

2021 CORPORATE RESPONSIBILITY REPORT

Creating a Healthier Tomorrow

In Pursuit of Answers™



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A Message from Labcorp's Chairman and CEO

When the world faces challenges, extraordinary companies step up to help society overcome obstacles and adversity.

Over the past two years, the world sought solutions to numerous needs related to the ongoing pandemic. These needs included access to COVID-19 PCR testing as well as the ability to detect and track new COVID-19 variants and increase the use of lifesaving COVID-19 treatment options such as antiviral therapies.

Our more than 75,000 employees' greatest achievements in 2021 involved providing answers to these and many other health challenges in support of our customers, patients and communities. This ability to provide answers is at the heart of this year's corporate responsibility report.

Last year, I said we were deeply focused on every aspect of fighting COVID-19, and I'm proud of Labcorp's continued contributions to help the world combat the pandemic. This was exemplified by our receiving U.S. Food and Drug Administration (FDA) Emergency Use Authorization (EUA) for multiple innovations, our drug development work in support of new vaccines and therapies, aiding the U.S. Centers for Disease Control and Prevention (CDC) in identifying and monitoring variants, and providing increased access to COVID-19 PCR testing. And we accomplished all that while making notable progress on our other priorities, including in areas of great need such as oncology, women's health and autoimmune diseases.

These achievements are considerable in their own right, but what is truly special about Labcorp is that we did not stop there. We deepened the impact of our environment, social and governance (ESG) strategy and our compliance and ethics through our corporate governance practices; we've strengthened our efforts to increase diversity and inclusion among our leadership and across our global organization; and we began pursuing a science-based target. We welcome the opportunity for continuous improvement towards achieving our and society's goals in 2022 and beyond.

The true power of Labcorp lies in the intersections of our diverse, global expertise. It is through these connections that we help create breakthrough and transformative approaches to the world's most prominent health care challenges and ultimately drive health care forward. Our employees improve health and improve lives through actions grounded in science, technology and innovation along with a commitment to act with integrity.

The pandemic's challenges have heartened our confidence that no matter what tomorrow brings, we are ready to pursue answers.

A handwritten signature in black ink that reads "Adam H. Schechter". The signature is fluid and cursive, written in a professional style.

Adam Schechter
Chairman and Chief Executive Officer

Our Company

Recognition

Labcorp believes in doing the right thing, and we are honored to be recognized as a top place to work and a highly respected and leading company by some of the world's most influential publications and organizations. We value these recognitions and the insights they provide us alongside other sources as part of our ongoing efforts to improve.



Labcorp's Research Triangle Park campus in North Carolina.

Our Mission and Promise

As one of the world's leading life sciences companies, we play an important role in global health and take our responsibilities very seriously. Our mission is simple: improve health, improve lives. That mission has been tested by COVID-19 and our employees continued to meet the challenge.

We accomplish our mission through a relentless pursuit of answers—answers to a once-in-a-lifetime pandemic, answers to diseases previously thought untreatable and answers to tomorrow's health challenges as they emerge.

We are the world's source for advancing health that powers clear, confident decisions. Our global teams leverage science, technology and innovation to help health institutions, doctors, pharmaceutical and biotechnology companies, and patients make clear, confident decisions 365 days a year.

Our mission drives Labcorp's decisions and actions. It is our pledge to adhere to that mission while maintaining sustainable and productive operations that keep our employees safe and supported while benefiting the planet's environment and ecosystems.

Labcorp at a Glance

>3mm

patient encounters per week worldwide

\$16.1bn

FY 2021 revenue

75K+

mission driven employees

19.1%

2021 increase in adjusted EPS
compared to 2020

~100

countries with Labcorp presence

6,000+

in-office phlebotomists

~2,000

patient service centers

82%

of the 2021 U.S. FDA approved novel
drugs and therapeutic products included
Labcorp collaboration

Our Mission

- Improve health, improve lives

Our Strategy

- Deliver world-class diagnostic solutions
- Bring innovative medicines to patients faster
- Use technology to improve the delivery of care
- Create meaningful long-term value for stakeholders

Our Strategic Pillars

- Leverage Labcorp's diagnostic and drug development capabilities
- Embed data and digitization throughout our business
- Intensify customer focus
- Fortify our position as an oncology leader
- Pursue short-and long-term high-growth opportunities



Leading the Fight Against COVID-19

- FDA EUA for multiple innovations, including:
 - Pixel by Labcorp® COVID-19 test home collection kit for children ages 2-17
 - Combined home collection kit enabling individuals as young as two years of age to simultaneously be tested for COVID-19 and influenza A/B
 - Observed self-collection for COVID-19 PCR tests in select patient service centers
- Selected by the CDC to identify and monitor COVID-19 variants and spikes in confirmed cases
 - 257,000 COVID-19 samples sequenced*

Over **1,000** U.S. patient service centers offered COVID-19 PCR testing observed self-collection

Averaged
1-2 days' time to result from COVID-19 specimen pickup

Performed
61.5 million PCR tests*

275,000 COVID-19 PCR test capacity per day*

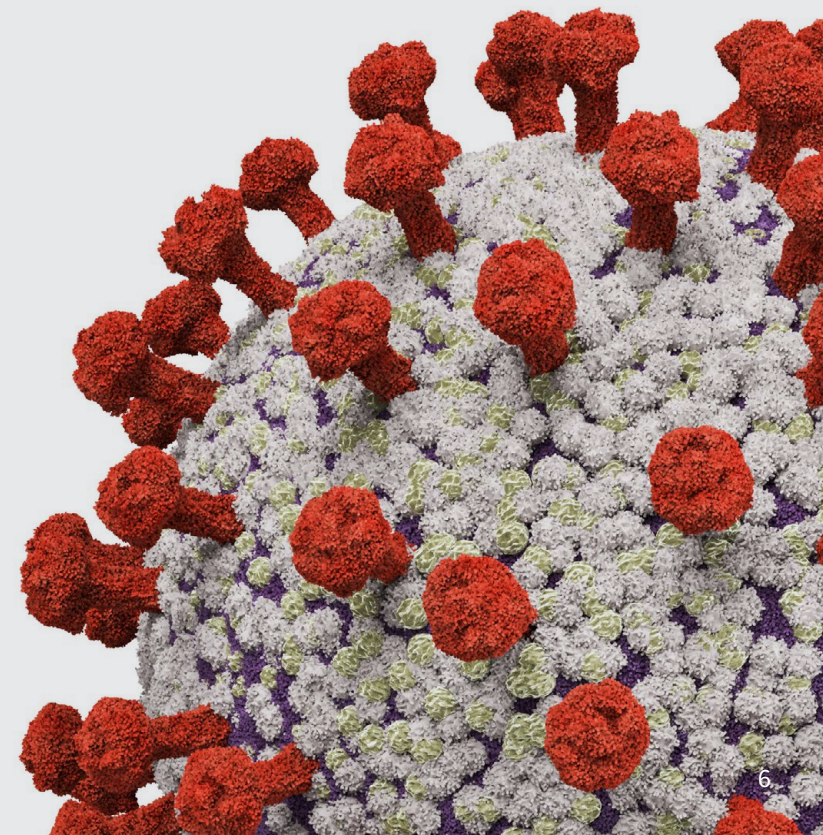
8.0 million antibody tests performed*

\$0 upfront cost for COVID-19 PCR test home collection kits for those who meet clinical guidelines**

To learn more about Labcorp's leadership during the COVID-19 pandemic, please visit:
<https://www.labcorp.com/newsroom/covid-19>

*Test volumes and capacity as of December 31, 2021. Capacity is subject to sufficient equipment and supplies.

**Through December 31, 2021. May be subject to change.



Labcorp Governance

The cornerstone of our governance philosophy is our highly qualified Board of Directors. We have a refreshment process that drives Board composition with a balance of skills, experiences, diversity and expertise to provide strong and broad oversight, practical experience and strategic vision.

We continue to develop and recruit a diverse pool of Board director candidates that aligns with Labcorp's increased diversity and inclusion efforts among our employees and leadership.

Labcorp Board of Directors



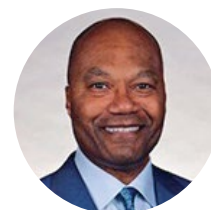
Adam Schechter
President and Chief Executive Officer, Chairman of Labcorp



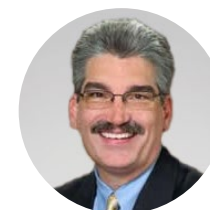
Kerrii Anderson
Former CEO of Wendy's International
Audit Committee Chair
Nominating and Corporate Governance Committee



Jean-Luc Bélingard
Former Chairman and CEO of bioMérieux-Pierre Fabre; Operating Advisor to Clayton, Dubilier & Rice
Vice President of Institut Mérieux
Compensation and Human Capital Committee
Quality and Compliance Committee



Jeffrey Davis
Chief Financial Officer of Qurate Retail Group
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



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



Peter Neupert
Former Operating Partner at Health Evolution Partners Inc.
Lead Independent Director
Nominating & Corporate Governance Committee Chair
Audit Committee



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

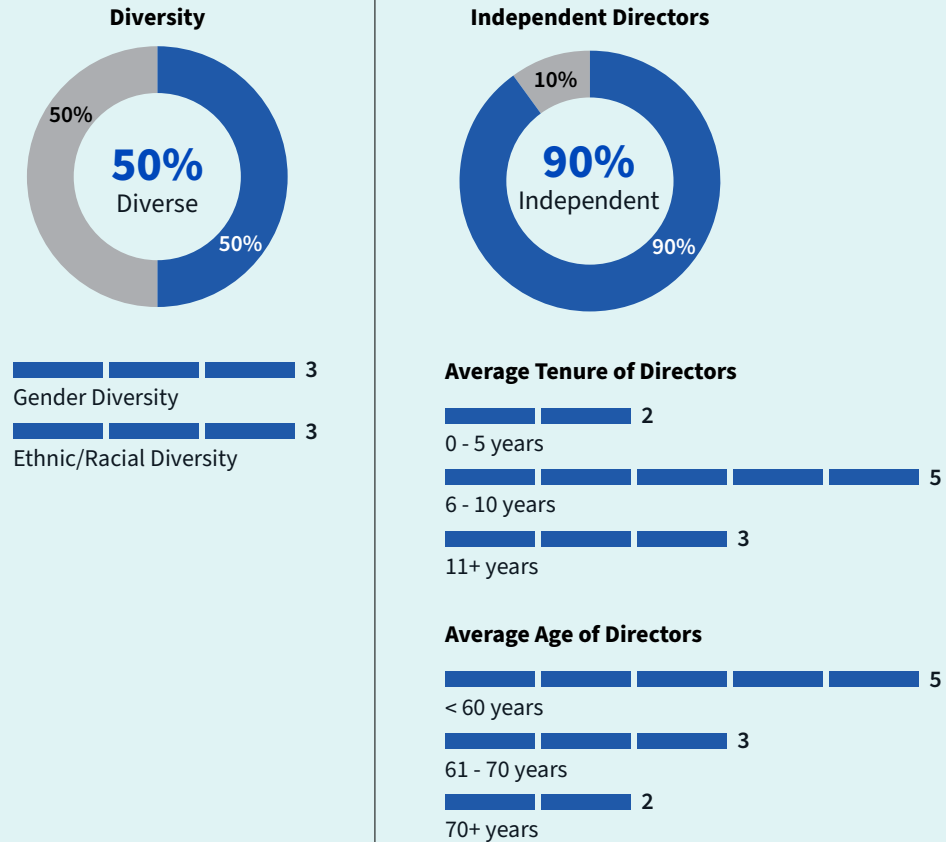


Kathryn Wengel
Executive Vice President, Chief Global Supply Chain Officer, Executive Committee Member, Johnson & Johnson
Compensation and Human Capital Committee
Quality and Compliance Committee



R. Sanders Williams, MD
Professor of Medicine and Senior Advisor for Science and Technology at Duke University
President Emeritus of the J. David Gladstone Institutes
Quality and Compliance Committee Chair
Audit Committee

Labcorp Board of Director Demographics



To learn more about Labcorp’s commitment to strong corporate governance practices, please click [here](#).

Labcorp Environment, Social and Governance Steering Committee

Labcorp embraces our responsibility for ESG matters. In 2020, we created the ESG Steering Committee to lead our strategic direction on key ESG topics. The ESG Steering Committee is comprised of cross-functional senior management members who assist Chairman and CEO Adam Schechter, the Executive Committee and the Board of Directors in setting overall ESG strategy and recommend policies, practices and disclosures that correspond with our strategy.

Our ESG Steering Committee provides leadership, guidance and support for establishing and delivering short and long-term initiatives, strategy, and commitments that make a positive global impact across our business units, geographies and functions. We do this by examining our operations in terms of the environment, employee health and safety, corporate social responsibility, corporate governance, sustainability, and other relevant public policy matters.



2021 ESG Steering Committee Accomplishments Included:

- Defined Environment, Health and Safety Mission and Principles
- Conducted an ESG Materiality Assessment and determined material focus areas
- Established sustainability drivers, key functions and actions
- Assessed and organized enterprise safety, energy and water, and emissions data for aggregated reporting
- Earned the following sustainability rankings by respected third-party bodies:
 - Committed to the Science-Based Targets Initiative (SBTi)
 - Carbon Disclosure Project (CDP): B-
 - EcoVadis: Bronze
- Achieved the following safety and governance accomplishments:
 - 1.6 work-related injury rate per 100 employees
 - Created processes for establishing Materiality Assessment and evolving its mapping and related governance reporting into the future
- Published 2020 corporate responsibility report
- Affirmed existing Safety, Social and Governance initiatives



ESG Leadership Spotlight

Sandra van der Vaart

As an industry-leading organization, we strive to leverage our global reach to do good by our people, our customers and the communities in which we live, work and have a daily impact.

To hold ourselves accountable to the high standards of which we aspire to meet and exceed, we formed the ESG Steering Committee in 2020. By establishing a robust governance framework implemented through key Labcorp leaders across the organization, our strategic direction is more purposeful and focused on key ESG topics of importance to all our stakeholders and where we can have the greatest impact.

While still in its relatively early stages, we can already see the positive impact and meaningful changes we set out to make in the world as outlined throughout this year's corporate responsibility report.

As a company, our mission is to improve health and lives. Our commitment to ESG is an important component of that mission. Looking ahead, our near-term efforts will prioritize further establishing metrics and milestones to drive progress as well as on key initiatives in ESG through our science-based targets process, as well as strengthening and solidifying our diversity and inclusion framework and priorities.

Ultimately, the positive impact we can make as a company stems from our people. I know our employees are working tirelessly and with tremendous dedication to do good for the world where it matters most.

Sandra van der Vaart

Executive Vice President, Chief Legal Officer, Chief Compliance Officer
and Corporate Secretary

Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures

Enhancing Labcorp ESG reporting has been a core focus for our executive leadership team.

As a leading global life sciences company, we understand the importance of being transparent in outlining the most important ESG topics related to our business impacts.

In 2021, Labcorp conducted an ESG Materiality Assessment to identify and prioritize the issues that reflect the most significant environmental, social and governance impacts to our stakeholders.

The Materiality Assessment Identified 18 ESG Issues as Central to Labcorp

- Affordability and Fair Pricing
- Animal Care and Welfare
- Business Ethics
- Community Relations
- Corporate Governance
- Cybersecurity
- Diversity and Inclusion
- Employee Engagement, Recruitment and Retention
- Employee Wellbeing
- Energy Management
- Global Privacy
- Greenhouse Gas Emissions
- Human Rights
- Manufacturing and Supply Chain Quality Management
- Quality and Patient (Client) Satisfaction
- Safety of Clinical Trial Participants
- Waste Management
- Water Use

The Materiality Assessment assessed importance in alignment with applicable principles and criteria outlined by reputable standards, including from the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Disclosures (TCFD).

The assessment results will inform our corporate responsibility strategy and reporting for 2022 and beyond.

To review the Labcorp reported SASB, GRI and TCFD disclosures, please click [here](#).

Business Ethics and Compliance

Labcorp is committed to uncompromising integrity in all that we do and how we relate to each other, our patients, customers, suppliers and vendors, and the communities in which we operate and provide services.

Our culture of integrity and compliance has permeated our operations throughout our 51-plus year history, and will continue to do so into the future. Labcorp is subject to and must comply with a broad range of regulations within the United States, as well as in the global markets in which we operate. Our compliance program focuses particularly on regulations related to health care fraud and abuse, anti-kickback, physician self-referral, government reimbursement, anti-bribery/anti-corruption, anti-human trafficking and trade sanctions.

Our Longstanding, Global Compliance Program is Designed to:

1. Promote honest and ethical conduct
2. Address compliance with applicable governmental laws, rules and regulations
3. Deter wrongdoing
4. Foster full, fair, accurate and timely disclosure of concerns or violations

Labcorp designates a Chief Compliance Officer who reports to the Chief Executive Officer. In addition, the Senior Vice President, Compliance, the corporate compliance department, and the Labcorp Compliance Committee assist the Chief Compliance Officer in connection with the implementation and administration of the Labcorp compliance program. The Chief Compliance Officer reports regularly to the Quality and Compliance Committee of our Board of Directors.

Labcorp's corporate compliance department partners with our business teams to advance delivery of world-class services and innovation with integrity by promoting practices that comply with laws, regulations and high ethical standards. The corporate compliance department supports Labcorp by proactively identifying, assessing and remediating risks, as well as by fostering a culture of commitment to compliance and accountability among all employees.

To view more about our Board Quality and Compliance Committee charter, please click [here](#).

To view our Corporate Compliance Policy, please click [here](#).

Code of Conduct and Ethics

The foundation of an effective compliance program includes clear, understandable, and easily accessible written policies and guidelines. Our Code of Conduct and Ethics outlines the compliance principles and standards to which every employee, officer and director, as well as our agents, representatives, consultants, vendors and contractors must fully commit. The document is translated into 14 languages and is provided to all employees as well as posted on our public website.

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

To further guide our business practices in alignment with the principles set forth in the Code of Conduct and Ethics, Labcorp maintains the Business Practices Manual, which contains 25 policies on a variety of topics including health care 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. These policies are also available in multiple languages to all employees.

Included in our Business Practices Manual is the Anti-Bribery and Anti-Corruption policy, which sets forth Labcorp's commitment to prohibit bribery and improper payments in all forms and provides guidance on how to identify red flags and how to report suspicious activities. We recognize that intermediaries pose a heightened corruption and bribery risk. As a result, we implemented a rigorous due diligence process to review the entities and individuals engaged to interact with government officials on Labcorp's behalf.

Please review our Anti-Bribery and Anti-Corruption policy [here](#).



Reporting and Investigations: Labcorp's Speak Up! Culture

Our employees play an important role in maintaining an active compliance culture and are encouraged to proactively "speak up," ask questions and report concerns in a timely manner. All employees are responsible for reporting any actual or suspected violations of Labcorp's Code of Conduct and Ethics, company policies, and any applicable laws or regulations in a proactive manner and without delay.

We urge employees with a question or concern to first speak to their manager or supervisor, or to seek help from Labcorp resources within the corporate compliance, Human Resources, Internal Audit or Law Departments. Labcorp also offers an Action Line as an alternative platform for reporting confidentially and/or anonymously. The [Labcorp Action Line](#) is operated by an independent third-party vendor using a platform to receive reports through an online portal and call center, which is available 24/7, 365 days a year and provides interpreter support in more than 150 languages.

Labcorp treats every report seriously and takes appropriate action, including investigation, discipline, training and enhancement of our policies and processes. We do not tolerate retaliation of any kind (whether direct or indirect) against anyone who has in good faith reported an actual or suspected violation.

Risk Assessment, Audits and Monitoring

Risk assessments are an integral part of process improvement and to identify and prioritize health care compliance and anti-corruption risks. Labcorp conducts annual risk assessments at a global and regional level. Our corporate compliance department has a designated audit team that develops and executes an annual audit plan, and additional audit reviews are conducted by Internal Audit. Results from risk assessments and auditing are reported to relevant stakeholders, and remediation plans are completed and tracked in a timely manner.

Supplier Code of Conduct

Given Labcorp's global reach and the health care system's reliance on our services, including the ability to transport sensitive information and medical specimens, we take great effort to maintain our robust supply chain operations through global supplier networks.

Our Supplier Code of Conduct covers the entire Labcorp business worldwide, creating one common Supplier Sustainability Program (SSP) across the global business. The Labcorp Supplier Sustainability Governance Committee is responsible for implementing and providing oversight for the SSP. Strategic suppliers are expected to foster and acknowledge the principles of the Code of Conduct, and responsible Labcorp employees receive rigorous training in the application of the SSP.

Strategic suppliers are expected to:

- Conduct business in accordance with the highest ethical standards and act with integrity
- Uphold the human rights of their workers and treat them with respect and dignity
- Provide safe working conditions and a healthy work environment
- Implement management systems to facilitate compliance with applicable laws and company policies

Even amidst a global pandemic that caused great delays in many health care and non-health care supply chains, we are proud to report that our supply chain continued to operate and scale to accommodate new demand.

Our supplier network makes us one of the largest transporters of goods in the world, and our Supplier Code of Conduct assures all suppliers are aware of the expectation to operate with integrity, reliability and efficiency.

To view 2021 data and commitments related to supplier sustainability, please click [here](#).

Supplier Oversight and Diversity Program

Labcorp has developed a [Supplier Code of Conduct](#) that outlines our requirements for suppliers to conduct business ethically, responsibly and with integrity. Labcorp requires all suppliers to register on our supplier portal, which tracks each supplier across our operations. This increased attention to supplier code of conduct, and the registration of each supplier, allows for efficient and transparent monitoring of each supplier.

We make significant efforts to use small business vendors, suppliers and subcontractors whenever possible, and Labcorp has an active small business purchasing program. Labcorp conducted business with approximately 500 suppliers that are small enterprises owned by minorities, women, veterans, disabled individuals or the economically disadvantaged in 2021. Labcorp includes minority, women and veteran business enterprise (MWVBE) suppliers in our bidding process where applicable.

We are also developing processes to support supplier partners who represent diverse or underserved communities.



Third-Party Risk Management (TPRM)

Health care risks are expanding and requiring more effort to manage. Recognizing that, Labcorp created an enterprise-wide approach to third-party risk management. Having an effective third-party risk management program directly impacts our ability to grow, innovate and fulfill our mission.

Deployed in 2021, this approach featured:

- Implementation of a central common enterprise third-party risk management program
- Centralization of processes for third-party risk assessments relating to cyber risk, compliance (anti-human trafficking and foreign third-party), data privacy, notably the U. S. Health Insurance Portability and Accountability Act (HIPAA) and Protected Health Information (PHI)
- Creation of a charter, policy and standard operating procedure
- Design of scalable processes to allow for future expansion of the intake and gating process to other risk domain areas such as resilience and ESG

This Enterprise TPRM program addresses the first two stages of the relationship lifecycle (planning/strategy and TPR assessment). In 2022 and beyond, Labcorp will evolve this program to address the remaining three stages: contracting, ongoing monitoring/management and periodic re-evaluation.



Promoting Fundamental Human Rights

We have a responsibility to do our part to address issues such as human trafficking and others that exploit human beings. Labcorp has policies, procedures and training in place to help avoid, detect and address issues of modern slavery (human trafficking, forced labor, unlawful child labor and commercial sexual exploitation) and other unethical or illegal labor practices by our employees, agents and subcontractors or anywhere in our supply chain.

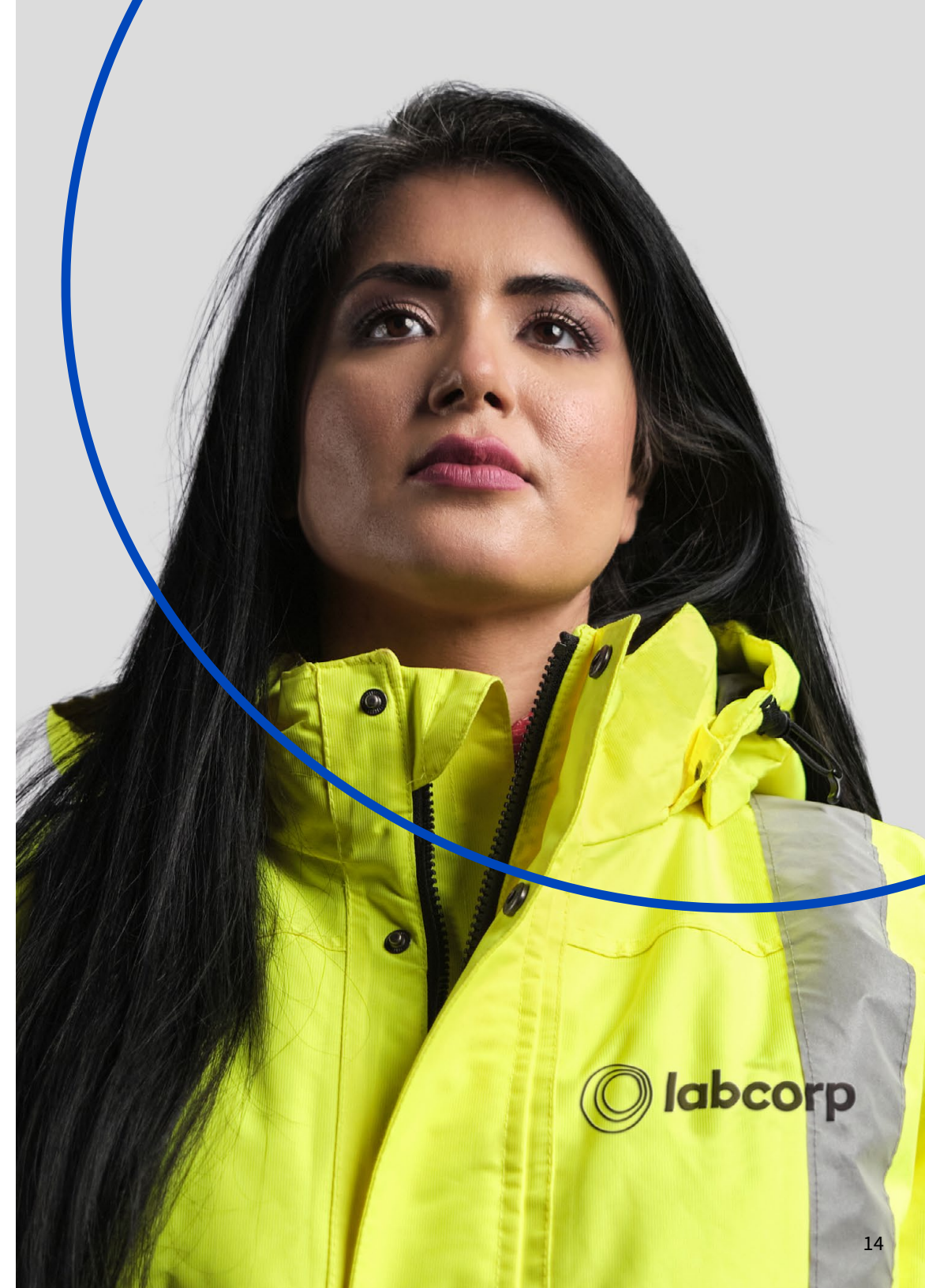
Labcorp recognizes the importance of maintaining and promoting fundamental human rights in our operations and throughout our supply chain. Derived from the principles and guidance of the United Nations, the International Labor Organization, and the Organization for Economic Cooperation and Development, we operate under 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
- Address the human rights and environmental issues connected with the mining and trading of conflict minerals

Commitment to Ethical Labor Practices

Our company has policies, procedures and training in place to help avoid, detect and address any unethical or illegal labor practices by our employees, agents and vendors or anywhere in our supply chain.

To view all previously filed Combatting Modern Slavery Statements and the Labcorp Ethical Labor and Anti-Human Trafficking Policy, please visit [here](#).



Keeping Labcorp Secure

Safeguarding and protecting information remains one of the most important tasks for Labcorp, as we process and deliver results for hundreds of thousands of tests each day, generate and provide clients with vast amounts of clinical trial data, and process claims and payment data from payers, patients, customers and vendors.

As the risks of cyber threats and the need for heightened cybersecurity have become more significant, we have evolved our processes and systems to enable us to operate securely and reduce the risk of disruptions to our services.

In 2020, COVID-19 transformed Labcorp's work environment. A large segment of our workforce shifted—almost overnight—to work remotely. In response, we broadened and enhanced our cybersecurity efforts to mitigate COVID-19-related and other opportunistic attacks.

In 2021, we continued improving our risk-based decision-making model to better support business outcomes, enhanced our crisis management activities and protected critical infrastructure. We also expanded programs to assess and address the security and data privacy risks of our valued patients, suppliers, outsourced services providers and customers.

Data Privacy

Labcorp treats all personal information (including but not limited to that of patients, study participants and employees) with the strictest confidentiality in accordance with contractual commitments, ethical standards and all applicable laws in the jurisdictions in which we do business including, but not limited to, HIPAA and the European Union General Data Protection Regulation (GDPR).

All personal information maintained by Labcorp is collected, processed, stored and transferred with adequate precautions to maintain confidentiality. Personal information 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 and/or disclosed. Any access, use, or disclosure not specifically authorized is strictly prohibited.

To review our privacy policies, please visit [here](#).

Information Security

Data protection and information security is led by the Office of Information Security (OIS). The OIS team is led by the Chief Information Risk Officer.

The team is organized into seven security disciplines:

- Security Architecture & Engineering
- Security Operations
- Data Protection and Informatics
- Identity and Access Management
- Enterprise Business Resilience
- Governance, Risk and Compliance
- Behavior Management and Communications

The OIS is responsible for the protection of Labcorp's electronic data and information, and the systems on which those are generated, transmitted and stored. The OIS monitors and protects our systems and networks from cybercriminals who seek to steal sensitive information. The team develops detailed cybersecurity breach protocols and crisis/risk management procedures. In addition, OIS addresses the human element by delivering cybersecurity training and phishing simulations as part of a comprehensive, multi-modal, persistent behavior management and communications program.

Handling of Breaches

Cybersecurity threats have grown in sophistication and complexity during the COVID-19 pandemic. As we scaled our operations to accommodate for pandemic-related demands, we also scaled our cybersecurity efforts to further defend against potential risks.

We will continue to evolve our cybersecurity infrastructure and policies to focus on data protection, allowing us to reduce the time required to identify and mitigate potential threats.

Labcorp adheres to strict internal data incident management and notification procedures. As required by applicable law, we will:

- Notify the competent supervisory authority of a data incident
- Notify data subjects of a data incident involving their personal information
- Assess the circumstances in which such notifications may not be required

We report breaches of personal health information as required by law to the U.S. Department of Health and Human Services (HHS), Office of Civil Rights (OCR), and to state and local authorities as applicable.

The reports to OCR are publicly available and can be obtained through the [OCR Portal](#).



Embedding Compliance: Employee Training

Labcorp's ability to achieve and maintain consistent compliance is contingent on rigorous training and development for our employees. Providing our employees with routine training to remain compliant is a critical step for us to be trusted to help move health care forward with accuracy and integrity.

Annual compliance training, including Code of Conduct training and privacy training, is required for all employees as stipulated by our mandatory Compliance Training Policy. Targeted training on health care fraud and abuse topics, anti-corruption, insider trading and HIPAA are required of select employee populations.

Labcorp's compliance training focuses on building employee awareness and understanding of compliance-related matters. In 2021, training highlights included:

1.3 million

hours of data privacy and information security training completed

71% increase from 2020 in completed cybersecurity, data privacy and information security courses

90% employee completion rate for Code of Conduct and Ethics Training

91% employee completion rate for Global Privacy Training

To learn about how we develop our teams, please click [here](#).



Our People

At Labcorp, our diverse, global team of more than 75,000 employees across 100 countries is core to our ability to innovate and meet customer needs.

Every person at Labcorp has a critical role in delivering on our mission, and our collective differences and diversity help our team achieve exceptional outcomes that drive health care forward and contribute to a healthy, productive and respectful work environment.

Our employees' unparalleled scientific expertise and uncompromising commitment to patients is evident in Labcorp's role in fighting the global pandemic and in our pursuit of health care solutions in other areas.

We aspire to provide an inclusive workplace where all employees can thrive and set out to achieve this through three focus areas:

- 1** Empowering Inclusive Leadership
- 2** Developing and Sustaining a Diverse Talent Pipeline
- 3** Creating an Environment for Engagement Across Labcorp and our Communities

Workforce Diversity Highlights



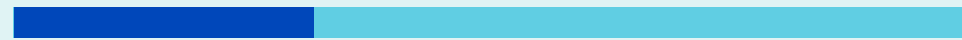
69% of all global employees are female



59% of all global management are female



49% of all U.S. employees are people of color



31% of U.S. management are people of color

Inside Labcorp: Workforce Demographics

Labcorp’s success depends on our continued capability to attract, develop and retain a highly specialized, skilled and diverse global workforce. Like many other industries during the pandemic, 2021 presented challenges in acquiring and retaining talent.

Despite these obstacles, our global reputation as contributors and advocates for improving health and lives positively influenced our ability to attract talented and diverse global employees.

Our hiring outpaced voluntary attrition, and our diversity hiring profile was equal to or slightly above internal representation.



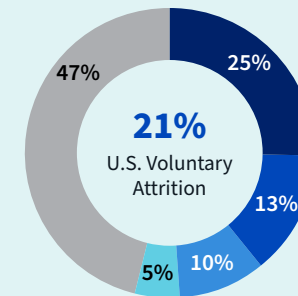
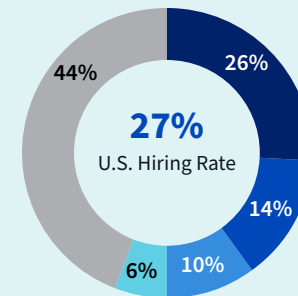
2021 Labcorp Workforce Data and Growth

- More than 75,000 global head count, an annual increase of over 4%
- 90% full time, 10% part-time employees
- 4% employed under a collective bargaining agreement (CBA)
- Global headcount supplemented by contingent labor, which does not exceed 12% of workforce

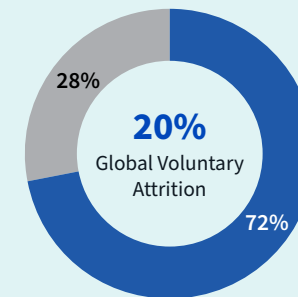
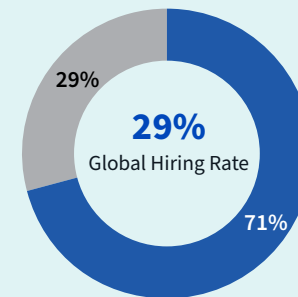


600,000 applications for employment

20,268 external employees hired across 60 countries



■ Black or African American
 ■ Hispanic
 ■ Asian & Pacific Islander
 ■ Other People of Color
 ■ White



■ Male
 ■ Female

Diversity and Inclusion: Evolving our Workforce to Solve Tomorrow's Challenges

Labcorp's commitment to diversity, held throughout the organization, is led by Chairman and CEO Adam Schechter, who signed the CEO Diversity and Inclusion Action Pledge.

Our diversity and inclusion (D&I) strategy is designed as a continuing journey to evolve the workforce to be more inclusive as the dynamics of the global workforce changes.

To this end, we implemented the following actions in 2021 based on our D&I pillars, which are focused to foster a more inclusive environment and strengthen our culture.

- Launched unconscious bias training, a program designed to improve self-awareness of personal biases, to all people managers globally with over 6,200 managers completing the training
- Offered a formal mentoring program, including a Reverse Diverse Mentoring program that was recognized by the Brandon Hall Group with the Gold Award in the category of Best Advance in Mentoring to Develop Diverse Leaders
- Expanded our leadership development programs for women, with programs focused on mid-level leaders and senior leaders. We also gathered our women vice presidents from across the world for a virtual event called Power of Women to focus on business outcomes and leadership insights.



- Launched new leadership development programs, including:
 - Emerging Leader**, a program for manager-level employees in our Diagnostics business that focuses on solving and addressing strategic business issues
 - Elite**, a leadership development program in China in partnership with a local top university
 - Alchemy**, a leadership program in India designed with a top-tier business school
- Expanded our Employee Resource Groups (ERGs) to a total of eight groups in 11 countries with more than 70 chapters. ERGs, which are led by employee volunteers, are important resources to foster cross-company connections, encourage belonging, support career development and champion employee voices. Each ERG has executive sponsorship from senior leadership.

Labcorp ERGs



In 2021, we created two new ERGs, ASPIRE and HUMANOS, which are both featured in this section's spotlight.

2022 Diversity and Inclusion Commitments

- Empower inclusive leadership** – leverage cross organizational leadership and our newly launched D&I Advisory Committee as ambassadors and advocates for D&I leadership and progress across business units
- Build and sustain diverse talent pipelines** – continue attracting diverse talent through our robust talent and succession processes, hiring and developmental programs
- Create an Environment for Engagement** – continue ERG growth and membership

Labcorp Spotlight: Our Newest Employee Resource Groups (ERGs)

HUMANOS, ASPIRE

HUMANOS stands for Hispanic/Latin employees United with Meaning and purpose Advocating for, and Networking with, Our Surrounding communities and organization.

Launched on Cinco de Mayo in 2021, HUMANOS provides awareness and support of all Hispanic and Latin cultures at Labcorp. Unique in composition, its 300 members span eight countries including the United States, each having an array of cultural backgrounds and differences.

In its first year, the group turned its advocacy into action through the following initiatives:

- Facilitated a series of events for Hispanic Heritage Month to raise cultural awareness, including hosting a speaker from the National Alliance for Hispanic Health
- Engaged Hispanic and Latin university student populations to connect HUMANOS ambassadors with potential recruits
- Partnered with Be The Match, operated by the National Marrow Donor Program, to identify how we can help the Hispanic and Latin communities address lifesaving access to bone marrow transplants

ASPIRE fosters inclusiveness and connectedness among Labcorp's Asian and Pacific Islander employees and allies by cultivating a sense of community while driving business results. Launched in 2021, the ERG has one chapter with 252 members located in the United States, India and Singapore.

ASPIRE launched with meaningful activities in 2021:

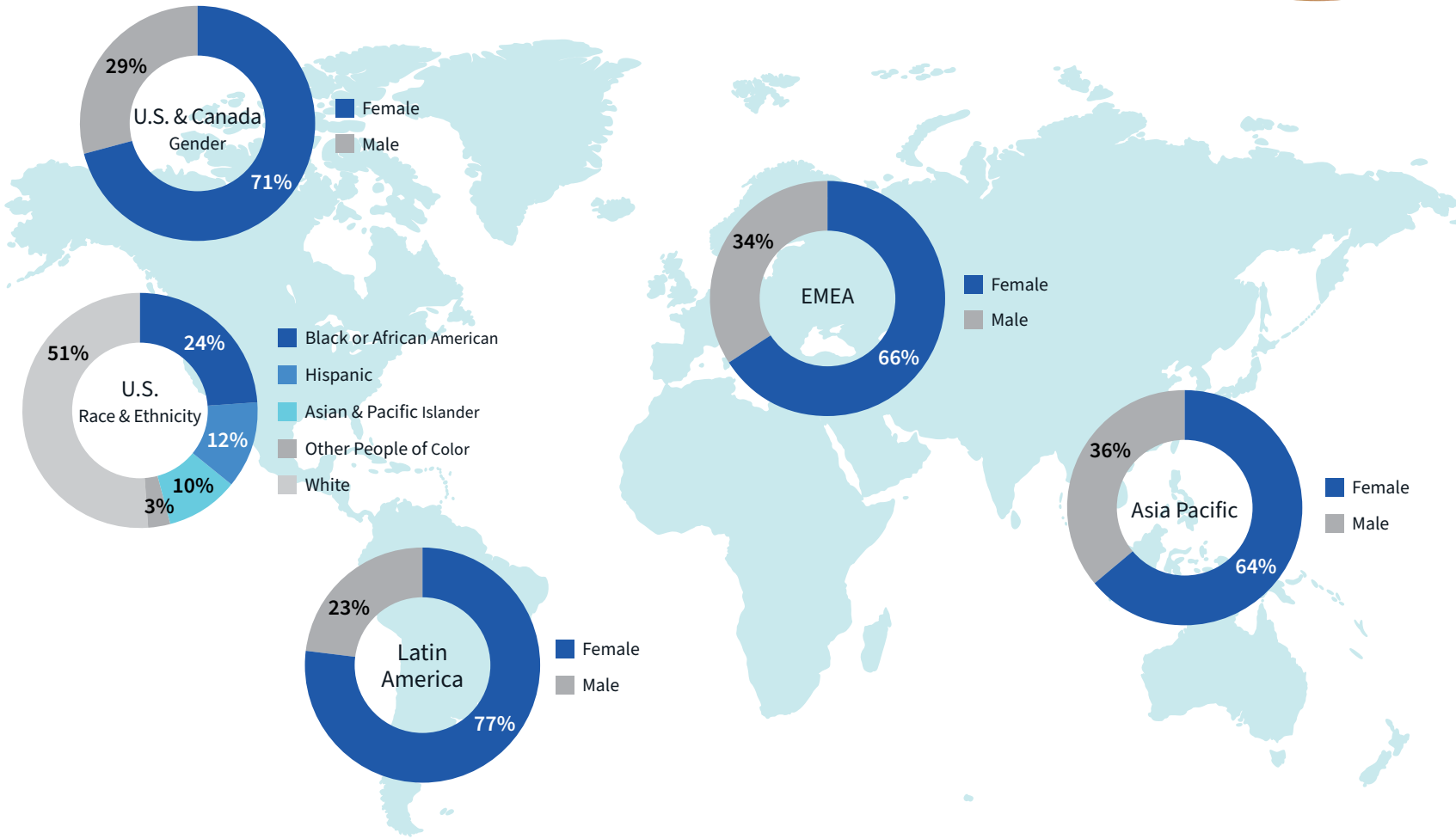
- Held its first speed networking event to connect members across various levels and business units and discuss the importance of mentorship
- Created a Community Relations Board position focused on engagement with Asian and Pacific Islander organizations and nonprofits in local communities

Labcorp also celebrated milestone one-year anniversaries for two ERGs: PULSE, Promoting Unity through Legacy, Support & the Empowerment of Black Employees and EnABLE, Empowering Abilities Beyond Labels for Everyone. All of our ERGs provide a powerful forum for our employees and allies to share, support one another, learn and develop. These groups create a diverse and inclusive environment which, in turn, drives our engagement, innovation and overall success. The more we understand all of our different cultures, experiences and backgrounds that collectively make us unique, the better we can make an impact together for our people, our communities and our customers.



Human Capital Data






Gender, Ethnicity and Race Overall and by EEO-1 Category*

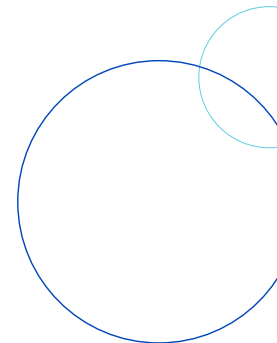


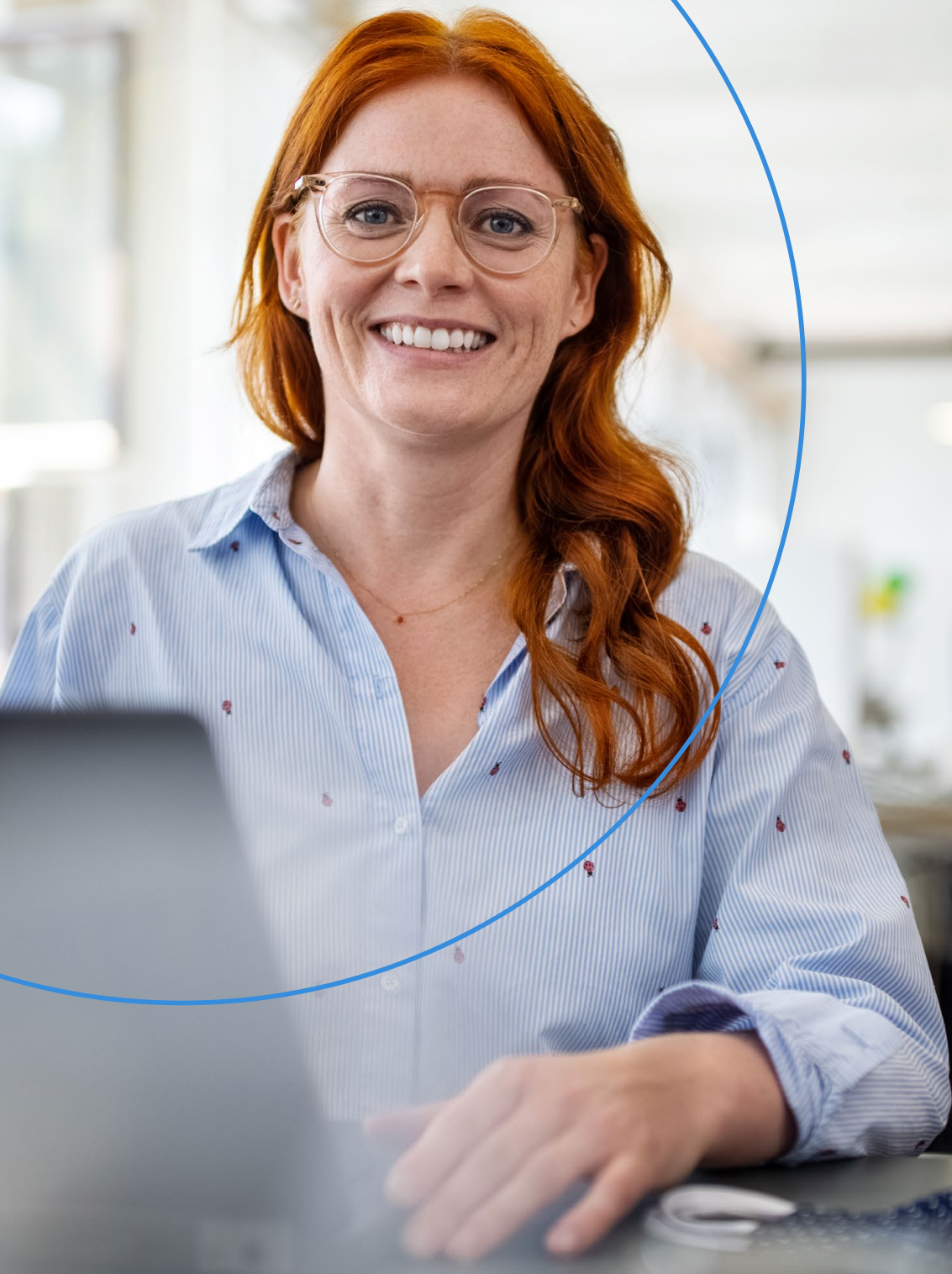
*Roll up based on preliminary 2021-year end data; please click [here](#) to view EEO-1 raw data.

Human Capital Data

Gender, Ethnicity and Race Overall and by EEO-1 Category

	Global Workforce by Gender	U.S. Workforce by Gender	U.S. Workforce by Race and Ethnicity
 Workforce	Female Male 69% 31%	Female Male 71% 29%	White 51% Black 24% Hispanic 12% Asian 10% Others 3%
 Management	59% 41%	60% 40%	White 69% Black 13% Hispanic 7% Asian 9% Others 2%
 Professionals and Sales	67% 33%	66% 34%	White 61% Black 14% Hispanic 7% Asian 15% Others 3%
 Operators and Technicians	73% 27%	74% 26%	White 43% Black 29% Hispanic 16% Asian 8% Others 4%
 Support Staff	75% 25%	80% 20%	White 47% Black 31% Hispanic 11% Asian 7% Others 4%





Supporting our Teams

The pandemic impacted the entire health care ecosystem, causing increased stress and challenges for Labcorp and many other organizations.

To help, Labcorp was proud to provide significant benefits and services, with particular emphasis on improving U.S. health-related programs to support our employees' safety and well-being.

- Expanded health benefit programs by adding company paid short-and long-term disability insurance coverage in the United States
- Held payroll contributions flat for our U.S. Healthy Value medical, dental and vision insurance plans, benefiting approximately 36,000 covered employees and more than 30,000 dependents
- Reduced the cost of monthly insurance contributions by \$240 per year for U.S. employees earning less than \$50,000 per year
- Provided up to \$4,560 in annual medical plan contributions discounts for over 36,000 employees and their spouses/partners for committing to and maintaining a healthy and tobacco-free lifestyle
- Encouraged health and wellness education and activities by providing up to \$1,000 in Health Reimbursement Account contributions to approximately 31,000 U.S. employees and their spouses/partners, which included \$100 for COVID-19 vaccines and \$50 for flu vaccines
- Reimbursed up to \$300 in fitness-related costs for approximately 16,000 employees

Rewarding our Teams

Throughout 2021, our employees met the unique challenges faced by patients and customers to provide impactful answers and solutions when needed most.

Labcorp invested more than \$120 million in addition to merit to recognize and reward our global workforce with a particular focus on our frontline workers:

- Provided \$35 million in two separate global “gratitude” bonuses to over 61,500 employees globally
- Awarded \$14 million in retention payments to employees in key global positions to encourage continued career development
- Made \$51 million in market-based pay adjustments globally, including raising the minimum wage for all employees in the United States to \$15 per hour
- Invested \$21 million to increase base wages by up to an additional 1.5% for U.S. employees earning less than \$75,000 per year to encourage 401(k) retirement savings plan participation

Developing our Teams

As an organization that pursues answers to the world’s most critical health care questions, it is incumbent that we support our employees with a work environment that puts continuous learning and development at the forefront.

In 2021, Labcorp achieved the following training milestones:

- Provided more than 46,000 courses that are available virtually within the global learning management system
- Completed over 3.2 million hours of training, primarily consisting of regulatory and technical training
- Matched 2,786 employees with mentors, the largest number of matches made-to-date in the program’s 15-year history
- Completed more than 65,000 hours of professional development
- Launched the Labcorp Education Advantage Program, removing access barriers to college level coursework in the life science and health care fields by providing tuition upfront. The program supplements Labcorp’s existing tuition reimbursement program.

At Labcorp, we believe the best learning comes from a mix of formal courses and programs combined with mentoring and coaching, as well as challenging work projects and experiences. This approach is often referred to as a 70/20/10 development framework. To align our belief with our actions, we offer formal and informal mentoring, job rotations and opportunities for temporary assignments.





Empowering Leadership

Our leadership framework, called Leadership ID, is our compass guiding expected behaviors and introduced to all people leaders globally. Leadership ID is comprised of four principles: Inspire, Innovate, Deliver and Develop. The foundation of these principles is demonstrated by leaders who create environments of trust, respect and inclusivity. Each principle has defined associated behaviors that describe what each looks like in action at work. These principles were developed to be relevant over time, applicable to leaders across all levels, geographies and demographics, and easily seen and recognizable.

Leadership ID is being introduced into many of our programs and processes, such as performance management, development offerings and talent review processes. Leadership ID resources, programs and curriculum are available to managers throughout the year and embedded in all leadership development.

Our Operations

Growing our Sustainability Impact

As we commit to improving health and lives across our global communities, we also seek to take actions that will improve the environment and evolve our operations in increasingly sustainable ways. Human health and environmental health are interconnected—we strive to do our part to improve the planet's health while we improve health care and the health of our patients.

As a next step in the evolution of ESG at Labcorp, in 2021 we joined more than 2,000 businesses and financial institutions by committing to participate in SBTi. SBTi is a collaboration between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature.

By committing to SBTi, we are demonstrating our intent to reduce Labcorp's carbon emissions at scale.

We intend to:

- Develop a science-based target aligned with the SBTi criteria
- Submit the target to the SBTi for validation
- Publish our approved targets within a maximum of 24 months

We are currently in the process of assessing our Scope 3 emissions and developing our targets and action plans. Scope 3 emissions are the result of activities from assets not owned or controlled by Labcorp, but that indirectly impact our value chain. In preparation for our Science Based Target, we have identified six key drivers and seven functional areas we are focusing on to improve our performance:

Our Sustainability Drivers



- Safety, well-being and comfort of employees, visitors, patients
- Minimize the ecological impacts associated with operations



- Reduce energy use within operations



- Manage waste in the most environmentally preferred manner
- Seek to improve the lifecycle impacts of purchases and assets



- Reduce greenhouse gas (GHG) emissions associated with activities



- Responsibly manage water consumption and lifecycle



- Responsibly select and manage consumable materials

Sustainability Targeted Functions

- Facilities Design for Construction and Renovation
- Facilities Operations and Management
- Laboratory Operations
- Sourcing and Procurement
- Information Technology
- Kit Production and Sample Management
- Courier and Logistics



2021 Sustainability Highlights



Committed to the **Science Based Targets initiative** (SBTi)

↓ 7%

reduction in overall waste from 2020

Decreased energy/millions

revenue by **↓ 17.4%**
from 2019



Reduced overall
greenhouse gas emissions by

nearly **↓ 4%** from 2019



Bronze Rating



Received **B-rating** by the CDP for
Climate Change



Invested nearly

\$500,000

in hybrid and electric vehicles in 2021

Increased recycled waste by

↑ 22% from 2020







Grew the renewable energy
of Labcorp's
total energy usage by

↑ 18,814

gigajoules from 2019



We established the following environmental and sustainability targets¹:

By 2025
Energy  Increase renewable electricity by ↑25%
Waste  Reduce regulated medical waste generated by ↓5%  Increase waste reclamation rate by ↑10%
Water  Reduce water consumption by ↓10%

¹Targets are based on 2020 baseline levels, and are normalized as applicable for changes in operations and facilities.



Labcorp Environmental Impact

Despite COVID-19 creating increased demand for our operations and fleet, we are proud that our efforts to reduce Labcorp's environmental impact netted an overall greenhouse gas emissions reduction of 4% and a 17% decrease in total energy consumed in 2020 compared to 2019. Those are significant achievements, and we plan to continue evolving our operations to do our part to protect the planet.

Labcorp has responded to CDP's Climate Change questionnaire since the 2018 reporting period. We use the knowledge gained from our CDP participation to refine our carbon and energy reduction strategy, including the setting of our carbon reduction goal.

The following annual GHG inventory was completed in accordance with the GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

The GHG inventory is outlined on pages [31 – 33](#).

Labcorp Spotlight

Go Green Teams

Labcorp's Go Green Teams aim to help our employees support local projects that link back to Labcorp's broader approach to sustainability.

The Go Green Team's mission is to:

- Help drive local and global sustainability efforts
- Use those pilot efforts to help grow Labcorp's sustainability efforts globally
- Educate employees about the impact that lifestyle choices can have on the environment and offer employees easy opportunities to make eco-conscious choices both at work and at home

As an example, the UK Go Green Team, which includes more than 30 members, successfully implemented a polystyrene recycling program. The installation of polystyrene recycling equipment at Labcorp's Harrogate site resulted in more efficient handling and processing of polystyrene waste.

Previously, polystyrene waste was collected twice per week, with each collection requiring approximately 40 miles round trip. With the new recycling equipment, the polystyrene waste is now compressed into small briquettes that weigh about four kilograms each. The briquettes are collected every four to six months and are recycled to be used in the construction industry.

Since its implementation, the equipment has paid for itself and has helped reduce our CO2 emissions.

Looking ahead, we plan to establish additional Go Green Teams at Labcorp sites around the globe.



Emissions¹

Metric Ton (mt) Co2e	2020	2019*	% Change	2020 mt/\$M rev	2019 v 2020 % Change in mt/\$M rev
Emissions: Scope 1	160,740	164,528	-2.3%	11.50	-19%
Emissions: Scope 2 (location-based)	167,638	174,468	-3.9%	11.99	-21%
Emissions: Scope 2 (market-based)	171,338	181,281	-5.5%	12.26	-22%
Total Emissions: (Scope 1 + 2 market-based)	332,078	345,809	-4.0%	23.76	-21%

Scope 3 (mt co2e)	2020	2019*	% Change	2020 mt/\$M rev	2019 v 2020 % Change in mt/\$M rev
Emissions: Waste Generated from Operations	5,135	9,500	-45.9%	0.37	-55%
Emissions: Commercial Business Travel**	17,308	39,418	-56.1%	1.24	-64%

Total Updated Energy²

Energy - Gigajoules (GJ)	2020	2019	% Change	2020 GJ/\$M rev	% Change in GJ/\$M rev
Total Energy	4,299,538	4,296,139	0.1%	307.6	-17%
Electricity	1,518,076	1,474,647	2.9%	108.6	-15%
Renewable Energy	18,814	0	n/a	n/a	n/a
Total Fuel	2,762,649	2,821,492	-2.1%	197.6	-19%
Gasoline (Petrol) - Mobile	1,059,704	1,118,843	-5.3%	75.8	-22%
Jet Fuel (Jet A or A-1)	128,103	122,306	4.7%	9.2	-13%
Natural Gas	1,430,817	1,437,682	-0.5%	102.4	-18%
No. 2 Fuel Oil	72,874	71,474	2.0%	5.2	-16%
Propane	71,151	71,188	-0.1%	5.1	-17%

	2020	2019
% Renewable Energy	0.44%	0
% Grid Electricity	35.30%	34.30%

*2019 data updated via portfolio review as part of CDP process.

**Business commercial travel was limited in 2020 due to COVID-19 related travel restrictions.

¹Disclosures:

- 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).
- Energy and emissions data for 2021 was not available at the time of the report.

²Disclosures:

- Diesel consumption was not material in the 2019 and 2020 reporting years.
- Electricity represents “consumption of purchased electricity.”



Water

	2021	2020	% Change
Total freshwater withdrawn	1,615 m ³	1,659 m ³	-2.7%
Thousand m3/\$M rev	0.100	0.119	-16.0%
Water quality permits, standards, and regulations noncompliance incidents	0		

% Sites with High or Extreme Water Stress

29% of our global portfolio, including 24% of our global laboratories (which is where our water use is concentrated), is in “high” or “extremely high” water stress areas per the WRI Aqueduct Water Risk Atlas.

Disclaimer:

- Water data is actual data from utility bills (and global self-reported). Estimations not made for sites where water is included in lease.



Waste

Metric ton	2021	2020	% Change	2021 mt/\$M rev	% Change in mt/rev
Nonhazardous Waste	5,610	5,815	-3.5%	0.35	-16%
Hazardous Waste	2,330	1,493	56.1%	0.14	35%
Medical Waste	10,821	10,147	6.6%	0.67	-8%
Total Waste Reclaimed	6,124	4,700	30.3%	0.38	13%
Total Waste Incinerated	2,393	1,981	20.8%	0.15	5%
Total Waste Landfilled	10,244	10,774	-4.9%	0.64	-18%
Total Waste	18,761	17,455	7.5%	1.16	-7%

Disclosures:

- Nonhazardous waste reported is for 64% of our Drug Development (DD) laboratories at this time. In the coming year we plan to expand the number of sites capturing and reporting this data.
- Hazardous waste is reported for global DD laboratories and hazardous waste producing DD and Diagnostics (Dx) domestic sites.
- Medical waste is reported for global DD laboratories and DD and Dx Large Quantity Generators in the United States, as defined by the EPA.

Nonhazardous Waste by Disposal Method	2021	2020
Reclaimed	84%	63%
Incinerated	1%	1%
Landfilled	15%	36%

Hazardous Waste by Disposal Method	2021	2020
Reclaimed	42%	42%
Incinerated	54%	49%
Landfilled	4%	10%

Medical Waste by Disposal Method	2021	2020
Reclaimed	4%	4%
Incinerated	10%	12%
Landfilled	86%	84%



Labcorp's Sustainability Progress: CDP and EcoVadis Ratings

Beyond our annual corporate responsibility report, Labcorp proactively updates both internal and external stakeholders through other reporting channels. Labcorp prepares annual submissions to both CDP and EcoVadis, independent third-party assessors of Labcorp's sustainability programs.

Labcorp publicly shares energy and emissions data in accordance with the Greenhouse Gas Emissions Protocol, as well as information about our environmental operations, risks and investments. Our current CDP rating is a B-, and we have specific programs in place to continuously improve that score over time. Our response is public information and is accessible through the CDP website.

In addition to answering the broader Climate Change questionnaire, Labcorp provides client-specific information to those who request it through the Supply Chain questionnaire.

EcoVadis covers more than 20 topics in the ESG space, and allows us to showcase broader social and environmental efforts across the enterprise. Different than the public response of CDP, EcoVadis is used by our clients and allows companies to assess the ESG performance of their global suppliers like Labcorp. EcoVadis provides individual scores on environment, labor and human rights, ethics, and sustainable procurement, as well as an overall ranking. At the time of publication of this report, we achieved a bronze rating overall.



Shifting to Electric and Hybrid Vehicles

With more than 6,000 vehicles, Labcorp recognizes our opportunity to reduce our collective impact on the environment. To help combat climate change and reduce our fleet's environmental impact, Labcorp plans to continue to increase our hybrid and electric fleet acquisitions, and increase the fleet's collective MPG by 10% over the next five years.

The COVID-19 pandemic significantly increased our daily test volume and the demands on our fleet for both specimen pickup and supply delivery. Our fleet's ability to scale transportation and logistics assured that test specimens and critical supplies were delivered in a timely and secure manner.

Creating a more sustainable fleet is a key to our energy conservation and emissions reduction efforts.

Fleet Sustainability Highlights:

Increased hybrid or electric vehicle use by
25% (over 100 vehicles) from 2020

Increased fleet fuel efficiency by
3.5% at 26.4 MPG from 2020

Decreased total amount of gasoline fuel use by
43,000 gallons from 2020

Climate Change Risk, Risk Management and Resiliency Planning

As the world encounters more severe and frequent natural disasters and damaging weather events, Labcorp's ability to plan for, identify, react and help when these events occur has become even more critical.

At Labcorp, our focus is on the health, safety and resilience of our people, patients, customers, property and the research community. To support this focus, we maintain a comprehensive Business Resilience program aligned to the International Organization for Standardization: Security and resilience—Business continuity management systems—Requirements (ISO 2230). The Business Resilience program includes business continuity and disaster recovery assessments and planning to prepare our business and technology teams to respond to adverse events and crisis management to lead our response when those adverse events happen. We leveraged these plans to respond to global, regional and local events over the last several years to support the continued resilience of our people, patients and customers.

Risk and opportunity identification processes are incorporated throughout Labcorp's overall existing risk management framework. Risk assessments are undertaken annually with third-party insurers to model catastrophes such as hurricanes, earthquakes, inland flooding and storm surges. We also partner with these providers to evaluate local conditions and implement mitigation measures. For example, risk management teams identified certain locations in California as within wildfire zones, and installed sprinkler systems inside and around the perimeter of those facilities.

Labcorp regularly reviews identified risks and creates scenarios to determine potential outcomes. Based on these scenarios, we create business continuity plans for risks and crisis management plans for events that could impede Labcorp's ability to do business. 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 of Directors. Crisis advisory teams are appointed at sites in advance and teams practice event preparation on a regular basis.

Risks are also reviewed top-down through a risk management program. Led by Enterprise Risk Management leadership, this group examines larger systemic issues and how they may impact Labcorp. This includes risks that may impact Labcorp's reputation and brand value and newly identified short- and long-term risks to physical assets. This group also evaluates Labcorp's preparedness for these scenarios and recommends processes and procedures to improve Labcorp's performance. Risk Management, EHS, Facilities and Real Estate leaders 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 also assesses climate change risks and opportunities on an ongoing basis for reporting to clients, customers and investors. EHS works with third-party consultants to help identify long-term climate trends and implement measures to mitigate risk.

Our business continuity practices, such as diverting specimens and using a network of vendors to procure equipment to keep our employees safe and operations running, minimized the impact of these events.



Keeping our Teams Safe

The health, safety and well-being of our employees is paramount. We are dedicated to providing safe working environments whether in a lab or for one of our fleet drivers delivering test specimens.

To help enhance our safety program, we consolidated the EHS function and established consistent and common safety policies, procedures and areas of focus across our operations. We have employee assistance programs around the globe to assist employees and their families in the event of natural disasters or other adverse events that may affect their safety, security or well-being. These efforts are coordinated with our crisis management efforts as appropriate.

2021 Safety Highlights:

- Held the work-related injury rate per 100 employees flat at 1.6
- Reduced work-related lost time injury rate per 100 employees by 40% from 0.5 to 0.3 versus 2020
- Implemented a common Corporate EHS Audit process, allowing Labcorp to assess locations against common expectations and performance criteria, including established virtual process to address COVID-19 concerns
- Provided 60,000 hours of safety training

2021 Safety Data:

Safety Performance	2021	2020
Recordable Injury/Illness Rate (TRIR)	1.6	1.6
% Change	0	
Serious Injury/Illness Rate (DART)	0.3	0.5
% Change	-40%	

Total recordable incident rate (TRIR) //// Days away, restricted, or transferred (DART) rate



While COVID-19 challenged the organization, we were able to minimize the impact that COVID-19 had on our staff and operations through careful planning and consistent global implementation of precautionary measures, including additional cleaning and sanitization, social distancing, the use of protective equipment such as facemasks, face shields and respirators, increased work from home, and video and communication technology.

Animal Care and Welfare

The Labcorp global animal welfare policy is founded on our commitment for the respectful and humane care and use of animals in our research. Animal research is critical and required by government bodies in the development of new, safe and effective medicines, devices and products that protect and save the lives of people and animals.

We treat animals we work with in biomedical research humanely, with care, compassion and respect. We adhere to strict standards of ethical conduct in providing for their welfare. We believe that taking good care of our animals is not only good science but the right thing to do.

Our commitment to the welfare of animals we work with in research extends to our animal-related suppliers who are vetted through a global vendor qualification process.

We adhere to regulations applicable and relevant to Labcorp, which include:

- Directive 2010/63/EU, the protection of animals used for scientific purposes
- Germany Animal Protection Act (Tierschutzgesetz)
- Animals (Scientific Procedures) Act 1986 (United Kingdom)
- Animal Welfare Act (United States)
- Public Health Service Policy on Humane Care and Use of Laboratory Animals
- Regulation for Administration of Laboratory Animals (China)

In addition to regulatory requirements, we have made further efforts regarding our commitment to animal welfare:

- Accreditation at 12 animal care sites by the AAALAC International
- Signatory to the UK “Concordat on Openness” since its inception in 2014
- Agreed to The Transparency Agreement for Transparent Information and Open Communication about Animal Research since 2021

Please review our [commitment to animal welfare](#) to learn more about how we are dedicated to the establishment and adherence of high standards of care and welfare.



Culture of Care and Replacement, Reduction and Refinement (3Rs Principles)

Our global animal welfare policy is embedded throughout our organization and in our [six commitments](#) to the respectful and humane care and use of animals.

During 2021, Labcorp developed and launched two global training modules aimed at fostering conversations and sharing of best practices among animal care sites. This training collectively supports adherence to our commitments to the respectful and humane care and use of animals in research.

We are focused on the continuous improvement of animal welfare standards globally, and continued advancement of the 3Rs principles of replacement, reduction and refinement helps provide solutions for the global animal care and welfare community. To reflect the importance of those principles, we support the National Center for the Replacement, Refinement & Reduction of Animals in Research (NC3Rs), and we leverage the 3Rs principles.

The examples on the right illustrate our commitment to the 3Rs, through which we challenge long-held historical drug development paradigms in study design and execution. Each example demonstrates that we are willing to evolve and lead in study approaches. We are able to achieve 3R successes by working with external organizations (e.g., European Federation of Pharmaceutical Industries and Associations, NC3Rs). Our innovation in animal welfare provides additional benefits for our key stakeholders and welfare champions to positively influence the world's animal care and welfare external environment.



3Rs Examples:



Replacement

We expanded our genetic toxicology footprint in the United Kingdom, which will enable us to increase our *in vitro* capabilities. By broadening study capacity, our investment is creating a sustainable evaluation process rooted in the 3Rs that is adaptable for many different industries' product development pipelines, from cardiovascular to pulmonary.

By providing options for potency assessment from the *in vitro* test suite, we are hopeful this expansion will allow us to reduce animal populations in these studies.



Reduction

Fish bioconcentration or biomagnification studies are carried out to determine whether substances have the potential to accumulate or concentrate within areas of the body. There are increasing requirements to conduct these studies on a broad variety of pharmaceuticals, industrial chemicals and crop protection products globally, resulting in the use of significant numbers of fish.

The standard test method requires three groups of fish be exposed to differing concentrations of chemicals (including a control) with up to 100 fish per dose. Following the revision to the Organization for Economic Co-Operation and Development Test Guideline (OECD 305: 2012), and when scientifically justified, there is an option to test one concentration in combination with a control group.

By adopting this approach when scientifically justified, Labcorp reduced the use of fish by over 50% in 2021 versus 2020.



Refinement

Mice are regularly used in scientific drug development studies. Research into their welfare has established that traditional methods of handling them by the base of their tail may cause unnecessary animal stress. This has led to the development of cooperative handling techniques that involve training mice to enter a tube or walk into a handler's cupped hands for easier removal from their home cages.

Six Labcorp sites have fully implemented these new "tunnel" and "cupping" techniques during 2021 and implementation is ongoing at an additional three sites with completion targeted in 2022.

Decentralized Clinical Trials

Decentralized clinical trials (DCT) represent a patient-centric approach to conducting studies and trials of new medical treatments, vaccines and devices that reduce the patient burden of the traditional “brick and mortar” study model. Labcorp, a pioneer in DCT, has 20 years of experience using technology to provide remote accessibility for clinical trial participants. This can include remote monitoring of key health metrics, lab tests performed using at-home specimen collection kits, mobile specimen collection services and drug administration, and virtual phone and video visits with study participants. DCT can remove barriers that may have slowed or prevented studies from being conducted in the past. DCT also make trial participation a viable option for more people, including those from remote and diverse patient populations that are often underrepresented in clinical trials.

COVID-19, which limited the ability to conduct in-person clinical trials, has been a catalyst for DCT innovation. Our experience combined with enhancements we made to our infrastructure allowed us to meet the additional demand for DCT spurred by the pandemic, resulting in a more than 50% year-over-year increase in our DCT awards.

DCT has Been Proven to Reduce Patient Burden and Improve Health Equity During the Pandemic by Offering the Following Benefits:

- Allowed increased trial populations with expanded geographic reach to participate in clinical trials
- Reduced transportation issues for patients without access to a car or public transportation; in non-DCT trials, patients often must travel two to three hours to reach their nearest study site
- Reduced time commitments enable patients to maintain normal day-to-day activities
- Allowed patients to receive drug delivery at home
- Reduced barriers for patients with mobility constraints and physical or cognitive impairments
- Allowed remote health monitoring for quicker contact with study teams

New Technology Drives DCT Innovation and Trial Breakthroughs

Accessibility of DCT Platforms and Solutions

The combination of online screening, remote consent, televisits, and use of virtual investigators and mobile nurses makes it possible to reach more patients across a broader geographic footprint than before. These digital solutions allow study sponsors to enroll more patients in less time and to gather data for continuous monitoring and optimization, making it possible to bring essential therapeutics to market faster.

Wearables and Connected Devices

Wearable and mobile devices provide enhanced ways to objectively gather continuous data regarding patient activity and health. Trial participants can perform self-assessments using equipment, such as heart monitors and pulse oximeters, shipped to their homes with virtual support from researchers. The digitally recorded and transmitted data, including real-time data, enables study sites to detect signals and evaluate patient safety proactively.

Digital Biomarkers

Biomarkers, which traditionally required physical interaction, evaluate a biological process to help understand a person’s health. Digital biomarkers are frequently defined as objective, quantifiable physiological and behavioral data collected and measured by digital devices such as portable, wearable, implantable or ingestible sensors. In 2021, Labcorp continued to implement technology to advance its use of digital biomarkers in an effort to make clinical research and care processes more patient-centric, risk-based, efficient, personalized and informative.



Our Community

We have a significant opportunity to improve the health and lives of those we serve around the globe. In 2021, our communities needed our support to combat the ongoing pandemic, rebuild after natural disasters, and address health and education disparities among underserved populations.

Our ability to leverage our operations for good in our communities remains a top focus for our corporate philanthropy and volunteering efforts. Labcorp, our employees and The Labcorp Charitable Foundation work collaboratively on initiatives that positively impact communities across the globe and align with the focus areas of health and welfare, education and community.

Labcorp COVID-19 Impact for Global Communities

- Provided nearly 3,500 COVID-19 vaccines at more than 80 locations in India during a second surge of COVID-19 cases across the country
- Supplied free COVID-19 testing to underserved populations across Baltimore, Maryland, in partnership with the United Way of Central Maryland and Access Art
- Transported and administered over 16,500 COVID-19 vaccines to underserved residents in Norfolk, Virginia
- Assisted Chesapeake Health Care in Salisbury, Maryland, with COVID-19 vaccination efforts for medically underserved patients



Labcorp Spotlight:

Rooftop Rainwater Harvesting Program in India

Labcorp Drug Development India funded the construction of 75 rooftop rainwater harvesting units through United Way of Bengaluru in Khed Taluk, Pune (Maharashtra). Each unit holds 4,500 liters of rainwater and can save an average of 240,000 liters of rainwater in a year. Seventy-three families received units along with a local school and village council office, benefiting more than 400 individuals in the community.

**Labcorp in the Community**

Labcorp aims to address financial disparities, food insecurities and science, technology, engineering and math (STEM) education in underserved communities. Our company and employees have contributed to numerous federally qualified health centers, hospital foundations and community programs including those listed below:

- Volunteered 100+ hours and distributed over 75 hygiene and education kits to provide 250 underprivileged children in Bengaluru, Mumbai, and Pune, India, with sessions on personality development, sign language, computer and communication skills.
- Contributed to Summit Medical Group Foundation (Raritan, New Jersey) to provide free health and wellness screenings and education to local residents.
- Sponsored the Julio A. Martinez Memorial Fund (Bronx, New York) to support programs and initiatives in the areas of substance use treatment and addiction prevention, including services for underserved youth and families experiencing homelessness.
- Supported True Health (Sanford, Florida) programs focused on providing health care services to uninsured, underinsured and underserved populations in local areas with health care professional shortages.

- Allocated funds for the Thomas Hospital Foundation (Mobile, Alabama) to provide patient education and outreach focused on cancer, HIV, diabetes and women's health.
- Supported programs with the Edward Kennedy Community Health Center (Worcester, Massachusetts) to provide primary care, dental, behavioral health and pharmacy services to medically underserved populations, including those living with HIV, the LGBTQIA+ community, individuals with substance use disorders and others with specialty health needs.
- Donated more than 12,000 pounds of food to help feed families in need across the United States and collected 598 pounds of toiletry items for underserved students in North Carolina during Medical Laboratory Professionals Week.
- Raised more than \$30,000 in local employee contributions to help coworkers who were directly impacted by Hurricane Ida.
- Recycled and donated personal electronics for redistribution throughout rural communities in China to improve technology access.

In 2022, Labcorp seeks to expand the global reach of our giving programs and remains committed to growing our collective impact across the communities in which we operate.



The Labcorp Charitable Foundation

In 2020, we established The Labcorp Charitable Foundation, a private charitable 501(c)(3) organization. Since its inception, the Foundation has played an important role in advancing Labcorp's support in the areas of health and welfare, education and community, especially for underserved populations.

As we continue to grow the impact of The Labcorp Charitable Foundation, we are committed to working across Labcorp and with employees around the world to expand our global reach in addressing the needs and disparities of the most vulnerable populations.

In 2021, the Foundation awarded over 70 grants to support food pantries and summer meal programs for children, provided access to health care and patient support services for the underserved, broadened accessibility to STEM education programming as well as offered ongoing support for medical research, screening and programs that promote a healthy lifestyle. A few examples of contributions made by The Labcorp Charitable Foundation in 2021 are included below.



American Diabetes Association funding to support the Patient Co-Pay, which increases access to care, identifies opportunities for earlier intervention and prevention of debilitating complications, and improves health equity access for people of color living with diabetes



American Heart Association funding to support its Health Equity Committee in implementing "Empower to Serve" health lessons, with the goal of reaching more women of color with important health messages



Center for Science Technology and Leadership Development funding to support the expansion of programs and services to benefit low-income youth through tutoring, literacy education, behavioral health services and programs that support STEM education



Healthy Americas Foundation funding to support the Hispanic Family Equity Fund that works to close the well-being gap for Hispanic families



HELP of Southern Nevada funding to provide three meals a day for youth residing in a homeless youth center



Methodist Richardson Medical Center Foundation funding to support the Asian Breast Health Outreach Project and provide free mammograms and health education to minority communities



National Urban League funding to Project Wellness, which provides underserved communities with greater access to health care and advocates for the elimination of health disparities



Virtua Health Foundation funding supporting the Eat Well Mobile Grocery Store, which provides nutritious food to community members living in food deserts



Zero - The End of Prostate Cancer funding to support the patient navigation program, ZERO360, a critical support program that addresses health and equity in prostate cancer for Black and low-income men

2021 Global Reporting Initiative (GRI) Index

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
General Disclosures		
102-1	Name of the organization	Our Company, p. 4 - 6 .
102-2	Activities, brands, products and services	Labcorp at a Glance, p. 5 - 6 .
102-3	Location of headquarters	Burlington, North Carolina, U.S.
102-4	Location of operations	Labcorp at a Glance, p. 5 - 6 ; Our People, p. 17 ; Human Capital Data, p. 21 and 10-K
102-5	Ownership and legal form	10-K
102-6	Markets served	Human Capital Data, p. 21/10-K
102-7	Scale of the organization	Labcorp at a Glance, p. 5 - 7 ; Our People, p. 17
102-8	Information on employees and other workers	Our People, p. 17 ; Human Capital Data, p. 21/10-K
102-9	Supply chain	Supplier Code of Conduct, Oversight and Diversity, p. 12 - 14
102-10	Supply chain	Shifting to Electric and Hybrid Vehicles, p. 34
102-11	Precautionary principle or approach	Third-Party Risk Management (TPRM), p. 13 ; Climate Change Risk, Risk Management and Resiliency Planning, p. 35 ; TCFD disclosures, p. 48 - 49
102-12	External initiatives	Diversity and Inclusion: Evolving our Workforce to Solve Tomorrow's Challenges, p. 19 ; Our Operations, p. 26 ; Labcorp's Sustainability Progress: CDP and EcoVadis Ratings, p. 34
Strategy		
102-14	Statement from senior decision-maker	A Message from Labcorp's Chairman and CEO, p. 3
102-15	Key impacts, risks, and opportunities	Third-Party Risk Management (TPRM), p. 13 ; Climate Change Risk, Risk Management and Resiliency Planning, p. 35 ; TCFD disclosures, p. 48 - 49 ; 10-K
102-16	Values, principles, standards, and norms of behavior	Labcorp at a Glance, p. 5 - 6
102-17	Mechanisms for advice and concerns about ethics	Business Ethics and Compliance, p. 10 - 14

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Governance		
102-18	Governance structure	Labcorp Governance, p. 7 - 10 ; 10-K
102-19	Delegating authority	Labcorp Governance, p. 7 - 10 ; TCFD disclosures, p. 48 - 49
102-20	Executive-level responsibility for economic, environmental and social topics	Labcorp Governance, p. 7 - 10 ; TCFD disclosures, p. 48 - 49
102-21	Consulting stakeholders on economic, environmental, and social topics	Labcorp Governance, p. 7 - 10
Governance (continued)		
102-22	Composition of the highest governance body and its committees	Labcorp Governance, p. 7 ; 10-K
102-23	Chair of the highest governance body	Labcorp Governance, p. 7 ; 10-K
102-24	Nominating and selecting the high governance body	10-K/Proxy
102-25	Conflicts of interest	Code of Conduct and Ethics, p. 11 ; Proxy
102-26	Role of highest governance body in setting purpose, values and strategy	Labcorp ESG Steering Committee, p. 8 - 10
102-27	Collective knowledge of highest governance body	A Message from Labcorp's Chairman and CEO, p. 3 ; ESG Spotlight: Sandra van der Vaart, p. 9
102-28	Evaluating the highest governance body's performance	Proxy
102-29	Identifying and managing economic, environmental, and social impacts	Our Operations, p. 26 - 36 ; SASB disclosures, p. 46 - 47 ; TCFD disclosures, p. 48 - 49
102-30	Effectiveness of risk management process	Climate Change Risk, Risk Management and Resiliency Planning, p. 35 ; TCFD disclosures, p. 48 - 49
102-31	Review of economic, environmental and social impacts	Our Operations, p. 26 - 36 ; TCFD disclosures, p. 48 - 49
102-32	Highest governance body's role in sustainability reporting	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp Governance, p. 7 - 10 ; TCFD disclosures, p. 48 - 49
102-33	Communicating critical concerns	Labcorp investor relations
102-34	Nature and total number of critical concerns	Proxy
102-40	List of stakeholder groups	Labcorp at a Glance, p. 5 - 6 ; Labcorp People, p. 17 - 26

2021 Global Reporting Initiative (GRI) Index (continued)

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Reporting Practice		
102-45	Entities included in the consolidated financial statements	10-K
102-46	Defining report content and topic boundaries	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp at a Glance, p. 5 – 6
102-47	List of material topics	Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures, p. 10
102-48	Restatements of information	None
102-49	Changes in reporting	Added TCFD, SASB, GRI
102-50	Reporting period	Annual
Reporting Practice (continued)		
102-51	Date of most recent report	March 31, 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	TBD
102-54	Claims of reporting in accordance with the GRI standards	This report is in close alignment, where possible and feasible, with the Global Reporting Initiative's (GRI) Standards, but does not claim to be in full accordance with the GRI Standards. Disclosures are not listed if unable to be reported at this time. Labcorp continues to seek to expand its reporting and disclosures in the future.
102-55	GRI content index	GRI disclosures, p. 43 – 45
102-56	External assurance	Cautionary Statement Regarding Forward-Looking Statements, p. 50
Management Approach		
103-1	Explanation of the material topic and its boundary	Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures, p. 10
103-2	The management approach and its components	Labcorp ESG Steering Committee, p. 8 – 10
103-3	Evaluation of the management approach	Proxy

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Economic Performance		
201-1	Direct economic value generated and distributed	Labcorp at a Glance, p. 5 – 6 ; Proxy/10-K
201-2	Financial implications and other risks and opportunities due to climate change	TCFD disclosures, p. 48 – 49
Indirect Economic Impacts		
203-2	Significant indirect economic impacts	10-K
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Labcorp Governance, p. 7 – 10 ; Business Ethics and Compliance, p. 10 – 14
Anti-Corruption (continued)		
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics, p. 11 ; Embedding Compliance: Employee Training, p. 16
Materials		
301-2	Recycled input materials used	2021 Sustainability Highlights, p. 28 ; Waste, p. 33
Energy		
302-1	Energy consumption within the organization	Energy, p. 31 ; CDP
302-4	Reduction of energy consumption	Energy, p. 31 ; CDP
Water and Effluents		
303-5	Water consumption	Water, p. 32 ; CDP

2021 Global Reporting Initiative (GRI) Index (continued)

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Emissions		
305-1	Direct (Scope 1) GHG emissions	Emissions, p. 31 ; CDP
305-2	Energy indirect (Scope 2) GHG emissions	Emissions, p. 31 ; CDP
305-3	Other indirect (Scope 3) GHG emissions	Emissions, p. 31 ; CDP
305-4	GHG emissions intensity	Emissions, p. 31 ; CDP
305-5	Reduction in GHG emissions	Our Sustainability Drivers, p. 27 ; 2021 Sustainability Highlights, p. 28 ; Emissions, p. 31 ; TCFD disclosures, p. 48 - 49 ; CDP
Waste and Effluents		
306-2	Waste by type and disposal method	Waste, p.33
Occupational Health and Safety		
403-1	Occupational health and safety management system	Business Ethics and Compliance, p. 10 - 14 ; Promoting Fundamental Human Rights, p. 14 ; Keeping our Teams Safe, p. 36
403-4	Worker participation, consultation, and communication on occupational health and safety	Embedding Compliance: Employee Training, p. 16 ; Keeping our Teams Safe, p. 36 ; Developing our Teams, p. 24
Occupational Health and Safety (continued)		
403-5	Worker training on occupational health and safety	Embedding Compliance: Employee Training, p. 16 ; Keeping our Teams Safe, p. 36 ; Developing our Teams, p. 24
403-6	Promotion of worker health	Embedding Compliance: Employee Training, p. 16 ; Keeping our Teams Safe, p. 36 ; Supporting our Teams, p. 23

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Training and Education		
404-1	Average hours of training per year per employee	Developing our Teams, p. 24
404-2	Programs for upgrading employee skills and transition assistance program	Developing our Teams, p. 24
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Labcorp Board of Director Demographics, p. 7 - 8 ; Human Capital Data, p. 21 - 22
Human Rights Assessment		
412-1	Employee training on human rights policies or procedures	Promoting Fundamental Human Rights, p. 14 ; Embedding Compliance: Employee Training, p. 16
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Our Community, p. 40 - 42
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct, Supplier Oversight and Diversity Program, p. 12

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. 18
Biotechnology Pharmaceutical	Drug Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	Number	HC-BP-250a.5	0; There are zero FDA enforcement actions in response to violations of cGMP for Labcorp Drug Development in 2021
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	Third-Party Risk Management (TPRM), p. 13 ; Keeping Labcorp Secure, Data Privacy, Information Security, Handling of Breaches, p. 15 ; Embedding Compliance: Employee Training, p. 16
Biotechnology Pharmaceutical	Business Ethics	Description of code of ethics governing interactions with health care professionals	Qualitative	HC-BP-510a.2	Business Ethics and Compliance, p. 10 – 14
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Percentage grid electricity	Percentage %	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Percentage renewable electricity	Percentage %	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 31

Sustainability Accounting Standard Board (SASB) Index (continued)

Industry Subsector	Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Page Listed/Disclosure
Health Care Delivery	Waste Management	Total amount of hazardous pharmaceutical waste	Metric ton (t) Percentage %"	HC-DY-150a.2	Waste, p. 33
		Total amount of nonhazardous pharmaceutical waste			
		Percentage hazardous incinerated			
		Percentage hazardous landfilled			
		Percentage nonhazardous incinerated			
		Percentage nonhazardous recycled/treated			
Health Care Delivery	Waste Management	Total amount of medical waste	Metric ton (t) Percentage %"	HC-DY-150a.1	Waste, p. 33
		Percent of medical waste Incinerated			
		Percent of medical waste recycled or treated			
		Percent of medical waste landfilled			
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. 35 ; TCFD disclosures, p 48 – 49 ; CDP
Health Care Delivery	Employee Safety	Total recordable incident rate (TRIR)	Rate	HC-DY-320a.1	Keeping our Teams Safe, p. 36
Health Care Delivery	Employee Safety	Days away, restricted, or transferred (DART) rate	Rate	HC-DY-320a.1	Keeping our Teams Safe, p. 36

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

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
Governance		
Describe the Board's 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 Environmental Health & 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 key enterprise EHS risks, opportunities and progress on key initiatives including climate-related initiatives to the Board of Directors, CEO and the Executive Committee at least annually.	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp Governance, p. 7 – 10 ; CDP C1.1a & 1.1B
Describe management's role in assessing and managing climate-related risks and opportunities	<p>The highest-level management positions with responsibility for climate-related issues are the Executive Vice President, Chief Legal Officer (CLO), Chief Compliance Officer & Secretary and the Vice President of EHS, Real Estate, and Facilities. The CLO and VP of EHS, Real Estate, and Facilities serve as Co-Chairs of Labcorp's Environmental, Social & Governance (ESG) Executive Steering Committee, 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.</p> <p>Additionally, the Steering Committee puts systems in place, as deemed necessary and appropriate, to monitor ESG matters. The CLO and VP of EHS, Real Estate, and Facilities report to the Executive Committee and Board of Directors on ESG matters. Climate change risks and opportunities are prioritized in the same manner as other substantive risks to Labcorp's operations and have been assigned to the ESG Committee for coordination and alignment with action as well as broader company goals and initiatives. 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. Issues identified as meeting these criteria are elevated to high priority and specific measures are implemented to mitigate the risk or capitalize on opportunities throughout Labcorp's operations. Risk Management reports to the CEO on a regular basis and to the Board at least once a year regarding top risks elevated through the ERM framework.</p> <p>Other departments who may assess local issues related to climate change, such as Facilities (i.e., carbon pricing compliance in the UK) and Supply Chain (i.e., impacts on continuity & cost of supply chain), report to Supply Chain leadership. Supply Chain assesses these issues and completes ERM surveys, which are used as part of risk management.</p>	Labcorp Governance, p. 7 – 10 ; CDP C1.1, 1.2a
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	<p>Labcorp has identified short, medium and long-term risks involving the following climate-related scenarios: emerging regulation and carbon pricing mechanisms, acute physical and increased severity and frequency of extreme weather and chronic physical and rising mean temperatures.</p> <p>Labcorp has identified the following opportunities involving the following climate-related scenarios: resource efficiency via organizational transition to more efficient buildings, resource efficiency via reduction of water usage and consumption, and resource efficiency via use of more efficient modes of transportation, including the increased purchasing of hybrid or electric vehicles for Labcorp's logistics and supply chain fleet.</p>	Climate Change Risk, Risk Management and Resiliency Planning, p. 35 ; CDP--C2.3a, 2.4a ,

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

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
Strategy (continued)	<p>Labcorp analyzes the physical impacts of climate change, such as the likely scenario of increased severity and frequency of extreme weather events, as a tool in evaluating business resilience. This risk is mitigated through crisis response plans and risk management procedures. Business continuity plans are created for each site and linked to a crisis management plan. Review of these plans is ongoing and undergoes at least one annual review. At the facility level, crisis advisory teams are appointed in advance, risk assessments are performed, practice events for likely scenarios are held, and monitoring and reporting occur on an ongoing basis. Risk Management, Facilities Leaders and Corporate Real Estate meet annually to examine risk 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 are currently using scenario planning as part of our Science Based Targets setting process to help us achieve our desired carbon impact.</p>	<p>Climate Change Risk, Risk Management and Resiliency Planning, p. 35; CDP C2.2, 2.3a, 2.4a, 3.2, 3.2b, 3.3, 3.4</p>
Risk Management	<p>For purposes of this response, Labcorp defines “substantive” risk as any impact that could adversely impact the company’s business, 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>Labcorp Sustainability Progress: CDP and EcoVadis Ratings, p. 34; Climate Change Risk, Risk Management and Resiliency Planning, p. 35; CDP C2.1, 2.1a, 2.1b, 2.2, C2.2a, 10-K</p>
Metrics and Targets	<p>Labcorp established a divisional-level goal for Drug Development to reduce emissions 15% from 2014 to the end of 2020. As of 2020, Drug Development achieved a 14.5% reduction of its Scope 1 and 2 emissions since 2014.</p> <p>Labcorp provides annual updates to metrics on climate-related risks associated with emissions, energy, water, and waste in public reports such as our CDP Climate Change Questionnaire and corporate responsibility report.</p> <p>In November of 2021, Labcorp joined the growing group of leading companies that are setting emissions reduction targets. We intend to develop a target aligned with the SBTi criteria, submit the target to the SBTi for validation and publish our approved targets within a maximum of 24 months.</p>	<p>Our Operations: Growing our Sustainability Impact, p. 26 - 30; CDP C4</p>
<p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and related risks</p>	<p>Data is outlined in Labcorp’s 2021 Corporate Responsibility Report and developed in accordance with GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)</p>	<p>Labcorp Environmental Impact, p. 30; CDP 6.7</p>

Labcorp 2021 EEO-1 Report

Job Categories	Number of Employees															
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino													Overall Totals
			Male						Female							
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races		
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)		
Exec/Senior Managers (1.1)	3	5	167	3	0	14	1	0	98	4	1	8	0	4	308	
First/Mid-level Managers (1.2)	147	217	1,456	182	5	230	5	35	2,165	526	7	270	12	61	5318	
Professionals (2)	290	601	2,60	455	6	814	15	98	4,828	1,375	17	1,223	21	209	12,572	
Technicians (3)	577	2,722	1,608	637	21	549	16	101	6,885	5,470	63	1,127	101	586	20,463	
Sales Workers (4)	24	44	299	14	1	18	2	11	552	40	1	22	3	20	1,051	
Admin Support (5)	144	459	457	228	10	96	6	28	2,180	1,522	14	303	26	147	5,620	
Craft Workers (6)	6	1	64	6	1	5	2	1	5	1	0	0	0	1	93	
Operatives (7)	411	124	1,518	625	14	205	10	49	596	333	5	21	5	37	3,953	
Laborers and Helpers (8)	11	35	69	60	0	14	0	5	87	111	1	18	2	11	424	
Service Workers (9)	1	0	18	0	0	0	1	0	7	3	0	2	0	0	31	
Total (10)	1,614	4,212	8,271	2,210	58	1,945	58	328	17,403	9,385	109	2,994	170	1,076	49,833	
Previous Report Total (11)	1,542	4,069	8,134	2,139	50	1,871	56	301	17,257	9,287	109	2,789	161	975	48,740	

DATES OF PAYROLL PERIOD: 12/16/2021 THRU 12/31/2021

Cautionary Statement Regarding Forward-Looking Statements

Labcorp's 2021 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, including, but not limited to, statements with respect to the company's achievements and goals related to the matters described in the Report, in addition to information about its operating and financial results, and to the impact of various factors on its businesses and operations, as well as general economic and market conditions.

Each of the forward-looking statements is subject to significant risks and uncertainties and could change based on various important factors, many of which are beyond the company's control. These factors, in some cases, have affected and in the future (together with other factors) could affect the company's ability to implement the company's business strategy and to establish and achieve its goals as set forth in the Report. Actual results could differ materially from those suggested by these forward-looking statements. As a result, readers are cautioned not to place undue reliance on any of the forward-looking statements.

Labcorp has no obligation to provide any updates to these forward-looking statements even if its expectations change. All forward-looking statements are expressly qualified in their entirety by this cautionary statement. Further information on potential factors, risks and uncertainties that could affect Labcorp are included in the company's most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q, including in each case under the heading RISK FACTORS, and in the company's other filings with the Securities and Exchange Commission (SEC) available at the SEC's website (www.sec.gov).