



Metenova Sustainability report 2023

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A **REPLIGEN** COMPANY

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General information about the sustainability report

Based on the requirements in effect, we (Metenova) want to be a sustainable company, and will in this report compile the policies, focus areas, plans, and goals that we have set to create a sustainable offering over time.

CEO's message

Sustainable offering over time

Metenova works for a better, more efficient, and more sustainable society, in many aspects. Our business as a supplier to the pharmaceutical industry and its production of sterile and aseptic liquid pharmaceuticals is very important. The efficiency of our client's processes is one of the most important factors when we design our products and services. We have always prioritized and expanded our operations in order to meet the market's requirements for delivery, quality, and adaptations, for our pharmaceutical customers.

We are serving both the traditional pharmaceutical market as well as the fast-growing biopharmaceutical market with our products and services.

The traditional market is predominantly using stainless steel systems and products. These systems will have a long lifetime and the systems need to be sterilized and cleaned on a regular basis. Efficiency in cleaning and sterilization is based on good aseptic design, and this is one of the cornerstones in the design of our products. This enables efficient and thus more sustainable cleaning and sterilization cycles.

The trend to use single-use technology in biopharmaceutical manufacturing has grown over the past decade. We believe that there are applications where single-use technology has benefits over traditional systems – in terms of shortened time to market, flexibility, and also sustainability – but ultimately the choice of manufacturing technology is beyond Metenova's control. We have identified an opportunity to deploy our innovative efforts into an improved mixing performance within the single-use domain. While developing our single-use products we are also addressing the sustainability aspect of the single-use mixer over its lifetime and its recycling opportunity of certain components. By doing so, we help our customers realize their sustainability targets in their operations, and ultimately, we believe that this will be a small but important step for a more sustainable pharmaceutical industry.

"Investing in innovation, development, and projects that make us more efficient and thus more sustainable."

For us, sustainability is not just serving the pharmaceutical industry with sustainable and innovative products, it is also offering our employees an opportunity to develop and thrive. We achieve this by investing in wellness care as well as training and further competence development. With our growth, it is increasingly important to work with our core values and what this means to the organization.

To continue to work with our values we organized a successful full-day workshop with great contributions and engagement from all employees.

Today we are a subsidiary of the American company Repligen (NASDAQ:RGEN) and this together with our business model based on working with distributors all over the world, often requires travel for training, customer visits, and assistance to our distributors. With the possibility of video meetings and our digital lab, we reduce the need for travel and can support our customers faster and more efficiently. We aim to reduce our carbon footprint as much as possible. We will do this through more efficient travel and transportation of our products all over the world. We will also always look at the component material incorporated into our products and address this with good material choices and use recycled material whenever possible.

We always look after the company's economic growth, which gives us opportunities to invest in innovation, development, and projects that make us more efficient and thus more sustainable.

Johan Westman
Managing Director
Metenova, a Repligen
company.



Company description

Metenova is a leading innovator and manufacturer of magnetic mixers for pharmaceutical and biotechnology use. We provide aseptic cutting-edge mixing technology for critical applications. Sales are mainly performed by distributors in over 30 countries with approximately 1/3 of sales in North America, 1/3 of sales in Europe, and 1/3 of sales in Asia.

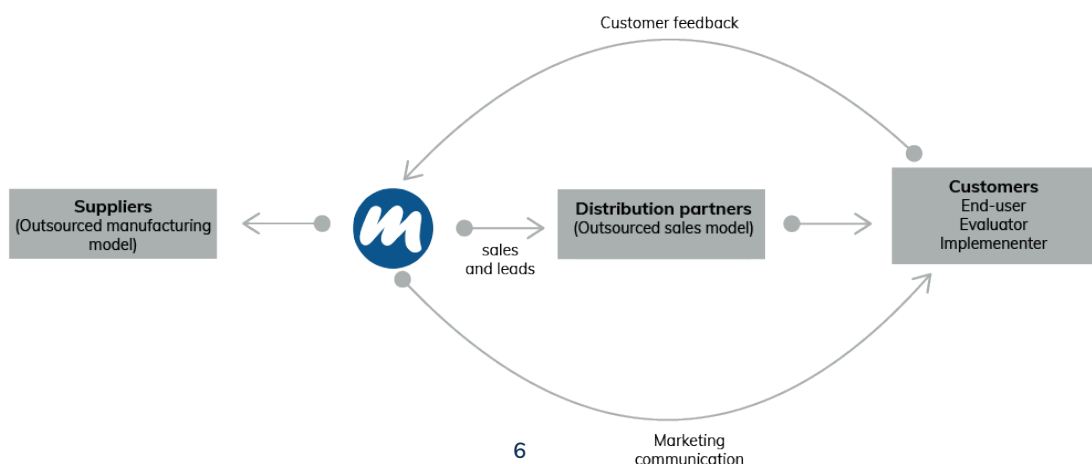
Metenova recently entered the single-use mixing market with the launch of its MixOne platform, leveraging the success of its existing repeat-use (stainless steel) product line. Metenova is headquartered in Mölndal in the Gothenburg area and has approximately 50 employees.

In October 2023 Metenova was acquired by Repligen Corporation, a US-based life sciences company that develops and commercializes highly innovative bioprocessing technologies. Metenova mixing technology inside Repligen's Fluid Management offering is a perfect fit. With Metenova, Repligen acquires a state-of-the-art single-use mixing technology ready to be integrated into its single-use solutions. The Repeat-Use business will continue to exist within Repligen as a strong and independent business area.

Metenova's business model

Metenova's repeat-use mixers will continue to use an outsourced business model. To quickly attain the global reach required by the pharmaceutical industry, Metenova works with selected distributors in the markets that are determined to be the most intriguing. Production also takes place at selected suppliers to enable rapid expansion and to use the available production capacity sustainably at our suppliers. In this way, "sharing resources" increases the opportunities to give customers the flexibility that they expect and to streamline resource use at all stages.

Our Single-use mixers and offers, will during 2024, be integrated into Repligen and their existing processes in single-use to a great extent. This will include both the sales channels as well as their in-house production capacity. It will give a better economy of scale and thus a more sustainable business model for the single-use integrated mixing solutions.



Vision and mission

Vision: Our vision is to provide products and services that enable reliable and sustainable healthcare.

Mission: We will be the leading partner in aseptic mixing technology for the pharmaceutical industry.

Values

Our values of "Innovation, Commitment, and Collaboration" will guide how we act externally toward our customers, vendors, and other partners, as well as internally in our everyday work. We also strive to be a company that cares about the environment and the society in which we operate.

Innovation

We strive to look beyond what is known and expand our knowledge and technology to not only meet today's needs but also drive future opportunities. We encourage people to think outside of traditional solutions and foster a solution-driven entrepreneurial environment.

Commitment

We are committed to the best interests of the patient in everything we do and share the vision of improving health with our customers.

Collaboration

We work with our customers to achieve their goals, and we work with openness and honesty both internally and externally.



Vision
Our purpose



Mission
Our goal



Values
Our believes



Business idea
Our way there

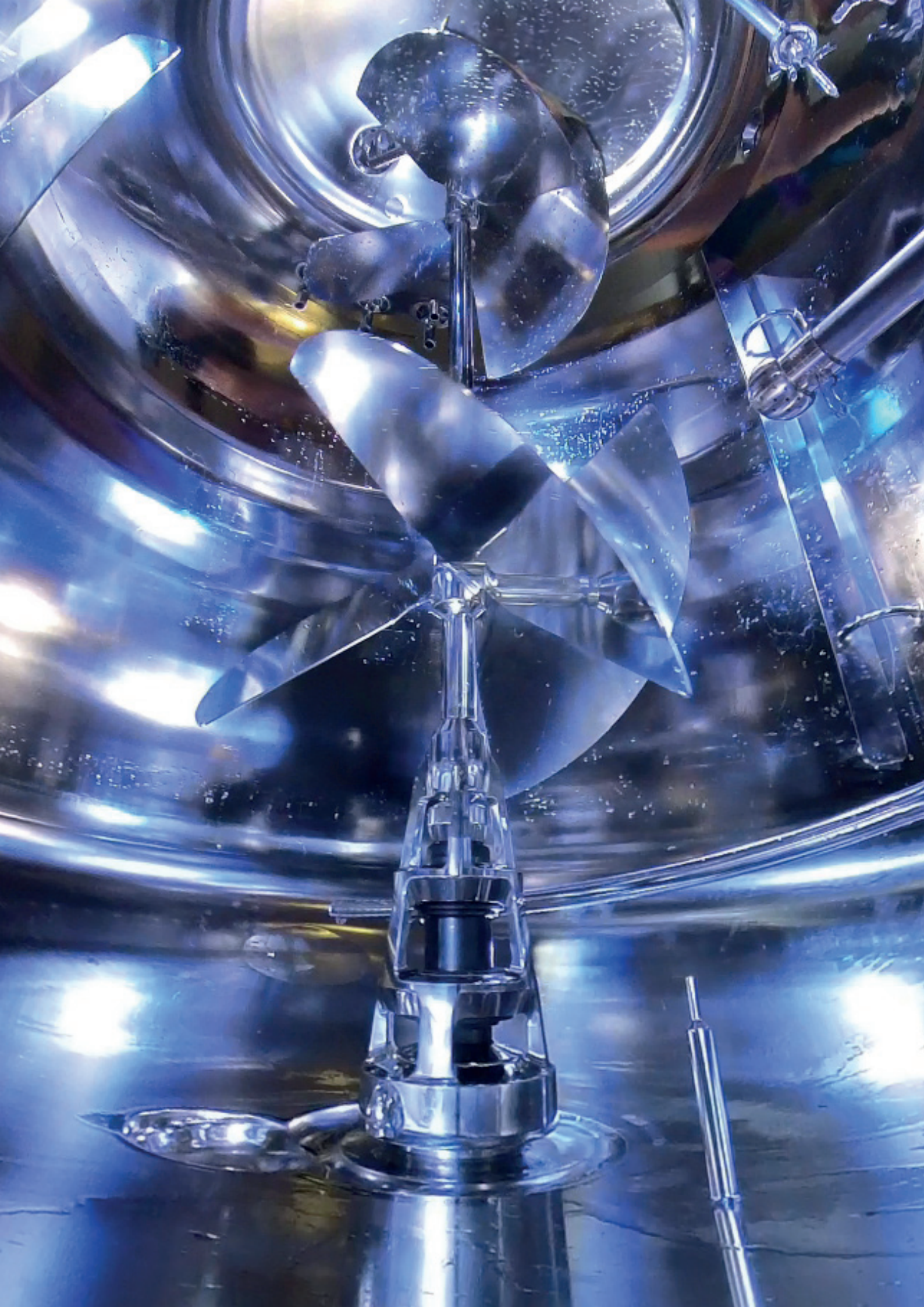
The basis for Metenova's success

With core competence in rheology, Metenova supplies mixers - a mission-critical key component in the manufacture of liquid pharmaceuticals and vaccines, with high aseptic requirements

The basis for Metenova's success is

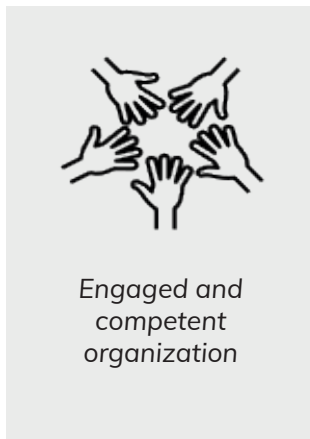
- In-depth knowledge of our end customers' challenges in an industry with ever-increasing demands.
- Innovative ability to develop new and groundbreaking solutions.
- Interaction with stakeholders in the complex world of the global pharmaceutical industry.

Rheology is the science of the time-dependent deformation properties of liquids and solid materials and a measurement of consistency, fluidity and stability, for the purpose of achieving the right product properties, processability and sustainability.



Focus areas

The sustainability focus has for the last years been on these areas; “Engaged and competent organization”, “Continual growth with retained profitability” and “Reduce climate impact”. We believe that these will contribute to a more sustainable society.



The focus areas were developed after an in-depth importance analysis, where the current situation was analyzed and were identified as the areas where Metenova has the greatest impact on society, as well as the company.

Engaged and competent organization

Social responsibility

At Metenova, we continually work on the social sustainability of our employees.

We offer employees an extensive health protection network, with health insurance – both proactive and reactive. With both an annual wellness allowance and a weekly 30-minute workout during working hours, we look after the well-being of our employees.



To ensure that we maintain a good working culture, we had a full-day workshop with our employees to define what Metenova's core values mean to us and how we ensure the good culture. It was a successful workshop with great contributions and engagement. Below is the outcome of how we will ensure that we keep our good working culture.



The psychosocial aspects are of great importance, and we are continuously updating our employee handbook to ensure that all employees are aware of their benefits and rights. In our Code of Conduct and whistleblower policy, we show the full transparency of the psychosocial work environment.

To contribute to society Metenova has donated funds to different help organizations. In November Metenova had the project "Move-ember"; each step, push-up, sit-up, etc. our employees did during this month was converted to money which was donated to the breast cancer and prostate cancer foundations. We have also donated to the childhood cancer foundation. In total Metenova has donated 24 000SEK to different help organizations and foundations in 2023

During 2023 we increased the ratio of women from 21% to 30%, this is one step in our work to enhance the diversity and diversification in the organizations in terms of gender, ethnic origin, and age. A positive trend is also seen related to sick leave, as the numbers have reduced.

To ensure that we continue to have a prosperous organization we have identified the main activities and goals presented below.

- Strive for diversity and diversification in the organization in terms of gender, ethnic origin, and age.
- Work for good health and low sick leave for staff.
- Continue with the employee surveying and act on the results of it.
- Ensure that we yearly sign off and practice our Code of Conduct.

Continual growth with retained profitability

Financial and business responsibility

We always look after the company's economic growth, which gives us opportunities to invest in innovation, development, and projects that make us more efficient and thus more sustainable.

To be a part of Repligen Corporation we believe that this will contribute to our growth especially in the single-use market. We see this as a great strategic step in our company's development.

Metenova's Code of Conduct and Third-Party Code of Conduct set out the commercial starting points, guidelines for sustainable consumption, and our ethical guidelines. These policy documents help us to ensure that we meet the goals and guidelines we have set.

In 2024, we have set these targets in order to follow up on this focus area:

- Meet our revenue target as part of Repligen.
- Continue to reach our gross margin goals.

To ensure that we meet these targets we follow the progress of these monthly.

Reduce climate impact

Environmental responsibility

Metenova's impact on the environment is an important issue. We strive to take our share of responsibility for reducing its environmental impact and contributing to sustainable development. Environmental measures must be taken as far as technically possible, commercially reasonable, and environmentally justified.

With our decision to purchase magnets in larger batches, we mitigate the geopolitical challenges with China and enable us to use boat transportation instead of air



transportation which reduces our environmental impact significantly by 22% per sent magnet (transport emissions).

We have also launched our spare part program to ensure that our products on the market can have a longer lifetime.

With the acquisition by Repligen, we needed to increase our personal travels which resulted in that we did not meet the yearly reduction of 15%. This year we will come back to normal business and conduct the yearly reduction as planned.

Our impact in scope 1 (direct emissions) is minimal due to our outsourced business model. Our biggest emissions are in scope 3 (indirect emissions) where we have good control of what our travel and transport emissions are. With the in-depth product emissions investigation done in 2021 we have also identified the majority of the product emissions. We can see a reduction in the total amount of emissions during 2023. One factor that contributed to this reduction was the strategic decision to change our type of transportation for the magnets.

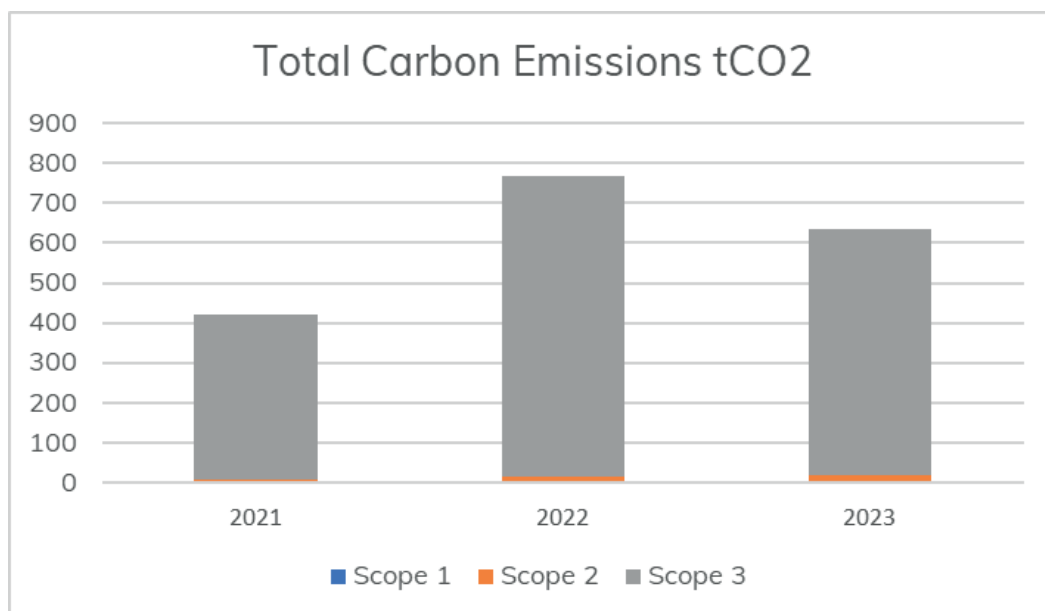


Table 1. Carbon emissions the last three years based on Scope 1-3

For 2024 we have identified these as the improvements areas to focus on:

- New vendor shall have an increased portion of recycled material when applicable (aluminum motors and magnets).
- Investigate if product transportation can be done in larger batches with the new extended organization.
- Have more digital meetings to reduce the number of business trips.
- Continue to use our digital lab for customer testing.
- GAP-analysis for CSRD compliance

Management of sustainability work

Central policy documents

With the acquisition, we are now included in Repligens comprehensive training package related to Code of Conduct, GDPR, etc. This is a great contribution to our policy documents.

- **Code of Conduct**, which regulates the most important ethical issues in our sustainability work. As part of this Code of Conduct, there is a whistleblower scheme that aims to identify any problems and risks. The Code of Conduct also describes Metenova's guidelines concerning, including anti-corruption and human rights issues.

Other policy document:

- **Metenova's Work Environment Policy**, which regulates internal work in both the physical and psychosocial work environment. Metenova's Work Environment Policy expresses the company's ambition to be a respected and attractive employer with a good working environment, which offers employees professional and personal development.

Our stakeholders

One of the fundamental values that govern Metenova's work is collaboration. In our world, there are a number of stakeholders linked to sustainability whose interests, requirements, and expectations are important in our work.

Stakeholder	Social sustainability	Economic viability	Environmental sustainability
Society	Better quality of life for citizens. Community engagement	Good health economics Reduce healthcare costs	Lowest possible environmental impact
Patient	Preventing, relieving, and curing diseases	Effective and safe medicines/vaccines	
Pharmaceutical industry	High business ethics	Innovative and affordable products/solutions of high-quality	Environmental requirements for packaging and transport
Distributors	High business ethics, Metenova Third-Party Code of Conduct	Growth and profitability Good business collaboration	Sustainable collaboration, effective video conferencing, minimizing travel
Subcontractors	Metenova Third-Party Code of Conduct	Clear documentation High-quality	Prioritize vendors in the local area. Products that meet stringent environmental requirements
Owners	Well-functioning company with satisfied employees	Growth and profitability	Meeting society's requirements for environmental work
Employees	Good working environment Development opportunities	Long-term stable company	Active environmental work – good routines for environmental issues

Our contribution to agenda 2030

Metenova respects the UN Declaration of Human Rights (www.un.org) and the International Labour Organization’s core conventions (www.ILO.org) and accepts its responsibility to observe the rights of employees and society to the extent that they are affected by the company’s operations. Sustainability work is based on the UN’s Sustainable Development Goals (<https://www.globalgoals.org>):



The sustainability goals that are relevant to Metenova’s operations and that we work actively with are:



Our social responsibility

The UN’s Sustainable Development Goal 3 is the starting point for the Sustainable Development Goals in the social sphere:

- Goal 3 – Good Health and Well-Being: “Ensuring healthy lives and promoting well-being for everyone of all ages”

As a component supplier to the pharmaceutical industry, we see ourselves as a small but important piece of the puzzle in working to promote the lives and health of patients who use liquid pharmaceuticals and vaccines. Demands to rapidly develop new vaccines and other vital medicines are placing increasing demands on effective technology, scalability, and, for certain applications, pre-validated single-use solutions. In these areas, Metenova sees opportunities to contribute and make a difference.



Social responsibility. Good health and well-being for patients.

Another part of Metenova's social responsibility is to create a good work environment that promotes cooperation, health, and safety. Some of these issues of a general nature are regulated in Metenova's Code of Conduct in the section "Society and Employees".

To achieve good results, our internal working environment is important. The objectives for this work are set out in Metenova's Work Environment Policy.

Our commercial and financial responsibility

The UN's Sustainable Development Goals 8 and 12 are relevant in the financial sphere:

- Goal 8 – Respectable working conditions and economic growth: "Work for lasting, inclusive and sustainable economic growth, full and productive employment with respectable work for all"

Metenova runs a successful business in the complicated world of the global pharmaceutical industry. The business starting points are set out in Metenova's Code of Conduct, in the section "Business ethics".



Business and financial responsibility. For our employees and the manufacturing process.

- Goal 12 – Sustainable consumption and production: "Ensuring sustainable consumption and production patterns"

Patient safety is one of the pharmaceutical industry's most important missions. Innovative design with high demands on asepsis is Metenova's contribution, a highly specialized niche product. Development within this industry is rapid and the manufacture of new medicines and vaccines presents new challenges, where Metenova can contribute to efficient and

safe production. Under the section “Sustainability” in the Code of Conduct, the guidelines for sustainable consumption are presented.

Our environmental responsibility

The UN’s Sustainable Development Goal 13 is the starting point for the Sustainable Development Goals in the environmental sphere:

- Goal 13 – Fighting climate change: “Take immediate action to combat climate change and its impacts”

Metenova’s products are designed to meet stringent requirements for aseptic and effective design. The mixers are also designed for a long product life. Transportation of the products, as well as travel, are important parts of business for a globally active company.



Environmental responsibility. For a sustainable world with reduced consequences on the earth’s resources.

Digital solutions can be part of a more sustainable way of marketing products and communicating with distributors and subcontractors. Work is underway to digitize marketing, with several digital services underway in the “Inbound marketing” project.

Plan for 2024

Below are some of the activities planned during the year related to sustainability.

Our social responsibility

- Strive for diversity and diversification in the organization in terms of gender, ethnic origin, and age.
- Work for good health and low sick leave for staff.
- Continue with the employee surveying and act on the results of it.
- Ensure that we yearly sign off and practice our Code of Conduct.

Our financial and business responsibility

- Follow our monthly updates to ensure good sales and growth.

Our environmental responsibility

- New vendor shall have an increased portion of recycled material in the products when applicable (aluminum motors and magnets)
- Investigate if product transportation can be done in larger batches with the new extended organization.
- Have more digital meetings to reduce the number of business trips.
- Continue to use our digital lab for customer testing.

Target 2024

To follow up on our progress, we have produced a number of metrics that we will monitor on an ongoing basis during the year. These metrics are related to both our focus areas and the UN's Sustainable Development Goals.

	Key performance indicators	Target 2023	2023	2022	2021	2020
Social	Invest 1% of OPEX in training	1%	0,9%	0,85%	-	-
	Employee Satisfaction Net Promoter Score NPS (-100 to +100)	>20	41	50	50	19
Environment	Energy Use electricity tCO2 (Scope 2) total	Recording	5,3	4,4	3,9	3,1
	Energy Use District Heating tCO2 (Scope 2) (Total)	Recording	14,6 ³⁾	12,1 ³⁾	5,47	3,27
	Productions Emissions tCO2 (scope 3)	Recording	145	183 ²⁾	122 ²⁾	109 ²⁾
	Transportation Products Emissions tCO2e (Total) (scope 3)	Recording	399 ¹⁾	510 ¹⁾	269 ¹⁾	92
	Business Travel Emissions tCO2 (Total) (Scope 3)	Recording	71,33	59,19	19	5,82
	Business Travel Emissions tCO2 / Employee. Reduce 15% each year by 2025	-15%	1,78 (2,4%)	1,74 (-47%)	0,63 ⁴⁾	0,25 ⁴⁾
	Scope 1 tCO2	Recording	0	0	0	0
	Scope 2 tCO2	Recording	19,9	16,5	9,37	6,37
	Scope 3 tCO2	Recording	625,3	752,2	410	206,8
	Non- conformities < 1% (rolling six months)	<1%	2,20%	1,10%	0,8%	-
Line operations	Energy Use MWh electricity (Total)	Recording	58,5	48,9	43,1	34,9
	Energy Use MWh electricity (Per sq.m.)	Recording	0,029	0,02	0,037	0,03
	Energy Use MWh District Heating (Total)	Recording	149	123	55,8	33,4
	Energy Use MWh District Heating (Per sq.m.)	Recording	0,074	0,06	0,047	0,03
	Employees, total number	Recording	40	34	30	23
	Whereof women / Men [%]	Recording	30/70	20/80	26/34	34/66
	Sick Leave	Recording	1,98%	2,92%	1,54%	2,89%
	Customer Satisfaction (From 2022 calculated with NPS score)	NPS >33	64	54	4.4 (of 5)	-
	Work-related incident	Recording	2	1	3	0

¹⁾ The increase in transport emissions for products is due to that we have more accurate data for 2021 and forward regards weight and distance for the transports.

²⁾ updated value compared to 2022 report due to accurate amount of secondary AI in Drive Unit.

³⁾ The site expanded in 2022, which is why the total number increased of used heat in the building.

⁴⁾ Travel restrictions due to covid.

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