Climate Transition / Carbon Reduction Plan

Laboratory Corporation of America Holdings

Commitment to Environmental Sustainability

In our dedication to our mission to improve health and improve lives, we are equally committed to initiatives that safeguard the environment and advance our operations more sustainably. We recognize that human and environmental health are interconnected and are intrinsic to our mission.

In 2022, Labcorp set science-based targets (SBTs) to reduce our overall greenhouse gas (GHG) emissions by 2030. Approved by the Science Based Targets initiative (SBTi) in 2023, these targets build on work already underway at Labcorp and cover Scope 1 (direct emission), Scope 2 (indirect emission) and Scope 3 (value chain indirect emission not controlled or owned by reporting entity) emission reductions from a 2020 base year. With these approved SBTi targets, which have a target temperature classification of 1.5°C (alignment with the 2015 Paris Agreement), Labcorp committed to:

- Reducing absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year
- Reducing absolute Scope 3 GHG emissions 25% by 2030 from a 2020 base year

As part of our commitment, we publicly report on our progress against these targets with Labcorp's Sustainability Report[1].

In addition to establishing SBTs, we continue to assess and act on opportunities within our operations and activities linked to our sustainability drivers.

In 2023, we identified six key impact areas of focus. Building on insights gained during the SBT development process, our 2024 efforts have been centred on refining our approach and driving meaningful progress in the following areas:

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

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2020	
Additional Details relating to the Baseline Emissions calculations:	
Our baseline year was recalculated and updated in 2023. Our base year recalculation aligns with the GHG Protocol Corporate Standard. We have recalculated our baseline year as a result of the spin of the former Clinical Development and Commercialization Services business in 2023	
Emissions	**Total (tCO_2e)**
Scope 1	173,797

[1] https://www.labcorp.com/about/our-impact/esg

[2] https://ghgprotocol.org/corporate-standard

Scope 2 (Market-Based)	175,982
Scope 3	909,611 *Scope 3 emission sources include: Purchased goods and services, Fuel- and energy-related activities, Upstream transportation and Downstream transportation*
Total Emissions	1,259,390

Current Emissions Reporting

Reporting Year: 2024	
Emissions	**Total (tCO_2e)**
Scope 1	187,455
Scope 2 (Market-Based)	126,346
Scope 3	1,003,783 *Scope 3 emission sources include: Purchased goods and services, Fuel- and energy-related activities, Upstream transportation and Downstream transportation*
Total Emissions	1,317,584

Emissions Reduction Targets

- Reducing absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year
- Reducing absolute Scope 3 GHG emissions 25% by 2030 from a 2020 base year
- Increase total renewable electricity and credits to 25% of total electricity purchased versus 2020
- Increase courier fleet fuel efficiency by 10% by year-end 2026 versus 2021

And the additional environmental sustainability targets:

- Reduce regulated medical waste generated 5% by year-end 2025 versus 2020
- Increase waste reclaim rate by 10% by year-end 2025 versus 2020
- Reduce water withdraw by 10% by year-end 2025 versus 2020

Carbon Reduction Projects

To drive our climate action initiatives and meet our environmental targets, Labcorp has approved over 70 projects containing sustainability benefits totalling more than $80,000,000 in capital allowing for the installation of more efficient facilities and infrastructure that enabled Labcorp to provide safe, compliant, comfortable and efficient workplaces. Labcorp has also invested over $8,000,000 in hybrid and electric vehicles since 2021, with a net increase of over 500 vehicles to our fleet in 2024 for a total of over 1500 vehicles, resulting in a 5.8% improvement in fuel efficiency versus 2021.

Labcorp publicly shares emissions and energy data, as well as information about our operations, risks and investments in environmental sustainability through our Corporate Responsibility Report[1].

[1] https://www.labcorp.com/about/our-impact/esg
[2] https://ghgprotocol.org/corporate-standard

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 and independent third-party assessors of Labcorp's sustainability programs.

For more information about our performance measures, targets and projects/initiatives, refer to our Corporate Responsibility Report[1].

Declaration and Sign Off

Emissions data is consistent with information used in our CDP reporting and aligns with the GHG Reporting Protocol corporate standard[2].

Labcorp reports on Scope 1, 2 and 3 emissions. Labcorp's emission reduction goals set forth in this plan have been reviewed and approved by ESG Executive Steering Committee (the role of this committee is further described in the Corporate Responsibility Report[1]).

Signed on behalf of Labcorp:

Ted Wagner, VP, Enterprise EHS, Sustainability, Facilities & Real Estate

Date: 04 August 2025

[1] https://www.labcorp.com/about/our-impact/esg
[2] https://ghgprotocol.org/corporate-standard