



Labcorp UK Tax Strategy

In compliance with section 161 and paragraph 19(2) of schedule 19 Finance Act 2016, Labcorp UK Holdings Limited provides the Labcorp UK group's tax strategy that applies to the financial year ending 31st December 2023 and remains in effect until cancelled or is replaced by a subsequent strategy in line with the Schedule 19 Finance Act 2016 legislative requirements. The Labcorp UK group consists of the UK companies and branches directly or indirectly owned by Laboratory Corporation of America® Holdings (Labcorp®) listed at the end of this document.

The Labcorp UK Tax Strategy was approved by the board of directors of Labcorp UK Holdings Limited on 14 December 2023.

The Labcorp UK group's overall tax strategy is to:

- Comply with all applicable tax laws, rules, regulations, reporting and disclosure requirements.
- Act consistently with the wider Labcorp group's strategy, approach to risk, and core values;
- Apply professional diligence and care in the management of all risks associated with tax matters, and employ appropriate governance and assurance procedures;
- Foster constructive, professional and transparent relationships with tax authorities, based on the concepts of candor, collaboration and mutual trust;
- Use appropriate incentives and reliefs to minimize the tax costs of conducting its business activities, but not for purposes which are knowingly contradictory to the intent of applicable regulations or through the use of artificial tax arrangements.

Risk management and governance arrangements

The Labcorp UK group's tax affairs are transparent and compliant with tax legislation. A dedicated tax team (Group Tax) collaborates with the group's UK businesses to provide advice and guidance necessary to maintain compliance. There are clear management responsibilities, backed up by regular monitoring and reviews carried out by members of Group Tax with the necessary experience and skill set.

From a governance perspective:

- The Labcorp board of directors and its Audit Committee are aware of the importance of tax compliance, and how it is achieved;
- There is an ongoing structured dialogue between the board of directors, executive management, senior finance executives, and those individuals responsible for the operations of our finance function regarding risk tolerance levels;
- The Labcorp UK group acknowledges its tax compliance responsibilities and the importance of meeting those obligations.
- Labcorp is committed to conducting business in compliance with all applicable laws, regulations, and Company policies and according to the highest standards of ethical conduct and integrity. To help strengthen this commitment, the Company maintains an ongoing compliance program (the "Labcorp Business Practices Compliance Program") which is designed to prevent violations by the Company, employees and Independent Contractors of national, state, local, and foreign laws, regulations, and Company policies.

Tax planning

Tax planning is undertaken where there is a commercial requirement. Professional advice is sought on a transactional basis, with the extent of such advice dictated by an assessment of the inherent complexity and risk involved in each relevant transaction. We do not engage in artificial tax arrangements - those without business or commercial substance. We do not seek tax avoidance through artificial arrangements or through transactions we would not fully disclose to a tax authority.

Attitude towards risk

The Labcorp UK group's appetite for tax risk is low. The Labcorp UK group has processes in place to evaluate tax risks in decision making processes. Where assessed as necessary the Labcorp UK group will seek expert advice on specialist areas of tax from professional advisers in order to identify and manage tax risk.

Relationship with HM Revenue & Customs (HMRC)

The Labcorp UK group aims to have an open and collaborative professional relationship at all times with HMRC. It is Labcorp UK group's policy and practice to:

- Make fair, accurate and timely disclosure in correspondence and returns, and respond to queries and information requests in a timely fashion;
- Seek to resolve issues with HMRC in real time and before returns are filed, if possible, and where disagreements arise work with HMRC to resolve issues;
- Be open and transparent about decision-making, governance and tax planning.

Labcorp UK group companies

Labcorp UK Holdings Limited
Clearstone Holdings (International) Limited
Labcorp Neon Limited
Labcorp Early Development Laboratories Limited
Hazpen Trustees Limited
Labcorp International Group Limited
Labcorp International Holdings Limited
Labcorp UK Limited
Labcorp Research Limited
Covance CRS Analytics Limited
Covance CRS Developments Limited
Covance CRS International Limited
Covance Consulting Limited
Covance Pharma Consulting Limited
LSR Pension Scheme Limited