



Sustainability Report

2022

cerus 



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Introduction

About Cerus

Cerus Corporation is dedicated solely to safeguarding the world's blood supply and aims to become the preeminent global blood products company. Headquartered in Concord, California, Cerus develops and supplies vital technologies to blood centers for pathogen protection of blood components.

Cerus employs over 200 individuals, utilizing approximately 50,000 sq. ft. at our U.S. headquarters, which is complete with laboratory space for blood safety research. Additionally, our European commercial operations are based in the Netherlands. Our European office space is approximately 7,200 square feet and we employ over 35 employees across Europe.

Cerus was founded in 1992 at the height of the human immunodeficiency virus (HIV) epidemic, when the global blood supply was compromised by contamination. Our scientists developed a proprietary technology designed to inactivate pathogens like HIV and Hepatitis, driven by the commitment to ensuring a safe and reliable global blood supply. Over the last 20+ years, our pathogen inactivation (PI) technology has played a crucial role in protecting the blood supply against other emerging infectious diseases like Zika, Chikungunya, and West Nile Virus, as well as bacterial contamination.

Today, Cerus markets and sells our proprietary INTERCEPT™ Blood System ("INTERCEPT") in over 40 countries globally and is increasing manufacturing capacity to support continued growth into new markets and expansion within current markets. We are generating new and meaningful scientific and clinical data in the blood transfusion space, which sets us apart as a leader in innovation as we work to expand our portfolio of blood products.



Our Products: Safeguarding the Global Blood Supply

The INTERCEPT Blood System, which is based on our proprietary technologies for impeding biological replication, is specifically designed to reduce blood-borne pathogens in donated blood components intended for transfusion. The four major blood components transfused to patients globally are platelets, plasma, red blood cells and cryoprecipitate.



PLATELETS

Control of bleeding



CRYOPRECIPITATE

Replacement of coagulation factors consumed in hemorrhage



PLASMA

Delivering volume and coagulation factors



RED BLOOD CELLS

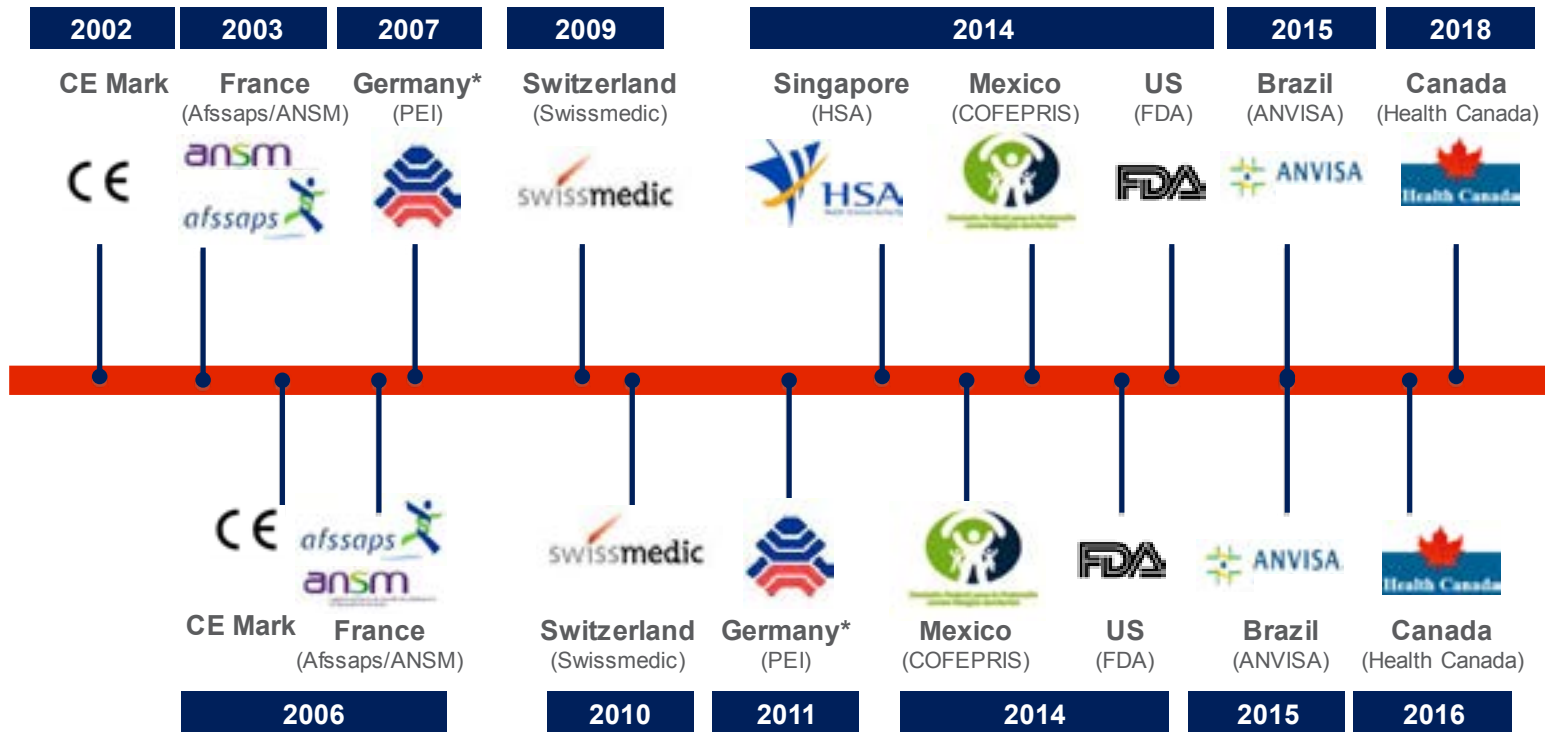
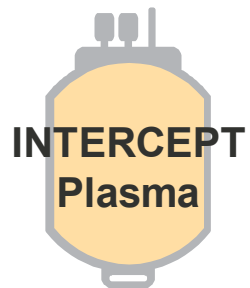
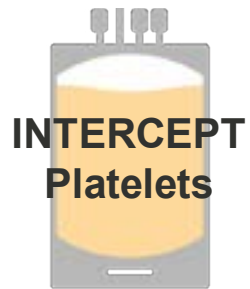
Delivery of oxygen

Over the last 20+ years, the INTERCEPT® Blood System for Platelets and for Plasma have both received a broad range of regulatory approvals and certifications. In fact, INTERCEPT remains the only pathogen inactivation system with both CE mark and U.S. Food and Drug Administration (FDA) approval for both platelets and plasma, making it commercially available in the U.S. and EU as well as other nations accepting the EU's CE Mark.





Timeline of Select Cerus Product Regulatory Approvals



*For first center approval



Our Products: INTERCEPT Goes Beyond

At the close of 2022, the INTERCEPT red blood cell (RBC) system was under regulatory review for CE Mark in Europe and was in two Phase 3 clinical trials in the U.S. Also in the U.S., the INTERCEPT Blood System for Cryoprecipitation has received FDA approval for production of Pathogen Reduced Cryoprecipitated Fibrinogen Complex (commonly referred to as INTERCEPT Fibrinogen Complex, or IFC), a therapeutic product for the treatment and control of bleeding associated with fibrinogen deficiency, including massive hemorrhage.

Bacterial contamination in platelets has been recognized as the leading transfusion-transmitted infectious risk in the U.S.¹, necessitating blood collection establishments and hospitals to apply measures to mitigate this risk. Per the options outlined in the FDA Guidance for Industry², utilization of an approved PI system such as the INTERCEPT Blood System will address this risk. Currently, the INTERCEPT Blood System is the only PI system approved by the FDA for use in the U.S.

The INTERCEPT Blood System has been strategically designed to align with and optimize blood collection processes by offering an on-site system for broad spectrum pathogen inactivation. For example, processing donated platelets with INTERCEPT can reduce the time from collection to transfusion, potentially minimizing wastage and increasing availability for hospitals. IFC can also provide hospitals with faster access for patient transfusion. While both IFC and conventional cryoprecipitated AHF (cryo-AHF) are stored frozen, IFC can be stored at room temperature for five days after thaw, while cryo-AHF has a much shorter post-thaw shelf life of approximately six hours. Leveraging our expertise across all aspects of the blood supply chain – from safety improvements to operational processes to transfusion practices – Cerco collaborates closely with blood centers and hospitals to enhance their efficiency and contribute to our shared goal of safer, faster and more readily available blood components for patient care.

¹Centers for Disease Control and Prevention: <https://www.cdc.gov/bloodsafety/bbp/bacterial-contamination-of-platelets.html>

²Food and Drug Administration. (2020, December). Bacterial Risk Control Strategies for Blood Collection Establishments and Transfusion Services to Enhance the Safety and Availability of Platelets for Transfusion. [Guidance Document]. Retrieved from <https://www.fda.gov/regulatory-information/search-fda-guidance-documents/bacterial-risk-control-strategies-blood-collection-establishments-and-transfusion-services-enhance>



A Message from Our CEO

“Cerius was founded to make the blood supply safer. If a blood transfusion is contaminated, it can lead to an adverse outcome and typically patients or their families aren’t aware that this could be a problem in their transfusion. Cerius is dedicated to ensuring that they don’t have to worry about these kinds of risks. Over the last 30 years, the focus of our work has been to innovate processes to produce safe and efficacious blood products to support patients around the globe. As we experience an increase in emerging infectious diseases and pandemic threats, our technology is there to help healthcare systems be ready and stay ready for the next emerging infectious disease threat to the blood supply.”



William 'Obi' Greenman

Cerius' President and
Chief Executive Officer





Mission + Values

Our Mission

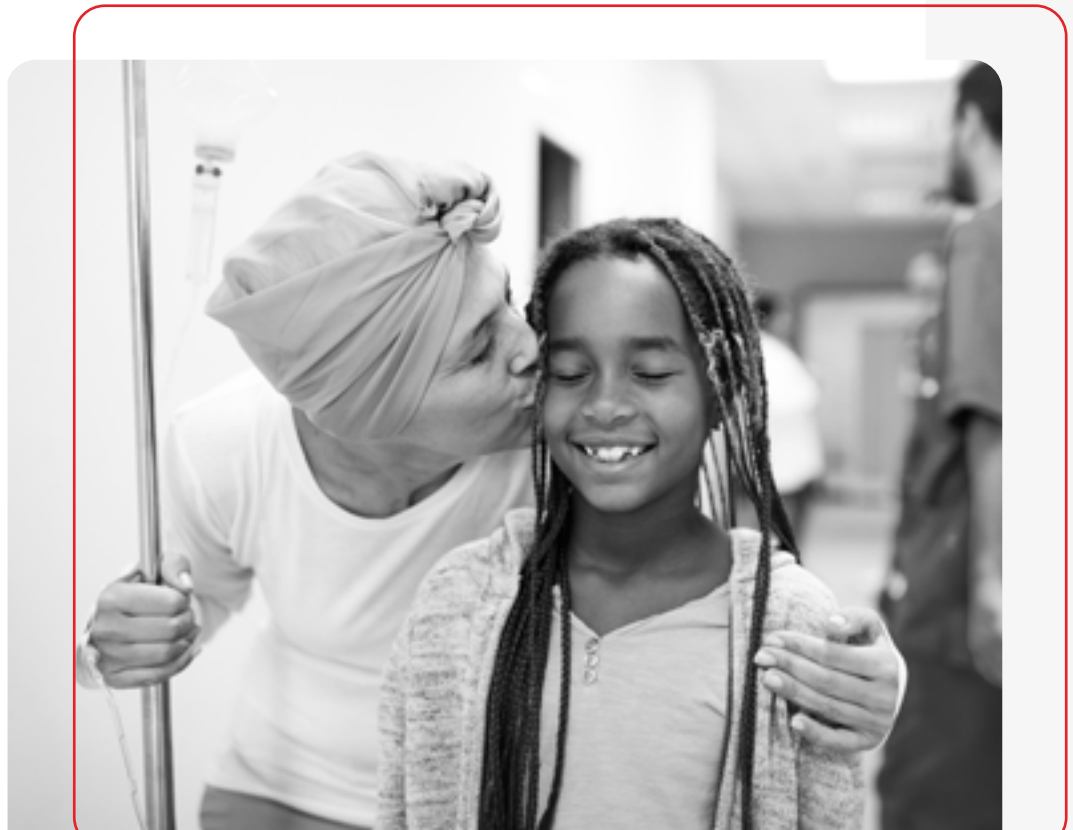
Cerus will establish INTERCEPT as the standard of care for transfused blood components globally and enable our customers to do everything in their power to deliver safe and effective blood products to patients.

Core Values

- The patient is our ultimate concern.
- We intend to make INTERCEPT the standard of care for blood safety globally.
- We will be a trusted partner for all blood services to allow them to achieve their important mission, concentrating on ensuring the quality, supply, and operational efficiency of our products.
- No other company will know blood center operations better, nor provide better service. We operate collaboratively and resolve to attract and retain the best people in the business. We operate in multiple cultures and geographies and work in a coordinated, mutually supportive fashion. Integrity, perseverance, scientific rigor, and urgency are core to who we are.

ESG Vision Statement

Cerus was founded on the belief that improving blood safety and availability would have a meaningful impact on individuals and society. We remain impassioned by our mission and are steadfastly committed to serving patients and communities through a safe and accessible blood supply for our partners, empowering our employees to deliver and innovate, and protecting our environment through sustainable practices.





Social Impact

Making a Lasting Impact on Patients Around the World

For over 30 years, Cerus' core mission has been to safeguard the world's blood supply and improve patient health and well-being. Chronic blood shortages, emerging pathogens and increasing risks of transfusion-transmitted infections have heightened the need for blood safety and availability. Cerus creates lasting, positive social impact by increasing both the safety and accessibility of blood for transfusion to patients around the world during their time of need.





Global Impact


13 million doses


In 2022, cumulative sales of INTERCEPT Blood System kits for platelets and plasma exceeded 13 million transfusable doses, helping to provide safe blood for patients across the globe.




Our Plans to Advance Social Impact

In 2022, cumulative sales of INTERCEPT Blood System kits for platelets and plasma exceeded the amount needed to produce 13 million transfusable doses, helping to provide safe blood for patients across the globe.

- 

Invest in initiatives that expand reach to patients in need of critical blood components
- 

Ensure the highest standards across our value chain
- 

Provide opportunities for employees to contribute to local community initiatives



Patient Health + Safety

The safety of our products is critical to ensure no recipients experience harmful impacts resulting from treatment. We intend to transition all our platelet and plasma kits to Bis(2-ethylhexyl) phthalate (DEHP) free plastic.

We are currently undergoing an evaluation of all component and raw material suppliers for the presence of per- and polyfluoroalkyl substances (PFAS) (known colloquially as “forever chemicals” due to their persistence in our environment and bodies). Thus far, no PFAS has been identified in any parts of our disposable sets.



Clinical Trials

At Cerus, we are committed to completing robust clinical trials prior to commercialization, ensuring the highest level of patient safety. Clinical trials demonstrate that a product is both safe to use and effective for the intended use.

Cerus is engaged in a U.S.-based public-private partnership to support the development and implementation of Phase 3 clinical trials of the INTERCEPT Blood System for Red Blood Cells (RBCs), as well as support for potential U.S. licensure and manufacturing. In 2022, two U.S. pivotal Phase 3 randomized controlled trials sponsored by Cerus were underway for the RBC product, which is not commercially available. The ReCePI³ trial was initiated in 2018 to evaluate the efficacy and safety of the INTERCEPT Blood System for RBCs in acute anemia cardiovascular surgery patients.

The RedeS⁴ trial was initiated in 2017 in response to the Zika virus outbreak to evaluate the safety and efficacy of

INTERCEPT RBCs in all types of patients requiring RBC transfusion; it has since been expanded to include sub-populations of patients with sickle cell disease requiring red cell exchange therapy.

All patients enrolled in Cerus-sponsored interventional trials provide informed consent prior to enrollment. Clinical trials are conducted according to international ethics standards (e.g., the International Council on Harmonization E6 Guideline for Good Clinical Practices) and applicable local/national regulatory requirements and laws. Cerus also sponsors a range of other post-market studies, including the recently completed PIPER study in the United States (clinicaltrials.gov NCT02549222), and an observational hemovigilance study in Europe (EU PAS registration: EUPAS49030) that continued into 2023.

³A Randomized, Double-Blinded, Controlled, Parallel Group, Non-inferiority Phase III Study to Evaluate the Efficacy and Safety of the INTERCEPT Blood System for Red Blood Cells in Patients undergoing Complex Cardiac Surgery Procedures – registered with clinicaltrials.gov (ReCePI: NCT03459287)

⁴INTERCEPT Blood System for RBCs Study in Regions at Potential Risk for Zika virus Transfusion-Transmitted Infections – registered with clinicaltrials.gov (RedeS: NCT03037164)



Community Engagement



Each year, millions of people worldwide participate in the Leukemia & Lymphoma Society's Light The Night Walk and fundraiser, bringing light to the darkness of cancer, through research and cures. In 2022, Cerus established a corporate Light The Night Walk team in Walnut Creek, California, and encouraged employees to participate in their local walks.

Supply Chain Impact

In addition to our supply chain engagement on potential patient health impacts, Cerus is committed to increasing our supplier due-diligence efforts and increasing transparency in our supply chain. We are committed to a conflict-free supply chain, meaning that there are no conflict minerals sourced from covered areas in our products. Although our INTERCEPT Illuminator requires tin, a "conflict mineral," for its functionality, a country-of-origin inquiry in 2022 and 2023 found no evidence that the tin used in the illuminator is derived from a country of concern.



People + Culture

Because blood connects us all.

At the heart of Cerus' sustainability program is the recognition that the well-being, professional development, and diversity of our workforce are not just essential components of our success, but also critical factors in building a resilient and responsible business.

We believe our company is stronger because of the variety of experiences and backgrounds our employees bring to their work every day. As we advance our ESG programs, we have collaborated with our employees to establish the following commitments:

The Cerus Commitment to Our Employees

Positively impacting millions of lives around the world—that's every day at Cerus. We work together to safeguard the world's blood supply.



- We're committed to collaboration that transcends backgrounds, roles, and borders.
- We're committed to each other and the growth and well-being of our people so we can be our best.
- We're committed to inclusivity—blood doesn't differentiate and neither do we.
- We're committed to getting things done, recognizing that what we do is necessary and the need is ongoing.





Employee Recruitment + Retention

We firmly believe that an inclusive culture is key to retain and attract top talent and increase diversity. We pride ourselves in providing a challenging work environment with possibilities for continuous skill development, appealing career advancement opportunities, and an inclusive culture that encourages entrepreneurial initiative and execution.

Employee Engagement

For Cerus to succeed, our people must see and feel that their contributions move us forward and align with our overall strategy. To pursue this culture of greater engagement, we aim to promote open and straightforward communication, such as open forums and frequent All Hands Meetings, including regular updates from our CEO and other executives and leaders with the company.

Our materiality assessment, finalized in 2022, involved a series of interviews with our employees and external stakeholders, including suppliers customers, and investors, which allowed us to gather candid feedback on our sustainability priorities. This assessment yielded People and Culture as Cerus' most critical priority topic and highlighted the importance of representation, professional development, and policies and practices to support wellbeing and work-life integration to our employees.

As a direct result of the materiality assessment in 2022, Cerus launched an employee survey and sponsored the creation of an employee-led Employee Value Proposition initiative.





Employee Value Proposition Initiative

Our Employee Value Proposition, or EVP, exercise, was led by a taskforce of employee leaders of varying Cerus tenure, responsibility, and geography. We utilized an experienced third-party consultancy to facilitate our EVP process. The project involved a survey and interviews to understand and define the unique benefits and offerings that Cerus provides to our employees in exchange for their skills and contributions to our organization. The goals of our EVP exercise were to be able to attract top talent, improve prospective employee understanding of what to expect from their experience at Cerus, enhance existing employee engagement and job satisfaction, and design effective communication of the value of a career at Cerus. This work culminated in 'The Cerus Commitment to Our Employees'.

Compensation + Benefits

We strive to provide competitive pay, benefits, and services that our employees appreciate. In addition to competitive pay, we offer broad-based stock grants and bonuses, health care and retirement benefits, and paid time off, among others. Cerus introduced a standard paid parental leave for all U.S. employees in 2022 and paid volunteer time off in 2023.

Cerus is committed to achieving pay equity globally by closing existing pay gaps among similar roles and responsibilities throughout our organization and in compliance with relevant jurisdictional legal requirements.

Career Development + Training

Through our materiality assessment and EVP surveys, we found that our employees were looking for greater access to career development and training opportunities. In 2023, we introduced access to LinkedIn Learning to all employees. LinkedIn Learning offers courses across business, software, technology, and creative skills, which our employees can use to improve their skill sets in their current roles or to learn entirely new skills.



Employee Well-being

Health + Safety

From laboratory operations to product development to supplier partnerships, we are dedicated to the safety of our workers and the communities in which we operate. Our goal is to achieve zero serious injuries through continued investment in our core safety programs and injury-reduction initiatives.

We offer training for all new hires, ongoing refreshers for all employees, and post-incident teachings to ensure that safety is top of mind for all employees. All of our employees are trained on safety based on their roles at Cerus, and all are covered by our health and safety programs. Our Environmental Health and Safety (EHS) team conducts safety inspections and walkthroughs, risk assessments (biological and chemical materials), incident investigations, and root cause analysis to ensure any incidents are avoided or learned from and not repeated.

Our Injury, Illness Prevention Program (IIPP) is the heart of our health and safety programs. Additional core programs include the following: Chemical Hygiene Plan (CHP), Bloodborne Pathogen/Exposure Control Plan, Personal Protective Equipment (PPE) Policy, Emergency Management (Environmental Response Team, Spill Response Team), Ergonomics, Waste Management, Lock-Out Tag-Out (LOTO), Hot Work, and Fall Protection.

We currently experience an average of 0 - 2 recordable work-related injuries per year, of which the majority are ergonomic in nature.



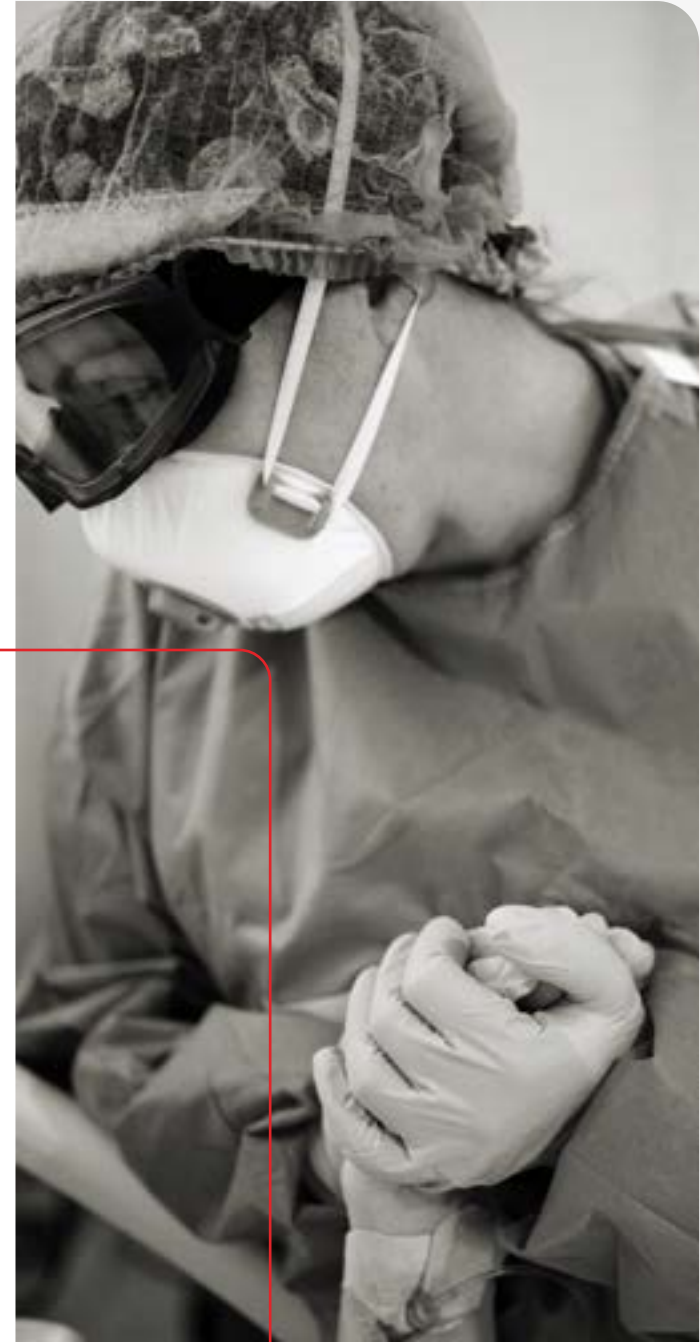
Wellness

In addition to our core employee benefits offerings, we provide the following benefits to US employees to ensure care for their holistic physical and mental health. We offer an on-site fitness facility at our headquarters, offsite gym reimbursement and weight loss program reimbursement. Our Employee Assistance Program (EAP) offers free professional counseling and guidance, including:

- Counseling Benefits: in-person, telephone and video counseling, or online therapy
- Life-Balance Solutions: financial coaching and consultation, adult care, parent, and children's resources
- Legal assistance

Other work and family-related benefits include:

- Advocacy services: support finding doctors, resolving billing issues and cost comparisons
- Prescription discounts
- Fertility advocacy: support through nurse care management to explore treatment options
- Caregiving: connects employees to resources to manage caregiving responsibilities and coordinates helpers to provide companionship, household chores and more
- Diabetic supply discounts





Diversity, Equity + Inclusion

A diverse and inclusive workforce is a business imperative and key to our long-term success. We believe Cerus is stronger because of the variety of experiences and backgrounds our employees bring to their work every day. We are committed to creating and maintaining a diverse, inclusive and safe work environment. To continue our efforts to increase diversity in the Cerus workforce, we are developing a strategy that will look to identify gaps and present suggestions on how we can encourage and cultivate an environment in which all employees feel included and empowered to achieve their best.

Global Diversity Data

AVERAGE LENGTH OF SERVICE IN YEARS	NUMBER OF NATIONALITIES
5.2 years	39

Gender Diversity*

ALL EMPLOYEES	BOARD OF DIRECTORS	EXECUTIVE LEADERSHIP TEAM
61%	44% 56%	50% 50%
Identify as women	Female Male	Female Male

Ethnic Diversity (US Only)

47%
Identify as persons of color

DEI Survey

In late 2021, Cerus offered a Diversity, Equity and Inclusion (DEI) survey to our U.S.-based employees to create a baseline understanding of our demographics, employee engagement, and employee perceptions of opportunities for individual development. The survey offered both demographic and open-ended questions, and received 150 responses, equating to a 61% response rate.

The DEI survey results suggested that our employees generally feel respected and included in the workplace and called out specific areas where we can improve. For example, we can do more to foster a work environment where employees feel comfortable speaking out about biased or non-inclusive behavior.

*Gender and ethnic diversity data is based on the gender and ethnicity affiliation to which Cerus employees identify



Sustainable Planet

Cerus is committed to making a lasting impact on patients around the world. A part of our impact is how our products are used in the environment and the environmental impacts of manufacturing our products. To ensure that our products contribute to a sustainable planet, we have identified three guiding principles:

- Ensure our products meet our customers environmental requirements.
- Minimize our environmental impact from operations.
- Collaborate with industry partners and suppliers on environmental initiatives.



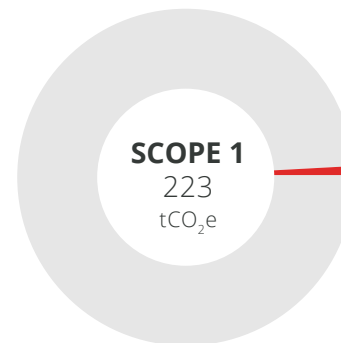
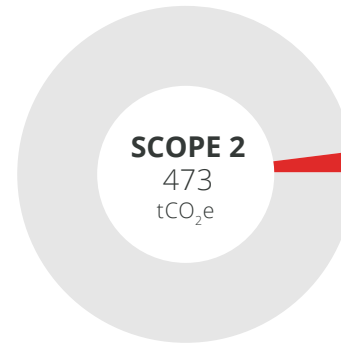


Greenhouse Gas Emissions

Inaugural Greenhouse Gas Inventory

Cerus completed our first greenhouse gas inventory, assessing our carbon footprint across our operations and value chain, covering scopes 1, 2 and 3 for calendar year 2022.. This process established a formalized emissions accounting methodology to repeat on an annual basis and sets an emissions baseline for us to assess changes over time. The results from our inventory will help identify and prioritize emissions reduction opportunities and track our progress over time.

- **Scope 1 emissions** are direct emissions from combustion of fuels at our facilities. For Cerus, scope 1 emissions come from natural gas used for heating, diesel and gasoline fuels used for transportation, and a small amount of CO₂ used as a lab gas. **Scope 2 emissions** are indirect emissions, which in our case come primarily from purchased electricity.
- **Scope 3 emissions** come from our value chain and are by far the largest emissions impact area for Cerus. These emissions primarily come from the materials and services we purchase to create our products and run our operation (Category 1 – Purchased Goods & Services). Upstream Transportation & Distribution (Category 4) is our next highest impact category, which represents emissions from the transportation of purchased goods to our facilities.





Waste

Cerius is committed not only to safeguarding the world's blood supply but also to reducing our environmental impact. Cerius' most material waste stream is bio-hazardous waste generated through our laboratory, which is collected multiple times every week through a medical waste disposal service. In 2022, we installed a second autoclave to disinfect solids such as gloves and other personal protective equipment, avoiding the need to dispose of these materials as bio-hazardous waste. Cerius is also conscientious about how we use, store, collect and dispose of our chemicals and related waste products, ensuring that they do not enter the environment (water, air and ground).



2023 Pollution Prevention Award Winner

Cerius received a Pollution Prevention Award as part of Contra Costa's Leadership in Sustainability Awards. This award showcases organizations in Contra Costa County, CA that demonstrate outstanding commitment and innovation in sustainability. We received the award for installing an additional autoclave at our Concord, CA facility. This allows us to disinfect materials onsite, diverting off-hauling these materials as hazardous waste.

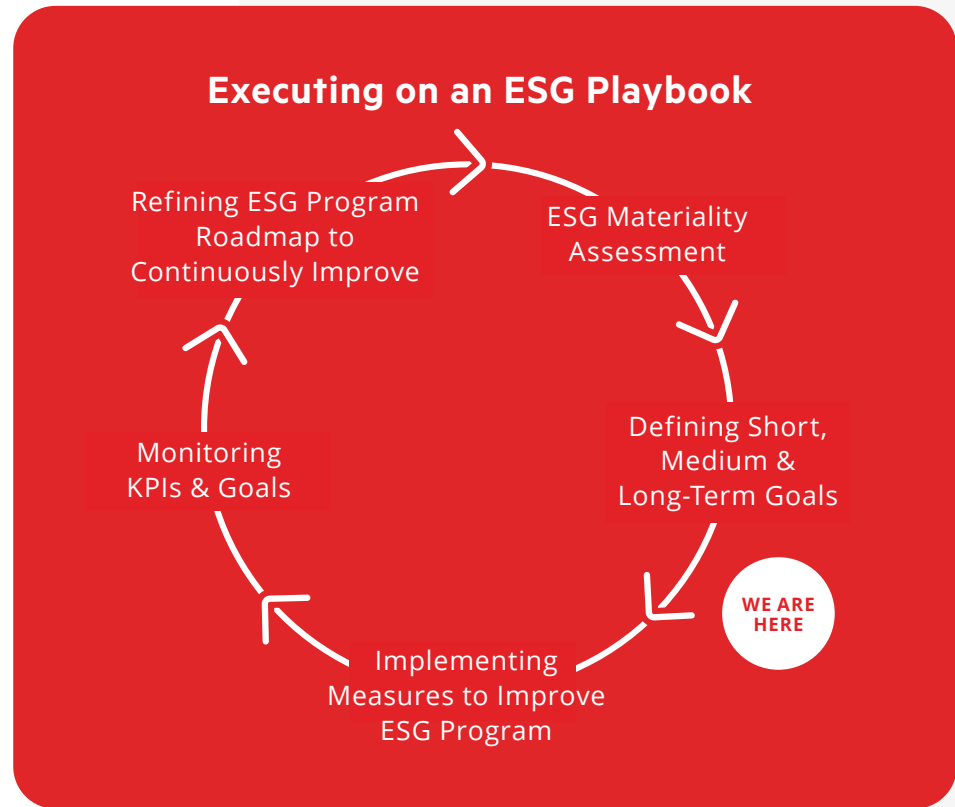


Governance

ESG Governance

As our business grows, we recognize the importance of making responsible business decisions for the benefit of all our stakeholders, including our employees, customers, partners, investors, the communities in which we work and live, as well as the planet. Our ESG program was established in 2021 with the aim of expanding Cerus from a mission-driven company to a more comprehensive global corporate citizen. ESG falls under our Board’s Nominating and Governance Committee, and at the executive level, our Chief Legal Officer and General Counsel is the corporate sponsor for ESG at Cerus.

We began our ESG journey by undertaking a materiality assessment and establishing our short-, medium-, and long-term goals. We intend to report our ESG progress regularly to stakeholders.





Materiality Assessment

In 2022, we finalized our first materiality assessment with the aim to identify and prioritize issues that are most critical to our organization for inclusion in our emerging ESG strategy. The materiality assessment process included engaging 16 stakeholders representing our employees, Board of Directors, investors, customers, and supply chain partners. Going forward, we aim to further incorporate the topics below into future sustainability efforts.

Social			
People + Culture	Social Impact	Environmental	Governance
Employee Attraction	Accessibility and Affordability	Environmental Compliance and Client Tender Process	Leadership Oversight
Retention + Culture	Social Compliance and Responsible Sourcing	Sustainable Materials and Plastic Reduction	Board Oversight of ESG
Diversity at all levels	Supply Chain Business Ethics	Sustainable Packaging	Transparency + Accountability
Employee Wellbeing	Diversity and Equity in Blood Donations	Green Workplaces	
Career Development + Training	Corporate Citizenship and Community Investment	Greenhouse Gas Emissions Accounting	
		Impacts of Climate Change in ERM	



About This Report

Unless otherwise stated, this report covers activities, data, and initiatives from our calendar year 2022.

The topics covered in this report are those identified as material to our business and highlight sustainability metrics in the 2022 calendar year. Our reporting is done in reference to two globally recognized corporate sustainability reporting standards: the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals industry. GRI provides a broad set of corporate sustainability reporting standards and guidance that are inclusive of all stakeholders. SASB's 77 industry-based standards identify and standardize sustainability disclosures most relevant to investor decision-making.

The Appendix of this report includes the Performance Data in reference to GRI and SASB. This report was prepared in collaboration with SCS Consulting Services.



Appendix

Performance Data Table

Category	Unit of Measure	CY 2022	GRI Reference	SASB Reference
Environmental				
GHG Emissions				
Scope 1	metric tons CO ₂ e	223	305-1	
Scope 2	metric tons CO ₂ e	473	305-2	
Scope 1 and 2 Total	metric tons CO ₂ e	696	305-1,2	
Scope 3 Category 1 - Purchased Goods and Services	metric tons CO ₂ e	21,999	305-3	
Scope 3 Category 2 - Capital Goods	metric tons CO ₂ e	105	305-3	
Scope 3 Category 3 - Fuel and Energy-Related Activities	metric tons CO ₂ e	106	305-3	
Scope 3 Category 4 - Upstream Transportation	metric tons CO ₂ e	5,664	305-3	
Scope 3 Category 5 - Waste Generated	metric tons CO ₂ e	284	305-3	
Scope 3 Category 6 - Business Travel	metric tons CO ₂ e	1,201	305-3	
Scope 3 Category 7 - Employee Commuting	metric tons CO ₂ e	312	305-3	
Scope 3 Category 11 - Use of Sold Products	metric tons CO ₂ e	121	305-3	
Scope 3 Category 12 - End of Life Treatment of Sold Products	metric tons CO ₂ e	10	305-3	
Scope 3 Total	metric tons CO ₂ e	29,802	305-3	
Scope 1, 2 and 3 Total	metric tons CO ₂ e	30,498	305-1,2,3	



Category	Unit of Measure	CY 2022	GRI Reference	SASB Reference
Energy				
Natural Gas	MWh	481.71	302-1	
Diesel Fuel	Gallons	13,152.71	302-1	
Gasoline Fuel	Gallons	5.56	302-1	
Purchased Electricity	MWh	1,816.34	302-1	
Geothermal	GJ	240.22	302-1	
Waste Generated and Disposal Methods				
Hazardous Waste	US Tons	1.57	306-3	
Bio-Hazardous Waste	US Tons	9.60	306-3	
Social				
Employment				
Salaried Workforce	# Employees	289		
Managers and Above	# Employees	73		
Part-Time Employees	# Employees	12		
Total Employees	# Employees	309		
Employee Turnover (Voluntary)	% Turnover	14.6	401-1	HC-BP-330a.2
Average Length of Service	Years	5.2		
Workforce Receiving Regular Performance Reviews	% Workforce	100	404-3	



Category	Unit of Measure	CY 2022	GRI Reference	SASB Reference
Cerus Workforce Safety				
Total Number of Fatalities	# Fatalities	0	403-9	
Recordable Incidents	# Recordable Incidents	3	403-9	
Total Recordable Incident Rate	TRIR	1	403-9	
Employees Trained on Occupational Health & Safety	% Employees	100	403-5	
Employees Covered by Occupational Health and Safety Management Plan	% Employees	100	403-8	
Diversity				
Female Employees (Global)	% Board Members	50	405-1	
Female Employees (Global)	% Upper Management	50	405-1	
Female Employees (Global)	% All Employees	61	405-1	
Minority Employees (Global)	% Upper Management	40	405-1	
Minority Employees (US)	% Minority	47	405-1	
Nationalities (Global)	# Nationalities	39	405-1	
Employees with Disabilities (US)	% Employees	9	405-1	
Veteran Employees (US)	% Employees	16	405-1	
Average Age	Age	45		
Employees Under 30 Years of Age	% Employees	9.4	405-1	
Employees Between 30-50 Years of Age	% Employees	54.7	405-1	
Employees Over 50 Years of Age	% Employees	35.9	405-1	
DEI Survey Response Rate (US)	% Employees	60		



Category	Unit of Measure	CY 2022	GRI Reference	SASB Reference
Safety of Clinical Trial Participants				
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion and Analysis	See Clinical Trials Section, page 11		HC-BP-210a.1
Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	USD	\$0.00		HC-BP-210a.3
Ethical Marketing				
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	USD	\$0.00	405-1	HC-BP-270a.1
Business Ethics				
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	USD	\$0.00		HC-BP-510a.1
Description of code of ethics governing interactions with health care professionals	Discussion and Analysis	See below		
Some of our customers are healthcare professionals, including doctors, nurses, pharmacists and medical directors of blood banks. We have established the Compliance Policy: Payments and Other Benefits to Healthcare Professionals (the "HCP Policy") to provide employees with specific guidance regarding appropriate interactions with health care professionals.				HC-BP-510a.2