


Metenova Sustainability report 2024

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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.

Letter from Managing Director

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 bio-pharmaceutical 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.

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.

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

“We have reduced our carbon footprint by 19% per sent Mix Head and the scrap rate has reduced by 74% for our ceramic parts.”

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.

I am glad that we have successfully continued to work with our sustainability goals during 2024. We have reduced our carbon footprint by 47% for business travels

since the start (2019) and the scrap rate has reduced by 74% for our ceramic parts during 2024. We have increased the number of women in our company, and women now represent 38% of our workforce.

We are now looking forward to 2025, where we will merge with Repligen Sweden and introduce SAP as our ERP system. This will give us a more efficient system long term, although it will require some extra effort from the organization during implementation and change.

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 primarily performed through distributors in over 30 countries, with approximately one-third of sales occurring in North America, one-third in Europe, and one-third in Asia.

Metenova is part of Repligen Corporation, and a centre of excellence regarding mixing technology, located in Mölndal in the Gothenburg area with approximately 50 employees. As part of the Fluid Management segment in Repligen Metenova's mixing technology is a perfect fit for both Repligen and Metenova.

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 solutions have been seamlessly integrated into Repligen's existing single-use processes, enhancing both their sales channels and in-house production capacity. It gives 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.



Vision
Our purpose



Mission
Our goal



Values
Our believes



Business idea
Our way there

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.

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

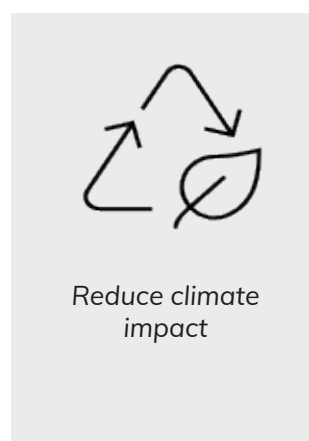
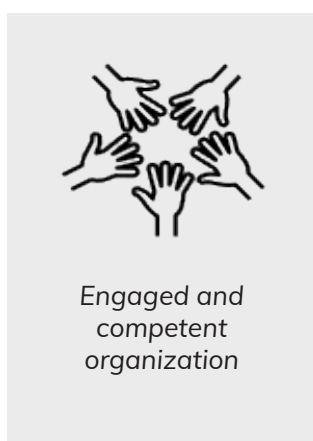
- In-depth knowledge of our end customers' challenges in an industry with ever-increasing demands.
- Innovative ability to develop new and groundbreaking solutions.
- Interaction with stakeholders in the complex world of the global pharmaceutical industry.



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 redefine what Metenova’s core values mean to us and how we can nurture the good culture. It was a successful workshop with great contributions and engagement. Seen in the figure to the right 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



The team’s view on a good working culture.

policy, we show the full transparency of the psychosocial work environment. In 2024, an increase is seen related to sick leave. We take this seriously and will continue to take action to reduce this number.

A positive result is that we have not had any work-related accidents or incidents during 2024, updated work procedures and increased safety awareness are the main drivers behind this.

To align our processes to Repligen, the rhythm for the employee survey, and customer survey will now be done every second year, which is why no result is present in the target section this year regarding these two.



To contribute to society Metenova has donated funds to different help organizations. In December 2024, Metenova donated 30 000 SEK to Plan international and the campaign “A safer world for children”

During 2024, we increased the ratio of women from 30% to 38%, This marks the second consecutive year of increasing this ratio. This is one step in our work to enhance the diversity and diversification in the organizations in terms of gender, ethnic origin, and age.

In 2025 we will merge with Repligen Sweden and join the union boarding agreement. As part of the alignment with Repligen, we will change our ERP system and instead integrate SAP. This transition will take place in the first half of 2025.

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.

The number of customer claims has significantly reduced during 2024 from 2,2% in 2023 to 0,4% in 2024, dedicated work together with production to improve our procedures and inspections has been the main driver.

In 2025, 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.

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 business 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.

The goal to reduce the travel emissions by 15% each year (base year 2019) was not met in 2024; however, the emissions has been reduced by 47% since 2019. To meet the goal, the reduction needed to be 56% compared to 2019. Additional travels due to the acquisition by Repligen is the most likely cause for not meeting the goal.

The total emission per sent Mix Head has been reduced by 19% compared to 2023, the major driver for this reduction is that the amount of road transport has increased. 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 for the second consecutive year. In 2024 the emissions were reduced by 8% per sent magnet (transport emissions) compared to 2023.

In 2023, we launched our spare part program to ensure that our products on the market can have a longer lifetime.

One exceptional example of actions taken in 2024 to reduce climate impact is the reduction of scrapped ceramics. The number of scrapped ceramics reduced by 74% compared to 2023 and many process improvements were required to achieve this result. For example, the standard manufacturing process for our male poste, or male bearing, required multiple manual steps. One of the production supervisors, Thomas Alexandersson, led the improvement project to make this piece of the manufacturing process more robust. Using his deep experience and methodical approach to problem solving, Thomas employed new equipment gauges and tools to develop more precise working instructions and mounting processes. Before being released, Thomas made sure to communicate the significant process changes with the production team to promote clear understanding and ensure

effective training. Once implemented, the process improvements quickly proved to be the major driver in reducing scrap of the ceramic male post. Overall, this successful project outcome delivered both improved product quality and significant productivity savings.

Quote from Thomas: “Each scrapped ceramic is a waste of time, material, and cost. To contribute to our internal improvements, I wanted to make a change that matters both for our efficiency and improving sustainability. With the effort me and the team made to improve the process, I’m proud of the outcome of the project. “



An improvement regarding the amount of recyclable waste is also seen in 2024, it has increased to 45%. One of the initiatives behind this increase is that the metallic waste is now divided into stainless steel and other metals.

For 2025, 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 by increasing the warehouse capacity (primarily in the US). At the same time investigate to use boat transport in a larger extent.
- 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.

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".

- 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.



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



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

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.

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.



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

Plan for 2025

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 and Repligen 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 by increasing the warehouse capacity (primarily in the US). At the same time investigate to use boat transport in a larger extent.
- 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 2024	2022	2023	2024
Social	Invest 1% of OPEX in training	1%	0,85%	0,90%	0,80%
	Employee Satisfaction Net Promoter Score NPS (-100 to +100)	>20	50	41	-
Environment	Energy Use electricity tCO2 (Scope 2) total	Recording	4,4	5,3	5,5
	Energy Use District Heating tCO2 (Scope 2) (Total)	Recording	12,1	14,6	13,2
	Transportation Products Emissions tCO2e (Total) (scope 3)	Recording	501 ¹⁾	296 ¹⁾	124
	Business Travel Emissions tCO2 (Total) (Scope 3)	Recording	59,19	71,33	73,80
	Business Travel Emissions tCO2 / Employee. Reduce 15% each year by 2025 (base year 2019)	-56%	1,74 -47%	1,78 -46%	1,76 -47%
	Total CO2 Emissions tCO2e	Recording	68 281	21 894	10 596
	Scope 1 tCO2	Recording	0	0	0
	Scope 2 tCO2	Recording	16,5	19,9	18,7
	Scope 3 tCO2	Recording	68 264	21 874	10 577
	Energy Use MWh electricity (Total)	Recording	48,9	58,5	61,4
	Electricity index MWh/MSEK	Recording	0,23	0,26	0,30
	Energy Use MWh electricity (Per sq.m.)	Recording	0,02	0,029	0,030
	Energy Use MWh District Heating (Total)	Recording	123	149	135,1
	Energy Use MWh District Heating (Per sq.m.)	Recording	0,060	0,074	0,067
	Water consumption (m3)	Recording	317	386	362
	Water consumption index (m3/MSEK)	Recording	1,52	1,69	1,77
	Waste (Total) kg	Recording	14 000	17 000	17 000
	Waste (Dangerous) kg	Recording	355	159	89
	Waste (Recyclable) %	Recording	29%	41%	45%
	Non- conformities < 1% (rolling six months)	<1%	1,10%	2,20%	0,40%

Line operations	Non- conformities < 1% (rolling six months)	<1%	1,10%	2,20%	0,40%
	Customer Satisfaction (From 2022 calculated with NPS score)	NPS >33	54	64	-
	Employees, total number	Recording	34	40	42
	Whereof Women / Men [%] total	Recording	20/80	30/70	38/62
	Women/Men in Management team [%]	Recording	20/80	20/80	25/75
	Sick Leave	<3%	2,92%	1,98%	3,50%

¹⁾ updated value compared to 2023 report due to more accurate data related to product transport data and alignment to Repligen calculations.

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