

SYNLAB UK&I Carbon Reduction Plan



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

This Carbon Reduction Plan covers the annual reporting period 2025 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

SYNLAB defines its organisational boundary for Scope 1, Scope 2 and Scope 3 greenhouse gas emissions using the financial control approach. Under this approach, emissions are reported for entities included in the Group's consolidated financial statements, unless otherwise stated. This approach aligns greenhouse gas reporting with the Group's financial reporting boundary and provides consistency across all emission scopes³.

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 purchase⁴.

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. In addition, 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 During the year, SYNLAB updated its organisational boundary methodology for Scope 1 and 2 from an operational control approach to a financial control approach. This change did not materially affect the entities included in the greenhouse gas inventory, as the previous operational control boundary was already substantially aligned with the Group's financial reporting boundary.

⁴ 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. These changes have been disclosed for transparency, however the baseline has not been recalculated and remains unchanged: 1) SYNLAB commenced our South-East London services (known as Synnovis) in April 2021. 2) The Veterinary services (VPG) were divested in September 2022. 3) Drug & Alcohol services - Synlab Laboratory Services Limited, E4Law Limited (trading as Lextox) – were divested in September 2025.	
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

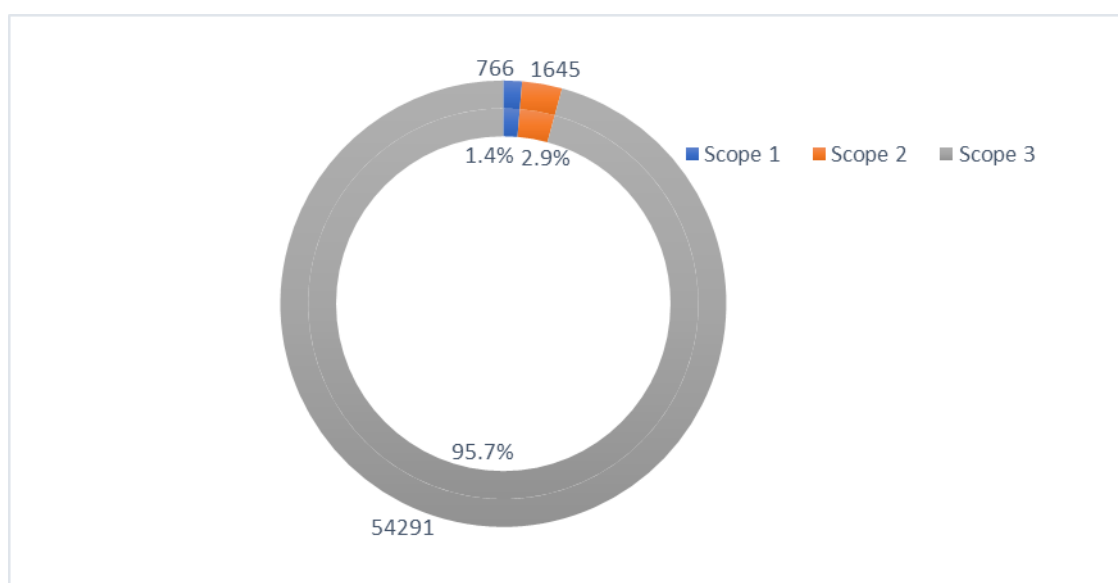


Figure 1. SYNLAB 2021 carbon dioxide equivalent emissions by Scope 1, 2 & 3 (tCO₂e)

Current Emissions Reporting

Progress

SYNLAB reduced over 4,000 tCO₂e between the 2021 baseline (Table 1) and 2025 (Table 2). Further commentary is provided over the following pages.

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

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	262 tCO ₂ e
Scope 2	1,251 tCO ₂ e
Scope 3	50,809 tCO ₂ e
Total Emissions	52,322 tCO₂e

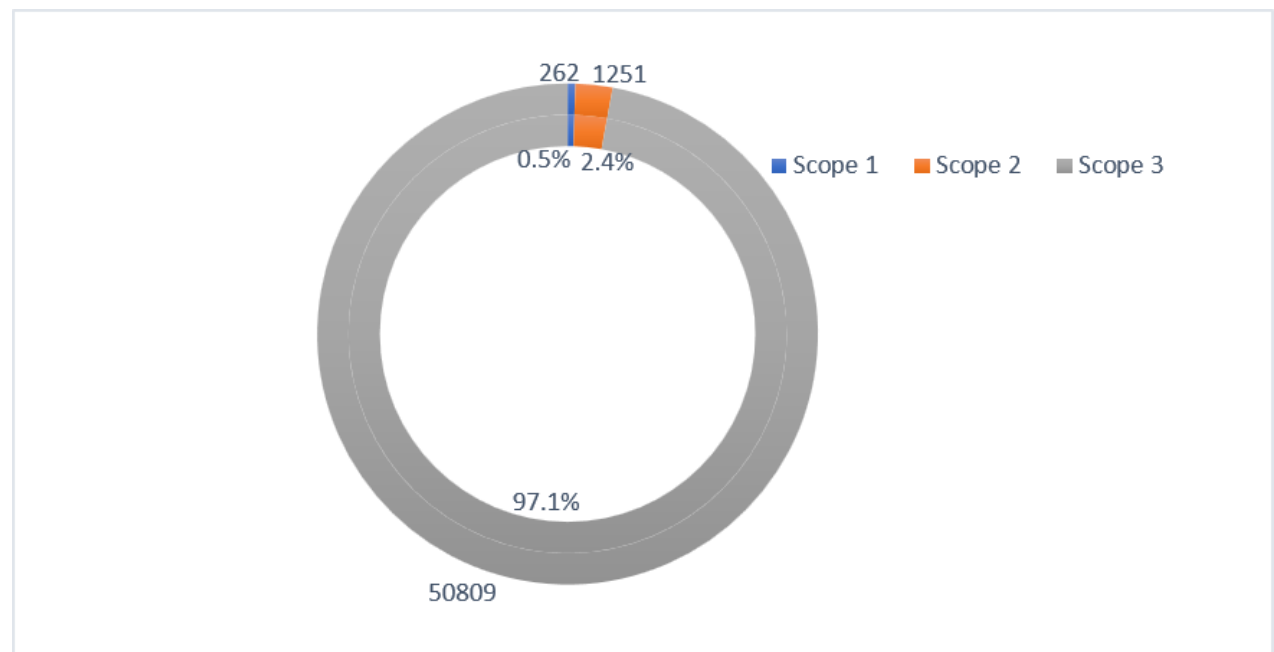


Figure 2. SYNLAB 2025 carbon dioxide equivalent emissions by Scope 1, 2 & 3 (tCO₂e)

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 53,622 tCO₂e for 2025.

Year by year view

SYNLAB has 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.

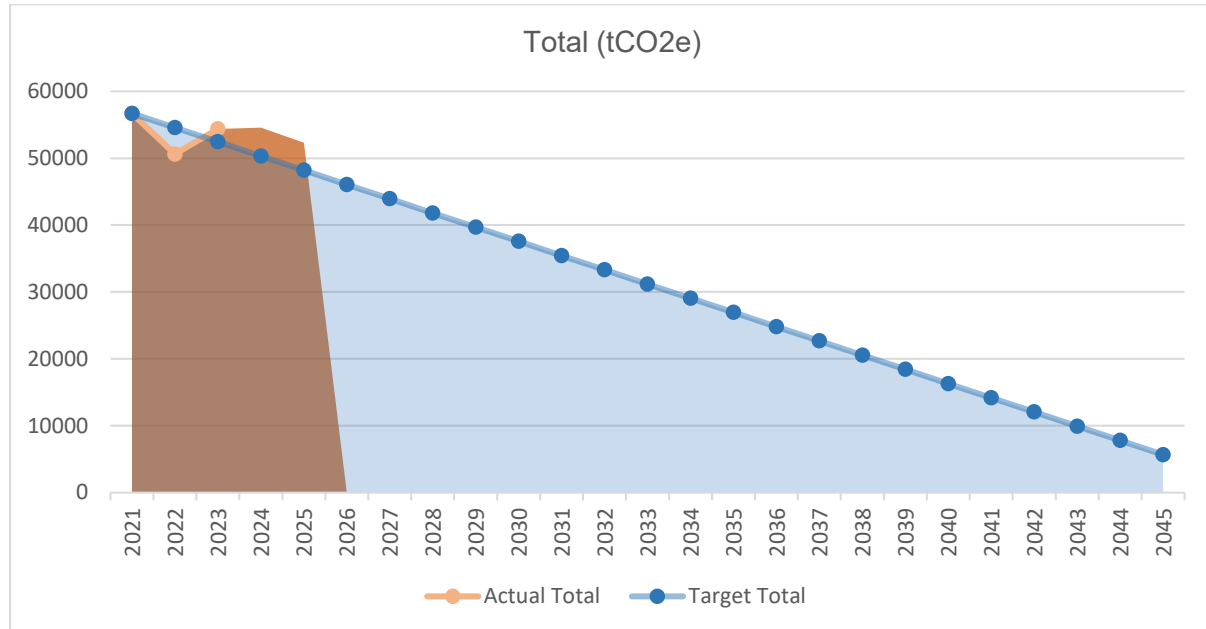


Figure 3. SYNLAB actual and projected carbon dioxide equivalent emissions to 2045

Emissions have reduced across most categories, but some of this improvement has been negated by two factors:

- The transition period while we temporarily occupy a larger footprint during the transfer of services from their old hospital-based laboratories into our new, state of the art pathology hub in London.
- The “spend-based method” used to calculate emissions from our sample collection logistics, which does not reflect initiatives to reduce emissions, for example, our investment in electric vehicles.

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 less than 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.

Once we do this, we can better reflect the impact of our sustainability-minded decisions in our reporting, as improvements can be masked by the spend-based method currently used.

Emissions Reduction Targets

In 2024, SYNLAB Group⁵ committed to the Science Based Targets Initiative (SBTi) and its 2030 targets have been verified.

As part of a global organisation, SYNLAB contributes to this aim. Locally, it has aligned its longer term targets with the NHS ambition to achieve Net Zero by 2045. In the early years, emissions reduction efforts focused on Scopes 1 and 2, where there is more direct control. Progress against these can be seen in Figure 4 below.

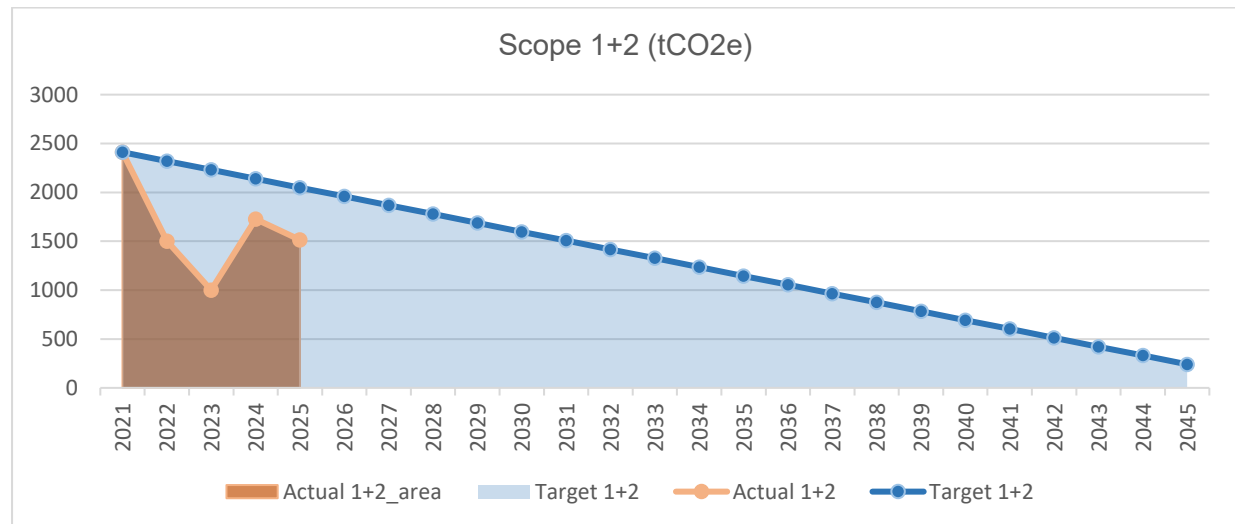


Figure 4. SYNLAB progress to Scope 1 & 2 minimisation

While this area is ahead of target, SYNLAB recognises that to reach Net Zero by 2045 (as shown in Figure 3), success is dependent on progress on our Scope 3 emissions (Figure 5).

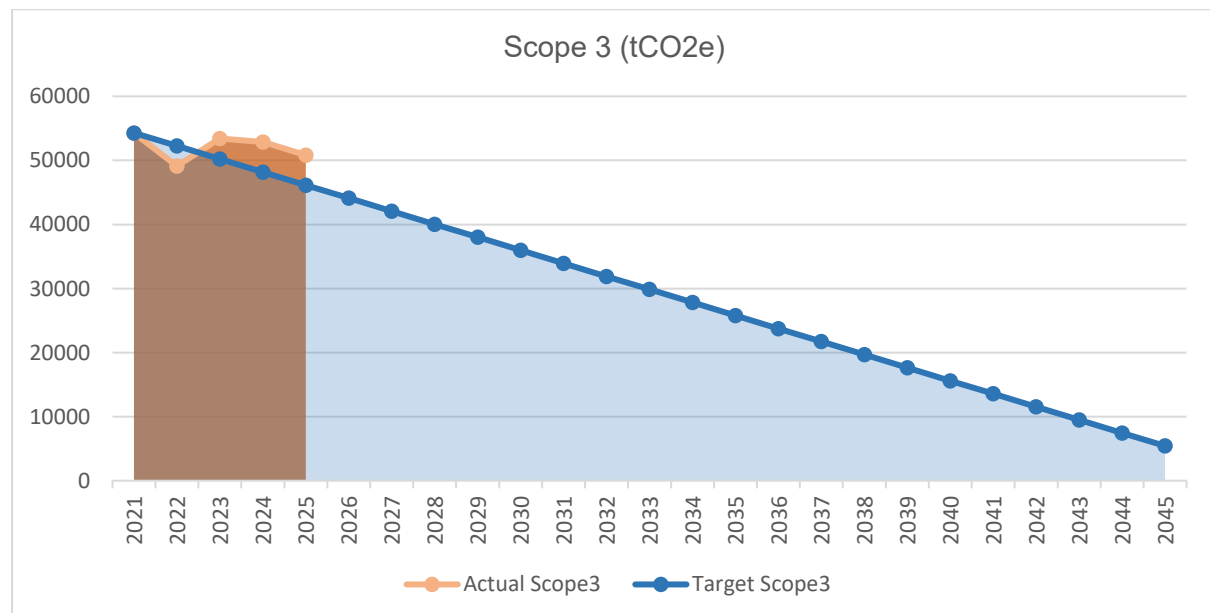


Figure 5. SYNLAB progress to Scope 3 minimisation

⁵ 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 zero-carbon electricity contracts for the sites we control (for example those not located within hospitals) and removing gas as a heating solution as we have done in our new South-East London laboratory. 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. Audits have identified opportunities, for example by adjusting set points on cooling systems.

SYNLAB has won multiple awards in the “Freezer Challenge” run by My Green Lab⁶, demonstrating success in different settings through the Top Large Lab Award in the Clinical Sector (2023) and the Small Lab Award (2024).

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. Through a collaboration between our Procurement and Phlebotomy teams, SYNLAB has moved to reusable tourniquets avoiding approximately 650,000 single use items annually, reducing emissions arising from production, transportation and disposal.

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.

In our London laboratories, the gloves SYNLAB uses are the UK’s first certified carbon neutral gloves, certified through a Clean Development Mechanism project through the United Nations Framework Convention on Climate Change. Our investment in new logistics technology is saving 3,000 plastic sample bags every day.

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 has achieved an “Excellent” rating in BREEAM⁷, an internationally recognised standard for sustainability in buildings. Further energy savings are being 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 meeting the environmental challenges that we collectively face. SYNLAB is committed to 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 Net Zero goal.

⁶ <https://freezerchallenge.mygreenlab.org>

⁷ bregroup.com/products/bream



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 August 2026