

Sustainability and ESG Policy

Repligen Corporation and each of its subsidiaries (“Repligen” or the “Company”) is committed to operating as a responsible and sustainable business, recognizing that our actions have a direct impact on the environment, society at large, and the effectiveness of our organizational governance structure. This policy is deeply rooted in Repligen’s mission to inspire advances in bioprocessing. It outlines the Company’s commitment to Environmental, Social, and Governance (ESG) Principles, and encompasses internationally recognized standards, such as the United Nations Global Compact (UNGC), the Greenhouse Gas Protocol, and the International Labor Organization (ILO)’s standards.

This policy is a living document that will be reviewed and updated regularly to reflect evolving best practices, regulatory requirements, and stakeholder expectations. Implementation involves embedding ESG into the corporate strategy and business planning, allocating necessary resources to support ESG initiatives, fostering a culture of sustainability and ethics throughout the organization and supply chain, engaging employees at all levels to drive sustainable practices, collaborating with industry and related partners to amplify our positive impacts, investing in sustainable innovation and leveraging technology to enhance ESG performance, and regularly monitoring and reporting on progress against ESG priorities.

Our Commitments

- **Human Rights** – Repligen is committed to respecting, protecting and promoting human rights in all aspects of the Company’s operations. These commitments are outlined in Repligen’s Human Resources Policy and include freedom of association and compliance with labor laws, elimination of forced and child labor, non-discrimination and equal opportunity, safe and healthy working conditions, fair wages and working hours, respect for indigenous and local communities, grievance mechanisms and accountability. Refer to Repligen’s Human Rights Policy for additional information.
- **Climate Action** – Repligen is committed to transitioning away from fossil fuels towards renewable energy and the decarbonization of the Company’s operations, products, and supply chain while continuing to meet evolving business and stakeholder expectations.
- **Responsible Products and Packaging** – Repligen systematically designs and develops products and packaging according to eco-design principles to limit the environmental impact throughout their lifecycle. This can include lower-carbon plastic materials, energy-efficient designs and optimized packaging made from renewable materials with recycled content. Repligen continues to promote and evaluate circularity partnership opportunities through end-of-use recycling or the reuse of products, product components and packaging. Repligen also prioritizes localized manufacturing, where feasible, to limit transportation-related greenhouse gas emissions.
- **Resource Efficiency and Optimization** – Repligen focuses on minimizing waste generation, increasing recycling rates, and exploring circular economy initiatives. Repligen also strives to

optimize consumption and usage of energy, electricity and water in all operations and continues to evaluate and implement continuous improvement initiatives for each.

- **Sustainable Sourcing and Supply Chain** – Repligen recognizes the importance and benefits of assessing and promoting sustainable practices and transparency across our supply chain and has begun to engage with critical suppliers, emphasizing ethical sourcing, environmental responsibility and reduced negative impacts to the environment and society.
- **Employee Well-being and Development** – Repligen is committed to ensuring a safe, healthy, and environmentally responsible workplace for all employees and third-party contractors through training and development opportunities, including programs focused on emerging technologies, workforce diversity and inclusion, and sustainability.
- **Ethical Practices and Compliance** – Repligen upholds and communicates expectations for maintaining the highest ethical standards in all business activities, including product development, marketing, and sales, through employee training. The Company ensures steadfast compliance with relevant and emerging regulations and emphasizes the Code of Business Conduct and Ethics and the Business Partner Code of Conduct.
- **Community Engagement** – Repligen promotes responsible corporate citizenship and actively engages with local organizations to foster meaningful connections and drive positive social and environmental impacts in the communities where it operates.
- **Board Oversight and Integration** – Repligen actively integrates Sustainability and ESG considerations into board-level oversight and decision-making processes and establishes clear reporting lines and accountability for related performance.
- **Risk Management** – Repligen identifies, assesses, manages and mitigates ESG-related risks, including climate and financial related impacts, risks and opportunities. The Company ensures strong data privacy and cybersecurity practices.
- **Transparency and Reporting** – Repligen develops robust reporting mechanisms for tracking, improving and disclosing Sustainability and ESG performance in line with leading international frameworks, including GRI, SASB, TCFD and CDP.

Repligen's Sustainability and ESG policy is integral to the Company's business strategy and forms the foundation of our commitments to prioritize the decarbonization of our operations and products and to drive meaningful positive social impacts with clear Board and leadership oversight. All employees are responsible for advancing our sustainability and ESG priorities. The leadership team is accountable for overseeing the implementation and effectiveness of this policy.

By embracing and integrating these Sustainability and ESG principles, Repligen aims to drive business success, contribute to a healthier and more sustainable future, and create long-term business value.

Olivier Loeillot

Date: September 28, 2025

President and Chief Executive Officer