

Human Rights Policy

Repligen Corporation and each of its subsidiaries (“Repligen” or the “Company”) is committed to respecting, protecting and promoting human rights in all aspects of the Company’s operations. This policy is deeply rooted in Repligen’s mission to inspire advances in bioprocessing. It encompasses internationally recognized standards of conduct related to human rights as defined by the International Labor Organization (ILO)’s Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights.

Repligen’s Commitments

1. **Freedom of Association and Compliance with Labor Laws** – Repligen complies with all labor laws, rules, and regulations. The Company respects the rights of all workers to associate freely and, where allowed by applicable laws, to join or not join labor organizations. All workers at Repligen are free to communicate openly with management regarding working conditions without threat of reprisal, intimidation, or harassment.
2. **Elimination of Forced and Child Labor** – Repligen strictly prohibits all forms of forced, bonded, or compulsory labor and the employment of children under the minimum legal age, as defined by ILO standards, in our operations and throughout our value chain.
3. **Non-Discrimination and Equal Opportunity** – Repligen is committed to a workplace free from all forms of discrimination and harassment based on race, color, gender, sexual orientation, religion, nationality, age, disability, or any other protected class or status which may exist under applicable law.
4. **Safe and Healthy Working Conditions** – Repligen provides a safe, secure, and healthy work environment for all workers, in compliance with ILO Occupational Safety and Health standards.
5. **Fair Wages and Working Hours** – Repligen ensures fair compensation, including wages, overtime hours, and benefits, for all workers that meets or exceeds legal minimums and industry standards, and the Company respects the right to reasonable working hours and rest periods.
6. **Respect for Indigenous and Local Communities** – Repligen engages respectfully with indigenous peoples and local communities, recognizing their rights and cultural heritage.
7. **Grievance Mechanisms and Accountability** – Repligen maintains accessible, confidential, and effective grievance mechanisms to address human rights concerns. At any time, if an individual believes this policy has been violated, they are encouraged to promptly report concerns to their manager or human resources. Repligen holds itself accountable for human rights related issues through regular assessments and transparent reporting.

Scope and Implementation

This policy applies to all employees, contractors, suppliers, and business partners globally. Repligen expects all stakeholders to uphold these principles and to work collaboratively to ensure compliance and continuous improvement.

Olivier Loeillot

Date: September 28, 2025

President and Chief Executive Officer