the International Organization for Standardization (ISO), when applicable.

## Diversity

We are actively working with a major customer on a pilot program to support small and diverse suppliers.



## Supply Chain Risk Management

Managing supply chain risks such as potential product shortages is critical to maintaining business continuity. Each month, the Company's business units meet to assess Maravai's Sales and Operations Plan to identify any supply chain gaps that could impact business forecasts over the next two years. Potential gaps and other risks are conveyed to senior staff. To avoid such gaps, we identify alternative and back-up suppliers where appropriate and available. Due to our global footprint, we also closely monitor additional factors such as the physical location of suppliers' facilities to avoid disruptions that could be caused by weather or geopolitical issues. To enhance thought leadership and promote collaboration, we also participate in leading supply chain industry partnerships such as the Association for Supply Chain Management, the Bio Supply Management Alliance and Biocom California Institute.

## Supplier Diversity

Maravai establishes partnerships with qualified suppliers who embrace our commitment to diversity, equity and inclusion. In 2021, we began working with a major customer on a pilot program to support small and diverse suppliers for some of our products. In 2022, we increased our spend with small and diverse suppliers by 55% from the prior year. We have also started to leverage surveys to assess our baseline as we prepare to launch a more formalized supplier diversity program.

# Social Impact

## 2022 HIGHLIGHTS

### Investing in Our People

**67%**  
Increase in applicant flow with new global applicant tracking system.

**144**  
Managers instructed on behavioral-based interviewing and bias training.

**50%**  
Women on executive leadership team.

**91%**  
Participation in Annual Employee Engagement Survey.

**First**  
Employee resource group established - Women in Leadership.

**20+**  
Hours of training completed through new employee onboarding program.

### Diversity, Equity & Inclusion



#### Gender Diversity

46% Female  
54% Male



#### Racial/Ethnic Diversity

55% Non-white  
45% White



#### Leadership Diversity

50% Female  
50% Male





### Enhanced EHS Management System

Our commitment to being a leader in environmental, health and safety (EHS) aligns with our vision to build a sustainable enterprise that drives long-term value creation by promoting environmental stewardship, optimum health and well-being, and a zero-harm workplace.

As a Company, we hold ourselves accountable to our stakeholders and the commitments set forth in our **EHS Policy Statement**, and we ensure that every employee has the awareness, resources and knowledge to comply with our Policy. We abide by all applicable laws and regulations while continuously implementing new programs, procedures and training to ensure compliance and continue to mature our safety model. We also work with our customers, suppliers and contractors to help them address their own EHS challenges.

Our EHS Policy covers our global operations and aligns our activities with the ISO framework. We leverage our EHS management system and the engagement of our team members to support our Policy and foster a safe work environment.



In 2022, we continued to refine and advance our comprehensive EHS management system by conducting extensive internal audits of all Maravai businesses for regulatory compliance, primarily related to the Occupational Safety and Health Administration (OSHA) and the U.S. Environmental Protection Agency (EPA).

We focused our efforts on developing an inventory of documentation, rolling out new policies to our portfolio companies and providing training for all employees on EHS-related programs. Throughout 2022, we implemented new initiatives to enhance training, audits, emergency management, business continuity, illness and injury prevention, hazard mitigation, laboratory safety, chemical hygiene, waste management, contractor safety, spill response and prevention and ergonomics.

We will continue to conduct regular internal audits in 2023 to ensure regulatory compliance and improve overall EHS performance. Our corporate EHS compliance audit team operates independently from our individual business units and conducts objective evaluations of our facility locations on a regular basis. We also undergo compliance audits by a third party at least once a year.

To further scale our EHS program development, implementation, training and audit capabilities, we **added four new employees** to the team in 2022 **and created a product stewardship team with two additional hires.**

Proper training is fundamental to our success. We use a document-management system to control and update our EHS programs, monitor employee training and roll out standards for our portfolio companies. Employees actively engage with our team through our EHS management system, which helps to determine the type and frequency of training required based on role and responsibility and documents the date of completion.

### A Culture of Safety

The safety of our people is a top priority, and we strive to create a work environment that prevents illness and injuries and promotes health and well-being. Team members exposed to potential hazards are required to complete annual health and safety training, including laboratory chemical safety, hazard communication and hazardous waste management.

Team members are required to promptly report hazards or potential workplace issues. One avenue to do so is through an online incident-tracking and reporting platform accessible at all Company locations. In 2022, we also contracted with WorkCare to provide team members with incident intervention services, which includes 24/7 telephonic access to occupational health nurses and board-certified physicians.

To be effective, we believe our health and safety program needs meaningful participation from our employees, so we established a recognition program to engage team members to support our commitment. In 2022, we implemented a Safety STEP Team, which stands for Strategy Training Excellence and Prevention. The STEP Team monitors our progress and meets with directors and department heads on a monthly basis to report on metrics relevant to our program.

To assess our safety performance, we evaluate recordable case rates, early reporting of injuries and illness, training compliance and other relevant categories on a quarterly basis. In 2021, we introduced Safety and Workplace Awareness as a core competency in team members’ annual performance evaluations. Our illness and injury prevention program (IIPP) is reviewed annually and approved by our executive team, and all team members receive IIPP training at onboarding and whenever there

is a change in job assignment, new substances, processes, procedures, equipment or hazard.

We assess the effectiveness of our program by tracking the total recordable incident rate (TRIR) and days away, restricted or transferred rate (DART) and report those metrics to OSHA. If an occupational health and safety event occurs, leadership is notified, an investigation is conducted, and corrective actions are identified and implemented. To ensure continuous improvement, our Director of EHS reports metrics and progress to the CEO annually and meets quarterly with Maravai’s Chief Operating Officers and monthly with senior operations leadership.

In 2022, we had four recordable injury and illness cases, compared with nine in 2021, and we reduced our OSHA incident rate by 64% from the prior year to 0.76.<sup>1</sup> We are pleased with the progress we have made in maturing our EHS management system and strengthening our program, policies and training processes to improve our results.

### Recordable Incident Rate<sup>1</sup>

	2020	2021	2022
OSHA Incident Rate	1.70	2.13	0.76
Total Recordable Incident Rate	6	9	4

↓ 64%  
from 2021

1: See page 29

### Human Capital Management Operating a sustainable business begins with our people.

Our success hinges on our ability to attract, engage, develop and retain a talented and diverse team who shares our vision, mission and core values. At Maravai, we strive to foster an inclusive culture where all perspectives are valued, so our team members feel empowered to bring their whole selves to work and contribute to our mission, while pursuing their personal and professional goals.

Our human capital management strategy oversees culture, talent acquisition, compensation and benefits, learning and development, employee engagement, health and wellness and DEI, with a particular focus on building collaboration to drive innovation for sustainable growth. We made strategic advancements in each of these areas last year to help ensure our workforce is aligned with our mission and values on our path forward.

In 2022, we invested in building our infrastructure and teams to more effectively recruit, train, engage and reward the talent we need for sustainable growth. For example, we implemented a new global applicant tracking system (ATS) that enables us to better organize and track candidates throughout the

recruitment and hiring process. The new ATS helped to increase applicant flow by 67% and create a more efficient and engaging experience for candidates. We also grew our talent acquisition team from one person to eight and extended more than 300 job offers last year.

As part of our talent acquisition process, we trained 144 managers on behavioral-based interviewing and unconscious bias, developed a robust hiring manager toolkit and launched an internship program for college students. Recruiting the right people is key to our success, and we believe our employees can be the best recruiters for our team, so we offer an employee referral program that pays a bonus up to \$2,500.

When a new employee joins Maravai, they undergo a comprehensive, five-day orientation program called “Foundations,” which includes tours of the facility and lab as well as interactive sessions with leaders from Human Resources, Information Technology, EHS, Facilities, Product Management, R&D and other parts of the Company. During their first week at Maravai, new hires are provided with more than 20 hours of self-directed training on topics such as harassment prevention and anti-discrimination. In 2023, we plan to build on our progress and bolster the program based on feedback from our employee engagement survey and incorporating aspects of our ESG program.

As of December 31, 2022, approximately 18% of our workforce had advanced degrees. All Maravai team members receive extensive on-the-job training to support their professional development. In 2022, we introduced a new online training platform with more than 80 interactive courses. The current curriculum varies according to an employee's role, responsibilities and work environment. In 2023, we will roll out a new training platform that will further expand the quality and number of trainings we offer.

Regular, one-on-one meetings provide managers and team members opportunities to discuss professional development paths and related opportunities, including certification programs for career enhancement. We also conduct formal performance reviews, aligned with career development, for all regular staff in the first quarter of each year as part of our continuous performance management process.

**80+**  
Interactive courses available on our new online training platform

**91%**  
Overall participation rate in our company engagement survey

### Employee Engagement

Engagement is a critical measure of an organization's ability to succeed, because it can influence performance, innovation, retention and attraction of top talent. To continuously improve the quality of our colleagues' experience at Maravai, we measure employee engagement through an annual survey and compare our results with those from other high-performing biotechnology companies across the United States.

We believe our employee engagement survey serves as an important listening tool that provides insights to further shape our culture. In 2022, we contracted with a survey partner to conduct our company-wide engagement survey and were pleased to receive an overall participation rate of 91%, exceeding the industry benchmark.

We also conduct pulse checks for new employees after 15, 45, 90 and 180 days to assess and continuously improve our recruitment and onboarding programs. We believe these efforts are essential for continuously developing our people, processes and systems, so we carefully review the results and create action plans to address opportunities for improvement.



## Our Approach to Learning and Development



### Vision

Unleash the potential of every Maravai team member to help them grow and achieve their dreams.



### Mission

Develop the knowledge, skills and expertise of our team to deliver outstanding performance, now and in the future.



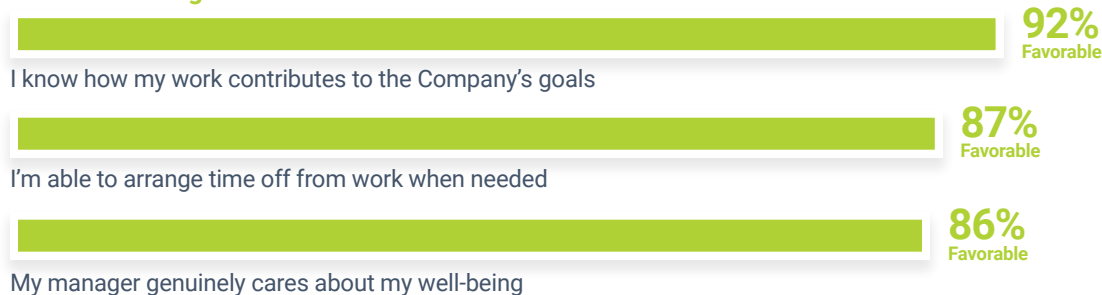
### Strategy

Development through on-the-job experiences, ongoing coaching and the right training at the right time.

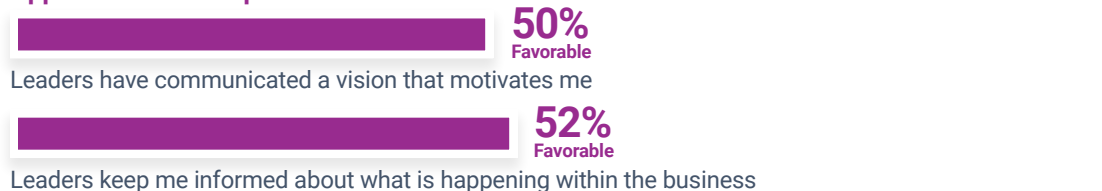
### Employee Engagement Survey

While feedback offered much to celebrate, Maravai’s executive leadership team interpreted our results as a call to action. In 2022, we achieved an overall engagement score of 66% favorable. We are actively working to address feedback through our action planning process because we are committed to becoming one of the “Best Places to Work.”

#### Identified Strengths



#### Opportunities for Improvement



The survey results serve as a catalyst that enables the Company’s growth as an organization and helps to ensure that Maravai is a place where every team member feels inspired, engaged and empowered. To achieve this, management meets with team members to discuss results and establish action plans to address opportunities.

We’ve hired a new Director of Communications to develop and execute an internal communication strategy that ensures team members have relevant, timely and clear information that supports their work and fosters a sense of pride and engagement across the company.

### Health & Wellness

Supporting the health and well-being of our employees aligns with our mission and is of utmost importance to Maravai, so we offer a variety of wellness programs and resources to encourage our team to prioritize their mental, physical and financial well-being.

Our COVID-19 response demonstrates our commitment to employee health. We instituted new processes, guidelines and preparedness measures at our sites. To protect our team members, we provided each employee working at our headquarters with a contact-tracing device and free weekly testing to help manage the impact of COVID-19 at the workplace. In total, we spent approximately \$2 million to help keep our staff safe during the pandemic, and we are proud to report that 100% of our team members are vaccinated.

We offer an onsite fitness center at our headquarters and a variety of tools, activities and educational resources that all team members can take advantage of to help achieve their total health potential.

Our 24/7 employee assistance program (EAP) provides team members and their families with confidential, personal, web-based support on a variety of topics, including substance abuse, stress, depression and anxiety.

**\$2 Million**

Spent to help keep our staff safe during the pandemic

**100%**

of our team members are vaccinated



We partner with Carrot Fertility, a leader in the health industry, to provide team members with comprehensive, inclusive fertility health care and family-forming benefits. We also provide paid parental leave following the birth of a child or the placement of a child with an employee related to adoption or foster care.

Maravai offers a comprehensive benefits program that includes 12 paid holidays, paid sick and vacation time, health and welfare insurance policies and a 401(k) retirement plan. We believe it is important for our team members to have an ownership stake in Maravai, so all eligible employees receive equity awards and have the opportunity to purchase stock at a discount under our Employee Stock Purchase Plan.

**Diversity, Equity and Inclusion**

Diverse ideas, people and perspectives are the driving force behind our innovative products and empower us to pursue our vision and improve human health by enabling the miracles of science together.

In 2022, our CEO, Carl Hull, signed the **CEO Action for Diversity and Inclusion pledge**,

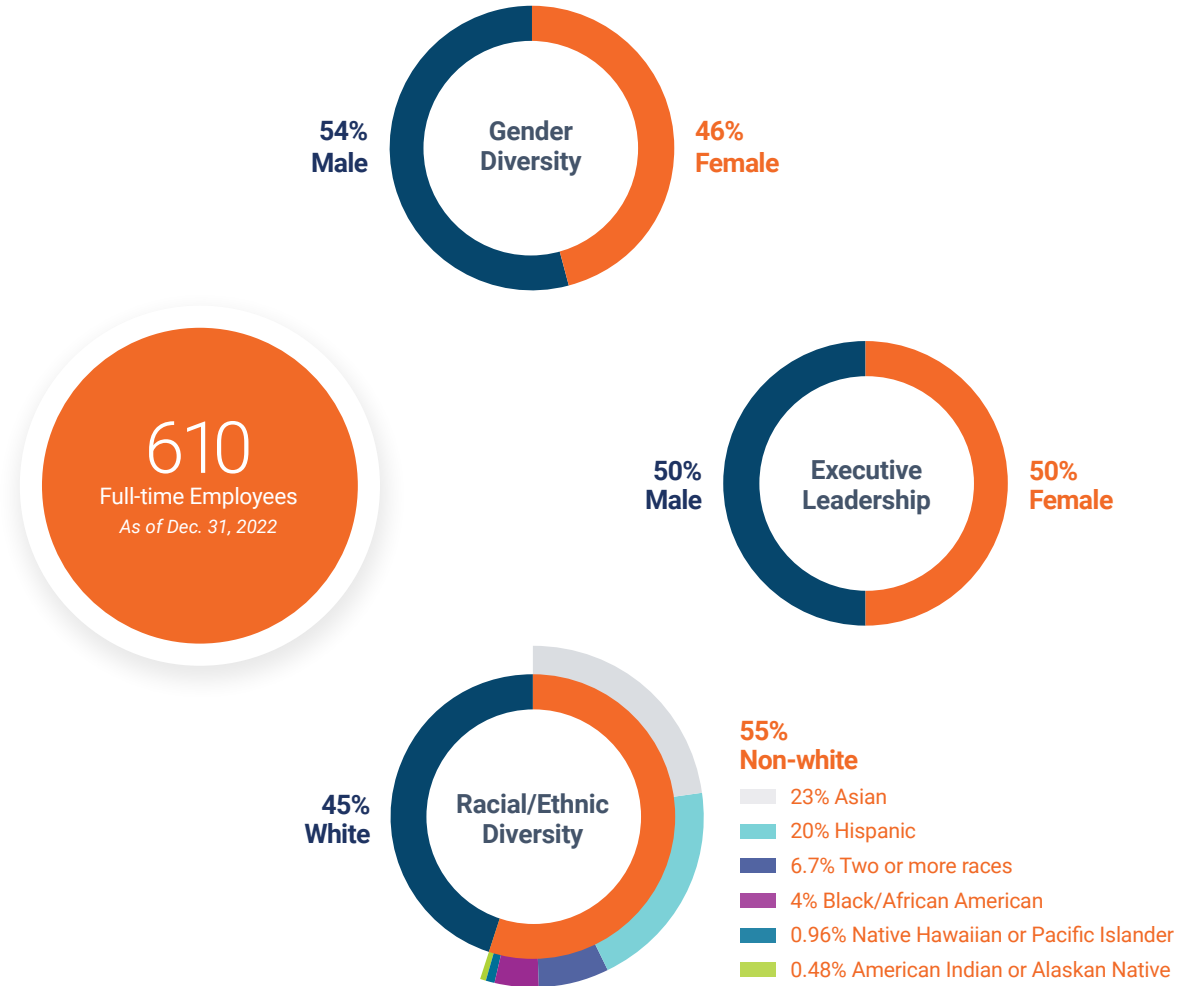
which is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. Maravai is proud to join more than 2,300 other companies through Carl's pledge by taking action to support a more inclusive environment for our team members, communities and society at large.

To demonstrate our commitment, we embarked on a journey in 2022 to enhance our culture through DEI and ensure all team members are inspired to bring their best selves to work. As part of our efforts, we have dedicated personnel focused on our DEI strategy. Through our employee onboarding program, new hires complete DEI training, and all team members complete DEI compliance training annually.

We were pleased to see that our team members ranked DEI as one of the highest attributes of our workplace culture in the Company's annual engagement survey. To support our continuous improvement, we launched a robust initiative in 2022 to ensure we have the programs, training and resources in place to promote a more inclusive environment.

Working with an international consulting firm, we conducted executive leadership interviews and employee focus groups to better understand our current landscape, experiences and sentiments around DEI. To augment our efforts, and to reinforce our commitment to a diverse and inclusive workplace, we also created a new role to manage our DEI strategy and initiatives.

At the end of 2022, we were in the process of analyzing the feedback and findings from our interviews and focus groups with the aim of introducing our enhanced DEI vision, priorities and programs in early 2023.



### Inspiring the Next Generation of Women in Leadership

At Maravai, we believe gender parity in leadership is important. We are proud to have half of our leadership team composed of women. Last year, we launched our first Employee Resource Group, Women in Leadership. The group's mission is to provide all Maravai employees with an open forum to connect on common causes and challenges that women experience in the workplace, help them develop their skills and learn about the professional journeys of other notable women throughout the industry.

We also have a valued relationship with Athena, a San Diego nonprofit and women's advocacy organization that offers corporate partnerships to STEM (science, technology, engineering and math) companies to advance their DEI goals and social impact. Athena supports the development of women in STEM professions for corporate leadership roles and positions on boards of directors.



Members of Maravai's Employee Resource Group, Women in Leadership, raised more than \$3,000 to support breast cancer awareness. Photo taken at Balboa Park in downtown San Diego for the Susan G. Komen "More Than Pink Walk" in November 2022.

## Women Leaders Recognized in 2022

Dr. Kate Broderick, Chief Innovation Officer at Maravai, and Dr. Ericka Crawford, Vice President of Quality & Regulatory, were named finalists for the San Diego Business Women of the Year Awards by the San Diego Business Journal.

Each year, the publication recognizes dynamic women business leaders who have contributed significantly to San Diego's workplaces and communities.



**Kate Broderick, Ph.D.**  
Chief Innovation Officer

Dr. Broderick is a seasoned biotech leader and international expert in DNA vaccines and DNA-based therapies. She joined the Company in 2022 to lead TriLink's R&D team as we continue to progress innovative ideas toward new products. Kate also was recognized by the Journal as a Leader of Influence in Life Science for 2022 and serves as an executive sponsor of our employee resource group, Women in Leadership.



**Ericka Crawford, Ed.D.**  
VP of Quality & Regulatory

Dr. Crawford is a Brain Education expert with more than 25 years of experience in quality management, operations and strategic business planning. She joined us in 2017 and has provided instrumental leadership in developing our quality management systems to ensure we deliver the highest quality products to our customers. Ericka is a collaborative leader who inspires others and is committed to developing physical, emotional and mental well-being in the workplace.

### Working Together for our Community

As a reflection of our commitment to being a strong corporate citizen, we launched the Maravai LifeSciences Foundation in 2021. The Foundation supports charitable, scientific and educational endeavors, with particular emphasis on advancing scientific education and innovation, promoting public health and equal access, and advocating for diversity and inclusion.

Maravai, our team members and the Company's Foundation demonstrate our shared commitment to creating a positive social impact by supporting organizations that make a difference in the communities where we live and work. Specifically, the Foundation identifies opportunities to contribute to the improvement of human health and participate in outreach events and other activities focused on elevating interest in STEM-related careers.

In 2022, the Foundation made donations totaling \$365,000 to partner organizations. Through our Company-match program, the Foundation matched employee donations of approximately \$10,000 to various nonprofit organizations selected by our team members. Last year, the Foundation also provided



To learn more about the mission of our partner organizations, please visit the [Maravai Foundation](#) section on our website.

### Maravai team members collectively **donated nearly 400 hours** of community service to 45 non-profit organizations.

humanitarian grants to Save the Children and World Central Kitchen to support their work in Ukraine and surrounding countries.

Part of our community outreach in 2022 included a new partnership with Curebound, a San Diego-based philanthropic organization that raises and invests strategic funding in translational cancer research projects aimed at accelerating new discoveries to clinical application.

#### Other partners include:

- University of California San Diego
- University of San Diego
- San Diego State University
- University of North Carolina Wilmington
- Girls Inc.
- Voices for Children
- Crohn's & Colitis Foundation
- La Jolla Playhouse
- Social Advocates for Youth (SAY) San Diego

### Igniting Curious Minds

Maravai supports initiatives designed to spark an interest among K-12 students in both STEM and STEAM. We believe it's incumbent upon us to develop students' interests and skills in these important educational topics, and we do so through a variety of endeavors.



- In San Diego, Maravai and TriLink continue to sponsor the annual [Festival of Science & Engineering Week](#). Over the past 14 years, the festival has evolved into a countywide event that celebrates the diverse cultures and communities of San Diego and inspires curious young minds.
- In North Carolina, members of our Cygnus team participated in a Women in Science event at the N.C. Aquarium at Fort Fisher. The event enables local students to engage with leading women scientists and explore STEM-related fields at the Aquarium and in the community.

# Governance

## 2022 HIGHLIGHTS

### Investing in an Effective Corporate Governance Program

#### Diversity

100% of our Board's Committees are chaired by women who are independent from the Company.

#### Transparency

The executive leadership team initiated the process for developing the Company's first carbon footprint.

#### Oversight

Our Board adopted a new Committee structure and updated their charters to improve oversight for sustainable growth.

#### Independent

100% of the Audit Committee is independent from the Company.





## Our Board of Directors and executive leadership team recognize that an **effective corporate governance program is foundational to our long-term success.**

Our 11-member Board, elected by our shareholders, is responsible for our enterprise-wide long-term business strategy and oversight of major risks to our operations, including issues related to sustainability and ESG, as set forth in our [Corporate Governance Guidelines](#).

### Board Composition, Diversity and Refreshment

For our Board to effectively guide our long-term success, it should be composed of a diverse set of individuals with sophistication and experience in areas that are most relevant to our business and strategic direction. We seek to have a Board that is competent in key corporate disciplines, including finance, mergers and acquisitions, crisis management, corporate governance, leadership, risk management, social responsibility and strategy.

We believe that diversity of backgrounds and viewpoints are key attributes for director nominees and help the Board best serve the long-term interests of our stakeholders. Under the Board's new committee structure, the Nominating, Governance and Risk Committee is responsible for reviewing the size of the Board and ensuring that diversity is considered in the identification and selection of new director candidates, including different genders, ethnicities, experience, skills and qualifications. Each of our Board's three Committees is chaired by a woman, and two of our directors identify as ethnically diverse.

We also believe our Board has an effective mix of independent and management directors. It consists of six independent directors, our Chief Executive Officer, and four representatives from our majority shareholder, GTCR. All of the Board's Committees are chaired by women who are independent from the Company.

### Risk Oversight

Our Board oversees an enterprise-wide approach to risk management to support the achievement of organizational objectives, improve long-term performance and enhance shareholder value. The involvement of our full Board in reviewing our business is an integral part of assessing the Company's risk profile as well as the determination of what constitutes an appropriate level of risk.

Risk management is an integral component of our strategy, culture and business operations, and our Board's oversight role and governance structures continuously evolve to support sustainable growth. While our full Board has overall responsibility for risk oversight, it has delegated primary oversight of certain risks to the Board Committees. To better assess, monitor and mitigate those risks, the Company adopted a new Committee structure in October 2022 to include the following: Audit; Compensation and Leadership Development (CLD); and Nominating, Governance and Risk (NGR). The updated charters for the Board's Committees are available on our corporate [website](#).

The NGR Committee oversees and reviews the effectiveness of the Company's sustainability and ESG risk management, strategy, initiatives, policies, disclosures and investor communications. It also provides reports to the Board on these matters at least annually.

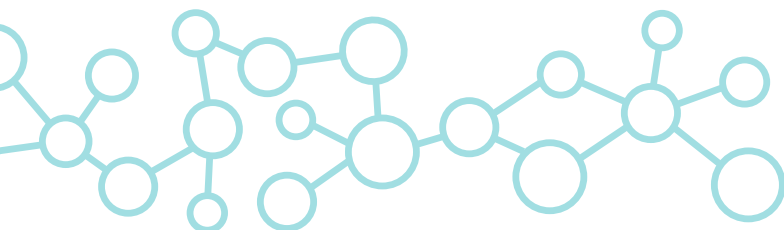
The CLD Committee assists the Board in its oversight of human capital management, corporate culture, recruiting, retention, attrition, talent management, career development and progression and employee relations.

In 2021, Maravai developed an ESG Working Group at the management level composed of senior representatives from Legal, Supply Chain Management, Quality, Investor Relations, Human Resources and Environmental, Health and Safety.

### In 2022, Maravai created a **new role dedicated to ESG,**

and the executive leadership team initiated the process for developing the Company's first carbon footprint and will form additional workgroups dedicated to specific, high-priority ESG objectives that align with our long-term strategy. The workgroups will be composed of cross-functional leaders throughout the enterprise and include quarterly reporting to management.

Management provides updates to the Board and its Committees on the most significant risks that could affect our business, including legal risks, information security and privacy risks, and financial, tax and audit-related risks. To support the Company's long-term growth strategy, we hired a new Vice President of Global Compliance and Risk Management in 2022.



## Business Ethics

We require the highest standards of business ethics and integrity from our colleagues and strive to comply with all applicable laws and regulations when conducting business. We updated our Code of Business Conduct and Ethics Policy in October 2022, which covers a range of topics including conflicts of interest, anti-corruption and anti-bribery, political contributions, honest and ethical conduct and environmental protections. All directors, officers and employees are responsible for reviewing the Code annually and certifying compliance.

Maravai encourages direct reporting of activities prohibited by the Code to the reporting person's supervisor or the Company's General Counsel, who in turn advises the Board's Audit Committee of suspected violations. Maravai also offers a toll-free, confidential and anonymous Ethics Hotline, administered by a third party, for employees to report conduct that might involve illegality or other violations of the Code.

After receiving a report of alleged prohibited action, the Audit Committee or General Counsel will promptly investigate. The Company does not tolerate acts of retaliation against any employee who makes a good faith report of known or suspected acts of misconduct or other violations of the Code. Any such retaliation may constitute a violation of Maravai's [Whistleblower Policy](#).

To ensure the highest degree of ethics and integrity from our top executives, our CEO, CFO, principal accounting officer, controller and other senior financial officers also sign a separate [Code of Ethics for Senior Financial Officers](#).

### Succession Planning

Succession planning is key to operating a sustainable business. The CLD Committee prepares a succession planning report for the Board at least annually, and the full Board works with the NGR and CLD committees to evaluate potential successors to the CEO and other Company officers along with any recommended development plans.

### Data Security

Maravai is committed to providing comprehensive, business-driven data security that focuses on prevention, detection and mitigation of cybersecurity threats and incidents. We employ a multi-faceted approach to protecting our infrastructure, systems and data, which includes an executive-level Information Technology (IT) Steering Committee, a Vice President of IT, Director of IT and a separate Director of Information Security.

The Vice President of IT reports to the CFO, while the IT Security Director reports to the General Counsel, who in turn advises the Board's Audit Committee on a quarterly basis. The Board created this two-pronged structure

to establish an independent security advisor focused on the Company's broader security environment, as opposed to day-to-day IT operations and support.

Our IT Steering Committee is composed of the General Counsel, the CFO, the VP of IT, the IT Director, the Director of Information Security and the Chief Administrative Officer.

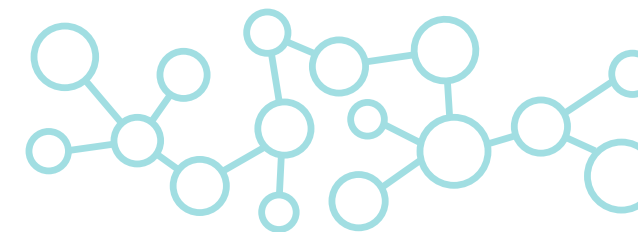
We also employ a third-party information security solutions firm to monitor threat risks to our IT environment, as well as an outside incident-response company. To reduce risks, Maravai uses cloud-based solutions managed by a third-party vendor to operate our systems.

Our IT Policy governs all Maravai subsidiaries and is reviewed annually by the CFO and Vice President of IT. In 2022, we updated our IT policy and expanded our guidance on data integrity and privacy with additional policies.

Workplace Awareness is one of our core values, and we align cybersecurity to that value by making it a prominent component of employee training. Employees receive training at onboarding and complete annual training that covers privacy, information security, cybersecurity, online behavior and workplace security.



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# Environmental Stewardship

## 2022 HIGHLIGHTS

### Investing to Protect the Environment

#### Transparency

We enhanced disclosure by measuring and reporting our Scope 1 and 2 GHG emissions, energy, waste and water use.

#### Energy

We incorporated features such as LED lighting, low flow fixtures and solar panels into our projects to reduce energy consumption.

#### Emissions

We reduce emissions by using renewable energy from solar panels and providing electric vehicle charging stations with dedicated parking space for carpooling and bike lockers at our headquarters.

#### Waste

We made investments to promote our enterprise-wide recycling program, refined our data-collection processes and added organic waste recycling.



At Maravai, **we believe we have a responsibility to protect the environment**, and we are committed to meeting or exceeding all applicable environmental regulatory compliance requirements and continuously improving the sustainability of our operations. We share this commitment in our **Environmental Policy** and **EHS Policy**, both of which are available on the company website.

#### **Our Sustainability Journey**

We recognize that our business operations can negatively affect the environment, and we are taking action to manage and reduce our impacts. The first step to improving our performance is to understand our consumption across our organization, so we measured our environmental footprint by calculating our Scope 1 and 2 GHG emissions, energy, waste and water use at each of the sites we operated in 2021 and 2022.

This year, we are implementing a new technology solution to improve how we collect, track and manage environmental data, which will enable us to set future targets and advance our ESG strategy. We also plan to conduct a materiality assessment to help guide our strategy by prioritizing our focus on what's most important to our business and stakeholders.



New 45,000 sq ft facility built by Environments Unlimited Inc. will support Cygnus' expansion and bring more employment opportunities to Leland, NC.

#### **Improving our Facilities for Sustainable Growth**

To support our Company's growth, we have several building improvement and expansion projects in various stages of construction, with two projects expected to be completed in 2023.

In 2022, we leased facilities in California, North Carolina and Virginia. In California, we are bound by the state's Building Energy Efficiency Standards, which are designed to reduce unnecessary energy consumption in newly constructed and existing buildings. We accomplish this by incorporating features such as LED lighting and low-flow fixtures into our projects.

In San Diego, California, we are expanding our operations by investing in additional cleanroom and small molecule manufacturing space, implementing automation systems and adding support areas to augment production capacity. The Department of Defense is funding \$39 million of the cost of these new facilities as part of a cost-sharing arrangement.

We are honored to partner with the U.S. government to **secure the domestic supply chain for vaccines** as part of our nationwide pandemic preparedness.

We view this as clear recognition of the impact we made and the significant role that mRNA will play in the future of medicine.

To accommodate our continued growth, we are relocating our Cygnus facility from its home base in Southport, North Carolina, to Leland's Waterford Commercial Park, which will more than double operational square footage and support future expansion. The project incorporates LED lighting throughout the building and high-efficiency insulation and thermally broken framing systems on window designs to reduce energy loss. The HVAC mechanical system uses multiple points of control to minimize unnecessary heating and cooling, and the building has solar panels and is oriented toward southern skies to maximize natural sunlight.

We also engage our team members through ESG initiatives. We encourage environmentally friendly transportation choices to reduce emissions by providing electric vehicle charging stations at our headquarters in San Diego with dedicated space for carpooling and bike lockers. To reduce waste, we made investments to promote our enterprise-wide recycling program, refined our data-collection processes and added organic waste recycling for a more comprehensive approach to our waste management strategy.

### Our Environmental Footprint

Like many organizations, our carbon footprint is complex and spans our entire business. During the reporting period, we undertook an extensive analysis of our direct operations and energy use to develop a robust greenhouse gas inventory for 2022 and 2021. We also measured, estimated and modeled our waste creation and water use across our facilities to better understand our footprint. This endeavor represents a key step toward mitigating our impact on the environment.

As we move forward, the data will help inform our priority efforts and set future targets. We also recognize that effective measurement is a journey, and we are committed to continually improving our data-management processes and refining our calculations as we mature our program and expand our reporting.



Additional metrics related to our **environmental footprint** can be found in the **GRI Index**.

### Our Greenhouse Gas Footprint

Our Scope 1 & 2 greenhouse gas (GHG) emissions come primarily from the electricity, heating and cooling needed to operate the facilities we lease. Installing solar panels and incorporating features such as LED lighting and low-flow fixtures at some of our sites helps to lower our footprint.

### Our Water Footprint

We rely on water not only for employee health and sanitation, but also in the creation of our products. Installing low-flow faucets and toilets helps us reduce the water we use.

### Our Waste Footprint

We generate waste as we manufacture our products and operate our facilities. We aim to reduce our waste impact by recycling at each of our locations and managing hazardous waste in-line with applicable regulations. We continue to expand our efforts by adding organic waste recycling to our locations and giving all employees bento lunch boxes with reusable utensils to further reduce key sources of waste, including single-use plastic. To reduce e-waste, we donate old laptops to educational organizations and e-waste vendors for proper disposal.

Total Emissions	2022
Total Scope 1 & 2 emissions	1,686 metric tons CO <sub>2</sub> e
Scope 1 emissions <sup>2</sup>	377 metric tons CO <sub>2</sub> e
Scope 2 emissions (market-based) <sup>3</sup>	1,309 metric tons CO <sub>2</sub> e

2, 3: See page 29

Total Water	2022
Total water withdrawals <sup>4</sup>	21.95 megaliters

4: See page 29

Total Waste	2022
Total waste <sup>5</sup>	985 metric tons

5: See page 29

## Appendix

This report does not cover all information about our business. The inclusion of information contained in this report should not be construed as a characterization regarding the materiality of such information to our financial results or for purposes of U.S. Securities laws. For a discussion of risks that are material to investors in Maravai, please see our Annual Report on Form 10-K for the year ended December 31, 2022, filed with the Securities and Exchange Commission, our Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K.

### Report Notes

- 1 Maravai's OSHA Incident Rate and Total Recordable Incident Rate are based on relevant OSHA definitions and include incidents across all Maravai locations for all employees during the 2020, 2021 and 2022 calendar years.
- 2 Our greenhouse gas inventory was developed in alignment with the GHG Protocol and is reported in metric tons of CO<sub>2</sub> equivalent. Scope 1 emissions are based on utility consumption data for natural gas, as well as consumption totals for diesel, propane, and jet fuel. Jet fuel consumption

is estimated based on total flying time (in hours). The number of refrigerators and freezers at each site are used as a basis for estimating refrigerant leakage emissions from refrigeration systems. Site square footage is applied to estimate refrigerant leakage emissions from HVAC systems. For all scope 1 sources, EPA methodology and emission factors are applied to calculate final emissions. Fuel consumption totals are estimated to fill in gaps where necessary using available primary data. If no primary consumption data is available to make an estimation, data is modelled using site-specific or company-wide average consumption totals per square foot. For more environmental data, see our GRI Index.

- 3 Our greenhouse gas inventory was developed in alignment with the GHG Protocol and is reported in metric tons of CO<sub>2</sub> equivalent. Scope 2 emissions are based primarily on utility consumption data for electricity. EPA calculation methodology and emission factors are applied to produce both market-based and location-based emissions totals. Electricity consumption totals are estimated to fill in gaps where necessary using available primary data. If

no primary consumption data is available to make an estimation, data is modelled using site-specific or company-wide average consumption totals per square foot. For more environmental data, see our GRI Index.

- 4 Maravai sources freshwater from third parties including local utilities. Total water withdrawals are based on utility invoices. Where primary data is not available for specific locations, site or company averages were used to estimate water withdrawal. For more environmental data, see our GRI Index.
- 5 Our waste footprint is based on utility invoices as well as dumpster size and pickup cadence. Where primary data was unavailable, we estimated waste generation based on site headcount or square footage and a site or company average. For more environmental data, see our GRI Index.



## United Nations Sustainable Development Goals

A foundational component of our ESG program is our support of and alignment with the U.N. Sustainable Development Goals (SDGs).

Through our SDG mapping efforts, we identified key areas where we have the greatest influence and impact through our business model, strategy and services. After an examination of the 17 goals and their relevance to our business, we have begun to align our ESG strategy to four SDGs. The following table is not intended to be an exhaustive list of our contributions, but rather provides highlights for some of the goals where we have identified a strategic alignment.

### Sustainable Development Goals

### Strategic Alignment



**GOAL 3**  
**Good Health and Well-Being**  
*Ensure healthy lives and promote well-being for all at all ages*

This SDG is ingrained in our mission to improve human health by enabling the miracles of science. Our research, product development efforts and commitment to quality enable our customers to improve the health and well-being of people across the globe and contribute to supporting this SDG. For example, our propriety CleanCap® technology has been used in the world's first FDA-approved mRNA vaccine, jointly developed by Pfizer and BioNTech. To date, nearly 4.3 billion Pfizer-BioNTech COVID-19 vaccines have been shipped to 181 countries in every region of the world, and we are proud to support the global response to the pandemic.



**GOAL 5**  
**Gender Equality**  
*Achieve gender equality and empower all women and girls*

At Maravai, we believe gender parity in leadership is important because sustainable progress requires a diversity of perspectives in leadership roles. We demonstrate our commitment to this SDG through female representation on each of our Board committee chairs and in senior management, which is 50% women. In 2022, we formed our first Employee Resource Group, Women in Leadership. We also have a valued relationship with Athena, a San Diego nonprofit and women's advocacy organization.



**GOAL 8**  
**Decent Work and Economic Growth**  
*Promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all*

We aim to foster a collaborative and inclusive culture that supports our colleagues and helps them grow and connect as one global team. We deliver on our commitment to developing our employees by offering pathways to promotions, training opportunities and leadership development. We are pleased that 92% of respondents to our 2022 engagement survey feel their work contributes to the Company's success. Our Code of Business Conduct and Ethics and Global Supplier Code of Conduct are examples of policies that reinforce our commitment to fair and safe work practices and treating people and the environment with respect. We leverage the Maravai LifeSciences Foundation to support scientific and educational endeavors and partner with organizations that promote interest in STEM-related careers. In 2022, Maravai joined the CEO Action for Diversity and Inclusion initiative through our CEO Carl Hull's pledge to act on supporting a more inclusive workplace.



**GOAL 9**  
**Industry, Innovation and Infrastructure**  
*Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation*

A key component of our long-term growth strategy is innovation. We are evolving our internal organizational structure, systems and processes to align with the needs of our customers and position us to scale. As part of this effort, we appointed a Chief Innovation Officer and expanded our R&D teams to drive new innovations. In 2022, we partnered with the U.S. Department of Defense to help fund the expansion of our Nucleic Acid Production capabilities as part of our nationwide pandemic preparedness. Under the leadership of our newly appointed Chief Innovation Officer, we are establishing a Maravai LifeScience and Innovation Office and investing heavily in R&D and manufacturing to meet the growing needs of customers.

## Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) has identified the ESG issues that are most likely to affect the long-term financial performance the typical company within a specific industry. Below are the disclosure topics and accounting metrics associated with our industry, Biotechnology & Pharmaceuticals, with two additional metrics important to our business.

Many of the accounting metrics in the standard do not apply directly to our operations because while we provide technologies used in the development of drug therapies, diagnostics and vaccines, we do not manufacture or market those final products. For topics included in the standard that are not applicable to our business, we indicate where you can find related information within this report.

Topic	Code	Accounting Metric	Response
<b>Safety of Clinical Trial Participants</b>	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	These accounting metrics are not applicable to our business. For related content on this topic, please see: <a href="#">Product Quality Assurance</a> .
	HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	
<b>Access to Medicines</b>	HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	These accounting metrics are not applicable to our business. For related content on this topic, please see: <a href="#">Impact on Society</a> .
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	
<b>Affordability &amp; Pricing</b>	HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	These accounting metrics are not applicable to our business. For related content on this topic, please see: <a href="#">Product Quality Assurance</a> .
	HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	



## Sustainability Accounting Standards Board

(Continued)

Topic	Code	Accounting Metric	Response
<b>Drug Safety</b>	HC-BP-250a.1	List of products in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	These accounting metrics are not applicable to our business. We sell an API for clinical use to customers who create the final drug product. FDA enforcement actions are relevant to those customers. For related content on this topic, please see: <a href="#">Product Quality Assurance</a> .
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	
	HC-BP-250a.3	Number of recalls issued; total units recalled	
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse or disposal	
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
<b>Counterfeit Drugs</b>	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	All Maravai business units operate under a Quality Management System, enabling tracing of raw materials purchased and received, as well as products manufactured and shipped to customers. Robust product specifications define all products and are verified by internal quality control processes. In 2022, TriLink obtained a Customs Trade Partnership Against Terrorism (CTPAT) certification, which demonstrates our implementation of security best practices across the supply chain and the increased prevention of counterfeiting. For more content on this topic, please see: <a href="#">Supplier Assessment</a> .
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Traceability is enabled to our end customer through our Quality Management System and Lot numbering system to protect against counterfeiting. Customers are notified of counterfeit risk through this system. For more content on this topic, please see: <a href="#">Supplier Assessment</a> .
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Zero actions led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products.

## Sustainability Accounting Standards Board

(Continued)

Topic	Code	Accounting Metric	Response
<b>Ethical Marketing</b>	HC-BP-260a.3	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	The accounting metric is not applicable to our business.
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	
<b>Employee Recruitment, Development &amp; Retention</b>	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Maravai has a partnership with PATHways to STEM through Enhanced Access and Mentorship (PATHS) Program at UC San Diego and participates in STEM-related job fairs at universities in San Diego. Maravai provides a competitive compensation package and comprehensive benefits for employees, as well as on-the-job training and advancement opportunities. Through robust annual employee surveys and action planning, Maravai aims to continue to engage and invest in its team members.
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Not Disclosed. For more information on employee engagement and retention, please see: <a href="#">Employee Engagement</a> .
<b>Supply Chain Management</b>	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	TriLink's high-risk suppliers are audited by a third-party once every three years. For more information on this topic, please see: <a href="#">Product Quality Assurance</a> .
<b>Business Ethics</b>	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Zero monetary losses were incurred in 2022.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	The accounting metric is not applicable to our business. For more information related to this topic, please see: <a href="#">Business Ethics</a> .

## Sustainability Accounting Standards Board

(Continued)

Topic	Code	Accounting Metric	Response
Data Security	SV-PS-230a.2	Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, and number of customers affected.	No known breaches of customer data occurred during the reporting year.
	SV-PS-230a.3	Description of policies and practices related to collection, usage and retention of customer information	Maravai provides a data privacy notice on all websites and does not sell, license or share personal information with unaffiliated third parties for marketing purposes. For more information, visit Maravai's website's Privacy Policy ( <a href="https://www.maravai.com/privacy-notice">https://www.maravai.com/privacy-notice</a> ) or contact us at <a href="mailto:privacy@maravai.com">privacy@maravai.com</a> .
Activity Metric	HC-BP-000.A	Number of patients treated	The accounting metric is not applicable to our business. For related content on this topic, please see: <a href="#">Product Innovation</a> .
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	

## Global Reporting Initiative

This index includes metrics from the Global Reporting Initiative (GRI) on impact areas core to our business. In 2023, we plan a materiality assessment to further enhance our disclosures.

GRI Standard	Disclosure		Summary and Reference Location
<b>GRI 2: General Disclosures 2021</b>	Organizational details	2-1	Name: Maravai LifeSciences Holdings, Inc. (NASDAQ: MRVI) Ownership and legal form: Maravai LifeSciences' Initial Public Offering (IPO) was priced on Nov. 19, 2020 Location of Headquarters: San Diego, CA Location of Operations: United States of America
	Entities included in the organization's sustainability reporting	2-2	All Maravai portfolio companies are included in this report: TriLink BioTechnologies, Glen Research, Cygnus Technologies and MyChem. We plan to incorporate our new acquisition of Alphazyme into our 2023 reporting boundary. For more information, please see: <a href="#">About Maravai</a> and our <a href="#">Annual Report</a> .
	Reporting period, frequency and contact point	2-3	Period: Jan. 1, 2022 – Dec. 31, 2022 Frequency: Annual Publication date: March 2023 Contact for related questions: <a href="mailto:esg@maravai.com">esg@maravai.com</a>
	Activities, value chain and other business relationships	2-6	Maravai LifeSciences <a href="#">2022 Annual Report</a>
	Employees	2-7	As of December 2022, Maravai had over 610 full-time employees.
	Governance structure and composition	2-9	Maravai LifeSciences <a href="#">2022 Proxy Statement</a>
<b>GRI 205: Anti-corruption 2016</b>	Communication of anticorruption policies and procedures	205-2	Anticorruption policies are included in our Code of Business Conduct and Ethics, which we review with all members of our Board of Directors on an annual basis and communicate to all employees as part of their onboarding and new orientation process. For more information, please see: <a href="#">Governance</a> .

## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 302: Energy 2016	Energy consumption within the organization	302-1	<p><b>2022 Energy Consumption</b></p> <ul style="list-style-type: none"> <li>Total energy consumption: 6,656,274 kWh</li> <li>Total non-renewable fuel consumed: 1,643,908 kWh</li> <li>Total electricity consumed: 5,012,366 kWh</li> </ul> <p><b>2021 Energy Consumption</b></p> <ul style="list-style-type: none"> <li>Total energy consumption: 5,902,515 kWh</li> <li>Total non-renewable fuel consumed: 1,505,961 kWh</li> <li>Total electricity consumed: 4,396,554 kWh</li> </ul> <p>For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>
	Energy intensity	302-3	<p><b>2022 Energy Intensity</b></p> <ul style="list-style-type: none"> <li>Energy per square foot: 29.92 kWh/sq. foot</li> </ul> <p><b>2021 Energy Intensity</b></p> <ul style="list-style-type: none"> <li>Energy per square foot: 36.78 kWh/sq. foot</li> </ul> <p>Denominator: Company square footage Types of energy included: Electricity, natural gas, diesel, propane, jet fuel Boundary: Includes energy consumption within the organization only For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>
GRI 303: Water and Effluents 2018	Water withdrawal	303-3	<p><b>2022 Water Withdrawal</b></p> <ul style="list-style-type: none"> <li>Total water withdrawal: 21.95 megaliters</li> <li>Freshwater withdrawal from third-party sources: 100%</li> </ul> <p><b>2021 Water Withdrawal</b></p> <ul style="list-style-type: none"> <li>Total water withdrawal: 19.30 megaliters</li> <li>Freshwater withdrawal from third-party sources: 100%</li> </ul> <p>To develop our environmental footprints, we pulled data from our utility invoices among other data sources. Where primary data was not available, we modelled our footprint based on square footage and the activities at the location.</p> <p>For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>

## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 305: Emissions 2016	Direct (Scope 1) GHG emissions	305-1	<p><b>2022 Scope 1 Emissions</b></p> <ul style="list-style-type: none"> <li>Gross Scope 1 GHG emissions: 377 MTCO<sub>2</sub>e</li> </ul> <p><b>2021 Scope 1 Emissions</b></p> <ul style="list-style-type: none"> <li>Gross Scope 1 GHG emissions: 330 MTCO<sub>2</sub>e</li> </ul> <p>Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O (Emissions from all gases were consolidated into CO<sub>2</sub>e) Emissions factor sources: All fuel types - 2022 EPA EFs for GHG Inventories; Refrigerants - UK 2021 Emission Conversion Factors; EPA HFC Emissions Accounting Tool Boundary: Operational Standards/methodologies: Aligned to GHG Protocol For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>
	Energy indirect (Scope 2) GHG emissions	305-2	<p><b>2022 Scope 2 Emissions</b></p> <ul style="list-style-type: none"> <li>Location-based: 1,292 MTCO<sub>2</sub>e</li> <li>Market-based: 1,309 MTCO<sub>2</sub>e</li> </ul> <p><b>2021 Scope 2 Emissions</b></p> <ul style="list-style-type: none"> <li>Location-based: 1,088 MTCO<sub>2</sub>e</li> <li>Market-based: 1,103 MTCO<sub>2</sub>e</li> </ul> <p>Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O (Consolidated into CO<sub>2</sub>e; emissions not broken out by all three GHG types) Emissions factor sources: Electricity, location-based - 2022 EPA EFs for GHG Inventories; Electricity, market-based - 2022 EPA EFs for GHG Inventories Boundary: Operational Standards/methodologies: Aligned to GHG Protocol For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>
	GHG emissions intensity	305-4	<p><b>2022 Emissions Intensity</b></p> <ul style="list-style-type: none"> <li>Emissions per square foot: 7.58 kg CO<sub>2</sub>e/sq. foot</li> </ul> <p><b>2021 Emissions Intensity</b></p> <ul style="list-style-type: none"> <li>Emissions per square foot: 8.93 kg CO<sub>2</sub>e/sq. foot</li> </ul> <p>Organization-specific metric chosen to calculate the ratio: Company square footage Types of GHG emissions included in the intensity ratio: direct (Scope 1) and energy indirect (Scope 2) Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O (Emissions from all gases were consolidated into CO<sub>2</sub>e) For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>

## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 306: Waste 2020	Waste generated	306-3	<p><b>2022 Waste metrics</b></p> <ul style="list-style-type: none"> <li>Total waste: 985 MT</li> </ul> <p>Hazardous waste</p> <ul style="list-style-type: none"> <li>Total hazardous waste sent to disposal: 586 MT</li> </ul> <p>Non-hazardous waste</p> <ul style="list-style-type: none"> <li>Total recycling diverted from disposal: 79 MT</li> <li>Total waste sent to landfill: 320 MT</li> </ul> <p><b>2021 Waste metrics</b></p> <ul style="list-style-type: none"> <li>Total waste: 651 MT</li> </ul> <p>Hazardous waste</p> <ul style="list-style-type: none"> <li>Total hazardous waste sent to disposal: 500 MT</li> </ul> <p>Non-hazardous waste</p> <ul style="list-style-type: none"> <li>Total recycling diverted from disposal: 50 MT</li> <li>Total waste sent to landfill: 101 MT</li> </ul> <p>To develop our environmental footprints, we pulled data from our utility invoices among other data sources. Where primary data was not available, we modelled our footprint based on square footage and the activities at the location.</p> <p>For more information on this topic, please see: <a href="#">Environmental Stewardship</a>.</p>
	Waste diverted from disposal	306-4	
	Waste directed to disposal	306-5	
GRI 308: Supplier Environmental Assessment 2016	Percentage of new suppliers that were screened using environmental criteria	308-1	<p>We continue to incorporate environmental, social and governance (ESG) factors into our quarterly reviews with major suppliers. In December 2022, we developed a survey for our Critical Raw Materials suppliers to assess compliance with our Supplier Code of Conduct, which included additional questions relating to the environmental and social criteria, such as diversity, equity and inclusion.</p> <p>For more information, please see: <a href="#">Supplier Assessment</a>.</p>
GRI 401: Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	<p>We take a holistic approach to health and wellness by offering a competitive and cost-effective benefits package for employees and their families. We regularly benchmark benefit programs to ensure the Company is offering comparable benefits that meet, and in some cases exceed, local guidelines and industry standards. Benefits can include: medical and dental insurance, flexible spending accounts, life &amp; disability insurance, health &amp; wellness incentives, parental leave, volunteer time off and training &amp; development. (continued)</p>

## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
(continued) GRI 401: Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	We also provide team members access to resources for financial counseling, mental health, and legal counseling through the Company's Employee Assistance Program (EAP). We are committed to our employees' financial health and offer retirement plans, including a 401(k) match, restricted stock units and stock options, a bonus plan and Employee Stock Purchase Plan. For more information, please see: <a href="#">Health &amp; Wellness</a> .
GRI 403: Occupational Health and Safety 2018	Occupational health and safety management system	403-1	Our EHS Policy covers our global operations and aligns our activities with the International Organization for Standardization (ISO) framework. We offer a comprehensive health and safety management system, including an online incident reporting platform and training for all employees at all Company locations. In addition, our Illness and Injury Prevention Program (IIPP) is updated annually and approved by our executive team. All team members receive IIPP training. For more information, please see: <a href="#">A Culture of Safety</a> .
	Hazard identification, risk assessment, and incident investigation	403-2	We are committed to providing a zero-harm workplace that prevents injuries and illnesses and promotes a healthy lifestyle. Our Illness and Injury Prevention Program (IIPP) policy describes the processes and procedures necessary to protect employees from workplace hazards and to ensure compliance with regulations. Inspections are performed both periodically as well as when there are changes to the work environment. In 2021, we introduced Safety and Workplace Awareness as a core competency in team members' annual performance evaluations. Our IIPP is updated annually and approved by our executive team. All team members receive IIPP training.  Per our Illness and Injury Prevention Program (IIPP), there will be no reprisals or any other forms of job discrimination for expressing any concern, comment, suggestion, or good faith complaint about a safety-related matter. Specifically, employees have the right to: (i) Safe and healthful working conditions and environments; (ii) Receiving training in general safe work practices and specific training regarding hazards unique to any job assignment, and (iii) Refuse work that would violate a health and safety standard or pose a real and apparent hazard to their well-being and work.  If an occupational health and safety event occurs, leadership is notified, an investigation is conducted, corrective actions are implemented, and documentation is maintained for at least three years. Our Director of EHS reports metrics and progress to the CEO annually and meets quarterly with Maravai's Chief Operating Officers and monthly with senior operations leadership. For more information, please see: <a href="#">A Culture of Safety</a> .



## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
(continued)	Worker participation, consultation, and communication on occupational health and safety	403-4	<p>Our Illness and Injury Prevention Program (IIPP) policy describes the processes and procedures necessary to protect employees from workplace hazards and ensure compliance with regulations. Our IIPP is designed to allow and encourage employees to communicate with management on work-related hazards and hazardous situations and provide the necessary mechanisms for management to keep employees informed on matters important to their health and safety. All team members receive IIPP training annually and are trained on how to report hazards or potential workplace issues. One avenue to do so is through an online incident reporting platform accessible at all Company locations as part of our comprehensive health and safety management system.</p> <p>In 2022, we established a safety STEP Team, which is an acronym for Strategy Training Excellence and Prevention. The STEP Team is an internal safety committee composed of our members from EHS and department heads. It meets with leadership on a monthly basis to report on our progress. We also launched an initiative that recognizes Safety Champions to engage all team members to contribute to our health and safety programs.</p> <p>For more information, please see: <b>A Culture of Safety</b>.</p>
GRI 403: Occupational Health and Safety 2018	Worker training on occupational health and safety	403-5	<p>We provide training and instruction on the principles of the Illness and Injury Prevention Program (IIPP) when: (i) there is a new environmental, health and safety program; (ii) there are new employees; (iii) employees are given new job assignments; (iv) new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard or risk; (v) when EHS is made aware of a new or unrecognized hazard, training is part of the corrective action. Training and instruction include: (i) a review of potential safety and health hazards often identified in employee work areas; (ii) necessary means of minimizing potential hazards, including safe working conditions and work practices; (iii) instruction on the use of any safety equipment, personal protective equipment, or procedures deemed necessary.</p>
	Work-related injuries	403-9	<p>In 2022, we reduced our OSHA incident rate by 64% from the prior year to 0.76.</p>
GRI 404: Training and Education 2016	Average hours of training per year per employee	404-1	<p>All employees are required to take mandatory training at onboarding and annually thereafter on topics such as: Diversity Equity and Inclusion, Illness and Injury Prevention, Information Technology, Sexual Harassment Prevention and Sarbanes-Oxley Act compliance.</p>
GRI 404: Training and Education 2016	Percentage of employees receiving regular performance and career development reviews	404-3	<p>All employees receive regular performance reviews. Performance management at Maravai is an ongoing process of planning, monitoring, reviewing and rewarding. Communication between a leader and employee surrounding performance occurs continuously throughout the year.</p> <p>For more information, please see: <b>Investing in our People</b>.</p>

## GRI Index

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	Diversity of governance bodies and employees	405-1	<p>Employee diversity metrics as of December 2022</p> <p><b>Gender Diversity:</b></p> <ul style="list-style-type: none"> <li>• 46% Female</li> <li>• 54% Male</li> </ul> <p><b>Racial/Ethnic Diversity:</b></p> <ul style="list-style-type: none"> <li>• 45% White</li> <li>• 55% Non-white (Asian: 23%; Hispanic: 20%; two or more races: 6.7%; Black/African American: 4%; Native Hawaiian or Pacific Islander: 0.96%; American Indian or Alaskan Native: 0.48%)</li> </ul> <p><b>Diversity of Board of Directors:</b></p> <ul style="list-style-type: none"> <li>• 27% Female</li> <li>• 72% Male</li> </ul> <p><b>Diversity of Leadership:</b></p> <ul style="list-style-type: none"> <li>• 50% Female</li> <li>• 50% Male</li> </ul> <p><b>Age Diversity:</b></p> <ul style="list-style-type: none"> <li>• 30% Under 30</li> <li>• 50% 30-50</li> <li>• 20% over 50</li> </ul>
<b>GRI 418: Customer Privacy 2016</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	No known breaches of customer data occurred during the reporting year.