



**2024**  
Sustainability  
Report



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## About this report

Since Maravai LifeSciences’ inaugural report in 2021, we have shared our progress on sustainability topics annually. This Sustainability Report outlines our core initiatives and performance metrics for the 2024 calendar year. It covers the facilities we operated, and those that were under construction and our operational control, during the reporting period. In 2024, we continued to enhance the accuracy of our calculations for Scope 1, 2 and 3 greenhouse gas (GHG) emissions in line with the Greenhouse Gas Protocol. This helps 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 Greenhouse Gas Protocol, the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) and the U.N. Sustainable Development Goals (SDGs). We will continue to evaluate our reporting frameworks and disclosure topics, updating or changing them to reflect our progress or stakeholder priorities. Unless otherwise noted, this report covers Maravai’s operated assets from January 1, 2024, through December 31, 2024. 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 sustainability program, please contact [sustainability@maravai.com](mailto:sustainability@maravai.com).



# Letter from leadership

Dear Stakeholders,

As the CEO of Maravai LifeSciences, I am tremendously proud to lead a company that is an innovator in the field of genomic and personalized medicines, meaningfully contributing to advancing next-generation therapeutics from early discovery to commercial production. Our business is navigating the transition from highly concentrated pandemic-driven growth to a more diversified foundation for a predictable and sustainable life science tool franchise. This report shares our sustainability progress through calendar year 2024, reinforcing how our commitment to environmental, social, and governance considerations remains intrinsic to our long-term success.

The number of DNA and RNA-based therapies being developed by pharma and biotech companies is rapidly increasing. Although competition has intensified, Maravai remains uniquely positioned to be our customers’ first choice in supporting these programs. We are the leader in multiple critical technologies, including our CleanCap® capping technologies, host cell protein detection kits, and specialized enzymes. By incorporating our raw materials and production expertise into our end-to-end service and supply offering, we support customers to scale from early research to commercial product.

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



Our sustainability initiatives directly **support these pillars** by strengthening our business resilience, fostering innovation, developing our talent, enhancing our governance practices, and **reducing our environmental impact**. By embedding sustainability into our operations, we can better serve our customers while creating **long-term value** for all stakeholders.

In San Diego, we have expanded our manufacturing capabilities with our fully operational state-of-the-art Good Manufacturing Practice (GMP) facility that supports our customers’ critical therapeutic development. Our Flanders 1 facility significantly increases our nucleic acid production capacity, while our Flanders 2 facility supports customers’ mRNA production needs through clinical trials and commercial supply. The TriLink Analytical Sciences Center of Excellence achieved ISO certification in 2024, providing complete in-house analytical services throughout our customers’ drug development programs.

As we continue to grow and expand our operational footprint, we remain committed to doing so responsibly. We enhanced our data collection systems to better manage greenhouse gas emissions across our value chain. Our sustainability initiatives now span everything from renewable energy implementation and more efficient laboratory systems to waste reduction programs and water conservation efforts. We are incorporating environmental considerations into our new facility designs and operational processes, ensuring that we can scale the business with an eye toward minimizing our ecological footprint.

Our people remain at the heart of Maravai’s success. Our 2024 employee engagement survey achieved an impressive 95% participation rate with over 2,600 comments providing valuable insights into what enables our #MiracleMakers to thrive. The WE (We are Empowered) Employee Resource Group expanded significantly this year, facilitating advocacy, mentorship, and outreach across the organization. We saw strong participation in our “Impact Day” program, with employees contributing more than 800 volunteer hours to causes they care about, demonstrating our commitment to the communities we live and work in.

On the governance front, we appointed an independent Chairman of the Board, reinforcing our commitment to strong corporate oversight. We also established an ethics liaison program and adopted a formal, publicly available Human Rights Policy that explicitly prohibits child labor and forced labor within our operations and supply chain.



**I would like to thank our employees** for sharing their thoughts with me and the rest of the senior leadership team in the 2024 employee engagement survey.

Looking forward, I’m excited about our recent acquisition of Officinae Bio and the acquisition of assets and intellectual property from Molecular Assemblies. With these acquisitions, we are building a full portfolio of differentiated technology and capabilities across our brands. Officinae Bio’s AI-enabled experimental design platforms combined with our manufacturing capabilities will accelerate our customers’ ability to optimize mRNA drug candidates, while Molecular Assemblies’ aqueous enzymatic DNA synthesis platform will enhance our ability to support nucleic acid-based therapies with a smaller environmental footprint when compared to traditional (petrochemical-based) DNA synthesis. These additions enable us to fully vertically integrate mRNA production and build on our legacy of domain expertise, supporting our customers with solutions for their more complex genomics medicines.

Continually seeking ways to refine our sustainability program and reinvest in our business remains core to our corporate strategy. As a life sciences tools business, we understand the importance of taking 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. Together, we support our customers in accelerating their discoveries and innovations to develop life-changing medicines for patients worldwide.

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 sustainability initiatives will create stakeholder value, the expected capabilities of new facilities and acquisitions, our future product offerings, our ability to meet specific GMP requirements, and the timely implementation of our Exposure Control Plan, 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 an innovative life sciences company dedicated to providing critical products that drive the development of groundbreaking therapeutics, vaccines, cell and gene therapies, and diagnostics.

Our solutions empower research into human diseases and support the entire biopharmaceutical development process – from early discovery to commercialization. We proudly serve a diverse global customer base, including the world’s top biopharmaceutical companies ranked by research and development investment, emerging biotech firms, renowned academic research institutions, and leading in vitro diagnostics companies.

Our comprehensive product portfolio and Contract Development and Manufacturing Organization (CDMO) services address the critical stages of biopharmaceutical development, offering:

- Complex nucleic acid chemistries and oligos for therapeutic, vaccine, and diagnostic applications

- Differentiated technologies and processes for mRNA production, assay development and GMP services to support our customers therapeutic development from R&D to commercialization
- Custom enzymes for research and diagnostic use
- Antibody-based solutions to detect impurities during the production of biopharmaceutical products

For more than 35 years, Maravai’s portfolio of brands have served as a catalyst for innovative, lifesaving technology for human health. We have been a key player in nucleotide research, and we are a pioneer in the rapidly expanding mRNA market. Maravai is headquartered in San Diego, California, and supports its portfolio businesses across the United States, serving customers both domestically and internationally.

**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 sustainability is enterprise-wide and connects every individual across our organization.

Maravai is the old Bolognese Italian word for “miracle.” Our name symbolizes 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. Sustainability practices are essential to enabling the extraordinary science that delivers everyday miracles.



# Maravai’s brand portfolio

Maravai ([maravai.com](https://maravai.com)) brands set the standard in nucleic acid products and services, enzyme development, and biologics safety testing. From producing revolutionary mRNA technologies that drive infectious disease vaccines, cancer vaccines and other cell and gene therapies, to delivering gold-standard bioprocess impurity detection solutions, Maravai is helping life sciences companies overcome their biggest development and manufacturing challenges. We help our customers streamline and scale from research through clinical trials to commercialization.

Across our portfolio of brands, we hold numerous patents and offer close to 3,000 innovative products and services, including CleanCap® technology, CleanScribe™ RNA Polymerase, CleanAmp® hot start PCR, Antibody Affinity Extraction™, EndonucleaseGTP®, PROTEIN A MIX-N-GO™, MockV®, Sterling™, Glen Pak™, and Glen Gel-Pak™.

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



## Glen Research

Sterling, Virginia

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



## Alphazyme

Jupiter, Florida

Alphazyme ([alpha-zyme.com](https://alpha-zyme.com)) develops and produces enzymes to meet the unique specifications for custom DNA and RNA molecules, genomic medicines, and genetic tests. Enzymes are critical to almost every phase of nucleic acid production and provide the key starting materials for the in vitro transcription (IVT) process to make mRNA. Alphazyme provides custom, scalable molecular biology enzymes with a full product offering to support IVT, next generation sequencing, life science and diagnostic applications. Alphazyme enzymes are also incorporated into TriLink BioTechnologies’ CleanScript IVT method.



## Cygnus Technologies

Leland, North Carolina

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



Our internal organization structure is designed to **support our sustainable growth** and **reflect the markets and customers we serve**. We have two reporting segments:



# Nucleic Acid Production

TriLink BioTechnologies, Glen Research, and Alphazyme produce products to 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

Cygnus Technologies 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 innovations, from discovery to commercialization.

**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 sustainability framework

Our sustainability framework informs our strategy and guides our approach to managing 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 human capital best practices into our organization. Understanding and fostering the social values of our people is an important part of our employee and community engagement strategies.

## 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 sustainability objectives.

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

### Sustainability oversight

We take a strategic approach to overseeing sustainability by embedding accountability across all levels of our organization. The Nominating, Governance, and Risk (NGR) Committee of our Board of Directors

(the Board) provides primary oversight of our sustainability strategy and related risks. Responsibilities for sustainability across our organization are defined at Board, NGR Committee, and management levels. Implementing those responsibilities is shared across departments and portfolio businesses through cross-functional collaboration.

## 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.





# Priority sustainability topics

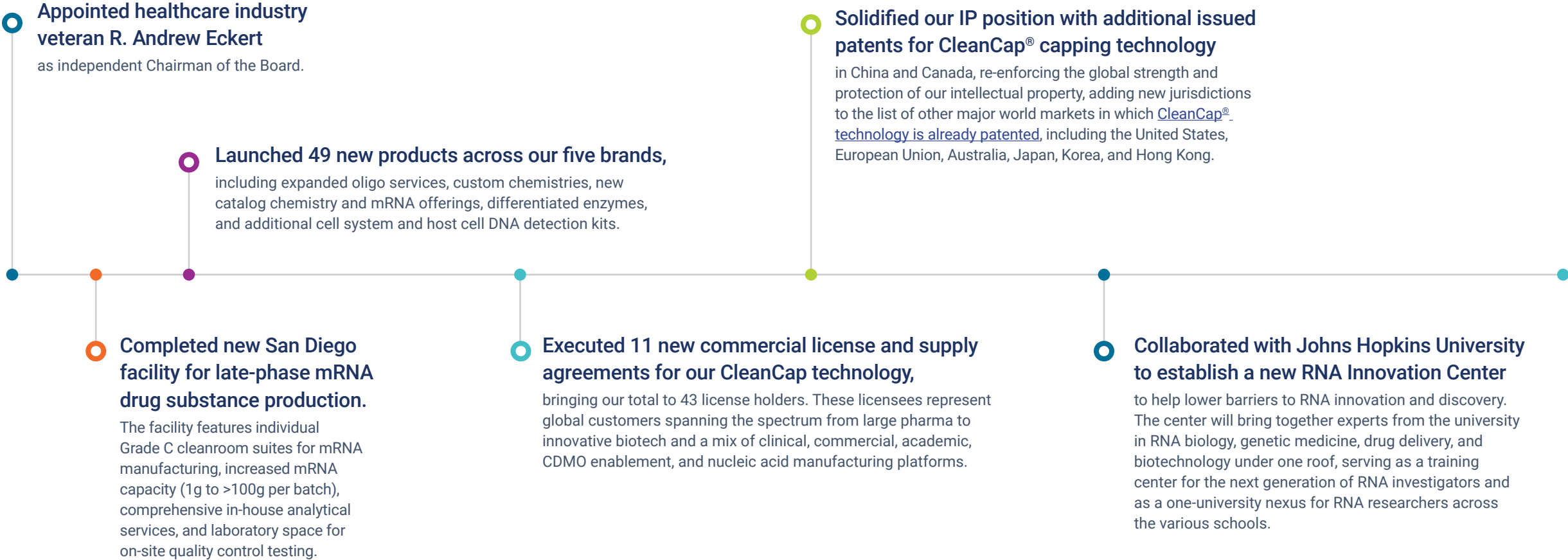
We continue to build upon the learnings from Maravai’s 2023 stakeholder assessment, which identified and prioritized the sustainability issues that are most important to our company and stakeholders. By striking a balance between the governance concerns of leadership, social values held by employees, and environmental concerns of customers, investors, and regulators, we believe Maravai will be better positioned to achieve sustainable growth.

The priority topics that continue to inform our sustainability strategy and disclosures include:

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



# 2024 Corporate highlights





# Product innovation

## 2024 HIGHLIGHTS

### Expanding the possibilities of genomic medicine

2,900+

Shipped over 2,900 distinct products designed to support lifechanging medicines and diagnostics.

+136

Active clinical programs by CleanCap® customers as of December 31, 2024: 43% in Phase 1, 43% in Phase 2 and 14% in Phase 3/4.

~400

Preclinical programs in the drug development pipeline utilizing CleanCap® technology.

49

New product introductions from Maravai portfolio companies.

M6

CleanCap® M6 analog, the newest cap analog in the CleanCap® portfolio is now available at GMP quality.

25

Cygnus Technologies now offers 25 expression systems with more than 30 different kits.

4 IVT enzymes

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

130+

GMP batches for mRNA have been manufactured by TriLink BioTechnologies.

400+

Over 400 suppliers are in the Maravai network, and our Tier 1 supply chain is predominately U.S. based.

5+

All of the 24 existing FDA and EMA-approved CAR-T Cell and Gene Therapies use Cygnus Technologies Host Cell Protein enzyme-linked immunosorbent assay ("ELISA") kits for HCP testing for commercial product lot release. Five of these 24 therapies were approved in 2024.

# Investing in lifesaving technology for humanity

At Maravai, our mission—to enable the miracles of science for the next generation of medicines—remains our driving force. Our customers worldwide rely on our critical products and services as essential components in developing life-changing medicines, vaccines, and diagnostics. We are committed to advancing human health by expanding our technological capabilities, enhancing our product offerings, and supporting our customers’ innovations.

We actively participate in shaping the future of biotechnology. As a founding member of the Alliance for mRNA Medicines (AMM), we are actively involved in advancing the mRNA platform of technologies to expand its use in life-changing vaccines and medicines around the world. The AMM’s mission is to propel the future of mRNA medicine, improve patients’ lives, and advance scientific knowledge by convening and empowering mRNA industry leaders, innovators, scientists, and other key stakeholders. Additionally, we are active members of the Foundation arm of AMM, which has a charitable mission to promote the use of RNA as a medicine through outreach and education efforts. Our Chief Innovation Officer, Dr. Kate Broderick serves on the board of directors of the AMM and the Foundation.

Our commitment to innovation resulted in the introduction of 49 new products in 2024. We continued to push the boundaries of nucleic acid production and biologics safety testing, achieving several key milestones:

**Active Collaboration:** A novel transcription enzyme CleanScribe™ RNA polymerase was brought to market through a successful collaboration between our TriLink BioTechnologies and Alphazyme businesses.

**Leveraged Technology and Reagents:** Through a collaboration between our Cygnus Technologies and TriLink BioTechnologies, we introduced the AccuraRes™ Host Cell DNA Quantification kits, the first kit in this new line, with plans for seven additional kits to follow to precisely and accurately quantify host cell DNA remaining during process development or in final drug substances.

**Clinical Advancement:** Progressed our proprietary CleanCap® M6 analog into clinical use as a GMP grade product.

**Enhanced Capabilities:** Advanced our aseptic vialing and sterile bagging capabilities within our GMP manufacturing operations.

**Scalability Demonstrated:** Proved the full-scale scalability of our CleanScribe™ process for mRNA production, transitioning from one-gram to 100-gram batches within a fully closed system.

Our cornerstone technologies, like TriLink’s CleanCap® capping technology and Cygnus Technologies’ host cell protein detection kits, continue to be integral to the development and manufacturing of numerous therapies and vaccines globally.



## Expanding to support more lifesaving medicines

Building upon our experience in rapidly scaling production to meet critical global health needs, Maravai has significantly expanded its manufacturing infrastructure to support a growing pipeline of life-changing innovations, including cancer vaccines and therapies. Our strategic investments aim to provide comprehensive solutions and robust capacity for our customers' development and commercialization journeys, whether they are manufacturing doses for a single individual or doses for global population needs.

In 2024, our state-of-the-art, late-phase GMP facilities in San Diego became fully operational, marking a major step forward in our capabilities. We successfully transitioned nucleic acid GMP product production into Flanders 1, our new, cutting-edge mRNA GMP innovation and oligo chemistry facility. This facility significantly boosts our capacity, designed to increase potential batch sizes tenfold and incorporates advanced technologies. This scale-up, supported in part by funding from the U.S. Department of Defense, enhances our readiness for future global public health needs while serving current customer programs.

We also became fully operational in our Flanders 2 facility in 2024 to support our customers' mRNA production needs through Phase II and Phase III clinical trials, as well as for commercial supply. In late 2024, we supported our first two customer builds at the new facility.

Our enhanced CDMO services provide end-to-end support for nucleic acid-based therapeutics. Complementing these production advancements, the TriLink Analytical Sciences Center of Excellence, launched in 2023 as a hub for advanced nucleic acid testing, achieved ISO certification in 2024 and successfully qualified critical assays, accelerating therapeutic development timelines for key GMP programs. Furthermore, our purpose-built biologics safety testing facility in Leland, North Carolina, utilizes optimized manufacturing and kit packaging operations based on extensive process flow analysis, ensuring high-quality services and products.



# Product quality assurance

Maintaining the highest standards of product quality and regulatory compliance is foundational to our business and to earning our customers’ trust. Our Quality Management System (QMS) provides a robust framework of policies, procedures, and records that drive continuous improvement through audits, data analysis, corrective and preventative actions (CAPAs), customer feedback, and management reviews. In 2024, we welcomed Connie Chang as our new Vice President of Quality and Regulatory, bringing extensive experience to lead our quality functions, and drive efforts to strengthen our quality systems and commercial readiness. She has successfully taken multiple programs from development stage to licensure and commercialization. Her experience spans global regulatory strategy, phase appropriate QMS, and commercial readiness across products marketed in over 70 countries.

To drive continuous progress and strengthen our quality culture, we run a Quality Management Review (QMR) process team, which meets quarterly to gather input on potential improvements and to review opportunities for enhancing the QMS. Through the QMR,



we ensure our product quality assurance processes are continuously evolving to meet new regulatory expectations, product developments and customer expectations. To further refine how we work, we integrate improvement initiatives and SWOT analyses to proactively strengthen our operations. Our employees are also trained in standard operating procedures routinely, instilling a culture of quality, accountability, and cohesion across our portfolio businesses and teams.

**All our manufacturing sites in operation in 2024 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 Flanders 2 facility intends to meet 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.







**Product quality assurance: Our suppliers**

The quality of our inputs directly impacts our outputs. We maintain rigorous processes for qualifying and monitoring our suppliers, ensuring they meet our high standards for quality management, personnel, process controls, material testing, CAPAs, and traceability. Overseen by our Quality Assurance team, our Supplier Qualification Program requires prospective GMP suppliers to complete a questionnaire assessing their quality management capabilities before we do business with them. This Supplier Qualification Program covers a variety of criteria, including personnel qualifications, 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 accordingly, based on the risk assessment.

Our Enterprise resource planning (ERP) system and supply chain activities are overseen by our Vice President of Business Transformation and Operations. We also utilize robust ERP systems and lot numbering to ensure full traceability of manufactured goods, and mitigating risks such as counterfeiting. Our Maravai-wide Tier 1 supply chain is over 95% sourced from vendors in the United States. We actively monitor our supply chain and continue to pursue vertical integration of critical raw materials to enhance resilience and reduce supply risks.

*Maravai is committed to ethical practices throughout its value chain.*

**Animal testing**

Maravai and our operating units do not directly conduct any in vivo animal testing. Occasionally, our nucleic acid production business 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. We include the highest standards of animal welfare in our selection criteria for the facilities that conduct these studies and antibody production, including voluntary accreditation and adherence to international standards above and beyond those required by law.

**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

We strive to build a resilient, transparent, and responsible supply chain network. We expect all suppliers to comply with applicable laws and regulations and adhere to our Supplier Code of Conduct, which prohibits activities violating environmental, health and safety, labor, ethics, and trade regulations. Our emphasis on operating with integrity includes ensuring transparency, reducing environmental impacts, and respecting human rights.

To enhance thought leadership and promote collaboration, we also participate in leading supply chain industry partnerships such as the Association for Supply Chain Management 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 service

## Managing supply chain risks

We engage in regular performance reviews with key suppliers. This process helps ensure alignment with the principles of our Supplier Code of Conduct, which includes expectations for suppliers to conserve natural resources, minimize waste and environmental impacts, and reduce the use of hazardous substances. Our Supplier Quality Management Team utilizes an internal scoring system to evaluate supplier performance, with results reported during quarterly quality management reviews.

Proactive risk management is crucial for ensuring supply continuity and maintaining customer confidence through component traceability. We maintain comprehensive oversight of our critical supply chains to identify and mitigate potential disruptions. This includes regular assessments through our Sales and Operations Planning process to identify potential gaps and the proactive qualification of alternative suppliers to enhance reliability. We employ supply chain mapping tools and risk intelligence data to gain visibility into potential vulnerabilities, ranging from geopolitical issues to social compliance risks.

Our strategic goal is to establish secondary and tertiary sources for critical materials wherever feasible. For materials where single sourcing is necessary, we conduct thorough risk assessments and establish agreements to mitigate potential impacts. As part of our broader strategy to enhance supply chain control and resilience, we are also actively exploring opportunities for vertical integration in select areas.

## Supplier diversification

Partnering with diverse and small suppliers is a priority within our procurement strategy. We believe that fostering relationships with a varied supplier base not only mitigates concentration risk but also supports innovation within our sector. In our procurement decisions, we actively consider factors such as supplier ownership structure, company size, and geographic location to promote diversity within our network.



# Social impact: Our people

## 2024 HIGHLIGHTS

### Expanding our possibilities for our employees

**95%**  
Our employee engagement survey participation rate was 95%. The survey received over 2,600 comments.

**ERG**  
We expanded the structure and focus of our ERG to facilitate advocacy, mentorship, and outreach across Maravai.

**97%**  
Nearly all our employees completed annual workplace diversity, inclusion, and sensitivity training in 2024.

**561**  
Our employees completed 561 voluntary, non-compliance training courses

**800**  
About 100 employees volunteered their time using an Impact Day and donated about 800 hours of community service.

**\$14k**  
Employee contributions of approximately \$14,000 to non-profit organizations were matched by Maravai.





# Empowering and protecting our people

Our people drive Maravai’s mission to enable the miracles of science. We are committed to fostering a safe, healthy, and inclusive environment where every employee feels valued, supported, and empowered to achieve their full potential. We empower and protect our people through a comprehensive environmental, health, and safety (EHS) program that fosters holistic well-being, supports professional growth, and cultivates an inclusive culture where diverse talents drive our collective success.

## EHS management

Our EHS Policy serves as the foundation for our practices across all Maravai entities, outlining our commitment to EHS excellence and compliance with applicable laws and regulations. Our EHS management system incorporates programs, procedures, training, and document control processes designed to implement this policy effectively and drive continuous improvement. Every Maravai employee is provided with the EHS Policy and tangible guidance on how to comply with it through our EHS management tools.

Oversight for EHS involves senior management and the Board of Directors, ensuring EHS considerations are integrated into business strategy.

Our Safety Training Excellence and Prevention (STEP) Team, composed of leaders across the business, convenes quarterly to review safety performance, share learnings, and foster employee engagement in safety culture.

A core component of our safety framework is the Injury Illness Prevention Plan (IIPP), which outlines processes for hazard assessment, correction, and incident reporting; this plan was updated in 2024 to integrate requirements related to COVID-19. We also maintain expectations for our suppliers and partners to uphold high EHS standards throughout our value chain.



A culture of health and safety

Maravai prioritizes creating a safe and healthy work environment through a proactive culture focused on preventing illness and injury. Our IIPP guides hazard identification and mitigation efforts. Mandatory safety training is provided to all new hires, establishing foundational safety knowledge. We reinforce safety awareness through ongoing communication channels, including weekly “Safety Spotlight” sessions highlighting learnings and best practices via visual screens, the intranet, and team meetings. In 2024, we initiated several specific programs to further enhance workplace safety. These include rigorous equipment onboarding assessments conducted prior to use, a pilot program for visual chemical management in one lab utilizing intuitive hazard coding (with expansion planned), the publication of weekly safety talks across the organization, the introduction of ergonomic resources such as a stretch program and hazardous waste disposal tracking in laboratory areas. Our Contractor Safety Program ensures external personnel adhere to our standards; recognizing logistical challenges, we plan to implement a QR code system to provide streamlined web-based access to training and documentation for contractors.

Health and safety performance

We meticulously track safety performance through various metrics, including regular safety inspections, Job Safety Analyses (JSAs), and incident rates reported to the Occupational Safety and Health Administration (OSHA). In 2024, 314 safety inspections and 38 JSAs were conducted companywide. When occupational health or safety events occur, thorough investigations are conducted, and corrective actions are implemented to prevent recurrence.

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). 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 JSAs month. We review the findings of these activities with departments on a weekly and monthly basis, respectively.

**Our 2024 safety metrics indicated strong performance across the majority of our business units, which maintained zero recordable incidents.** We observed an increase in incidents at our TriLink facilities, which has sharpened our focus and driven the implementation of several enhanced safety initiatives.

Recordable Incident Rate

	2022	2023	2024
OSHA Incident Rate	1.22	0.3	2.87
Total Recordable Incident Rate	4	2	8





# Human capital management

At Maravai, our strength lies in our people and our shared, purpose-driven culture. We remain committed to fostering an environment where every team member feels connected to our vision of expanding the boundaries of human health and medicine. We strive to empower individuals to contribute meaningfully to our mission, bring their authentic selves to work, and achieve their personal and professional goals. By nurturing inclusivity, purpose, and collaboration, and seeking employees with a diversity of experience and viewpoints, we attract, engage, develop, and retain the talented and diverse teams essential for daily advancement and innovation.

Our human capital strategy takes a holistic view, encompassing our culture, talent acquisition and development, compensation and benefits, learning opportunities, employee engagement, health and wellness, diversity, and inclusion. Oversight is provided by the Compensation and Leadership Development (CLD) Committee of our Board, composed of a majority of independent directors. This committee guides our compensation philosophy, incentive and benefit plans, and ensures the attraction, development, and retention of our executives align with our company values.

As of year-end 2024, our global headcount totaled **570 employees**. Our **voluntary turnover rate for 2024 was 8.3%**, a level consistent with steady-state operations for our industry and an **improvement from 9.0% in 2023**.

## Talent acquisition

Building and nurturing a skilled, diverse workforce remains a key priority. In 2024, we continued to refine our talent acquisition processes. We fully leveraged the Greenhouse talent platform to enhance recruitment efficiency and consistency. Complementing this, we implemented LinkedIn Insights to improve our ability to identify and understand talent availability in the market. A significant step towards mitigating bias was the rollout of a blind resume review process for people leaders, contributing to a notable 8-point increase in diverse hires compared to 2023. Furthermore, we implemented software designed to reduce gendered language in our job postings, aiming for more inclusive outreach.

Our commitment to early talent development continued through our internship program, which hosted 17 interns in 2024. We were pleased that two interns extended their engagement with us beyond the summer program. Demonstrating the program’s value, an HR intern played a key role in revamping our new employee onboarding experience, strengthening the connection to company purpose from day one.

“I was incredibly fortunate to intern with a team that not only welcomed me in but truly **invested in my growth**. I was given the opportunity to **contribute to impactful projects** while being surrounded by people who always took the time to guide and support me. Their **mentorship and collaboration helped me grow both personally and professionally**, and I learned so much from the way the team worked together. It was an experience that truly shaped the start of my career!

– Megan Soto (2024 Marketing Intern)



Learning and development

Investing in our employees’ growth is fundamental to our collective success. A major initiative in 2024 was the implementation of a new career framework. This framework defines the scope, complexity, and impact of each career level, creating a more transparent and consistent system across Maravai. All employees received training to ensure they understood the new career framework. We also hosted a dedicated “Career Week,” providing resources and time for employees to learn how to use the new framework to support their development.

Complementing the framework, we executed an annual company-wide goals cascade. Through this, we equipped people leaders with a toolkit to effectively roll out goal planning with their teams, ensuring alignment from organizational goals through to individual goals.

Our “Foundations” onboarding program for new hires was revamped to better connect employees to Maravai’s mission and values from day one. Recognizing the importance of scientific literacy across the organization, we introduced the Maravai Science Academy, launching initial courses in Science Fundamentals, Cooking Up Science,

and mRNA Analysis, with the goal of ensuring all employees possess a baseline understanding of the science driving our business.

Maravai’s Learning Management System continues to give our employees access to courses that support individual professional development. In 2024, approximately 33% of our employees took advantage of the Learning Management System, collectively completing 561 non-compliance courses, across a broad range of topics such as health, wellness, leadership, and productivity.

We continued our monthly cadence of communication to help people leaders develop, maintaining an alternating cadence of live meetings and newsletters. Additionally, we introduced quarterly briefing materials following earnings announcements for leaders to proactively communicate within their teams.

100%

For 2024, 100% of all eligible employees received an annual performance review

Employee engagement

We believe maintaining a dialogue with our employees and fostering an engaged workforce is critical to our business success. Our 2024 annual employee engagement survey saw an impressive 95% participation rate. We were encouraged to see increases in key metrics, including belonging, confidence in leadership, and leaders demonstrating that people are important. The survey yielded valuable qualitative feedback, with over 2,600 comments submitted by employees. While results were positive overall, career opportunities remain an area for continued focus and improvement, which initiatives like Career Week aim to address.

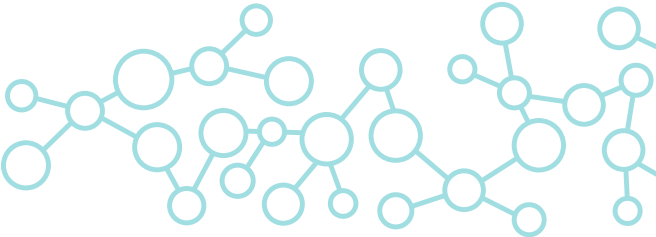
Survey results were shared transparently, first at a company-wide town hall and then discussed in depth with people leaders. All functional and business leaders created specific action plans based on their team’s survey results, demonstrating a strong commitment to responding to employee feedback.

Our communication channels remained active throughout the year. Company-wide town hall meetings continued on a quarterly basis, supplemented by more frequent business unit and function-specific town halls.

Leadership roundtables also continued, providing direct engagement opportunities between employees and senior leaders. We continued 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.

95%

Annual employee engagement survey participation rate





### Health and wellness

Supporting the holistic well-being of our team members – physical, mental, and financial – remains a core commitment. In 2024, we conducted a benefits survey, achieving a 50% employee participation, to gather direct feedback on the benefits and support areas most valued by our workforce.

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. In 2024, 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 regular 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.

Our annual flu vaccine program was expanded in 2024 to include voluntary biometric screenings, offering employees greater insight into their health metrics. We newly offered the Modern Health platform, providing access to coaching and mental health resources, which employees and their families have successfully utilized. Further supporting mental and professional well-being, we offered three distinct “coaching circles” focused on pertinent topics: career navigation, managing burnout, and diversity dialogues. Financial education continued through our partnership with Fidelity and OneDigital, our investment advisor, offering online resources, webinars and one-on-one consultation services to employees on personal finance topics covering not only retirement savings, but also budgeting, debt reduction, taxes, insurance, and investing.



# Diversity and Inclusion

Our commitment to diversity continues to drive innovation and create value for customers. By embracing varied perspectives, we develop better solutions and create an environment where individuals can thrive authentically.

Board-level oversight of Maravai’s diversity and inclusion initiatives reside with our Compensation and Leadership Development Committee, which reviews strategy, programs, and progress. To accelerate our efforts in continually building a diverse and inclusive workplace, we have a role dedicated to managing our diversity and inclusion initiatives, reporting to the Vice President of Talent. Our recruitment team’s capability in inclusive hiring was strengthened by their completion of the Certified Diversity and Inclusion Recruiter program via AIRS, reflecting our commitment to eliminating discrimination in our talent acquisition processes.

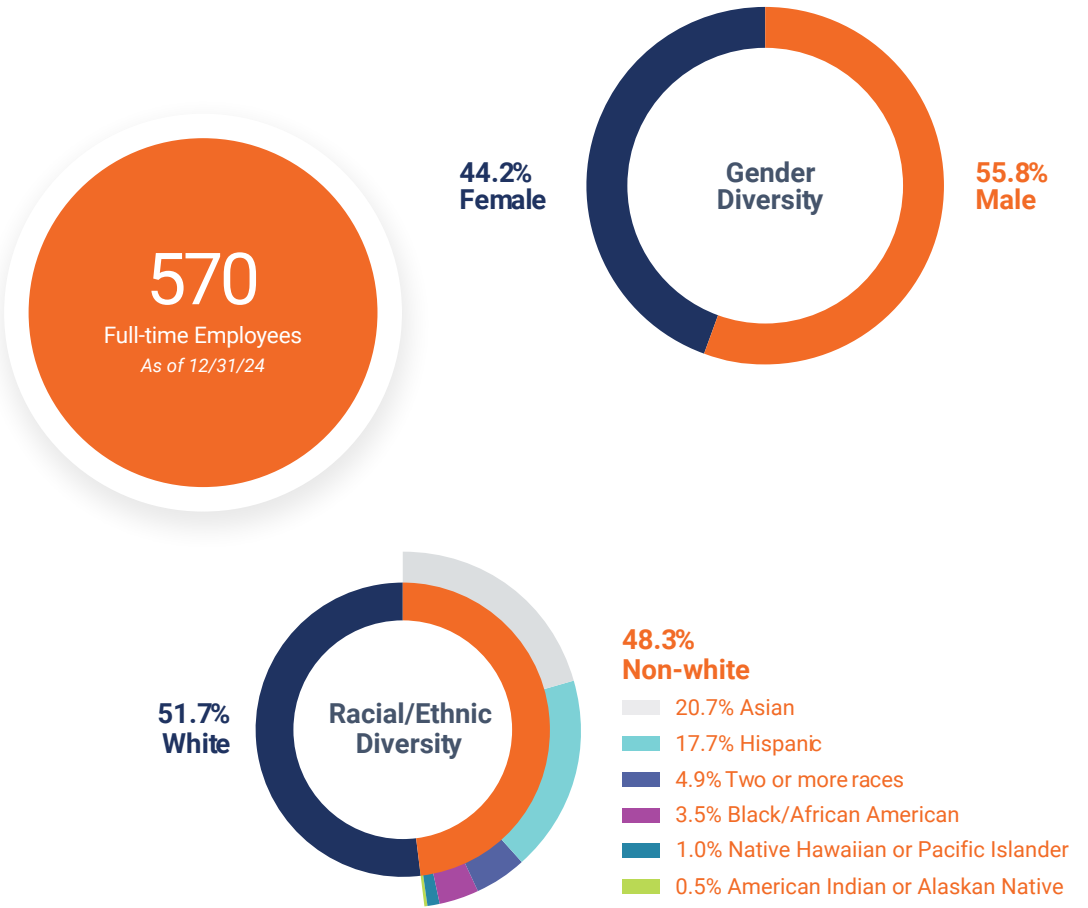
A significant milestone in 2024 was a pay equity analysis conducted by an independent consulting firm. Enabled by the clearer job categorization from our new career framework, the analysis returned positive results, indicating equitable pay practices across gender and ethnicity, with no systemic issues requiring remediation.

This reinforces our commitment to paying fairly using consistent leveling and job evaluation approaches across businesses, geographies, job families and roles with different market values.

## Instilling diversity and inclusion into our culture

In 2024, we held two internal diversity summits focused on actionable improvements. The first centered on talent acquisition processes, directly leading to the implementation of such things as blind resume reviews and process improvements to our Talent Acquisition process. The second addressed non-discrimination in promotions and development pathways where we identified our substantial progress made through the introduction of the career framework.

We believe that everyone at Maravai plays a role in contributing to our inclusive culture and increasing diversity and opportunity for all. 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.



Building on the foundation of our previous ERG efforts, 2024 saw the full launch and rebranding of our ERG as “WE” (We are Empowered). The WE ERG is dedicated to being a voice of Maravai #MiracleMakers by facilitating advocacy, mentorship, and outreach to enable and celebrate our community’s full potential. Operating with an established monthly messaging cadence and quarterly activities, the ERG significantly expanded its reach and impact. Key events included:

- An inspiring talk by Nobel Prize winner Dr. Katalin Karikó on her pioneering mRNA work.
- A successful diversity fair across all sites, where employees shared cultural traditions.
- A company-wide book club discussion.
- A mental health awareness challenge.
- Participation in the San Diego Pride 5K, with global employee involvement.
- Active involvement with our company-wide Career Week.

Key performance indicators (KPIs) were established for WE in 2024 to measure impact against baseline activities from the previous year.



Employee Resource Groups (ERGs) provide a grass-roots way to **engage, develop, and create a sense of belonging** that is *different* from official programs sponsored by the company.



### Support and networking

- Share experiences and backgrounds
- Creates a sense of community and camaraderie



### Diversity, inclusion, belonging

- Offers a resource for employees of all backgrounds to be empowered and valued
- Inclusive environment and sense of belonging



### Professional development

- Platform to host workshops, mentorship programs, and skill building events



### Community engagement

- Opportunities for community outreach and volunteer work
- Promote company’s involvement in social and charitable causes aligned with our mission



# Working together for our community

Maravai is committed to being a positive force in the communities where we live and operate. Our efforts are channeled through the Maravai LifeSciences Foundation and employee volunteerism initiatives.

### Corporate philanthropy

In 2024, the Maravai LifeSciences Foundation remained committed to supporting charitable, scientific, and educational initiatives, with a strong emphasis on advancing STEM fields and improving human health. The Foundation supported 20 different organizations or events throughout the year. Total corporate contributions amounted to \$294,000, remaining comparable to the previous year’s levels, with the Foundation’s core strategy and activities staying consistent.

### In 2024, these included:

- Curebound Padres Pedal the Cause
- Connect Innovation Day
- Brunswick County Schools
- BioCom – San Diego Festival of Science & Engineering
- Front Runners & Walkers San Diego (Pride 5K)
- Crohn’s & Colitis Foundation
- Voices for Children
- La Jolla Playhouse Innovation Night
- Monarch School
- SAY San Diego
- American Red Cross
- Foundation for mRNA Medicine
- BioCom – Women Who Inspire
- San Diego Youth Services
- Voices of our City
- San Diego Food Bank
- Alex’s Lemonade Stand Foundation for Childhood Cancer
- Alzheimer’s Drug Discovery Foundation
- Girls Who Code
- Curebound Concert for Cures

### Employee volunteerism and giving

We encourage employees to give back through various programs. Our enterprise-wide “Impact Day” program continued, granting each employee one paid day per year to volunteer for a cause of their choice. In 2024, more than 100 employees utilized this benefit, contributing more than 800 volunteer hours. We also saw organic team volunteering efforts throughout the year.

Participation in community events was strong, highlighted by over dozens of employees participating in the Curebound Padres Pedal the Cause event, raising funds for cancer research. We also maintained our presence at events like the San Diego Festival of Science & Engineering.

Our employee charitable matching program remained active, matching employee donations up to \$1,000 annually per employee. In 2024, approximately \$14,000 in company matches were made to various non-profits. We also facilitated special employee-giving campaigns in response to natural disasters, including the Maui fires and flooding in North Carolina.

\$294K

Total 2024 Foundation contributions

20

Organizations or events supported by the Foundation

100 Employees

Participated in Impact Day

800 hours

Volunteered through Impact Day

~\$14K

Total 2024 corporate contributions

# Governance

## 2024 HIGHLIGHTS

### Expanding possibilities through visibility

#### Governance

Appointed an independent Chairman of the Board.

#### Committee chairs

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

#### Transparency

Rolled out new program with dedicated ethics liaisons at each company site.

#### Oversight

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



# Business resilience

We believe ensuring effective corporate governance helps build business resilience. Robust corporate governance practices are fundamental to Maravai’s long-term success and sustainability. Our governance framework ensures clear Board visibility into significant risks and opportunities, including those related to sustainability matters, as outlined in our Corporate Governance Guidelines.

Audit committee

Compensation and leadership development committee

Nominating, governance and risk committee

Chair

Member

Financial Expert

Susannah Gray

John DeFord, PhD

Jessica Hopfield, PhD

Constantine Mihas

Sean Cunningham

Murali K. Prahalad, PhD

\* Board composition and Committee assignments as of December 31, 2024.

## Board composition, diversity and refreshment\*

Our 11-member Board of Directors provides critical oversight of Maravai’s business strategy and major risks. We strive to maintain a Board with diverse perspectives and expertise relevant to our complex business, guided by a skills matrix encompassing industry knowledge, finance, M&A, risk management, executive leadership, social responsibility, and corporate strategy.

A key development in 2024 was the transition to an independent Board Chair in December, strengthening independent leadership at the Board level. A key component of our Board diversity is maintaining a majority of independent directors. Our Board consists of independent directors, our current CEO, and four representatives from our majority shareholder, GTCR.

Our Nominating, Governance, and Risk (NGR) Committee continues to review Board composition and considers diversity, including experience, skills, and demographics, when identifying new director candidates. The Board’s “Rooney Rule” for director nominees ensures that women and minority candidates are included in the initial pool of candidates alongside men and non-minority candidates when selecting new director nominees.

Our Board committees play a vital role in governance oversight. In 2024, all committee chairs remained independent directors.

6/11

6 out of 11 Board members are independent.

100%

All of the Committee Chairs are independent.

100%

All of the Audit Committee is independent.

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## Sustainability Oversight

### Risk oversight

Effective risk management is integral to our strategy and operations. The Board oversees our enterprise-wide approach to risk management, determining appropriate risk levels and ensuring mitigation strategies are in place. Primary oversight of specific risk areas is delegated to Board committees:

- Nominating, Governance, and Risk (NGR) Committee: Oversees principal operational, business, compliance, sustainability, and cybersecurity risks, strategies, and disclosures.
- Compensation & Leadership Development (CLD) Committee: Oversees risks related to human capital management, corporate culture, talent development, and compensation structures.
- Audit Committee: Oversees risks related to financial reporting, internal controls, ethics, audit matters, and related party transactions.

Management provides regular updates to the Board and its committees on significant risks, supported by leaders from key functions. In 2024, we successfully completed the build-out of facilities designed for pandemic preparedness, which also provides valuable redundant manufacturing capacity, enhancing operational resilience. Our business continuity plan was also improved and made available as a resource for employees, focusing on ensuring coverage for customer needs via alternative sites if necessary.

# Business ethics and compliance

Maravai demands the highest standards of integrity and ethical conduct from all employees and complies rigorously with applicable laws and regulations.

Our Code of Business Conduct and Ethics (the Code) outlines expectations on topics including conflicts of interest, anti-corruption and anti-bribery, political contributions, honest and ethical conduct, and environmental protections. All employees review and acknowledge the Code annually and receive ethics training upon onboarding and annually thereafter. A significant addition in 2024 was the adoption of a formal, publicly available Human Rights Policy, explicitly prohibiting child labor and forced labor within our operations and supply chain. Our senior financial officers adhere to an additional, supplemental Code of Ethics.

We encourage reporting of potential violations through supervisors, the General Counsel, or our confidential, third-party Ethics Hotline. 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. Retaliation against those making good-faith reports is strictly prohibited under our Whistleblower Policy.

In 2024, we focused on enforcing our compliance liaison program, with quarterly meetings between the General Counsel and liaisons from each business unit.

## Succession planning

Robust 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 multifaceted, business-driven approach to protecting our infrastructure, systems, and data, which focuses on prevention, detection and mitigation of cybersecurity threats and incidents.

Oversight of 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.

In 2024, we enhanced our security posture by transitioning to improved security software. 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.

Data security awareness is embedded in Maravai’s culture. 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 recognize both the potential benefits and the inherent risks associated with Generative AI technologies, particularly concerning privacy, intellectual property, and data confidentiality. 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

## 2024 HIGHLIGHTS

### Expanding possibilities to protect the planet

#### Transparency

Enhanced our GHG emissions data collection and disclosure of Scope 3 emissions.

#### Energy

At our Cygnus Technologies facility in Leland, solar panels were installed in 2023 and offset some of the site's energy use in 2024.

#### Waste

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

#### Recycling

Glen Research initiated a nitrile glove recycling program with PolyCarbin that diverts used nitrile gloves from landfills and repurposes them into consumer goods.



# Our sustainability journey

As our business grows to support advancements in human health, we strive to operate responsibly and minimize the environmental impact associated with delivering critical life science technologies. Our environmental focus encompasses understanding and managing our resource consumption, including energy and water use, waste generation, and greenhouse gas emissions. Through data-driven insights and operational initiatives, we seek opportunities to improve efficiency and integrate sustainable practices across our facilities and value chain.

We expect our suppliers to take action to minimize their environmental footprint. Our Supplier Code of Conduct specifies that our 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.

We believe in engaging our workforce as partners in environmental stewardship. Throughout the year, including during our annual Earth Week activities, we promote environmental awareness across the company. Significant focus in 2024 was placed on developing the next generation of our environmental training program, leveraging our Master Control platform to create an enhanced and integrated learning experience scheduled for rollout in 2025.

Maravai recognizes the growing importance of addressing climate change and understanding its potential impacts on our business. We seek to further integrate climate-related considerations into our sustainability strategy, such as the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This exercise will help us to better understand and disclose our exposure to potential physical and transition risks associated with climate change that are relevant to our operations and value chain.

### Improving our facilities for sustainable growth

In 2024, we successfully opened two new facilities in San Diego, completing all necessary environmental permitting prior to commencing operations. Looking ahead, we are developing a specific program to address new regulations

concerning Methylene Chloride use at applicable sites. We will commence monitoring our usage of this chemical in May 2025 under the direction of the EPA Toxic Substance Control Act. The plan will ensure employees do not exceed Existing Chemical Exposure Limits by utilizing hierarchy of controls. Our Exposure Control Plan will be in place by the October 30, 2025, deadline. Furthermore, an acquisition completed in early 2025 introduces promising green chemistry technology, offering potential future sustainability benefits.

Efforts to improve energy efficiency across Maravai facilities include:

- The widespread use of LED lighting.
- Our Leland, NC facility utilizes rooftop solar panels. In 2024, the annual yield was more than 180,000 kWh – approximately 20% of the facility’s total energy consumption.
- Our San Diego, CA locations offer complimentary electric vehicle (EV) charging stations for employees to support sustainable commuting. In 2024, use of these stations generated savings of more than 19,000 gallons of gasoline.

### Our water footprint

Water is essential for our laboratory processes and employee needs. 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 practice responsible waste management, including established recycling programs and proper handling of hazardous materials in compliance with regulations. In 2024, Glen Research initiated a nitrile glove recycling program (through PolyCarbin), recycling 130lbs of nitrile gloves, and reducing carbon emissions by 126lbs. In addition, Glen Research recycles cardboard, mixed consumer recyclables, and plastic bags and films.

Planning is underway for a potential lab plastics recycling program at our TriLink facility, targeted for a 2025 launch. We are also proceeding with plans to phase out single-use plastic bottles, beverage cans, and other single-use plastics throughout our San Diego facilities, with implementation now targeted for 2025.

# Our carbon footprint

We recognize the importance of understanding and responsibly managing our carbon footprint. In 2024, we migrated our emissions data to a leading carbon software platform to manage environmental data efficiently and calculate our GHG inventory according to the Greenhouse Gas Protocol Standard, using the operational control approach. This provides enhanced accuracy for tracking our Scope 1, Scope 2, and Scope 3 emissions:

### Scope 1 emissions

Scope 1 emissions comprise direct GHG emissions from sources owned or controlled by Maravai. This includes emissions from stationary fuel combustion (such as natural gas for heating), and fugitive emissions like refrigerant leaks.

### Scope 2 emissions

Scope 2 emissions are indirect GHG emissions resulting from the generation of purchased energy consumed by the company, primarily purchased electricity.

### Scope 3 emissions

Scope 3 emissions encompass other indirect GHG emissions that occur in Maravai’s value chain, both upstream and downstream of our direct operations.

We continue to assess these emissions to better understand our broader environmental impact. Our 2024 Scope 3 inventory includes emissions from relevant categories such as purchased goods and services, capital goods, fuel- and energy-related activities, downstream transportation and distribution, upstream leased assets, waste generated in operations, business travel, and employee commuting.

Given our company’s growth and facilities expansion in recent years, we are monitoring our carbon footprint to establish an accurate baseline that will enable us to set informed and effective carbon reduction targets, when appropriate. The implementation of the new GHG software enables us to simulate emissions, develop strategies, and leverage AI to ensure accuracy and real-time relevance in support of Maravai’s long-term sustainability goals.

Table 1. Maravai 2024 GHG Emissions

GHG Scope 1 & 2	MT CO2e
Scope 1	862.58
Scope 2 Location Based	2,232.37
Scope 2 Market Based	2,208.57

GHG Scope 3	MT CO2e
Category 1: Purchased Goods and Services	56,213.13
Category 2: Capital Goods	10,027.39
Category 3: Fuel- and Energy- Related Activities	906.27
Category 5: Waste Generated in Operations	259.61
Category 6: Business Travel	3,943.67
Category 7: Employee Commuting	1,602.87
Category 8: Upstream Leased Assets	0.13
Category 9: Downstream Transportation and Distribution	263.20

# 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, 2024, 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 2022, 2023 and 2024 calendar years.
- 2 Our greenhouse gas inventory was developed in alignment with the GHG Protocol and is reported in metric tons of CO<sub>2</sub> equivalent. Scope 1 emissions are based on utility consumption data for natural gas, as well as consumption totals for diesel, propane, and jet fuel. Jet fuel consumption is estimated based on total flying time (in hours).

The number of refrigerators and freezers at each site are used as a basis for estimating refrigerant leakage emissions from refrigeration systems. Site square footage is applied to estimate refrigerant leakage emissions from HVAC systems. For all scope 1 sources, EPA methodology and emission factors are applied to calculate final emissions. Fuel consumption totals are estimated to fill in gaps where necessary using available primary data. If no primary consumption data is available to make an estimation, data is 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 CO<sub>2</sub> equivalent. Scope 2 emissions are based primarily on utility consumption data for electricity. EPA calculation methodology and emission factors are applied to produce both market-based and location-based emissions totals. Electricity consumption totals are estimated to fill in gaps where necessary using available primary data. If no primary consumption data is available to make an estimation, data is 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 CO<sub>2</sub> 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 sustainability 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 sustainability strategy to six 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><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>GOAL 3</div><div>Good Health and Well-Being</div></div></div>	<p>Maravai’s mission is to improve human health by enabling the miracles of science. Our portfolio of over 3,000 products directly supports life changing medicines and diagnostics. Our proprietary CleanCap® technology is being used in 136 active clinical programs across various therapeutic areas. We’ve expanded our manufacturing capacity to ensure we can meet global health needs, including future pandemic preparedness, while supporting current innovations in oncology, infectious diseases, and neurological disorders.</p>
<div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div><div>GOAL 5</div><div>Gender Equality</div></div></div>	<p>We believe diverse leadership drives better outcomes. Two of our Board Committees are chaired by women, demonstrating our commitment to gender parity at the highest levels. In 2024, we expanded our “WE” Employee Resource Group to facilitate advocacy, mentorship, and outreach across Maravai. Our third-party pay equity analysis confirmed we maintain equitable practices across gender and ethnicity with no systemic issues requiring remediation.</p>
<div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div><div><div>GOAL 8</div><div>Decent Work and Economic Growth</div></div></div>	<p>We’re creating an environment where our team members can thrive both personally and professionally. In 2024, we implemented a comprehensive career framework that creates transparent progression paths for all employees. Our annual engagement survey achieved a remarkable 95% participation rate, with increased scores in belonging and leadership confidence. We enhanced benefits while maintaining a voluntary turnover rate of just 8.3%, demonstrating our success in creating sustainable employment.</p>
<div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div><div><div>GOAL 9</div><div>Industry, Innovation and Infrastructure</div></div></div>	<p>Innovation is at our core. We introduced 49 new products in 2024 and made our state-of-the-art GMP facilities fully operational, increasing our manufacturing capacity tenfold. Key innovations included our CleanScribe™ RNA polymerase and advancing our CleanCap® M6 analog to GMP grade status for clinical applications. These advancements help our customers accelerate their development of life-changing medicines.</p>
<div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>GOAL 12</div><div>Responsible Consumption and Production</div></div></div>	<p>We’re implementing sustainable practices across our operations. Our Leland facility’s rooftop solar panels now provide 20% of its energy needs. We’ve initiated a nitrile glove recycling program and are planning a comprehensive lab plastics recycling initiative. We’re also working to phase out single-use plastics throughout our San Diego facilities by 2025, demonstrating our commitment to reducing waste across our operations.</p>
<div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div><div></div></div><div><div>GOAL 17</div><div>Partnerships for the Goals</div></div></div>	<p>As a founding member of the Alliance for mRNA Medicines, we’re helping advance mRNA technologies globally. Our collaboration with Johns Hopkins University to establish an RNA Innovation Center will help lower barriers to RNA innovation and discovery. Through the Maravai LifeSciences Foundation, we supported 20 different organizations with contributions totaling \$294,000, advancing our commitment to scientific education and community engagement.</p>

## Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board (SASB) has identified the sustainability 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 region, of management process for ensuring quality and patient safety during clinical trials	These accounting metrics are not applicable to our business. For related content on this topic, please see: <a href="#">Product quality assurance</a> .
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	
	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: <a href="#">Product innovation</a> .
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	
Affordability & Pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	These accounting metrics are not applicable to our business. For related content on this topic, please see: <a href="#">Product quality assurance</a> .
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	

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Topic	Code	Accounting Metric	Response
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	These accounting metrics are not applicable to our business. We sell an API for clinical use to customers who create the final drug product. FDA enforcement actions are relevant to those customers. For related content on this topic, please see: <a href="#">Product quality assurance</a> .
	HC-BP-250a.2	Number of fatalities associated with products	
	HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse or disposal	
	HC-BP-210a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by	
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: <a href="#">Supply chain management</a> .
	HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Traceability is enabled to our end customer through our Quality Management System and Lot numbering system to protect against counterfeiting. Customers are notified of counterfeit risk through this system. For more content on this topic, please see: <a href="#">Supply chain management</a> .
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Zero actions led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products



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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: <a href="#">Employee engagement</a> .
	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	2024 Voluntary Turnover Rate: 8.3% 2023 Voluntary Turnover Rate: 9.0%
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: <a href="#">Product quality assurance</a> .
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 2024.
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	The accounting metric is not applicable to our business. For more information related to this topic, please see: <a href="#">Business ethics</a> .

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Topic	Code	Accounting Metric	Response
Activity Metric	HC-BP-000.A	Number of patients treated	The accounting metric is not applicable to our business. For related content on this topic, please see: <a href="#">Product innovation</a> .
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	

## Global Reporting Initiative

This index includes metrics from the Global Reporting Initiative (GRI) on impact areas core to our business. In 2023, we 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: <a href="#">About Maravai</a> and our <a href="#">Annual Report</a> .
	Reporting period, frequency and contact point	2-3	Period: Jan. 1, 2024 – Dec. 31, 2024 Frequency: Annual Contact for related questions: <a href="mailto:sustainability@maravai.com">sustainability@maravai.com</a>
	Activities, value chain and other business relationships	2-6	Maravai LifeSciences <a href="#">2024 Annual Report</a> .
	Employees	2-7	As of December 31, 2024, our team had over 570 full-time employees globally.
	Governance structure and composition	2-9	Maravai LifeSciences <a href="#">2025 Proxy Statement</a> .
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: <a href="#">Governance</a> .



Global Reporting Initiative

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GRI Standard	Disclosure		Summary and Reference Location
GRI 302: Energy 2016	Energy consumption within the organization	302-1	<b>2024 Energy Consumption</b> <ul style="list-style-type: none"><li>Total energy consumption: 13,537,834 kWh</li><li>Total non-renewable fuel consumed: 4,680,723 kWh</li><li>Total electricity consumed: 8,857,111 kWh</li></ul> <b>2023 Energy Consumption</b> <ul style="list-style-type: none"><li>Total energy consumption: 10,881,797 kWh</li><li>Total non-renewable fuel consumed: 3,313,469 kWh</li><li>Total electricity consumed: 7,568,327 kWh</li></ul>
	Energy intensity	302-3	<b>2024 Energy Intensity</b> <ul style="list-style-type: none"><li>Energy per square foot: 39.70 kWh/sq. foot</li></ul> <b>2023 Energy Intensity</b> <ul style="list-style-type: none"><li>Energy per square foot: 30.96 kWh/sq. foot</li></ul>
GRI 303: Water and Effluents 2018	Water withdrawal	303-3	<b>2024 Water Withdrawal</b> <ul style="list-style-type: none"><li>Total water withdrawal: 38.19 megaliters</li><li>Freshwater withdrawal from third-party sources: 100%</li></ul> <b>2023 Water Withdrawal</b> <ul style="list-style-type: none"><li>Total water withdrawal: 21.05 megaliters</li><li>Freshwater withdrawal from third-party sources: 100%</li></ul> <p>To develop our environmental footprints, we pulled data from our utility invoices among other data sources. Where primary data was not available, we modelled our footprint based on square footage and the activities at the location.</p> <p>For more information on this topic, please see: <a href="#">Sustainable growth</a>.</p>

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GRI Standard	Disclosure		Summary and Reference Location
GRI 305: Emissions 2016	Direct (Scope 1) GHG emissions	305-1	<b>2024 Scope 1 Emissions</b> <ul style="list-style-type: none"><li>Gross Scope 1 GHG emissions: 862.58 MTCO2e</li></ul> <b>2023 Scope 1 Emissions*</b> <ul style="list-style-type: none"><li>Gross Scope 1 GHG emissions: 736.59 MTCO2e</li></ul> For more information on this topic, please see: <a href="#">Sustainable growth</a> .
	Energy indirect (Scope 2) GHG emissions	305-2	<b>2024 Scope 2 Emissions</b> <ul style="list-style-type: none"><li>Location-based: 2,232.37 MTCO2e</li><li>Market-based: 2,208.57 MTCO2e</li></ul> <b>2023 Scope 2 Emissions</b> <ul style="list-style-type: none"><li>Location-based: 2,027 MTCO2e</li><li>Market-based: 1,993 MTCO2e</li></ul> For more information on this topic, please see: <a href="#">Sustainable growth</a> .
	Other indirect (Scope 3) GHG emissions	305-3	<b>2024 Scope 3 Emissions (MTCO2e)</b> <p>Category 1, Purchased Goods and Services: 56,213.13 Category 2, Capital Goods: 10,027.39 Category 3, Fuel and Energy Related Activities: 906.27 Category 5, Waste Generated in Operations: 259.61 Category 6, Business Travel: 3,943.67 Category 7, Employee Commuting: 1,602.87 Category 8, Upstream Leased Assets: 0.13 Category 9, Downstream Transportation and Distribution: 263.20</p> <b>2023 Scope 3 Emissions (MTCO2e)*</b> <p>Category 1, Purchased Goods and Services: 8,002 Category 2, Capital Goods: 10,572 Category 3, Fuel and Energy Related Activities: 393 Category 4, Upstream Transportation &amp; Distribution: 499 Category 5, Waste Generated in Operations: 289 Category 6, Business Travel: 2,145 Category 7, Employee Commuting: 151</p>

\*2023 Scope 1 and 2023 Scope 3, Category 6 emissions are restated to account for reallocation of data related to business travel.

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GRI Standard	Disclosure		Summary and Reference Location
GRI 305: Emissions 2016 (continued)	GHG emissions intensity	305-4	<b>2024 Emissions Intensity</b> <ul style="list-style-type: none"><li>Emissions per square foot: 9.08 kg CO2e/sq. foot</li></ul> <b>2023 Emissions Intensity*</b> <ul style="list-style-type: none"><li>Emissions per square foot: 8.10 kg CO2e/sq. foot</li></ul> 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: <a href="#">Sustainable growth</a> .
	Direct (Scope 1) GHG emissions	306-3	<b>2024 Waste metrics</b> Total waste: 448 MT Hazardous waste <ul style="list-style-type: none"><li>Total hazardous waste sent to disposal: 236 MT</li></ul>
	Other indirect (Scope 3) GHG emissions	306-4	Non-hazardous waste <ul style="list-style-type: none"><li>Total recycling diverted from disposal: 83 MT</li><li>Total waste sent to landfill: 129 MT</li></ul> 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: <a href="#">Sustainable growth</a> .
	GHG emissions intensity	306-5	
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 (Sustainability) factors into our quarterly reviews with major suppliers. For more information, please see: <a href="#">Supply chain management</a> .



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GRI Standard	Disclosure		Summary and Reference Location
GRI 401: Employment 2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	<p>We take a holistic approach to health and wellness by offering a competitive and cost-effective benefits package for employees and their families. We regularly benchmark benefit programs to ensure the Company is offering comparable benefits that meet, and in some cases exceed, local guidelines and industry standards. Benefits can include: medical and dental insurance, flexible spending accounts, life &amp; disability insurance, health &amp; wellness incentives, parental leave, volunteer time off and training &amp; development.</p> <p>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.</p> <p>For more information, please see: <a href="#">Health and wellness</a>.</p>
GRI 403: Occupational Health and Safety 2018	Occupational health and safety management system	403-1	<p>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.</p> <p>For more information, please see: <a href="#">A culture of health and safety</a>.</p>

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GRI Standard	Disclosure	Summary and Reference Location
GRI 403: Occupational Health and Safety 2018 (continued)	Hazard identification, risk assessment, and incident investigation	<p>403-2</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>For more information, please see: <b><u>A culture of health and safety.</u></b></p>
	Worker participation, consultation, and communication on occupational health and safety	<p>403-4</p> <p>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.</p> <p>For more information, please see: <b><u>A culture of health and safety.</u></b></p>

Global Reporting Initiative

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GRI Standard	Disclosure		Summary and Reference Location
GRI 403: Occupational Health and Safety 2018 (continued)	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 href="#">A culture of health and safety</a> .
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: <a href="#">Learning and development</a> .
GRI 405: Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	405-1	Diversity metrics as of December 2024. <b>Gender Diversity, Employees:</b> <ul style="list-style-type: none"><li>44.2% Female</li><li>55.8% Male</li></ul> <b>Racial/Ethnic Diversity, Employees:</b> <ul style="list-style-type: none"><li>51.7% White</li><li>48.3% Non-white (Asian: 20.7%; Hispanic: 17.7%; two or more races: 4.9%; Black/African American: 3.5%; Native Hawaiian or Pacific Islander: 1.0%; American Indian or Alaskan Native: 0.5%)</li></ul>



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GRI Standard	Disclosure	Summary and Reference Location	
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.