

SYNLAB UK&I Carbon Reduction Plan



SYNLAB UK & Ireland (UK&I) Carbon Reduction Plan

This Carbon Reduction Plan covers the annual reporting period 2024 and applies to all companies listed below, which operated in the UK and for the purposes of this document and for the reporting period only are collectively known as “SYNLAB”:

(a) Labco UK Group Limited which includes Integrated Pathology Partnerships Limited, IPP Analytics Limited, IPP Facilities Limited, Synlab Laboratory Services Limited, E4Law Limited (trading as Lextox). (b) The Christie Pathology Partnerships LLP and CPP Facilities LLP. (c) SYNLAB Bondco Limited. (d) Synnovis Group LLP, Synnovis Services LLP and Synnovis Analytics LLP.

Commitment to achieving Net Zero

SYNLAB is committed to achieving Net Zero emissions by 2045. This means that by 2045, the greenhouse gas (GHG) emissions arising from our activities will be substantially reduced and any remaining GHG emissions produced are offset by actions that remove an equivalent amount of GHG emissions.

GHG and Scopes 1, 2 and 3

In line with the Greenhouse Gas (GHG) Protocol¹, a global standard for measuring emissions, SYNLAB considers our emissions under three categories: Scope 1, Scope 2 and Scope 3, and uses the GHG Protocol's Corporate Accounting and Reporting Standard alongside the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Scope 1 GHG emissions come from burning fossil fuels that SYNLAB owns or controls, for example gas heating systems or fuel in cars that the company owns.

Scope 2 GHG emissions are from burning fossil fuels for purchased electricity, heat and steam, for example at a power station.

Scope 3 GHG emissions are indirect GHG emissions, not under the direct control of SYNLAB and not falling within Scope 1 or 2. Examples of these include the product carbon footprint of purchased goods and services such as reagents and other items used in our laboratories.

SYNLAB reports on GHG emissions in terms of “carbon dioxide equivalent” (CO₂e). CO₂e is the universal unit of measurement to indicate the Global Warming Potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide.²

¹ ghgprotocol.org

² There are seven main GHGs that contribute to climate change, as covered by the Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). At SYNLAB, the greenhouse gas emissions are calculated as CO₂e based on the active data and emission factors. All emission factors are in units of 'grams/kilograms of carbon dioxide equivalent of Y per X' (g CO₂e of Y per X or kg CO₂e of Y per X), where Y is the gas emitted and X is the unit activity. In alignment with ESRS (AR 39 (d)), SYNLAB uses the most recent GWP values published by the IPCC based on a 100-year horizon to calculate CO₂e emissions of non-CO₂ gases.

Boundaries

When reporting on GHG emissions for Scope 1 and 2, SYNLAB defines our organisational boundaries by applying the operational control approach as defined in the GHG Protocol. Operational control is established when SYNLAB has full authority to introduce and implement operating policies and thus has operational control of the entity.

This means emissions of all operations over which SYNLAB has operational control, translated to facilities owned and leased by SYNLAB and vehicles SYNLAB operates, are included in the environmental data either based on measurements or calculations.

For Scope 2 emissions, SYNLAB uses the market-based method over the location-based method, but reports both for transparency. Market-based method uses emissions factors from contractual instruments, reflecting the emissions from the specific energy sources SYNLAB has chosen to purchase³.

A financial control approach is taken for Scope 3 emissions. These are currently reported for all SYNLAB companies included in the Consolidated Financial Statements on a full or proportional basis, unless stated otherwise.

For Scope 3 reporting, SYNLAB includes:

- Purchased goods & services
- Capital goods; fuel & energy related activities
- Upstream transportation & distribution
- Waste generated in operations
- Business travel
- Employee commuting

These categories have been identified through value chain mapping analysis and materiality evaluation in line with the GHG Protocol. Emissions from employee commuting have been included from the 2024 reporting period to meet UK requirements. As a medical diagnostic service provider, SYNLAB's output is primarily data – specifically test results. Therefore, the category "downstream transportation & distribution" is not applicable.

³ Location-based methods, on the other hand, use the average emissions intensity of the grid where the energy consumption occurs.

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. The baseline year for SYNLAB is 2021.

Table 1. Baseline annual tonnes of carbon dioxide emissions equivalent (tCO₂e)

Baseline Year: 2021	
Notes on Baseline year emissions: SYNLAB continually evolves in order to provide the best services to our customers. Since the Baseline year (1 st Jan-31 st Dec 2021) it should be noted that material changes have occurred: 1) SYNLAB commenced our South-East London services (known as Synnovis) in April 2021. 2) The Veterinary services (VPG) were divested in September 2022.	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	766 tCO ₂ e
Scope 2	1,645 tCO ₂ e
Scope 3	54,291 tCO ₂ e
Total Emissions	56,702 tCO₂e

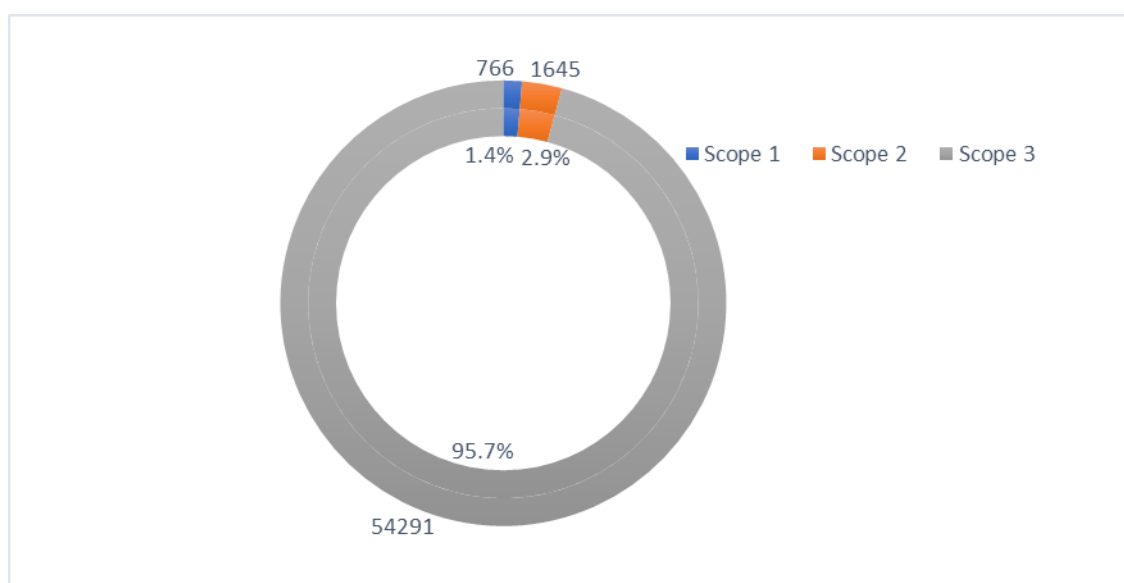


Figure 1. SYNLAB 2021 carbon dioxide equivalent emissions by Scope 1, 2 & 3 (tCO₂e)

Current Emissions Reporting

Progress

SYNLAB reduced over 2,000 tCO₂e between the 2021 baseline (Table 1) and 2024 (Table 2). Further commentary is provided over the following pages.

Table 2. Current annual tonnes of carbon dioxide emissions equivalent (tCO₂e)

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	416 tCO ₂ e
Scope 2	1,312 tCO ₂ e
Scope 3	52,861 tCO ₂ e
Total Emissions	54,589 tCO₂e

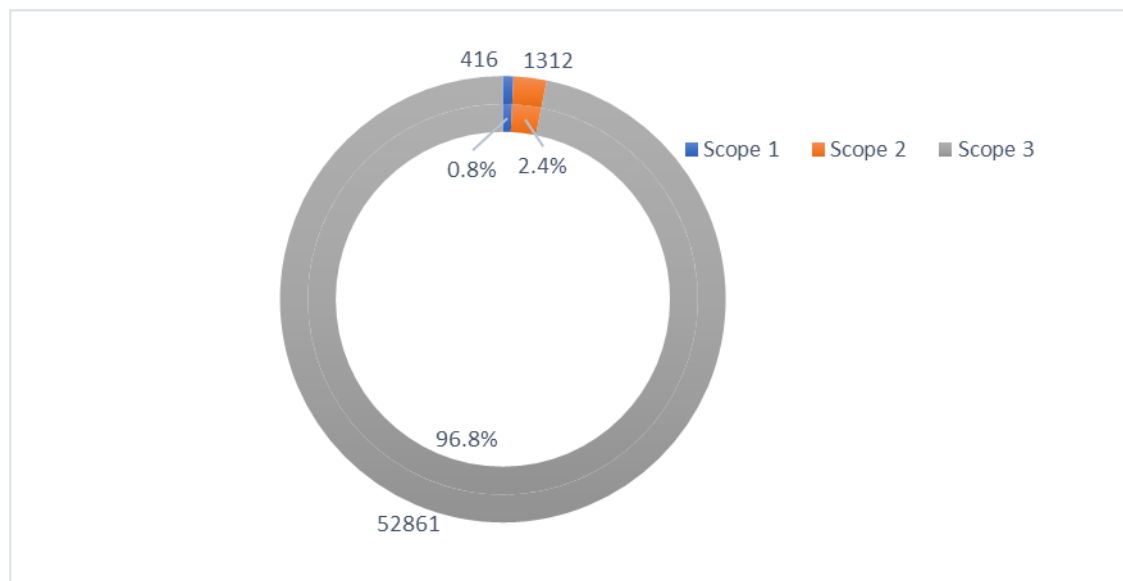


Figure 2. SYNLAB 2024 carbon dioxide equivalent emissions by Scope 1, 2 & 3 (tCO₂e)

The Scope 1 & 2 figures reported in Table 2 are market-based. The location-based equivalent, which does not take into account our actions to switch to clean-energy suppliers, is 56,072 tCO₂e for 2024.

Year by year view

SYNLAB has slightly reduced our emissions compared to the baseline year, as shown in Figure 3, but overall we are slightly off-track to achieve our Net Zero goal.

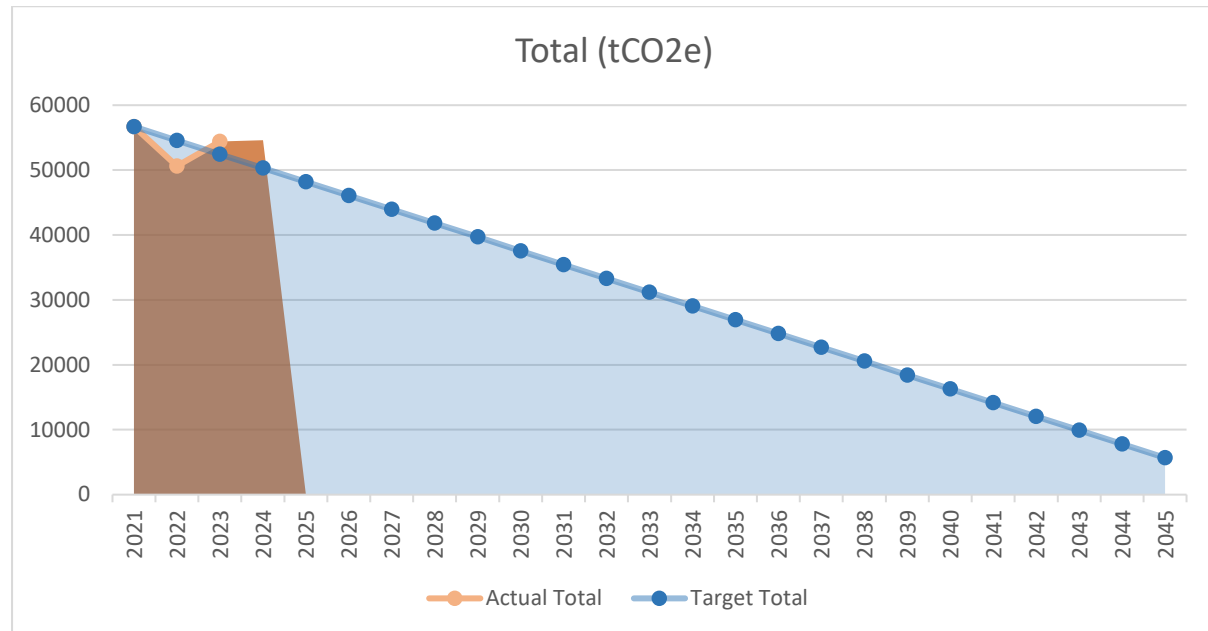


Figure 3. SYNLAB actual and projected carbon dioxide equivalent emissions to 2045

Emissions have stayed quite steady over the past year as progress in some areas has been balanced out by more accurate and complete data inclusion in other areas. This data includes new information on energy emissions arising from some of the larger hospital sites where our laboratories are based, and the inclusion of staff commuting emissions for the first time. Combined, these added almost 3,000 tCO₂e to the 2024 total, however reductions in areas such as business travel have all but cancelled this increase out.

Relative impact of Scope 3

Like many organisations, SYNLAB's Scope 3 emissions dwarf the contributions from Scopes 1 and 2. In 2021, Scopes 1 and 2 made up less than 5% of overall emissions (Figure 1); in 2024 that figure has shrunk to around 3% (Figure 2).

In order to reach Net Zero therefore, SYNLAB will need to address our Scope 3 emissions. This is hard, because these emissions are indirect and generated for example in the manufacturing phase of the test tubes and reagents we use in our essential work supporting healthcare. Nevertheless, it is a challenge we are excited to address, one which we believe will be supported through our culture of collaboration and partnership, working across organisational boundaries with stakeholders including customers, partners and suppliers. It will be especially important to work with our suppliers to obtain accurate emissions data based on verified lifecycle assessments.

Emissions Reduction Targets

In 2024, SYNLAB Group⁴ committed to the Science Based Targets Initiative (SBTi) and is currently setting climate change targets to align with the SBTi methodology.

So far, SYNLAB has focused our emissions reduction efforts on Scopes 1 and 2, where there is more direct control. Progress against these can be seen in Figure 4 below.

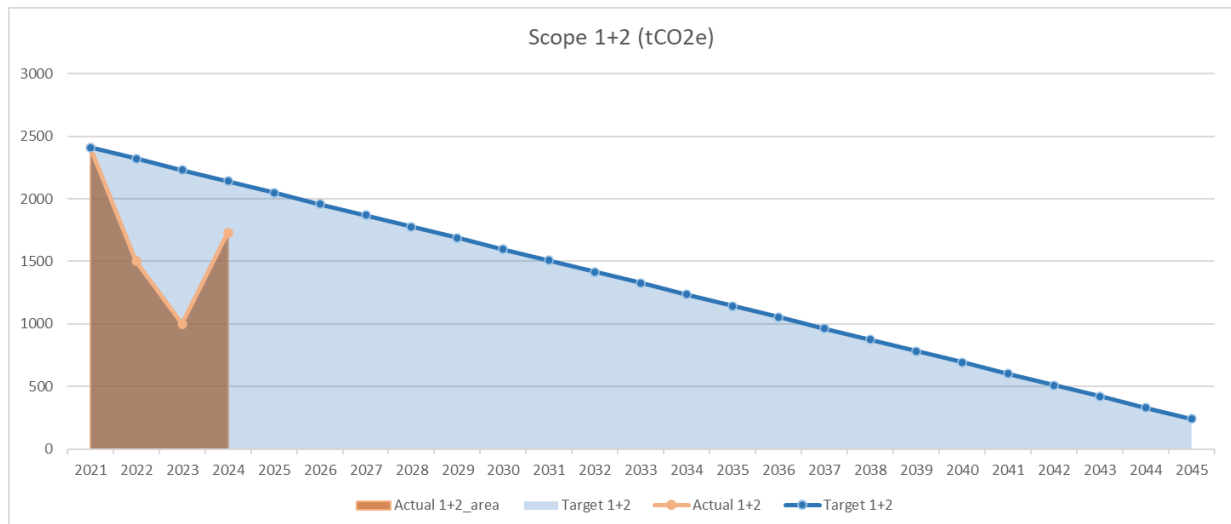


Figure 4. SYNLAB progress to Scope 1 & 2 minimisation

While progress has been made overall, there has been an increase in recorded emissions due to new information on energy emissions arising from some of the larger hospital sites where our laboratories are based. Notwithstanding this, SYNLAB recognises that to reach Net Zero by 2045 (as shown in Figure 3), much more effort will be required on our Scope 3 emissions (Figure 5).

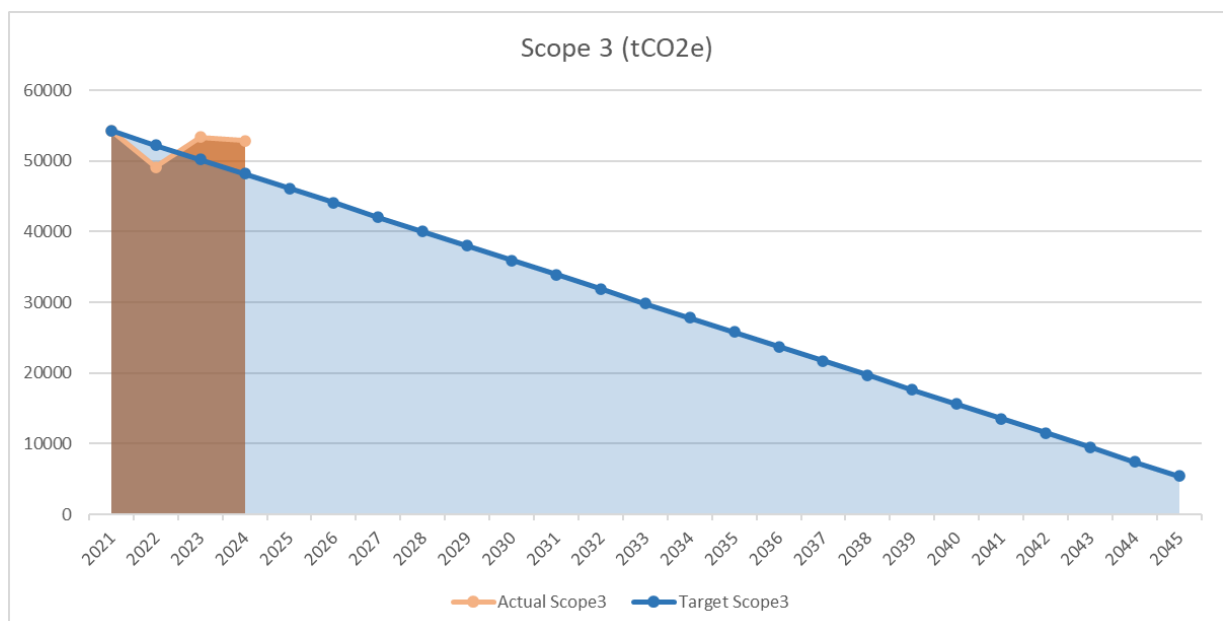


Figure 5. SYNLAB progress to Scope 3 minimisation

⁴ The global organisation of which SYNLAB is part.

Carbon Reduction Projects

Our progress on Scope 1 and 2 emissions have been achieved primarily through moving to clean energy contracts, switching to electronic vehicles and more efficient use of all vehicles. Challenges have included the growth in stationary combustion emissions at the hospital site of The Christie NHS Foundation Trust, where one of our laboratories is located. This highlights the importance of working in partnership to solve shared emissions challenges. We intend that such emissions will continue to decrease through initiatives such as persuading landlords of our leased areas to switch to more sustainable energy solutions, for example removing gas as a heating solution as we have done in our new South-East London laboratory.

SYNLAB switched to zero-carbon electricity contracts for the sites it controls, introduced green options into our vehicle fleet and improved the efficiency of our sample collection teams. Other energy efficiency measures, such as introducing energy metrics into equipment procurement decisions, complement existing programmes such as replacing fluorescent lamps on expiry with LED lighting.

Further, SYNLAB established a group of engaged, passionate staff called the “Green Team” who identify opportunities to improve environmental impact by reducing waste and saving energy. The “Paperlite” project has removed paper and plastic sample bags at our laboratory in Taunton, saving almost 100kg of paper and plastic waste every week.

SYNLAB is also working with suppliers to reduce our carbon footprint. We can leverage our considerable global scale to encourage suppliers to shift towards sustainable consumables, equipment and products. Examples include reducing excess packaging, making it recyclable, or making concentrated reagents available.

We are switching from the gloves used in our laboratories to the UK’s first certified carbon neutral gloves. The gloves are certified through a Clean Development Mechanism project through the United Nations Framework Convention on Climate Change. In another initiative, our investment in new technology could save almost 3 million plastic sample bags from our services in London.

SYNLAB’s expertise in transforming pathology services also enables us to deliver aligned sustainability benefits. For example, the new, high tech Hub laboratory SYNLAB has built in South-East London aims to achieve an “Excellent” rating in BREEAM⁵, an internationally recognised standard for sustainability in buildings. Further energy savings will be achieved through the associated analytical equipment consolidation including for example a reduction of over 200 fridges and freezers across the service.

SYNLAB believes that partnership and collaboration are central to successfully solving the environmental challenges that we collectively face. SYNLAB is actively engaging with our NHS partners to explore opportunities to mutually support shared sustainability aspirations.

All of these projects, completed and planned, are helping SYNLAB make progress towards our 2045 Net Zero goal.

⁵ [bregroup.com/products/breeam](https://www.bregroup.com/products/breeam)



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Signed on behalf of SYNLAB:

A handwritten signature in black ink, appearing to read "Mark Dollar", with a long horizontal stroke extending to the right.

Mark Dollar

CEO, SYNLAB UK & Ireland

27th October 2025