



2024 LABCORP CORPORATE  
RESPONSIBILITY REPORT

# PURSUIING HEALTHIER FUTURES



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## A message from Labcorp's Chairman and CEO



At Labcorp, we are united by our mission to improve health and improve lives. This commitment extends beyond our role as leaders in diagnostics and drug development; it is fundamentally integrated into our responsible operations and community stewardship. With nearly 70,000 dedicated employees, we bring this mission to life by empowering individuals with the information they need to make informed decisions about their healthcare journeys.

We experienced significant growth in 2024 driven by our core business performance and strategic acquisitions, further reinforcing our reputation as a trusted partner to health systems, biopharma customers and healthcare providers. This growth has bolstered our business and enhanced our ability to serve communities, expanding our diagnostic testing services to millions of patients worldwide.

Leading in specialty testing in critical areas including oncology, neurology, autoimmune disease and women's health is a strategic focus for the company. Our acquisition of select assets from Invitae advanced this strategy by expanding our genetic testing solutions for oncology and rare diseases. Today, Labcorp offers cutting-edge diagnostic and genetic testing solutions, coupled with comprehensive clinical insights, empowering physicians to guide patients effectively throughout their health journey.

We also introduced groundbreaking new tests, including the only first-trimester preeclampsia screening available in the U.S. and a revolutionary blood biomarker test for Alzheimer's disease. In addition, we launched Global Trial Connect, an initiative designed to accelerate clinical trials and promote inclusivity in the research process.

Through the Labcorp Charitable Foundation, we have proudly distributed over 500 grants, with more than 200 awarded in just 2024. These grants aim to address the social determinants of health and advance STEM education. Furthermore, we established the Labcorp School of Medical Laboratory Sciences, offering tuition-free training for individuals aspiring to build meaningful careers in healthcare.

Over the past year, we have achieved remarkable milestones that demonstrate our commitment to our clients, patients and providers. We remain dedicated to our mission as we move forward and will continue to drive positive change and innovation for a better future.

### **Adam H. Schechter**

Chairman and Chief Executive Officer





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We have the honor of being recognized as a top workplace by some of the world’s most influential publications and organizations. These accolades and insights validate the hard work of our exceptional team, help attract and retain top talent and inspire us to improve. By committing to excellence, we hope to set new standards in our industry and create an environment where the brightest minds can thrive and make meaningful contributions to global health.



In addition to these accolades, Labcorp was recognized in 2024 by USA Today for lowering companywide carbon emissions, Fortune Magazine for innovation and Newsweek as a top company for corporate responsibility, trustworthiness and environmental sustainability programs.

### Our mission and promise

At Labcorp, our mission is clear: improve health and improve lives.

As a global leader in laboratory services, we help address society’s most critical health challenges every day. We support healthcare providers and patients with the tools to diagnose and manage life-threatening diseases while working to make personalized healthcare more accessible for all. Our work is helping to transform patient care in the areas of oncology, women’s health, autoimmune disease, neurology and other serious diseases. We collaborate with doctors, hospitals, pharmaceutical companies and researchers to pursue and translate scientific breakthroughs into practical, personalized solutions for patients through our unparalleled diagnostics and drug development laboratory capabilities.

We understand the intricate connection between human well-being and environmental health, and we embrace our responsibility to foster healthier communities. As part of our mission, we are committed to operating responsibly and sustainably for the good of our employees and the customers, patients and communities we serve.





# 2024 Labcorp at a glance

## Our mission

### Improve health, improve lives



**\$13.01 billion**  
FY 2024 revenue



**~70,000**  
mission-driven employees



**~175 million**  
patient interactions



**~100 countries**  
served globally



**Over 75%**

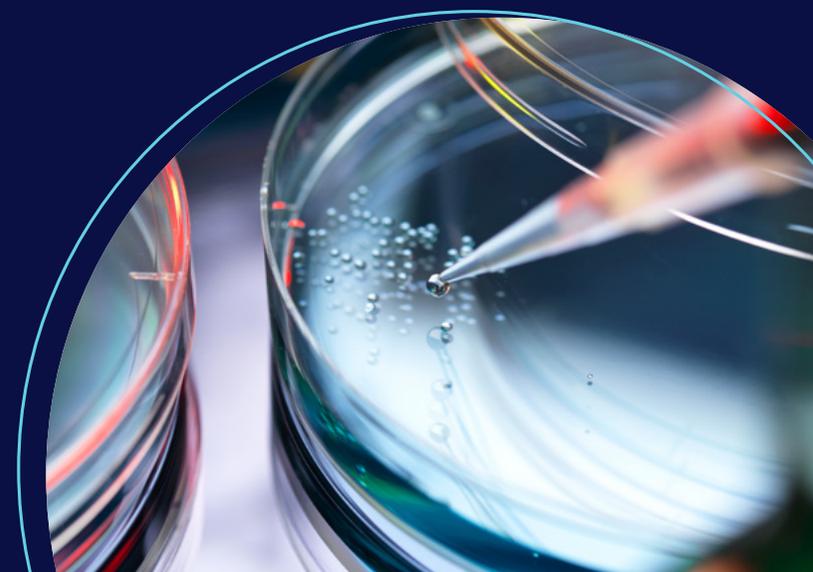
of the new drugs and therapeutic products approved by the U.S. FDA were supported by Labcorp



**6,500+**  
tests offered



**700+ million**  
tests performed





The Labcorp Board of Directors is fundamental to our governance approach. Our Board members bring a strong balance of skills, experiences, backgrounds and expertise and demonstrate our commitment to a governance structure that reflects our employees, our customers and the communities that we serve.

### LABCORP BOARD OF DIRECTORS



**Adam H. Schechter**  
President and Chief Executive Officer, Chairman of Labcorp



**Kerri B. Anderson**  
Former CEO of Wendy's International, Inc.  
*Audit Committee*  
*Nominating and Corporate Governance Committee*



**Jeffrey A. Davis**  
Former Chief Financial Officer of Dollar Tree, Inc.  
*Chair, Audit Committee*  
*Quality and Compliance Committee*



**D. Gary Gilliland, MD, PhD**  
President and Director Emeritus of the Fred Hutchinson Cancer Research Center  
*Audit Committee*  
*Quality and Compliance Committee*



**Kirsten M. Kliphouse**  
Former President of Google Cloud Americas  
*Audit Committee*



**Garheng Kong, MD, PhD**  
Managing Partner of HealthQuest Capital  
*Lead Independent Director*  
*Compensation and Human Capital Committee*  
*Chair, Nominating and Corporate Governance Committee*



**Peter M. Neupert**  
Former Operating Partner at Health Evolution Partners Inc.  
*Nominating and Corporate Governance Committee*



**Richelle P. Parham**  
President of Global eCommerce and Business Development of Universal Music Group  
*Chair, Compensation and Human Capital Committee*  
*Nominating and Corporate Governance Committee*

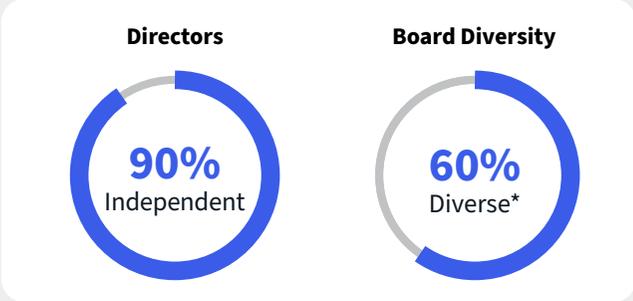


**Paul B. Rothman, MD**  
Former Dean of the Medical Faculty for Johns Hopkins University School of Medicine  
Former CEO of Johns Hopkins Medicine  
*Compensation and Human Capital Committee*  
*Chair, Quality and Compliance Committee*



**Kathryn E. Wengel**  
Executive Vice President, Chief Technical Operations and Risk Officer, and Executive Committee Member of Johnson & Johnson  
*Compensation and Human Capital Committee*  
*Quality and Compliance Committee*

### LABCORP BOARD OF DIRECTORS DEMOGRAPHICS



The following charts provide information on the expected composition of the directors on our Board if the current nominees are elected at the 2025 Annual Meeting.



Learn more about [corporate governance at Labcorp](#)

\* Ethnic/racial and gender diversity

### Environmental, Social and Governance Executive Steering Committee

Labcorp takes a proactive approach to environmental, social and governance (ESG) leadership, integrating these principles into our corporate strategy. Our ESG Executive Steering Committee (ESC) drives our long-term vision and strategic priorities in key ESG areas.

Comprising cross-functional executive and senior management leaders, the ESC works in close collaboration with our Chairman and Chief Executive Officer Adam Schechter, other senior executives and our board of directors to shape our ESG strategy. The committee plays a critical role in advising on policies, practices and disclosures that align with our corporate objectives and global impact.

Through regular meetings, the ESC evaluates our performance across environmental sustainability, employee well-being, corporate social responsibility, governance and relevant public policy issues. These sessions provide a forum for strategic decision-making, fostering leadership and accountability in advancing both immediate and long-term ESG commitments. Our efforts are designed to drive meaningful, sustainable progress across our business units, global operations and stakeholder ecosystem.



### ESG Executive Steering Committee members

**Sandra van der Vaart, JD**

Executive Vice President, Chief Legal Officer and Corporate Secretary  
Co-Chair, ESG ESC

**Ted Wagner**

Vice President, Environment, Health and Safety, Sustainability, Facilities and Real Estate  
Co-Chair, ESG ESC

**Megan Bailey**

Executive Vice President and President, Labcorp Central Laboratories and International

**Brian Caveney, MD, JD, MPH**

Executive Vice President and President, Early Development Research Laboratories, and Chief Medical and Scientific Officer

**Drew Chakeres, JD**

Vice President, Employment Law

**Anita Graham**

Executive Vice President and Chief Human Resources Officer

**Christin O'Donnell**

Vice President, Investor Relations

**Bola Oyegunwa, PhD**

Executive Vice President and Chief Information and Technology Officer

**Sangita Rana**

Director, Environmental Sustainability

**Sabine Schneider**

Vice President, Global Government Relations

**Mark Schroeder**

Executive Vice President and President, Diagnostics Laboratory Services and Chief Operations Officer

**Tracy Strong, JD**

Senior Vice President, Chief Compliance Officer and Chief Privacy Officer

**Amy Summy**

Executive Vice President and Chief Marketing Officer

**Brenda Velasquez Wagner**

Senior Vice President, Human Resources

**Clarissa Willett**

Senior Vice President and Chief Financial Officer, Diagnostics Laboratories

**Ken Younts**

Vice President, Strategic Partnerships

### Committee accomplishments include:

Committed to the UNGC to meet fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption

Achieved Ethisphere Compliance Leader Verification™

Maintained a B rating for CDP Climate Change

Achieved an A- rating on the Supplier Engagement Rating portion of the 2023 CDP

Maintained a Bronze Rating on the 2024 EcoVadis assessment, improving our overall score from 52 to 58

## Materiality assessment: Evolving Labcorp’s reporting transparency and disclosures

The Labcorp executive leadership team has prioritized enhancement of our ESG reporting. As a leading global healthcare company, we understand the importance of transparently addressing key ESG issues that impact our business.

Our materiality assessment has identified ESG concerns crucial to Labcorp, which we organized into three categories: compliance, people and operations. This categorization aligns with the coordinated efforts and activities within each area.

Our materiality assessment adheres to established applicable principles and criteria outlined by reputable standards, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate Related Disclosures (TCFD). This assessment serves as a foundation for shaping our corporate responsibility strategy, initiatives and reporting practices.

As part of our ongoing review of the materiality assessment process, we identified an opportunity to enhance our process to account for changes in our business due to acquisitions and divestitures, and to more effectively address regulatory requirements applicable to our global operations. We are continuing to use stakeholder insights to enhance our process, which we anticipate will be implemented in 2025.



Compliance



People



Operations

## Code of Conduct and Ethics

Labcorp maintains a robust compliance program with clear and easily accessible written policies and guidelines. Our Code of Conduct and Ethics outlines the compliance principles and standards to which every employee, officer, director, agent, representative, consultant, vendor and contractor must adhere. This document, translated into 14 languages, is distributed to all employees and is also available on our public website for easy access.

Please review our [Code of Conduct and Ethics](#).

To align our business practices with the principles set forth in the Code of Conduct and Ethics, Labcorp employs the Business Practices Manual. This manual encompasses policies covering topics such as healthcare fraud and abuse, anti-corruption, international trade, client and third-party expenses, privacy, insider trading, conflicts of interest, ethical labor and the Labcorp Action Line.



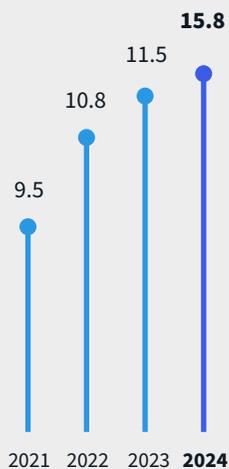
## Risk assessment, audits and monitoring

Risk assessments are crucial for enhancing processes, aiding in the identification and prioritization of healthcare compliance and anti-corruption risks. Labcorp conducts annual risk assessments at a global and regional level. Our corporate compliance department formulates and implements an annual audit plan. Reviews by a designated audit team complement these efforts. The outcomes from risk assessments and audits are communicated to relevant stakeholders, and remediation plans are promptly developed and monitored for timely completion.

## Reporting and investigations: Labcorp's speak-up culture

Labcorp encourages employees to actively contribute to a strong compliance culture by proactively voicing concerns, asking questions and reporting issues promptly. Every employee should promptly report any suspected or potential violations of Labcorp's Code of Conduct and Ethics, other company policies, or relevant laws and regulations.

Action Line reports received per 1,000 employees per year



We encourage employees with questions or concerns to first approach their manager or supervisor or seek assistance from Labcorp resources within the corporate compliance, human resources, internal audit or law departments. Additionally, Labcorp provides an action line as a confidential and anonymous reporting platform. The line is operated by an independent third-party vendor through an online portal and call center, available 24/7, 365 days a year, with interpreter support in over 150 languages.

The increase in internal reporting year over year demonstrates that Labcorp employees continue to build trust in Labcorp's ethical culture and feel accountable to maintain compliance, and it helps Labcorp to effectively identify and address concerns. Higher adoption and consistent usage of action lines in organizations has been shown to lead to fewer external whistleblower reports, fewer material lawsuits, greater profitability and increased workforce productivity.

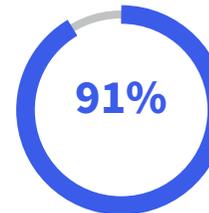
## Embedding compliance: Employee training

Labcorp strongly emphasizes consistent compliance through rigorous training and development of our employees. Regular training is crucial for us to earn and maintain trust in advancing healthcare with accuracy and integrity.

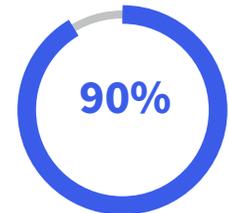
All employees undergo annual compliance training on the Code of Conduct and Ethics and Privacy. Certain employee groups receive specialized training on preventing healthcare fraud and abuse, anti-corruption, insider trading and the Health Insurance Portability and Accountability Act (HIPAA). The focus of Labcorp's compliance training is to enhance employee awareness and understanding of compliance-related issues.

## In 2024, training highlights included:

Average employee completion rate across all compliance trainings



Average employee completion rate for privacy trainings



## United Nations Global Compact

Labcorp is proud to be a participant in the UNGC initiative as of January 2024. The UNGC is a voluntary leadership platform for the development, implementation and disclosure of responsible business practices. Labcorp joins thousands of other companies globally who are committed to taking responsible business actions to create a better world and to act in support of UN goals and issues embodied in the Sustainable Development Goals.

Labcorp is committed to supporting the [UNGC's Ten Principles](#) designed to promote operating in accordance with fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption.





## Promoting fundamental human rights and ethical labor practices

Labcorp has established policies, procedures and training to prevent, detect and combat the exploitation of human beings (such as human trafficking, forced labor, unlawful child labor and commercial sexual exploitation) and other unethical or illegal labor practices within our workforce, among our agents, vendors and subcontractors in our supply chain.

We recognize the importance of maintaining and promoting fundamental human rights in our operations and throughout our supply chain. Guided by the principles of the United Nations, the International Labor Organization and the Organization for Economic Cooperation and Development, we adhere to programs and policies that:

- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Recognize employees' right to freedom of association
- Provide humane and safe working conditions
- Support a work environment that is free from human and sexual trafficking, forced and bonded labor and unlawful child labor
- Promote a workplace free of discrimination and harassment

To view all previously filed combatting modern slavery statements and the Labcorp ethical labor and anti-human trafficking policy, please view our [combatting modern slavery statement](#).

## Anti-corruption

Our Business Practices Manual includes an anti-bribery and anti-corruption policy, affirming Labcorp's dedication to preventing bribery and improper payments. The policy offers guidance on recognizing red flags and reporting suspicious activities. Acknowledging the elevated risk associated with intermediaries, we have an established, rigorous due diligence process. This process evaluates entities and individuals representing Labcorp in interactions with government officials.

Please review our [anti-bribery and anti-corruption policy](#).





### Ethical artificial intelligence leadership

Labcorp’s Artificial Intelligence (AI) Ethics Board, comprised of members from compliance, law, information technology, security and other departments, is dedicated to identifying and mitigating ethical risks in the design, development and use of artificial intelligence by Labcorp and our vendors and subcontractors. Guided by the Labcorp AI Code of Ethics, the Board supports and advances fairness, privacy, transparency, accountability and safety in AI applications, including those developed in-house and by third parties.

The Board reviews AI uses, establishes criteria for necessary evaluations and conducts periodic reassessments to ensure alignment with ethical standards. It also oversees the development of training programs, updates AI-related policies and assesses awareness among employees about ethical AI practices. By addressing AI ethical risks proactively, Labcorp demonstrates its commitment to responsible AI practices and trust in its technological advancements.

### Supplier oversight and business diversity program

Given Labcorp’s extensive global presence and the crucial role our services play in the healthcare system—especially in the secure transmission of sensitive information and transportation of medical specimens—we are dedicated to maintaining a resilient supply chain. This is achieved through our intricate global supplier networks.

Our participation in CDP and EcoVadis underscores our dedication to sustainability in collaboration with our supply chain partners.

We achieved an A- rating on the Supplier Engagement Rating portion of the 2023 CDP. In 2024, we improved our EcoVadis rating, increasing our overall score from 52 to 58, while maintaining a Bronze designation. Once again, to drive further progress, we established internal teams focused on identifying and executing improvement opportunities. In alignment with our Science Based Targets initiative (SBTi) approved 2030 science-based targets (SBTs), we continued engaging key suppliers, integrating them into our sustainability journey. These insights helped shape our SBT attainment plan, which was reviewed and approved by the ESG ESC and our Executive Committee and reviewed with our Board. The plan will be monitored and reported to the ESG ESC throughout the year.

We engage diverse vendors for various aspects of Labcorp’s operations. This includes laboratory supplies, contracted and professional services, collection materials, cleaning and facility management. In 2024, we did business with approximately 1,000 diverse suppliers, many of them small businesses. We also include small-owned businesses in our bidding processes when applicable.

### Ethisphere Recognizes Labcorp with Compliance Leader Verification™



Ethisphere, a global leader in defining and advancing the standards of ethical business practices, recognized Labcorp with its coveted Compliance Leader Verification from August 2024 through December 2025.

The Compliance Leader Verification process involves a rigorous review of an ethics and compliance program and corporate culture. It includes completing the Ethics Quotient®, a questionnaire covering the elements of an effective program; benchmarking program practices against the World’s Most Ethical Companies®; and extensive document review and interviews with executives and stakeholders. Labcorp also chose to conduct an Ethical Culture survey to assess employee perceptions across eight pillars of an ethical culture.

Labcorp’s performance was evaluated on six key areas: program resources and structure; perceptions of ethical culture; written standards; training and communication; risk assessment, monitoring and auditing; and enforcement, discipline and incentives.

## Supplier Code of Conduct

At Labcorp, our [Supplier Code of Conduct](#) applies across all global operations, establishing a unified and comprehensive Supplier Sustainability Program (SSP).

The Labcorp Supplier Sustainability Governance Committee oversees the implementation and enforcement of the SSP, maintaining alignment with our ethical and sustainability commitments. We expect our strategic suppliers to uphold the principles outlined in the Supplier Code of Conduct while our employees receive training to support their application.

Our strategic suppliers are required to:

- Conduct business with integrity, transparency and the highest ethical standards
- Respect and uphold human rights, maintaining dignity and fair treatment for all workers
- Provide safe working conditions and a healthy work environment
- Implement robust management systems to comply with all applicable laws and company policies

Our Supplier Code of Conduct requires our suppliers to conduct their operations with integrity, reliability and efficiency. To enhance accessibility, Labcorp has translated the Supplier Code of Conduct into 14 languages, emphasizing expectations regarding monitoring, reporting and environmental conscientiousness. For more details on our commitment to supplier compliance, please refer to the Enterprise Third-Party Risk Management section on page 15.

For additional insights into our supplier sustainability initiatives, [visit our webpage for suppliers and vendors](#).





## Enterprise Third-Party Risk Management (ETPRM)

At Labcorp, we recognize the importance of proactively managing potential risks arising from our relationships with third-party entities such as vendors, suppliers, contractors and partners. To address these risks, we have implemented a centrally managed program that employs a comprehensive approach to identify, assess, manage and monitor risks associated with external relationships. This program follows continuous improvement processes to increase efficiency and enhance the management of risks.

Highlights of ETPRM:

- Risk assessments based on industry best practices and frameworks, including:
  - Cybersecurity risks (data breaches, findings, governance programs)
  - Compliance risks (regulatory violations, anti-human trafficking, anti-corruption)
  - Data privacy risks (unauthorized access to information)
  - Resilience (business continuity, disaster recovery)
- Critical third parties are periodically reassessed
- Leverage tools and services to track real-time changes in risk (security incidents)

While we understand there are always risks involved in engaging with outside parties, Labcorp is committed to managing those risks responsibly for all our stakeholders and the company.

## Advancing privacy and security: Enterprise resilience, cybersecurity and information risk management

Labcorp recognizes that patients, providers, sponsors and other customers and stakeholders place a high level of trust in our ability to protect the data and information assets in our care. As technology continues to progress at a rapid pace and threats to our organization evolve, we continue to enhance our resilience, cybersecurity and information risk management practices.



## Cybersecurity

Protecting the information maintained by Labcorp about our patients, customers, colleagues and partners against external and internal threats is a priority. We invest in the development and implementation of cybersecurity policies, control standards and control procedures, including a risk management and assessment program, as well as security and event monitoring capabilities. We also maintain an incident response plan and other detection, prevention and protection capabilities, including practices and tools to monitor and mitigate external and insider threats. We engage in a risk monitoring process through our Office of Information Security within the Information Technology organization that seeks to identify the likelihood and impact of threats to our systems and data and assesses the effectiveness of the controls in place.

We have a formal cybersecurity program aligned to the Secure Controls Framework, a cybersecurity and privacy framework that consolidates and maps controls across multiple regulations, standards and best practices. The program includes the evaluation of the cybersecurity posture of third-party suppliers and vendors that have access to our data or information technology systems. Consistent with business requirements, components of our information technology and controls are assessed by independent third parties against various frameworks and standards. With the assistance of these frameworks and standards, we assess risks from cybersecurity threats, monitor our information systems for potential vulnerabilities, assess those systems pursuant to our cybersecurity policies, control standards and control procedures, and implement appropriate mitigation measures.

We have also implemented an incident response (IR) plan, which is aligned to our overall crisis management program. The IR plan provides a framework for responding to and managing cybersecurity incidents. The IR plan outlines incident response requirements, reporting processes, protocols for incident evaluation and procedures for notifying and escalating information to Labcorp senior management, and the board of directors and/or appropriate Board committees, as applicable. The IR plan is reviewed, tested and updated under the leadership of the Company's Chief Information and Technology Officer and Chief Information Risk Officer.

Our cybersecurity team also provides enterprise-wide cybersecurity training for employees to maintain and continuously improve our mitigation against human-driven risk. Cybersecurity training is conducted annually, in addition to periodic simulations and exercises to test the efficacy of this training, and expanded training is required for specific roles.

## Data privacy

Labcorp treats personal information of patients, study participants and employees with the strictest confidentiality. We do this in accordance with contractual commitments, ethical standards and applicable laws in the jurisdictions where we do business. These laws include HIPAA and the European Union General Data Protection Regulation (GDPR).

Personal information maintained by Labcorp is collected, processed, stored and transferred with adequate precautions to maintain confidentiality. It is accessed only with specific authorization for an authorized and permissible purpose, and only the minimum amount of personal information necessary for that purpose may be accessed, used or disclosed. Any access, use or disclosure not specifically authorized is strictly prohibited.

View [Labcorp's privacy policies](#).





# OUR PEOPLE

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### Our employee story

We believe in the power of science to change lives. With a workforce of nearly 70,000 employees serving customers in approximately 100 countries, our mission to improve health and lives is at the core of our culture. This global team is crucial to Labcorp’s ability to innovate, advance science and technology, and empower patients, healthcare providers and pharmaceutical companies to make informed decisions with confidence.

To drive our global growth strategy and advance our mission, we employ a diverse, engaged and highly skilled workforce. Our employee value proposition, “Embrace Possibilities, Change Lives,” reflects insights from comprehensive employee surveys and aligns with our values, mission and strategic objectives. It emphasizes empowering employees to make a meaningful impact, creating a sense of belonging, encouraging innovation and providing opportunities for professional growth and development so that every employee can reach their full potential.

Our efforts to be an employer of choice are guided by four pillars: impact, belonging, discovery and advancement.



#### IMPACT LIVES

We are a trusted source for drug developers, medical researchers, healthcare providers and patients, delivering results that influence critical health outcomes. Every role within our organization plays a part in improving lives, and we prioritize the highest ethics and integrity in all our endeavors.



#### BELONG HERE

Our workplace is designed to be inclusive, respectful and diverse. We recognize that fostering scientific breakthroughs requires a team as varied as the global communities we serve. We strive to create an environment where every Labcorp team member feels a sense of belonging.



#### DISCOVER MORE

Our journey is fueled by an insatiable curiosity to discover more. We are inspired to learn from one another, develop new skills and share knowledge. Serving clients globally, we prioritize a culture of collaboration, providing boundless opportunities for personal and professional growth.



#### ADVANCE TOGETHER

United by the pursuit of healthcare breakthroughs, we act as pioneers and partners to define the next iteration of healthcare. As a global force, we have the power to advance science together, driving our mission to improve health and improve lives worldwide.



# Inside Labcorp: Workforce demographics

Our success hinges on our ability to attract, develop and retain a highly specialized, skilled and diverse global workforce. Our strong reputation within the health industries provides a significant advantage in attracting top talent.

## 2024 LABCORP WORKFORCE DATA AND GROWTH

Nearly **70,000** global headcount

Workforce has grown **3%** year-over-year<sup>1</sup>

**~2.5%** of our global workforce is represented by collective bargaining agreements

**16,000** new hires outpacing our voluntary attrition rates



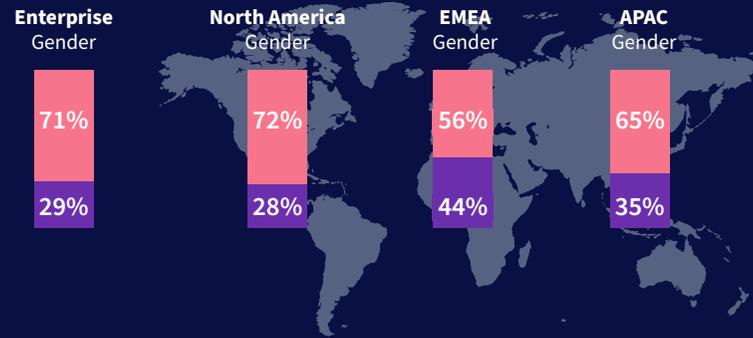
**87%** full-time employees | **13%** part-time employees



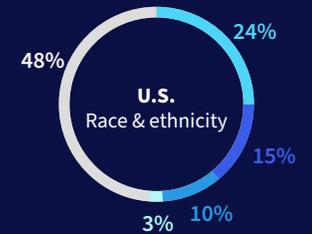
Global headcount supplemented by contingent labor, which does not exceed

**8%** of workforce

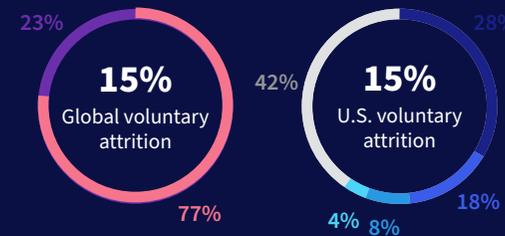
### GENDER



### RACE & ETHNICITY



### VOLUNTARY ATTRITION



KEY	
Female	Black or African American
Male	Hispanic
	Asian & Pacific Islander
	Black or African American
	Other People of Color

Values may not add up to 100 percent due to rounding.  
<sup>1</sup>Includes a combination of organic growth and adding employees through acquisitions

## Talent initiatives

Our global talent is core to our ability to innovate and meet a wide range of patient and customer needs. Our talent initiatives support the development of inclusive leadership and culture, enhancing the team member experience and supporting community engagement and patient focus. Highlights for 2024 include:

- Launch of a listening strategy, including measuring employee experience, inclusion and well-being
- Recognition of locally relevant celebrations of cultural events reflecting the breadth of different cultures, constituencies and observances throughout the year
- Continued deployment of anti-harassment training to employees around the world
- Continued support of mentoring programs, including a formal mentoring initiative
- Continued opportunities for greater engagement between employees and management, including quarterly global town halls, which are held virtually and are open to all employees, interactions with front-line employees on visits to our facilities and in-person town halls with employees across business units and functions
- Harmonized the U.S. paid holiday policy to now recognize six company-designated holidays and one floating holiday, providing a more consistent and inclusive experience for eligible U.S. non-exempt employees. By offering the flexibility of a floating holiday, we aim to better accommodate the unique needs, beliefs and backgrounds of our workforce
- Received several awards, such as Silver Military Friendly Award, Best Place to Work for Disability Inclusion and Forbes' Best Places to Work for Diversity





Global workforce by gender

Female Male



Workforce

71% | 29%

U.S. workforce by gender

Female Male

72% | 28%

U.S. workforce by race and ethnicity

White 48%
Black 24%
Hispanic 15%
Asian 10%
Other 3%

Global workforce by age

30 and under 20%
31-40 years 25%
41-50 years 23%
51-60 years 20%
Over 60 years 12%



Management

60% | 40%

62% | 38%

White 65%
Black 15%
Hispanic 9%
Asian 9%
Other 2%

30 and under 2%
31-40 years 21%
41-50 years 35%
51-60 years 29%
Over 60 years 13%



Professionals and sales

65% | 35%

66% | 34%

White 61%
Black 13%
Hispanic 8%
Asian 16%
Other 2%

30 and under 19%
31-40 years 29%
41-50 years 22%
51-60 years 19%
Over 60 years 12%



Operations and technicians

74% | 26%

75% | 25%

White 39%
Black 30%
Hispanic 19%
Asian 8%
Other 3%

30 and under 23%
31-40 years 23%
41-50 years 21%
51-60 years 20%
Over 60 years 12%



Support staff

75% | 25%

80% | 20%

White 48%
Black 29%
Hispanic 12%
Asian 7%
Other 3%

30 and under 22%
31-40 years 25%
41-50 years 21%
51-60 years 20%
Over 60 years 12%



Science-based roles

67% | 33%

69% | 31%

White 54%
Black 14%
Hispanic 10%
Asian 18%
Other 3%

30 and under 32%
31-40 years 25%
41-50 years 17%
51-60 years 15%
Over 60 years 11%

## Continued growth of our Employee Resource Groups

Employee Resource Groups (ERGs) are created and led by employee volunteers and open to all employees, of any background. ERGs are important resources to foster cross-connections, encourage belonging, support career development and champion employee voices.

We proudly support nine ERGs:



Over the past several years, our ERGs have experienced significant growth, expanding globally and establishing 118 local chapters in eight countries, including the United States, Belgium, China, Switzerland, Germany, India, Singapore and the United Kingdom. In 2024, 7,900 employees actively participated in ERG activities—a 43% increase in engagement compared to 2023. This remarkable growth underscores our dedication to empowering employees and building a more inclusive workplace for all.





## Enhancing the employee experience

Employee experience is a cornerstone of organizational success, influencing engagement, innovation and performance. A thriving employee experience fosters well-being and a sense of belonging, which are vital to maintaining a high-performing organization.

## Advance Together

We developed Advance Together, a program designed to help us continuously listen, learn and act on employee feedback. Our approach includes regular surveys and feedback opportunities at pivotal moments in the employee journey, enabling us to quickly identify areas for improvement and drive meaningful, responsive changes to the work environment.

Advance Together reflects our commitment to encouraging and embracing open communication and enabling employees to feel heard and supported. Through continuous learning and collaboration, we strive to create lasting improvements that enhance both the everyday and long-term employee experience, while instilling pride and a sense of belonging for our employees.

## Rewarding our teams

We operate within a complex, global and dynamic healthcare industry. Recognizing the need to attract and retain top talent for sustained growth and success, we maintain comprehensive and flexible compensation and benefits programs.

We actively monitor market activity and employee movement within and outside of the life sciences industry to maintain competitiveness. We awarded \$93 million in annual merit increases to recognize our talent and foster pay competitiveness in the market.



## Employee well-being

We believe that investing in our employees' compensation and well-being is crucial for maintaining a competitive position and fostering a productive workforce. We are committed to supporting our employees' physical, emotional and financial well-being through a variety of holistic programs and resources.

In early 2024, we relaunched our wellness program making it more inclusive of both U.S.-based and international employees. This new program, called "Best You," translates easily into the different languages of our international employees and can be tailored to local needs by "Best You Champions" that are present in most countries where we have in-office employees. We are integrating Best You into the fabric of our organization worldwide. We also have outreach programs to support our ERGs and other groups in providing wellness support to members.



Best You encompasses a range of initiatives, including:

- **Comprehensive healthcare:** We offer zero-cost telehealth and implement free virtual primary care visits (medical, dermatological and behavioral) in the U.S. as part of our medical plans
- **Retirement planning:** We offer employer-matched 401(k) contributions to eligible employees and provide financial wellness workshops
- **Stress management:** We provide custom stress management strategies for teams worldwide through our Best You program
- **Mental health support:** We implemented a global employee assistance program (EAP) solution to support employee mental health worldwide, expanded our People Leader Mental Health Trainings and encouraged the use of Best You well-being breaks (e.g., guided meditations, stretch breaks) within teams

Mental Health First Aiders have been trained at all UK sites and globally across multiple roles and functions to provide first-line support to colleagues in crisis.

In partnership with our EAP providers, we celebrated World Kindness Day in November 2024 with company-wide events and educational initiatives, including videos from our executive leadership emphasizing the importance of kindness and its role in fostering an inclusive culture.

Additional examples in support of employee well-being include:

- Reducing the cost of monthly medical insurance contributions by \$240 per year for more than 17,500 employees in the U.S. earning less than \$50,000 per year who participate in our medical plans
- Offering free annual wellness screenings for U.S. employees and their covered spouses or domestic partners focusing on identifying metabolic conditions that can increase the risk of heart attack, stroke and diabetes; nearly 28,000 U.S. employees and their covered spouses completed the no-cost screening and earned an annual medical plan contribution discount of up to \$4,560
- Offering No Charge Laboratory Testing program enables eligible U.S. employees and their covered dependents to offset any outstanding balance after insurance claim processing for most lab work sent to a Labcorp facility.
- Providing up to \$1,000 in health reimbursement arrangement and health savings account contributions, available to approximately 31,000 employees and their covered spouses or domestic partners to encourage health and wellness education and activities
- Reimbursing up to \$300 in fitness-related expenses for more than 13,000 employees across the U.S. and Canada
- Providing free Labcorp ColoFit™ at-home collection kits to over 5,000 employees to enhance colon cancer awareness and screenings
- Offering Weight Watchers at no cost to employees and adding Weight Watchers Clinic access to support weight management with more than 7,400 employees actively engaged
- Expanding \$0 MDLIVE services to include virtual primary care alongside urgent care, behavioral health and dermatology for U.S. medical plan participants



Globally, we promote sustainable transportation through a variety of programs tailored to local needs. These include discounted transportation vouchers, reduced-cost bicycle leases and mileage reimbursement for bicycle commuters, with benefits varying by country. These efforts underscore our dedication to sustainability and reducing our environmental footprint.

To further empower employees and foster a sense of shared success, we offer an employee stock purchase plan. This program enables nearly all employees in the U.S., Canada and the United Kingdom to purchase Labcorp common stock at a 15% discount, providing an opportunity for them to invest in our collective future.

### Developing our teams

We believe that investing in our employees' growth is essential for delivering better patient care and innovative solutions for our customers. We offer a comprehensive range of learning and development opportunities, including professional skills training, role-specific training and mentorship programs. Additionally, we provide opportunities for job rotations to broaden employees' perspectives and accelerate their career development.

We are also committed to providing a seamless onboarding experience for new hires. Our dedicated team of technical skill trainers, spanning various departments and functions, delivers comprehensive training programs to provide new employees a smooth and successful transition into their roles.

### 2024 training milestones:

- Provided more than 13,000 courses, many of which are available virtually within the global learning management system
- Completed over 1.1 million hours of training, primarily consisting of regulatory and technical training
- Offered mentoring programs that nearly 2,800 employees participated in as either mentors or mentees
- Completed more than 15,000 hours of professional development

As a leader in science, we employ nearly 12,000 science-based professionals. We leverage a variety of external organizations and internal scientific forums such as scientific councils, a molecular tumor board and the Science Micro Bites program to foster continuous learning, innovation and advancement within the scientific community. These platforms enable our scientists at all levels to stay current in their fields, share knowledge with colleagues and expand their skills and experience.

Our ongoing investment in employee development reflects our commitment to building a highly talented team. In addition to traditional tuition reimbursement, Labcorp Education Advantage has actively supported employees in their pursuit of higher education by covering up-front tuition costs for healthcare or life science degree programs that contribute to their career advancement within the company. To date, over 1,800 employees have benefited from this initiative.

### Bridging the talent gap

To assist with creating a pipeline of future medical lab scientists to support our customers, we established the Labcorp School of Medical Laboratory Sciences. In September 2024, students across three U.S. sites joined the inaugural class as part of our accreditation process with the National Accrediting Agency of Clinical Laboratory Sciences. We are providing students tuition-free technical and theoretical training to support them in obtaining certification for high demanding, technical careers. Students have the option to work in our laboratories outside of school hours.

 **labcorp**  
School of Medical  
Laboratory Science





# OUR OPERATIONS



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## Enhancing our sustainability impact

We recognize the intrinsic link between human and environmental health and are dedicated to integrating sustainable practices across our global operations.

As part of this commitment, we established Science Based Targets, approved by the SBTi in 2023. These targets build on our existing sustainability initiatives and encompass Scope 1 (direct emissions), Scope 2 (indirect emissions) and Scope 3 (value chain emissions beyond our direct control), using 2020 as the baseline year.



Reducing absolute Scope 1 and 2 GHG emissions

**42%**  
by 2030

Reducing absolute Scope 3 GHG emissions

**25%**  
by 2030

To drive measurable progress, we have established an [Environmental Sustainability Policy](#) aligned with internationally recognized environmental standards and our focus areas. This policy serves as a foundation for our sustainability strategy, reinforcing our dedication to responsible resource management and emissions reduction.

In 2024, we launched a strategic roadmap to accelerate progress toward our Scope 1 and 2 emissions reduction targets. As a result, we have already achieved a 10% reduction, marking a significant step toward our 2030 target.

We are committed to transparency and will continue to publicly report our progress annually.

Beyond our annual Corporate Responsibility Report, Labcorp updates both internal and external stakeholders through other reporting channels.

## Key impact areas of focus

In alignment with our environmental sustainability goals, we continuously evaluate and implement strategies to advance our sustainability initiatives across key operational areas.

In 2023, we identified six critical impact areas for targeted action. Building on insights gained during the SBT development process, our 2024 efforts have been centered on refining our approach and driving meaningful progress in the following areas:



**Air emission**



**Energy**



**Water withdrawal**



**Waste generation and disposal**



**Courier fleet fuel efficiency**



**Nature**

## Advancing sustainability in key areas:

- 1. Renewable energy expansion**  
We increased renewable energy usage from 7% in 2023 to 23% in 2024 versus our baseline in 2020, reducing reliance on non-renewable sources through strategic renewable energy contracts and Energy Attribute Certificates (EACs)
- 2. Fleet optimization**  
New U.S. courier fleet orders in 2024 were for hybrid vehicles, contributing to an increase in hybrid vehicles to 20% of our fleet
- 3. Facility transition to sustainable fuels**  
Our Eye, UK, facility transitioned to biofuel for heating at the end of 2023, replacing conventional fuel sources
- 4. Exploring Renewable Natural Gas (RNG)**  
We are actively assessing RNG opportunities in the U.S., EU and UK, recognizing its potential to contribute to Scope 1 emissions reductions



# 2024 sustainability highlights



**↑27%**

increase in waste reclaimed per million dollars of revenue versus 2020



**↓23%**

decrease in Scope 1 & 2 (market-based) emissions per million dollars of revenue versus 2020



**↓21%**

decrease in water withdrawal per million dollars of revenue versus 2020



**↑235%**

increase in renewable electricity and Renewable Energy Certificates purchased versus 2023



Maintained EcoVadis **Bronze Rating**



Maintained CDP Climate Change **B** rating and achieved an A- rating on the Supplier Engagement Rating



Invested over **\$8 million**

in hybrid and electric vehicles, with a net increase of over 500 vehicles to our fleet in 2024 for a total of over 1500 vehicles, resulting in a 5.8% improvement in fuel efficiency versus 2021



**5,000**

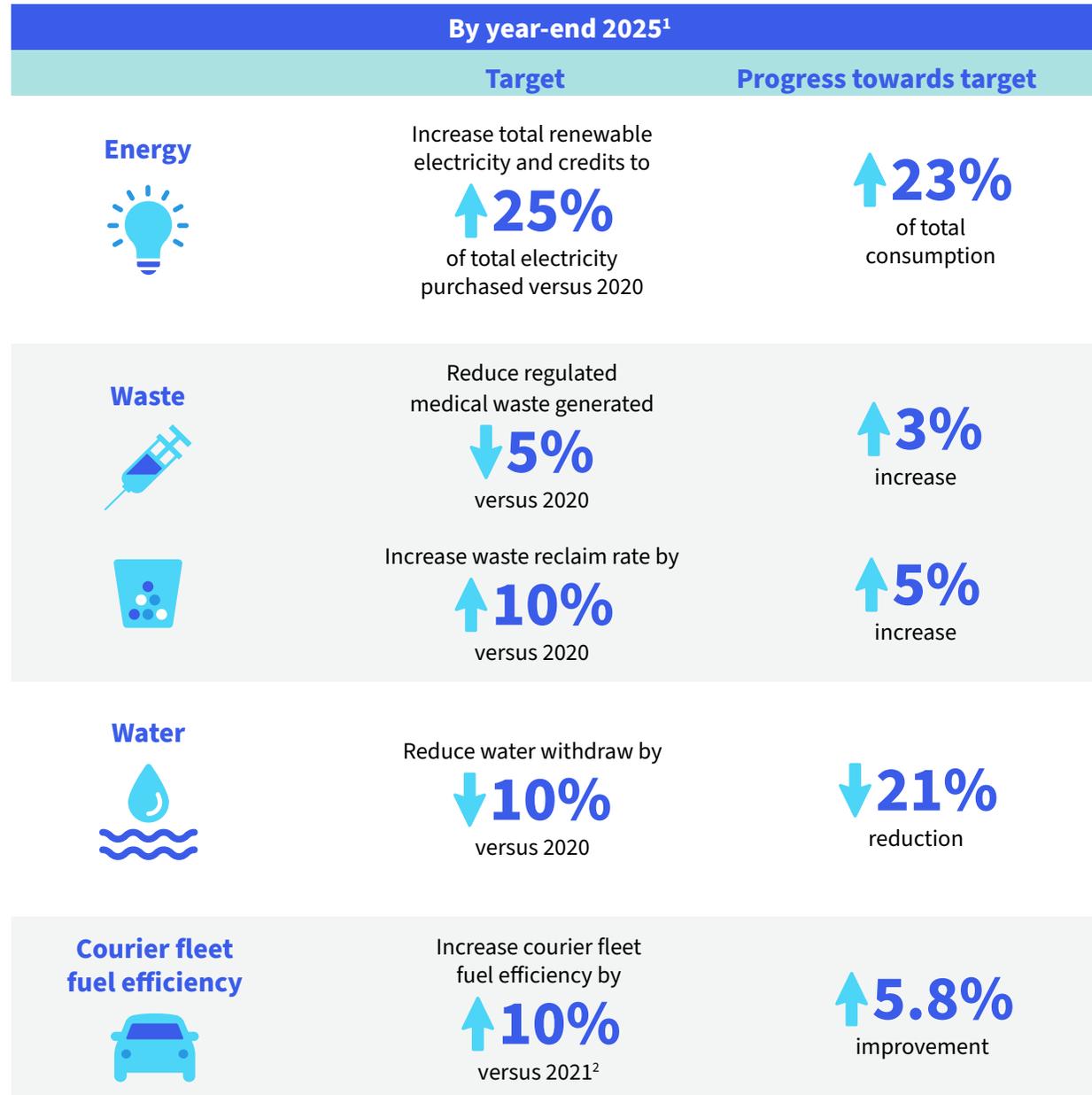
employees completed the Labcorp Sustainability Training for Leaders, achieving a 91% completion rate

Approved nearly 70 projects containing sustainability benefits totaling approximately

**\$80 million**

in capital allowing for the installation of more efficient facilities and infrastructure that enabled Labcorp to provide safer and more compliant, comfortable and efficient workplaces

In addition to our Science based targets (SBTs), we established the following environmental and sustainability targets:



<sup>1</sup>In 2024 an assessment was made on the goals following the spin-off our former Clinical Development and Commercialization Services business in 2023 and information gained during our SBT goal setting process. Waste and water goals have been normalized to revenue to accurately reflect Labcorp business.

<sup>2</sup>Courier fleet and fuel efficiency is a 2026 target.



### Lab operations sustainability powered by Go Green Teams

Labcorp sites across the globe are doing their part to make a positive impact with sustainable practices that reduce our environmental footprint. Our Go Green teams help our organization identify and implement sustainability initiatives at the local level, which are shared as best practices globally. Go Green Teams are made up of our team members who volunteer their time and make a difference in our communities. Every initiative, whether large or small, contributes toward creating a healthier future.

In Europe and the United Kingdom, Go Green teams are helping us pedal to a more sustainable future through such initiatives as the Bike to Work Challenge. In 2024, participation expanded to include Geneva, Switzerland; Mechelen, Belgium; and York, Harrogate, Shardlow and Eye in England. During the May and June challenge, 20 teams collectively cycled a remarkable 30,379 km (18,877 miles), the equivalent of traveling more than three quarters the way around the world. The teams' dedication resulted in offsetting 4,375 kg (10,439 lb) of carbon dioxide (CO<sub>2</sub>) emissions.

In 2024, Labcorp's Go Green Teams across the globe celebrated Earth Day in various ways, from an e-waste and recycling event at Shanghai's Research and Development Center to a site cleanup day at our Indianapolis laboratory and garbage cleanup across Dynacare Canadian sites.



"We are leveraging the passion of our employees to drive sustainability across our organization," said Ted Wagner, Vice President of Environment, Health, and Safety, Sustainability, Facilities and Real Estate at Labcorp. "Some of our best practices are grassroots led, and we are continuously inspired by the thoughtful solutions our employees continue to identify to help us operate more sustainability."



### LABCORP SPOTLIGHT

## Championing biodiversity through pollinator programs

We hosted our inaugural honey-tasting competition in July of 2024, a unique celebration of our beekeeping initiatives across several global laboratory locations. This event not only highlighted the fruits of these efforts but also underscored our commitment to biodiversity and sustainable practices.

These sites and others have implemented pollinator action plans to foster habitats for bees, butterflies and other essential pollinators. These initiatives include cultivating diverse, pollinator-friendly flora and forming partnerships with local beekeepers to promote thriving ecosystems.

Supporting pollinators is vital to our food security and preserving the balance of biodiversity that sustains life on Earth. [Nearly 90% of wild flowering plants, over 75% of global food crops and 35% of agricultural land depend on animal pollination.\\*](#)

Labcorp celebrates these achievements and the dedication of our employees in advancing environmental stewardship. We remain steadfast in our commitment to expanding impactful biodiversity programs, demonstrating our role in fostering healthier ecosystems for a sustainable future.

\*Link from the United Nations [World Bee Day | United Nations.](#)



## LABCORP SPOTLIGHT

## From indoor garden to table – Labcorp Singapore advances sustainability with hydroponic innovation

Our commitment to sustainability and innovation is exemplified by our Singapore team's work transforming a limited community space into a smart indoor hydroponic garden. Led by the Go Green Team, this initiative aligns with our ESG principles and reflects our approach to environmental responsibility.

The hydroponics system is designed to integrate efficiently with existing site infrastructure. It repurposes cooling systems and captures carbon dioxide from indoor air, contributing to a measurable reduction in the site's carbon footprint. Advanced energy-efficient LED grow lights simulate natural sunlight, with automated adjustments based on time of day and plant requirements, while 24/7 irrigation systems support optimal growth. This approach minimizes energy and water usage, delivering a high-yield, low-impact solution. Moreover, a pesticide-free cultivation method further enhances environmental safety and produce quality.

Employees actively participate in planting and harvesting, with yields averaging 8 kg of pesticide-free vegetables and herbs every four weeks per unit that are often used for salad luncheon events. The project's first harvest, celebrated on World Environment Day, marked the beginning of a program that combines environmental stewardship with employee engagement.

“This initiative underscores Labcorp's commitment to environmental sustainability principles by promoting sustainable practices and fostering meaningful employee involvement,” said Jiunn Hian Kang, Environmental Health and Safety Director for Labcorp APAC and India. “By integrating urban agriculture with advanced technologies, we are reducing environmental impact, supporting local food production and enhancing awareness of sustainable practices among our team members.”

The hydroponic garden serves as a model for sustainable practices in an urban setting, aligning operational goals with the broader mission of environmental education. Based on the success in Singapore, similar gardens were established in Suzhou, China; Madison, Wisconsin; and Geneva, Switzerland.



## LABCORP SPOTLIGHT

## Labcorp labs recognized in the 2024 International Freezer Challenge

Sustainability is a cornerstone of our commitment to innovation and responsible leadership. We are proud to announce that several of our laboratories have been recognized for their sustainable practices in the 2024 International Freezer Challenge, organized by My Green Lab and the International Institute for Sustainable Laboratories.

This year, two Labcorp facilities earned top honors:

- Harrogate, UK: Awarded the Top Medium Lab Award in the Biotech & Pharmaceutical sector, saving 281 kWh/day
- U.S. Biorepository in Greenfield, Indiana, USA: Recognized with the Winning Streak Award for two consecutive years, achieving energy savings of 3,869 kWh/day

In addition, Labcorp and our Mechelen, Belgium, Biorepository were recognized with Honorable Mention awards in the organization and lab categories.

The 2024 Freezer Challenge set a new sustainability benchmark, with over 31.8 million kWh saved globally from all participants worldwide, equivalent to preventing 22,000 metric tons of carbon dioxide emissions. Labcorp contributed 6.25 million kWh to this milestone, further solidifying our position as a leader in environmental stewardship. These accolades reflect our dedication to integrating sustainability across our operations, reducing our ecological footprint and driving meaningful impact for the planet and the communities we serve.



## Third-party ratings

We work with independent third-party assessors to evaluate and enhance our sustainability initiatives. These include:

### CDP framework

CDP is a voluntary reporting framework for companies to disclose environmental performance and progress. Since the 2018 reporting period, Labcorp has responded to CDP's climate change questionnaire using the knowledge gained from our participation to refine our emission and energy reduction strategy, including the setting of our carbon reduction goal. We maintained our CDP B rating in 2024 and have identified opportunities to improve that score over time. We have a current score of A- on the Supplier Engagement Assessment (SEA) portion of the 2023 CDP. The 2024 Supplier Engagement Rating from CDP has not been released as of the publication of this report.

### EcoVadis

EcoVadis covers a broad range of non-financial management systems including environmental, labor and human rights, ethics and sustainable procurement impacts and allows us to showcase broader social and environmental efforts across the company. EcoVadis allows companies to assess the ESG performance of their global suppliers like Labcorp. An overall ranking is provided, as well as individual scores on environment, labor and human rights, ethics and sustainable procurement. For our submission in 2024, Labcorp received a Bronze rating, and our score increased from 52 to 58 placing us in the top 35% of respondents.



# Environmental sustainability data

A greenhouse gas (GHG) inventory is a list of emission sources and the associated emissions quantified using standardized methods. The following annual GHG inventory found on page 35 was completed by Labcorp in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

## Waste

Metric ton (mt)	2024	2023	2022	2021	2020	% Change vs. 2023	% Change in mt/\$M rev vs. 2023
<b>Total waste</b>	19,828	16,179	15,718	18,761	16,011	23%*	15%
<b>By type</b>							
<b>Nonhazardous waste</b>	5,962	3,399	4,165	5,610	5,231	75%	64%
<b>Hazardous waste</b>	1,927	1,892	1,563	2,330	801	2%	-5%
<b>Biohazardous waste</b>	11,938	10,887	9,990	10,821	9,979	10%	2%
<b>By disposal</b>							
<b>Total waste reclaimed</b>	6,184	5,107	5,304	6,124	4,183	21%	13%
<b>Total waste incinerated</b>	756	1,481	1,382	2,393	1,541	-49%	-52%
<b>Total waste landfilled</b>	12,887	9,590	9,049	10,244	10,287	34%	26%

**Disclosures:**

- Nonhazardous waste reporting has increased in 2024 and covers our major global BLS laboratories.
- Hazardous waste is reported for global Biopharma Laboratory Services (BLS) laboratories and for both BLS and Diagnostics Laboratories (Dx) U.S. sites. For months where data was unavailable, estimations were made.
- Biohazardous waste is reported for global BLS laboratories and BLS and Dx Large Quantity Generators in the United States, as defined by the EPA. For months where data was unavailable, estimations were made.

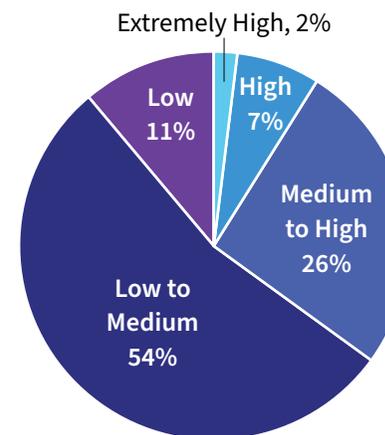
\*Waste data coverage has been enhanced in 2024 resulting in an increase in the values reported across all waste streams.

## Water

Thousand m <sup>3</sup>	2024	2023	2022	2021	2020	% Change vs. 2023	% Change vs. 2020
<b>Total water consumption</b>	1,538	1,625	1,535	1,615	1,628	-5%	-6%
<b>Thousand m<sup>3</sup> water/\$M rev</b>	0.12	0.13	0.13	0.10	0.15	-9%	-21%

As reflected below, 9% of recorded Labcorp operations total water withdrawal is from sites within high water stress areas

**% Water withdrawal for sites by water stress**



**Disclosures:**

- 67% of global Labcorp sites report water withdrawal data (this was estimated for months where data was unavailable); water withdrawal data does not include sites where water is included in the lease. All water withdrawal is municipal water. Recycled water data is not currently captured.
- Sites overall water risk indicator was determined from the World Resources Institute Aqueduct Water Risk Atlas.



## Energy<sup>1</sup>

Gigajoules (GJ)	2024	2023	2022	2021	2020	% Change vs. 2023	% Change in GJ/\$M rev vs. 2023
<b>Total energy</b>	4,476,176 <sup>^</sup>	4,434,928	4,513,733	4,623,064	4,401,861	1%	-6%
<b>Purchased electricity</b>	1,551,641	1,504,371	1,570,907	1,712,633	1,601,627	3%	-4%
<b>Renewable electricity and RECs</b>	356,646	106,605	99,898	18,162	13,046	235%	213%
<b>Total fuel</b>	2,924,535	2,823,952	2,842,928	2,892,269	2,787,188	4%	-3%
<b>Gasoline (petrol) – Mobile</b>	1,215,262	1,177,263	1,083,397	1,045,765	1,059,726	3%	-4%
<b>Jet fuel (Jet A or A-1)</b>	206,028	201,950	165,841	152,982	142,281	2%	-5%
<b>Natural gas</b>	1,476,198	1,393,523	1,498,736	1,535,007	1,443,334	6%	-1%
<b>No. 2 fuel oil</b>	15,004	15,977	69,674	75,671	70,584	-6%	-12%
<b>Propane</b>	12,043	35,238	25,281	82,844	71,262	-66%	-68%

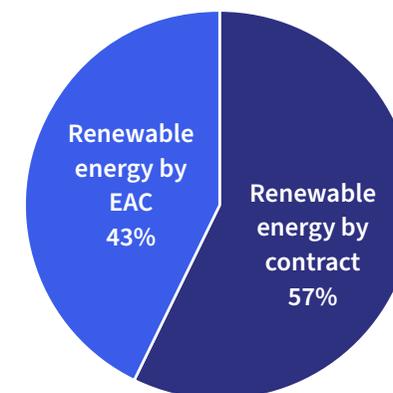
## Emissions<sup>2</sup>

Metric ton (mt) CO <sub>2</sub> e	2024	2023	2022	2021	2020 Baseline	% Change vs. 2020	% Change vs. 2023	% Change in mt/\$M rev vs. 2023
<b>Emissions: Scope 1</b>	187,455 <sup>^</sup>	182,265	179,234	167,572	173,797	8%	3%	-4%
<b>Emissions: Scope 2 (location-based)</b>	151,662 <sup>^</sup>	155,929	158,657	173,150	171,203	-11%	-3%	-9%
<b>Emissions: Scope 2 (market-based)</b>	126,346 <sup>^</sup>	149,702	157,778	186,993	175,982	-28%	-16%	-21%
<b>Total emissions: (Scope 1 + Scope 2 market-based)</b>	313,802	331,967	337,012	354,565	349,779	-10%	-5%	-12%

Scope 3 (mt) CO <sub>2</sub> e	2024	2023	2022	2021	2020 Baseline	% Change vs. 2020	% Change vs. 2023	% Change in mt/\$M rev vs. 2023
<b>Category 1: Purchased goods and services<sup>‡</sup></b>	543,229 <sup>^</sup>	625,075	506,582	818,325	534,899	2%	-13%	-19%
<b>Category 3: Fuel- and energy-related activities<sup>‡</sup></b>	74,464 <sup>^</sup>	90,212	91,416	99,811	72,205	3%	-17%	-23%
<b>Category 4: Upstream transportation<sup>‡</sup></b>	289,334 <sup>^</sup>	241,621	258,582	60,547	229,425	26%	20%	12%
<b>Category 9: Downstream transportation<sup>‡</sup></b>	96,756 <sup>^</sup>	93,470	98,818	146,015	73,082	32%	4%	-3%

	2024	2023	2022	2021	2020
<b>% Renewable electricity and RECs</b>	23.0%	7.1%	6.5%	1.1%	0.8%

### Breakdown of renewable energy



#### <sup>1</sup>Disclosures:

- Diesel and biodiesel are not material in the reported year.
- Fuel data does not include sites where fuel use is included in the lease; however, for sites that manage their fuel purchases directly, estimates were made for months where data was unavailable.
- Electricity Data, estimates were made for months when data was unavailable.
- REC stands for Renewable Energy Credits.
- EAC stands for Energy Attribute Certificate
- <sup>^</sup>this metric received limited third party assurance by ERM CVS in 2024. Please see page 52 for more details.

#### <sup>2</sup>Disclosures:

- Scope 1 includes emissions from gasoline, diesel, jet fuel, natural gas, US and Canadian fleet, no. 2 fuel oil, dry ice, biodiesel, and propane.
- Emissions associated with refrigerants have been estimated based on partial actual data and have been deemed not material in the reported year and were excluded from Scope 1. Scope 2 includes emissions from purchased electricity, offsite renewable energy, and purchased EACs.
- Increase in Category 4 spend through increase of business via acquisitions/organic growth plus increases in global costs.
- Market-based method reflects the emissions from the electricity that a company is purchasing, which may be different from the electricity that is generated locally (location-based).
- <sup>^</sup>this metric received limited third party assurance by ERM CVS in 2024. Please see page 52 for more details.

<sup>‡</sup> Category 1 emissions were calculated using calendar year 2024 spend data and emission factors from the Economic Input-Output LCA database (US EPA EEIO) to derive emissions by financial category type.

<sup>‡</sup> Category 3 well-to-tank (WTT) emissions are now calculated using IEA emission factors, replacing DEFRA factors used before 2024. Transmission and Distribution Losses are based on IEA and eGRID loss factors. This transition, following DEFRA's discontinuation of country-level WTT data in 2021, has contributed to a decrease in reported emissions.

<sup>‡</sup> Categories 4 & 9 were calculated using calendar year 2024 spend data and emission factors from the US EPA EEIO dataset to derive emissions by financial category type.

## LABCORP SPOTLIGHT

## Driving sustainability: Labcorp expands hybrid fleet and charging infrastructure

In 2024, we achieved a significant milestone in our sustainability journey by supporting increased fuel efficiency among our courier fleet.

Labcorp now has a total of more than 1,500 hybrids in our fleet. All courier vehicles ordered for the latest model year (2025) were hybrid, highlighting our dedication to greener operations and a healthier planet.

To further support our sustainability goals, we have enhanced our electric vehicle infrastructure. At our laboratory in Raritan, New Jersey, we installed six new charging stations: two for fleet use and four for employees, accessible via a convenient pay-based app. Globally, Labcorp now offers over 130 charging stations, accommodating electric vehicles, scooters and bikes.

Our Geneva site is going the extra mile to help employees opt for eco-friendly transportation by providing electric bikes to supplement employees' daily trips between offices located approximately 2 km apart. It also added wall-mounted outlets and code-secured lockers with integrated outlets for easy recharging.

“Our investment in hybrid vehicles and charging stations underscores our commitment to fuel efficiency and sustainable practices. When people see our hybrid vehicles on the road, they recognize our efforts to make a positive environmental impact,” said Barry Lowry, Director of Global Fleet Operations for Corporate Supply Chain.





## LABCORP SPOTLIGHT

### Dynacare launches new waste reduction program

Dynacare, a Labcorp company in Canada, continues to leverage employee-led initiatives to advance its commitment to operate sustainably while helping meet Labcorp goals.

In 2024, Dynacare renewed its focus on proper waste sorting and disposal with the launch of a new waste reduction program at Dynacare's largest laboratory, Midair Court in Brampton, designed to increase recycling and eventually move towards an energy-from-waste solution rather than sending waste to landfills.

The site has installed clearly labeled bins with signage to help employees simplify sorting and promote proper waste disposal.

In addition, battery recycling collection boxes are now located in most labs and offices, with specific locations shared on the employee intranet for easy access.

These efforts build on Dynacare's Brampton Product and Services Development (PSD) and Genetics labs' successful clean plastics recycling pilot. As the first labs at Brampton to adopt this waste reduction program with Dynacare, their input has helped other Dynacare labs at that location improve adoption and success.

We plan to expand these innovative waste management initiatives to other labs

across Canada.

"This advancement in waste management marks a significant step forward for our lab," said Franny Jewett, Environmental Sustainability Canada lead and Director, Integration Lead - CannAmm. "By working together and sorting our waste correctly, we can make a significant positive impact on the environment."

Dynacare is also educating team members about its sustainability practices and encouraging their involvement with a new internal podcast. The podcast brings to life policies, milestones and achievements in an engaging way that allows employees to listen at their convenience.

"We want to do all we can to spread the word among our employees about not only the actions we are taking but also how they can get involved," Jewett said.



## Keeping our teams safe

We are committed to a safe workplace for our employees, contractors, visitors and the communities we serve. We provide safe working environments whether in a lab, a patient service center, in a fleet vehicle or at newly acquired facilities.

This year, we continued with the global implementation of an injury reporting process and management system, providing a common, centralized reporting and tracking system. In addition, we refreshed our uniform auditing protocols and checklists, conducted multiple risk assessments and provided employee training on a wide range of topics. This has enabled us to further reduce work-related incidents and injuries for the second year in a row.

### 2024 safety highlights

- Reduced work-related injury rate per 100 employees by 14.2%. At 2.0 injuries per 100 employees, we remain below the general North American Industry Classification System (NAICS) average of 2.7 and strive to lower this rate further
- Reduced work-related lost time injury rate per 100 employees by 24.7%. At 0.6 injuries per 100 employees, we remain below the general NAICS average of 1.5
- Began comparing our performance against averages, more closely aligned with our Diagnostics Laboratories and Biopharma Laboratory Services operations
- Completed more than 121,000 safety training sessions on a wide range of topics, including Bloodborne Pathogen, Chemical Safety and EHS General Awareness

### 2024 safety data\*

Safety performance	2024	2023	% change
<b>Recordable injury/illness rate (TRIR)</b>	2.0	2.3	-14.2%
<b>Serious injury/illness rate (DART)</b>	0.6	0.8	-24.7%

\* Data has been updated to reflect the spin of the former Clinical Development and Commercialization Services business from Labcorp

TRIR: Total recordable incident rate, DART: Days away, restricted or transferred rate



## Business resiliency planning

The increasing frequency and intensity of natural disasters, adverse weather events and shifting geopolitical landscapes present significant challenges globally. These trends underscore the critical importance of our ability to proactively plan for, identify and support communities during such events. We remain steadfast in our commitment to safeguarding the well-being of our employees, patients, customers, assets and the broader global community.

To uphold this commitment, we have implemented a comprehensive business resiliency program that integrates the following core elements:

- Business continuity and disaster recovery: Comprehensive assessments and strategic planning prepare our operations and technology teams to navigate disruptions effectively
- Crisis management: A structured approach to lead and coordinate our response during adverse events

These measures have enabled us to respond effectively to global, regional and local challenges in recent years, reinforcing our role as a trusted leader in times of uncertainty.



### RESILIENCE SPOTLIGHT



Hurricane Helene brought significant devastation to the communities of Asheville, North Carolina, and Bristol, Tennessee, on September 26, 2024, leaving many Labcorp employees and their families facing substantial challenges. Labcorp's local leadership, with the assistance of Labcorp's Enterprise Crisis Management team, took immediate action to launch a coordinated relief effort to support team members and ease the burden on local government resources. Essential supplies were procured from outside the affected regions and transported to impacted areas in partnership with State Emergency Management. The Labcorp Charitable Foundation also made additional contributions to disaster relief charities actively supporting the recovery of these communities. Through these efforts, our branches were able to reopen and resume patient care as soon as power and water were restored, and our employees and their families received essential supplies and support.



## Animal care and welfare

Animal research is critical and required by government bodies for the development of new, safe and effective medicines, medical devices and products that protect the lives of people and animals.

Labcorp upholds a global animal welfare policy firmly rooted in our dedication to providing respectful and humane care in animal research. In addition, we are committed to meeting regulatory standards and striving to exceed them wherever possible. We approach our work with animals in biomedical research with a commitment to treating them with care, compassion and respect. Adhering to stringent regulatory and ethical standards is not just a scientific imperative for us; it is a moral obligation.

Our commitment to the welfare of animals we work with extends to our animal-related suppliers. Our animal welfare team thoroughly evaluates these suppliers using a rigorous process. This process includes regularly monitoring the animals' health, welfare and Labcorp's compliance with applicable regulations.

In addition to meeting regulatory requirements, we continuously advance our commitment to animal welfare by:

- Maintaining accreditation at 12 animal care sites by AAALAC International
- Proactively identifying and mitigating risks to animal welfare and compliance by:
  - Using a global metrics dashboard to proactively monitor animal welfare
  - Using artificial intelligence (AI) technology to analyze non-human primate study data and identify abnormalities in animal health
  - Maintaining site risk registers and conducting regular leadership risk reviews to enhance our animal care and use programs

Our dedication to animal welfare is ingrained throughout our organization. We encourage you to explore our comprehensive commitment to animal welfare and gain deeper insights into how we consistently uphold high standards of care and welfare in our research endeavors. View our complete [animal welfare policy](#).



## Culture of CARE (Clients, Animals, Research and Employees) and 3Rs Principles (Replacement, Reduction and Refinement)

At Labcorp, we foster a culture where staff and stakeholders unite in a strong commitment to our Culture of CARE, which is rooted in the 3Rs and embraces innovative strides in animal welfare.

In 2024, Labcorp celebrated its second global Culture of CARE week featuring daily webinars and local activities focusing on clients, animals, research and employees.

Also, we have demonstrated our commitment to the 3Rs by challenging traditional drug development paradigms in study design and execution. Collaborating with external animal welfare, government, academic and industry organizations, we are committed to continuous innovation in animal care and welfare globally.

## 3Rs Principles and Examples:



### New approach methodologies (NAMs): Replacement of animal (*in vivo*) studies with non-animal (*in vitro*) alternatives

In 2024, we presented data from our validation project “An *in vitro* Microfluidic Model of the Human Cardiovascular System for the Use in Pharmaceutical Screening Applications” at the HESI (Health and Environmental Safety Institute) Workshop on Validating and Using Cardiac NAMs for Toxicity Screening and Drug Development. This model can be used to predict drug/chemical-linked effects on atherosclerosis (plaque build-up and arterial hardening).

In 2024, we expanded our *in vitro* toxicology group to 35 scientists. In 2025, we plan to increase our laboratory space for assay development and further strengthen our scientific expertise, including post-doctoral appointments.



### Reduction

In 2024, we launched an initiative to develop virtual control groups, partially replacing concurrent study control animals. We plan to present key advancements at scientific conferences in 2025.



### Refinement

We have successfully developed and introduced a welfare monitoring tool that uses AI technology to identify when an animal may need veterinary care. During 2025, we are planning to expand the use of this tool to multiple species.



## Decentralized clinical trial (DCT) and patient centricity

We are committed to providing DCT capabilities to ease healthcare burdens for study volunteers and our customers and to increase diversity, access and inclusion in clinical trials. Our aim is to enable an ecosystem of remote sampling capabilities in alternate collection facilities or in the comfort of a patient’s home. We have invested in services and technology to enable decentralized lab sampling and are working to operationalize new activities supporting home self-collection visits. We are also enabling technology in support of these capabilities.

Our vision is to create a patient ecosystem that offers flexible options for sample collection, such as:

- **Investigator site:** Sample collection at a traditional investigator site by a study nurse or other trained clinician
- **Home self-collection:** Sample collection at a patient’s home by the patient or caregiver
- **Home health visits:** Sample collection at a patient’s home by local nurses or other clinicians
- **Labcorp patient service centers (PSCs):** Collection at a local PSC by staff

## Central Laboratory Services DCT progress

### Experience and expansion:

- Multiple clinical trials have been successfully conducted using Labcorp’s PSCs, including a fully virtual trial and several studies that also included home self-collection

We have extensive experience collaborating with home healthcare agencies to reduce patient burden and offer flexibility to patients and sponsors.

### Microsampling device expertise:

- An expert team evaluates and validates microsampling devices

### Early engagement consultation:

- Experienced scientists and operational experts are available for consultation

### DCT collaborations:

- In early 2024, Labcorp and Hawthorne Effect, a complete clinical trials solution integrating technology, announced a strategic collaboration to advance decentralized clinical trial capabilities for pharma, biotech and medical device sponsors to increase patient diversity and inclusion, decrease site burden, and accelerate enrollment and clinical study timelines. Through the collaboration, Labcorp and Hawthorne Effect aim to combine their services and create new, differentiated service offerings to support decentralized clinical trials.

### The Innovative Healthcare Initiative (IHI)

Since 2014, Labcorp has been participating in the IHI, a public-private partnership program aimed at fostering innovation within the European Union healthcare sector to bridge gaps between research and practical healthcare applications with a focus on enhancing patient outcomes, improving healthcare delivery and driving cost efficiencies.

IHI brings together stakeholders from various sectors, including pharmaceutical companies, healthcare providers, academic institutions and patient advocacy groups with the objective to accelerate the development of new therapies and technologies. Labcorp provides in-kind contributions and is engaged in several projects focused on developing innovations to enhance public health.





## LABCORP SPOTLIGHT

### Ovia Health by Labcorp Addressing Gaps in Care

Ovia Health by Labcorp offers comprehensive programs focused on promoting maternal health equity. The organization specifically supports Black mothers, who experience significant disparities in maternal health, through proactive outreach, helping them find and connect with healthcare providers who share their racial background. In 2024, Ovia enhanced access to and education about doula care, with a particular emphasis on supporting Black women in the U.S. Doulas play a crucial role as advocates for Black women and women of color, ensuring their voices are heard and empowering them to achieve better health outcomes.



#### Acclinate Labcorp - Voice of Community

The Labcorp Venture Fund has invested in Acclinate, a healthcare technology company that helps pharmaceutical companies and healthcare organizations access and engage communities of color to facilitate more inclusive research. Labcorp is partnering with Acclinate in a Voice of Community program, leveraging Labcorp PSCs in Philadelphia, Pennsylvania. Patient insights will be gathered to identify barriers that exist in order to identify and implement actionable solutions to foster broader access and representation in clinical trials.

#### Just Ask training program with Duke University

We collaborated with Duke University in North Carolina to create a proof-of-concept training program utilizing Duke's Just Ask training to upskill site staff at one of Labcorp's key stakeholder sites on inclusive clinical research. The program has been very successful at increasing knowledge among site staff about inclusive clinical research, and the feedback from the site staff has been very positive.

#### Advancing inclusive clinical research with Tigerlily Foundation

Our commitment to inclusive clinical research is anchored in our mission to improve health and improve lives. People of color experience the highest cancer mortality rates across multiple disease states, yet they often remain underrepresented in clinical trial research. We are committed to driving more inclusive clinical trials and have a number of initiatives underway.

We partnered with the Tigerlily Foundation to design a transformational multi-stakeholder framework to enable more inclusive clinical trials by enhancing inclusivity and building trust and engagement, ultimately leading to improved health outcomes for all. The [I AM INCLUDED](#) framework can be used across all types of sites, including academic sites, community sites and physician practice sites, as well as across therapeutic areas.

After the I AM INCLUDED framework became available for the industry in 2024, we partnered with Tigerlily to survey participants to confirm the validity of its usefulness. Of the respondents, 60% reported that they were somewhat likely or extremely likely to act on the best practice recommendations from I AM INCLUDED and 67% reported that they were extremely likely to recommend I AM INCLUDED to a friend or colleague. The scientific importance of inclusive clinical research will ultimately benefit all patients waiting for new treatment options.

# OUR COMMUNITY

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Our work of improving health and improving lives across the globe doesn't stop at the laboratories. That's why, at all levels of our organization, we invest strategically in the health of our communities through dedicated employee volunteerism and strategic corporate philanthropy, focusing on health and welfare, education and community development.

### Supporting communities in times of crisis

In the wake of conflicts and natural disasters, The Labcorp Charitable Foundation remained steadfast in its mission to aid communities in crisis. Through financial contributions and employee donation matches, we delivered critical relief to affected areas, helping individuals and families rebuild their lives.

**American Red Cross Disaster Responder Program:** The Labcorp Charitable Foundation's donation helps the Red Cross to have critical systems and supplies in place to be prepared to help when disasters occur and provide people and communities with the knowledge and resources they need to face emergencies of all kinds, before they happen.

**Hurricane Relief Efforts:** In response to the devastation caused by storms such as Hurricanes Helene and Milton along the U.S. East Coast, Labcorp employees mobilized to raise funds, organize donation drives and directly assist impacted communities and colleagues.

**Employee Donation Matching:** The Labcorp Charitable Foundation amplified the impact of employee generosity by matching donations to eligible disaster relief organizations, further strengthening recovery efforts.



## Employees in action supporting our communities

Labcorp is committed to expanding access to healthcare, education, housing and community support through strategic philanthropy and volunteerism. Our initiatives address social determinants of health while fostering science, technology, engineering and math (STEM) education, particularly in underserved communities.

By investing in the well-being of those we serve, we help build stronger communities, remove barriers to access and create opportunities for success.

Throughout the year, our employees participated in various events and initiatives including:

- As a key sponsor of the Run 4 Research event in India, we reinforced our commitment to advancing clinical research and innovation in the region. The event is organized by the Indian Society for Clinical Research (ISCR).
- Employee groups from across the southeastern U.S. volunteered and supported fundraising events organized by the American Cancer Society to support cancer research and patients.
- Employee groups across the company collected children's books to support local literacy initiatives and organized school supply drives to benefit students in need.
- Employees from the Blue Ridge Region and Triad areas of North Carolina cooked meals for families at Ronald McDonald House, offering comfort and normalcy during difficult times.
- In Seattle, Washington, our ASCEND employee resource group and phlebotomy team hosted their third annual food and toy drive, collecting 78 pounds of food for local families.
- In Sofia, Bulgaria, colleagues organized a charity breakfast, raising funds to support abandoned children and improve access to quality education.



In 2024, Labcorp, its employees and The Labcorp Charitable Foundation continued their collaborative support of the annual Employee Giving Campaign. The campaign serves as an opportunity for colleagues across the globe to support identified charities aligned with our mission to improve health and improve lives: American Cancer Society, American Diabetes Association, American Heart Association, American Red Cross, National Urban League, Project Hope, United Way and new in 2024, the International Committee of the Red Cross (ICRC).

As part of our continuous effort to strengthen our global impact, we were proud to expand the featured charities to include the ICRC, a global charity active in more than 90 countries around the world that is committed to providing humanitarian aid to people affected by armed conflict.

“Labcorp is honored to support the ISCR Run 4 Research initiative. Clinical research is the backbone of medical advancements, and events like this help to raise awareness about its importance. We are committed to driving innovation in healthcare through robust research and development.”



**Imran Ali**

Global Head, Early Development Research  
Country Head, India

## The Labcorp Charitable Foundation

The Labcorp Charitable Foundation, a 501(c)3 organization funded by Labcorp, is dedicated to creating positive change for communities worldwide. Since its founding, the Foundation has invested in over 500 grants, including more than 200 in 2024, addressing social determinants of health, supporting medical research, promoting healthy lifestyles and expanding STEM education. Additionally, it supports employee programs like Double Your Donation and Dollars for Doers.

In 2024, 76% of funded programs supported health initiatives focused on access to care, healthy food, medical research and preventive services for underserved populations.\*



**Food Connect:** Supported the Food 4 Life program aimed at improving health outcomes for adults with Type 2 diabetes by increasing access to nutritious foods and health and educational resources, improving diabetes management



**Methodist Richarson Medical Center Foundation:** Provided funding to support the Asian Breast Health Outreach Project (ABHOP) providing breast cancer screenings for uninsured, low-income women



**Project HOPE:** Supported the launch of a rural health program in China to increase access to healthcare, addressing critical healthcare needs in rural communities by enhancing early detection and screening efforts for children and oncology care services



**The South African Bone Marrow Registry:** Expanded registry diversity and supported patient assistance programs

Over half of the Foundation's investments focused on community support, addressing basic needs for vulnerable populations.\*



FAMILY HOUSE

**Family House:** Provided temporary housing, meals and transportation for families of children undergoing critical treatment



**ignite:** Aimed to end youth homelessness through emergency shelter, transitional housing and outreach



**USA CARES:** Helped veterans avoid homelessness with financial assistance for housing and utilities

The Foundation also prioritizes expanding STEM education, creating opportunities for youth and advancing healthcare innovations.



**American Diabetes Association:** Funding supported "Project Power Youth," a youth diabetes prevention program focused on nutrition, physical activity and family engagement as well as supported diabetes educational events



**Great Lakes Science Center:** Funded a robotics initiative and a medical mission to the Dominican Republic where students designed and built 3D-printed prosthetic arms



**QL Plus Program:** Connected engineering students with veterans and first responders to create assistive technologies, such as adaptive electric bikes and wheelchair attachments

In 2024, Labcorp and The Labcorp Charitable Foundation continued to support the global Cards of Encouragement campaign, honoring Dr. Martin Luther King, Jr., by creating homemade cards for children's hospitals and Ronald McDonald Houses worldwide. Since 2022, over 17,000 cards have been distributed to support hospitalized children and families, with the Foundation donating nearly \$90,000 to support patient assistance in recognition of employee efforts.

\*Funded programs can be categorized as one or more focus areas, resulting in total percentage amount greater than 100%.



## LABCORP SPOTLIGHT

## Giving back – Recycling technology

Labcorp has partnered with the Kramden Institute since 2007 to donate surplus computer equipment, advancing both digital access and sustainability. Before donating, retired computers are disassembled and cleared in compliance with HIPAA regulations. Kramden volunteers then refurbish the devices, distributing them to individuals with limited or no technology access.

With contributions from partners like Labcorp, the Kramden Institute has provided over 57,000 computers since 2003, bridging the digital divide. This collaboration reduces electronic waste and promotes access to technology.



## Empowering employees, strengthening communities

For the second consecutive year, we hosted the Healthy Communities contest, a three-month initiative mobilizing employees to volunteer in local communities. This annual effort aligns with our Access for All initiative, a unified strategy to enhance health, education and community support through collective action.

In 2024, employee teams contributed 680 hours to service projects addressing housing, food security and enrichment opportunities. The Labcorp Charitable Foundation amplified this impact by donating to the winning teams' chosen charities, further strengthening community support.

As a global healthcare leader, we are committed to fostering meaningful connections and driving positive change. The success of Access for All and Team Up for Healthy Communities reflects the power of collaboration, empowering employees and communities alike.



## LABCORP SPOTLIGHT

### Harrogate employees lend a hand for Henshaws

Labcorp employees at our lab in Harrogate, UK, volunteered at the Henshaws Arts and Crafts Centre in Knaresborough. Henshaws is a charity dedicated to offering support, advice and training to people with vision loss and other disabilities to help them live fulfilling and independent lives.

The Harrogate team spent a full day assisting the head gardener at the Arts and Crafts Centre with general grounds maintenance. They cleared leaves, turned compost, weeded outdoor areas and helped pick apples. Efforts like these keep us connected with the communities we serve and provide much needed help to charities making a difference in the lives of others.



## LABCORP SPOTLIGHT



### Dynacare4Diabetes

Dynacare, a Labcorp company, committed to Canada's health and wellness, continued their efforts to raise awareness about Type 2 diabetes and provide testing to those that need it most. During Diabetes Awareness Month, Dynacare collaborated with Diabetes Canada to organize five mobile clinics in communities that are most at risk of developing diabetes. Each clinic offered free diabetes A1C tests, paid for by Dynacare, and provided free memberships to Dynacare Plus, an app that provides 24/7 access to lab results. In addition, the Dynacare Laboratory and Health Services Centres across the Greater Toronto Area offered free A1C tests as part of the campaign.

At the conclusion of the campaign, Dynacare donated to Diabetes Canada to encourage ongoing support of those living with diabetes or prediabetes.



## LABCORP SPOTLIGHT

## Enhancing community impact, matching employee donations and volunteer time

In 2024, we continued to empower employees to serve as agents of positive change, aligning their personal values with our mission of enhancing health, through two signature employee engagement programs.

Double Your Donation offers a one-to-one match by The Labcorp Charitable Foundation for Labcorp employee donations to qualifying nonprofit organizations. Dollars for Doers encourages Labcorp employees to support their communities through volunteer service by offering a monetary donation from The Labcorp Charitable Foundation in recognition of their volunteer or board service to eligible nonprofit organizations.



**Tina Cates**

Burlington, NC, U.S.  
Paralegal,  
Corporate Affairs

“I support my local food pantry, because I believe everyone should have access to food and other essential items. We all face challenges in our lifetime, and I am grateful to be able to help lessen the burden for someone facing a difficult time. By utilizing the Double Your Donation program, I am doubling my financial impact to serve more individuals in need. Aside from monetary support, volunteering with the organization serves as an opportunity for my family to come together to give back to our community, resulting in a shared sense of accomplishment.”



**Jinan Loewen**

Singapore,  
Singapore Project  
Management

“Dollars for Doers was the perfect motivator to get back into volunteering after a long break. I served with the Singapore Red Cross, where I supported food distribution and first aid coverage in the community. It felt great to volunteer more regularly, and I’m already planning my next volunteer opportunities for the coming year!”

These programs simplify the process of giving back and allow more charities to benefit from Labcorp’s commitment to social responsibility. This not only expands the influence of employee efforts but also cultivates a culture of inclusivity and shared purpose within the company.



# APPENDIX

- 52** Independent limited assurance report
- 53** Global Reporting Initiative (GRI)
- 55** Sustainability Accounting Standard Board (SASB)
- 56** U.N. Global Compact Ten Principles
- 56** Task Force on Climate-Related Financial Disclosures (TCFD)
- 59** EEO-1 Report
- 61** Cautionary statement regarding forward-looking statements

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Labcorp Holdings Inc. to provide limited assurance in relation to the selected information set out below and presented in the Labcorp 2024 Corporate Responsibility Report (the “Report”).



## Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Laboratory Corporation of America Holdings (“Labcorp”) to provide limited assurance in relation to the Selected Information set out below and presented in the Labcorp 2024 Corporate Responsibility Report (the “Report”).

### ENGAGEMENT SUMMARY

<b>Scope of our assurance engagement</b>	Whether the following Selected Information as indicated in the ‘Environmental sustainability data’ section are fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.	
<b>Selected Information</b>	<b>Disclosure</b>	<b>Unit</b>
	Total Energy	Gigajoules (GJ)
	Emissions: Scope 1	metric tons of CO <sub>2</sub> e
	Emissions: Scope 2 (location-based)	metric tons of CO <sub>2</sub> e
	Emissions: Scope 2 (market-based)	metric tons of CO <sub>2</sub> e
Emissions: Individual Scope 3 by category comprised of the following: <ul style="list-style-type: none"> <li>Category 1 (Purchased goods and services)</li> <li>Category 3 (Fuel &amp; Energy Related Activities)</li> <li>Category 4 (Upstream Transportation and Distribution)</li> <li>Category 9 (Downstream Transportation and Distribution)</li> </ul>	metric tons of CO <sub>2</sub> e	
<b>Reporting period</b>	January 1, 2024 – December 31, 2024	
<b>Reporting criteria</b>	<ul style="list-style-type: none"> <li>The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for the Scope 1 and 2 GHG emissions</li> <li>GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (Version 1.0, 2013) for the Scope 3 GHG emissions</li> <li>Labcorp’s reporting criteria as explained in Labcorp’s footnotes in the Report</li> </ul>	
<b>Assurance standard and level of assurance</b>	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>	
<b>Respective responsibilities</b>	<p>Labcorp is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS’ responsibility is to provide a conclusion to Labcorp on the agreed assurance scope based on our engagement terms with Labcorp, the assurance activities performed and exercising our professional judgement.</p>	

### OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

### OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information, which included testing the completeness and mathematical accuracy of conversions and calculations and consolidation in line with the stated reporting boundary;
- Conducting virtual visits to four Labcorp facilities in the USA and UK to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



March 25, 2025  
Malvern, PA

ERM Certification & Verification Services Incorporated  
[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)

### THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

### OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Labcorp in any respect.



## Global Reporting Initiative (GRI) Index

We prepare our annual update to our Corporate Responsibility Report in accordance with the GRI Standards.

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
<b>General Disclosures</b>		
<b>GRI 2: General Disclosures</b>		
2-1	Organizational details	Our Company, p. 4; Labcorp at a Glance, p. 6; Our People, p. 17; <a href="#">10-K   Labcorp</a>
2-2	Entities included in the organization's sustainability reporting	Our Company, p. 4
2-3	Reporting period, frequency and contact point	Annual; <a href="#">Labcorp Investor Relations</a>
2-4	Restatements of information	None
2-5	External assurance	In 2024, we obtained limited assurance of our 2024 Scope 1, Scope 2 and select Scope 3 emissions from a third-party attestation provider, p. 52
2-6	Activities, value chain and other business relationships	Labcorp at a Glance, p. 6; <a href="#">10-K   Labcorp</a> ; Our People, p. 4; Supplier Code of Conduct, Oversight and Diversity, p. 14; Shifting to Electric and Hybrid Vehicles, p. 36
2-7	Employees	Our People, p. 17; <a href="#">10-K   Labcorp</a>
2-9	Governance structure and composition	Labcorp governance, p. 7; <a href="#">10-K   Labcorp</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy</a>
2-11	Chair of the highest governance body	Labcorp governance, p. 7; <a href="#">10-K   Labcorp</a>
2-12	Role of the highest governance body in overseeing the management of impacts	Labcorp governance, p. 7; Labcorp ESG steering committee, p. 8; Our operations, p. 26; SASB disclosures, p. 55; TCFD disclosures, p. 56; Climate change risk, risk management and resiliency planning, p. 39
2-13	Delegation of responsibility for managing impacts	Labcorp governance, p. 7; TCFD disclosures, p. 56
2-14	Role of the highest governance body in sustainability reporting	A message from Labcorp's Chairman and CEO, p. 3; Labcorp governance, p. 7; TCFD disclosures, p. 56
2-15	Conflicts of interest	Code of Conduct and Ethics, p. 10; <a href="#">2025 Proxy</a>
2-16	Communication of critical concerns	<a href="#">Labcorp investor relations</a> ; <a href="#">2025 Proxy</a>
2-17	Collective knowledge of the highest governance body	A message from Labcorp's Chairman and CEO, p. 3;
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy</a>
2-22	Statement on sustainable development strategy	A message from Labcorp's Chairman and CEO, p. 3

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
2-23	Policy commitments	Enterprise Third-Party Risk Management (ETPRM), p. 15; Climate change risk, risk management and resiliency planning, p. 39; TCFD disclosures, p. 56; Code of Conduct and Ethics, p. 10
2-26	Mechanisms for seeking advice and raising concerns	Reporting and investigations: Labcorp's Speak Up culture, p. 11
2-29	Approach to stakeholder engagement	Labcorp at a Glance, p. 6; Labcorp People, p. 17
<b>Material Topics</b>		
<b>GRI 3: Material Topics 2021</b>		
3-1	Process to determine material topics	A Message from Labcorp's Chairman and CEO, p. 3; Labcorp at a Glance, p. 6
3-2	List of material topics	Materiality assessment: Evolving Labcorp's reporting transparency and disclosures, p. 10;
3-3	Management of material topics	Materiality assessment: Evolving Labcorp's reporting transparency and disclosures, p. 10; Labcorp ESG steering committee, p. 9; <a href="#">2025 Proxy</a>
<b>Topic Standards</b>		
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	Labcorp at a glance, p. 6; <a href="#">2025 Proxy</a> ; <a href="#">10-K   Labcorp</a>
201-2	Financial implications and other risks and opportunities due to climate change	TCFD disclosures, p. 56
<b>GRI 203: Indirect Economic Impacts 2016</b>		
203-2	Significant indirect economic impacts	<a href="#">10-K   Labcorp</a>
<b>GRI 205: Anti-Corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	Labcorp governance, p. 7; Code of conduct and ethics p. 10
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics, p. 10; Embedding compliance: Employee training, p. 11
<b>GRI 301: Materials 2016</b>		
301-2	Recycled input materials used	2024 Sustainability highlights, p. 28; Waste, p. 34
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	Energy, p. 35; <a href="#">CDP's global website</a>
302-4	Reduction of energy consumption	Energy, p. 35; <a href="#">CDP's global website</a>



## Global Reporting Initiative (GRI) Index (continued)

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
<b>GRI 303: Water and Effluents 2018</b>		
303-5	Water consumption	Water, p. 34; <a href="#">CDP's global website</a>
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Emissions, p. 35; <a href="#">CDP's global website</a>
305-2	Energy indirect (Scope 2) GHG emissions	Emissions, p. 35; <a href="#">CDP's global website</a>
305-3	Other indirect (Scope 3) GHG emissions	Emissions, p. 35; <a href="#">CDP's global website</a>
305-4	GHG emissions intensity	Emissions, p. 35; <a href="#">CDP's global website</a>
305-5	Reduction in GHG emissions	Key impact areas of focus p. 27; 2024 Sustainability Highlights, p. 28; Emissions, p. 35; TCFD disclosures, p. 56; <a href="#">CDP's global website</a>
<b>GRI 306: Waste and Effluents 2016</b>		
306-2	Waste by type and disposal method	Waste, p. 34
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	Code of conduct and ethics, p. 10; Promoting fundamental human rights, p. 12; Keeping our teams safe, p. 38
403-4	Worker participation, consultation, and communication on occupational health and safety	Embedding compliance: Employee training, p. 11; Developing our teams, p. 25; Keeping our teams safe, p. 38
403-5	Worker training on occupational health and safety	Embedding compliance: Employee training, p. 11; Developing our teams, p. 25; Keeping our teams safe, p. 38
403-6	Promotion of worker health	Embedding compliance: Employee training, p. 11; Developing our teams, p. 25; Keeping our teams safe, p. 38
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	Developing our teams, p. 25
404-2	Programs for upgrading employee skills and transition assistance program	Developing our teams, p. 25

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Labcorp Board of Director demographics, p. 8; Workforce composition and inclusion, p. 20
<b>GRI 412: Human Rights Assessment 2016</b>		
412-1	Employee training on human rights policies or procedures	Promoting fundamental human rights, p. 12; Embedding compliance: Employee training, p. 11
<b>GRI 413: Local Communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	Our community, p. 44
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct, supplier oversight and diversity program, p. 14



## Sustainability Accounting Standard Board (SASB) Index

Industry Subsector	Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Page Listed/Disclosure
Biotechnology Pharmaceutical	Employee Recruitment Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Qualitative	HC-BP-330a.1	Inside Labcorp: Workforce Demographics, p. <a href="#">18</a>
Health Care Delivery	Patient Privacy and Electronic Health Records	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	Qualitative	HC-DY-230a.2	Enterprise Third-Party Risk Management (ETPRM), p. <a href="#">15</a> ; Embedding Compliance: Employee Training, p. <a href="#">11</a> ; Keeping Labcorp Secure: Proactive Protection and Resilience, Cybersecurity, Data Privacy, p. <a href="#">15</a>
Biotechnology Pharmaceutical	Business Ethics	Description of code of ethics governing interactions with health care professionals	Qualitative	HC-BP-510a.2	Code of Conduct and Ethics, p. <a href="#">10</a>
Health Care Delivery	Energy Management	Percentage grid electricity	Percentage %	HC-DY-130a.1	Energy (Totals reported), p. <a href="#">35</a>
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Energy, p. <a href="#">35</a>
Health Care Delivery	Energy Management	Percentage renewable electricity	Percentage %	HC-DY-130a.1	Energy, p. <a href="#">35</a>
Health Care Delivery	Waste Management	Total amount of hazardous pharmaceutical waste Total amount of nonhazardous pharmaceutical waste Percentage hazardous incinerated Percentage hazardous landfilled Percentage nonhazardous incinerated Percentage nonhazardous recycled/treated Percentage nonhazardous landfilled	Metric ton (t) Percentage %"	HC-DY-150a.2	Waste amounts, p. <a href="#">34</a> . Percentages are not reported
Health Care Delivery	Waste Management	Total amount of medical waste Percent of medical waste recycled or treated Percent of medical waste landfilled Incinerated	Metric ton (t) Percentage %"	HC-DY-150a.1	Waste amounts, p. <a href="#">34</a> . Percentages are not reported
Health Care Delivery	Physical Impacts of Climate Change	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	N/A	HC-DY-450a.1	Climate Change Risk, Risk Management and Resiliency Planning, p. <a href="#">39</a> ; TCFD disclosures, p. <a href="#">56</a> ; <a href="#">CDP's global website</a>
Health Care Delivery	Employee Safety	Total recordable incident rate (TRIR)	Rate	HC-DY-320a.1	Keeping Our Teams Safe, p. <a href="#">38</a>
Health Care Delivery	Employee Safety	Days away, restricted, or transferred (DART) rate	Rate	HC-DY-320a.1	Keeping Our Teams Safe, p. <a href="#">38</a>



## U.N. Global Compact Reporting

### UNGC Ten Principles

Human Rights <a href="#">p. 12, 14-15</a>	Labor <a href="#">p. 11-12, 18-23</a>	Environment <a href="#">p. 27-37</a>	Anti-Corruption <a href="#">p. 10-12, 14-15</a>
<p><b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p><b>Principle 2:</b> make sure that they are not complicit in human rights abuses.</p>	<p><b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labor;</p> <p><b>Principle 5:</b> the effective abolition of child labor; and</p> <p><b>Principle 6:</b> the elimination of discrimination in respect of employment and occupation.</p>	<p><b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote greater environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.</p>

## Task Force on Climate-Related Financial Disclosures (TCFD) Index

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
<b>Governance</b>		
Describe the boards' oversight of climate-related risks and opportunities	The highest level of direct responsibility for climate change resides with the Chief Executive Officer and Chairman of the Board. Information on climate change issues affecting business continuity is led and communicated primarily by the Environment, Health, Sustainability & Safety and Facilities Management (EHS) and Enterprise Risk Management (ERM) teams, and the ESG Executive Steering Committee (ESG Committee). The ESG Committee, EHS and ERM Leadership report on climate-related risks, opportunities and progress on key initiatives and goals to the Board of Directors, CEO and the Executive Committee at least annually.	A message from Labcorp's Chairman and CEO, <a href="#">p. 3</a> ; Labcorp governance, <a href="#">p. 7</a> ; Labcorp ESG Committee, <a href="#">p. 9</a> ; CDP 4.1.2
Describe management's role in assessing and managing climate-related risks and opportunities	The highest-level management positions with responsibility for climate-related issues are the Executive Vice President, Chief Legal Officer, Chief Compliance Officer & Secretary (CLO) and the Vice President of EHS, Real Estate, and Facilities (VP EHS). The CLO and VP EHS serve as co-chairs of Labcorp's EHS, Social & Governance (ESG) Executive Steering Committee (ESC), which is comprised of senior management personnel with direct responsibility for setting general ESG strategy, and recommending policies, practices and disclosures that conform with the strategy. Additionally, the ESC oversees the implementation of systems, as deemed necessary and appropriate, to monitor ESG information and performance. The CLO and VP EHS report to the Executive Committee and Board of Directors on ESG matters. In addition to the ESG Committee, Risk Management has a formal process to review and discuss issues identified through the existing risk management framework, including climate risks, and uses an internal methodology to rank each risk based on impact, probability and mitigation plans.	Labcorp governance, <a href="#">p. 7</a> ; Labcorp ESG Committee, <a href="#">p. 9</a> ; CDP 4.1.1, 4.3.1



## Task Force on Climate-Related Financial Disclosures (TCFD) Index (continued)

Strategy		
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term</p>	<p>Labcorp has identified short-, medium- and long-term risks involving climate-related scenarios. For example, fuel and energy costs, taxes and regulations are likely to increase as governments continue to address climate-related risks. Labcorp monitors proposed climate related regulations and requirements, assessing their potential impact on our global business, and determines actions we may need to take to prepare for conformance. More recently, our Labcorp business in the United Kingdom has been subject to the Energy Savings Opportunity Scheme (ESOS) and Streamlined Energy and Carbon Reporting (SECR). Complying with these emission reporting obligations may require additional investments in data management, accounting and reporting capabilities (including time, personnel and technology). Capital expenditures may be required to meet emission reduction obligations. While these regulations impact only a small portion of our total emissions profile, Labcorp recognizes that regulatory burdens may increase as countries adopt new or more extensive regulations in the future.</p> <p>Labcorp has also identified various opportunities involving climate-related scenarios, including resource efficiency via:</p> <ul style="list-style-type: none"> <li>• Organizational transition to more efficient buildings</li> <li>• Reduction of water consumption</li> <li>• Reduction in energy consumption</li> </ul> <p>Additionally, rising costs due to increased carbon regulation generally make capital investments in energy reduction projects more cost-effective. As regulations increase and/or energy costs increase because of measures to regulate fossil fuels, Labcorp anticipates more opportunities for cost savings related to more efficient processes.</p>	<p>Climate change risk, risk management and resiliency planning, p. 39; CDP 3.3.1, 3.6.1</p>
<p>Describe the potential impact of different scenarios, including a 2c scenario, on the organization's business, strategy and financial planning</p>	<p>Labcorp assesses the physical impacts of climate change, such as the likely scenario of increased severity and frequency of extreme weather events, when evaluating business resilience. This risk is mitigated through crisis response plans and risk management procedures. Business continuity plans are linked to a crisis management plan, and review of these plans is ongoing. Risk management, EHS and facilities management meet periodically to examine trends and determine processes and measures to further reduce risk and increase resilience in the organization.</p> <p>Similarly, changes in the technology landscape have led Labcorp to conduct scenario analysis when evaluating the use of more efficient modes of transport in an uncertain regulatory environment. Labcorp used Business as Usual (BAU) scenario (the minimum value reported) and a Low Carbon Scenario (the maximum value reported) to calculate business impacts.</p> <p>We recognize the benefits of further integrating climate-related scenario analysis in our business strategy, and we used scenario planning as part of our Science Based Targets goal setting process to help us achieve our desired carbon impact.</p>	<p>Climate change risk, risk management and resiliency planning, p. 39; CDP 2.2.2, 3.3.1, 3.6.1, 5.1, 5.3.1, 5.3.2</p>



## Task Force on Climate-Related Financial Disclosures (TCFD) Index (continued)

Risk Management		
Describe the process used by the organization to identify, assess and manage climate-related risks, and how these risks are integrated into the organization's overall risk management.	<p>Labcorp defines “substantive” risk as any impact that could adversely affect the company’s business or financial position, or disrupt, delay or inhibit our ability to conduct testing services or research. CDP’s definition of “substantive” risk and our response to questions presenting “substantive” risks should not be considered to relate to matters or facts deemed “material” to reasonable investors as referred to under U.S. securities laws or similar requirements from other jurisdictions. Investors should refer to disclosures in our Annual Report on Form 10-K (10-K) and in other filings with the U.S. Securities and Exchange Commission, including our quarterly reports on Form 10-Q and our current reports on Form 8-K, for a discussion of “material” matters.</p> <p>Risk assessments are undertaken annually with third-party insurers to model catastrophes, such as hurricanes (100-year events), earthquakes, inland flooding (100 and 500-year events) and storm surges. Labcorp also partners with these providers to evaluate local conditions and implement mitigation measures.</p> <p>Based on these scenarios, Labcorp creates business continuity plans for risks and crisis management plans for events that impede Labcorp’s ability to do business. Crisis advisory teams are appointed at sites in advance, and teams practice event preparation. These plans are reviewed and updated on an ongoing basis. These risks are categorized, prioritized and reviewed at the business unit level, and major risks are ultimately reported to the board. Risks are also reviewed top-down through the ERM program. Led by ERM Leadership, this group examines larger systemic issues and how they may impact Labcorp. Risk management, EHS and facilities management meet annually to examine risk trends and determine processes and measures to further reduce risk in the organization. In parallel to dedicated risk management efforts, EHS assesses climate-related risks and opportunities on an ongoing basis for reporting to executive leadership, clients and investors. This department works with third-party consultants to help identify long-term climate trends and implement measures to mitigate risk. As a result of this assessment, Labcorp submitted Science Based Targets (SBTs) to the Science Based Targets initiative (SBTi) for review and approval in December 2022. SBTi approved our SBTs in July 2023.</p>	Enhancing our Sustainability Impact, p. 27; Climate change risk, risk management and resiliency planning, p. 39; CDP C2.1a, 2.1b, 2.2, C2.2a, <a href="#">10-K   Labcorp</a>
Metrics and Targets		
Describe the metrics and targets used to assess and manage relevant climate-related risks and opportunities	<p>Labcorp has established multiple metrics and targets, including those related to reducing climate-related risks, many of which are in the 2023 Corporate Responsibility Report. Focus areas include air emissions, energy, water and waste.</p> <p>In July 2023, Labcorp joined the growing group of leading companies with SBTi approved SBT.</p>	Enhancing our sustainability impact, p. 27, 2024 sustainability highlights, p. 28; sustainability targets, p. 29; CDP C7
Disclose Scope 1, Scope 2 and if appropriate, Scope 3 GHG emissions and related risks	Data is outlined in Labcorp’s 2024 Corporate Responsibility Report and developed in accordance with GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Sustainability data: Emissions, p. 35; Reporting Standard (Revised Edition); CDP C7



## Labcorp 2023 EEO-1 Report

Job Categories	Number of Employees															
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino													RAW TOTALS
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaskan native	Two or more races	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaskan native	Two or more races		
Executive/Senior Level Officials and Managers	1	6	132	5	11	0	1	3	82	3	8	0	0	0	252	
First/Mid-Level Officials and Managers	139	230	1173	176	182	8	11	21	1781	547	218	7	9	41	4543	
Professionals	316	647	2377	437	733	6	16	68	4630	1190	1068	8	43	134	11673	
Technicians	735	3717	1713	823	605	32	26	87	7780	6808	1402	80	164	431	24403	
Sales workers	34	57	303	19	17	2	2	3	530	48	19	1	5	9	1049	
Administrative support workers	115	383	379	156	89	5	3	9	1825	1244	223	11	26	73	4541	
Craft workers	8	0	70	5	4	0	1	0	5	1	1	0	0	0	95	
Operatives	476	166	1590	742	248	17	16	30	648	411	22	3	10	27	4406	
Laborers and helpers	10	26	51	18	9	0	0	3	56	41	8	0	3	7	232	
Service workers	2	1	13	0	0	0	0	0	3	0	0	0	0	0	19	
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>1836</b>	<b>5233</b>	<b>7801</b>	<b>2381</b>	<b>1898</b>	<b>70</b>	<b>76</b>	<b>224</b>	<b>17340</b>	<b>10293</b>	<b>2969</b>	<b>110</b>	<b>260</b>	<b>722</b>	<b>51213</b>	
PRIOR 2022 REPORTING YEAR TOTAL	1837	5472	8565	2383	2045	69	72	247	19378	10810	3361	106	273	744	55362	

DATES OF PAYROLL PERIOD: 12/16/2023 THRU 12/31/2023



# Labcorp 2023 EEO-1 Report (continued)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)		EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026													
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID R644680	EMPLOYER NAME LABCORP OF AMERICA HOLDINGS														
ADDRESS 531 SOUTH SPRING STREET	CITY/TOWN BURLINGTON	STATE NC	ZIP CODE 27215												
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME														
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE												
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 133757370															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEID): DUVYRHB9PMJ5 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 621511 - Medical Laboratories															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity													Row Total	
	Hispanic or Latino		Not Hispanic or Latino												
	Male	Female	Male					Female							
		White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers	1	6	132	5	11	0	1	3	82	3	8	0	0	0	252
First/Mid-Level Officials and Managers	139	230	1173	176	182	8	11	21	1781	547	218	7	9	41	4543
Professionals	316	647	2377	437	733	6	16	68	4630	1190	1068	8	43	134	11673
Technicians	735	3717	1713	823	625	32	26	67	7780	6808	1402	80	164	431	24423
Sales Workers	34	57	303	19	17	2	2	3	630	48	19	1	5	9	1049
Administrative Support Workers	115	383	379	156	89	5	3	9	1825	1244	223	11	26	73	4541
Craft Workers	8	0	70	5	4	0	1	0	5	1	1	0	0	0	95
Operatives	476	166	1590	742	248	17	16	30	648	411	22	3	10	27	4406
Laborers and Helpers	10	26	51	18	9	0	0	3	56	41	8	0	3	7	232
Service Workers	2	1	13	0	0	0	0	0	3	0	0	0	0	0	19
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>1836</b>	<b>5233</b>	<b>7801</b>	<b>2361</b>	<b>1898</b>	<b>70</b>	<b>76</b>	<b>224</b>	<b>17340</b>	<b>10293</b>	<b>2969</b>	<b>110</b>	<b>260</b>	<b>722</b>	<b>51213</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>1837</b>	<b>5472</b>	<b>8565</b>	<b>2383</b>	<b>2045</b>	<b>69</b>	<b>72</b>	<b>247</b>	<b>19378</b>	<b>10810</b>	<b>3361</b>	<b>106</b>	<b>273</b>	<b>744</b>	<b>55362</b>
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2023 - 12/31/2023															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)		EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026	
SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION			
EMPLOYER IDENTIFICATION			
OFS COMPANY ID R644680	EMPLOYER NAME LABCORP OF AMERICA HOLDINGS		
ADDRESS 531 SOUTH SPRING STREET	CITY/TOWN BURLINGTON	STATE NC	ZIP CODE 27215
CERTIFICATION COMMENTS (optional) No Certification Comments Provided			
CERTIFICATION STATEMENT "I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions." Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.			
DATE OF CERTIFICATION 6/3/2024 9:06 AM [EST]			
EMPLOYER'S CERTIFYING OFFICIAL			
Name of Employer's Certifying Official Traci Jones		Title of Certifying Official Equal Opportunity and Compliance Manager	
Email Address of Certifying Official jonet13@labcorp.com		Telephone Number of Certifying Official 336-436-6284	
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING			
Name of Primary POC Traci Jones		Title and Employer of Primary POC Equal Opportunity and Compliance Manager LabCorp of America Holdings	
Email Address of Primary POC jonet13@labcorp.com		Telephone Number of Primary POC 336-436-6284	



## Cautionary statement regarding forward-looking statements

Information contained on or available through our website is not incorporated by reference in or made part of this publication and any references to our website are intended to be inactive textual references only. As used in this publication, “Labcorp,” “the Company,” “our” and “we” may refer to Labcorp Holdings Inc. itself, one or more of its subsidiaries, or Labcorp Holdings Inc. and its consolidated subsidiaries, as applicable.

Labcorp’s 2024 Corporate Responsibility Report (Report) contains forward-looking statements within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995, as amended, that are based on current expectations, forecasts, assumptions and other information available to Labcorp as of the date hereof. Forward-looking statements involve inherent risks and uncertainties, include statements regarding Labcorp’s expectations, beliefs, intentions, or strategies regarding the future, including with respect to business, financial, operational, and environmental, social and governance matters, and can be identified by forward-looking words such as “anticipate,” “believe,” “could,” “estimate,” “expect,” “should,” “seeks,” “approximately,” “estimate,” “goal,” “intend,” “may,” “plan,” “should,” “will,” and “would” or similar words.

Labcorp’s actual results, performance or events may differ materially from these forward-looking statements made or implied due to a number of risks and uncertainties relating to Labcorp’s business, including the effect of global economic and market conditions, Labcorp’s ability to achieve its environment, health and safety, social, and governance goals, and the risks and uncertainties discussed in Labcorp’s Annual Report on Form 10-K for fiscal year ended December 31, 2024 filed with the Securities and Exchange Commission (SEC) on February 25, 2025, as well as Labcorp’s other filings with the SEC. Labcorp has no obligation to revise or update any forward-looking statements made in this publication, whether as a result of new information, future events or circumstances, or otherwise, except as required by law.

