

ADVANCING HEALTH

today and tomorrow





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A message from Labcorp's Chairman and CEO

Guided by our mission to **improve health and improve lives**, Labcorp believes that science and technology have the power to transform lives. As a global leader in life sciences and healthcare, we recognize the important role we play in advancing health, fueling innovation and earning the trust of patients, customers, partners and communities around the world. Our responsibility extends beyond what we deliver to how we operate—through ethical leadership, environmental stewardship, sustainability and a deep commitment to our employees and communities.

In 2025, we achieved strong growth by continuing to grow relationships with health systems and regional/local laboratories; launching more than 130 innovative tests, including advancements in oncology, neurology, autoimmune disease and women's health; and enhancing our genetics capabilities through the successful integration of Invitae. Our recent launch of the first FDA-cleared blood test for Alzheimer's disease assessment in primary care settings and expanded access to MRD testing for various stages of breast, small cell lung cancer and stage III colon cancer help patients get answers sooner and enable timely care.

Our Diagnostics Laboratories business continues to be widely recognized for its extensive portfolio of routine and specialty tests that support a patient's entire health journey – from screening, to diagnosis, treatment selection and monitoring disease progression. Additionally, our Biopharma Laboratory Services business is well known as a leader in drug development and provided support for more than 85% of the new drugs and therapeutic products approved by the U.S. Food and Drug Administration (FDA) in 2025.

As individuals increasingly take charge of their own health journeys, we broadened our consumer health offerings, expanding the testing solutions offered through Labcorp OnDemand and improving the Ovia by Labcorp app experience. We also accelerated innovation through artificial intelligence (AI) tools and digital platforms like Test Finder, which enables healthcare providers to find relevant diagnostic tests using plain language, saving time and improving accuracy. Additionally, our Global Trial Connect digital solution accelerates clinical trials by enhancing site workflows, improving startup efficiency and increasing patient recruitment. These and other automation platforms across our lab networks are enhancing quality, speed and customer experience.

As we grow, we also continue to embrace the tremendous opportunity we have to make a meaningful impact by operating responsibly for the good of our employees, patients, investors and the communities we serve.

In 2025, we advanced our sustainability strategy, made continued progress toward our Science Based Targets, expanded hybrid/electric vehicles across our fleet and increased investments in more energy-efficient facilities.

Through the Labcorp Charitable Foundation, we awarded more than 190 grants in 2025, supporting a range of initiatives including those addressing food insecurity and healthcare access for vulnerable populations, as well as advancing medical research and science, technology, engineering and math (STEM) education. For example, the Foundation's partnership with Project HOPE expanded breast cancer screening for uninsured populations in North Carolina and strengthened pediatric oncology services for rural communities in China.

Our employees are the foundation of everything we do, and this year we deepened our focus on their well-being and development. Our Labcorp Education Advantage program continued to provide employees with financial assistance to earn degrees that will help position them for career growth and advancement. We also launched a Cytology master's degree program to help address a critical educational and talent gap.

Looking ahead, we remain dedicated to operating responsibly, innovating with purpose and working together with our partners to advance health—today and tomorrow.

Adam H. Schechter
Chairman and Chief Executive Officer





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Awards and recognition

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

Some of the awards and recognitions we received in 2025 include:





Mission and values

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

Grounded in this commitment, we're advancing health today and tomorrow.

As a global leader in laboratory services, we help address many of society's most critical health challenges every day. We provide essential insights across oncology, women's health, autoimmune disease, neurology and other complex conditions to guide detection, treatment and ongoing care. We put people at the center—making healthcare more accessible for individuals while empowering clinicians with actionable information. And through data and technology integration and close collaboration with pharmaceutical companies, researchers and health systems, we accelerate innovative therapies and precision diagnostics.

Our five Core Values serve as the foundation of our culture. These values guide how we work together and are the foundation of our success.

- **Mission Driven** – Uphold our mission in everything we do, ensuring the highest ethics and integrity
- **Customer Centered** – Drive customer success through tailored solutions and valuable experiences
- **Innovative** – Lead with science, technology and innovation
- **Agile** – Stay curious, anticipate change and adapt with a sense of urgency
- **Operationally Excellent** – Operate efficiently while delivering exceptional quality at scale





Our mission
Improve health,
improve lives

2025 LABCORP AT A GLANCE



\$14 billion
FY25 revenue



~71,000
mission-driven employees



~175 million
patient interactions



~100 countries
served globally



130+
new tests launched in 2025



85%+
of the new drugs and products approved by the U.S. FDA included Labcorp support



Corporate responsibility strategy and oversight

Driven by our mission to improve health and improve lives, Labcorp champions sustainable operations and expanding access to healthcare. By embedding responsible practices at every level of our organization and innovating to make quality healthcare increasingly accessible, we're not just supporting our employees, customers, patients and communities—we're empowering them. As a trusted leader in healthcare, Labcorp aims to be a catalyst for positive change across the globe through our commitment to environmental stewardship and social responsibility.

Labcorp's corporate responsibility strategy is guided by the Corporate Responsibility Executive Steering Committee (ESC). This cross-functional group, comprising executive and senior leaders, collaborates with leadership and the Board to shape corporate responsibility strategy, advise on policies and oversee disclosures. The ESC reviews performance in areas such as sustainability, employee well-being and corporate responsibility, providing leadership and accountability for corporate responsibility goals. Labcorp has also designated a Chief Sustainability Officer who is supported by a dedicated sustainability team.





Evolving Labcorp’s reporting transparency and disclosures: Double materiality assessment

As a global provider of laboratory services, we seek to advance our corporate responsibility efforts by transparently addressing key corporate responsibility topics that impact our business. To support these efforts, in 2025, Labcorp conducted a double materiality assessment to evaluate sustainability matters from both financial and impact perspectives, to consider potential financial effects on the company's performance as well as impacts on the economy, people and the environment. This comprehensive approach allowed Labcorp to identify and prioritize sustainability matters that are significant to both our business operations and our broader stakeholder community. This assessment engaged stakeholders to collect diverse insights and comprehensively evaluate key areas of importance, enhancing our resilience to evolving regulatory requirements and informing our approach to sustainability.

Our double materiality assessment is aligned to established reputable standards, including European Sustainability Reporting Standards (ESRS 1), European Financial Reporting Advisory Group (EFRAG) Implementation Guide and the Corporate Sustainability Reporting Directive (CSRD).

Over 100 ESRS 1 topics were reviewed, identifying 80+ impacts, risks and opportunities relevant to Labcorp’s global operations and assessed across different timeframes.

The material topics to Labcorp have been identified as:

Topics	Details
ESRS E1 – Climate change	<ul style="list-style-type: none"> • Business Continuity Planning • Investment in Climate Adaptation • Operational Resilience • Renewable Energy Transition
ESRS E5-Resource use and circular economy	<ul style="list-style-type: none"> • Biohazardous Waste Reduction
ESRS G1 – Business conduct	<ul style="list-style-type: none"> • AI Governance • Animal Welfare • Compliance Programs • Corporate Culture • Corporate Social Responsibility • Cybersecurity • Lobbying and Policy Engagement • Management of Suppliers
ESRS S1 – Own workforce	<ul style="list-style-type: none"> • AI Integration • Employee Engagement • Inclusion • Talent Attraction and Retention • Training and Career Development • Work-life Balance • Workplace Safety
ESRS S4 – Consumers and end-users	<ul style="list-style-type: none"> • Access to Products and Services • Access to Quality Information • Clinical Trial Diversity • Data Privacy and Integrity • Health and Safety

By focusing on these material topics, Labcorp can maintain its commitment to corporate responsibility in alignment with regulatory standards while effectively managing risks and opportunities.



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

LABCORP BOARD OF DIRECTORS



Adam H. Schechter
Chairman, President and Chief Executive Officer, Labcorp Holdings Inc.



Kerrii B. Anderson
Former Chief Executive Officer, Wendy's International, Inc.
Audit Committee, Nominating and Corporate Governance Committee



Victor Bulto
President, Novartis US
Audit Committee



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



Kirsten M. Kliphouse
Former President, Google Cloud Americas
Audit Committee



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



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



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



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

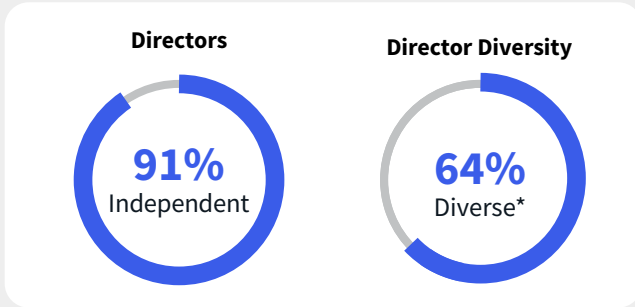


John H. Sampson, MD, PhD
Vice Chancellor and Dean, University of Colorado Anschutz School of Medicine, President of CU Medicine
Quality and Compliance Committee



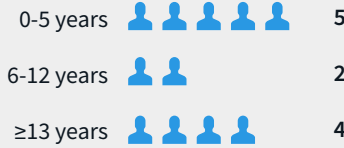
Kathryn E. Wengel
Executive Vice President, Chief Technical Operations & Risk Officer, Executive Committee Member, Johnson & Johnson
*Compensation and Human Capital Committee
Quality and Compliance Committee*

LABCORP BOARD OF DIRECTORS DEMOGRAPHICS

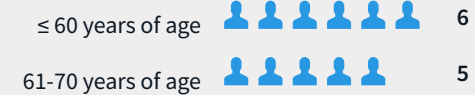


The following charts provide information on the expected composition of the directors on our Board if the current nominees are elected at the 2026 Annual Meeting.

Director tenure



Director age



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

* Ethnic/racial and gender diversity

Enterprise risk management

Labcorp maintains an enterprise risk management (ERM) program designed to promote a culture of risk awareness and supported by a structured, ongoing process for identifying, assessing and managing risks across the company. The ERM program is intended to support effective reporting and oversight of key risks, while helping protect the company’s reputation. The Labcorp Board of Directors annually reviews the ERM process, and management and designated risk process owners evaluate risks using a consistent methodology that considers impact, likelihood and control effectiveness. Labcorp aligns its ERM activities with Internal Audit and leverages technology-enabled tools and external risk benchmarking to support risk visibility, as the company works to remain responsive to emerging trends and operational considerations.





Compliance program

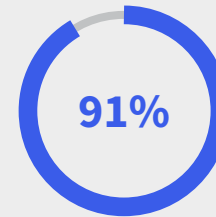
Integrity is at the heart of everything we do, and our ethical practices earn us the trust of patients and customers around the globe. Labcorp maintains a robust compliance program with clear and easily accessible written policies and guidelines. [The Labcorp Code of Conduct & Ethics](#), publicly available in 10 languages, outlines the compliance principles and standards to which every employee, officer, director, agent, representative, consultant, vendor and contractor must adhere.

Our compliance program includes annual risk assessments and audits to enhance processes and aid in the identification and prioritization of healthcare compliance and anti-corruption risks. The outcomes from risk assessments and audits are communicated to relevant stakeholders and senior leadership and remediation plans are promptly developed and monitored for timely completion.

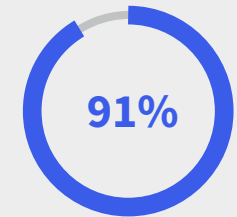
A critical component of our compliance program is mandatory annual training for all employees. In addition, Labcorp encourages employees to actively contribute to a strong compliance culture by proactively voicing concerns, asking questions and reporting issues promptly. We encourage employees to first approach their leadership or corporate resources like the Compliance or Human Resources (HR) departments. We also provide an action line platform that provides for confidential and anonymous reporting through an online portal and call center that is operated by an independent third-party vendor available 24 hours a day, 365 days a year with interpreter services in 150 languages. Reports are investigated and monitored through to closure. In 2025, Labcorp received a median of 1.41 reports per 100 employees, which is in line with industry benchmarks.

In 2025, training highlights included:

Average employee completion rate across all compliance trainings



Average employee completion rate for privacy trainings



Learn more about Labcorp's compliance program and review our policies: [Labcorp's Commitment to Ethics and Compliance](#).



Promoting fundamental human rights and ethical labor practices

Labcorp has implemented robust policies, procedures and training designed to help prevent, detect and combat human exploitation including modern slavery, human trafficking, forced labor, unlawful child labor and sexual exploitation, as well as other unethical or illegal labor practices within our workforce and across our supply chain among our agents, vendors and subcontractors.

We are committed to upholding and promoting fundamental human rights throughout our operations and supply chain. Guided by the principles of the United Nations Global Compact, the International Labor Organization and the Organization for Economic Cooperation and Development, we maintain programs and policies that:

- Provide fair and equitable wages, benefits and employment conditions 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
- Foster a workplace free of discrimination and harassment
- Monitor for potential human rights concerns connected with the mining and trading of minerals subject to conflict-related risks

Please view all previously filed [combatting modern slavery statements](#) and our [ethical labor and anti-human trafficking policy](#).

Anti-corruption

Our Business Practices Manual includes a comprehensive anti-bribery and anti-corruption policy that underscores Labcorp's commitment to preventing bribery and improper payments in all forms. The policy provides clear guidance on identifying red flags and reporting suspicious activities. Recognizing the heightened risks posed by intermediaries, we maintain a rigorous due diligence process to assess entities and individuals representing Labcorp in interactions with government officials. Labcorp also participates in the United Nations Global Compact and is committed to supporting its Ten Principles designed to promote operating with fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption.

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

Ethical artificial intelligence governance

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

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



Supplier engagement and oversight

Given Labcorp's extensive global presence and the crucial role our services play in the healthcare system, we are dedicated to maintaining a resilient, responsible and sustainable supply chain.

We engage a broad range of vendors for various aspects of Labcorp's operations, including laboratory supplies, contracted and professional services, collection materials, and cleaning and facility management. In 2025, we did business with approximately 1,000 suppliers, representing a diverse range of sizes and ownership. We seek to provide fair and open access to qualified suppliers through our bidding and procurement processes, consistent with applicable law.

Supplier Code of Conduct

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

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

To enhance accessibility, Labcorp has translated the Supplier Code of Conduct into 14 languages, emphasizing expectations regarding monitoring, reporting and environmental conscientiousness.

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

Enterprise Third-Party Risk Management (ETPRM)

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

Highlights of ETPRM:

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



Cybersecurity

Protecting the information maintained by Labcorp about our patients, customers, colleagues and partners against external and internal threats is a priority. Accordingly, Labcorp maintains an enterprise-wide cybersecurity risk management program and invests in cybersecurity policies, control standards and control procedures, including risk assessment activities, security and event monitoring capabilities, an Incident Response plan and other detection, prevention and protection capabilities designed to monitor and mitigate external and insider threats. Through its Office of Information Security within the Information Technology organization, we engage in a risk-based monitoring and assessment process that analyzes potential business impact of cybersecurity threats to our systems and data and assesses the effectiveness of the controls in place.

Labcorp has implemented a formal cybersecurity governance program aligned to elements of the NIST Cybersecurity Framework and the Secure Controls Framework. The governance program integrates controls from various regulations, standards and best practices and supports a structured approach to identifying, protecting against, detecting, responding to and recovering from cybersecurity threats. Our program includes the evaluation of the cybersecurity posture of third-party suppliers and vendors that have access to Labcorp’s data or information technology systems.

Additional information regarding our cybersecurity program is included in our [2025 Form 10-K](#).

Data privacy

Our privacy program has robust controls and processes governing the collection, use and disclosure of personal information in compliance with applicable laws. These laws include HIPAA, the European General Data Protection Regulation (GDPR) and other global, federal and state privacy laws in the jurisdictions where we do business.

Personal information held by Labcorp is subject to our policies and procedures that are based on established privacy principles, such as only accessing personal information where permitted, only using the minimum amount of personal information necessary and being transparent with how personal information is used. Additionally, we continually monitor for new legal and regulatory requirements on protecting personal information to maintain the effectiveness and maturity of our privacy program.

View [Labcorp’s privacy policies](#).





OUR PEOPLE

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INSIDE LABCORP Workforce demographics

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

2025 LABCORP WORKFORCE DATA AND GROWTH

Nearly **71,000** global headcount

Workforce has grown **1.2%** year-over-year¹

~2.6% of our global workforce is represented by collective bargaining agreements

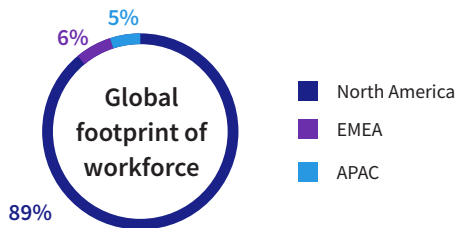
13,667 new hires outpacing our voluntary attrition rates

87%

full-time employees

13%

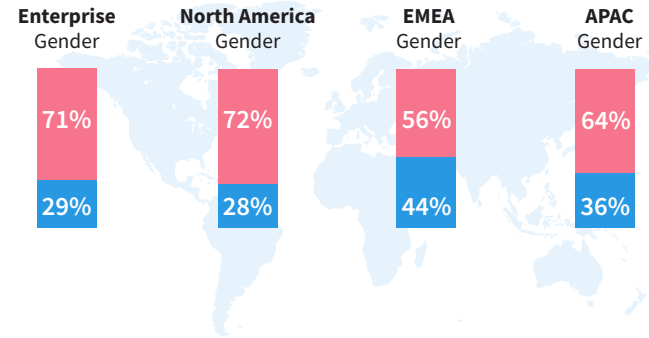
part-time employees



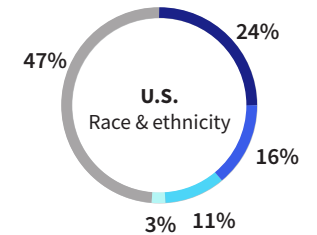
Global headcount supplemented by contingent labor, which does not exceed **8%** of workforce

¹Values may not add up to 100 percent due to rounding.
²Includes a combination of organic growth and adding employees through acquisitions

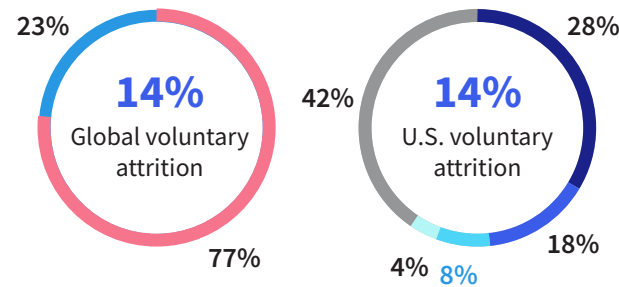
GENDER



RACE & ETHNICITY



VOLUNTARY ATTRITION



KEY

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



Talent and culture

Our people are the foundation of our success, and their diverse backgrounds, perspectives and experiences enable us to innovate and serve the complex needs of patients and customers worldwide. We remain committed to fostering a culture where every team member feels valued, supported and equipped to grow. Through our Talent and Culture initiatives, we continue to strengthen inclusive leadership, enhance the overall team member experience and deepen our connection to the communities and patients we serve.

Highlights for 2025 include:

- Accelerated leadership excellence by developing an enterprise-wide Leadership Framework that defines critical competencies and success profiles aligned to Labcorp's values—creating a foundation for talent development and leadership effectiveness
- Expanded learning resources to support leaders and employees in better understanding and serving diverse and neurodiverse patient populations
- Provided mental health resources to support employees and their families and Mental Health First Aid training for all people leaders to better support individual emotional well-being while at work
- Strengthened acquisition integration experiences by connecting acquired teams with employee resources groups (ERGs) and inclusion resources early in transitions
- Expanded listening strategies to support continuous improvement and cultural growth
- Launched inclusion education for leaders, providing scalable, role-relevant learning on topics such as disability inclusion, psychological safety, structured hiring and belonging
- Continued deployment of anti-harassment training to employees around the world
- Expanded partnerships and outreach to improve outcomes and hiring experiences of veterans and individuals with disabilities
- Provided opportunities for greater engagement between employees and management, including virtual and in-person global, business unit and function town halls, as well as personal interactions with front-line employees during visits to our facilities





Continued growth of our Employee Resource Groups

ERGs are created and led by employee volunteers, and each one is open to all employees, of any background. ERGs are important resources to foster cross-connections, encourage belonging, support career development and champion employee voices.

We proudly support nine ERGs:



Our ERGs continue to experience significant growth, expanding globally. We now have nine ERGs groups with 123 local chapters in eight countries, including the United States, Belgium, China, Switzerland, Germany, India, Singapore and the United Kingdom. In 2025, more than 8,000 employees actively participated as ERG members. This continued year-over-year growth and engagement underscores our dedication to building connections and creating an environment where employees feel they belong.





Enhancing the employee experience

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

Advance Together

Our Advance Together program helps us continuously listen, learn and act on employee feedback. Our approach includes regular surveys and feedback opportunities at pivotal moments in the employee journey, enabling us to act on areas for improvement and drive meaningful, responsive changes to the work environment. It reflects our commitment to encouraging and embracing open communication and enabling employees to feel heard and supported. Engagement, Inclusion and Belonging scores have improved year over year, reflecting progress in cultural initiatives and employee sentiment.

Based on feedback from our 2024 employee survey, recognition was an opportunity to enhance the employee experience. To address this feedback, early in 2025 we launched Impact, a global program designed to enhance employee engagement and recognize service milestones and impactful achievements. During this first year, 443,000 acts of recognition awards were shared, including 193,000 monetary Impact Awards.



Rewarding our teams

We operate within a complex, global and dynamic healthcare industry. Recognizing the need to attract and retain top talent for sustained growth and success, we maintain comprehensive and flexible compensation and benefits programs. We actively monitor market activity and employee movement within and outside of the life sciences industry to maintain competitiveness. In 2025, we increased our minimum hourly wage for all U.S.-based, non-union employees to \$17.75 per hour, representing a \$20 million investment in our frontline workforce, who are essential to delivering on our commitment to patients and customers. We also awarded \$103 million in annual merit increases to recognize our talent and foster competitive pay in the market.





Employee well-being

Labcorp’s Best You total well-being resources, tools and coverages are a cornerstone of our culture of wellness, empowering employees to thrive across every dimension of health—mind, body, money and life. By investing in comprehensive well-being initiatives and access to quality health care, Labcorp fosters an environment where employees feel valued, supported and equipped to bring their best selves to work every day.



2025 highlights and enhancements include:

- 263 People Leaders certified as Mental Health First Aiders, strengthening our ability to provide immediate, informed support
- Enhanced affordability and accessibility of care for U.S. employees, introducing a new, comprehensive alternative health plan with lower contributions and enhancing care for all plans with zero-dollar services for labs, virtual care (including behavioral health), physical therapy and musculoskeletal surgeries
- Global implementation of Bright Plan, offering tools and resources for budgeting, debt management, savings and retirement planning through the online financial wellness academy
- Implemented Bright Horizons backup care, offering U.S. employees 10 days each year of flexible support—including childcare, elder care, pet care and tutoring—to help manage care needs
- Expanded Best You Well-being Champion network by 23%, now spanning all global regions





Developing our teams

We believe that investing in our employees' growth is essential for delivering better patient care and innovative solutions for our customers. We offer a comprehensive range of learning and development opportunities and are committed to providing a seamless onboarding experience for new hires.

2025 training milestones:

- Provided more than 12,000 courses, many of which are available virtually within the global learning management system
- Completed nearly 622,000 hours of training, primarily consisting of regulatory and technical training
- Offered mentoring programs that more than 1,100 employees participated in as either mentors or mentees
- Completed more than 22,000 hours of professional development
- Continued upfront tuition coverage for degree and certificate programs in healthcare fields of study through the Labcorp Education Advantage program, enabling more than 3,900 employees to pursue higher education since its inception
- Graduated our inaugural class of the Labcorp School of Medical Laboratory Sciences established in 2024 to create a pipeline of future medical lab scientists



Cytologist talent pipeline initiative

To address a critical talent gap in a business-essential role amid upcoming accreditation changes, Labcorp partnered with InStride and Arizona State University to create an accredited virtual master's degree program in Cytology. The program is aimed at creating a sustainable pipeline for specialized talent and reinforcing Labcorp's commitment to agility, innovation and workforce development. This initiative earned Labcorp InStride's Excellence in Impact award, highlighting bold, strategic efforts to close talent gaps and expand growth opportunities through education.



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Enhancing our sustainability impact

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

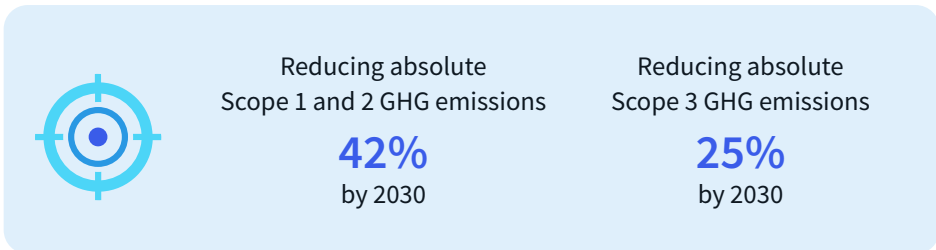
As part of this commitment, we have established Science Based Targets (SBTs) approved by the Science Based Targets Initiative (SBTi). These targets encompass Scope 1 (direct emissions), Scope 2 (indirect emissions) and Scope 3 (value chain emissions beyond our direct control), using 2020 as the baseline year.



Key impact areas of focus

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

- Air emission
- Energy
- Water withdrawal
- Waste generation and disposal
- Courier fleet fuel efficiency
- Nature



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

We also have established a decarbonization roadmap to achieve our goals, and we are committed to transparently reporting our annual progress publicly. As of 2025, we have achieved a 23% reduction (or 38% reduction per million dollars of revenue) in absolute Scope 1 & 2 emissions, marking a significant step toward our 2030 target.

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





2025 SUSTAINABILITY HIGHLIGHTS



↑16%

increase in waste reclaimed per million dollars of revenue versus 2020



↓38%

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



↓24%

decrease in water withdrawal per million dollars of revenue versus 2020



↑100%

of Biopharma Laboratory Services labs on Renewable Electricity and/or Renewable Energy Certificates in 2025



EcoVadis **Silver Rating**



CDP Climate **A-Rating** and supplier engagement **A Rating**

Training opportunities:

96%



completion rate for Labcorp Sustainability Training for Leaders (~5,400 employees)



2,500+

hybrid/electric vehicles in our fleet. Invested over \$15 million for a net increase of over 1,100 vehicles to our fleet in 2025, resulting in a 10% improvement in fuel efficiency versus 2021

Approved nearly 70 projects containing sustainability benefits totaling approximately

\$420 million

in capital allowing for the installation of more efficient facilities and infrastructure that supported safer and more compliant, comfortable and efficient workplaces



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

By year-end 2025 ¹		
	TARGET	PROGRESS TOWARDS TARGET
Energy 	Increase total renewable electricity and credits to ↑25% of total electricity purchased versus 2020	↑40% of total electricity from renewable electricity and credits
Waste 	Reduce regulated medical waste generated ↓5% versus 2020	↓2% decrease
	Increase waste reclaim rate by ↑10% versus 2020	↑5% increase
Water 	Reduce water withdraw by ↓10% versus 2020	↓24% reduction
Courier fleet fuel efficiency 	Increase courier fleet fuel efficiency by ↑10% versus 2021 ²	↑10% improvement



¹Waste & Water goals have been normalized to revenue to accurately reflect Labcorp business.

²Courier fleet fuel efficiency is a 2026 target.



Next generation goals

Building on the progress and learning from our 2025 goals, we are pleased to share that Labcorp is establishing its next set of environmental sustainability goals with a target year of 2030. As part of this journey, our focus areas will include energy, waste, water, fleet, biodiversity, lab sustainability and supply chain. We will share more details on these goals in our 2026 Corporate Responsibility Report.

Championing biodiversity programs

In 2025, Labcorp teams around the world took meaningful action to strengthen the company’s commitment to biodiversity, focusing on projects that restore habitats, support pollinators and promote environmental stewardship.

Across multiple sites, employees planted new pollinator gardens designed to sustain bees, butterflies, insects and other wildlife essential to global ecosystems. At the St. Paul, Minnesota, campus, the Clinical Toxicology Laboratory team installed the site’s second pollinator garden, selecting native plants that provide continuous blooms from spring through fall. During planting, team members spotted a butterfly already visiting the new garden—an early sign of ecological impact.

In India, employees celebrated World Environment Day at the Bangalore office with hands on, educational activities. The event included campus tree plantings, a pledge to reduce plastic use in alignment with the global “Beat Plastic Pollution” theme and a workshop on simple steps employees can take to live more sustainably.

Canadian colleagues at Dynacare, Labcorp’s Canadian subsidiary, advanced biodiversity in Brampton, Ontario, by installing a large native plant pollinator garden outside their primary laboratory. During phase one, the team planted 2,400 native plants as part of an effort to transition traditional lawns into thriving biodiversity hubs that support wildlife, improve water conservation and strengthen soil health.

In Madison, Wisconsin, employees partnered with the University of Wisconsin–Madison to secure grant funding for a pollinator garden, followed by team-led planting and daily maintenance.

Together, these initiatives demonstrate Labcorp’s global commitment to building a healthier world through sustainable action.



LABCORP SPOTLIGHT

Making clinical trials more sustainable

Labcorp is taking meaningful steps to make clinical trials more efficient and environmentally responsible. By rethinking how we produce and deliver clinical trial kits around the world, we're reducing emissions, cutting waste and speeding up delivery.

We've shifted to a regional approach, meaning supplies are produced and shipped within the same geographic area whenever possible. With operations in Mechelen, Belgium; Tokyo, Japan; and Suzhou, China, many trial kits now travel shorter distances and weigh less—helping us reduce transport-related emissions. In the U.S., China, Japan and the European Union (EU), most kit deliveries now move by ground instead of air, which significantly lowers carbon footprint. Together, these efforts helped us reduce an estimated 7,000 tons of CO₂e emissions in 2025.

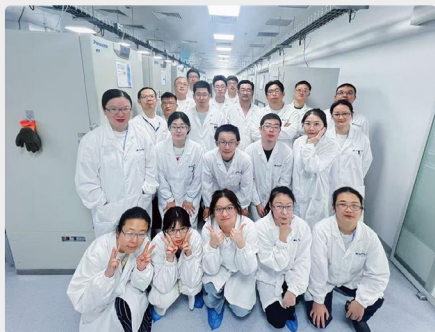
Starting in May 2025, our courier partner in China began using electric vehicles for final mile deliveries to our Shanghai site. By using low-emission vehicles and cleaner transport modes, we effectively lower the emission factor per shipment, which directly reduces overall greenhouse gas emissions.

Labcorp is expanding its use of reusable shipping materials and reducing the amount of packaging used in trial kits and shipments. Recycling programs are already active in the U.S. and China, and we're working to scale reusable shipper programs globally. Our long-term goal is to increase reuse cycles and use more ecofriendly materials across our kits and lab operations.





LABCORP SPOTLIGHT



Lab operations sustainability driven by our employees

Labcorp sites across the globe are doing their part to make a positive impact with sustainable practices that reduce our environmental footprint thanks to employee-led Go-Green teams that identify and implement sustainability initiatives at the local level, which are often shared as best practices globally. Our team members volunteer their time to make a difference at our sites and in their communities, helping to create a healthier future.

In 2025, Go Green teams across the globe hosted clean-up activities, recycling events, planting, educational sessions and more, bringing teams together through meaningful experiences.

Employee-led teams continue to identify energy efficient best practices in lab cold storage management, a major source of energy use in laboratory and research facilities. In 2025 Labcorp's Shanghai/LPS & SM Lab and Specimen Management Lab in Indianapolis, Indiana, earned top awards in the 2025 International Freezer Challenge created and organized by My Green Lab and the International Institute for Sustainable Laboratories. Labcorp and our Specimen Management Lab in Geneva, Switzerland, were recognized with Honorable Mention awards in the annual competition.

LABCORP SPOTLIGHT

Reducing waste and supporting sustainability across Labcorp

Labcorp teams worldwide are making meaningful progress to reduce waste and operate more sustainably.

The Brampton site in Canada (Dynacare) has led the way by conducting a waste audit leading to expanding recycling opportunities for cardboard and lab plastics. This effort increased waste diverted to cardboard recycling by 8% by year end and reclassified clean lab plastics from biomedical waste to plastics recycling. In Canada, these programs continue to expand across the country to our other labs.

Our Shanghai Central Laboratory Service (CLS) team cut hazardous waste by ensuring the waste is placed in its own designated waste stream which reduces cross contamination. This resulted in reducing hazardous disposal by 11% and saving about 8 tons of CO₂e emissions. They also launched a large-scale recycling program that collects nearly 100,000 foam boxes annually.

At our Huntington site in the United Kingdom, upgraded waste sorting systems doubled the amount of cardboard and mixed packaging sent for recycling. The site also increased composting, anaerobic digestion and biomass recovery by 32%. As a result, waste sent to energy recovery dropped by 11%, and hazardous waste decreased by 9% compared to the previous year.

These efforts show how Labcorp teams across the globe are improving recycling, reducing waste and building more sustainable operations for the future.





Environmental sustainability data

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

Waste

Metric ton (mt)	2025	2024	2023	2020	% Change vs. 2024	% Change in mt/\$M rev vs. 2024
Total waste	19,656	19,828	16,179	16,011	-1%	-8%
By type						
Nonhazardous waste	5,252	5,962	3,399	5,231	-12%	-18%
Hazardous waste	2,235	1,927	1,892	801	16%	8%
Biohazardous waste	12,169	11,938	10,887	9,979	2%	-5%
By disposal						
Total waste reclaimed	6,064	6,184	5,107	4,183	-2%	-9%
Total waste incinerated	631	756	1,481	1,541	-17%	-22%
Total waste landfilled	12,961	12,887	9,590	10,287	1%	-6%

Disclosures:

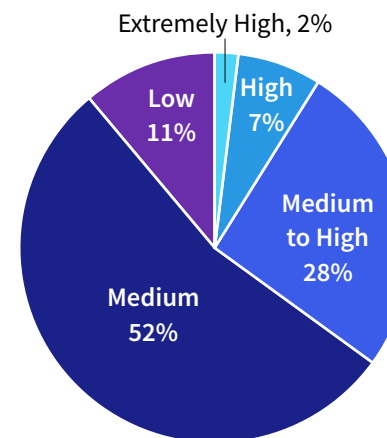
- Nonhazardous waste reporting covers our major global Biopharma Laboratory Services (BLS) laboratories
- Hazardous waste is reported for global BLS laboratories and for both BLS and Diagnostics laboratories (DX) U.S. sites. For months where manifests were unavailable, estimations were used
- Biohazardous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

Water

Thousand m ³	2025	2024	2023	2020	% Change vs. 2024	% Change vs. 2020
Total water consumption	1,547	1,538	1,625	1,628	1%	-5%
Thousand m³ water/\$M rev	0.11	0.12	0.13	0.15	-6%	-24%

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

% Water withdrawal for sites by water stress



Disclosures:

- 62% of global Labcorp sites report water withdrawal data (this was estimated for months where data was unavailable); water withdrawal data does not include sites where water is included in the lease. All water withdrawal is municipal water. Recycled water data is not currently captured
- A site's overall water risk indicator was determined from the World Resources Institute Aqueduct Water Risk Atlas



Energy¹

Gigajoules (GJ)	2025	2024	2023	2020	% Change vs. 2024	% Change in GJ/\$M rev vs. 2024
Total energy	4,412,512 [^]	4,476,176	4,434,928	4,401,861	-1%	-8%
Purchased electricity	1,535,042	1,551,641	1,504,371	1,601,627	-1%	-8%
Renewable electricity and RECs	617,887	356,646	106,605	13,046	73%	62%
Total fuel	2,877,471	2,924,535	2,823,952	2,787,188	-2%	-8%
Gasoline (petrol) – Mobile	1,194,568	1,215,262	1,177,263	1,059,726	-2%	-8%
Jet fuel (Jet A or A-1)	218,299	206,028	201,950	142,281	6%	-1%
Natural gas	1,445,448	1,476,198	1,393,523	1,443,334	-2%	-9%
No. 2 fuel oil	17,875	15,004	15,977	70,584	19%	11%
Propane	1,281	12,043	35,238	71,262	-89%	-90%

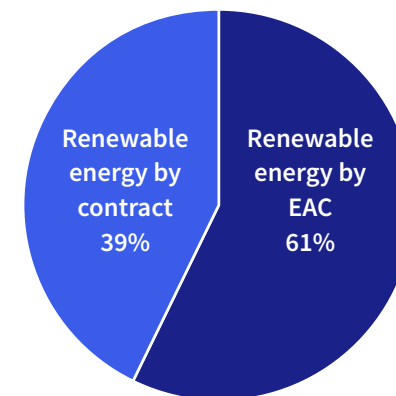
Emissions²

Metric ton (mt) CO ₂ e	2025	2024	2023	2020 Baseline	% Change vs. 2020	% Change vs. 2024	% Change in mt/\$M rev vs. 2024
Emissions: Scope 1	185,781 [^]	187,455	182,265	173,797	7%	-1%	-8%
Emissions: Scope 2 (location-based)	141,954 [^]	151,662	155,929	171,203	-17%	-6%	-13%
Emissions: Scope 2 (market-based)	82,590 [^]	126,346	149,702	175,982	-53%	-35%	-39%
Total emissions: (Scope 1 + Scope 2 market-based)	268,371	313,802	331,967	349,779	-23%	-14%	-20%

Scope 3 (mt) CO ₂ e	2025	2024	2023	2020 Baseline	% Change vs. 2020	% Change vs. 2024	% Change in mt/\$M rev vs. 2024
Category 1: Purchased goods and services[‡]	493,687 [^]	543,229	625,075	534,899	-8%	-9%	-15%
Category 3: Fuel- and energy-related activities[‡]	69,543 [^]	74,464	90,212	72,205	-4%	-7%	-13%
Category 4: Upstream transportation[‡]	316,718 [^]	386,090	335,091	302,507	5%	-18%	-23%

	2025	2024	2023	2020
% Renewable electricity and RECs	40.3%	23.0%	7.1%	0.8%

Breakdown of renewable energy



¹Disclosures:

- Diesel and biodiesel are not material in the reported year
 - Fuel data does not include sites where fuel use is included in the lease; however, for sites that manage their fuel purchases directly, estimates were made for months where data was unavailable
 - Electricity data estimates were made for months when data was unavailable
 - REC stands for Renewable Energy Credits
 - EAC stands for Energy Attribute Certificate
- [^]this metric received limited third-party assurance by ERM CVS in 2025

²Disclosures:

- Scope 1 includes emissions from gasoline, diesel, jet fuel, natural gas, U.S. and Canadian fleet, no. 2 fuel oil, dry ice, biodiesel and propane
- Emissions associated with refrigerants have been estimated based on partial actual data and have been deemed not material in the reported year and were excluded from Scope 1
- Scope 2 includes emissions from purchased electricity, off-site renewable energy and purchased EACs
- 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)
- [^] 2025 data for this metric was assured by Environmental Resource Management (ERM CVS). Please see page 43 for more details

[‡] Category 1 emissions were calculated using calendar year 2025 spend data and most up-to-date emission factors from the Economic Input-Output LCA database (U.S. EPA EIO) to derive emissions by financial category type.

[‡] Category 3 well-to-tank emissions were calculated with DEFRA emission factors for fuel and electricity. Transmission and Distribution Losses were calculated using IEA and eGRID loss factors.

[‡] Category 4 emissions are calculated using an updated methodology for 2025 composed of 2025 spend combined with direct emissions data from top transportation suppliers. U.S. EPA EEIO dataset is used to derive emissions from financial category type. This methodology improvement has resulted in a decrease in overall reported emissions. Category 9 emissions have been deemed immaterial after an analysis completed in 2025 demonstrating that what was previously considered downstream transportation should be considered upstream due to the nature of payment. All transportation attributable to Labcorp is accurately included in Category 4 emissions.



Keeping our teams safe

We are committed to maintaining a safe workplace for our employees, contractors, visitors and the communities we serve. This year, we further expanded and enhanced our global injury reporting system, with the integration of our corporate auditing program, allowing us to efficiently oversee and manage key environmental, health and safety metrics within a single, streamlined platform.

2025 safety highlights

- With a current rate of 2.1 in work-related injuries per 100 employees, we were 19.2% below the North American Industry Classification System (NAICS) average of 2.6
- With a current rate of 0.7 in work-related injuries per 100 employees, we were 53.3% below the NAICS average of 1.5
- We completed more than 123,000 safety training sessions on a wide range of topics, including Bloodborne Pathogen, Chemical Safety and EHS General Awareness

2025 safety data

Safety performance	2025	2024	% change
Recordable injury/illness rate (TRIR)	2.1	2.1	0%
Serious injury/illness rate (DART)	0.7	0.7	0%

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





Business resilience planning

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

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

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

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





Animal care and welfare

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

Labcorp upholds a global animal welfare policy firmly rooted in our dedication to providing respectful and humane care in animal research. In addition, we are committed to meeting regulatory standards and striving to exceed them wherever possible. We approach our work with animals in biomedical research with a commitment to treating them with care, compassion and respect. Our commitment to the welfare of animals extends to our animal-related suppliers. Our animal welfare team thoroughly evaluates these suppliers using a rigorous process including regularly monitoring the animals' health, welfare and compliance with applicable regulations.

In addition to meeting regulatory requirements, we continued to advance our commitment to animal welfare during 2025 by:

- Maintaining accreditation at 11 animal care sites by AAALAC International
- Becoming a signatory on the U.S. Animal Research Openness Initiative (USARO)
- Maintaining our strong record of global regulatory compliance
- Launching our dedicated New Approach Methods (NAMs) webpages: [In Vitro Testing & Microphysiological Systems NAMs](#)

We continue to foster a Culture of CARE (Clients, Animals, Research and Employees) and develop and implement technologies that advance our commitment to the 3Rs principles:

- Reducing the number of animals used in research
- Supporting refinement in our studies such as using appropriate anesthetics and analgesics and providing animals with appropriate housing
- Replacing animal research with alternatives when appropriate, to achieve the same high-quality results

View more about our [animal welfare program](#).





EXPANDING ACCESS TO CARE AND CLINICAL TRIALS

Decentralized clinical trials (DCT) and patient centricity

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

Flexible options for sample collection include:

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

Central Laboratory Services DCT progress

Experience and expansion:

- Multiple clinical trials have been successfully conducted using Labcorp’s PSCs, including a fully virtual trial and several studies that also included home self-collection
- We have extensive experience collaborating with home healthcare agencies to reduce patient burden and offer flexibility to patients and sponsors

Microsampling device expertise:

- An expert team evaluates and validates microsampling devices

Early engagement consultation:

- Experienced scientists and operational experts are available for consultation





LABCORP SPOTLIGHT

Labcorp and NOWDx collaborate to expand access to rapid syphilis testing

In 2025, Labcorp launched a new initiative with NOWDiagnostics (NOWDx) to expand access to rapid syphilis testing amid a surge in infections in the U.S. More than 209,000 syphilis cases were reported in the U.S. in 2023 and an estimated 60% of those infected are unaware they carry the disease. Early detection is essential, as untreated syphilis can lead to serious long-term health complications.

Labcorp and NOWDx are distributing First to Know® Syphilis Test kits— the only over-the-counter rapid syphilis test providing results in 15 minutes— at no cost to more than 15 community-based organizations across the country. Recipient organizations include LGBTQ+ health centers, HIV/AIDS care providers and safety-net clinics serving people at highest risk. This collaboration makes it easier for people to get tested, treated and help stop the spread of syphilis in local communities.



Ovia® Health by Labcorp: Advancing Women’s Health in 2025

2025 was a year of innovation for Ovia Health by Labcorp, marked by expanded reach, new offerings and a reimagined member experience all in support of data-driven, preventive and coordinated support for women at every stage of life.

A new, integrated app was launched in 2025 that centralized fertility, pregnancy, menopause and general health support into a single digital platform, making it easier for members to engage with care. The Ovia Care Team expanded personalized guidance, delivering 70,000+ member responses and 800+ care connections.

Ovia Health by Labcorp launched its new Heart & Metabolic Health program designed to help women take action earlier before concerns turn into conditions. Cardiovascular disease kills more women than all forms of cancer combined, yet only about half of women recognize it as their greatest health threat. With personalized risk assessments and actionable insights, Ovia empowers members to proactively manage their heart and metabolic health, supporting earlier intervention, better outcomes and long-term cost savings.



OUR COMMUNITY

- 38 Supporting communities in times of crisis
- 39 Employees in action supporting our communities
- 40 The Labcorp Charitable Foundation



From local efforts to global impact

Disaster Relief

In times of need, we remained committed to aiding communities in crisis. These examples demonstrate how we mobilized resources to assist in providing critical relief through financial contributions, employee volunteer efforts and company assets.

- As a member of the American Red Cross Disaster Responder Program, The Labcorp Charitable Foundation helps support the Red Cross in its work to maintain critical systems and supplies to meet the needs of impacted individuals leading up to and following a disaster, providing safe shelter, hot meals, emotional support and resources to aid in recovery.
- At the request of the Department of Human Services (DHS) and the Federal Emergency Management Agency (FEMA) in response to the devastating floods in Texas, Labcorp's Aviation team deployed a specimen transport plane to transport specialized officers, their K9 partners and essential gear to the response staging area—delivering critical resources to support emergency operations. In addition, employees based in the Northeast Division of the U.S. organized fundraising events to support relief efforts.
- Supporting Children Impacted by California Wildfires - Our HR Employee Experience and Talent Intelligence (EETI) team created personalized Foster Love tote bags filled with hygiene items, toys and other essentials to bring dignity for foster children affected by the California wildfires.

Furthering our collective impact, The Labcorp Charitable Foundation matched employee donations and awarded grants for volunteer service benefitting nonprofit disaster relief agencies.



Local impact led by employees

Labcorp employees create meaningful community impact through volunteer service and strategic collaboration, strengthening access to healthcare, education and essential resources across the globe.

Charity Walks - United by our mission, teams across the company regularly support national charities at the local level through events like the American Heart Association's Heart Walk, the Alzheimer's Association's Walk to End Alzheimer's and the American Cancer Society's Relay for Life and Strides Against Breast Cancer – advancing health, research and awareness.

Bulgaria Hope for the Little Ones - In Sofia, Bulgaria, colleagues from the IAS EU Shared Service Center finance team supported Hope for the Little Ones through a spring-summer cleaning initiative, helping an organization that provides family-like care for children up to three years old during times of family crisis.

Health in Motion - In collaboration with United Way of Bengaluru, Labcorp is helping strengthen healthcare delivery in rural India by providing e-bikes to frontline health workers. This initiative is expanding access to essential services—including immunizations, chronic disease management, cancer awareness and government health programs—for more than six million people. The initiative also delivered more than 60 solar streetlights, improving safety, community life after dark and environmental sustainability for approximately 2,300 residents.

Labcorp, alongside our employees and The Labcorp Charitable Foundation, works to positively impact communities worldwide while advancing our mission of improving health and improving lives. We are committed to addressing the unique needs of the diverse communities we serve, including supporting food security, housing and access to healthcare for the underserved and inspiring the next generation of leaders in science, technology, engineering and math (STEM).

Annual employee engagement opportunities

Cards of Encouragement

Employees join together to create cards for hospitalized children and their families. Since 2022, over 24,000 cards have been distributed to children's hospitals and Ronald McDonald Houses, with The Labcorp Charitable Foundation donating over \$110,000 to support patient assistance.

World Blood Donor Day

In response to the need for a stable blood supply, employees in the U.S., Singapore, India and the U.K. joined forces for World Blood Donor Day. Through employee on-site drives and personal contributions, they exceeded goals at every participating location. According to the American Red Cross, each donation can help up to three people—extending the life-saving impact of this global effort.

Employee Giving Campaign

We expanded our efforts beyond personal donations and fundraising by launching a new initiative empowering employees to help reduce food insecurity in their communities. Team members enthusiastically stepped up, supporting neighbors in need through local food banks and soup kitchens. The Labcorp Charitable Foundation matched employee donations made through the Employee Giving Campaign, supporting eight featured charities.

Healthy Communities Contest

In celebration of International Day of Charity, over 30 employee groups participated in the Healthy Communities Contest, uniting in acts of kindness through volunteerism. To honor their efforts, The Labcorp Charitable Foundation awarded a \$1,000 donation to each winning team, supporting the charities where employees volunteered.



Where Foundation support meets community need

The Labcorp Charitable Foundation, a private, 501(c)3 organization funded by Labcorp, supports a variety of programming across the globe focused on health, education and community. Since its inception, the Foundation has invested in over 700 grants, including more than 190 in 2025, supporting a range of initiatives including those addressing food insecurity and healthcare access for vulnerable populations, as well as advancing medical research and science, technology, engineering and math (STEM) education. Additionally, it supports employee signature programs like Double Your Donation and Dollars for Doers.

60%

**of funding invested
in health initiatives**

15%

**of funding invested in
community initiatives**

25%

**of funding invested in
education initiatives**

**Categories are self-identified by the applicant*





LABCORP SPOTLIGHT

Spotlight – Empowering communities together

Labcorp employees continue to be agents of positive change, aligning their personal values with our mission to enhance health, education and community. Through our employee signature programs, Double Your Donation and Dollars for Doers, individual efforts are amplified into meaningful community impact:

- **Double Your Donation** – The Labcorp Charitable Foundation matches employee contributions to qualifying nonprofits dollar for dollar, up to \$2,500 USD per year
- **Dollars for Doers** – In recognition of employee volunteer or board service for qualified nonprofits, the benefiting charity is eligible for a grant from The Labcorp Charitable Foundation

Project HOPE

In 2025, the Foundation continued its partnership with Project HOPE both domestically and internationally. With a strategic focus on oncology, the Foundation's investment supported Project HOPE in delivering programs to expand access to breast cancer screening for uninsured populations in North Carolina. Through collaboration with two local health clinics, patients who previously lacked access to preventive care were able to receive mammograms and diagnostic screenings. Funding also supported statewide virtual educational series to strengthen cancer screening readiness for Free and Charitable Clinics and other nonprofit organizations providing care for vulnerable populations, reaching more than 48,000 individuals.

Also in 2025, the Foundation collaborated with Project HOPE on a China-based initiative aimed at improving healthcare access in rural communities, particularly for pediatric oncology. The program's outcomes included strengthening pediatric oncology services, improving early detection and screenings and increasing community awareness about the importance of pediatric healthcare, early detection and timely medical consultation.



Photo provided by James Buck for Project HOPE



APPENDIX

- 43** Independent limited assurance report
- 44** Global Reporting Initiative (GRI)
- 47** Sustainability Accounting Standards Board (SASB)
- 48** U.N. Global Compact Ten Principles
- 48** Task Force on Climate-Related Financial Disclosures (TCFD)
- 51** EEO-1 Report
- 52** Cautionary statement regarding forward-looking statements

Independent limited assurance report

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Labcorp to provide limited assurance in relation to the selected information set out below and presented in the Labcorp 2025 Corporate Responsibility Report (the “Report”).

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated (“ERM CVS”) was engaged by Laboratory Corporation of America Holdings (“Labcorp”) to provide limited assurance in relation to the Selected Information set out below and presented in the Labcorp 2025 Corporate Responsibility Report (the “Report”).

ENGAGEMENT SUMMARY

Scope of our assurance engagement Whether the following Selected Information for 2025, as indicated in the ‘Environmental Sustainability Data’ section is fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

Selected Information	Disclosure	Unit
	Total Energy	Gigajoules (GJ)
	GHG Emissions: Scope 1	metric tons of CO ₂ e
	GHG Emissions: Scope 2 (location-based)	metric tons of CO ₂ e
	GHG Emissions: Scope 2 (market-based)	metric tons of CO ₂ e
	GHG Emissions: Individual Scope 3 by category comprised of the following:	
	- Category 1 (Purchased Goods and Services)	metric tons of CO ₂ e
	- Category 3 (Fuel & Energy Related Activities)	
	- Category 4 (Upstream Transportation and Distribution)	

Reporting period January 1, 2025 – December 31, 2025

Reporting criteria

- The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for the Scope 1 and 2 GHG emissions;
- GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (Version 1.0, 2013) for the Scope 3 GHG emissions
- Labcorp’s reporting criteria as explained in Labcorp’s footnotes in the Report

Assurance standard and level of assurance

We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board.

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Respective responsibilities

Labcorp is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.

ERM CVS’ responsibility is to provide a conclusion to Labcorp on the agreed assurance scope based on our engagement terms with Labcorp, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2025 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

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

- Evaluating the appropriateness of the reporting criteria for the Report;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2025 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting virtual visits to four Labcorp facilities in the USA and China to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

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

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

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

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

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

ERM CVS

March 30 2025
Malvern, PA

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com



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

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
General Disclosures		
GRI 2: General Disclosures 2021		
2-1	Organizational detail	Our Company, p. 3; 2025 At-a-Glance, p. 6; Our People, p. 15; 2025 10-K - Business
2-2	Entities included in the organization's sustainability reporting	Our Company, p. 3
2-3	Reporting period, frequency and contact point	Reporting Period - Jan to Dec 2025; Frequency - Annual; Labcorp Investor Relations
2-4	Restatements of information	Yes - Disclosures - Emissions data table, p. 31
2-5	External assurance	In 2026, we obtained limited assurance of our 2025 Scope 1, Scope 2 and select Scope 3 emissions from a third-party attestation provider, p. 43
2-6	Activities, value chain and other business relationships	2025 At-a-Glance, p. 6; Our People, p. 15; Supplier Code of Conduct, p. 13; Supplier engagement and oversight, p. 13; 2025 10-K Labcorp - The Companies Business, Customers
2-7	Employees	Our People, p. 15; 2025 10-K - Human Capital
2-9	Governance structure and composition	Governance, p. 9; 2025 10-K Labcorp - Directors, Executive Officers and Corporate Governance; 2026 Proxy - Corporate Governance
2-10	Nomination and selection of the highest governance body	2026 Proxy - Nominating & Corporate Governance Committee
2-11	Chair of the highest governance body	Governance, p. 9
2-12	Role of the highest governance body in overseeing the management of impacts	Governance, p. 9; Corporate responsibility strategy and oversight, p. 7; Our Operations, p. 22; SASB disclosures, p. 47; TCFD disclosures, p. 48; Business resilience planning, p. 33
2-13	Delegation of responsibility for managing impacts	Governance, p. 9; TCFD disclosures, p. 48
2-14	Role of the highest governance body in sustainability reporting	A message from Labcorp's Chairman and CEO, p. 2; Governance, p. 9; Labcorp ESC Steering Committee, p. 7; TCFD disclosures, p. 48
2-15	Conflicts of interest	Compliance program, p. 11; 2026 Proxy - Corporate Governance Policies and Procedures
2-16	Communication of critical concerns	Labcorp Investor Relations; 2026 Proxy - Shareholder Engagement, Communication with the Board
2-17	Collective knowledge of the highest governance body	A message from Labcorp's Chairman and CEO, p. 2

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
2-18	Evaluation of the performance of the highest governance body	2026 Proxy - Identification and Evaluation of Director Candidates
2-19	Remuneration policies	2026 Proxy - Compensation Discussion & Analysis, Compensation and Human Capital, Executive Compensation, Pay Versus Performance, Advisory vote to approve executive compensation
2-20	Process to determine remuneration	2026 Proxy - Compensation Discussion & Analysis, Compensation and Human Capital, Executive Compensation, Pay Versus Performance, Advisory vote to approve executive compensation
2-21	Annual total compensation ratio	2026 Proxy - CEO Pay Ratio
2-22	Statement on sustainable development strategy	A message from Labcorp's Chairman and CEO, p. 2
2-23	Policy commitments	Enterprise Third-Party Risk Management (ETPRM), p. 13; Business resilience planning, p. 33; TCFD disclosures, p. 48; Compliance program, p. 11
2-24	Embedding policy commitments	Compliance program, p. 11; 2026 Proxy - Corporate Governance Policies and Procedures
2-25	Processes to remediate negative impacts	Compliance program, p. 11
2-26	Mechanisms for seeking advice and raising concerns	Compliance program, p. 11
2-29	Approach to stakeholder engagement	2025 At-a-Glance, p. 6; Our People, p. 15; 2026 Proxy - Shareholder Engagement Highlights
2-30	Collective bargaining agreements	2026 Labcorp Workforce Data and Growth, p. 16
Material Topics		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	A message from Labcorp's Chairman and CEO, p. 2; 2025 At-a-Glance, p. 6; Corporate responsibility strategy and oversight - Double Materiality Assessment: Evolving Labcorp's reporting transparency and disclosures, p. 8;
3-2	List of material topics	Corporate responsibility strategy and oversight - Double Materiality Assessment: Evolving Labcorp's reporting transparency and disclosures, p. 8;
3-3	Management of material topics	Corporate responsibility strategy and oversight - Double Materiality Assessment: Evolving Labcorp's reporting transparency and disclosures, p. 8



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GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Topic Standards		
GRI 201 - Economic Performance (2016)		
201-1	Direct economic value generated and distributed	2025 At-a-Glance, p. 6; 2026 Proxy - Key Financial Highlights; 2025 10-K - Financial Statements and Supplementary Data
201-2	Financial implications and other risks and opportunities due to climate change	TCFD disclosures, p. 48
GRI 203: Indirect Economic Impacts 2016		
203-2	Significant indirect economic impacts	10-K Labcorp
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	Labcorp governance, p. 9 ; Code of conduct and ethics p. 11
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics, p. 11 ; Embedding compliance: Employee training, p. 11
205-3	Confirmed incidents of corruption and actions taken	Any material events are disclosed through our 2025 Form 10-K
GRI 206: Anti-Competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Any material events are disclosed through our 2025 Form 10-K
GRI 301: Materials 2016		
301-2	Recycled input materials used	2025 Sustainability highlights, p. 24 ; Waste, p. 30
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Energy, p. 31 ; CDP's global website
302-4	Reduction of energy consumption	Energy, p. 31 ; CDP's global website
GRI 303: Water and Effluents 2018		
303-5	Water consumption	Water, p. 30 ; CDP's global website
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Emissions, p. 31 ; CDP's global website
305-2	Energy indirect (Scope 2) GHG emissions	Emissions, p. 31 ; CDP's global website

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
305-3	Other indirect (Scope 3) GHG emissions	Emissions, p. 31 ; CDP's global website
305-4	GHG emissions intensity	Emissions, p. 31 ; CDP's global website
305-5	Reduction in GHG emissions	Key impact areas of focus p. 23 ; 2025 Sustainability Highlights, p. 24 ; Emissions, p. 31 ; TCFD disclosures, p. 48 ; CDP's global website
GRI 306 - Waste 2020		
306-1	Waste generation and significant waste-related impacts	Material Topics, p. 30 ; Our Operations - Key impact areas of focus, p. 23 ; Waste spotlight/feature story, p. 29 ; Waste, p. 30
306-2	Management of significant waste-related impacts	Waste, p. 30
306-3	Waste generated	Waste, p. 30
306-4	Waste diverted from disposal	Waste, p. 30
306-5	Waste directed to disposal	Waste, p. 30
GRI 401 - Employment 2016		
401-1	New employee hires and employee turnover	Inside Labcorp: Workforce demographics, p. 16
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Keeping our teams safe, p. 32
403-4	Worker participation, consultation, and communication on occupational health and safety	Compliance Program, p. 11 ; Developing our teams, p. 21 ; Keeping our teams safe, p. 32
403-5	Worker training on occupational health and safety	Compliance Program, p. 11 ; Developing our teams, p. 21 ; Keeping our teams safe, p. 32
403-6	Promotion of worker health	Compliance Program, p. 11 ; Rewarding our teams, p. 19 ; Keeping our teams safe, p. 32
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Developing our teams, p. 21
404-2	Programs for upgrading employee skills and transition assistance program	Developing our teams, p. 21
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Labcorp Board of Director demographics, p. 10 ; Talent and culture, p. 17



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GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
GRI 412: Human Rights Assessment 2016		
412-1	Employee training on human rights policies or procedures	Compliance program, p. 11 ; Promoting fundamental human rights, p. 12
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	Our community, p. 37
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct, Supplier engagement and oversight, p. 13



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Sustainability Accounting Standards Board (SASB) Index

Data Category - Topic	Accounting Metric(s)	SASB CODE	PAGE LISTED/DISCLOSURE
Employee Recruitment Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	Inside Labcorp: Workforce Demographics, p. 16
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)	HC-DY-230a.2	Compliance program, p. 11 ; Enterprise Third-Party Risk Management (ETPRM), p. 13 ; Cybersecurity, Data privacy, p. 14
Business Ethics	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Compliance Program, p. 11
Energy Management	Total energy consumed	HC-DY-130a.1	Energy, p. 31
Energy Management	Percentage grid electricity	HC-DY-130a.1	Energy, p. 31
Energy Management	Percentage renewable electricity	HC-DY-130a.1	Energy, p. 31
Waste Management	Total amount of hazardous pharmaceutical waste Total amount of nonhazardous pharmaceutical waste Percentage hazardous incinerated Percentage hazardous landfilled Percentage nonhazardous incinerated Percentage nonhazardous recycled/treated Percentage nonhazardous landfilled	HC-DY-150a.2	Waste, p. 30
Waste Management	Total amount of medical waste Percent of medical waste Incinerated Percent of medical waste recycled or treated Percent of medical waste landfilled	HC-DY-150a.1	Waste, p. 30
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	HC-DY-450a.1	Business resilience planning, p. 33 ; TCFD disclosures, p. 48 ; CDP's global website
Employee Safety	Total recordable incident rate (TRIR)	HC-DY-320a,1	Keeping our teams safe, p. 32
Employee Safety	Days away, restricted, or transferred (DART) rate	HC-DY-320a,1	Keeping our teams safe, p. 32



U.N. Global Compact Reporting

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Human Rights p. 12	Labor p. 12, 16-21	Environment p. 23-31	Anti-Corruption p. 11-13
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labor;</p> <p>Principle 5: the effective abolition of child labor; and</p> <p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>

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

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
Governance		
Describe the boards' oversight of climate-related risks and opportunities	Labcorp's Board of Directors oversees climate-related risks and opportunities as part of its broader governance and risk oversight responsibilities. The Chairman of the Board and Chief Executive Officer holds ultimate accountability for climate-related matters. The Board is provided with regular updates on climate-related risks, opportunities, and progress against key initiatives and goals, including at least annual briefings that inform strategic decision-making, risk management, and resilience planning. These updates support the Board's oversight of how climate-related considerations are integrated into our strategy, risk management processes, and overall governance framework.	A message from Labcorp's Chairman and CEO, p. 2 ; Labcorp governance, p. 9 ;
Describe management's role in assessing and managing climate-related risks and opportunities	Primary management responsibility for climate-related matters resides with the Executive Vice President who serves as Labcorp's Chief Sustainability Officer. This role has enterprise-level responsibility for assessing and managing climate-related dependencies, impacts, risks, and opportunities, and for overseeing the development and implementation of climate-related policies, commitments, targets, and strategy. Climate-related matters are prioritized and managed to be consistent with other risks that are material to Labcorp's operations. Climate-related activities are coordinated through Labcorp's Corporate Responsibility Executive Steering Committee (ESC), a cross-functional group of senior leaders that supports alignment across functions and initiatives. The ESC facilitates coordination, monitoring, and execution of climate-related actions in support of broader company goals and strategy. The Chief Sustainability Officer provides regular updates on climate-related matters to the Executive Committee and Board of Directors, including progress against targets, material risks and opportunities, and key initiatives. In addition, Labcorp's Risk Management function operates a formal process within the Enterprise Risk Management framework to identify, assess, and monitor climate-related risks using an internal methodology that considers potential impacts, likelihood, and planned mitigation actions.	Labcorp governance, p. 9 ;



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

Strategy		
<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p>	<p>Based on the 2025 climate risk assessment, Labcorp identified climate related transition and physical risks as well as opportunities across short-, medium-, and long-term time horizons.</p> <p>Key risks include:</p> <ul style="list-style-type: none"> Transition risk: supplier readiness (medium, long term): Limited supplier readiness to meet Scope 3 commitments may challenge delivery of SBTi targets. Physical risks: acute and chronic (short, medium, long term): Flooding, extreme heat, drought, wildfires, and cyclones may disrupt facility operations, logistics, workforce productivity, and increase costs, with greater impacts under high-emissions scenarios. <p>Key opportunity:</p> <ul style="list-style-type: none"> Digitally enabled and lower impact service models (medium, long term): Expansion of low emission or digital service models such as carbon neutral testing, decentralized trials, and telehealth-enabled workflows. 	<p>Climate change risk, risk management, and resiliency planning, p. 33; CDP 3.3.1, 3.6.1</p>
<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p>	<p>Climate-related risks have the potential to affect operations, costs, and long-term business resilience across Labcorp's laboratory, logistics, and office footprint.</p> <p>Notable impacts include:</p> <ul style="list-style-type: none"> Scope 3 supplier readiness market risk: Medium- to long-term execution risk, increased operational complexity, and potential cost impacts if suppliers are not aligned with emissions requirements. Mitigation includes supplier engagement, procurement programs, ESG assessments, and emissions-reduction initiatives. Acute physical risks: Flooding, storms, and cyclones may cause temporary facility downtime or logistical interruptions. Labcorp's distributed network, facility redundancy, flexible courier routing, and emergency procedures mitigate widespread disruption. Chronic physical risks: Extreme heat and drought may increase energy demand and strain environmental controls, especially at core laboratory facilities. Impacts at patient service centers are likely episodic and may shift revenue timing rather than cause permanent loss. Opportunities: Digitally enabled service models may reduce operational emissions, support efficiency, improve service continuity, and enhance competitive positioning. 	<p>Climate change risk, risk management, and resiliency planning, p. 33; CDP 2.2.2, 3.3.1, 3.6.1, 5.1, 5.3.1, 5.3.2</p>
<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<p>Used established climate science frameworks to ensure robust analysis. For transition risks, applied Network for Greening the Financial System (NGFS) scenarios: the Delayed Transition scenario (~1.8-2°C warming) representing rapid policy intervention with delayed implementation, and the Current Policies scenario (~3°C warming) reflecting limited climate policy action. For physical risks, used Intergovernmental Panel on Climate Change (IPCC) pathways: SSP1-2.6 (~1.5-2°C warming) for low emissions and SSP5-8.5 (~4°C warming) for high emissions scenarios.</p> <ul style="list-style-type: none"> Under low-emissions scenarios, physical risks are present but manageable within adaptation strategies, with lower severity of extreme events. Under high-emissions scenarios, more frequent and severe heatwaves, storms, and drought create elevated operational stress that may exceed adaptation limits in some regions. <p>To support resilience, Labcorp use:</p> <ul style="list-style-type: none"> A dual-scenario assessment framework evaluating transition and physical risks across all time horizons. Third-party modeling of acute and chronic physical risks across the operational footprint. Strategic integration of climate considerations into enterprise risk management, operational planning, supplier engagement, and facility resilience measures. Continued monitoring and updates to resilience actions as climate projections evolve. 	<p>Climate change risk, risk management and resiliency planning, p. 33</p>



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

Risk Management		
Describe the organization's processes for identifying and assessing climate-related risks	<p>Identify and assess climate-related risks through processes embedded in our broader enterprise risk management (ERM) framework. Climate risks with potential implications for operations, facilities, supply chain, business continuity, or financial performance are monitored through established risk-identification practices led by Labcorp's ERM function, EHS teams, Facilities Management, and senior leadership.</p> <p>Climate-related risks are identified through ongoing reviews of operational conditions, facility needs, emerging regulations, and environmental trends. In 2025, Labcorp performed a climate-related scenario analysis designed to enhance ERM processes by providing a structured, forward-looking assessment of potential physical and transition risks across multiple time horizons. The results help identify potential climate-related impacts and risk drivers for further evaluation within the ERM process.</p>	Enhancing our sustainability impact, p. 23 ; Climate change risk, risk management, and resiliency planning, p. 33 ; CDP C2.1a, 2.1b, 2.2, C2.2a, 10-K Labcorp
Describe the organization's processes for managing climate-related risks	<p>Once climate-related risks are identified, they are incorporated into the established ERM cycle, assessing each risk using ERM criteria for likelihood and potential business impact. ERM function coordinates cross-functional review, confirms risk ownership, and works with relevant teams to evaluate appropriate controls and mitigation approaches.</p> <p>Material climate-related risks are reported to executive leadership and escalated to the Board as needed through existing ESG and ERM reporting pathways, ensuring consistent oversight and management.</p>	Enhancing our Sustainability Impact, p. 23 ; Climate change risk, risk management and resiliency planning, p. 33
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Climate-related risks are fully integrated into our overall risk management framework, applying the same governance pathway to climate-related risks as to other enterprise risks. Insights from the climate scenario analysis directly inform the ERM process by highlighting potential climate-related impacts for further assessment. Cross-functional coordination led by the ERM function ensures that climate-related risks are evaluated, managed, and monitored using the same processes, criteria, and escalation mechanisms applied across all enterprise risks.	Enhancing our Sustainability Impact, p. 23 ; Climate change risk, risk management and resiliency planning, p. 33
Metrics and Targets		
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Labcorp monitors and manages climate-related risks and opportunities using a set of established metrics related to greenhouse gas emissions, energy consumption, and renewable energy sourcing. These metrics are used to support internal planning, risk assessment, and decision-making related to emissions performance, energy efficiency, and operational resilience.	Enhancing our sustainability impact, p. 23 , 2024 sustainability highlights, p. 24 ; sustainability targets, p. 25 ; CDP C7
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	Data is outlined in Labcorp's 2024 Corporate Responsibility Report and developed in accordance with GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Environmental sustainability data, Emissions Pg. 31
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets		Enhancing our sustainability impact, p. 23



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Job Categories	Number of Employees															
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino													RAW TOTALS
			Male						Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaskan native	Two or more races	White	Black or African American	Asian	Native Hawaiian or other Pacific Islander	American Indian or Alaskan native	Two or more races		
Executive/Senior Level Officials and Managers	3	7	110	4	10	0	1	3	74	4	10	0	0	0	226	
First/Mid-Level Officials and Managers	151	265	1,186	172	182	10	12	26	1,842	549	230	9	10	47	4,691	
Professionals	367	690	2,480	462	807	7	19	82	4,869	1,231	1,274	18	49	176	12,531	
Technicians	861	4,339	1,789	866	655	34	35	104	8,004	7,226	1,576	71	184	524	26,268	
Sales workers	35	59	318	23	19	2	2	1	583	42	25	1	5	10	1,125	
Administrative support workers	139	458	406	164	106	4	4	20	1,948	1,300	241	12	28	83	4,913	
Craft workers	12	2	67	5	5	0	1	2	5	1	1	0	0	0	101	
Operatives	529	185	1,650	788	258	21	16	44	677	429	25	3	11	32	4,668	
Laborers and helpers	7	21	47	14	9	0	0	2	49	34	7	0	3	6	199	
Service workers	2	0	13	0	0	0	0	0	3	0	0	0	0	0	18	
CURRENT 2024 REPORTING YEAR TOTAL	2,106	6,026	8,066	2,498	2,051	78	90	284	18,054	10,816	3,389	114	290	878	54,740	
PRIOR 2023 REPORTING YEAR TOTAL	1,836	5,233	7,801	2,381	1,898	70	76	224	17,340	10,293	2,969	110	260	722	51,213	

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



Cautionary statement regarding forward-looking statements

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

Labcorp’s 2025 Corporate Responsibility Report (Report) contains forward-looking statements within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995, as amended, that are based on current expectations, forecasts, assumptions and other information available to Labcorp as of the date hereof. Forward-looking statements involve inherent risks and uncertainties, include statements regarding Labcorp’s expectations, beliefs, intentions, or strategies regarding the future, including with respect to business, financial, operational, and environmental, social and governance matters, and can be identified by forward-looking words such as “anticipate,” “believe,” “could,” “expect,” “should,” “seeks,” “approximately,” “estimate,” “goal,” “intend,” “may,” “plan,” “should,” “will,” and “would” or similar words.

Labcorp’s actual results, performance or events may differ materially from these forward-looking statements made or implied due to a number of risks and uncertainties relating to Labcorp’s business, including the effect of global economic and market conditions, Labcorp’s ability to achieve its environment, health and safety, social, and governance goals, and the risks and uncertainties discussed in Labcorp’s Annual Report on Form 10-K for fiscal year ended December 31, 2025, filed with the Securities and Exchange Commission (SEC) on February 24, 2026, as well as Labcorp’s other filings with the SEC. Labcorp has no obligation to revise or update any forward-looking statements made in this publication, whether as a result of new information, future events or circumstances, or otherwise, except as required by law.



