



Environmental
Social & Governance

2023 Report

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About this report

Since our inaugural report in 2021, we have shared our progress on environmental, social, and governance (ESG) topics annually. This ESG Report is a testament to our unwavering dedication, outlining our core initiatives and performance metrics for the 2023 fiscal year. It covers the facilities we operated and those that were under construction and our operational control during the reporting period, demonstrating our commitment to transparency and sustainability.

In 2023, we sought to enhance the accuracy of our calculations for Scope 1 and 2 greenhouse gas (GHG) emissions in line with the Greenhouse Gas Protocol guidance. Additionally, we gathered data on several of our Scope 3 GHG emissions for the first time. This will help us assess how we may be able to effectively reduce emissions in the future.

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, 2023, through December 31, 2023. 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.



Letter from leadership

Dear Stakeholders,

As the new CEO of Maravai LifeSciences, I am tremendously proud to lead a company that has risen to big challenges and embraced its opportunities over the last few years. In response to the pandemic, our business scaled significantly to deliver our patented CleanCap® technology for use in the first U.S. Food and Drug Administration (FDA)-approved mRNA vaccine, which was jointly developed by our customers Pfizer and BioNTech. We acquired additional businesses to complement our nucleic acid production segment. These include MyChem, a nucleic acid chemistry leader, and Alphazyme, a producer of specialized enzymes. We also made significant investments in our infrastructure over the past several years that align with our strategy and allow us to scale the business for many years to come.

Our focus is now on driving diversified, sustainable growth for each of our businesses, underpinned by a strong commitment to environmental, social, and governance (ESG) considerations. This report shares our ESG program and the progress we have made through the calendar year 2023 to reinforce our aims. Our commitment to ESG is intrinsic to our long-term success. Operating in a way that is conscious of our relationship to people and planet, led by effective governance, is critical to protecting our company and the communities we serve while paving the way for a productive and secure future.

Protecting and growing our position

We are operating in an exciting business environment. In mRNA, the number of new vaccines and therapies being developed by pharma and biotech companies is rapidly increasing. Although there is greater competition today, our business is uniquely positioned to be our customers’ first choice. We are the leader in several areas of the industry, including our multiple CleanCap® capping technologies, host cell protein (HCP) detection kits, in-vitro transcription (IVT) and custom enzymes, oligonucleotides, and nucleic acid chemistry. At the same time, our research and manufacturing capabilities in mRNA, viral clearance prediction kits, and comprehensive analytical services provide an opportunity to disrupt and expand into new markets.

As we exit 2023, we are entering a new era for Maravai in which we set out to be a leading innovator in the future of genomic

and personalized medicines. With our upscaled business and differentiated offerings, we expect to meaningfully contribute to advancing the development lifecycle of next-generation medicines, from discovery to commercial production. That is our vision for Maravai LifeSciences.

Four pillars drive our strategy to be **our customers’ first choice**:



Catalyze the customer journey



Deliver unquestionable quality



Find a better way



Lead together

Our commitment to ESG **supports all four pillars**, and we believe that the progress we make will create **long-term value** for all our stakeholders and **protects the future** of our company.

Listening to our stakeholders

It is of paramount importance that we create a productive two-way conversation between employees and leadership. In 2023, we formalized input from a diverse group of stakeholders to ensure that their views and priorities inform our ESG strategy. We conducted our first stakeholder assessment, which gathered input from external and internal stakeholders on the issues most important to them. I was pleased to see the findings of the assessment mirror our recent focus areas, including product quality and safety, customer welfare and satisfaction, employee development and training, and workplace health and safety. We plan to run a similar assessment in 2025, or sooner if our business environment changes, to ensure our ESG strategy remains responsive to the evolving expectations of our stakeholders.

We also conducted an Investment Community Perception Study in 2023, which included several questions assessing Maravai's ESG initiatives. We were glad to learn that the majority of respondents found our ESG efforts superior to or on par with our peers, and we will strive to continually improve our performance.

We read the more than 2,700 comments from our annual employee survey and have learned so much about the key factors that enable everyone to thrive at Maravai. In particular, we have a clearer understanding of how we can effectively inspire and coordinate action through the communication of a compelling vision and the importance of demonstrating the crucial role our people play in our company's success. I am excited to build these learnings into the way we operate going forward.



I would like to thank our employees for sharing their thoughts with me and the rest of the senior leadership team in the 2023 employee engagement survey.

As we continue to enhance collaboration between and within our portfolio businesses, I am delighted we have expanded our Employee Resource Group (ERG) initiative to diversify the platform and hear from more voices.

Our future

Through 2023, we have strengthened the foundations of all areas of our ESG approach. In environmental stewardship, we have improved the accuracy of our Scope 1 and 2 greenhouse gas (GHG) emissions. I am pleased to say that for the first time this report includes data on many of our Scope 3 GHG emissions, enabling us to evaluate how best to make meaningful emissions reductions in the future.

To improve our ability to help our customers accelerate critical therapeutic development, we have expanded our manufacturing production sites and launched our Analytical Sciences Center of Excellence. We are very enthusiastic for the unique capabilities we can offer our customers across our entire facility footprint.

Continually seeking ways to refine our ESG program and reinvest in our business is core to our corporate strategy. As a life sciences tools business, it is critical that we take a long-term approach to making significant, lasting contributions to improving human health. This is an endeavor that I feel privileged to pursue, alongside all our colleagues at Maravai. There is no doubt that together we can support our customers to accelerate their discoveries to develop life-changing medicines for patients around the world.

Thank you for your continued support as we work to be our customers' first choice.

Sincerely,
Trey Martin, CEO

Forward-looking statements

This report contains, and Maravai’s officers and representatives may from time-to-time make, “forward-looking statements” within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Investors are cautioned that statements in this report which are not strictly historical statements constitute forward-looking statements, including, without limitation, statements regarding opportunities to expand our business into new markets, our expectation that we will contribute to the development of new medicines, our belief that our ESG initiatives will create stakeholder value, and the expected capabilities of new facilities, constitute forward-looking statements and are identified by words like “believe,” “expect,” “see,” “project,” “may,” “will,” “should,” “seek,” “anticipate,” or “could” and similar expressions.

Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on management’s current beliefs, expectations and assumptions regarding the future of

Maravai’s business, future plans and strategies, projections, anticipated events and trends, the economy and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict and many of which are outside of management’s control, as described in more detail in the sections entitled “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in our most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, as well as other documents Maravai files with the Securities and Exchange Commission. Such forward-looking statements are subject to a number of risks and uncertainties that could cause actual results to differ materially from those anticipated, and therefore you should not rely upon them. These forward-looking statements reflect our current views and we do not undertake to update any of these forward-looking statements to reflect a change in its views or events or circumstances that occur after the date hereof except as required by law.



About Maravai LifeSciences

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 enabling novel vaccines, therapies and diagnostics with biotech, and pharmaceutical companies across the globe.

Maravai is helping life sciences companies overcome their biggest development and manufacturing challenges. We participate through revolutionary mRNA technologies that are used for cell and gene therapies, vaccines for infectious disease and cancer, and by delivering gold-standard detection and safety solutions.

Maravai is headquartered in San Diego, California, and supports its portfolio businesses across the United States, serving customers both domestically and globally.

Sustainable growth

Maravai is committed to environmentally and socially responsible growth. We recognize that acting with a sustainability mindset is critical to serving our stakeholders, including our team members, investors, customers, supplier partners, and the communities where we live and work. Our commitment to ESG is enterprise-wide and connects every individual across our organization.

Maravai is the old Bolognese 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. ESG practices are essential to enabling the extraordinary science that delivers everyday miracles.

Maravai closed 2023 with **\$289 million** in revenue for the full year and adjusted EBITDA¹ of **\$65 million**. Our cash flow from operations² was **\$126 million** for the year.

1. Adjusted EBITDA reconciliation provided on page 49
2. Cash flow from Operations provided on page 49

Maravai’s brand portfolio

Maravai (maravai.com) brands set the standard in nucleic acid production, and biologics safety testing. Our brands 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®, CleanScript®, Antibody Affinity Extraction™, EndonucleaseGTP®, PROTEIN A MIX-N-GO™, MockV®, Sterling™, Glen-Pak™, Glen Gel-Pak™, and Poly-Pak™.

Each of our businesses is ISO 9001:2015 certified, with additional ISO 13485 certification at Alphazyme. Our businesses have also earned hundreds of thousands of citations in peer reviewed scientific publications.



○ TriLink BioTechnologies

San Diego, California

TriLink (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 two decades, TriLink delivers unrivaled chemical and biological experience, CDMO services, and high-quality ready-made and custom materials, including its proprietary CleanCap® mRNA capping technology. Pharmaceutical leaders, biotech disruptors and world governments depend on TriLink to meet their greatest challenges, from delivering vaccines to tackle pandemics, to empowering innovative treatments in oncology, infectious diseases, cardiology, and neurological disorders, to enabling future response plans for disease outbreaks.



○ Glen Research

Sterling, Virginia

Glen Research (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.



○ Alphazyme

(acquired in January 2023)
Jupiter, Florida

Alphazyme (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.



○ Cygnus Technologies

Leland, North Carolina

Cygnus (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.

Our internal organization structure is designed to **support our sustainable growth** and **reflect the markets and customers we serve.**



Nucleic Acid Production

TriLink BioTechnologies, Glen Research, and Alphazyme produce products that meet the specific nucleic acid chemistry needs of customers. We are a leader in providing highly modified, complex nucleic acids and enzymes used by life sciences partners in molecular diagnostics and nucleic acid-based vaccines and therapeutics, gene editing, and cell and gene therapies.



Biologics Safety Testing

Our Cygnus Technologies team is our biologics safety testing business, which includes detection and analytical solutions that help develop and ensure the safety and efficacy of our customers’ drug products. Cygnus develops critical assays for detecting impurities during biotherapeutics process development and commercial manufacturing, supporting our customers’ quality and regulatory requirements.

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 for the next generation of medicines.



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 ESG framework

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

Social

Product innovation

We can contribute to the future of human health and the development of lifechanging medicine through the products we develop. Fundamental to our innovation is product quality and safety. By implementing robust processes for our organization and oversight of our supply chain, we will confidently expand the production of our vital ingredients for leading scientists worldwide.

Our people

We can empower our employees to contribute to our mission by increasing engagement, supporting their health and wellbeing, and embedding diversity, equity, and inclusion (DEI) best practices into our recruitment, rewards, talent, and training programs. Understanding and fostering the social values of our people is an important part of our community engagement strategy.

Governance

Business resilience

We can build resilience through sustainable leadership, strategic risk management, and effective governance. By developing cross-functional partnerships, we will drive the collaboration and accountability we need to consistently achieve our ESG objectives.

We enhanced our risk oversight through the continued evolution of the Board Committee structure introduced in 2022. We established additional facilities to diversify potential supply chain risk involved with manufacturing our nucleic acid products, and to allow for further growth in both of our reporting segments.

ESG oversight

Primary oversight of our ESG strategy and related risks is managed by the Nominating, Governance, and Risk (NGR) Committee of our Board of Directors (the Board). Responsibilities for ESG factors across our organization are defined at Board,

NGR Committee, and management levels. Implementing those responsibilities is shared across departments and portfolio businesses.

Environment

Sustainable growth

We can improve the sustainability of our operations by promoting innovation and collaboration to reduce our environmental impact. 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.



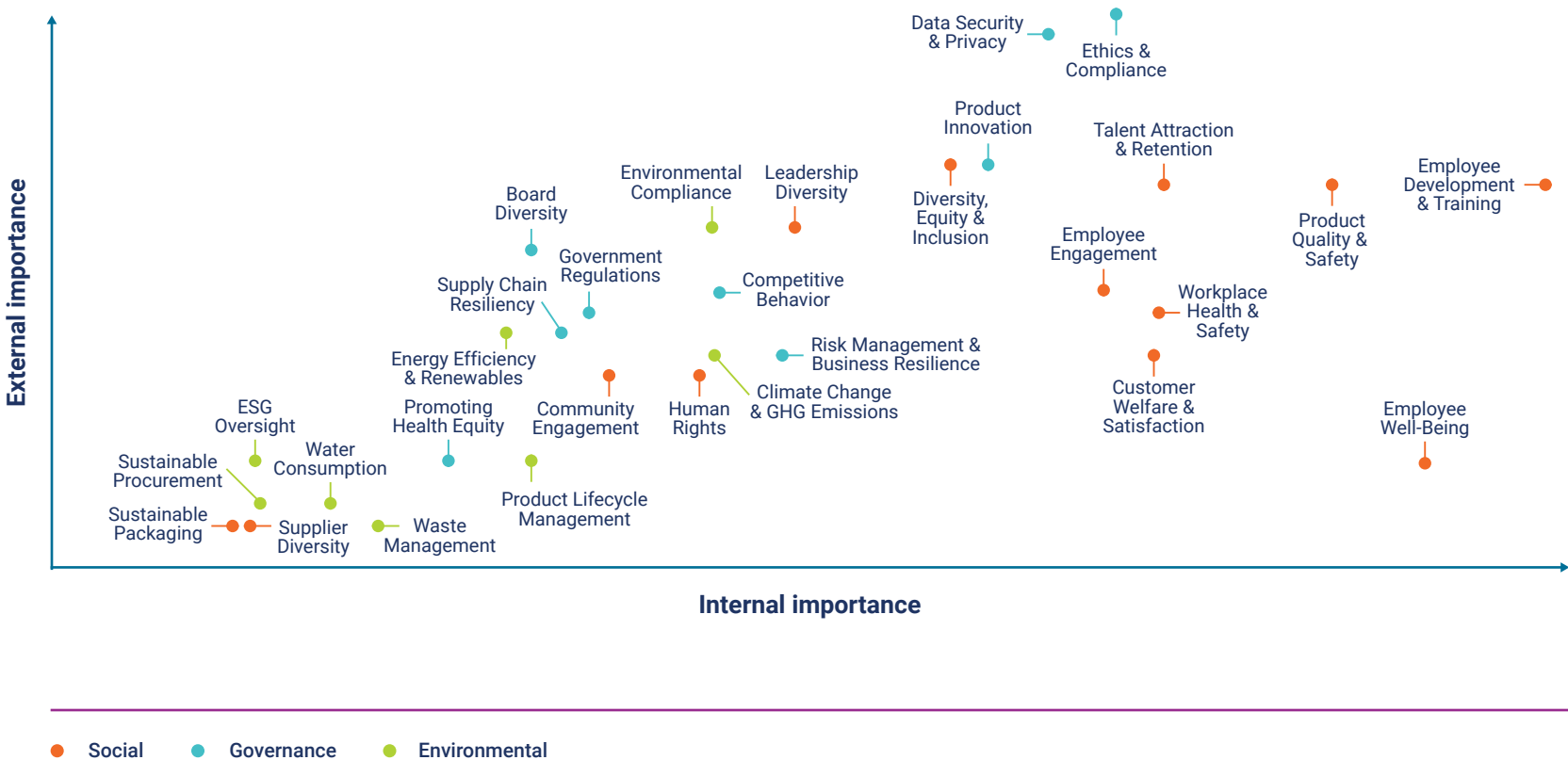
2023 Stakeholder assessment

In 2023, we conducted Maravai’s first stakeholder assessment to identify and prioritize the ESG issues that are most important to our company and stakeholders. To obtain internal feedback, we developed surveys and held interviews with executives. We gathered external feedback from the Board of Directors and key customers.

By striking a balance between the governance concerns of leadership, social values held by employees, and environmental concerns of customers, investors, and regulators, we believe Maravai will be better positioned to achieve sustainable growth.

As part of the assessment, we reinforced the priority topics that inform our ESG strategy and disclosure. These include:

- Employee development and training
- Employee wellbeing
- Product quality and safety
- Workplace health and safety
- Customer welfare and satisfaction
- Talent attraction and retention



2023 Highlights

Completed the acquisition of Alphazyme LLC,
a privately-held, founder-led OEM provider of enzymes. Enzymes are critical to almost every phase of nucleic acid production. Alphazyme provides custom, scalable molecular biology enzymes with a full product line of in vitro transcription, next-gen sequencing, life science and diagnostic enzyme solutions. Alphazyme extends our capabilities in the manufacturing of critical enzymes that support flexible, scalable production within a universally acceptable infrastructure, and we are incredibly enthusiastic about our combined opportunities.

TriLink BioTechnologies introduced the latest mRNA Capping Technology: CleanCap® M6 analog.
CleanCap M6 is our most robust cap analog to date and represents a significant advancement in the field of mRNA capping. We believe this innovative capping analog to be the most efficient capping strategy available in the market, and we believe it will represent the next generation of novel mRNA cap structures. This latest CleanCap analog is expected to help developers and researchers maximize the impact of their mRNA therapeutics and vaccines while reducing overall manufacturing costs, bringing life-changing medicines to market faster.

Dr. DeFord appointed to the Board of Directors as an independent director,
replacing Robert “Chip” Hance who stepped down. He also serves on the Audit Committee, and the Compensation and Leadership Development Committee of the Board. John is an exceptional leader, and we believe his depth of experience in the global medical technology space will enhance our Board and help guide Maravai through its next growth phase. We look forward to leveraging his three decades of executive experience guiding organizations to achieve significant scale.
[John DeFord, PhD - Maravai LifeSciences](#)

Trey Martin assumes the role of Chief Executive Officer of Maravai LifeSciences,
as contemplated under Maravai’s previously-reported CEO succession plan. Trey has more than 25 years of executive leadership experience in life sciences operations, engineering, sales, product development, marketing and R&D. He served as President, Biologics Safety Testing at Maravai from December 2022 through July 2023. Prior to joining Maravai, he was Senior Vice President, Genomic Medicines at Danaher Corporation. Trey originally joined Danaher with the acquisition of Integrated DNA Technologies (IDT) in 2018 and served as President of the IDT business for over three years. Prior to its acquisition, Trey held positions of increasing responsibility over 24 years at IDT and contributed to the consistent growth and competitiveness of the company’s business through organic and inorganic growth investments. He holds a Bachelor’s in biochemistry from the University of Iowa.

Cygnus Technologies receives a 2023 R&D 100 Award from R&D World Magazine in the Analytical/Test category for the MockV® RVLP Kit.
The MockV® RVLP Kit enables bioprocess scientists to determine Retrovirus Like Particle (RVLP) removal during biopharmaceutical manufacturing in Chinese Hamster Ovary (CHO) cell lines. The kit includes a biosafety level-1 (BSL-1) compatible RVLP stock solution and all the necessary reagents to quantify RVLP removal using a 96-well plate assay in less than one day.

○ **Pharma Manufacturing announced TriLink’s CleanCap® M6 analog as a 2023 Pharma Innovation Awards winner.**

The Pharma Innovation Awards program is a celebration of technologies contributing to advancements in risk reduction, product quality, and manufacturing efficiency — the behind-the-scenes, often unsung progress that impacts patients.

○ **TriLink BioTechnologies launched its Analytical Sciences Center of Excellence hub.**

Expanding its comprehensive suite of analytical testing capabilities, this new center of excellence aims to minimize the delays and unexpected costs typically associated with outsourced testing to multiple laboratories. This new center of excellence will serve as the hub for all analytical innovation and the Quality Control laboratories across the organization’s manufacturing network.



Product innovation

2023 HIGHLIGHTS

Expanding the possibilities for human health

3,000+

Our portfolio includes over 3,000 products designed to support lifechanging medicines and diagnostics.

+100

CleanCap® technologies used in more than 100 new pre-clinical and clinical programs launched in the last 12 months, growing from 250 programs to more than 350 programs.

7

Seven new catalog products introduced by Glen Research.

M6

Introduced CleanCap® M6 analog, the newest cap analog in the CleanCap® portfolio.

24

Cygnus Technologies now offers 24 expression systems with 33 different kits.

Enzymes

Through the Alphazyme acquisition, we have added critical enzyme manufacturing capabilities to Maravai's Nucleic Acid Production Segment.

420

Over 420 diverse suppliers are in the Maravai network.

Investing in lifesaving technology for humanity

At Maravai, we are united in our mission to enable the miracles of science. Our customers rely on our products as vital ingredients in their life-changing medicines, vaccines, and diagnostic products. By expanding our reach and developing new technologies, we support more customers to achieve their ambitions of transforming human health.

We take great pride in creating new technologies that we expect will enhance lifesaving medicines for generations to come, combat unmet medical needs, and provide solutions for diseases not yet discovered.

As a founding member of the Alliance for mRNA Medicines, we are actively involved in advancing the mRNA platform of technologies to expand its use in life-changing vaccines and medicines around the world.

TriLink BioTechnologies CleanCap® technology is now a critical reagent used in **three of the four** approved mRNA COVID-19 vaccines and **over 350 programs** in pre-clinical or clinical development, including **more than 100 programs** launched in the last 12 months.

21 out of 21 approved CAR-T cell and gene therapies use Cygnus Technologies kits to ensure their safety for lot release.

Glen Research announced **seven new catalog products** in 2023, including the M6Am – the same monomer found in CleanCap® M6 analog, which enables customers to access the modification in an RNA oligo.

Expanding to support more lifesaving medicines

Our innovative technologies have proved invaluable in developing lifesaving vaccines in response to the COVID-19 pandemic. TriLink's CleanCap® technology was a critical component used to develop the COVID-19 vaccine Comirnaty, a partnership between BioNTech and Pfizer, and in two additional mRNA-based COVID-19 vaccines. To support the pandemic response, we rapidly scaled production by nine times in six months to meet the pressing global needs.

Building on the success of our swift and dedicated response, we have expanded our business to support more life-changing innovations. Acquiring Alphazyme in 2023 enables Maravai to provide a more comprehensive mRNA process solution for our customers. Alphazyme is located in Jupiter, Florida, and provides industrial-scale, molecular biology enzymes to meet the unique specifications for custom DNA and RNA molecules, genomic medicines, and genetic tests. Since the acquisition, Alphazyme has evolved to offer enzymes used in the IVT process for mRNA production.

In the past year, we have continued to expand our production capabilities, building two new purpose-built facilities dedicated to manufacturing and expanding nucleic acid

production capabilities in San Diego. With the support of \$39 million of funding from the U.S. Department of Defense, we are on track to scale up Good Manufacturing Practices (GMP) product capacity in one of the new San Diego facilities and enhance our readiness to respond to future pandemics. In the second new San Diego facility, we have expanded our Contract Development and Manufacturing Organization (CDMO) capabilities. Beginning in 2024, we expect to be able to support our customers' mRNA production for Phase II and Phase III clinical trials, as well as commercial use. In addition, we launched the TriLink Analytical Sciences Center of Excellence in 2023. This Center acts as a hub for advancing testing of nucleic acids to simplify mRNA drug substance characterization and accelerate critical therapeutic development.

We also moved our biologics safety testing team to a new purpose-built facility in Leland, North Carolina. Extensive process flow analysis has been incorporated in the design of the facility. With these insights, we have optimized our manufacturing and kit packaging operations to deliver the highest quality services and offerings, and the most comprehensive catalog of products to meet our customer needs.

Product quality assurance

Our product quality and ability to meet strict biopharmaceutical standards are foundational to the success of our business. With our quality mindset, we are committed to maintaining the highest standards in our production processes and customer experience.

Maravai’s product quality efforts are overseen by our Vice President, Quality and Regulatory, at TriLink BioTechnologies and through similar roles at each business. Our Quality Management Systems (QMS) guides our approach to product quality and includes robust policies, procedures, and record-keeping. These systems are continually improved through the application of our quality policies, quality objectives, audits, data analysis, corrective and preventative action, customer feedback, supplier evaluation, and management review.

To maintain momentum on quality assurance, we run a Quality Management Review (QMR) process. Our team gathers input on potential improvements and meets quarterly to review suggestions and amend the QMS accordingly. Through the QMR, we ensure that our product quality assurance processes are continuously adapting to new product developments and customer needs. To continuously refine how we work, we include improvement initiatives and a SWOT analysis as part of our QMR. Employees are also trained on standard operating procedures annually, instilling cohesion across our portfolio businesses and teams.



All our manufacturing sites in operation in 2023 are certified to the internationally recognized quality management standard ISO 9001:2015 and audited annually for compliance.

Alphazyme is certified to ISO 13485, the global quality management benchmark for medical device manufacturers. In addition, our TriLink facility meets the GMP requirements set by the 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 business segment leaders and site leadership team for quarterly reviews on quality management to evaluate metrics as well as internal and external factors that could affect overall performance.

Quality policies across Maravai’s portfolio

We are committed to meeting customer, industry, and regulatory expectations and continuously improving our QMS. Each business in our portfolio has its own quality policy to reflect output and processes.





Alliance
for mRNA
Medicines

Through the Alliance for mRNA Medicines, we work alongside other leading organizations to further policies that define regulatory standards and **encourage safe, responsible innovation.**

Product quality assurance: Our suppliers

Our suppliers will impact the quality of our output, so it is crucial that they meet our high standards. Through our QMS, we have processes in place to assess and confirm the quality of our suppliers. Overseen by our Vice President of Business Operations, we require prospective suppliers to complete a questionnaire that screens their quality management capabilities before we do business with them. This Supplier Qualification Program covers a variety of criteria, 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. Where applicable, suppliers must adhere to certified quality assurance programs such as the relevant ISO standards. Suppliers are also ranked by criticality and audited, as required, based on the criticality assessment.

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.

Animal testing

Maravai and our operating units do not directly conduct any in vivo animal testing. However, our nucleic acid production business occasionally contracts with third-party research organizations to assess in vivo activity in animals, the primary model being mice (*mus musculus*). Additionally, our biologics safety testing business contracts with a facility for antibody production involving animal inoculation.

Conflict minerals

Products manufactured by Maravai or any of its portfolio companies do not contain or use 3TG minerals, specifically tantalum, tin, tungsten, or gold. Maravai is not aware of any conflict minerals being sourced from the Democratic Republic of Congo or adjoining countries in our supply chain. These conclusions are based on a comprehensive internal analysis of our sourcing, product development, and manufacturing operations.

Maravai condemns violence and human rights violations in the mining of conflict minerals. We will continue to monitor our supply chain and evaluate our manufacturing processes to ensure compliance.

Supply chain management

At Maravai, we continue to build a network of suppliers and partners to support our overarching mission and individual site operations. We expect all suppliers in our network to comply with laws and regulations applicable to their businesses and to share our commitment to high standards of excellence. Our emphasis on operating with integrity includes ensuring transparency, reducing environmental impacts, and respecting human rights. As part of our due diligence, ESG criteria are included in all our procurement decisions.

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 Code of Conduct

All suppliers must follow our Supplier Code of Conduct. Specifically, suppliers are prohibited from engaging in any activities that would violate applicable laws and regulations pertaining to and including:

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

Supplier assessments

Each quarter, we conduct business reviews with major suppliers. ESG factors are incorporated into the assessment to ensure that suppliers adhere to the Supplier Code of Conduct, which 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.

Our Supplier Quality Management Team uses an internal scoring system to evaluate key suppliers' performance and regularly report on these metrics during quarterly quality management reviews.

Managing supply chain risks

It is important we give our customers confidence that every component we source is fully traceable. In addition, maintaining comprehensive oversight of our critical supply chain is vital for identifying and mitigating potential sourcing issues.

Each month, the company's business units meet to assess Maravai's Sales and Operations Plan to identify supply chain gaps that could impact business forecasts over the coming periods. To prevent such gaps, we identify alternative suppliers to ensure continuity and reliability.

Last year, we implemented SourceMap, a software solution that maps our critical supply chain and uses AI and responsible sourcing data to highlight risks ranging from political instability to modern slavery. With this visibility, we are working towards secondary and tertiary sourcing for every material that we need to produce and develop our technologies. Where single sourcing is currently the only feasible option, we undertake risk assessments and have agreements in place to mitigate risks.

Supplier diversity

One of our procurement priorities is to partner with diverse and small suppliers, both to mitigate risks in our supply chain and to support organizations that play an essential role in contributing to innovation in our sector. To that end, we consider location, company size, and ownership structure in our procurement decisions.

Social impact: Our people

2023 HIGHLIGHTS

Expanding possibilities for our employees

97%

Our employee engagement survey participation rate was 97%. The survey received 2,700 comments.

ERG

We expanded the structure and focus of our ERG efforts to foster greater connectedness and hear from more voices across Maravai.

100%

All our employees completed annual workplace diversity, inclusion, and sensitivity training in 2023.

830

Our employees completed 830 voluntary, non-compliance training courses.

640

More than 80 employees volunteered their time using an Impact Day and donated more than 640 hours of community service.

\$19k+

Employee contributions of over \$19K to non-profit organizations were matched by Maravai.

● Leadership Awards



● **Andrew Burch, President, Nucleic Acid Production,**

was named one of the 2023 Leaders of Influence in Life Sciences Honorees by San Diego Business Journal. Drew leads our nucleic acid production team as they strive to advance scientific innovation to improve human health.



● **Kate Broderick, PhD, Chief Innovation Officer,**

was named to the 2023 PharmaVoice 100 list, which recognizes the most inspiring leaders in the life sciences. Kate’s dedication to innovation and her impactful leadership make her an inspiring force at Maravai.



● **Becky Buzzeo, Chief Commercial Officer,**

was recognized on The Healthcare Technology Report’s list of Top 25 Women Leaders in Biotechnology of 2023. In her role as Chief Commercial Officer, Becky’s contributions have helped influence corporate strategies. Her commitment to driving innovation with tangible impacts makes her a standout leader.



● **Trey Martin, Chief Executive Officer, and
Kate Broderick, PhD, Chief Innovation Officer,**

were each recognized in the San Diego Business Journal’s Top 500 Most Influential People in San Diego, recognizing individuals who have played a pivotal role in shaping the region’s growth.

Empowering and protecting our people

Creating a working environment in which people are safe, well, and empowered to be their best is core to our approach to building a sustainable enterprise. We aim to lead in the diversity of our workforce and the safety of our workplace through a robust environmental, health and safety program (EHS), and holistic wellbeing support.

Our EHS policy

We champion EHS by promoting environmental stewardship, optimum health and wellbeing, and a zero-harm workplace. Continuous EHS improvement is fundamental to our success and long-term value creation.

In addition to ensuring that Maravai and all our brands comply with all applicable laws and regulations, we have an EHS Policy Statement that every entity under Maravai must follow. Our EHS Policy aligns our activities with the ISO framework. We work with our customers, suppliers, and contractors to help them address their own EHS challenges.

Every Maravai employee is provided with the EHS Policy and tangible guidance for how to

comply with it through our EHS management tools. We continuously roll out new programs, procedures, and training, and combine this with a document management system to introduce updates across our portfolio businesses and monitor employee training.

The EHS management team selects the level and frequency of training required by each employee based on their role and responsibilities and provides access to the training. In addition, we conduct regular audits of our portfolio businesses to ensure compliance with our EHS Policy Statement and regulations. Findings are reported to senior management and any required actions are set through the EHS management tools.

A culture of health and safety

The safety of our people is central to our success. We work hard to create a working environment that prevents illness and injury and prioritizes health and wellbeing, which we believe requires continual assessment and learning.

Our Injury Illness Prevention Plan (IIPP) outlines hazard assessment and correction processes, incident reporting and investigation. It is reviewed annually and approved by our executive team. All team members receive IIPP training at onboarding and whenever there is a change in job assignment, new substances, processes, procedures, equipment, or hazards.

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. To help prevent hazards, team members have access to incident intervention services through WorkCare, including a 24/7 phoneline to occupational health nurses and board-certified physicians.

Employees who identify a potential hazard are required to promptly report it. We encourage all employees to do this via the online incident reporting platform available at each company location, to allow greater visibility.

As part of engaging our team, the EHS management team offers Safety Spotlight sessions, which explore a variety of safety topics in detail. Our Safety Training Excellence and Prevention (STEP) Team continuously fosters engagement on health and safety

across all business units. The team reports on metrics relevant to our program on a quarterly basis and runs training on incidents that took place. Each case is an opportunity to take learnings forward that help prevent repeat incidents and incorporate steps to better protect people should a similar event occur.

Many contractors work at our sites and play a vital role in upholding our health and safety standards. In 2023, we launched a Contractor Safety Program, which covers the work activities performed by contractors at our San Diego locations. The TriLink employee responsible for the contractor must ensure the contractor confirms that they have read and acknowledged the program before work begins.

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. We also track the total recordable incident rate (TRIR) and days away, restricted or transferred rate (DART) and report those metrics to the Occupational Safety and Health Administration (OSHA). If an occupational health and safety event occurs, leadership is notified, an investigation is conducted, and corrective actions are identified and implemented. Departments are expected to document at least one preventative action a week, and we conduct at least one safety inspection and Job Safety Analysis (JSA) a month. We review the findings of these activities with departments on a weekly and monthly basis, respectively.

In 2023, we had two recordable injury and illness cases, compared with four in 2022. We are pleased the steps we are taking are making a meaningful improvement to safety across our sites.

Recordable Incident Rate	2021*	2022**	2023
OSHA Incident Rate	2.38	1.22	0.3
Total Recordable Incident Rate	7	4	2



Human capital management

At Maravai, we are proud to have a highly purpose-driven culture in which our people feel connected to our vision to expand boundaries for human health and medicine. We strive to continually strengthen this culture so that everyone is empowered to contribute to our mission and bring their whole self and personal goals to work. We believe that nurturing inclusivity, purpose, and collaboration enables us to attract, engage, develop, and retain a talented and diverse team that is motivated to advance every day.

Taking a holistic approach, our human capital strategy includes culture, talent acquisition, compensation and benefits, learning and development, employee engagement, health and wellness, and DEI. Our Compensation and Leadership Development (CLD) Committee, which is comprised of a majority of independent directors and reports to the Board, oversees matters relating to our compensation philosophy, our incentive and benefit plans, and the attraction, development, and retention of our executives. Our CLD Committee is responsible for reviewing and monitoring the performance of our executive officers and for the delivery of leadership imperatives that support the company’s DEI objectives.

Talent acquisition

To build a sustainable pipeline of talent and promote inclusivity, our talent acquisition programs focus on increasing diversity. This year, we started using a talent pipeline tracking tool called Greenhouse, which helps us identify ways to further mitigate any bias in our hiring processes. Next year, Greenhouse will hide the personal, non-job-related applicant data that can lead to biases so that each person is assessed on their capability.

Our internship program has proved successful in developing early talent. We are pleased that of the 14 interns we developed in 2023, two have been offered full-time positions. In addition, one of the people we hired full-time following their 2022 internship has since been promoted.

Through the course of 2023, we hired 114 people and had a voluntary turnover rate of 9%, which was improved over 2022 during which our turnover was 12%.

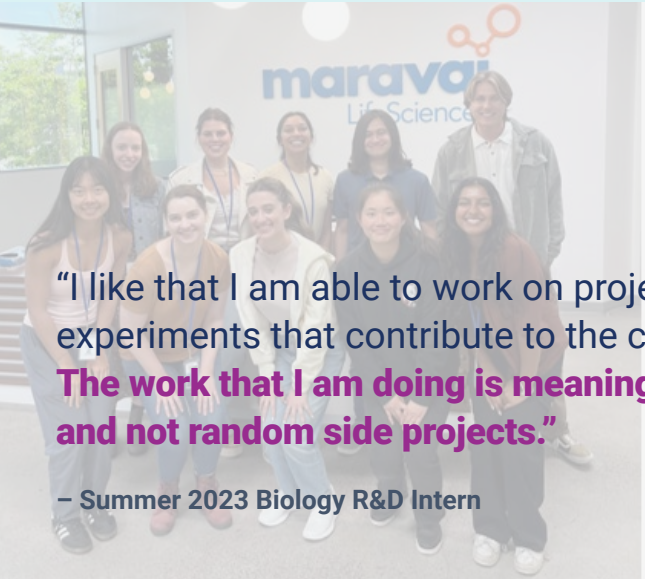
Maravai’s internship program

In 2023, we launched a new structured internship program, hosting 14 interns across Maravai, TriLink, and Cygnus over 12 weeks. The program provided the interns with opportunities to learn, contribute to meaningful projects, and meet with the Maravai leadership team.

Interns were supported with mentors to provide day-to-day guidance as they navigated their new roles and learned about the business. Mentorship also gave aspiring leaders within Maravai the chance to hone their leaderships skills and grow in their roles. We hosted “lunch and learn” activities and

regular socials to include and engage the interns.

At the end of the program, the interns presented their project work to peers and members of the leadership team. The projects spanned across research and development, engineering, manufacturing, quality control, science and innovation, and internal communications. Research from one of our Cygnus interns was developed into a paper to be published in the BioPharm International Magazine. This research will also be presented at a 2024 EBPA HCP (BioPharmaceutical Emerging Best Practices Association Host Cell Protein) conference.



“I like that I am able to work on projects and experiments that contribute to the company. **The work that I am doing is meaningful and not random side projects.**”

– Summer 2023 Biology R&D Intern



Learning and development

Developing our talent is central to our success. We take an active role in supporting the personal and professional growth of our people so that everyone feels equipped to succeed at Maravai and committed to our mission. A number of mechanisms across our company are designed to grow existing talent. These include goal and objective setting, individual development plans, access to development courses, and annual performance reviews.

In the first month of each year, employees and managers meet for an annual performance review. This is an opportunity for the employee to receive feedback from their manager on the prior year. For 2023, 100% of all eligible employees received an annual performance review. Goals and objectives that are in line with company and department goals are developed by the end of the first quarter so that each individual is clear on their role in the company’s success. Employees are also strongly encouraged to develop individual development plans that can also be recorded and tracked in our HR system.

In 2023, we launched a new Learning Management System to give our employees access to courses that support individual

professional development. During the year, we created a collection of over 225 professional development courses relating to business skills, soft skills, and management/leadership, as well as ESG, DEI, and health and wellness. Since the launch of this system, approximately 27% of our employees have taken advantage of the Learning Management System, collectively completing 830 non-compliance courses, across a broad range of topics such as health, wellness, leadership, and productivity.

To foster continued development in our leadership team, we launched a bi-monthly series focused on pertinent topics to advance leadership skills, such as goal setting and actioning results from the employee engagement survey. The series incorporates best practices from across our industry and beyond, creating a way for all our people leaders to learn from others and explore new approaches.

100%

For 2023, 100% of all eligible employees received an annual performance review

225

During the year, we created a collection of over 225 professional development courses

Employee engagement

Across Maravai, a team-oriented culture drives innovation, and part of our collaborative approach involves a two-way relationship between leadership and all employees. In 2023, our annual employee engagement survey participation rate was 97%.

Our CEO conducts monthly skip-level roundtable meetings to connect directly with employees and receive their feedback firsthand. Other members of our leadership team run similar small group meetings to understand experiences from all levels within the areas they lead. Learnings from all voices will be integral to developing our strategy through 2024 and beyond.

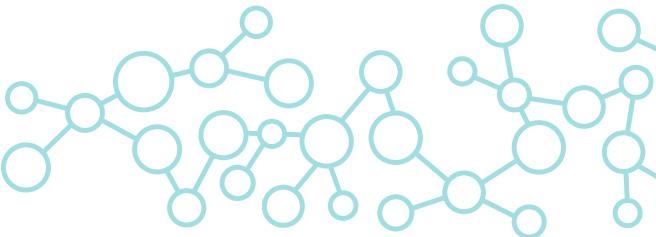
As well as listening to our employees and creating a culture of openness, during 2023 we focused on supporting new employees to feel they are a part of Maravai from the outset. We expanded “Foundations,” our onboarding orientation program that familiarizes new employees with everything from IT to health and safety. New for this year was a section on our company purpose and another on diversity and our values, which we believe are vital components of our culture.

We conduct pulse checks for new employees after 15, 45, 90, and 180 days to assess and continuously improve our recruitment and onboarding programs. In 2023, we also simplified the way that our leaders develop and implement their employee engagement action plans to facilitate focused efforts and more measurable progress.

Another initiative in 2023 to establish critical channels of communication was the introduction of more formalized exit interviews, which we conducted with all exiting employees who wanted to participate to help us learn ways in which we can improve employee retention.

97%

Annual employee engagement survey participation rate





People Leader Series

Our People Leader Series launched in March 2023. Anyone who manages others at Maravai is invited to this bimonthly call, which is followed by a newsletter in the months in between. The topics for both the meetings and newsletters are selected to improve leadership skills and provide timely information relating to managing and leading our teams.

One notable theme for 2023 was the annual employee engagement survey. Through the People Leader Series, we made people leaders aware of the survey before launch and presented the “first view” of the company-wide results. We also used the meetings and newsletters to roll-out the new simplified templates for manager action plans and shared a leader’s experience in approaching low engagement scores on their team to build trust and confidence in the company.

Other one-time topics for the People Leader Series have included an introduction to our investors’ view of the company, leadership tips for effective one-to-ones and skip-level meetings, and the importance of how we set our performance objectives.

Health and wellness

We continue to enhance our wellness programs and family resources and encourage our team to prioritize their mental, physical, and financial wellbeing.

Employees at our headquarters have access to an onsite fitness center, and regardless of location, all employees can take advantage of a range of tools, activities and educational resources designed to help reach their health goals. In addition, 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, anxiety, and overall mental health. We engage with providers to support employees with childcare, adult care, and fertility assistance. In 2024, we will partner with Modern Health, a platform that provides access to coaching and counseling sessions to employees and their covered families.

Our benefits program includes 12 paid holidays, paid sick and vacation time, paid parental leave, subsidized medical, dental, and vision plans, company paid life and disability insurance policies, and a 401(k) retirement plan with a company match. This year we enhanced our vacation time off policy, implemented immediate vesting in the company’s 401(k) match, and increased the company contribution to a high deductible health plan health savings account (HSA). With these changes, we aim to better support wellbeing, financial security, and the affordability of our health plans.

We believe it is important for our team members to have an ownership stake in Maravai, so all full-time employees receive restricted stock unit awards when they join the organization and have the potential to receive additional awards each year during the annual compensation review process. Employees can also choose to purchase stock at a discount under our Employee Stock Purchase Plan.

Diversity, Equity and Inclusion

Talented people who bring fresh ideas and insight to Maravai are essential to providing differentiated value to our customers. We believe that encouraging all our employees to bring their whole selves to work begins with creating an inclusive culture that celebrates individual talent and shared success.

The Compensation and Leadership Development Committee is responsible for reviewing and monitoring the Company’s diversity and inclusion programs, initiatives, objectives, and progress. To accelerate our efforts in continually building a diverse and inclusive workplace, we have a role dedicated to managing our DEI initiatives, reporting to the Vice President of Talent.

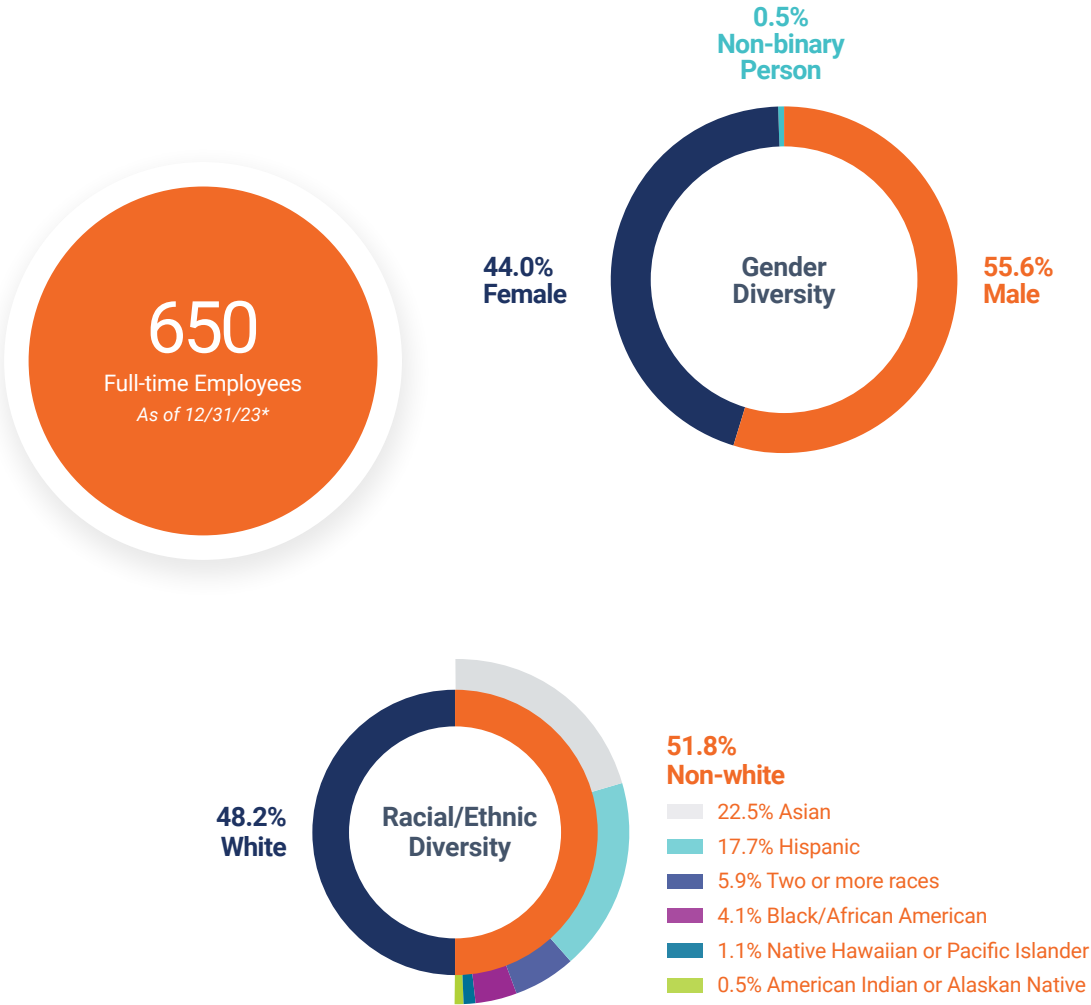
In 2023, all our talent recruiters became Certified Diversity and Inclusion Recruiters through AIRS following training in how to create and advance DEI in recruitment processes. AIRS is a provider of industry recognized recruiter and other HR accredited training.

We recognize the importance of the principle of equal pay for equal work regardless of gender, and we regularly review and assess our compensation practices to ensure they are

equitable and competitive. We conduct market-based competitive analyses for each position to confirm we are paying our employees within a salary range appropriate for their skills, level of experience, competency, and responsibility. We are in the process of building a clear and transparent job architecture and career framework that will provide us with an improved ability to compare our roles internally and assist individuals with developing a meaningful career at Maravai.

Instilling diversity and inclusion into our culture

Building on the success of our Women in Leadership ERG through 2022 and 2023, we are in the process of expanding channels for more employees to share their experiences. We have established the We are Empowered (WE) ERG, which will support the diversity of voices across the company and promote a culture in which everyone feels they can be involved in shaping our inclusivity. WE will provide a platform for people to share experiences, foster opportunities for professional development, and create more pathways to broaden connections. The ERG will also look for community outreach initiatives that align with our mission.



*As of December 31, 2023, our team had over 650 full-time employees. Following the reduction in force, which was completed on January 5, 2024, we had approximately 570 full-time employees.

WE has an allocated budget and dedicated support, providing people with the time to get involved and bring about change. The employee-led WE Operating Committee will drive and guide the ERG’s activities with executive sponsorship, formal committee roles, and representation from across our different locations.



“At Maravai LifeSciences, we are purposeful in efforts to promote equity across the company. I chair our WE ERG. Our mission is to foster an environment of belonging among our incredible and diverse team members. As a woman in a leadership role, I take personal responsibility to be accessible and visible to other women. Hopefully as an example, support, and resource. **I’m passionate about promoting diversity in the workplace – I take that very seriously.**”

– Dr. Kate Broderick,
Chief Innovation Officer at Maravai.

In 2023, Maravai became a sponsor to the Association for Women in Science (AWIS), which champions the interests of women in science across all disciplines and employment sectors. Working for positive system transformation, AWIS strives for all women in these fields to achieve their full potential. Our goal in partnering with the organization is to increase our female applicant pool and hires, further improving our diversity.

Our partnership with the nonprofit women’s advocacy organization Athena also continued through 2023. Athena’s program helps us understand the most effective ways to develop women in STEM professionals for leadership and director roles.

We believe that everyone at Maravai plays a role in contributing to our inclusive culture and increasing diversity. To that end, all employees are required to complete training that gives tools to mitigate unconscious bias in decisions that affect other people and their career progression and demonstrates how a diverse and inclusive workplace benefits everyone.

Similarly, in late 2023 we adopted Circa, which provides a diversity recruitment technology solution and has given us access to a pipeline of diverse candidates. Through this partnership, we aim to broaden our pool of candidates and improve our recruitment process to remove barriers that might prevent people from applying for a role.



Working together for our community

The Maravai LifeSciences Foundation supports our commitment to be a strong corporate citizen and engages our employees to contribute to communities outside of work. With a focus on STEM advancement and promoting human health, the Foundation supports charitable, scientific, and educational endeavors that advocate for education, equal access, diversity, and inclusion.

As well as making donations, the Foundation identifies opportunities to participate in outreach events and other activities that contribute positively to human health and endorse STEM careers. We continue to partner with universities and NGOs that support human health initiatives.

Last year, the Foundation **donated \$300,000** and **supported 10 organizations** that make a difference in the communities where we live and work.



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

In 2023, these included:

- [Florida Atlantic University](#)
- [Palm Beach State College](#)
- [Biocom California](#)
- [Curebound Concert for Cures](#)
- [Voices for Children](#)
- [Crohn's & Colitis Foundation](#)
- [La Jolla Playhouse](#)
- [CureSearch](#)
- [Curebound Padres Pedal the Cause](#)
- [The Waldorf School of San Diego](#)



Inspiring young minds

The San Diego Festival of Science & Engineering is the largest event of its kind in Southern California. Hosted by Generation STEAM, a nonprofit affiliate of Biocom California, it celebrates San Diego's diverse cultures and communities and aims to inspire curious young minds to become tomorrow's science, technology, engineering, arts, and mathematics (STEAM) leaders.

In 2023, we hosted one of the most popular booths at the festival, "Delicious DNA." Maravai's booth helped children understand DNA by building a double helix using candy. This hands-on activity sparked excitement and intrigued parents and teachers attending the festival.

The booth was busy the entire day with children and adults eager to create their candy DNA and talk to our team members. We are proud that over 25 employees volunteered their time over the weekend to support the success of the event.

Governance

2023 HIGHLIGHTS

Expanding possibilities through visibility

Diversity

Formally adopted the “Rooney Rule” for director nominees.

Committee chairs

100% of the standing Committees of our Board were chaired by women who are independent board members.

Transparency

New program announced to elect a dedicated ethics liaison at different levels of Maravai.

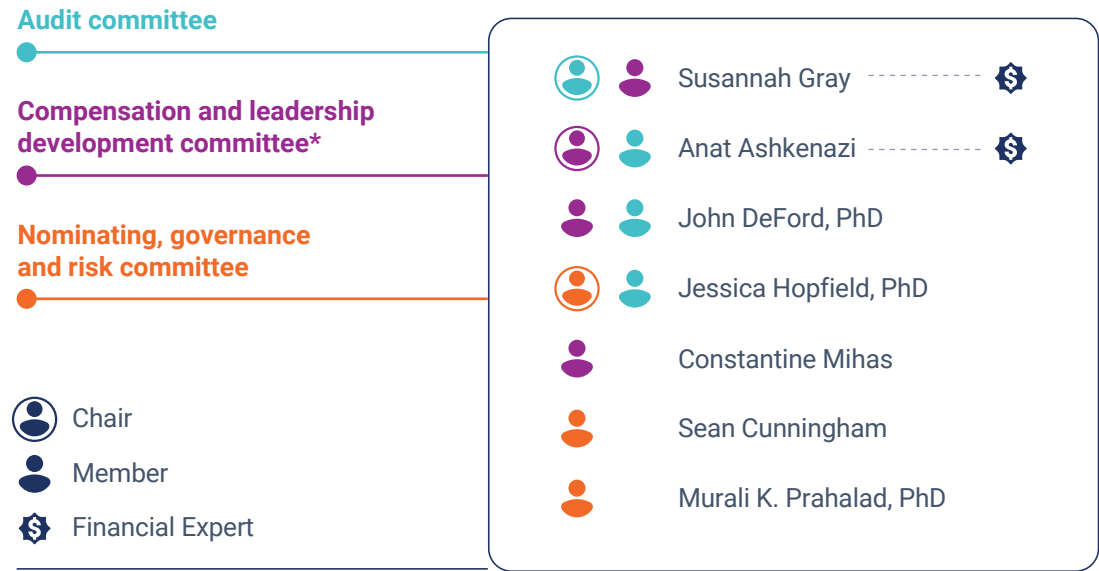
Oversight

A new facility due to manufacture small molecules, including CleanCap® technology, will begin manufacturing in 2024 to spread risk and support the U.S. government in future pandemic preparedness.



Ensuring effective corporate governance

A focused and robust corporate governance program underpins our long-term success. It ensures our Board has clear visibility of major risks to our company, including issues related to sustainability and ESG, as set out in our Corporate Governance Guidelines.



Jessica Hopfield, PhD

Constantine Mihas

Sean Cunningham

Murali K. Prahalad, PhD

ChairMemberFinancial Expert

*As of December 31, 2023. Effective June 11, 2024, the Board appointed John DeFord, PhD as Chair of the CLD committee in anticipation of Anat Ashkenazi's resignation from the Board effective as of July 31, 2024, in connection with her pending appointment as Chief Financial Officer of Alphabet Inc.

Board composition, diversity and refreshment*

Our 11-member Board is responsible for Maravai's business strategy and oversight of major risks to our operations. Guided by a skills matrix, we seek to have a Board that is competent in key corporate disciplines, including industry knowledge, finance and accounting, mergers and acquisitions, corporate governance, senior executive leadership, risk management, social responsibility, and corporate strategy.

We believe Board diversity is critical to ensuring we have a breadth of skills, experience, and viewpoints relevant to different areas of our business to effectively guide our strategic direction. Our NGR Committee is responsible for reviewing the size of the Board and ensuring diversity is considered during the selection of new director candidates, including different genders, ethnicities, experience, skills, and qualifications. In 2023, we formally adopted the "Rooney Rule" for director nominees to ensure that women and minority candidates are included in the initial pool of candidates when selecting new director nominees.

Another component of our Board diversity is a mix of independent and management directors. Our Board consists of six independent

directors, our former CEO and current Executive Chairman, and four representatives from our majority shareholder, GTCR. One of our Board members was replaced in 2023, and we maintained the balance of independence with the new appointment.





Risk oversight

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.

Our Board oversees an enterprise-wide approach to risk management to improve long-term performance and enhance shareholder value. The full Board is involved in reviewing the company’s risk profile and determining what constitutes an appropriate level of risk. While our full Board has overall responsibility for risk oversight, it has delegated primary oversight of certain risks to Board Committees.

The NGR Committee oversees and reviews the effectiveness of the company’s principal operational, business, compliance, and ethics risks, including sustainability and ESG risk management, strategy, initiatives, policies, disclosures, and investor communications. This year, cybersecurity was formally assigned as a responsibility of the NGR Committee. 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.

The Audit Committee oversees risks related to financial accounting, internal accounting controls, and audit matters, including reviews of whistleblower complaints and related party transactions. Each of the Committees reports to the Board on such listed matters at least annually, or more frequently if and as needed.

Management also 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. These updates are supported by senior representatives from Legal, Supply Chain Management, Quality, Investor Relations, Human Resources, and Environmental, Health, and Safety.

To further mitigate operational risk, we have added redundant capacity to manufacture small molecules, including CleanCap®, bolstering our resilience to unforeseen disruption and aiding the government in pandemic preparedness. The site is expected to begin manufacturing in 2024.

Business ethics

We require the highest standards of business ethics and integrity from our colleagues and comply with all applicable laws and regulations when conducting business.

Our Code of Business Conduct and Ethics Policy (the Code) covers a range of topics including conflicts of interest, anti-corruption and anti-bribery, political contributions, honest and ethical conduct, and environmental protections. All employees are responsible for acknowledging and reviewing the Code annually. In addition, we provide ethics training during onboarding of new colleagues, with refresher training annually thereafter. Ethics training covers anti-corruption and anti-bribery.

Maravai encourages people to directly report activities prohibited by the Code to their supervisor or the company’s General Counsel, which in turn advises the Board’s Audit Committee of suspected violations. Maravai also offers a toll-free, confidential, and anonymous Ethics Hotline, provided 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 evaluate the merits of any allegations and authorize appropriate follow-up actions, including any investigations. 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 successful and sustainable business. The CLD Committee leads the process of evaluating potential successors to the CEO and other company executive officers along with any recommended development plans. At least annually, the CLD Committee prepares a succession planning report for the Board, which works with the CLD Committee to evaluate recommendations.

Data security

Protecting our company against cyber threats and incidents is a priority for Maravai, and one that requires a robust program backed by constant vigilance. We employ a multi-faceted, business-driven approach to protecting our infrastructure, systems, and data, which

focuses on prevention, detection and mitigation of cybersecurity threats and incidents.

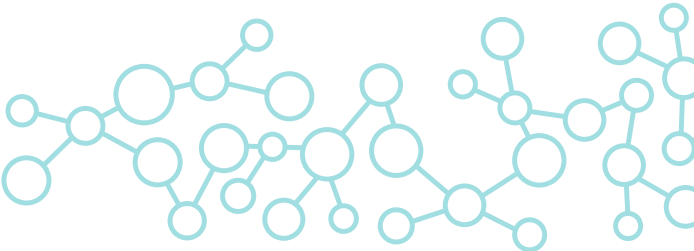
Oversight for our data security program is managed through an Information Technology (IT) Steering Committee. The IT Steering Committee is composed of the General Counsel, CFO, Vice President of IT, Senior Director of IT, and Chief Administrative Officer. We employ a third-party information security solutions firm to monitor threat risks and vulnerabilities to our IT environment, as well as an outside incident-response company. We also run scans internally on a quarterly basis. To reduce risk, 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. It is aligned with the NIST Framework.

Workplace awareness is a core strength at Maravai, with data security a priority. Our data security program is a prominent component of onboarding training, and employees complete annual training that covers privacy, information security, cybersecurity, online behavior, and workplace security. To foster vigilance, we run quarterly phishing awareness campaigns.

Generative AI

We take the safeguarding of our customers’, partners’ and vendors’ proprietary and confidential information very seriously. While generative artificial intelligence (Generative AI) technology can be an effective tool, it has brought with it new risks concerning privacy, infringement and confidentiality to name a few. In response to the increasing popularity and use of Generative AI technology, we adopted a Policy on Generative Artificial Intelligence Technologies (the AI Policy), which prohibits uploading or otherwise giving access to any Generative AI technology of our or our customers’, partners’ or vendors’ proprietary or confidential information. Furthermore, our AI Policy requires that any of our personnel that use any Generative AI technology review its output in a controlled setting to ensure it is free of errors, bias and any other risks inherent in its use before utilizing such output in their work.



Sustainable growth

2023 HIGHLIGHTS

Expanding possibilities to protect the planet

Transparency

For the first time, we have reported on many of our Scope 3 emissions (Categories 1-7).

Emissions

We have enhanced Scope 1 and 2 emissions data accuracy by capturing utilities data.

Energy

At our Cygnus Technologies facility in Leland, solar panels were installed in 2023 and are expected to offset the site's energy use in 2024 and beyond.

Waste

Many of our sites are using biodegradable plastic bags for shipping and other processes.

Our sustainability journey

At Maravai, we embrace the role we play in enabling our customers to create medicines that will improve lives all over the world. As part of our commitment to improve human health, we take pride in our efforts to protect the health of the planet for future generations.

We expect our suppliers to take action to minimize their environmental footprint. To monitor their efforts, we ask our suppliers to incorporate GHG emissions and ESG programs into their quarterly review information. If we identify an environmental violation during our reviews, we set out remedial measures and focus on working in partnership with suppliers to meet our sustainability standards.

Looking ahead, we aim to better understand the environmental risks our organization faces. These include physical risks, which are the result of changing weather patterns that will impact our facilities and operations, as well as transition risks, which are those that arise from the shift towards a low carbon economy.

Our environmental footprint

Like many organizations, our carbon footprint is complex and spans our entire business. It is important that we understand the GHG emissions produced through our operations and in our supply chain so that we can take meaningful steps to reduce our impact.

During the reporting period, we improved the visibility of our resource consumption, moving away from estimated calculations. We undertook extensive analysis of our direct operations and energy use, based on utility data at each of our sites. With data on actual energy, waste, and water footprints, we have a robust and accurate GHG inventory for 2022 and 2023. As we move forward, the data will help inform our efforts to reduce consumption and manage these resources responsibly.

Our 2023 emissions data reflects the acquisition of Alphazyme and its facility in Jupiter, Florida, as well as three additional new facilities. As such, our overall 2023 Scope 1 and 2 emissions were higher than those reported for 2022. As we expand our business, we recognize our carbon footprint may grow as a result. We embrace ideas to implement a robust carbon emissions reduction program to shrink each brand's own carbon footprint.

In 2023, we made significant strides in understanding environmental impacts occurring upstream and downstream of Maravai's operations. We conducted our first Scope 3 GHG inventory, focusing on seven categories that are most relevant to our business. This enables us to engage employees, suppliers, and partners throughout our value chain to address the impacts of our products and services. These efforts and related measurements will be expanded upon in subsequent ESG reporting.

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 support a low waste culture by giving employees reusable drink containers, providing organic waste recycling, and donating e-waste to educational organizations or giving it to e-waste vendors for proper disposal.



Our greenhouse gas footprint

Maravai calculates its GHG emissions in accordance with the Greenhouse Gas Protocol Standard. In 2023, the operational control approach was used for our GHG emissions inventory. Under the operational control approach, we account for all emissions from leased offices under Maravai’s Scope 1 and 2 emissions.

Scope 1 & 2 emissions

Scope 1 emissions are the direct emissions that occur from sources owned or controlled by Maravai. Categories from Scope 1 emissions include stationary fuel combustion emissions, mobile fuel combustion emissions (e.g., owned vehicles), fugitive emissions (e.g., refrigerant leaks), and process activity emissions.

Scope 2 emissions are the indirect emissions that occur from purchased electricity, heating, cooling and steam. Scope 2 emissions for Maravai’s leased offices include purchased electricity. Electricity was primarily calculated directly from utility data. For buildings that didn’t have direct utility bill data, electricity consumption was estimated.

Scope 3 emissions

As part of its sustainability efforts, Maravai has conducted its first ever Scope 3 inventory. Maravai’s Scope 3 emissions include indirect GHG emissions associated with its value chain, encompassing both upstream and downstream activities. In 2023, our inventory encompassed categories 1 to 7, which were deemed the most relevant and feasible for calculation in this inaugural assessment. Moving forward, we will continue to refine our Scope 3 inventory, expanding the scope and enhancing the accuracy of our emissions data.

Table 1. Maravai 2023 GHG Emissions

GHG Scope 1 & 2	MT CO2e
Scope 1	1,548.82
Scope 2 Location Based	2,027.42
Scope 2 Market Based	1,992.79

GHG Scope 3	MT CO2e
Category 1: Purchased Goods and Services	8,002.12
Category 2: Capital Goods	10,572.13
Category 3: Fuel and Energy Related Activities	392.70
Category 4: Upstream Transportation & Distribution	499.37
Category 5: Waste Generated in Operations	288.76
Category 6: Business Travel	1,153.13
Category 7: Employee Commuting	150.76



Improving our facilities for sustainable growth

We expect to see some increase in our energy, waste, and water consumption as we grow. However, we are working to mitigate these increases by reducing the impact of each site.

In 2023, our Cygnus Technologies facility in Leland, North Carolina, installed solar panels on their new building roof. The site is due to be electricity positive in 2024, and we estimate the solar panels to provide a 20 percent offset to electrical use. During the construction process of the new facility in Leland, we incorporated high-efficiency insulation, low-flow plumbing fixtures, and LED lighting throughout.

At our Glen Research facility in Sterling, Virginia, we have made progress on switching to LED lights, replacing 116 bulbs in 2023. This facility also uses biodegradable materials in a number of its manufacturing processes.

Across our San Diego Maravai and TriLink BioTechnologies facilities, we provide free electric vehicle (EV) charging for employees. During 2023, our EV charging solution provider estimated a total of 81,187.49 kg CO₂e of GHG savings via EV charger usage.

Many of the materials used in our packaging and shipments are biodegradable. Where this is not possible, we look for materials that can be recycled and/or contain recycled content. Where appropriate, facilities have processes in place for recycling, composting of organic materials, and recycling of other materials and e-waste. We are looking for more ways to integrate biodegradable packaging into our operations safely and we welcome new packaging innovations that will enable us to reduce our environmental impact further.

Engaging our employees as environmental stewards

Each of us at Maravai plays a role in reducing our overall impact. We believe education is vital to motivating everyone to take positive environmental action.

Through our Learning Management System (LMS), our employees have access to ESG resources and training. In total, 292 hours of training are dedicated to 14 environmental topics, which include but are not limited to climate change, greenhouse gases, carbon footprint, consumption, recycling, and water and energy conservation, and workplace sustainability principles.

Several of our sites, including our Cygnus facility in Leland, have encouraged employees to move away from single-use plastic by providing reusable water bottles and filtered water dispensers. This switch has enabled us to save an estimated 15,000 plastic bottles a year at the Cygnus Technologies facility alone. In 2024, we will discontinue the use of single-use plastic water bottles at all of our San Diego locations and estimate over 125,000 water bottles will be saved through this initiative.

We offer **292 hours of training in 14 environmental topics** through our Learning Management system.



Volunteerism and impact day

Volunteering for the planet:

We encourage Maravai team members to donate time to volunteerism, mentoring and coaching. We believe our employees’ skills, creativity, and generosity can impact the communities in which we live and work. In turn, volunteerism increases pride in what we do, helps us grow, and connects us to our communities.

Our Impact Day program allows each employee to take paid time off to volunteer. This inspires our employees to be supported in making a difference in the communities where they live and work.

In 2023, we set an Earth Week Challenge, in which we encouraged our employees to commit to a new habit, action or event. More than 100 employees took part in the challenge, participating in 17 events, creating 27 new habits, and committing to 42 new environment-positive actions.

For Earth Week, our team members across San Diego, North Carolina, Virginia, and Florida supported beach cleans, planted trees, reused materials, joined advocacy groups, and made

donations to environmental charities. Not only will these commitments make an immediate contribution to the planet, but we are confident they will inspire more positive action among our employees in years to come.

Earth Challenge Week

100	17
Employees took part	Events attended
27	42
New habits created	Environmental positive actions

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, 2023, 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 2021, 2022 and 2023 calendar years.
- 2** Our greenhouse gas inventory was developed in alignment with the GHG Protocol and is reported in metric tons of CO₂ 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 modeled 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 CO₂ 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 modeled using site-specific or company-wide

average consumption totals per square foot. For more environmental data, see our GRI Index.





- 4** Our greenhouse gas inventory was developed in alignment with the GHG Protocol and is reported in metric tons of CO₂ equivalent. Scope 3 emissions, encompassing categories 1 to 7, include indirect GHG emissions associated with its value chain, including both upstream and downstream activities. For more environmental data, see our GRI Index.
- 5** 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.
- 6** 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
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div> <div>GOAL 3 Good Health and Well-Being <i>Ensure healthy lives and promote well-being for all at all ages</i></div>	<p>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 three of the four approved COVID-19 mRNA vaccines, including the world’s first FDA-approved mRNA vaccine, jointly developed by Pfizer and BioNTech.</p>
<div><div>5</div><div>GENDER EQUALITY</div><div></div></div> <div>GOAL 5 Gender Equality <i>Achieve gender equality and empower all women and girls</i></div>	<p>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. We continue to engage employees through our WE ERG. We also have a valued relationship with Athena, a San Diego nonprofit and women’s advocacy organization.</p>
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div>GOAL 8 Decent Work and Economic Growth <i>Promote sustained, inclusive and sustainable economic growth; full and productive employment; and decent work for all</i></div>	<p>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 our employee engagement survey participation rate was 97%. 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.</p>
<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div> <div>GOAL 9 Industry, Innovation and Infrastructure <i>Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation</i></div>	<p>A key component of our long-term growth strategy is innovation. We have evolved 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. Under the leadership of our Chief Innovation Officer, we are investing heavily in R&D and manufacturing to meet the growing needs of customers.</p>

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 of a 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
Safety of Clinical Trial Participants	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: Product quality assurance .
	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	
Access to Medicines	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: Product innovation .
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	
Affordability & Pricing	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: Product quality assurance .
	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
Drug Safety	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: Product quality assurance .
	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-210a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
Counterfeit Drugs	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. TriLink maintains 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: Supply chain management .
	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: Supply chain management .
	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
Ethical Marketing	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	
Employee Recruitment, Development & Retention	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. For more information on employee engagement and retention, please see: Employee engagement .
	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	2023 Voluntary Turnover Rate: 9% 2022 Voluntary Turnover Rate: 12%
Supply Chain Management	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 TriLink or a third-party once every three years. For more information on this topic, please see: Product quality assurance .
Business Ethics	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 2023.
	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: Business ethics .

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 (https://www.maravai.com/privacy-notice) or contact us at privacy@maravai.com .
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: Product innovation .
	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 conducted a stakeholder assessment to further enhance our disclosures.

GRI Standard	Disclosure		Summary and Reference Location
GRI 2: General Disclosures 2021	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, Alphazyme and Cygnus Technologies. For more information, please see: About Maravai and our Annual Report .
	Reporting period, frequency and contact point	2-3	Period: Jan. 1, 2023 – Dec. 31, 2023 Frequency: Annual Contact for related questions: esg@maravai.com
	Activities, value chain and other business relationships	2-6	Maravai LifeSciences 2023 Annual Report
	Employees	2-7	As of December 31, 2023, our team had over 650 full-time employees. Following the reduction in force, which was announced in November 2023, and which was completed on January 5, 2024, we had approximately 570 full-time employees.
	Governance structure and composition	2-9	Maravai LifeSciences 2024 Proxy Statement
GRI 205: Anti-corruption 2016	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. All employees are responsible for acknowledging and reviewing the Code annually. For more information, please see: Governance .

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 302: Energy 2016	Energy consumption within the organization	302-1	2023 Energy Consumption <ul style="list-style-type: none">Total energy consumption: 10,881,797 kWhTotal non-renewable fuel consumed: 3,313,469 kWhTotal electricity consumed: 7,568,327 kWh 2022 Energy Consumption <ul style="list-style-type: none">Total energy consumption: 6,656,274 kWhTotal non-renewable fuel consumed: 1,643,908 kWhTotal electricity consumed: 5,012,366 kWh For more information on this topic, please see: Sustainable growth.
	Energy intensity	302-3	2023 Energy Intensity <ul style="list-style-type: none">Energy per square foot: 30.96 kWh/sq. foot 2022 Energy Intensity <ul style="list-style-type: none">Energy per square foot: 29.92 kWh/sq. foot 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: Sustainable growth.
GRI 303: Water and Effluents 2018	Water withdrawal	303-3	2023 Water Withdrawal <ul style="list-style-type: none">Total water withdrawal: 21.05 megalitersFreshwater withdrawal from third-party sources: 100% 2022 Water Withdrawal <ul style="list-style-type: none">Total water withdrawal: 21.95 megalitersFreshwater withdrawal from third-party sources: 100% 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. For more information on this topic, please see: Sustainable growth.

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 305: Emissions 2016	Direct (Scope 1) GHG emissions	305-1	2023 Scope 1 Emissions <ul style="list-style-type: none">Gross Scope 1 GHG emissions: 1,549 MTCO2e 2022 Scope 1 Emissions <ul style="list-style-type: none">Gross Scope 1 GHG emissions: 377 MTCO2e For more information on this topic, please see: Sustainable growth.
	Energy indirect (Scope 2) GHG emissions	305-2	2023 Scope 2 Emissions <ul style="list-style-type: none">Location-based: 2,027 MTCO2eMarket-based: 1,993 MTCO2e 2022 Scope 2 Emissions <ul style="list-style-type: none">Location-based: 1,292 MTCO2eMarket-based: 1,309 MTCO2e For more information on this topic, please see: Sustainable growth.
	Other indirect (Scope 3) GHG emissions	305-3	2023 Scope 3 Emissions (MTCO2e) <p>Category 1, Purchased Goods and Services: 8,002</p> <p>Category 2, Capital Goods: 10,572</p> <p>Category 3, Fuel and Energy Related Activities: 393</p> <p>Category 4, Upstream Transportation & Distribution: 499</p> <p>Category 5, Waste Generated in Operations: 289</p> <p>Category 6, Business Travel: 1,513</p> <p>Category 7, Employee Commuting: 151</p>
	GHG emissions intensity	305-4	2023 Emissions Intensity <ul style="list-style-type: none">Emissions per square foot: 10.08 kg CO2e/sq. foot 2022 Emissions Intensity <ul style="list-style-type: none">Emissions per square foot: 7.58 kg CO2e/sq. foot 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) For more information on this topic, please see: Sustainable growth.

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 306: Waste 2020	Direct (Scope 1) GHG emissions	306-3	2023 Waste metrics <ul style="list-style-type: none">Total waste: 1,022 MT
	Other indirect (Scope 3) GHG emissions	306-4	Hazardous waste <ul style="list-style-type: none">Total hazardous waste sent to disposal: 835 MT
	GHG emissions intensity	306-5	Non-hazardous waste <ul style="list-style-type: none">Total recycling diverted from disposal: 72 MTTotal waste sent to landfill: 186 MT 2022 Waste metrics <ul style="list-style-type: none">Total waste: 985 MT Hazardous waste <ul style="list-style-type: none">Total hazardous waste sent to disposal: 586 MT Non-hazardous waste <ul style="list-style-type: none">Total recycling diverted from disposal: 79 MTTotal waste sent to landfill: 320 MT <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: Sustainable growth.</p>
GRI 308: Supplier Environmental Assessment 2016	Percentage of new suppliers that were screened using environmental criteria	308-1	We continue to incorporate environmental, social and governance (ESG) factors into our quarterly reviews with major suppliers. For more information, please see: Supply chain management .
GRI 401: Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	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 & disability insurance, health & wellness incentives, parental leave, volunteer time off and training & development.

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 401: Employment 2016 (continued)	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: Health and wellness .
	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 Injury Illness Prevention Plan (IIPP) is updated annually and approved by our executive team. All team members receive IIPP training. For more information, please see: A culture of health and safety .
	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 Injury Illness 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. We maintain 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 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 Head of EHS reports metrics and progress to the President of NAP and each NAP General Manager monthly, and to the BST Vice President Operations and Process Excellence quarterly. For more information, please see: A culture of health and safety .

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 403: Occupational Health and Safety 2018 (continued)	Worker participation, consultation, and communication on occupational health and safety	403-4	Our Injury Illness 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. For more information, please see: A culture of health and safety .
	Worker training on occupational health and safety	403-5	We provide training and instruction on the principles of the Injury Illness Prevention Plan (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.
	Work-related injuries	403-9	For more information, please see: A culture of health and safety .
GRI 404: Training and Education 2016	Average hours of training per year per employee	404-1	All employees are required to take mandatory training at onboarding and annually thereafter on topics such as: Diversity Equity and Inclusion, Injury Illness Prevention, Information Technology, Sexual Harassment Prevention and Sarbanes-Oxley Act compliance.
GRI 404: Training and Education 2016	Percentage of employees receiving regular performance and career development reviews	404-3	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. For more information, please see: Learning and development .

Global Reporting Initiative

(Continued)

GRI Standard	Disclosure		Summary and Reference Location
GRI 405: Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	405-1	<p>Diversity metrics as of December 2023.</p> <p>Gender Diversity, Employees:</p> <ul style="list-style-type: none">44.0% Female55.6% Male <p>Racial/Ethnic Diversity, Employees:</p> <ul style="list-style-type: none">48.2% White51.8% Non-white (Asian: 22.5%; Hispanic: 17.7%; two or more races: 5.9%; Black/African American: 4.1%; Native Hawaiian or Pacific Islander: 1.1%; American Indian or Alaskan Native: 0.5%) <p>Diversity of Leadership:</p> <ul style="list-style-type: none">37.5% Female62.5% Male <p>Diversity of Board of Directors:</p> <ul style="list-style-type: none">27% Female72% Male
GRI 418: Customer Privacy 2016	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.

Adjusted EBITDA reconciliation

	Year Ended December 31,	
	2023	2022
Net (loss) income	\$(138,375)	\$490,663
Add:		
Amortization	27,356	24,269
Depreciation	12,898	7,566
Interest expense	45,892	20,414
Interest income	(27,727)	(2,338)
Income tax expense	756,111	60,809
EBITDA	676,155	601,383
Acquisition contingent consideration	(3,286)	(7,800)
Acquisition integration costs	12,695	13,362
Equity-based compensation	34,588	18,670
Merger and acquisition related expenses	4,392	2,416
Financing costs	—	1,078
Acquisition related tax adjustment	1,293	349
Tax Receivable Agreement liability adjustment	(668,886)	4,102
Chief Executive Officer transition costs	28	2,426
Restructuring costs	6,567	—
Other	1,763	1,814
Adjusted EBITDA	\$65,309	\$637,800

Cash flow from operations reconciliation

	Year Ended December 31,	
	2023	2022
Operating activities:		
Net (loss) income	\$(138,375)	\$490,663
Adjustments to reconcile net (loss) income to net cash provided by operating activities:		
Depreciation	12,898	7,566
Amortization of intangible assets	27,356	24,269
Amortization of operating lease right-of-use assets	8,527	6,268
Amortization of deferred financing costs	2,929	2,788
Equity-based compensation expense	34,588	18,670
Loss on extinguishment of debt	—	208
Deferred income taxes	754,942	42,318
Change in estimated fair value of contingent consideration	(3,286)	(7,800)
Gain on sale of business	—	—
Revaluation of liabilities under the Tax Receivable Agreement	(668,886)	4,102
Other	(2,313)	(7,993)
Changes in operating assets and liabilities:		
Accounts receivable	84,395	(22,272)
Inventory	649	9,459
Prepaid expenses and other assets	8,136	(52,873)
Government funding receivable	—	16,973
Accounts payable	5,284	(1,578)
Accrued expenses and other current liabilities	15,108	8,503
Deferred revenue	250	(7,123)
Other long-term liabilities	(15,978)	3,829
Net cash provided by operating activities	\$126,224	\$535,977