

# Labcorp Holdings Inc.

## 2026 Annual Meeting of Shareholders

### Question Not Addressed at the Meeting

#### Shareholder's Question:

Across the pharmaceutical and contract research industry, primates are assigned to studies from both established colonies and newly imported animals, yet screening may miss prior or recent infections and underlying disease, as well as therapeutic exposures that can alter immune function, drug metabolism, and physiological response. There are no uniform, enforceable standards defining which animals must be excluded from studies, leaving suitability decisions to case-by-case judgment by CROs, sponsors, and veterinary staff. Because sick animals can alter biological responses and compromise study data, what specific, predefined inclusion and exclusion criteria does Labcorp apply before assigning primates to studies; where are those criteria documented; are they applied consistently across studies, sites, and clients; and how does Labcorp evaluate and disclose the risk that pre-existing disease or infection may affect study outcomes, regulatory submissions, and investor-relevant business decisions?

#### Labcorp's Response:

Labcorp applies established scientific, veterinary, and ethical standards to the selection and use of nonhuman primates in research, consistent with applicable regulatory requirements, including Good Laboratory Practice (GLP) standards and oversight by Institutional Animal Care and Use Committees. In addition, Labcorp has established global animal welfare standards in partnership with internal experts and monitors animal welfare performance across the organization.

Labcorp maintains a comprehensive framework under which animals assigned to studies are healthy, well-characterized, and appropriate for their intended scientific use. This framework includes:

- A biosecurity policy that explicitly identifies diseases and conditions for exclusion, with disqualifying conditions defined by name and routinely screened.
- Standardized viral and bacterial pathogen screening requirements, aligned with industry practices.
- Ongoing assessment of clinical health status, including physical examinations, body weight, and species-appropriate physical characteristics.
- Review of health history and prior exposures, where applicable, to support study suitability.
- Defined prophylactic and preventive health management measures, incorporated into agreements with all qualified animal suppliers.

All animals also undergo arrival health evaluations, including physical examinations and, where appropriate, confirmatory diagnostic testing, prior to study assignment.

These criteria are documented in internal policies and standard operating procedures governing animal receipt, quarantine, conditioning, and study assignment, and are supported by supplier qualification standards and animal welfare governance structures. Study-specific inclusion and exclusion considerations are also defined within approved study protocols, consistent with regulatory expectations.

Labcorp applies these processes consistently through standardized operating procedures, internal quality systems, sponsor oversight, and regulatory inspection processes. Oversight by trained veterinary professionals and quality assurance functions further reinforces consistent implementation.

Study design, protocol controls, and regulatory review processes are designed to identify, monitor, and mitigate factors that could influence data interpretation, including potential pre-existing conditions. Health assessments and screening data are documented and incorporated into study records, and findings are evaluated by scientific and veterinary professionals in the context of each study. Results are interpreted and reported in accordance with GLP standards and applicable regulatory requirements, with relevant considerations reflected in study reports as appropriate.

Labcorp's public disclosures are intended to reflect the material risks and uncertainties inherent in clinical and preclinical research, including those relating to study variability and regulatory outcomes, in accordance with applicable securities laws.

Thank you for your continued support of Labcorp.