



2025 ESG Performance Data

Charles River Laboratories

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Metric	Unit	Baseline	2023	2024	2025	Notes ¹
Company Information						
Employees						
Total employees	#	–	21,800	20,088	19,692	Headcount as of fiscal year-end
Science professionals with advanced degrees, including Ph.D.s, D.V.M.s, and M.D.s	#	–	2,600	2,550	2,398	As of fiscal year-end
Annual revenue	\$ billions	–	\$4.13	\$4.05	\$4.02	Revenue as of fiscal year-end
ESG Performance Ratings						
EcoVadis	#	–	66	68	72	Awarded 2025 silver rating (top 15%). Score valid until September 11, 2026.
CDP Climate Score	–	C	A-	B	A-	From CDP Climate Survey.
CDP Supplier Engagement rating	–	C	B	A	C	From CDP Climate Survey.
Environmental						
GHG Emissions						
Scope 1 (Direct) Emissions ²	MT CO ₂ e	85,743	85,856	77,648	80,517	Baseline is 2018.
Carbon Dioxide (CO ₂) emissions ²	MT CO ₂ e	85,222	85,262	77,051	79,799	–
Methane (CH ₄) emissions ²	MT CO ₂ e	48	48	44	45	–
Nitrous Oxide (N ₂ O) emissions ²	MT CO ₂ e	53	53	48	50	–
HFCs ²	#	420	492	505	623	–
Scope 2 (Energy Indirect) Emissions ²	MT CO ₂ e	79,078	18,088	4,136	2,308	Baseline is 2018.

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

² Data are estimates as of the 2025 CCR publication date. Limited assurance of GHG and energy data in progress. Final data and assurance letter to publish to our [ESG Library](#) later in 2026. Historical data updated to reflect divestitures and acquisitions.

Metric	Unit	Baseline	2023	2024	2025	Notes
Scope 1 & 2 GHGs ²	MT CO ₂ e	164,822	103,944	81,783	82,825	Baseline is 2018.
Scope 1 & 2 GHG Reduction based on 2018 baseline ²	%	–	-37%	-50%	-50%	–
Scope 3 (Other Indirect) Emissions ²	MT CO ₂ e	335,455	425,921	323,896	367,713	Baseline is 2019. Data are result of both actual and economic model calculations.
Scope 3 GHG Change based on 2019 baseline ²	%	–	^27.0%	-3.5%	^9.6%	–
Scope 3 Categories: Emissions						
Category 1: Purchased goods and services ²	MT CO ₂ e	219,552	282,680	199,574	234,269	–
Category 2: Capital goods ²	MT CO ₂ e	16,679	34,109	15,443	21,095	–
Category 3: Fuel-and-energy related activities (not included in Scope 1 or 2) ²	MT CO ₂ e	32,733	36,468	36,287	36,471	–
Category 4: Upstream transportation and distribution ²	MT CO ₂ e	27,982	31,104	27,751	34,999	–
Category 5: Waste-generated in operations ²	MT CO ₂ e	3,441	2,353	2,616	2,293	–
Category 6: Business travel ²	MT CO ₂ e	6,601	6,258	5,009	4,563	–
Category 7: Employee commuting ²	MT CO ₂ e	28,467	32,767	37,105	33,912	–
Category 8: Upstream leased asset ²	MT CO ₂ e	–	–	111	112	–
Energy						
Steam Consumption ²	MWh	185,537	194,362	177,802	181,548	–
Heating Consumption ²	MWh	279,475	280,277	253,185	261,968	–
Total Electricity Consumption ²	MWh	251,733	297,780	316,613	315,330	–
Electricity consumption from renewable sources ²	MWh	1,257	272,439	316,613	315,330	–
Electricity consumption from nonrenewable sources ²	MWh	250,746	25,340	2,287	0	–
Solar Thermal Heating - On Site ²	MWh	0	12	11	0	–

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Metric	Unit	Baseline	2023	2024	2025	Notes
Fuel used - Natural Gas ²	MWh	439,351	438,179	396,779	408,654	–
Fuel Used - Kerosene ²	MWh	1,045	6,551	3,285	2,999	–
Fuel used - Gasoline ²	MWh	1,617	213	388	378	–
Fuel used - Diesel ²	MWh	16,394	13,492	11,280	11,518	–
Fuel used - Propane ²	MWh	4,163	3,638	3,652	4,130	–
Fuel Used - Biomass ²	MWh	34	1,184	1,274	1,128	–
Fuel Used - Fuel 2 ²	MWh	2,404	N/A	2,404	4,518	Baseline is 2024.
Environmental Management						
EHS&S-related notices of noncompliance	#	–	13	23	17	Noncompliance reports are defined as an official report from a regulatory agency providing documentation of the noncompliance and that an official company response to address the noncompliance was provided to the regulatory agency.
Environmental Fines	#	–	2	0	0	–
Environmental Fines (amount)	\$	–	\$13,561	\$0	\$0	–
Spills						
Total spills resulting in release	#	–	0	0	0	–
Amount of spills resulting in release	BOE	–	0	0	0	–
Social						
Community Impact						
Total Investments	\$	–	\$3,777,942	\$2,618,458	–	Data based on IRS Federal Returns - what is claimed as a charitable contribution on line 19. The 2025 final donation amount will be based on IRS Federal Returns filed late 2026.
Total Volunteer Time Off (VTO) hours	#	–	29,014	32,397	29,917	Includes only company-paid VTO hours
Employee Participation in VTO	#	–	5,252	5,834	5,635	Based on employee headcounts as of December 31st. Headcount does not include Insourcing Solutions employees or contingent/temp workers.
Employee Participation in VTO	%	–	26%	32%	31%	Based on employee headcounts as of December 31st. Headcount does not include Insourcing Solutions employees or contingent/temp workers.

² Data are estimates as of the 2025 CCR publication date. Limited assurance of GHG and energy data in progress. Final data and assurance letter to publish to our [ESG Library](#) later in 2026. Historical data updated to reflect divestitures and acquisitions.

Metric	Unit	Baseline	2023	2024	2025	Notes
Employees³						
Permanent Employees	#		21,800	20,088	19,692	Headcount as of fiscal year-end
Men	#		8,600	8,319	8,119	Not all employees have specified.
Women	#		12,800	11,754	11,539	Not all employees have specified.
United States	#		10,700	9,494	9,105	–
Asia	#		1,300	1,304	1,345	–
Europe	#		6,700	6,424	6,259	–
Other	#		3,200	2,866	2,983	–
Temporary Employees	#		2,900	1,599	1,759	–
Men	#		–	–	–	Gender info on temporary employees not collected.
Women	#		–	–	–	Gender info on temporary employees not collected.
United States	#		1000	650	777	–
Asia	#		100	186	180	–
Europe	#		1,700	547	560	–
Other	#		100	216	242	–
Non-guaranteed hours employees	#		220	196	214	–
Men	#		80	90	89	–
Women	#		140	105	125	–
United States	#		10	4	3	–
Asia	#		–	0	0	–
Europe	#		60	61	57	–
Other	#		150	131	154	–

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

Metric	Unit	Baseline	2023	2024	2025	Notes
Full-time Employees	#		20,400	18,625	18,391	–
Men	#		8,300	8,007	7,872	Not all employees have specified.
Women	#		11,600	10,603	10,485	Not all employees have specified.
United States	#		10,500	9,342	9,026	–
Asia	#		900	1,303	1,350	–
Europe	#		5,500	5,185	5,098	–
Other	#		3,500	2,795	2,917	–
Part-time Employees	#	–	1,400	1,422	1,415	–
Men	#		300	297	299	Not all employees have specified.
Women	#		1,100	1,125	1,115	Not all employees have specified.
United States	#		160	146	170	–
Asia	#		2	1	1	–
Europe	#		1,160	1,207	1,167	–
Other	#		100	68	77	–
Workers who are not employees and whose work is controlled by the organization	#		1,000	900	1,068	Contingent Contract Workers
Type of worker	#		300	246	273	IT Functional Area
Type of worker	#		400	387	422	Safety and RMS Functional Areas
Employee Demographics						
Men in Workforce	%	–	40.2%	41.4%	41.3%	All roles globally.
Women in Workforce	%	–	59.8%	58.6%	58.7%	All roles globally.
American Indian/Alaskan Native	%	–	0.3%	0.3%	0.3%	U.S. only.
Asian	%	–	7.7%	7.4%	7.2%	U.S. only.

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

Metric	Unit	Baseline	2023	2024	2025	Notes
Black/African American	%	–	9.3%	9.7%	8.6%	U.S. only.
Hispanic/Latino	%	–	11.8%	12.3%	12.3%	U.S. only.
Native Hawaiian or other Pacific Islander	%	–	0.3%	0.3%	0.2%	U.S. only.
Two or more races	%	–	2.5%	2.6%	3.0%	U.S. only.
White	%	–	68.2%	67.1%	67.8%	U.S. only.
Do not wish to disclose	%	–	0.0%	0.4%	0.6%	U.S. only.
Executive Leadership						
Female	%	–	42.1%	42.4%	40.0%	Defined as VP+.
Non-white	%	–	10.3%	13.5%	9.8%	Defined as VP+ (U.S. only).
White	%		89.7%	86.5%	90.2%	Defined as VP+ (U.S. only).
Managers						
Female	%	–	52.9%	53.6%	53.5%	Defined as manager, excludes executive leadership (VP+).
Non-white	%	–	21.2%	22.4%	22.6%	Defined as manager, excludes executive leadership (VP+). U.S. only.
White	%		78.2%	77.3%	77.4%	Defined as manager, excludes executive leadership (VP+). U.S. only.
Employee Attraction⁴						
Hires By Region						
United States	#	–	2,000	1,076	1,423	–
Asia	#	–	300	217	179	–
Europe	#	–	1,000	646	702	–
Other	#	–	400	330	517	–
Total Employee Hires	#	–	3,700	2,269	2,821	–
Hires by Gender						
Female	#	–	2,100	1,260	1,587	Not all employees specified.

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

Metric	Unit	Baseline	2023	2024	2025	Notes
Male	#	–	1,600	994	1,206	Not all employees specified.
Hires by Age Group						
Under 30	#	–	2,100	1,303	1,621	–
30-50	#	–	1,400	840	1,043	–
50+	#	–	200	126	157	–
Employee Development						
Employee recognition awards delivered	#	–	20,662	24,246	56,085	Data from 2023 represent e-cards sent. Charles River moved to a new recognition tool in July 2024 with e-cards, community celebrations, life events, and in-kind awards. The 2024 and 2025 data are from the new tool.
Total completed courses	#	–	410,042	595,695	745,984	The implementation of talentHUB Learning, which began in 2021, is part of a multi-year strategy to centralize, capture, and further integrate employee learning. In 2025, we expanded the system to 23 additional sites and migrated learning from a secondary LMS (Campus) into talentHUB Learning. This average still does not include all skill-based and scientific training captured in local systems or paper-based training records.
Average number of completed courses per employee	#	–	19	30	38	The implementation of talentHUB Learning, which began in 2021, is part of a multi-year strategy to centralize, capture, and further integrate employee learning. In 2025, we expanded the system to 23 additional sites and migrated learning from a secondary LMS (Campus) into talentHUB Learning. This average still does not include all skill-based and scientific training captured in local systems or paper-based training records.
Average number of training hours per employee	#	–	11	14	25	Calculated by dividing total recorded training hours (493,994 hours) by the employee count. Training hours are not available for all completed courses because some course durations are not captured.
Percentage of employees receiving regular performance reviews	%	91%	89%	85%	87%	2019 baseline
Employee Engagement Survey - employee participation	%	–	68%	72%	66%	Based on employee feedback, our 2023 listening strategy moved from three Employee Pulse Surveys to two. The annual participation figure represents the average participation rate across both surveys.
Employee Retention						
Voluntary turnover rate (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	#	–	(a) 6.9% (b) 5.4% (c) 7.4% (d) 14.1%	(a) 5.5% (b) 5.4% (c) 7.1% (d) 15.0%	(a) 8.2% (b) 6.0% (c) 7.0% (d) 11.3%	–
Involuntary turnover rate (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	#	–	(a) 4.3% (b) 3.4% (c) 3.4% (d) 6.0%	(a) 9.8% (b) 6.1% (c) 9.5% (d) 8.9%	(a) 6.1% (b) 4.7% (c) 5.6% (d) 7.1%	–

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

Metric	Unit	Baseline	2023	2024	2025	Notes
Total Turnover (Rate)	%	–	18.0%	21.4%	16.5%	–
Turnover by gender						
Female (Rate)	%	–	17.3%	21.7%	15.9%	–
Male (Rate)	%	–	19.0%	21.0%	17.4%	–
Turnover by age group						
Under 30 (Rate)	%	–	20.0%	29.4%	24.5%	–
30-50 (Rate)	%	–	10.5%	16.4%	12.1%	–
50+ (Rate)	%	–	8.4%	21.3%	14.2%	–
Worker Safety						
Main types of work-related injury	Type					Injury by animal; injury by sharp object; injury through manual handling and lifting
Fatalities from work-related injury–Employees	#	–	0	0	0	–
Fatalities from work-related injury–Contractors	#	–	0	0	0	–
Lost Time Incident Rate–Employees	rate	1.96	2.51	2.41	2.12	Baseline is 2018.
Total Recordable Incident Rate (TRIR)–Employees	rate	4.97	4.91	4.33	3.88	Baseline is 2018.
TRIR Reduction based on 2018 baseline	%	–	-1.2%	-12.9%	-21.9%	–
U.S. Suppliers: Small Business⁵						
Small Business	\$	–	\$171,664,365	\$181,242,391	\$194,798,504	–
Veteran	\$	–	\$12,951,837	\$13,869,543	\$13,697,904	–
Women Owned Business	\$	–	\$15,867,726	\$20,771,388	\$22,579,009	–
Small Disadvantaged Business	\$	–	\$25,599,868	\$28,954,298	\$44,495,763	–
Disadvantaged Business	\$	–	\$645,969	\$694,984	\$743,974	–
HUB Zone	\$	–	\$404,555	\$297,369	\$105,025	–

⁵ U.S. only. Some suppliers may be classified in one or more area(s). Our changes in reported spend across multiple categories reflect addition of spend source data available through our corporate card partner.

Metric	Unit	Baseline	2023	2024	2025	Notes
Veteran Disabled Business	\$	–	\$1,494,530	\$1,499,738	\$2,592,831	–
Animal Welfare						
Facilities subject to national and international certification	%	–	~95%	91%	91%	Charles River sites accredited according to national and/or international guidelines or accreditation standards. Plan is to achieve 100% accreditation.
Governance						
Board						
Number of Board members	#	–	11	11	11	–
Board members–Independent	%	–	82.0%	82.0%	82.0%	–
Board members–Female	%	–	27.0%	36.4%	27.0%	–
Board members–White	%	–	91.0%	82.0%	–	We do not publicly disclose this data.
Board members–non-White	%	–	9.0%	18.0%	–	We do not publicly disclose this data.
Board members–Under 30	%	–	0%	0%	0%	–
Board members–30-50	%	–	0%	0%	9%	–
Board members–50+	%	–	100%	100%	91%	–
Directors attending 75% or more of Board Meetings and Committee Meetings	%	–	100.0%	100.0%	100.0%	Each director attended 75% or more of the aggregate number of Board meetings and the committee meetings of the Board on which he or she served.
Ethics and Responsible Business						
Inquiries received through ethics reporting channels	#	–	81	43	68	Based on reports submitted through the Charles River Helpline.
Monetary loss from legal proceedings associated with corruption and bribery	\$	–	\$0	\$0	\$0	Charles River is unaware of any current legal proceedings associated with bribery and corruption.
Monetary losses as a result of legal proceedings associated with false marketing claims	\$	–	\$0	\$0	\$0	Charles River is unaware of any legal proceedings associated with false marketing claims
Total base salaries for named executive officers as set forth in Summary Compensation Table in 2025 Proxy Statement	\$	–	\$3,895,736	\$4,032,812	\$4,657,404	–



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