

2022 CORPORATE RESPONSIBILITY REPORT

Committed to a Healthier World

In Pursuit of Answers™



Table of Contents

4 – 16

OUR COMPANY

Our Mission and Promise
 Leading the Fight Against the COVID-19 Pandemic
 Labcorp Governance
ESG Leadership Spotlight: Sandra van der Vaart
 Materiality Assessment
 Business Ethics and Compliance
 Supplier Code of Conduct
 Supplier Oversight and Diversity Program
 Enterprise Third-Party Risk Management (ETPRM)
 Data Privacy and Information Security

17 – 27

OUR PEOPLE

Workforce Diversity, Data and Growth
 Diversity and Inclusion
 Growing Labcorp's Employee Resource Groups (ERGs)
Labcorp Spotlight: Women's Empowerment Network
 Human Capital Data: Gender, Ethnicity and Race
 Overall and by EEO-1 Category
 Employee Well-Being, Compensation and Support
 Elevating the Voices of Our People

28 – 43

OUR OPERATIONS

Enhancing Our Sustainability Impact
 Our Sustainability Drivers
 Lab Operations Sustainability
 2022 Sustainability Highlights
 Environmental and Sustainability Targets
 Labcorp Environmental Impact
 Labcorp Sustainability Initiatives: Go Green
 Teams; Pollinator Action Plan
*Labcorp Spotlight: Taking Action to Reduce
 and Reuse*
 Sustainability Data: Waste, Water, Energy
 and Emissions
*Labcorp Spotlight: Reducing Our Carbon Footprint
 Through Strategic Global Expansions*
 2022 Safety Highlights
 Climate Change Risk, Risk Management and
 Resiliency Planning
 Animal Care and Welfare
 Decentralized Clinical Trials

44 – 47

OUR COMMUNITY

Disaster Relief for Global Communities
 Labcorp in the Community
*Labcorp Spotlight: Rainwater Conservation
 Projects in India*
*Labcorp Spotlight: Supporting Black
 Maternal Health*
 The Labcorp Charitable Foundation
*Labcorp Spotlight: Cards of Encouragement
 Campaign*

48 – 57

APPENDIX: DISCLOSURES

Independent Limited Assurance Statement
 Global Reporting Initiative (GRI)
 Sustainability Accounting Standard Board (SASB)
 Task Force on Climate-Related
 Financial Disclosures (TCFD)
 Labcorp EEO-1 Report
 Cautionary Statement Regarding Forward-
 Looking Statements



A Message from Labcorp's Chairman and CEO

Every day, millions of people look to Labcorp when it comes to their health, and we hold that position with great care and responsibility. We represent the voices and actions of more than 80,000 global employees who inspire innovation and relentless dedication to the work we do. As we commit to creating a healthier world, our mission of improving health and improving lives serves as our unwavering guide.

Integral to our overall mission is our commitment to corporate responsibility and societal improvement. As a global company, we take pride in the fact that we serve customers worldwide, and we strive to provide access to high-quality healthcare and clinical trials to all patients, including vulnerable populations. In line with our commitment, Labcorp recognizes the need to uphold standards related to environmental, social and governance (ESG) efforts, and we understand the importance of demonstrating tangible progress. As a result, we work to measure how our technical and scientific achievements track against standards by developing ESG results that matter.

For example, Labcorp developed solutions that enabled our teams to meet the significant demands of patients and physicians during the global pandemic, and we made those solutions widely available to patients in drive-thrus, doctors' offices, pharmacies, hospitals and at home. Throughout the pandemic, Labcorp performed over 70 million PCR tests—all while supporting clinical trials that are behind today's lifesaving vaccines and treatments.

Our many accomplishments are made possible through collaboration with our customers, suppliers, government entities, upstart innovators and the broader healthcare industry. In 2022, we expanded our partnerships with several health systems and continued to pursue mergers and acquisitions. For example, we established a comprehensive laboratory relationship with Ascension, a leading non-profit health system in the U.S., to best serve the needs of patients in over 100 hospitals. Also, with the acquisition of Personal Genome Diagnostics (PGDx), a provider of precision oncology solutions, we now offer customers and patients access to the most comprehensive oncology portfolio in the market. These and other strategic acquisitions and partnerships expanded access to our leading science and diagnostic services for patients, clinicians and drug developers.

We also announced the planned spin-off of our Clinical Development and Commercialization Services business, which includes the parts of our Drug Development segment focused on providing Phase I-IV clinical trial management, market access and technology solutions to pharmaceutical and biotechnology organizations around the world.

Looking ahead, I remain optimistic that our track record of innovation and our extraordinary workforce will continue to have a meaningful impact on improving health and improving lives in a responsible, sustainable way.

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

Adam Schechter
Chairman and Chief Executive Officer

Our Company

Recognition

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

In addition to the following accolades, Labcorp was included in *Forbes Magazine's* 2022 Global 2000, *Newsweek's* 2022 America's Most Responsible Companies and *Fortune Magazine's* 2022 Fortune 500.



Our Mission and Promise

As a leading global life sciences and healthcare company, we play an important role in global health and take our responsibilities seriously. Our mission is simple: improve health, improve lives. That mission continues to be tested by several ongoing global events, including the COVID-19 pandemic, but our employees persist in meeting these challenges.

Together, we accomplish our mission by leveraging science, technology and innovation to tackle complex and varied health challenges and improve healthcare access. Our work powers clearer, more confident decisions for doctors, patients, health systems and communities across the globe dealing with some of life's most critical health choices.

Our mission drives Labcorp's decisions and actions. It is our pledge to adhere to that mission while maintaining sustainable, productive operations that support our employees and their safety, and benefit the planet's environment and ecosystems.



2022 Labcorp at a Glance

>3 million

patient encounters
per week worldwide

\$14.9 billion

FY 2022 revenue

80,000+

mission-driven employees

130+

new tests launched in 2022

>100

countries served globally

6,000+

in-office phlebotomists

>2,000

patient service centers

90%

of the 2022 U.S. FDA-approved new drugs and therapeutic products, and 100% of those specific to oncology, included Labcorp collaboration

Our Mission

- Improve health, improve lives

Our Strategic Pillars

- Build on our leadership in oncology
- Differentiate through digital and data
- Drive customer centricity
- Expand globally

Leading the Fight Against the COVID-19 Pandemic

- FDA emergency use authorization for multiple innovations, including:
 - Next-generation sequencing test used to identify specific SARS-CoV-2 lineages
 - The first at-home collection kit for combined COVID-19, flu and RSV detection

988 U.S. patient
service centers offered
COVID-19 PCR testing

9 million
antibody tests performed since the
start of the pandemic*

Performed over
70 million
PCR tests since the start
of the pandemic*

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

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

** Through December 31, 2022. May be subject to change.*



Labcorp Governance

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

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

Labcorp Board of Directors



Adam Schechter
President and Chief Executive Officer, Chairman of Labcorp



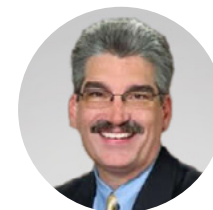
Kerrii Anderson
Former CEO of Wendy's International
Audit Committee Chair
Nominating and Corporate Governance Committee



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



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



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



Kirsten Kliphouse
President, Google Cloud Americas
*Audit Committee**

*As of February 2023



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



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



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



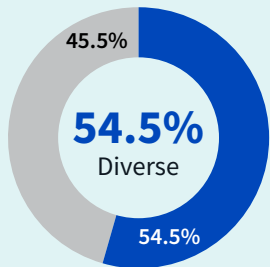
Kathryn Wengel
Executive Vice President, Chief Technical Operations and Risk Officer, Executive Committee Member, Johnson & Johnson
Compensation and Human Capital Committee
Quality and Compliance Committee



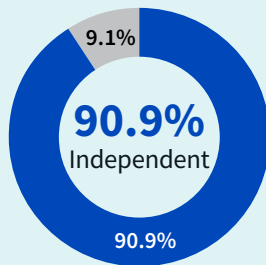
R. Sanders Williams, MD
Professor of Medicine and Senior Advisor for Science and Technology at Duke University
President Emeritus of the J. David Gladstone Institutes
Quality and Compliance Committee Chair
Audit Committee

Labcorp Board of Director Demographics

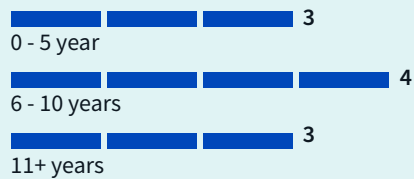
Board Diversity



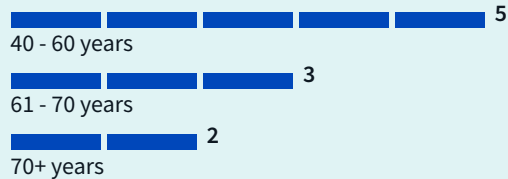
Independent Directors



Average Tenure of Independent Directors



Average Age of Independent Directors



6 of our 11 directors meet 1 or more diversity categories

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

Environment, Health and Safety (EHS)

- Air, Water, Waste
- Electricity, Fuel
- Employee Safety



Social

- Employee Recruitment Development, Retention & Engagement
- Diversity & Inclusion
- Human Rights

Governance

- Quality of Care
- Patient Satisfaction
- Access for Low Income Patients
- Fraud & Unnecessary Procedures
- Global Compliance
- Pricing & Billing Transparency
- Global Privacy
- Patient Privacy & Electronic Health Records, including Security

Labcorp EHS, Social and Governance Steering Committee

Labcorp embraces our responsibility for ESG matters. In 2020, we created the ESG Steering Committee to lead our strategic direction on key ESG topics, and today, we continue to strategize with our committee’s guidance. The ESG Steering Committee comprises cross-functional senior management members who assist Chairman and CEO Adam Schechter, the executive committee and the board of directors in setting overall ESG strategy. Members of the ESG Steering Committee also recommend policies, practices and disclosures that correspond with our strategy.

Our ESG Steering Committee meets regularly to examine our operations as they relate to the environment, employee health and safety, corporate social responsibility, corporate governance and relevant public policy issues. During these meetings, committee members review our progress in these areas and provide leadership, guidance and support for establishing and delivering short- and long-term initiatives, strategy and commitments that are aimed at making a positive global impact across our business units, geographies and functions.

ESG Executive Steering Committee (ESC) Members

Sandra van der Vaart

Executive Vice President, Chief Legal Officer,
Chief Compliance Officer and Corporate
Secretary
Co-Chair, ESG Executive Steering Committee

Ted Wagner

VP, EHS, Facilities, and Real Estate
Co-Chair, ESG Executive
Steering Committee

Lance Berberian

Executive Vice President and Chief
Information and Technology Officer

Chas Cook

VP, Head of Investor Relations

Paul Kirchgraber, M.D.

Executive Vice President and Chief Executive
Officer, Early Development, Central
Laboratories and Oncology

Sabine Schneider

VP, Global Government Relations

Mark Schroeder

Executive Vice President and President,
Diagnostics Laboratory Operations and
Global Supply Chain

Judith (Judi) Seltz

Executive Vice President and Chief Human
Resources Officer

Amy Summy

Executive Vice President and Chief
Marketing Officer

Ken Younts

VP, Strategic Initiatives

Clarissa Willett

Senior Vice President and CFO
of Diagnostics

2022 ESG Steering Committee Accomplishments Include:

- Created ESG-focused goals for our executive committee
- Established science-based targets for greenhouse gas (GHG) emission reductions and submitted targets for validation
- Purchased an ESG platform to assist in organizing multiple ESG aspects and data streams and enable audit verification, stakeholder reporting, performance monitoring and continued improvement



ESG Leadership Spotlight

Sandra van der Vaart

As an industry-leading organization with global reach, Labcorp aims to positively impact the communities where we live, work and serve.

Our ESG committee holds our company accountable to high standards. Labcorp's strategic direction intentionally drives our ESG initiatives and focuses on where we can make a significant difference. Our robust governance framework serves as a foundation for Labcorp leaders, as we are all committed to a healthier world.

As a company, our mission is to improve health and improve lives. Our commitment to ESG is an important component of that mission. Looking ahead, our efforts will drive future progress as we focus on key initiatives in ESG through our science-based targets process and diversity and inclusion framework and priorities.

We have made meaningful progress, and I am pleased to share our initiatives outlined in this year's corporate responsibility report. Ultimately, the positive impact we can make as a company stems from our people. And we are grateful for the more than 80,000 employees who represent Labcorp and tirelessly serve our communities across the globe.

Sandra van der Vaart

Sandra van der Vaart
Executive Vice President, Chief Legal Officer,
Chief Compliance Officer and Corporate Secretary

Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures

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

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

In 2021, Labcorp conducted an ESG Materiality Assessment to identify and prioritize the issues that reflect the most significant environmental, social and governance impacts on our stakeholders. Continuing to focus on these priorities in 2022, we have organized the material issues into three categories—compliance, people and operations—to align with synergistic efforts and activities within each category.

The Materiality Assessment identified the following ESG issues as central to Labcorp:

Compliance	People	Operations
<ul style="list-style-type: none"> Affordability and fair pricing Business ethics Corporate governance Cybersecurity Global privacy Human rights 	<ul style="list-style-type: none"> Diversity and Inclusion Community relations Employee engagement, recruitment and retention Employee well-being 	<ul style="list-style-type: none"> Energy management Animal care and welfare Manufacturing and supply chain quality management Quality and patient and client satisfaction Patient and clinical trial participant safety

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

The assessment informs our corporate responsibility strategy, initiatives and reporting.

Business Ethics and Compliance

At Labcorp, it is important to us that we fulfill our mission to improve health and improve lives in an ethical manner. We are committed to uncompromising integrity in all that we do and how we relate to each other, our patients, customers, suppliers and vendors and the communities in which we operate and provide services.

Our culture of integrity and compliance has informed our operations throughout our 50-plus-year history and will continue to do so into the future. Labcorp is subject to and must comply with a broad range of regulations within the United States, as well as in the global markets in which we operate. Our compliance program focuses particularly on regulations related to healthcare fraud and abuse, anti-kickback, physician self-referral, government reimbursement, anti-bribery/anti-corruption, anti-human trafficking and trade sanctions.

Our longstanding compliance program is designed to:

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

Labcorp designates a chief compliance officer who reports to the chief executive officer. In addition, the senior vice president of compliance, the corporate compliance department and the Labcorp Compliance Committee assist the chief compliance officer in connection with the implementation and administration of the Labcorp compliance program. The chief compliance officer and senior vice president of compliance report regularly to the quality and compliance committee of our board of directors.

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

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

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

Code of Conduct and Ethics

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

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

To further guide our business practices in alignment with the principles set forth in the Code of Conduct and Ethics, Labcorp maintains the Business Practices Manual, which contains 24 policies on a variety of topics, including healthcare fraud and abuse, anti-corruption, international trade, client and third-party expenses, privacy, insider trading, conflicts of interest, ethical labor and the Labcorp Action Line. These policies are also available in multiple languages to all employees.

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

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



Ethical Culture Survey

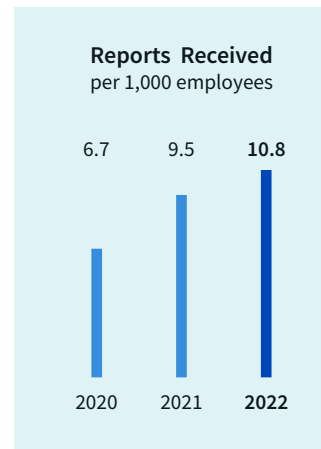
To gather feedback on Labcorp's compliance processes, adherence to standards of ethics and efforts to create an inclusive work environment, we distributed an ethical culture survey to all employees in September 2022. We work with a third party to analyze the responses and assess progress against Labcorp's baseline and industry benchmarks.

Reporting and Investigations: Labcorp's Speak Up! Culture

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

We urge employees with a question or concern to first speak to their manager or supervisor, or to seek help from Labcorp resources within the corporate compliance, human resources, internal audit or law departments. Labcorp also offers an action line as an alternative platform for reporting confidentially and/or anonymously. The Labcorp Action Line is operated by an independent third-party vendor using a platform to receive reports through an online portal and call center, which is available 24/7, 365 days a year and provides interpreter support in more than 150 languages.

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



Risk Assessment, Audits and Monitoring

Risk assessments are an integral part of process improvement, as they help to identify and prioritize healthcare compliance and anti-corruption risks. Labcorp conducts annual risk assessments at a global and regional level. Our Corporate Compliance Department has a designated audit team that develops and executes an annual audit plan, and additional audit reviews are conducted by our internal audit team. Results from risk assessments and auditing are reported to relevant stakeholders, and remediation plans are completed and tracked in a timely manner.

Supplier Code of Conduct

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

Our [Supplier Code of Conduct](#) covers the entire Labcorp business worldwide, creating one common Supplier Sustainability Program (SSP) across the global business.

The Labcorp Supplier Sustainability Governance Committee is responsible for implementing and providing oversight for the SSP. Strategic suppliers are expected to foster and uphold the principles of the Supplier Code of Conduct, and responsible Labcorp employees receive rigorous training in the application of the SSP.

Strategic suppliers are expected to:

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

Even as the global COVID-19 pandemic persists, causing great delays in many healthcare and non-healthcare supply chains, we are proud to report that our supply chain continues to operate and scale to accommodate new demand.

Our Supplier Code of Conduct makes all suppliers aware of the expectation to operate with integrity, reliability and efficiency. To aid accessibility, Labcorp translated the Supplier Code of Conduct into 14 languages in 2022, strengthening the expectations related to monitoring, reporting and environmental conscientiousness. Additionally, after this update was complete, Labcorp reinforced compliance with these expectations by requiring key suppliers to certify compliance with the Supplier Code of Conduct.

To view more 2022 data and commitments related to supplier sustainability, please click [here](#).

Supplier Oversight and Diversity Program

Labcorp's Supplier Code of Conduct outlines our requirements for suppliers to conduct business ethically, responsibly and with integrity. This effort increased attention to our Supplier Code of Conduct, and the registration of each supplier allows for efficient and transparent monitoring of each supplier.

We make substantial efforts to use small business vendors, suppliers and subcontractors whenever possible, and Labcorp has an active small business purchasing program. In 2022, we conducted business with approximately 1,300 suppliers that are small enterprises owned by minorities, women, veterans, disabled individuals or the economically disadvantaged. Additionally, we include minority, women and veteran business enterprise (MWVBE) suppliers in our bidding process where applicable.



Enterprise Third-Party Risk Management (ETPRM)

Supply chain risks are expanding and requiring more effort to manage. To help mitigate these risks, Labcorp rolled out a mandatory enterprise-wide approach to third-party risk management. Having an effective third-party risk management program directly impacts our ability to grow, innovate and fulfill our mission. The ETPRM process centralizes and gathers third-party organizational information, financial information and third-party risk responses to gating questions. Based on response to gating questions, we determine an initial assessment scope and pass information to appropriate risk domains for an enterprise third-party risk assessment.

Updated in 2022, this approach featured:

- Enhancements and tracking of the 2021 implementation of a central common ETPRM program
- Centralization of processes for third-party risk assessments relating to cyber risk, compliance (anti-corruption and anti-human trafficking) and data privacy
- Design of scalable processes to allow for future expansion of the intake and gating process to other risk domain areas such as resilience and ESG



Promoting Fundamental Human Rights

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

Labcorp recognizes the importance of maintaining and promoting fundamental human rights in our operations and throughout our supply chain. Derived from the principles and guidance of the United Nations, the International Labor Organization and the Organization for Economic Cooperation and Development, we operate under programs and policies that:

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

Commitment to Ethical Labor Practices

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

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

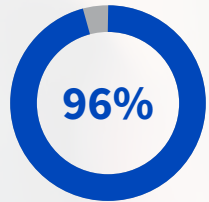


Embedding Compliance: Employee Training

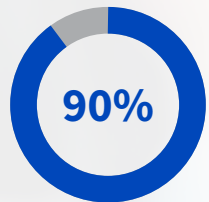
Labcorp's ability to achieve and maintain consistent compliance is contingent on rigorous training and development for our employees. Providing our employees with routine training to remain compliant is a critical step for us to be trusted to help move healthcare forward with accuracy and integrity.

Annual compliance training, including Code of Conduct and Ethics training and privacy training, is provided to all employees. Targeted training on healthcare fraud and abuse topics, anti-corruption, insider trading and HIPAA are required of select employee populations.

Labcorp's compliance training focuses on building employee awareness and understanding of compliance-related matters. In 2022, training highlights included:



average employee completion rate
across all compliance trainings



average employee completion rate
for privacy trainings



Keeping Labcorp Secure: Proactive Protection and Resilience

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

In order for us to deliver high-quality data and services with appropriate protection to those who need them—from patients and clients to regulatory agencies—resilience and information security are essential.

As such, we anticipate and respond to threats to our organization with a team that enables us to:

- Minimize security threats from becoming a reality and, in the event that threats do become a reality, mitigate potential harm
- Manage human risk through education, outreach and simulations to both empower our workforce and provide another layer of protection
- Partner with allies in the industry, such as the Health Information Sharing and Analysis Center (H-ISAC), whose mission is to empower trusted relationships in global healthcare businesses to prevent, detect and respond to cybersecurity and physical security events

Cybersecurity

At Labcorp, we take a risk-based approach to cybersecurity, addressing the risks with the highest likelihood and greatest potential impact first.

Under the direction of the chief information risk officer, Labcorp's cybersecurity department focuses on protecting the confidentiality, integrity and availability of the information entrusted to us by our patients, customers and colleagues. We assess and manage threats to data, systems and people in alignment with industry practices and standards.

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

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



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

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

Data Privacy

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

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

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



Our People

At Labcorp, our diverse, global team of more than 80,000 employees, who serve clients across over 100 countries, is core to our ability to innovate and meet customer needs.

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

Our employees' scientific expertise and uncompromising commitment to patients is evident in Labcorp's role in fighting the global COVID-19 pandemic and in our pursuit of healthcare solutions in other areas.

We aspire to provide an inclusive workplace where all employees can thrive. To achieve this goal, we focus on three key areas:

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

Workforce Diversity Highlights

71% of all global employees are female

60% of all global management are female

50% of all U.S. employees are people of color

32% of U.S. management are people of color

Inside Labcorp: Workforce Demographics

Labcorp’s success depends on our continued capability to attract, develop and retain a highly specialized, skilled and diverse global workforce. Like many other industries during the pandemic, 2022 presented challenges in acquiring and retaining talent.

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

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



2022 Labcorp Workforce Data and Growth

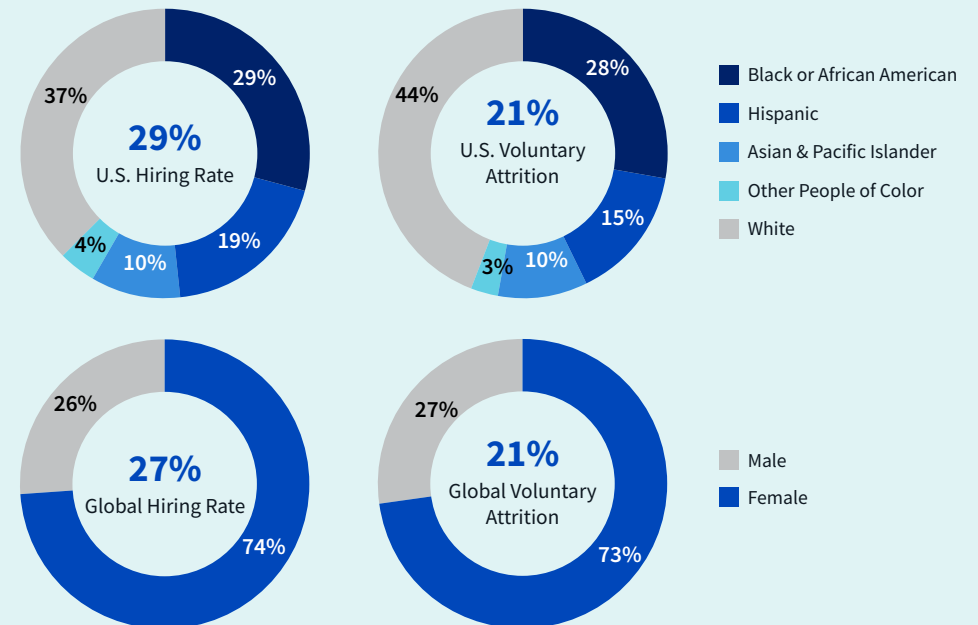
- More than 80,000 global headcount, an annual increase of over 10% from a combination of organic growth and adding employees through acquisitions
- 88% full-time, 12% part-time employees
- 3.3% employed under a collective bargaining agreement (CBA)
- Global headcount supplemented by contingent labor, which does not exceed 8% of workforce



950,000 applications for employment

19,731* external employees hired across 60 countries

*This figure excludes the nearly 4,000 employees hired from the acquisition of Ascension’s outreach laboratory business in October 2022.



Values may not add to 100% due to rounding

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

Labcorp's commitment to diversity, held throughout the organization, is led by Chairman and CEO Adam Schechter, who signed the CEO Diversity and Inclusion Action Pledge, along with 2,400 CEO signatories dedicated to building an inclusive and diverse workforce.

Our diversity and inclusion (D&I) strategy is designed to maintain and further evolve our inclusive team, consistent with the changing dynamics of the global workforce.

In 2022, Labcorp took several steps to foster a more inclusive environment and strengthen our culture. To support our D&I strategy, we:

- Shared quarterly diversity metrics with senior leaders and defined D&I plans by senior leader to focus on inclusion and diversity within each business segment
- Leveraged our D&I Advisory Council throughout the year, comprised of senior leaders representing all areas of our business, to learn and act as advocates
- Deployed global harassment training to employees around the world
- Continued our global rollout of an unconscious bias training program—designed to improve self-awareness of personal biases—to all Labcorp people leaders, with more than 6,000 trainings completed through 2022



- Celebrated different cultural events and observances throughout the year, including a Days of Understanding series in partnership with our employee resource groups (ERGs) and in alignment with CEO Action
- Offered a formal mentoring program, including a Reverse Diverse Mentoring program that was recognized by the Brandon Hall Group with the Gold Award in the category of Best Advance in Mentoring to Develop Diverse Leaders
- Continued roll-out of leadership development programs for women, including:
 - **Ignite Your Impact**, a three-month virtual program focused on developing female leadership through peer coaching, self-insight tools, network-building and more
 - **Elevate**, a program designed for women in senior leadership roles who have demonstrated outstanding performance and strong leadership potential

2023 Diversity and Inclusion Focus: Embed Diversity, Inclusion, Equity and Belonging in How We Operate Our Business

We aspire to do so by:

- Fostering a culture where Labcorp employees feel valued and have an equal opportunity to perform and succeed, with leaders modeling behaviors to support
- Growing our breadth of diversity across the company and leadership positions

Growing Labcorp's Employee Resource Groups (ERGs)

ERGs are employee volunteer-led groups that support our goals to create an inclusive work environment and encourage engagement across Labcorp and in our communities. Each of our eight ERGs—VERG for veterans, PRIDE for LGBTQ+ employees, ASCEND for young professionals, WEN for women, PULSE for Black employees, EnABLE for employees with disabilities, HUMANOS for Hispanic and Latino employees and ASPIRE for Asian and Pacific Islander employees—have their own key focus areas, ranging from career development to visibility and celebration. Comprising 106 local chapters across the globe, every ERG has an executive committee sponsor, as well as a budget for ERG events. All employees are able to join any ERG, and participation is strictly voluntary.

Over the last several years, our ERGs have seen significant growth in size, local chapters and global presence. In 2022, the number of local chapters across our eight ERGs grew from 81 to 106, representing 15 countries: Argentina, Australia, Austria, Belgium, Brazil, China, England, Germany, India, Mexico, New Zealand, Poland, Scotland, Switzerland and the United States.



Labcorp ERG Spotlight:

Women's Empowerment Network (WEN)

Labcorp WEN is one of our eight ERGs dedicated to inspiring women to achieve their goals. With nearly 3,000 members across 27 global chapters, WEN's mission is to elevate the power of women's voices and promote personal and professional acceleration through career development, leadership-focused forums, mentorship and collaboration.

In 2022, WEN hosted nearly 200 events—from monthly book clubs and networking sessions to partnership events with other ERGs—focused on the following goals:

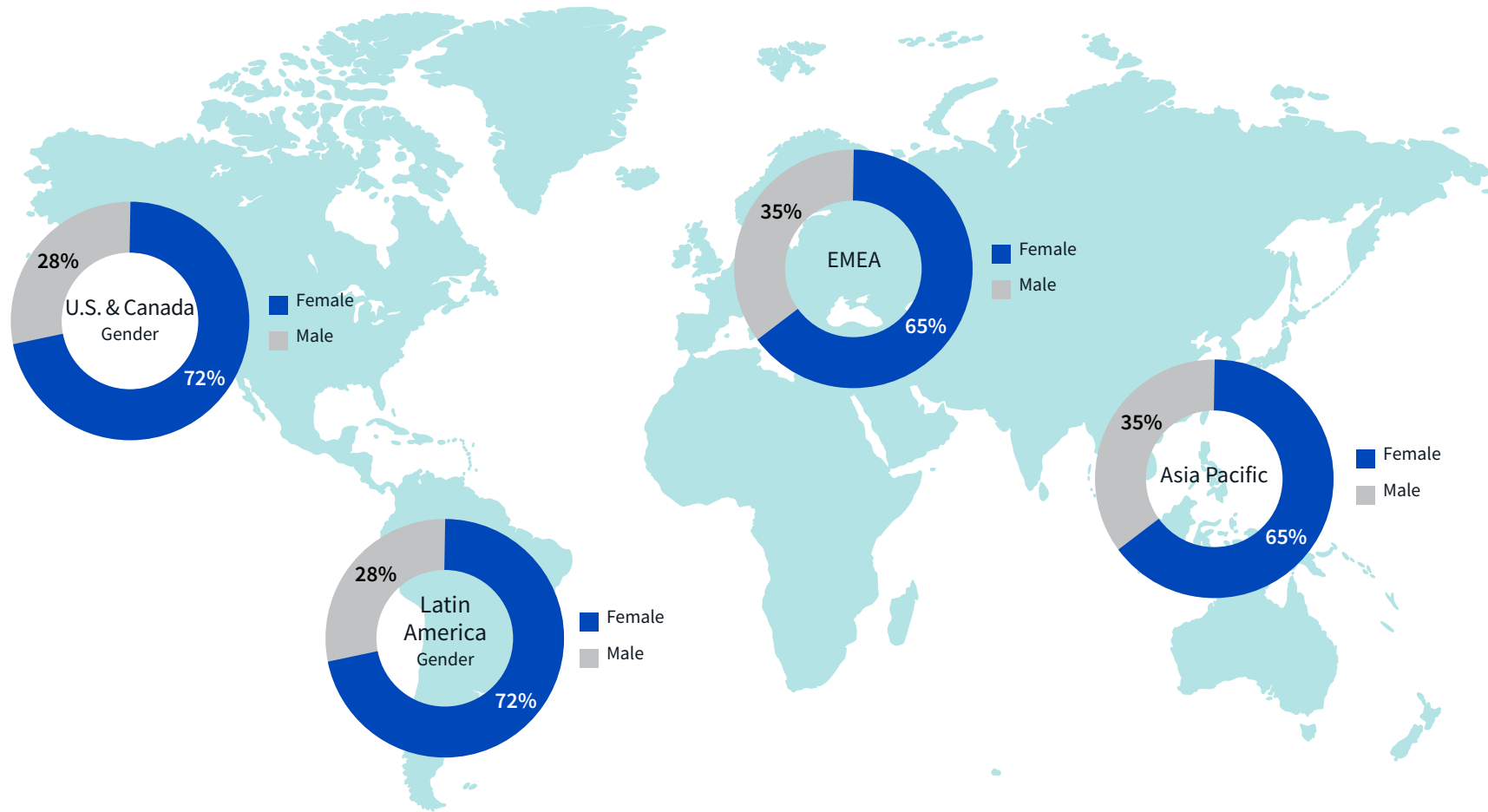
- Provide career development and skill-building opportunities
- Establish mentoring, coaching and/or sponsorship programs and relationships
- Provide a hub of resources and tools to support women in their development
- Promote leadership and development of women and girls in our communities
- Offer feedback and suggestions for company initiatives

“As a leader of WEN, this ERG plays a significant part in my professional growth and development,” shares Asia Wilson, BA, MBA, a senior start-up specialist at Labcorp and ERG leader in WEN's Princeton, New Jersey chapter. “Through my involvement, I've had the opportunity to not only learn new leadership skills, meet new people across the company and impact the careers of so many women, but also contribute to a culture of diversity and support an atmosphere of empowerment and equality for women.”



Human Capital Data



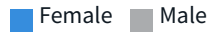
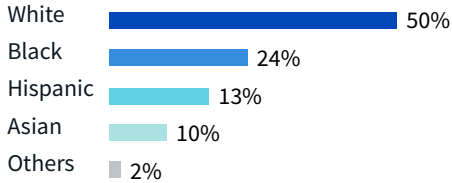

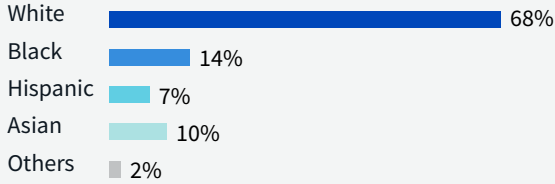

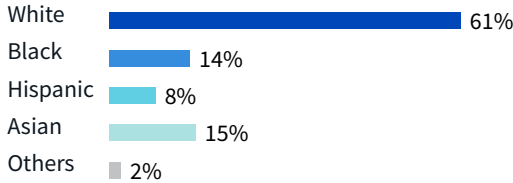

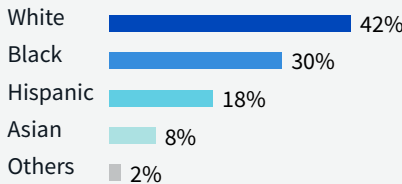

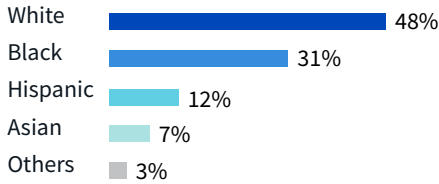
Gender, Ethnicity and Race Overall and by EEO-1 Category*



*Roll-up based on preliminary 2022-year end data; please click [here](#) to view EEO-1 raw data.

Human Capital Data

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

	Global Workforce by Gender	U.S. Workforce by Gender	U.S. Workforce by Race and Ethnicity
 Workforce	 71% 29%	 72% 28%	
 Management	60% 40%	61% 39%	
 Professionals and Sales	67% 33%	67% 33%	
 Operators and Technicians	74% 26%	74% 25%	
 Support Staff	76% 24%	81% 19%	

The EEO-1 report (equal employment opportunity) provides demographic workforce data, including data by race/ethnicity, gender and job categories.

*Roll-up based on preliminary 2022-year end data; please click [here](#) to view EEO-1 raw data.

Values may not add to 100% due to rounding.



Rewarding Our Teams

Labcorp operates in a complex, global and dynamic life sciences industry. We believe that our compensation and benefits programs must continue to be competitive and flexible to attract and retain the caliber of talent needed to grow the business. In 2022, Labcorp's workforce grew over 10% through a combination of organic growth and adding employees through acquisitions—a sign that our compensation and benefits strategies are sufficiently market-competitive to support the business in attracting and retaining talent.

We continually monitor market activity and employee movement within and outside of the core life sciences industry to maintain our competitiveness, given the dynamic business, economic environment and labor market challenges we face. In 2022, Labcorp invested more than \$39 million in pay adjustments, in addition to annual pay increases, to recognize our talent and foster pay competitiveness in our market.

Employee Wellness

Labcorp also continues to invest in the health and wellness of our global workforce, with particular emphasis on improving our U.S. health benefits program for employees. Our efforts on this front include:

- No annual cost increase for the payroll contributions in our U.S. medical, dental and vision insurance plans, impacting approximately 35,000 covered employees and approximately 30,000 dependents. Additionally, for about 19,000 employees in the U.S. earning less than \$50,000 per year who participate in the medical plans, Labcorp further reduces the cost of monthly medical insurance contributions by \$240 per year

- Annual medical plan contribution discounts of up to \$4,560 for over 35,000 employees and their spouses for committing to and maintaining a healthy, tobacco-free lifestyle
- Up to \$1,000 in health reimbursement account contributions, given to approximately 35,000 employees and their spouses or partners to encourage health and wellness education and activities
- Reimbursements of up to \$300 in fitness-related costs for approximately 13,000 employees
- No Charge Laboratory Testing program, which allows all covered U.S. employees (and eligible dependents) to write off any balance due to Labcorp for most lab work sent to a Labcorp facility or patient service center after an insurance claim has been processed

Labcorp continually educates our workforce on important health issues, including the significance of mental well-being by providing communications and resources to all employees. We believe that our investments in compensation and wellness are crucial to maintaining competitive positioning and a productive, engaged workforce.

We fulfill our commitment to employee wellness by investing in a variety of health and wellness tools and resources to support our employees' physical, emotional and financial well-being. Whether it is through zero-cost telehealth visits for medical, dermatological and behavioral treatment as part of our medical plans in the U.S., or custom stress management strategies for our teams around the world through our Healthy Huddles program, we continue to offer several ways for our employees to focus on their well-being, so they can help improve the health and lives of our patients and customers.

Developing Our Teams

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

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

In 2022, Labcorp achieved the following training milestones:

- Provided more than 48,000 courses, many of which are available virtually within the global learning management system
- Completed over 2.7 million hours of training, primarily consisting of regulatory and technical training
- 3,545 employees participated in our mentoring programs as either mentors or mentees, the largest number of participants to date in the program's 15-year history
- Completed more than 50,000 hours of professional development programs



Expanding Educational Opportunities

In 2022, Labcorp's tuition reimbursement program helped 496 employees pursue college degrees in the life sciences and healthcare fields. Additionally, as part of the Labcorp Education Advantage program, we fully sponsored 742 employees in their pursuit of higher education in the sciences, with 13 employees completing their bachelor's degree using this benefit. Employees enrolled in the Labcorp Education Advantage program have an 11-point lower attrition rate than the global population, pointing to the initiative's strong social and human capital impact.

Recognizing Our Commitment to Developing Our Talent

For the second year in a row, Labcorp is a proud recipient of the 2022 Princess Royal Training Awards, honoring the work done with our apprenticeship programs and initiatives to strengthen our women leaders. The Princess Royal Training Awards are offered to employers in the United Kingdom who can prove that their outstanding training and skills development programs have resulted in exceptional benefits for their business.

We also achieved special commendation for both awards for our commitment to diversity, equity and inclusion:

- Developing the Laboratory Technicians of the Future—an inclusive approach to reducing turnover
- Ignite Your Impact—a program focused on female leadership development

Empowering Leadership

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

Leadership ID is woven into many of our programs and talent processes, such as performance management and talent review processes. Leadership ID resources, programs and curriculum are available to managers.





Elevating the Voices of Our People

We are committed to having our team members play an active role in shaping our culture and priorities. In early 2022, Labcorp employees were invited to participate in an anonymous online “Voice of the Employee” survey to provide their feedback on key areas, such as job satisfaction, well-being and their level of motivation and engagement in their careers. Responses were received from 49% of Labcorp’s employees across 64 countries; they were also collected and analyzed by a third party to establish baseline data. We are proud of the themes identified that make Labcorp a unique and inspiring place to grow your career in an inclusive, respectful work environment.

Our people said they would tell someone considering Labcorp about:

The five most frequently selected items out of 18



The people
with whom I
work



The
opportunity
to learn
from people
with diverse
experiences
and skillsets



The
opportunity
to make a
difference for
millions of
patients across
the globe



How I am
comfortable
being myself
at work
because I’ll be
accepted for
who I am



Labcorp’s
recognition
as an industry
leader in
global life
sciences

Informed by feedback from the survey, we launched a variety of new processes, programs and experiences in 2022, including a virtual onboarding experience for new employees, a global modern HR portal and a reimagined U.S. benefits portal with comparison tools to help our team consider their coverage options.

Our Operations

Enhancing Our Sustainability Impact

As we commit to improving health and improving lives across our global communities, we also seek to take actions that will preserve the environment and evolve our operations in increasingly sustainable ways.

Human health and environmental health are interconnected—we strive to do our part to improve the planet's health while we improve healthcare and the health of our patients.

In 2021, we set a goal to submit science-based targets (SBTs) for greenhouse gas (GHG) emissions for our operations and activities to the Science Based Targets initiative (SBTi) by the end of 2022. SBTi is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. By committing to SBTi, we demonstrate our intent to reduce Labcorp's carbon emissions at scale.

We are pleased to announce that we submitted our proposed Scope 1 (on-site fuel combustion), Scope 2 (purchased electricity) and Scope 3 (value chain) goals to SBTi in December 2022. Our proposed 2030 SBTs utilized 2020 as a baseline. We anticipate receiving feedback on our submissions in Q3 2023. Once approved, we will publish our targets. In the meantime, we will continue our work on our achievement plan.

Our Sustainability Drivers

In addition to establishing SBTs, we continued to assess and act upon opportunities within our operations and activities that are linked to our sustainability drivers. The following were our key internal sustainability drivers for 2022. In 2023, we plan to leverage knowledge gained during our SBT-setting process and review these drivers to determine where changes may be appropriate based on new insights and progress made.



Well-being



Energy



Waste



Air



Water



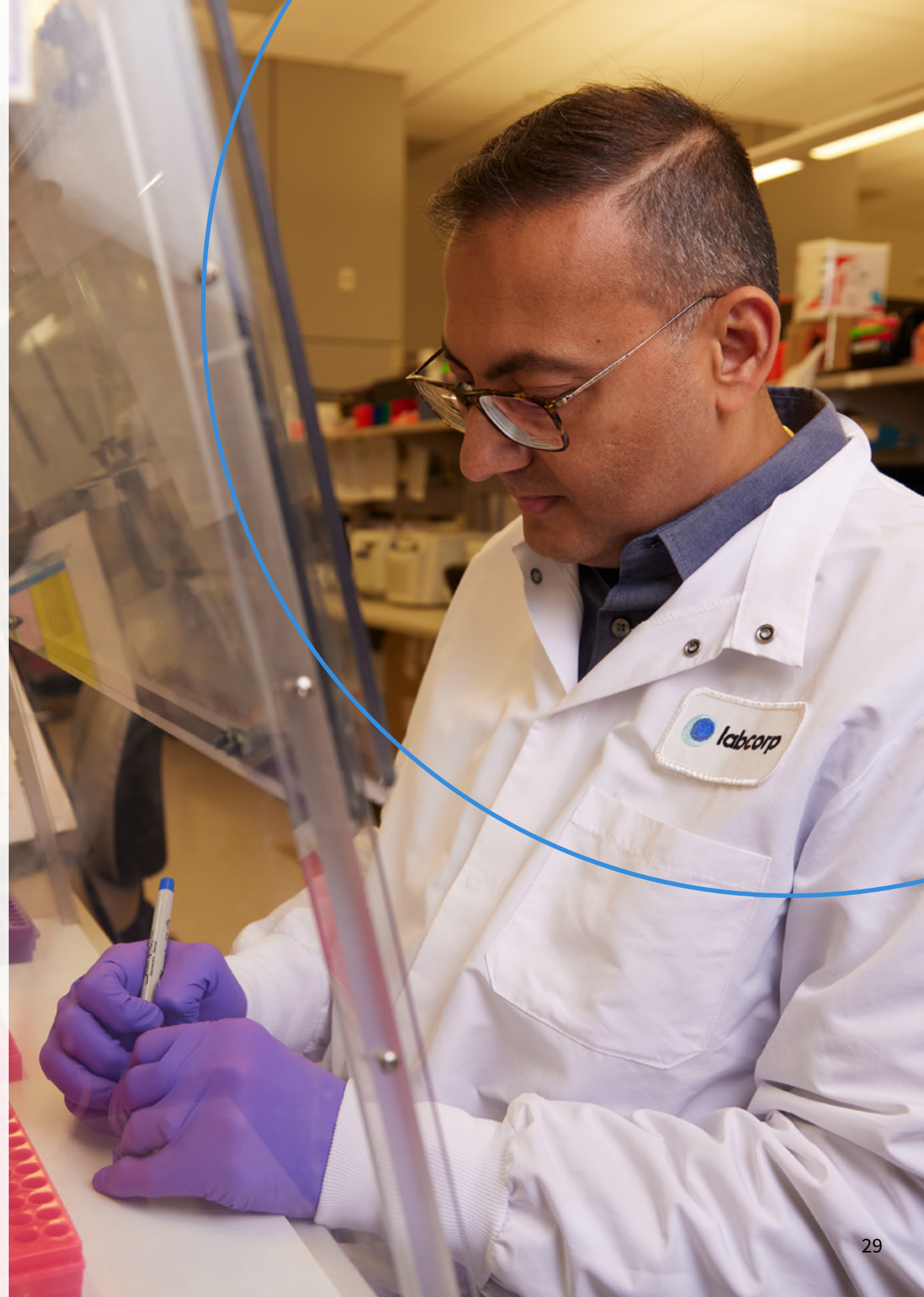
Material

Lab Operations Sustainability

In 2022, Labcorp joined the My Green Lab (MGL) Certification program. MGL is considered to be the global gold standard for laboratory sustainability best practices. Nearly 1,000 employees from eight labs across five countries participated in the initial assessment: Geneva, Switzerland; Singapore; Ann Arbor, Michigan; Harrogate, England; Indianapolis, Indiana; Dublin, Ohio; Charleston, West Virginia; and Brampton, Ontario.



The assessment will help identify areas of strength and opportunities for improving environmental sustainability within our laboratory operations. We are in the process of reviewing the output from these assessments to identify local and global improvement opportunities, and we will be establishing plans to enhance environmental sustainability practices within our labs.



2022 Sustainability Highlights

Submitted Science Based Targets to the **Science Based Targets initiative** (SBTi) for validation in accordance with the commitment we made in our 2021 Corporate Responsibility Report



↓10%

reduction in overall waste

↓4%

decrease in medical waste generated



↓11% decrease in our combined absolute Scope 1 and Scope 2 (market-based) emissions



Bronze Rating



Improved our CDP Climate Change rating to a **B**



Invested over **\$2,000,000**

in hybrid and electric vehicles, adding over 350 vehicles to our fleet in 2022

↓8%

reduction in total energy consumption



↑385%

increase in renewable electricity and RECs purchased to >88,000 GJ





Approved over 60 projects totaling more than

\$7,500,000,

allowing for the installation of more efficient facilities infrastructure that enabled Labcorp to provide safe, compliant, comfortable and efficient workplaces. Examples include boilers, chillers, LED lighting and heating ventilation and air conditioning systems



In addition to our SBTs, we established the following environmental and sustainability targets. **Below are our 2025 targets and 2022 progress:**

By 2025*		
	Target	Progress Towards Target
Energy 	Increase total renewable electricity and credits to ↑25% of total electricity purchased	Increased total renewable electricity and credits to ↑5% in 2022
Waste 	Reduce regulated medical waste generated by ↓5%	While regulated medical waste decreased ↓4% versus 2021, there is no change since 2020
	Increase waste reclaim by ↑10%	Increased waste reclamation rate by ↑6% since 2020
Water 	Reduce water withdraw by ↓10%	Water withdraw decreased ↓6.5% since 2020

* Our energy, waste, and water goals have been restated to better reflect the data available. In addition, with the information gained during our SBT process, in 2023 we will assess our current environmental sustainability goals to determine if changes are appropriate.

¹ Targets are based on 2020 baseline levels.



Labcorp Environmental Impact

Labcorp publicly shares energy and emissions data as well as information about our operations, risks and investments.

We are proud that our efforts to reduce Labcorp's environmental impact netted an overall GHG emissions reduction of 11% in our combined absolute Scope 1 and Scope 2 (market-based) emissions and an 8% decrease in our absolute total energy consumed in 2022 compared with 2021. We plan to build upon these significant achievements and continue evolving our operations to do our part in protecting the planet.

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

CDP Framework

CDP is a voluntary reporting framework for companies to disclose environmental performance and progress. Since the 2018 reporting period, Labcorp has responded to CDP's Climate Change questionnaire, using the knowledge gained from our participation to refine our carbon and energy reduction strategy, including the setting of our carbon reduction goal. Our current CDP rating improved from a B- to a B, and we have specific programs in place which we expect to improve that score over time. Our response is public information and is accessible through the CDP website. In addition to answering the broader Climate Change questionnaire, Labcorp provides client-specific information to those who request it through the CDP Supply Chain module.

EcoVadis Rating

EcoVadis covers more than 20 topics in the ESG space and allows us to showcase broader social and environmental efforts across the company. Different than the public response of CDP, EcoVadis is reviewed and monitored by our clients and allows companies to assess the ESG performance of their global suppliers like Labcorp. EcoVadis provides individual scores on environment, labor and human rights, ethics and sustainable procurement, as well as an overall ranking. For our submission in 2022, Labcorp received a Bronze rating, placing us in the top half of respondents.

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

The GHG inventory is outlined on pages [34 – 36](#).

Local Environmental Sustainability Initiatives

Go Green Teams

As part of our broader approach to sustainability, Labcorp's Go Green Teams help our employees learn more about the impact that lifestyle choices can have on the environment and support our local and global eco-conscious efforts.

- **Emissions Reduction - Site Transport:** Go Green Harrogate, York and Leeds assisted with the purchase of three electric service vehicles to replace aging gas-powered vehicles. Harrogate has also replaced liquefied petroleum gas (LPG)-powered forklift trucks for electric versions.

Labcorp Pollinator Action Plan

As part of our Pollinator Action Plan, many of our UK sites have established individual pollinator action groups.

In 2022, employee groups completed ecological surveys on multiple plots of interest across several UK sites throughout the year. For example, Harrogate carried out multiple surveys and identified key gaps in planting and areas for improvement across their site. They also undertook a planting regime to link and improve patches, providing a pollinator highway around the site.

At our Huntingdon site, multiple green areas were allowed to grow wild across the location. An analysis of these re-wilding efforts showed a 600% increase in plant species richness in comparison to adjacent mowed areas, which led to a 1,700% increase in pollinator species visiting those areas. The re-wilded patches of meadow also helped reduce costs and CO₂ production associated with regular mowing. Additionally, we installed bug hotels around the site, which led to the establishment of nesting leaf-cutter bees (important pollinators of wildflowers, fruits, vegetables and other crops). Melanistic forms of the ruderal bumble bee—a species whose conservation status is listed as nationally scarce—were spotted on-site. In an effort to help the community understand the needs of pollinators, the Huntingdon action group also visited local schools.



Labcorp Spotlight

Taking Action to Reduce and Reuse

The Labcorp Plasma Screening Laboratory in Los Angeles, California (NGI-LA), supports our commitment to evolve our operations and reduce environmental impact by encouraging clients to reuse specimen shippers. Between 2020 and 2022, the laboratory supported the reuse of nearly 1.4 million pounds of shipping materials—waste that would otherwise end up in landfills. In 2022, the program has contributed to the reuse of 211.4 metric tons of plastic gel packs, 21.9 metric tons of Styrofoam and 9.7 metric tons of cardboard cases in shippers used for specimen transport.

NGI-LA laboratory supervisor Joshua Jung provides details on the program and the continued work to support this endeavor:

“For over 25 years of operation of our PCR laboratory, we’ve been committed to providing our clients with high-quality testing and end-to-end customized solutions for the best customer experience.

“For specimen shipments, our clients have consulted with our team to validate shippers with appropriate contents and packaging to establish the viability of specimens and better support accurate testing. This partnership has helped develop a shipper durable enough for reuse while maintaining specimen integrity during transport from multiple sites all across the U.S. We continue to support the maintenance of the shipper reuse program by surveying shipper condition when specimens are received and provide documented feedback to our clients. The information is used to set standards on shipper replacement and has increased confidence in our customers to reuse the shippers beyond single use. In 2022 alone, nearly \$1.5 million worth of shipment materials were reused by our clients.

“For future outlook, the NGI-LA team is expanding our testing services for plasma donor screening with viral marker tests and ancillary testing services. As we anticipate increased specimen testing volumes and shipments, we are committed to continuing the shipper reuse program with any new testing and further contributing to Labcorp’s actions for responsible sustainability.”



Year	Total Reused Shippers	Styrofoam (lb)	Gel Packs (lb)	Cardboard (lb)	Total Shipper (lb)
2022	53,571	48,214	466,068	21,428	535,710
2021	45,110	40,599	392,457	18,044	451,100
2020	41,221	37,099	358,623	16,488	412,210

Environmental Sustainability Data

Waste

Metric Ton (mt)	2022	2021	2020	% Change vs 2021	% Change in mt/\$M rev
Total Waste	16,917	18,761	17,455	-10%	-2%
By Type					
Nonhazardous Waste	4,327	5,610	5,815	-23%	-17%
Hazardous Waste	2,186	2,330	1,493	-6%	5%
Medical Waste	10,404	10,821	10,147	-4%	4%
By Disposition					
Total Waste Reclaimed	5,649	6,124	4,700	-8%	0%
Total Waste Incinerated	1,748	2,393	1,981	-27%	-22%
Total Waste Landfilled	9,520	10,244	10,774	-7%	0%

Disclosures:

- Nonhazardous waste reported is for 64% of our Drug Development (DD) laboratories at this time. In the future, we plan to expand the number of sites capturing and reporting this data.
- Hazardous waste is reported for global DD laboratories and for both DD and Diagnostics (DX) U.S. sites.
- Medical waste is reported for global DD laboratories and DD and Dx Large Quantity Generators in the United States, as defined by the EPA. For months where manifests were unavailable, estimations were used.



Water

	2022	2021	2020	% Change vs 2021
Total Freshwater Withdrawn	1,551 m ³	1,615 m ³	1,659 m ³	-4.0%
Thousand m³/\$M rev	0.104	0.100	0.119	4.1%

- *Water data does not include estimations for sites where water is included in the lease; however, for 2022, water withdraw was estimated for months where invoices were unavailable.*



Energy¹

Energy - Gigajoules (GJ)	2022	2021	2020	% Change vs 2021	% Change in GJ/\$M rev
Total Energy[^]	4,236,904	4,623,064	4,299,538	-8%	-1%
Purchased Electricity	1,636,954	1,712,633	1,518,076	-4%	3%
Renewable Energy and RECs	88,153	18,162	18,814	385%	425%
Total Fuel	2,511,797	2,892,269	2,762,649	-13%	-6%
Gasoline (Petrol) - Mobile	1,083,397	1,045,765	1,059,704	4%	12%
Jet Fuel (Jet A or A-1)	165,841	152,982	128,103	8%	17%
Natural Gas	1,166,399	1,535,007	1,430,817	-24%	-18%
No. 2 Fuel Oil	70,763	75,671	72,874	-6%	1%
Propane	25,398	82,844	71,151	-69%	-67%

	2022	2021	2020
% Renewable Electricity and RECs	5.4%	1.1%	1.2%

Emissions²

Metric Ton (mt CO2e)	2022	2021	2020	% Change vs 2021	% Change in mt/\$M rev
Emissions: Scope 1[^]	148,735	167,572	160,740	-11%	-4%
Emissions: Scope 2 (location-based)[^]	165,867	173,150	167,638	-4%	4%
Emissions: Scope 2 (market-based)[^]	166,637	186,993	171,338	-11%	-4%
Total Emissions: (Scope 1 + 2 market-based)	315,372	354,565	332,078	-11%	-4%

Scope 3 (mt CO2e)	2022	2021*	2020	% Change vs 2021	% Change in mt/\$M rev
Category 1: Purchased Goods and Services	675,679	839,930	839,930	-17%	-11%
Category 3: Fuel- and Energy-Related Activities[^]	93,937	99,811	99,811	-6%	2%
Category 4: Upstream Transportation[^]	84,408	60,547	60,547	39%	51%
Category 9: Downstream Transportation[^]	283,886	146,015	146,015	94%	110%

¹Disclosures:

- Diesel consumption is not material in the reported year.
- Energy data does not include estimations for sites where utilities are included in the lease; however, estimates were made for months where invoices were unavailable.
- 2022 natural gas consumption decreased due to a correction of a systematic issue. We are working to correct this issue historically and will report corrected values in the future.
- REC stands for Renewable Energy Credits

[^]This metric was assured by ERM CVS in 2022.²Disclosures:

- Scope 1 includes emissions from gasoline, diesel, jet fuel, natural gas, US fleet, no. 2 fuel oil, and propane. Our Scope 1 emissions decreased in 2022 due to the correction of a systematic issue. We are working to correct this issue historically and will report corrected values in the future.
- Scope 2 includes emissions from purchased electricity, offsite renewable energy, and purchased RECs.
- 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).

[^]This metric was assured by ERM CVS in 2022.

* Efforts in 2022 were focused on establishing 2020 baseline values for our SBTs. Therefore, for selected Scope 3 categories, 2020 values were carried over to 2021. Once we receive formal validation from SBTi, we will determine the best way to provide periodic updates on our progress towards 2030 targets.

- Category 1 emissions were calculated using calendar year 2022 spend data and emission factors from the Comprehensive Environmental Data Archive (CEDA) economic input/output LCA database (2022 license).
- Category 3 emissions were calculated using DEFRA 2022 emission factors for fuel and electricity (note: electric power WTT factors are using DEFRA 2021 factors, as this was the last year published). Transmission and distribution losses were calculated using IEA 2022 (2020 data) and eGRID 2022 (2020 data) loss factors.
- Categories 4 & 9 were calculated using calendar year 2022 spend data and emission factors from the CEDA economic input/output LCA database (2022 license).

Labcorp Spotlight

Reducing Our Carbon Footprint Through Strategic Global Expansions

Since 2020, global supply chain disruptions have continued to challenge many aspects of Labcorp's business, including clinical trial testing solutions. To meet these challenges, we have pursued multiple strategic innovations in our automated clinical trial kit production line that not only improve scalability but also help reduce our carbon footprint.

In 2021, we opened a kit production facility in Mechelen, Belgium, housed in Labcorp Drug Development's European Operations Center, a multi-use facility responsible for clinical trial kit production, study logistics and support and dry ice production and distribution. Since opening in March 2021, the Mechelen site has produced more than 1 million trial kits for clinical research across Europe in support of studies in oncology, diabetes, kidney disease and autoimmune conditions. This facility has resulted in a substantial reduction of GHG emissions associated with reduced air travel from the U.S. to Europe for clients' clinical trial needs. With this site, we will be able to fulfill clinical trial test kits in Mechelen for more than 70 countries throughout Europe, the Middle East and Africa—a region responsible for over 40% of our global demand for clinical trial test solutions.

Additionally, in 2022, Labcorp began construction of a clinical trial kit production facility in Suzhou, China, located just two hours driving distance from our central lab in Shanghai. Our goal is to broaden our reach in this region to eliminate the need to transport clinical trial testing kits from overseas.

With these global expansions, Labcorp aims to:

- Allow more flexibility in ordering times
- Improve regional turnaround times
- Use locally manufactured, equivalent kit components in Europe and China when available, compliant with local regulations to remove the need for additional approvals and improve efficiency
- Mitigate the need for overseas transportation of kits, thus reducing our CO₂ emissions



Keeping Our Teams Safe

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

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

2022 Safety Highlights:

- Reduced work-related injury rate per 100 employees by 6.3%
- Maintained work-related lost time injury rate per 100 employees at 0.3 in comparison to 2021
- Completed 235,000 safety training sessions on a wide range of topics
- Implemented a common Corporate EHS Audit process, allowing Labcorp to assess locations against common expectations and performance criteria

2022 Safety Data:

Safety Performance	2022	2021	2020
Recordable Injury/Illness Rate (TRIR)	1.5	1.6	1.6
% Change	-6.3	0	
Serious Injury/Illness Rate (DART)	0.3	0.3	0.5
% Change	0	-40	

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

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



Audit Program

Our EHS Audit Program provides a coordinated mechanism to assess conformance with regulatory and Labcorp EHS requirements, identify opportunities and best practices and prioritize areas of focus for workplace health, safety and environmental improvement.

The audit program assesses location EHS performance through a variety of mechanisms, including self-inspections, focused surveys, targeted audits of specific subject areas and full comprehensive audits of material locations.

We established an annual risk-based audit schedule to identify areas of focus, business types and specific locations to be audited each year. The results of the audit findings are evaluated for potential trends across the enterprise, and action items are tracked to assure they are addressed in a timely manner.

The EHS Audit Program is designed for both in-person and virtual auditing, allowing for travel constraint adaptation during the COVID-19 pandemic.

In 2022, Labcorp purchased a software solution to aid in the management of our global EHS programs. This system will enable a consistent approach for reporting, aggregating and monitoring a variety of work-related EHS events, and allow for the implementation of local and global improvement initiatives.

Climate Change Risk, Risk Management and Resiliency Planning

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

At Labcorp, our focus is on the health, safety and resilience of our people, patients, customers, property and the research community. To support this focus, we maintain a comprehensive Business Resilience program, which includes:

- Business continuity and disaster recovery assessments and planning to prepare our business and technology teams to respond to adverse events
- Crisis management to lead our response when those adverse events happen

We leveraged these plans to respond to global, regional and local events over the last several years to support the continued resilience of our people, patients and customers.

Labcorp's risk management framework also incorporates other risk and opportunity identification processes. We undertake annual risk assessments with third-party insurers to model catastrophes such as hurricanes, earthquakes, inland flooding and storm surges. Additionally, we partner with these providers to evaluate local conditions and implement mitigation measures.



Labcorp regularly reviews identified risks and creates scenarios to determine potential outcomes. Based on these scenarios, we create business continuity plans for risks and crisis management plans for events that could impede Labcorp's ability to do business. These plans are reviewed and updated on an ongoing basis: Risks are categorized, prioritized and reviewed at the business unit level, and major risks are ultimately reported to the board of directors. Crisis advisory teams are appointed at sites in advance, and teams practice event preparation on a regular basis.

Risks are also reviewed top-down through a risk management program. Led by enterprise risk management leadership, this group examines larger systemic issues and how they may impact Labcorp. This includes risks that may impact our reputation and brand value and newly identified short- and long-term risks to physical assets. This group also evaluates Labcorp's preparedness for these scenarios and recommends processes and procedures to improve our performance. Leaders from risk management, EHS, facilities and real estate meet to examine risk trends and determine processes and measures to further reduce risk in the organization.

In parallel to dedicated risk management efforts, EHS also assesses climate change risks and opportunities on an ongoing basis for reporting to clients, customers and investors. EHS works with third-party consultants to help identify long-term climate trends and implement measures to mitigate risk.

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

Responding to Crisis in Russia and Ukraine

In response to the ongoing Ukraine/Russia crisis, Labcorp activated our crisis management team, coordinating our efforts to support employees and their family members in the area. To support humanitarian relief efforts in the region, The Labcorp Charitable Foundation contributed \$750,000 to the American Red Cross.

In addition to taking steps to protect our employees, Labcorp weathered the challenge of continuing clinical trials for life-saving treatments in this region. Despite logistical difficulties, we maintained movement of samples and investigational medicinal products to support trials throughout the area. Working with regulators and competent authorities in the region, as well as industry colleagues through the Association of Clinical Research Organizations, we allowed displaced patients to continue receiving treatment.

Animal Care and Welfare

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

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

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

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

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

In addition to regulatory requirements, we continue to maintain the following commitments to animal welfare:

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

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



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

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

During 2022, Labcorp completed the rollout of two global training modules aimed at fostering conversations and sharing of best practices among animal care sites. This training collectively supports adherence to our commitments to the respectful and humane care and use of animals in research.

As we continue to focus on improving animal welfare standards worldwide, the 3Rs principles—replacement, reduction and refinement—help to guide us in providing solutions for the global animal care and welfare community. To reflect the importance of those principles, we support the National Center for the Replacement, Refinement & Reduction of Animals in Research (NC3Rs), and we leverage the 3Rs principles.

The examples on the right illustrate our commitment to the 3Rs, through which we challenge long-held historical drug development paradigms in study design and execution. Each example demonstrates that we are willing to evolve and lead in study approaches.

We are able to achieve 3R successes by working with external organizations (e.g., European Federation of Pharmaceutical Industries and Associations, NC3Rs). Our innovation in animal welfare allows our key stakeholders and welfare champions to positively influence the world's animal care and welfare external environment.



3Rs Examples:

Replacement



In 2022, we validated the kinetic direct peptide reactivity assay (kDPRA), a modified version of the direct peptide reactivity assay (DPRA) from The Organisation for the Economic Co-operation and Development (OECD) Test 442. The kDPRA assay enables assessment of skin sensitization and replaces the mouse local lymph node assay (OED Test 429: Skin Sensitization).

Reduction



Sentinel animals are maintained and tested at regular periods to protect the health of small animal colonies without impacting ongoing scientific research. We have reduced the number of sentinel mice needed to monitor animal health at our Ann Arbor, Michigan, site by using new techniques capable of capturing and detecting animal pathogens from the animals' environment. The Ann Arbor site stopped using sentinel animals in the second half of 2021, which has led to a reduction in animal use and annual costs.

Refinement



Transporting and introducing animals to a new environment can be disruptive and potentially stressful. We have developed and validated a novel nonhuman primate acclimation program, which helps animals adapt and monitors their progress through clinical health and behavioral assessments. In addition to improving animal welfare, this helps us better determine an animal's suitability for a study.

Decentralized Clinical Trials

Decentralized clinical trials (DCT) represent a patient- and site-centric approach to conducting studies and trials of new medical treatments, vaccines and devices—reducing the patient burden inherent to the traditional “brick and mortar” study model. Labcorp, a pioneer in DCT, has more than a decade of experience using true decentralized technology and mobile clinicians to provide remote accessibility for clinical trial participants. DCTs can lower the patient burden by reducing the number of times they must travel to the investigator site for study visits. Key decentralized elements can include:

- Services provided in the home by mobile clinicians (e.g., phlebotomy and other biological specimen collections), administration of investigational medicines, training on trial procedures and collection of data (e.g., clinical outcome assessments)
- Access to the network of Labcorp patient service centers in the U.S. for convenient, local collection of blood and urine samples
- The use of an online (app/web-based) platform to facilitate televisits with investigator site personnel, collection of patient-reported outcomes, scheduling and reminders and even electronic consent prior to trial enrollment
- The use of wearable devices and sensors for ongoing data collection to support and protect study endpoints

Applying the appropriate decentralized or digital health technologies can remove barriers that may have slowed or prevented studies from being conducted in the past. These technologies and processes can also play a pivotal role in diversity and inclusion—recruiting those populations that are often underrepresented in clinical trials.

Post-pandemic, DCTs continue to play an important role in risk reduction. However, the concept of DCTs is changing: Instead of focusing on study designs with fewer on-site visits, decentralization now aims to implement study designs and strategies that minimize burden and increase patient reach. Listening to the patients, as well as the sites, in combination with understanding protocol requirements, helps us reach the optimal study solution—usually a hybrid approach to on-site and remote visits, offering patients and sites a choice of solutions.



This approach includes remote monitoring of key health metrics, lab tests performed using at-home specimen collection kits, mobile specimen collection services and drug administration, and virtual phone and video visits with study participants. DCTs can remove barriers that may have slowed or prevented studies from being conducted in the past. DCTs also make trial participation a viable option for more people, including those from remote and diverse patient populations that are often underrepresented in clinical trials. Biomarkers, which traditionally require physical interaction, evaluate a biological process to help understand a person’s health. Digital biomarkers are frequently defined as objective, quantifiable physiological and behavioral data collected and measured by digital devices such as portable, wearable, implantable or ingestible sensors. In 2022, Labcorp continued to implement technology to advance our use of digital biomarkers in an effort to make clinical research and care processes more patient-centric, risk-based, efficient, personalized and informative.

New Technology Drives DCT Innovation and Trial Breakthroughs

Accessibility of DCT Platforms and Solutions

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

Wearables and Connected Devices

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

Digital Biomarkers

While biomarkers traditionally require physical interaction to evaluate a biological process and understand a person's health, digital biomarkers use objective, quantifiable, physiological and behavioral data collected and measured remotely via digital devices (e.g., portable, wearable, implantable or ingestible sensors). In 2022, Labcorp continued working to help advance our use of digital biomarker technology—making clinical research and care processes more patient-centric, risk-based, efficient, personalized and informative.





Our Community

As a life sciences and healthcare company on a mission to improve health and improve lives across the globe, we are proud to serve individuals beyond the scope of a healthcare setting.

In 2022, Labcorp, our employees and The Labcorp Charitable Foundation continued to support communities around the world facing the lingering economic impact of the pandemic. Together, we focused on increasing access to healthcare, closing the gap in education disparities among underserved populations and helping communities rebuild after natural disasters.

Our ability to leverage our operations for good in our communities remains a top focus for our corporate philanthropy and volunteering efforts. In alignment with the focus areas of health and welfare, education and community, we work to maximize the positive impact we have on communities across the globe.

Disaster Relief for Global Communities

- The Labcorp Charitable Foundation is a proud member of the American Red Cross Disaster Responder Program, enabling the Red Cross to be prepared with trained volunteers, innovative technology and critical resources to meet the urgent needs of individuals affected by a disaster
- In addition to our commitment to the American Red Cross Disaster Responder Program, The Labcorp Charitable Foundation contributed \$750,000 to the American Red Cross in support of humanitarian relief efforts in Ukraine
- Our colleagues also came together during times of need around the globe to contribute close to \$68,000 through personal donations to the American Red Cross, a portion of which was matched by The Labcorp Charitable Foundation

Labcorp Spotlight:

Labcorp Leads Rainwater Conservation Projects in India

Labcorp Drug Development India is committed to making a positive impact on the communities in which it operates. In an effort to help resolve ongoing water shortage issues, colleagues partnered with the United Way of Bengaluru to help construct 85 percolation pits, two check dams and 150 water absorption trenches to harvest rainwater. With this project, Labcorp's contribution to social development is expected to aid over 51,000 people nearby, providing more than 15 million liters of rainwater every year.

**Labcorp in the Community**

Through philanthropy and volunteer efforts, Labcorp is addressing health equity, financial disparities and food insecurities, as well as nurturing science, technology, engineering and math (STEM) education opportunities in underserved and underrepresented communities. In 2022, our company and employees supported numerous organizations and initiatives aligned with these areas of need:

- The annual Employee Giving Campaign was accessible to all employees across the globe. Employee donations made through the campaign were eligible for a match from The Labcorp Charitable Foundation. Together, we helped support seven organizations: American Cancer Society, American Diabetes Association, American Heart Association, American Red Cross, National Urban League, United Way and Project HOPE.
- Through DonorsChoose, the leading nonprofit platform for helping teachers and students access educational resources, employees personally donated just over \$20,000 to support 72 classroom projects across the nation focused on STEM education. Employee donations were matched by The Labcorp Charitable Foundation, up to \$250 per employee.
- In India, Labcorp funded agencies that provide a variety of services to underprivileged children, including a mid-day meal program, serving 150,026 meals to 1,713 children; education access and dropout prevention, engaging 2,000 families and providing elementary education for 1,265 children; and cost-free accommodations for children undergoing cancer treatment
- In recognition of Childhood Cancer Awareness Month, employees in Geneva, Switzerland supported the Association Romande des Families d'Enfants atteints d'un Cancer (ARFEC). Efforts included a toy collection for hospitalized children, a calendar sale showcasing art created by pediatric patients with funds benefiting families of children with cancer and participation in a 20K run that was also supported by the company.
- Dynacare, a Labcorp company committed to Canada's health and wellness, continued its partnership with Diabetes Canada for the #Dynacare4Diabetes campaign, which raises awareness of the risk factors of diabetes and provides accessible, free testing for individuals most at risk. Dynacare donated 50 cents to Diabetes Canada for each program participant, up to \$25,000.
- Through our contributions to the Juvenile Diabetes Research Foundation (JDRF), we supported type 1 diabetes research and advocacy efforts.
- Employees across the U.S. north central division collaborated with Blessings in a Backpack, a nonprofit organization that serves children in need who typically rely on free and reduced meal assistance programs during the school year. Together, we packaged healthy foods and fun summer items, such as sidewalk chalk and jump ropes, providing 5,000 hunger-free weekends through a summer feeding program. Collectively, employees completed over 450 service hours.
- In recognition of Lab Week, employees across the U.S. participated in a Food Fight challenge that resulted in the collection of nearly 14,000 pounds of food to benefit community members in need. Also, in alignment with Lab Week, employees participated in several fundraising efforts for local charities, hosting bake sales and raffle drawings, as well as food, toiletry and school supply drives. In total, we raised approximately \$6,500, collected 80 pounds of supplies and donated just over 1,000 items to support various community organizations and school programs that assist families in need.

Labcorp Spotlight:

Supporting Black Maternal Health Equity

In the U.S., Black women are three times more likely to die from a pregnancy-related cause compared to white women. As part of our mission to improve health and improve lives, Ovia Health—a digital health and fertility platform for women acquired by Labcorp in 2021—is supporting Black maternal health equity through a partnership with the National Birth Equity Collaborative, an organization that supports maternal health equity for Black women and birthing people.

Together, we are:

- Providing educational health content to Ovia members, covering topics such as birth planning and breastfeeding
- Connecting Ovia members with in-network, racially concordant healthcare providers (i.e. providers who share members' race or ethnicity)—from doulas and midwives to nurses and physicians—who can empathize with members' lived experiences while supporting their pregnancy and postpartum needs
- Offering opportunities to participate in research focused on gaining accountability and equitable care from health systems



The Labcorp Charitable Foundation

The Labcorp Charitable Foundation, a private charitable 501(c)(3) organization, is advancing Labcorp's support in the areas of health and welfare, education and community, especially for underserved populations. As we continue to grow the impact of the Foundation, we are committed to working with Labcorp sites and colleagues across the globe to expand our work in addressing the needs and disparities of the most vulnerable populations.

In 2022, the Foundation invested in more than 120 programs, supporting healthy food, nutrition education, access to healthcare and patient support services for the underserved. These contributions also helped broaden accessibility to education and STEM programming and offered ongoing support for medical research, screening and programs that promote a healthy lifestyle. A few examples of contributions made by the Foundation in 2022 are included below.



American Diabetes Association funding to support Project Power, an initiative to slow childhood obesity by promoting nutrition education, increased physical activity and family engagement, resulting in a change in health and wellness patterns for participants and their families



Be the Match Foundation funding to support efforts in increasing diversity in recruitment of donors to the National Marrow Donor Registry



Food Connect funding to support a diabetic food program that provides fresh food deliveries and nutrition education to individuals in critical need, resulting in lower A1C levels and better health outcomes



University of North Carolina at Greensboro funding for the Genetic Counseling Fellowship Fund to support graduate students from underrepresented communities, addressing equity and diversity in healthcare providers and genetic health services

Labcorp Spotlight:

Cards of Encouragement Campaign

In 2022, Labcorp launched the Cards of Encouragement campaign, a virtual, company-wide volunteer opportunity in honor of Dr. Martin Luther King, Jr. Through the campaign, Labcorp employees across the globe created homemade cards to be distributed to children and their families staying at Ronald McDonald Houses or receiving treatment at children's hospitals. In support of employee participation, The Labcorp Charitable Foundation made a financial contribution to each Ronald McDonald House or qualifying children's hospital on behalf of the first 100 employee groups to participate.

One employee group expressed:

“What an awesome experience to have a series of departments come together to honor MLK by serving others. The creativity and shared excitement in creating cards of encouragement made this an uplifting event. As the cards came in, we cheered, we cried and we shared much joy in participating.”

Nearly 8,000 cards were submitted to be distributed to children and their families through the charitable organization, Cards for Hospitalized Kids. Additionally, the Foundation made a contribution to 39 participating charities, designated toward patient assistance programs to support underserved patients.



Independent Limited Assurance Statement to Laboratory Corporation of America Holdings

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 2022 Corporate Responsibility Report (the “Report”).

Engagement summary																	
Scope of our assurance engagement	Whether the 2022 data for the following selected disclosures, as indicated on page 36 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.																
	<table border="1"> <thead> <tr> <th>Disclosure</th> <th>Unit</th> </tr> </thead> <tbody> <tr> <td>Total Energy</td> <td>Gigajoules (GJ)</td> </tr> <tr> <td>Emissions: Scope 1</td> <td>metric tons of CO₂e</td> </tr> <tr> <td>Emissions: Scope 2 (location-based)</td> <td>metric tons of CO₂e</td> </tr> <tr> <td>Emissions: Scope 2 (market-based)</td> <td>metric tons of CO₂e</td> </tr> <tr> <td>Emissions: Scope 3</td> <td rowspan="3">metric tons of CO₂e</td> </tr> <tr> <td>• Category 3 (Fuel & Energy Related Activities)</td> </tr> <tr> <td>• Category 4 (Upstream Transportation and Distribution)</td> </tr> <tr> <td>• Category 9 (Downstream Transportation and Distribution)</td> <td></td> </tr> </tbody> </table>	Disclosure	Unit	Total Energy	Gigajoules (GJ)	Emissions: Scope 1	metric tons of CO ₂ e	Emissions: Scope 2 (location-based)	metric tons of CO ₂ e	Emissions: Scope 2 (market-based)	metric tons of CO ₂ e	Emissions: Scope 3	metric tons of CO ₂ e	• Category 3 (Fuel & Energy Related Activities)	• Category 4 (Upstream Transportation and Distribution)	• Category 9 (Downstream Transportation and Distribution)	
	Disclosure	Unit															
	Total Energy	Gigajoules (GJ)															
	Emissions: Scope 1	metric tons of CO ₂ e															
Emissions: Scope 2 (location-based)	metric tons of CO ₂ e																
Emissions: Scope 2 (market-based)	metric tons of CO ₂ e																
Emissions: Scope 3	metric tons of CO ₂ e																
• Category 3 (Fuel & Energy Related Activities)																	
• Category 4 (Upstream Transportation and Distribution)																	
• Category 9 (Downstream Transportation and Distribution)																	
Reporting period	January 1st, 2022 – December 31st, 2022																
Reporting criteria	<ul style="list-style-type: none"> WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard – Revised Edition (March 2024) WRI/WBCSD GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (September 2011) 																
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) ‘Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>																
Respective responsibilities	<p>Labcorp is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing, and maintaining of internal controls relevant to the preparation and presentation of the Report</p> <p>ERM CVS’ responsibility is to provide conclusions to Labcorp on the agreed scope based on our engagement terms with Labcorp, the assurance activities performed and exercising our professional judgement. We accept no responsibility, and deny any liability, to any party other than Labcorp for the conclusions we have reached.</p>																

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2022 data and information for the disclosures listed under ‘Scope’ above are 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:

- Assessing the appropriateness of the reporting criteria for the Report.
- Interviews with relevant staff to understand and evaluate the relevant management systems and processes (including internal review and control processes) used for collecting and reporting the selected disclosures.
- A review at corporate level of a sample of qualitative and quantitative evidence supporting the reported information.
- An analytical review of the year-end data submitted by all locations included in the consolidated 2022 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary.
- Virtual visits to four Labcorp facilities to interview local site personnel to review local reporting systems and controls.
- Confirming conversion and emission factors and assumptions used.
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured 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 work was undertaken remotely. We did not undertake source data verification at any operated facilities.

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 Parts A & B of the IESBA Code relating to assurance engagements.

The team that has undertaken this assurance engagement 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.

Beth Wyke

Beth Wyke
Head of Corporate Assurance Services
Malvern, PA

March 17, 2023

Global Reporting Initiative (GRI) Index

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
General Disclosures		
102-1	Name of the organization	Our Company, p. 4
102-2	Activities, brands, products and services	Labcorp at a Glance, p. 5
102-3	Location of headquarters	Burlington, North Carolina, U.S.
102-4	Location of operations	Labcorp at a Glance, p. 5 ; Our People, p. 17 ; Human Capital Data, p. 22 and 10-K
102-5	Ownership and legal form	10-K
102-6	Markets served	Human Capital Data, p. 22/10-K
102-7	Scale of the organization	Labcorp at a Glance, p. 5 ; Our People, p. 17
102-8	Information on employees and other workers	Our People, p. 17 ; Human Capital Data, p. 22/10-K
102-9	Supply chain	Supplier Code of Conduct, Oversight and Diversity, p. 12
102-10	Supply chain	Shifting to Electric and Hybrid Vehicles, p. 30
102-11	Precautionary principle or approach	Enterprise Third-Party Risk Management (ETPRM), p. 13 ; Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; TCFD disclosures, p. 54 – 55
102-12	External initiatives	Diversity and Inclusion: Evolving Our Workforce to Solve Tomorrow's Challenges, p. 19 ; Our Operations, p. 28 ; Labcorp Environmental Impact, p. 32
Strategy		
102-14	Statement from senior decision-maker	A Message from Labcorp's Chairman and CEO, p. 3
102-15	Key impacts, risks, and opportunities	Business Ethics and Compliance, p. 10 ; Enterprise Third-Party Risk Management (ETPRM), p. 13 ; Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; TCFD disclosures, p. 54 – 55 ; 10-K
102-16	Values, principles, standards, and norms of behavior	Code of Conduct and Ethics, p. 11
102-17	Mechanisms for advice and concerns about ethics	Reporting and Investigations: Labcorp's Speak Up! Culture, p. 11

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Governance		
102-18	Governance structure	Labcorp Governance, p. 7 – 9 ; 10-K
102-19	Delegating authority	Labcorp Governance, p. 7 – 9 ; TCFD disclosures, p. 54 – 55
102-20	Executive-level responsibility for economic, environmental and social topics	Labcorp Governance, p. 7 – 9 ; TCFD disclosures, p. 54 – 55
102-21	Consulting stakeholders on economic, environmental, and social topics	Labcorp Governance, p. 7 – 9
102-22	Composition of the highest governance body and its committees	Labcorp Governance, p. 7 – 9 ; 10-K
102-23	Chair of the highest governance body	Labcorp Governance, p. 7 – 9 ; 10-K
102-24	Nominating and selecting the high governance body	10-K/Proxy
102-25	Conflicts of interest	Code of Conduct and Ethics, p. 11 ; Proxy
102-26	Role of highest governance body in setting purpose, values and strategy	Labcorp ESG Steering Committee, p. 8 – 9
102-27	Collective knowledge of highest governance body	A Message from Labcorp's Chairman and CEO, p. 3 ; ESG Spotlight: Sandra van der Vaart, p. 9
102-28	Evaluating the highest governance body's performance	Proxy
102-29	Identifying and managing economic, environmental, and social impacts	Our Operations, p. 28 - 43 ; SASB disclosures, p. 52 – 53 ; TCFD disclosures, p. 54 – 55
102-30	Effectiveness of risk management process	Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; TCFD disclosures, p. 54 – 55
102-31	Review of economic, environmental and social impacts	Our Operations, p. 28 - 43 ; TCFD disclosures, p. 54 – 55
102-32	Highest governance body's role in sustainability reporting	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp Governance, p. 7 – 9 ; TCFD disclosures, p. 54 – 55
102-33	Communicating critical concerns	Labcorp investor relations
102-34	Nature and total number of critical concerns	Proxy
102-40	List of stakeholder groups	Labcorp at a Glance, p. 5 ; Labcorp People, p. 17 – 27

Global Reporting Initiative (GRI) Index (continued)

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Reporting Practice		
102-45	Entities included in the consolidated financial statements	10-K
102-46	Defining report content and topic boundaries	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp at a Glance, p. 5
102-47	List of material topics	Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures, p. 10
102-48	Restatements of information	None
102-49	Changes in reporting	Added TCFD, SASB, GRI
102-50	Reporting period	Annual
102-51	Date of most recent report	March 31, 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Labcorp Investor Relations
102-54	Claims of reporting in accordance with the GRI standards	This report is in close alignment, where possible and feasible, with the Global Reporting Initiative's (GRI) Standards, but does not claim to be in full accordance with the GRI Standards. Disclosures are not listed if unable to be reported at this time. Labcorp continues to seek to expand its reporting and disclosures in the future.
102-55	GRI content index	GRI disclosures, p. 49 – 51
102-56	External assurance	Cautionary Statement Regarding Forward-Looking Statements, p. 57
Management Approach		
103-1	Explanation of the material topic and its boundary	Materiality Assessment: Evolving Labcorp's Reporting Transparency and Disclosures, p. 10
103-2	The management approach and its components	Labcorp ESG Steering Committee, p. 8 – 9
103-3	Evaluation of the management approach	Proxy

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Economic Performance		
201-1	Direct economic value generated and distributed	Labcorp at a Glance, p. 5 ; Proxy/10-K
201-2	Financial implications and other risks and opportunities due to climate change	TCFD disclosures, p. 54 – 55
Indirect Economic Impacts		
203-2	Significant indirect economic impacts	10-K
Anti-Corruption		
205-1	Operations assessed for risks related to corruption	Labcorp Governance, p. 7 – 9 ; Business Ethics and Compliance, p. 10
205-2	Communication and training about anti-corruption policies and procedures	Code of Conduct and Ethics, p. 11 ; Embedding Compliance: Employee Training, p. 15
Materials		
301-2	Recycled input materials used	2022 Sustainability Highlights, p. 30 ; Waste, p. 34
Energy		
302-1	Energy consumption within the organization	Energy, p. 36 ; CDP
302-4	Reduction of energy consumption	Energy, p. 36 ; CDP
Water and Effluents		
303-5	Water consumption	Water, p. 35 ; CDP

Global Reporting Initiative (GRI) Index (continued)

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Emissions		
305-1	Direct (Scope 1) GHG emissions	Emissions, p. 36 ; CDP
305-2	Energy indirect (Scope 2) GHG emissions	Emissions, p. 36 ; CDP
305-3	Other indirect (Scope 3) GHG emissions	Emissions, p. 36 ; CDP
305-4	GHG emissions intensity	Emissions, p. 36 ; CDP
305-5	Reduction in GHG emissions	Our Sustainability Drivers, p. 29 ; 2022 Sustainability Highlights, p. 30 ; Emissions, p. 36 ; TCFD disclosures, p. 54 – 55 ; CDP
Waste and Effluents		
306-2	Waste by type and disposal method	Waste, p. 34
Occupational Health and Safety		
403-1	Occupational health and safety management system	Business Ethics and Compliance, p. 10 ; Promoting Fundamental Human Rights, p. 14 ; Keeping Our Teams Safe, p. 38
403-4	Worker participation, consultation, and communication on occupational health and safety	Embedding Compliance: Employee Training, p. 15 ; Developing Our Teams, p. 25 ; Keeping Our Teams Safe, p. 38 ;
403-5	Worker training on occupational health and safety	Embedding Compliance: Employee Training, p. 15 ; Developing Our Teams, p. 25 ; Keeping Our Teams Safe, p. 38 ;
403-6	Promotion of worker health	Embedding Compliance: Employee Training, p. 15 ; Rewarding Our Teams, p. 24 – 25 ; Keeping Our Teams Safe, p. 38

GRI CODE	REQUIREMENTS	PAGE LISTED/DISCLOSURE
Training and Education		
404-1	Average hours of training per year per employee	Developing our Teams, p. 25
404-2	Programs for upgrading employee skills and transition assistance program	Developing our Teams, p. 25
Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	Labcorp Board of Director Demographics, p. 8 ; Human Capital Data, p. 22 – 23
Human Rights Assessment		
412-1	Employee training on human rights policies or procedures	Promoting Fundamental Human Rights, p. 14 ; Embedding Compliance: Employee Training, p. 15
Local Communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Our Community, p. 44 – 47
Supplier Social Assessment		
414-1	New suppliers that were screened using social criteria	Supplier Code of Conduct, Supplier Oversight and Diversity Program, p. 12

Sustainability Accounting Standard Board (SASB) Index

Industry Subsector	Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Page Listed/Disclosure
Biotechnology Pharmaceutical	Employee Recruitment Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Qualitative	HC-BP-330a.1	Inside Labcorp: Workforce Demographics, p. 18
Biotechnology Pharmaceutical	Drug Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	Number	HC-BP-250a.5	0; There are zero FDA enforcement actions in response to violations of cGMP for Labcorp Drug Development in 2022
Health Care Delivery	Patient Privacy and Electronic Health Records	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	Qualitative	HC-DY-230a.2	Enterprise Third-Party Risk Management (ETPRM), p. 13 ; Embedding Compliance: Employee Training, p. 15 ; Keeping Labcorp Secure: Proactive Protection and Resilience, Cybersecurity, Data Privacy, p. 16
Biotechnology Pharmaceutical	Business Ethics	Description of code of ethics governing interactions with health care professionals	Qualitative	HC-BP-510a.2	Business Ethics and Compliance, p. 10
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Percentage grid electricity	Percentage %	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Percentage renewable electricity	Percentage %	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36
Health Care Delivery	Energy Management	Total energy consumed	Gigajoules (GJ)	HC-DY-130a.1	Emissions, p. 36

Sustainability Accounting Standard Board (SASB) Index (continued)

Industry Subsector	Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Page Listed/Disclosure
Health Care Delivery	Waste Management	Total amount of hazardous pharmaceutical waste	Metric ton (t) Percentage %"	HC-DY-150a.2	Waste, p. 34
		Total amount of nonhazardous pharmaceutical waste			
		Percentage hazardous incinerated			
		Percentage hazardous landfilled			
		Percentage nonhazardous incinerated			
		Percentage nonhazardous recycled/treated			
		Percentage nonhazardous landfilled			
Health Care Delivery	Waste Management	Total amount of medical waste	Metric ton (t) Percentage %"	HC-DY-150a.1	Waste, p. 34
		Percent of medical waste Incinerated			
		Percent of medical waste recycled or treated			
		Percent of medical waste landfilled			
Health Care Delivery	Physical Impacts of Climate Change	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	N/A	HC-DY-450a.1	Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; TCFD disclosures, p. 54 – 55 ; CDP
Health Care Delivery	Employee Safety	Total recordable incident rate (TRIR)	Rate	HC-DY-320a.1	Keeping Our Teams Safe, p. 38
Health Care Delivery	Employee Safety	Days away, restricted, or transferred (DART) rate	Rate	HC-DY-320a.1	Keeping Our Teams Safe, p. 38

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

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
Governance		
Describe the Board's oversight of climate-related risks and opportunities	The highest level of direct responsibility for climate change resides with the Chief Executive Officer and Chairman of the Board. Information on climate change issues affecting business continuity is led and communicated primarily by the Environment, Health & Safety and Facilities Management (EHS) and Enterprise Risk Management (ERM) teams, and the ESG Executive Steering Committee (ESG Committee). The ESG Committee, EHS and ERM Leadership report on climate-related risks, opportunities and progress on key initiatives and goals to the Board of Directors, CEO and the Executive Committee at least annually.	A Message from Labcorp's Chairman and CEO, p. 3 ; Labcorp Governance, p. 7 – 9 ; CDP C1.1a & 1.1B
Describe management's role in assessing and managing climate-related risks and opportunities	The highest-level management positions with responsibility for climate-related issues are the Executive Vice President, Chief Legal Officer, Chief Compliance Officer & Secretary (CLO) and the Vice President of EHS, Real Estate, and Facilities (VP EHS). The CLO and VP EHS serve as co-chairs of Labcorp's EHS, Social & Governance (ESG) Executive Steering Committee, which is comprised of senior management personnel with direct responsibility for setting general ESG strategy, and recommending policies, practices and disclosures that conform with the strategy. Additionally, the Steering Committee oversees the implementation of systems, as deemed necessary and appropriate, to monitor ESG information and performance. The CLO and VP EHS report to the Executive Committee and Board of Directors on ESG matters. In addition to the ESG Committee, Risk Management has a formal process to review and discuss issues identified through the existing risk management framework, including climate risks, and uses an internal methodology to rank each risk based on impact, probability and mitigation plans.	Labcorp Governance, p. 7 – 9 ; CDP C1.1, 1.2a
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long-term	<p>Labcorp has identified short-, medium- and long-term risks involving climate-related scenarios. For example, fuel and energy costs, taxes and regulations are likely to increase as governments continue to address climate-related risks. Historically, Labcorp has met the criteria for carbon taxes under the United Kingdom's Carbon Reduction Commitment (CRC). More recently, our Labcorp business in the United Kingdom has been subject to the Energy Savings Opportunity Scheme (ESOS) and Streamlined Energy and Carbon Reporting (SECR). Complying with these emission reporting obligations may require additional investments in data management, accounting and reporting capabilities (including time, personnel and technology). Capital expenditures may be required to meet emission reduction obligations. While these regulations impact only a small portion of our total emissions profile, Labcorp recognizes that regulatory burdens may increase as countries adopt new or more extensive regulations in the future.</p> <p>Labcorp has also identified various opportunities involving climate-related scenarios, including resource efficiency via:</p> <ul style="list-style-type: none"> • Organizational transition to more efficient buildings • Reduction of water usage and consumption • Reduction in energy consumption <p>Additionally, rising costs due to increased carbon regulation generally make capital investments in energy-reduction projects more cost-effective.</p> <p>As regulations increase and/or energy costs increase because of measures to regulate fossil fuels, Labcorp anticipates more opportunities for cost savings related to more efficient processes.</p>	Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; CDP C2.3a, 2.4a
Describe the potential impact of different scenarios, including a 2C scenario, on the organization's businesses, strategy and financial planning	<p>Labcorp analyzes the physical impacts of climate change, such as the likely scenario of increased severity and frequency of extreme weather events, as a tool in evaluating business resilience. This risk is mitigated through crisis response plans and risk management procedures. Business continuity plans are linked to a crisis management plan, and review of these plans is ongoing. Risk Management EHS and Facilities Management meet annually to examine trends and determine processes and measures to further reduce risk and increase resilience in the organization.</p> <p>Similarly, changes in the technology landscape have led Labcorp to conduct scenario analysis when evaluating the use of more efficient modes of transport in an uncertain regulatory environment. Labcorp used Business as Usual (BAU) scenario (the minimum value reported) and a Low Carbon Scenario (the maximum value reported) to calculate business impacts.</p> <p>We recognize the benefits of further integrating climate-related scenario analysis in our business strategy, and we used scenario planning as part of our Science Based Targets setting process to help us achieve our desired carbon impact.</p>	Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; CDP C2.2, 2.3a, 2.4a, 3.2, 3.2b, 3.3, 3.4

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

RECOMMENDED DISCLOSURE	COMMENT/DISCLOSURE	MORE INFORMATION
Risk Management		
Describe the process used by the organization to identify, assess and manage climate-related risks, and how these risks are integrated into the organization's overall risk management	<p>Labcorp defines “substantive” risk as any impact that could adversely affect the company’s business or financial position, or disrupt, delay or inhibit our ability to conduct testing services or research. CDP’s definition of substantive risk and our response to questions presenting “substantive” risks should not be considered to relate to matters or facts deemed “material” to reasonable investors as referred to under U.S. securities laws or similar requirements from other jurisdictions. Investors should refer to disclosures in our Annual Report on Form 10-K (“10-K”) and in other filings with the U.S. Securities and Exchange Commission, including our quarterly reports on Form 10-Q and our current reports on Form 8-K, for a discussion of “material” matters.</p> <p>Risk assessments are undertaken annually with third-party insurers to model catastrophes such as hurricanes (100-year events), earthquakes, inland flooding (100 and 500-year events) and storm surges. Labcorp also partners with these providers to evaluate local conditions and implement mitigation measures.</p> <p>Based on these scenarios, Labcorp creates Business Continuity Plans for risks and Crisis Management Plans for events that impede Labcorp’s ability to do business. Crisis advisory teams are appointed at sites in advance, and teams practice event preparation on a regular basis. These plans are reviewed and updated on an ongoing basis. These risks are categorized, prioritized and reviewed at the business unit level, and major risks are ultimately reported to the Board. Risks are also reviewed top-down through the ERM program. Led by ERM Leadership, this group examines larger systemic issues and how they may impact Labcorp. Risk Management, EHS and Facilities Management meet annually to examine risk trends and determine processes and measures to further reduce risk in the organization. In parallel to dedicated risk management efforts, EHS assesses climate-related risks and opportunities on an ongoing basis for reporting to executive leadership, clients, customers and investors. This department works with third-party consultants to help identify long-term climate trends and implement measures to mitigate risk. As a result of this assessment, Labcorp submitted Science Based Targets to the Science Based Targets initiative for review and approval in December 2022.</p>	Labcorp Environmental Impact, p. 32 ; Climate Change Risk, Risk Management and Resiliency Planning, p. 39 ; CDP C2.1, 2.1a, 2.1b, 2.2, C2.2a, 10-K
Metrics and Targets		
Describe the metrics and targets used to assess and manage relevant climate-related risks and opportunities	<p>Labcorp has established multiple metrics and targets, including those related to reducing climate-related risks, many of which are in the 2022 Corporate Responsibility Report. Focus areas include air emissions, energy, water and waste.</p> <p>In November of 2021, Labcorp joined the growing group of leading companies that are setting emissions reduction targets. We developed targets aligned with the SBTi criteria and submitted the targets to the SBTi in December of 2022 for validation. We anticipate receiving feedback in Q3 2023. Once approved, we will publish our targets. In the meantime, we will continue our work on our achievement plan.</p>	Our Operations: Enhancing Our Sustainability Impact, p. 28 - 43 ; CDP C4
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and related risks	Data is outlined in Labcorp’s 2022 Corporate Responsibility Report and developed in accordance with GHG Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)	Labcorp Environmental Impact, p. 32 ; CDP 6.7

Labcorp 2021 EEO-1 Report

Job Categories		Number of Employees														Overall Totals
		Race/Ethnicity														
		Hispanic or Latino		Not-Hispanic or Latino												
				Male						Female						
Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more Races			
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)		
Exec/Senior Managers)	(1.1)	3	5	167	3	0	14	1	0	98	4	1	8	0	4	308
First/Mid-level Managers	(1.2)	147	217	1,456	182	5	230	5	35	2,165	526	7	270	12	61	5318
Professionals	(2)	290	601	260	455	6	814	15	98	4,828	1,375	17	1,223	21	209	12,572
Technicians	(3)	577	2,722	1,608	637	21	549	16	101	6,885	5,470	63	1,127	101	586	20,463
Sales Workers	(4)	24	44	299	14	1	18	2	11	552	40	1	22	3	20	1,051
Admin Support	(5)	144	459	457	228	10	96	6	28	2,180	1,522	14	303	26	147	5,620
Craft Workers	(6)	6	1	64	6	1	5	2	1	5	1	0	0	0	1	93
Operatives	(7)	411	124	1,518	625	14	205	10	49	596	333	5	21	5	37	3,953
Laborers and Helpers	(8)	11	35	69	60	0	14	0	5	87	111	1	18	2	11	424
Service Workers	(9)	1	0	18	0	0	0	1	0	7	3	0	2	0	0	31
Total	(10)	1,614	4,212	8,271	2,210	58	1,945	58	328	17,403	9,385	109	2,994	170	1,076	49,833
Previous Report Total	(11)	1,542	4,069	8,134	2,139	50	1,871	56	301	17,257	9,287	109	2,789	161	975	48,740

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

*EEO-1 for 2022 will be updated when available

Cautionary Statement Regarding Forward-Looking Statements

Labcorp's 2022 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 Laboratory Corporation of America Holdings ("Labcorp," the "Company," or "we") as of the date hereof. Forward-looking statements involve inherent risks and uncertainties, include statements regarding Labcorp's expectations, beliefs, intentions, or strategies regarding the future, including with respect to business, financial, operational, and environmental, social and governance matters, and can be identified by forward-looking words such as "anticipate," "believe," "could," "estimate," "expect," "should," "seeks," "approximately," "estimate," "goal," "intend," "may," "plan," "should," "will," and "would" or similar words.

Labcorp's actual results, performance or events may differ materially from these forward-looking statements made or implied due to a number of risks and uncertainties relating to Labcorp's business, including the effect of broader economic and market conditions, Labcorp's ability to achieve its environment, health and safety, social, and governance goals, the impact of supply chain constraints or disruptions, and the risks and uncertainties discussed in Labcorp's Annual Report on Form 10-K for fiscal year ended December 31, 2022 filed with the Securities and Exchange Commission (the "SEC") on February 28, 2023 ("2022 Annual Report") as well as Labcorp's other filings with the SEC. Labcorp undertakes 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.

Information contained on or available through our website is not incorporated by reference in or made part of this proxy statement 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 Laboratory Corporation of America Holdings itself, one or more of its subsidiaries, or Laboratory Corporation of America Holdings and its consolidated subsidiaries, as applicable.