

# EVOLVE





# EVOLVE **NEW DIRECTIONS, POSITIVE IMPACTS**

Businesses that continually evolve are the businesses that thrive. Since its founding in 1998, and particularly in the last decade, Emergent BioSolutions has experienced tremendous growth, and with that has come an ever-increasing focus on being a responsible citizen. We're building a culture where health, environmental, social and governance issues are considered in everything we do across the organization. How we meaningfully connect with our employees, customers and communities will underpin our continued expansion and collective impact.

## A LETTER FROM OUR CEO

# GREAT COMPANIES START WITH GREAT CULTURE



Robert G. Kramer

For more than 20 years, Emergent has evolved to be a leader uniquely equipped to address global public health threats, delivering peace of mind in an uncertain world. In 2019, my first year as CEO, we announced the achievement of one five-year strategic plan and launched a new one that hones our focus to have a greater impact on global public health threats and propels our growth through 2024.

Important to achieving our 2024 plans, we introduced new shared values. These values—Stand Shoulder to Shoulder, Break Through Thinking, Own It Always and Compete Where It Counts—ensure that our culture and strategy are optimized and aligned to take us into the future.

As we begin to execute on our new strategy, our social responsibility program—eGIVE—remains foundational for how we interact with the community and encourage strong employee engagement with volunteerism. In 2019, we expanded eGIVE by forming new teams at our recently acquired offices in California, Pennsylvania, Ireland and Canada, empowering approximately 200 more employees to do good in their communities. Notably, we've fostered productive partnerships with nonprofits that align with our mission and purpose and enable employees to give back in meaningful ways.

Our philanthropic efforts have been a resounding success, yet, like our values, our eGIVE program must also evolve to align with our growth strategy. In 2020, we will evaluate our social responsibility efforts to determine where we can further strengthen environmental, social and governance components to ensure that, as global citizens, we drive impactful change in both our business and the world. Our 2019 report shows examples of our step toward that evolution. You will see highlights not only of our 2019 volunteer achievements, but of how we're committed to strengthening corporate citizenship in every aspect of our business.

Emergent as a business is evolving, but our employees' passion for our mission—to protect and enhance life—remains steadfast. I am proud of their unwavering commitment to drive growth and create value for our customers, our patients, our many stakeholders and our communities.

A handwritten signature in black ink that reads "Robert G. Kramer".

Robert G. Kramer  
President and Chief Executive Officer, Emergent BioSolutions



Since 2014

**41,928**  
hours volunteered

and more than  
**\$6.6M**  
invested in the  
eGIVE program



HEALTH CAUSES

# COMPETE WHERE IT COUNTS

We set the right  
goals and conquer  
them together.



236

units of blood donated in American Red Cross blood drives at our Bayview, Camden, Lansing and Montgomery County/D.C. locations—enough to potentially save 708 lives

\$15K

each contributed to the American Red Cross National Capital Region and American Red Cross of Michigan

3,038

cartons of NARCAN Nasal Spray donated to high schools, colleges/universities, libraries and YMCAs throughout the United States



## COMBATING OPIOID OVERDOSE

On average, 130 Americans die every day from an opioid overdose.\* Collaborative, community-based solutions are essential to educate the public about opioid-related risks and emergency treatment.

To join in these efforts, Emergent runs four charitable donation programs for NARCAN® (naloxone HCl) Nasal Spray 4mg, a U.S. Food and Drug Administration–approved treatment for an opioid overdose emergency. Emergent donates NARCAN Nasal Spray to every high school and Title IV–eligible, degree-granting colleges and universities, and to all public libraries and YMCAs in the country. Free educational materials are also provided.

Eric Karas, Vice President and General Manager, U.S. Commercial, says, “To change the course of the opioid overdose epidemic, we believe education and naloxone need to be more accessible, especially for vulnerable populations. High schools, college campuses, libraries and YMCAs are at the heart of every U.S. community. We also partner with the National Association of School Nurses on an awareness toolkit that helps school nurses educate students, families and faculty.”

To date, 1,190 high schools, 90 colleges and universities, 115 YMCAs and 221 libraries have implemented opioid overdose education programs and received more than 6,076 doses of NARCAN Nasal Spray 4mg.



\* Centers for Disease Control and Prevention (CDC), National Center for Health Statistics; 2017

## MAKING DREAMS COME TRUE

At the local level, Emergent brings about change for families and communities through eGIVE donations and service activities for health-related charities. One such campaign is Emergent Winnipeg's partnership with The Dream Factory, a nonprofit that transforms the lives of children with critical illnesses by granting their dreams.

"Our partnership with The Dream Factory is a great example of connecting with the community you work and live in," says Inderjit Gill, Quality Assurance Specialist. "During our two-week fundraising campaign every March, we sell dream clouds, where employees and their families post their dreams on a wall at our facility that we call 'The Dreams Wall'. We also run bake sales and sold-out samosa lunches to support the cause."

Matthew, a seven-year-old being treated for leukemia, enjoyed a dream trip with his family to Walt Disney World® partly funded by monies Winnipeg employees raised. For the 2020 campaign, a new, dedicated online donations webpage will launch, driven by Winnipeg employees excited to sponsor another deserving child.

To our dear friends at Emergent,

### Meet Matthew

Thank you for helping us make Matthew's dream come true!

**Meet Matthew:**

It all started in March 2016 when Matthew got sick with croup. About a week after his treatment, his fever came back and he was woken up with a back pain.

The next day (March 17, 2016) we brought him to Children's ER. He was very pale at this time and not walking much. The doctors did an x-ray and blood test. It was then that Dr. Wall came in to the room with the most terrifying news: Matthew had Acute Lymphoblastic Leukemia (ALL). The next few days went by very fast, but at the same time felt like forever.

It felt like we were thrown onto a roller coaster and didn't know when it was going to end. He received a blood transfusion on the first night in the hospital, and the next day they did a bone marrow aspiration.

Matthew was diagnosed 3 days before his 3rd birthday so he had his birthday celebration in the hospital. After a month of chemotherapy, he was cancer free. He also had 10 rounds of head radiation because there were cancer cells found in his spinal fluid.

Today, Matthew is in the "maintenance" stage of his treatment and is looking forward to having his Disney dream come true. Matthew and his family of 4 will be headed to Walt Disney World to enjoy the rides, meet the characters, and most importantly - spend time together as a family!

Thank you for making dreams come true!

[www.thedreamfactory.ca](http://www.thedreamfactory.ca)

Emergent Health Services is a registered charity. All donations are tax-deductible. For more information, please contact us at 204-982-2222 or visit our website at www.thedreamfactory.ca. We are grateful for your support and look forward to helping Matthew achieve his dream.



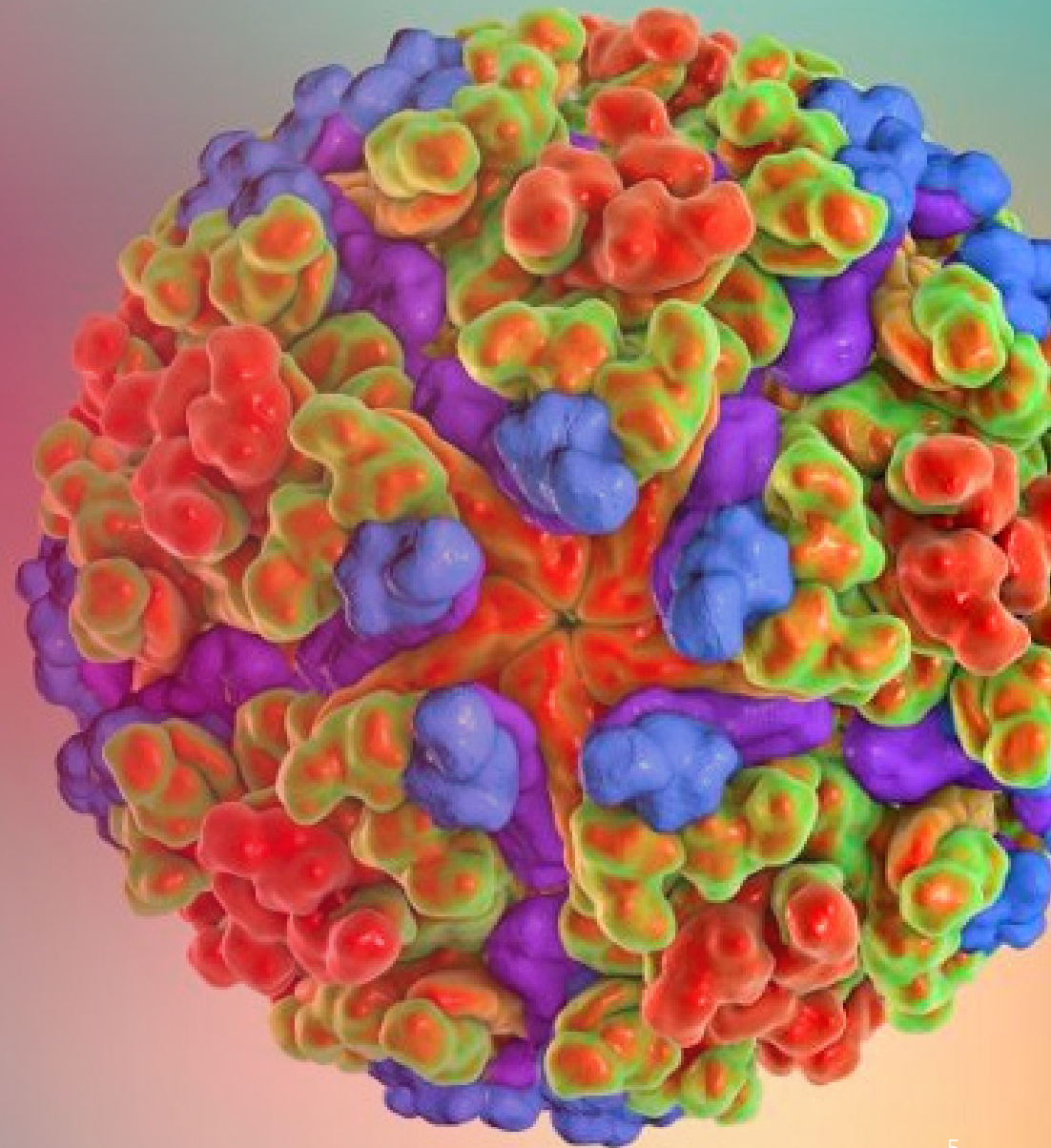


## ADVANCING A CRUCIAL VACCINE

Currently, there is no vaccine to prevent or medicine to treat chikungunya, a mosquito-borne viral disease. Chikungunya has occurred in more than 100 countries in Asia, Africa, Europe and the Americas (including the United States) and is endemic in more than 70 countries. Symptoms can last 3–4 weeks and can include fever, severe joint and muscle pain, joint swelling or rash, while chronic and debilitating arthritis can occur in a minority of patients.

“We’re working hard to bring a single-dose chikungunya vaccine to market to help meet this significant unmet need,” says Sarah Royalty Tredo, Senior Director for Vaccine Product Development. “This vaccine falls right into our core competencies of preventive care for travelers and the military. Chikungunya can affect large populations and areas—an outbreak can overwhelm health care systems, especially in developing countries.”

Emergent’s chikungunya virus virus-like particle (CHIKV VLP) vaccine candidate is being evaluated by Emergent in clinical trials and has generated robust safety and efficacy data. In the Phase 2 trial, study participants produced an immune response seven days after a single dose vaccination and demonstrated a durable response for at least one year and potentially longer. These data are encouraging for travelers and/or military personnel. The Phase 3 trial begins in 2020.



ENVIRONMENTAL CAUSES

# BREAK THROUGH THINKING

We take smart risks,  
pursue innovation and  
challenge ourselves  
to constantly improve.

**19,200,000**

gallons of water per year  
saved by correcting Lansing  
autoclave cooling water system

**14,016**

lbs of garment waste diverted  
from landfills through Winnipeg  
garment recycling program

**1,000**

lbs of aluminum cans recycled  
in new Canton aerosol can  
recycling program

**7,778**

refundable cans and bottles  
returned in Lansing with deposits  
donated to Ronald McDonald  
House of Mid-Michigan





## SAVING WATER AND COSTS

At the Lansing, Mich. facility, an autoclave water system constantly ran fresh water to cool the hot autoclave effluent, even though the hot effluent only ran for a few hours each week. The autoclave's cooling water flow needed to be turned off when it was not needed. Emergent mechanics and electricians worked together to find the solution: rewiring the machine so that the cold-water valve opens only when it is needed to cool the hot autoclave effluent.

This practical fix reduced water usage and costs significantly, saving an estimated 19,200,000 gallons per year—approximately 16% of the Lansing site's water use—and nearly \$250,000 in annual costs. According to Steven Iadicola, General Maintenance Manager, Facility Services, "Emergent's focus on operational efficiency and decreasing environmental impact allows our workforce to identify and solve these types of problems. Wins such as these encourage us to continue to look for ways we can improve energy savings and cost-effectiveness."

## RECYCLING AEROSOL CANS

Hazardous waste handling involves much hassle and expense. Kim Shea, Manager, Environment, Health and Safety, explains, "We use aerosolized 70% Isopropyl alcohol (IPA) cans at our Canton manufacturing facility for cleaning and decontamination. Sometimes there is IPA left in them, they are bulky, and it costs \$3,500 annually to remove them. So, in 2019 we decided to institute an innovative, cost-effective aerosol can recycling program, and it's been a win-win for us and the environment."

The PIG® Aerosol Can Recycler punctures all of the aerosol cans, and any residual contents drain into an attached 55-gallon steel drum. The empty aluminum aerosol cans go into the recycling stream, and when the drum is filled with IPA, it is sent for fuel blending and recycled as well. More than 100 cans can be punctured in 30 minutes, and a filled drum costs just \$300 for disposal. The Canton, Mass. facility started this program in spring 2019—by the end of the year it had already recycled a half ton of cans.

## REDUCING GARMENT WASTE

Emergent's Winnipeg facility placed #1 in Canada and #4 in North America in the annual Greenovation Awards, in recognition of the 16,821 pounds of garment waste they diverted from landfills in 2018. The facility teams up with Kimberly-Clark Professional to recycle their single-use garments in RightCycle, the first large-scale recycling program for nonhazardous lab, cleanroom and industrial waste. The garments are sorted and processed into raw materials that can be used for everyday eco-responsible consumer goods.

"Approximately 80% of our garments are now recycled!" says Karrie Zonneveld, Environmental Specialist. "We're finding that employees and stakeholders really appreciate recycling programs such as this, as well as other investments in waste reduction and equipment upgrades that we're embedding in our operations." The Winnipeg facility diverted 14,016 pounds of garments from landfills in 2019 and is nominated for another award for their efforts in 2020.



A woman with long dark hair is smiling and looking at a young girl. The girl, who has her hair in small braids, is also smiling and looking at a tablet computer. They are sitting at a desk in what appears to be a classroom or library, with bookshelves and windows in the background. The image is overlaid with a large teal and green circular graphic.

SOCIAL CAUSES

# STAND SHOULDER TO SHOULDER NO MATTER WHAT

We combine our best thinking and  
communicate openly to support each other.



## STAND SHOULDER TO SHOULDER NO MATTER WHAT

**\$15K**

contributed to Iraq  
and Afghanistan  
Veterans of America  
(IAVA)

**\$45K**

contributed  
to Learning  
Undeclared's  
STEM education  
programs

**\$25K**

contributed to  
Weekend Survival  
Kit program at  
Sheridan Road STEM  
School in Lansing

**1,500**

hygiene and  
essential needs kits  
donated to Siloam  
Mission in Winnipeg

**8,197**

lbs of food sorted  
at Greater Lansing  
Food Bank—enough  
for 6,830 meals

**375**

Mugs for Love snack  
kits packed for  
Meals on Wheels of  
Central Maryland

**3,000**

lbs of food  
purchased for  
Canton  
Food Pantry

**LEARNING  
UNDEFEATED**



## EXPANDING STEM EDUCATION

For more than 10 years, Emergent has supported Learning Undeclared, a STEM education nonprofit based in Maryland, with Brian Gaines, CEO, calling it a terrific partnership: "Emergent's commitment to STEM education is really a part of their DNA; their support goes well beyond financial to span across all of our programs. When Emergent opens its doors for summer tours of their facilities and employees volunteer at our mobile labs and symposiums, students from underserved communities get to meet STEM professionals who look like them and learn more about the wide range of career paths available."

Partly funded by Emergent, Learning Undeclared's array of custom-outfitted mobile STEM labs offer free technology and science education, most often at under-resourced schools or in disaster-impacted areas. Introduced in 2019, the smaller Drop Anywhere Labs are built from modified shipping containers and can serve up to four classes simultaneously. In Maryland, a Drop Anywhere Lab is dropped off at a different middle school each Monday, allowing students to explore and enjoy science classes during the week. The free mobile labs have provided invaluable learning experiences for thousands of students.





## INCREASING ENGAGEMENT AND INCLUSION

Emergent's business and workforce continue to grow as we pursue our five-year strategy goals. In 2019, we filled 478 positions, with 60% in key roles for which we recruited externally and filled with a diverse candidate (someone who identifies as a female or minority). Linda Gillen, Director of Talent Acquisition, says, "Hiring employees with varying backgrounds and experiences brings diversity of thought and allows us to better meet the needs of our customer base. As we continue to grow globally, it is increasingly important to identify areas where we can improve diversity and inclusion, and create strategies for doing so."

Throughout the year we sponsor employee events that focus on awareness and inclusion. One such event was International Women's Day (IWD). IWD celebrates the social, economic, cultural and political achievements of women. Emergent asked employees to wear the IWD colors of purple, green or white to acknowledge the day; for any employee who did, the eGIVE Steering Team donated \$5 to a local nonprofit that supports women's development or empowerment.

Employees from Switzerland to Ireland and Maryland to Michigan donned IWD colors, recognizing that rights and opportunities should not be defined by gender. The activity raised more than \$4,000 for important causes, such as the Girl Scouts Heart of Michigan, Montgomery County Family Justice Center Foundation and Women's Advocacy Coalition Baltimore.



STAND SHOULDER TO SHOULDER NO MATTER WHAT



## HELPING MILITARY HEROES THRIVE

In 2019, Emergent's Montgomery County/Washington D.C. (MC/DC), Bayview and Lansing eGIVE teams joined forces to support Help Our Military Heroes, a nonprofit that provides ramp-entry, modified minivans to injured active duty service members and veterans. MC/DC led the way with a \$10,000 donation, and the teams contributed nearly \$12,000 total to the purchase and modification of two minivans for U.S. Army veterans John Patterson and Dolly Harris.

"Help Our Military Heroes beautifully aligns with the eGIVE focus area of protecting those that protect us," says Lisa Richardson, Senior Director, Corporate Development. "Our MC/DC team was fortunate to attend the presentation of a

modified minivan to U.S. Vietnam veteran John Patterson. You see firsthand the difference these vans make in the lives of injured service men and women."

At Help Our Military Heroes, 100% of public donations go toward the purchase of the minivans, which are retrofitted to every individual's needs. For Major Dolly Harris, U.S. Army Ret., "Receiving this van has been a game-changer for my life. I am no longer a prisoner in my own house. Transportation is no longer a hardship. I have returned to the gym and participate in pool therapy with a personal trainer. My balance and strength have improved, and I can now stand and walk in the pool!"





GOVERNANCE

# OWN IT ALWAYS

We aim for every person at Emergent to be engaged and accountable to deliver on our commitments.





## INNOVATING EMPLOYEE TRAINING

Ethics awareness training videos are often notorious for being canned readings of the company code of conduct. But Emergent has taken a different approach to make our training video more engaging and relatable: customized scenarios and lots of input from employees and leaders.

Professional actors act out customized ethical dilemmas in the company's key risk areas, such as anti-corruption, global privacy and social media. For each dilemma, the video presents employee selfie responses, and our subject matter experts provide guidance on how to handle each one. The video then reminds employees how to report concerns and describes what happens when they do. The video also features a cross-section of our global employee base and leaders from the executive team describing what they like most about Emergent.

"Ensuring proper governance is essential, now more than ever with Emergent's recent global expansion and diversification of its customer base," says Laura Kennedy, Senior Vice President and Chief Ethics and Compliance Officer. "We need to prepare our employees to identify and handle ethics and compliance issues when they arise, and engaging employees in this innovative training approach makes the learning more effective."



## CONGRATULATIONS TO OUR EMERGENT SCHOLARS

Emergent Scholars was designed in partnership with Fuad El-Hibri, Executive Chairman of the Board, to encourage the pursuit of higher education by providing scholarships to help full-time undergraduate students study at an accredited two-year or four-year college or university, or a vocational technical school. In 2019, we awarded five \$3,500 scholarships.

### Congratulations to the 2019–2020 winners:

#### **Alexandria Arvy**

Daughter of Neil Arvy, Lansing, Mich.

#### **Lucy Du**

Daughter of Ning Xu, Camden, Baltimore, Md.

#### **Kiara Ediriweera**

Daughter of Manjula Ediriweera, Winnipeg, MB

#### **Vasil Iakimovitch**

Son of Vira Artym, Gaithersburg, Md.

#### **Hannah Miller**

Daughter of Howard Miller, Rockville, Md.





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