lgcgroup.com

# Environmental, social and governance report

## Scaling our impact

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# Message from Joydeep Goswami

I am pleased to introduce LGC's ESG report for the year ended 31 March 2025 ("FY25").

I joined LGC in January this year and in just a few months, it has become clear to me the unique and vital role LGC plays, alongside our customers and partners, in addressing some of the world's most pressing challenges. From diagnosing disease and treating illness to feeding a growing population and protecting public health, our work has a meaningful and far-reaching impact.

As we deliver on this mission, we must also recognize and address the broader environmental, social and governance (ESG) factors that we impact. I am pleased to share, in this report, our performance in these areas for the year ending 31 March 2025.

This year, we refreshed our ESG Key Performance Indicators (KPIs) to guide our efforts over the next three years. These targets focus on the areas most critical to our business success, our people and our broader societal impact. By 2028, our goals include:

- Reducing energy intensity by 15%.
- Increasing the percentage of women in our leadership team, building on today's 41%.
- Ensuring at least 85% of key suppliers meet our responsible procurement criteria.
- Continuing to improve our employee engagement score.

## Demonstrating our impact

We continue to make progress on our commitment to be carbon net zero by 2050, as demonstrated by the 22% reduction in our direct emissions since 2021. This year we took the next step on this journey by setting out our near-term carbon reduction targets, including a 48% reduction in direct emissions by 2030.

I'm continually inspired by colleagues across LGC who support their local communities and help spark future careers in science. This year, over 1,800 students took part in science education activities hosted at our sites or led by our teams. We also introduced a new volunteering policy that enables colleagues to take paid time to support causes important to them and their communities.

We are also making progress in reducing the environmental impact of our products and services while maintaining the highest standards of quality and safety. Recent highlights include the launch of Amp-Seq One, which significantly cuts plastic use and, our shift from polystyrene to starch-based shipping boxes, saving 19,000 polystyrene boxes in the past year alone. While these are important steps, we know we must do more to scale our efforts and address complex packaging and waste challenges across our portfolio.

Ultimately, it's our brilliant people who make it possible to deliver on our mission: **Science for a Safer World.** I want to thank all my colleagues for their dedication to this critical strategic agenda and for making LGC a great place to work.

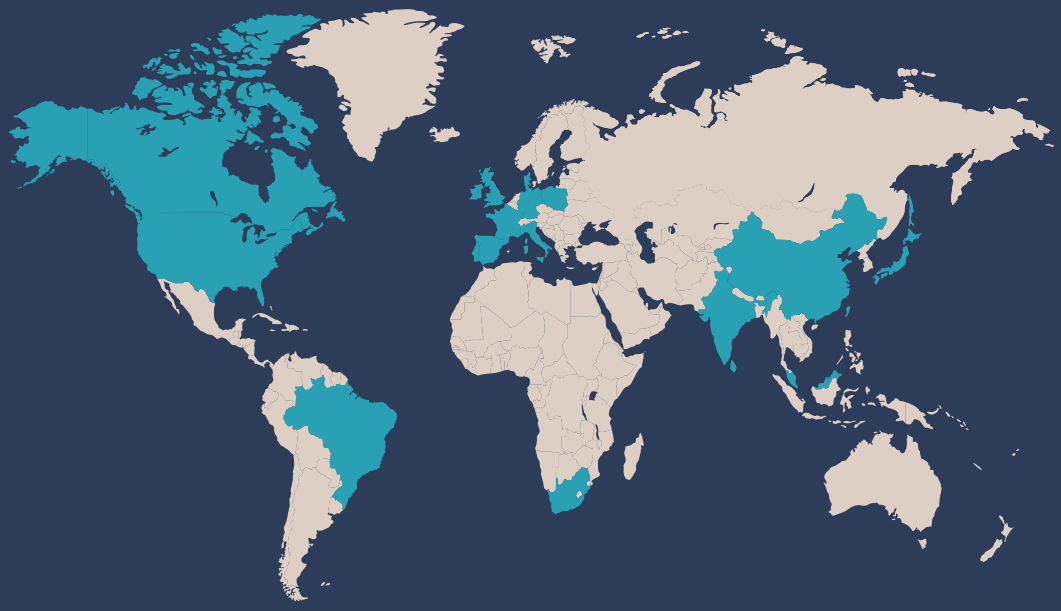
I look forward to sharing our continued progress in the years ahead.

**Joydeep Goswami**
President & Chief Executive Officer

# Who we are

We are a global leader in life sciences, diagnostics and analytical solutions. We partner with customers to solve some of the world's most pressing challenges - helping to diagnose disease, treat illness, feed a growing population and protect public health. Our expertise supports industries that safeguard the safety, quality and integrity of our food, water, medicines and environment.

The work we do touches millions of lives every day.
From supporting the accuracy of medical diagnostics and safeguarding the global food supply chain to accelerating the development of next-generation therapies, our solutions are integral to public health and global sustainability.



Offices and operations in 14 countries

Over 3,700 employees

Products and services sold into 180 countries

£756 million in revenue

# What we do

With over 180 years of scientific heritage and operations in 14 countries, we are uniquely positioned to shape the future of science.

As science and technology evolves, we continue to invest in innovation, talent and partnerships, staying ahead of emerging challenges in health, food and environmental security.

Together with our customers, we are shaping a healthier, safer and more sustainable world.

We operate across five key business areas:

- **Diagnostics & Genomics:** Enabling precision medicine and molecular diagnostics through genetic testing, infectious disease detection and next-generation sequencing.
- **LGC Standards:** Providing trusted reference materials, research chemicals and proficiency testing to ensure analytical accuracy in laboratories, manufacturing and regulatory environments.
- **Supply Chain Assurance:** Strengthening food safety and consumer protection through global certification and risk management programs, including BRCGS, Informed and SSAS.
- **National Laboratories & Science:** Home to the UK's National Measurement Laboratory and the Government Chemist, we provide independent measurement science, regulatory expertise and grant management.
- **Axolabs:** Leading in RNA therapeutics, supporting biotech and pharma from discovery through to commercial manufacturing, helping develop next-generation medicines.


UK Government Chemist and NML programmes are both functions which LGC discharges on behalf of the UK Government.

# Highlights from the past year

## Our mission

- **Launched** new quality controls to support safer and more accurate chemotherapy.
- **Published** a method based on next-generation sequencing (NGS) to detect gene doping in racehorses.
- **Led** global efforts to develop, validate and harmonise methods for microplastic measurement.

## Our people

- **Recognised** the contributions of colleagues with 1,501 Cheers Awards worth over £151,000.
- **Rolled out** our new MyPerformance process, with 95% of colleagues completing their objectives in the first year.
- **Delivered** new Manager 101 training with 4.3 out of 5 satisfaction rating within six months of launch.

## Our community

- **Established** a new Employee Volunteering Policy, with colleagues from 18 sites already getting involved.
- **Inspired** over 1,800 students through science education activities at our sites or led by our teams.
- **Walked** nearly 150 million steps collectively to raise £15,000 for Save the Children.

## Our planet

- **Generated** over 820MWh of renewable electricity from solar panels at our sites.
- **Received** external validation of our 2030 science-based carbon reduction targets.
- **Sourced** over 64% of our electricity from renewable sources.

## Our customers

- **Released** Amp-Seq One, our single-step genotyping workflow with reduced environmental impact.
- **Reviewed** the sustainability credentials of more than 250 key suppliers.
- **Avoided** the use of more than 19,000 Styrofoam boxes by switching to lower-impact cardboard packaging.

# Our commitment to shaping a safer, more sustainable world

Our approach to ESG reflects our responsibility and our opportunity: to create long-term value for our people, communities and customers while minimising our environmental footprint. Guided by our mission, Science for a Safer World, we focus on the ESG issues most critical to our commercial success, stakeholder trust and role in wider society.

Our ESG priorities reflect both our responsibility and our opportunity to shape a safer, more sustainable world.

## Our people

**Empowering our teams to excel**

– Listening to and understanding our people
– Fostering diversity, equity and inclusion
– Developing talent
– Supporting employee health and well-being

## Our communities

**Creating positive impact**

– Global charitable partnerships
– Volunteering in our local communities
– Inspiring curiosity in science
– Supporting future careers in science

## Our planet

**Reducing our footprint for future generations**

– Achieving carbon net zero
– Using less energy
– Managing our waste
– Investing in greener buildings

## Our customers

**Enabling sustainable science for our customers**

– Adopting sustainable packaging
– Responsible sourcing practices
– Innovating through green chemistry
– Advancing and sharing our science

## The foundations of a responsible business

**Underpinning everything we do are strong governance, ethical business practices and robust operational standards, ensuring quality, safety and security across our global operations.**

**Corporate governance**

**Business ethics**

**Operational compliance**

**Health and safety**

**Quality**

**Cyber security**

# Measuring what matters: Our ESG KPIs

"These KPIs keep us accountable and transparent, focusing our efforts where we can make the greatest difference."

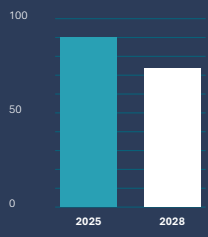
To hold ourselves accountable, this year we refreshed our ESG Key Performance Indicators (KPIs).

These measures focus on the areas where we can create the greatest impact for our people, customers and society. Our progress is tracked and reported to the Board every six months, with targets set to 31 March 2028.

## Energy intensity

Commitment: Reduce energy intensity (MWh per £m revenue) by 15%.

- **Base line (FY25): 86 MWh per £m**
- **Target (FY28): 73 MWh per £m**




## Gender diversity

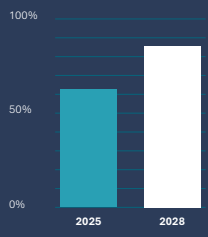
Commitment: Increase the percentage of women within leadership roles.*

- **Base line (FY25): 41%**
- **Target (FY28): Year-on-year improvement**

## Responsible procurement

Commitment: Ensure suppliers meet our responsible procurement criteria.

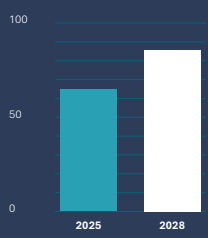
- **Base line (FY25): 61%**
- **Target (FY28): 85%**




## Employee engagement

Commitment: Improve our employee engagement score.

- **Base line (FY25): 67**
- **Target (FY28): Year-on-year improvement**




*In line with our commitment to merit and evidence-based recruitment.

# Our mission

At LGC, we are guided by our mission of Science for a Safer World.

We advance science and help solve the challenges most critical to health, food and the environment.

Through our expertise in life sciences, diagnostics and analytical solutions, we underpin safer food and water supplies, more effective medicines, accurate diagnostics and cleaner sources of energy. From accelerating next-generation therapies to protecting the global food supply chain, our work has a direct impact on people's lives and the health of our planet.

CASE STUDY

# Enabling safer, more personalised cancer treatment

## Background

Chemotherapy is used to treat millions of cancer patients worldwide each year. However, some individuals carry variations in their DPYD gene that causes a deficiency in a key enzyme called DPD (dihydropyrimidine dehydrogenase). This enzyme is essential for breaking down certain chemotherapy drugs in the body.

When DPD activity is low or absent, chemotherapy drugs can build up in the bloodstream leading to serious side effects including gastrointestinal issues, blood disorders and in severe cases, fatal outcomes.

## The challenge

To reduce these risks, doctors increasingly recommend DPYD genotyping before starting treatment. This allows for dose adjustments or alternative therapies tailored to the patient's genetic profile.

However, laboratories face challenges in developing and maintaining accurate DPYD tests. To reliably detect specific variants in the DPYD gene, they need standardised reference materials (or 'benchmarks') to validate test performance during development and routine use.

Without these dependable reference materials, there is a risk of missing critical mutations or producing inaccurate results, which can directly impact patient safety and treatment outcomes.

## Our solution

This year, we launched our **Seraseq® DPYD DNA Mutation Mix** to support laboratories in identifying patients at risk of severe chemotherapy reactions. It helps by:

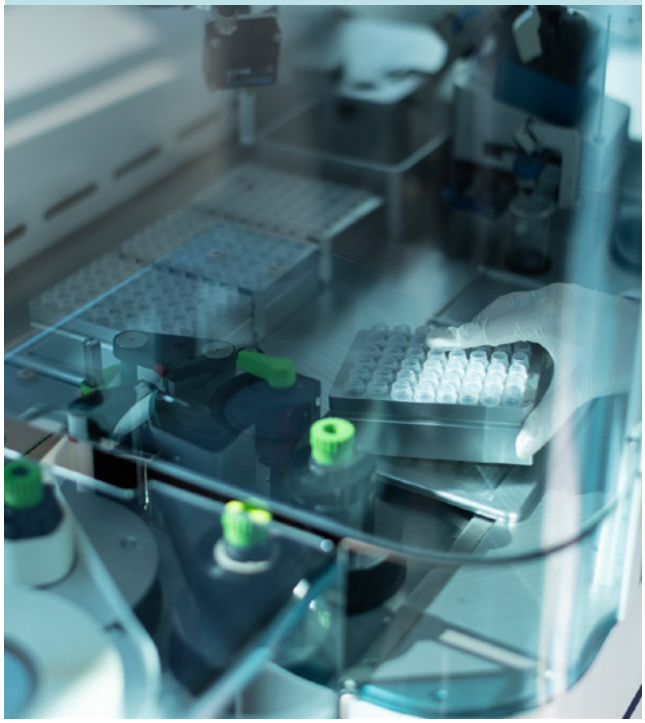
- **Delivering more reliable results**, reducing the risk of false positives or missed mutations.
- **Simplifying test development**, making test setup and validation easier.
- **Improving quality control,** ensuring consistent, accurate results over time.

Crucially, our reference material includes 39 clinically important DPYD variations in a single vial, more than most other reference materials available. This is important because some variations are more common in certain ethnic groups. By including a wider range of variants, we are helping laboratories:

- Detect both common and rare variants that may have serious clinical consequences.
- Ensure these tests are effective for people of all backgrounds reducing the risk of underdiagnosis in under-represented populations.

**Impact**

Our Seraseq® DPYD DNA Mutation Mix helps clinicians identify at-risk patients before treatment, making cancer care safer and more effective.



# Working towards a life changing treatment for Annabel

## Background

Annabel is an affectionate young girl, who loves playing with her toys. However, she has a rare neurological disorder called Alternating Hemiplegia of Childhood (AHC), which causes episodes of paralysis and reduced consciousness that can last for days. Each episode risks brain damage and in some cases can cause sudden, unexplained death. Her family lives with this constant uncertainty.

## The challenge

AHC is a very rare condition, which affects about 1,000 people globally, and Annabel's specific genetic mutation has only been seen in two other cases worldwide. It is caused by mutations in the ATP1A3 gene, which helps to regulate sodium and potassium balance in nerve cells.

> "The best description we have had of AHC is the human time bomb disease, you never know when one of their episodes is going to strike. You never know how bad it is going to be. It could be triggered by something very minor, and it could send your child into intensive care, it could kill them."
>
> **Nina Frost,** Annabel's mum

## Our solution

Over the past two years, our Axolabs team has been proud to support The Jackson Laboratory (JAX) and the RARE Hope Foundation in identifying potential treatments for Annabel and the wider AHC community.

Our collaboration with JAX focuses on the synthesis and screening of antisense oligonucleotides (ASOs), short strands of RNA or DNA specifically designed to target the genetic cause of Annabel's disorder.

This work began by **synthesising 68 candidate ASOs** based on sequences identified by JAX, through a specialist process in which up to 20 individual nucleotides are added in turn to build a unique oligonucleotide.

We used a dual-dose analysis as an initial screen to reduce sample size while identifying ASOs with acceptable selectivity. This approach tested each ASO at two concentrations to **assess how well it targeted the mutant RNA without affecting other sequences.** Selected ASOs then underwent detailed dose-response analysis to evaluate potency and refine selectivity. Importantly here, the aim wasn't only to find the most potent ASO, but those that were selective - even if moderately active.

Promising candidates have now been sent to JAX for further testing, including tolerability and target engagement, with viable leads advancing to studies on pharmacokinetics and behavioural efficiency and safety. Hopefully towards a future treatment for Annabel and the AHC community.

### Impact

Through our work with JAX and the RARE Hope Foundation, we are helping to accelerate potential therapies for Annabel and others with AHC, bringing hope to families facing the rarest conditions.

"We are honoured to partner with the JAX and Axolabs teams on this proof-of-concept study evaluating ASOs as a potential therapeutic strategy for AHC. Axolabs' contributions - from synthesis and in vitro testing to dose–response analysis and candidate selection - have enabled us to proceed with in vivo testing.

This novel approach has helped de-risk development for the patient-directed program now underway. It's a pleasure to work with partners who are both technically outstanding and deeply committed to patient outcomes."

**Nina Frost,** Annabel's mum

If you would like to find out more about or support the RARE Hope Foundation – **www.rare-hope.org**

CASE STUDY

# Accelerating crop breeding to feed a growing population

## Background

By 2050, the global population is expected to reach nearly 10 billion, placing immense pressure on food systems. To meet this growing demand, we must produce significantly more food, while using fewer resources and placing less strain on land, water and the climate.

Vegetable seed companies like Starke Ayres are playing a vital role in this effort. Through advanced plant breeding, they identify crops with the most promising genetic traits (such as faster growth, pest resistance or higher yields) and use these to improve seed varieties for farmers. This process involves screening thousands of plant samples, analysing their DNA and cross-breeding to combine the best traits, followed by testing how well they perform in real-world conditions.

## The challenge

Central to their work is the ability to extract high-quality DNA from seeds and plants. This DNA can then be analysed to determine whether a plant carries the desired genes which provides crucial insight into choosing which plants to breed from.

However, extracting DNA from seeds is particularly challenging. For example, onion seeds, which account for nearly half of Starke Ayres' genotyping workload, present several difficulties:

- Tough cell walls that are hard to break down to access the DNA.
- Contaminating compounds like polysaccharides and oils that interfere with DNA quality.
- Low moisture content, making seeds harder to process than fresh plant material.

These factors can make traditional methods to extract DNA directly from seeds slow and unreliable. As a result, seeds must often be germinated first so that DNA can be extracted from the roots, delaying results and slowing the breeding cycle.

## Our solution

To overcome these challenges, Starke Ayres has begun using our **sbeadex™ Lightning DNA purification kit**. This kit uses magnetic bead technology and a simple three-step process to deliver:

- **Direct DNA extraction from seeds,** eliminating the need for germination.
- **High-purity DNA,** even from tough samples like onion seeds.
- **Fast results,** with outputs in as little as five minutes, enabling high-throughput testing of thousands of samples.

By streamlining the extraction and purification process, **sbeadex™ Lightning** also delivers important environmental benefits, especially relevant given the volume of samples being processed:

- Reduced packaging and transport emissions.
- Less plastic waste.
- Lower energy use per extraction.

### Impact

By partnering with Starke Ayres, our sbeadex™ Lightning kit is helping accelerate plant breeding decisions, supporting food security while reducing the environmental impact of crop development.

"Initially, I thought it was too good to be true… When we saw that the sbeadex™ Lightning clustering was comparable with our existing setup, we were convinced."

**Thandekile Moganedi,** Biotech Lab Manager, Starke Ayres

# Protecting our planet from microplastics

## Background

Microplastics are among the most pressing environmental contaminants of our time. Found everywhere from Arctic ice to tropical reefs, they are increasingly being detected in our food, water, pharmaceuticals and even human tissue.

An estimated 11 million tonnes enter the oceans each year, posing serious risks to wildlife and potential human health impacts including respiratory issues.

## The challenge

Despite growing concern, our understanding of microplastics and how to measure and mitigate them remains in its infancy. A key barrier is the lack of standardised, validated methods to reliably identify and quantify microplastics. Without these, laboratories cannot confidently measure microplastic levels in samples, limiting their ability to assess exposure, trace pollution sources and evaluate reduction actions.

At the heart of the issue lies a fundamental question: What exactly is a microplastic? When analysing a sample, are we measuring:

- Microplastics of a specific size?
- The number of particles present?
- Certain types of plastics and polymers?

## Our solution

Across LGC, we are at the forefront of global efforts to tackle the microplastics crisis.

**UK's National Measurement Laboratory (NML)**
Our team at the NML has been using its expertise in micro- and nano- particle measurements to address key metrological needs associated with microplastic analysis. This work includes:

- **Developing validated measurement methods** for the chemical identification, physical characterisation and quantification of released small micro/nano-plastics in drinking water, food and environmental matrices.
- **Advancing analytical techniques** to detect and study micro- and nano-plastic particles for a comprehensive risk assessment of their impact on human health and the environment.
- **Establishing robust sample preparation strategies** to ensure reliability and consistency of measurement results.

**LGC Standards**
Our Dr. Ehrenstorfer™ team have launched its first range of microplastic reference materials to support environmental analysis, research, method and regulatory development. Certified to ISO/IEC 17025, these are among the first microplastic reference materials available on the market.

By providing known quantities of the four most common microplastics, as pure polymers in defined particle sizes, our reference materials enable researchers and laboratories to:

- **Validate sample preparation and testing procedures.**
- **Develop methods** to detect specific microplastics in soil, water or food.
- **Identify different microplastic types,** including fibres and spherical particles.

### Impact

Our validated methods and reference materials support global standards for microplastics testing, helping to advance pollution control worldwide.

# Our people

Behind our science are the people who make it happen. They bring our mission, Science for a Safer World, to life every day.

We are committed to attracting, developing and retaining the brightest talent, and to building an inclusive, collaborative community where every voice is valued.

Together, we are creating a workplace where colleagues feel supported, engaged and proud of the impact they make.

# Making LGC a great place to work

We believe in a purpose-driven culture, where people feel connected to meaningful work.

**Employee recognition**

This year, 1,501 Cheers Awards worth over £151,000 were awarded to our colleagues.

## Our approach

To build this culture, we need to understand our colleagues' thoughts, feelings and perspectives. A key channel for gathering this feedback is our employee engagement survey, which is undertaken through an annual assessment and a mid-year pulse check. Alongside regular company-wide town halls and communications, it helps us hear directly from our colleagues on what is working well and where we can improve. This enables faster, more targeted action at a global and local level.

Recognition is equally important. We want every employee to feel valued. Our 'Cheers Award' programme supports this by giving colleagues the opportunity to celebrate one-another, both at a site-level and across the organisation, recognising:

- **What we do** – our achievements.
- **How we do it** – our behaviours and attitudes.

## Our performance this year

This year, our colleagues highlighted several areas they value at LGC or where they have seen improvement:

- **Manager relationships:** strong communication and support from direct managers.
- **Team collaboration:** working together effectively towards common goals.
- **Empowerment:** autonomy to make decisions and take ownership of their work.

Areas where colleagues said we can do better include:

- **Learning and development**: expanding resources and opportunities for growth.
- **Feedback mechanisms**: offering more ways to share and receive feedback.

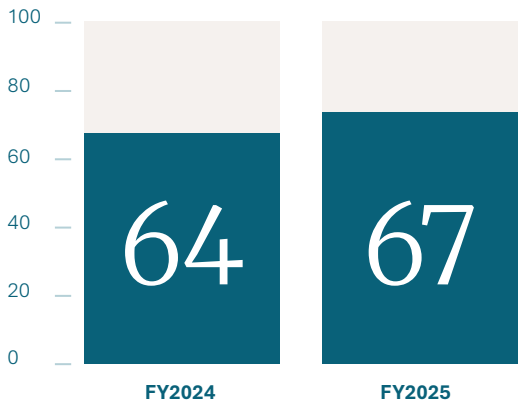
## Plans for the next year

- Support teams in creating action plans to drive engagement and job satisfaction.
- Further expand our learning and development activities.

**Strengthening engagement by listening and acting on colleague feedback**

How satisfied are you with your job?

Score out of 100



# Diversity, equity and inclusion

We want LGC to be a place that is welcoming, diverse and respectful.

## Our approach

Our approach to advancing diversity, equity and inclusion (DEI) is grounded in ensuring fair, merit-based decisions, focusing on three key areas that support colleagues throughout their journey at LGC:

- **Attracting and hiring the best talent:** To build diverse and representative candidate pools, we advertise roles across a wide range of platforms, including those focused on diverse communities and use bias-reduction tools like Textio for inclusive job descriptions. We then implement clear, transparent processes and fair evaluation criteria from application through onboarding to ensure equal opportunities for all candidates.
- **Supporting gender equity and talent development:** We provide on-the-job growth opportunities, with internal career progression actively supported. Company-wide initiatives, such as our Menopause Policy, flexible working and return-to-work support are designed to help to address potential barriers to career development and progression.
- **Fostering inclusive communities:** We promote inclusion through our Employee Resource Groups (ERGs), including the LGC Women's Network, which provide spaces for connection and advocacy. This is further strengthened by DEI-focused training on topics such as unconscious bias, neurodiversity and inclusive leadership.

## Our performance this year

**Attracting diverse talent**
We monitor candidate diversity throughout the recruitment process, with regular updates to our Board. Last year:

- 50% of candidates at interview stage were female candidates*.
- 42% of candidates at hire stage were female candidates.

**Supporting gender equity**
This year, as the baseline for our new ESG KPI to monitor and increase the percentage of women in leadership roles, we reviewed the top three levels of leadership*:

- **FY25**: 41% of leadership roles held by women.

**Building inclusive communities**

- Launched our Menopause Policy to raise awareness, support colleagues and guide managers in fostering an inclusive workplace, including through reasonable adjustments in working practices.
- Increased DEI training with 15% of users undertaking DEI specific courses.

## Plans for the next year

- Continue support of our Employee Resource Groups including for local and regional initiatives.
- Expand efforts to support female leadership in previously underrepresented areas such as finance and IT.

*In line with our commitment to merit and evidence-based recruitment.

*Does not include candidates who did not provide or specify gender data.

# Diversity, equity and inclusion

## Executive and senior leadership team*

April 2025

**Male** 59%

**Female** 41%

## Total employees

April 2025

**Male** 47%

**Female** 53%

*Executive Leadership Team; SLT – Senior Leadership Team (who report directly into ELT); and SLT-1 (individuals who report into SLT).

# Talent development

Investing in our colleagues and supporting their growth is essential to our success.

## Our approach

We actively support our colleagues' progression by providing the tools, systems and infrastructure to help them to learn, grow and contribute to our shared mission.

At the heart of this is MyPerformance, our framework for colleague development, recognition and progression. It encompasses:

- **Performance management:** All colleagues take part in a structured process with their manager to agree their objectives and development plans for the year ahead. Progress is reviewed across the year, with an annual review based on a five-point scale.
- **Career development:** Recognising that everyone's journey is different, we help colleagues take ownership of their growth and create their own personalised development plans. This is guided by the 70:20:10 model, with the aim that 70% of learning happens on the job, 20% through peers and role models, and 10% via formal learning such as training and professional networks.
- **Learning:** We support colleague growth through coaching, training and on-the-job learning. This includes access to over 44,000 online courses in multiple languages, covering leadership, business, personal development and technical skills.

## Our performance this year

**Performance**
Following the launch of MyPerformance last year, this year we achieved:

- 95% completion of objectives with an end of year rating.

**Development**
This year we launched Manager 101, a core training programme to equip our people managers with the skills and knowledge to effectively support their teams' development, which is being delivered regionally to reflect legal requirements across countries.

- 4.3 out of 5 satisfaction rating within six months of launch.

**Learning**
Over 44,000 online training modules were made available to all colleagues.

- 11x increase in number of active users.
- 2,642 courses accessed.
- 800 hours of training.

## Plans for the next year

- Further embed performance management as a core process.
- Continue roll out of Manager 101 and launch Manager 102 and 103 training focused on advanced people management and practical leadership skills.
- Expand initiatives to help colleagues create personalised development plans.

# Health and well-being

We foster a supportive environment where colleagues feel empowered to manage their well-being across all areas of their life.

## Our approach

We recognise that health and well-being is complex, multifaceted and deeply personal. As an employer, we have a role to play in ensuring everyone feels valued, supported and able to grow personally and professionally.

Our well-being strategy focuses on three key areas:

- **Raising awareness and access to resources** to support everyday wellness.
- **Providing structured support** for mental, physical and financial well-being.
- **Encouraging participation** in health-focused initiatives to encourage healthy habits.


## Our performance this year

**Awareness and resources**
This year, we delivered 13 well-being webinars and a series of on-site sessions covering topics such as:

- Financial well-being: helping colleagues plan and manage their finances, including savings and pensions.
- Health and care: focusing on physical health, access to care and peace of mind.
- Lifestyle and everyday well-being: promoting healthy habits and practical support.

In addition, our local site-led social committees hosted a variety of well-being events, from summer BBQs and Christmas parties to trivia nights, blood donation drives and sporting challenges.

**Structured support**
We expanded our network of mental health first aiders (MHFA) by training 27 more colleagues, bringing the total to over 50 accredited MHFAs across our sites.

**Encouraging participation**
We launched our first company-wide Walk the World challenge, raising funds for charity while building new connections among our colleagues, as they shared stories and photos of their own exercise experiences.

## Plans for the next year

- Continue to encourage healthy behaviours and supportive colleague communities through a follow-up Walk the World challenge.
- Expand activities to support and empower our mental health first aiders.

CASE STUDY

# 150 million steps for Save the Children

Colleagues across the world united for our Walk the World challenge in support of Save the Children. From Denmark to Canada, Ireland to Singapore, colleagues and teams walked and ran to raise funds and awareness for children in need, and to promote their own health and well-being.

- 500+ colleagues from 35 locations in 10 countries.
- 150 million steps walked collectively.
- £15,000 raised for Save the Children.

Together, we not only reached our fundraising goal but also strengthened connections across the business, walking side by side for children's futures.


# Our communities

We are proud to support our communities both around our sites and beyond.

Globally, we create positive social impact through our corporate partnerships. Locally we deliver impact through supporting colleagues to volunteer in their communities.

Reflecting the importance of science to our business, we have a particular focus on empowering colleagues to volunteer their time and skills to inspire the next generation of scientists and support future careers in science.

# Global impact through charitable partnerships

We support global partnerships which bring our colleagues together to deliver meaningful social impact.

**Fundraising impact**

Since 2023, we have raised over £115,000 for Save the Children.

## Our approach

We partner with selected international charities, to provide a clear focal point for our group-led activities and fundraising. This enables colleagues, wherever they are based, to unite behind a shared cause. By focusing our efforts through these partnerships, we are able to maximise the support we offer, both financially and through increased awareness.

Our approach includes:

- **Fundraising** through group-wide, site-based and individual events, plus corporate financial donations.
- **Awareness-raising activities** that highlight the vital work of our charity partners.
- **Donation of equipment** to raise funds and support their charitable missions.

To amplify our impact, we match funds raised when five or more colleagues participate in a team event.

## Our performance this year

**Fundraising**
In 2023, Save the Children was selected by our colleagues as our corporate charity partner, a relationship we are proud to continue through to March 2026.

Over the past year, we have raised over **£60,000** for Save the Children, with fundraising activities taking place at more than **22 of our sites worldwide**.

Highlights include:

- Global initiatives, such as Walk the World, Christmas Jumper Day and the LGC Chilli Growing Challenge.
- Active events, including 10km and half marathons, with three colleagues completing the London Marathon.
- Food-based fundraisers, such as Chilli Cook-offs in Petaluma (US), Ice Cream Floats in Alexandria (US) and Pie Day in Cumberland Foreside (US).
- Competitions and raffles, including the Easter Beer Raffle in Bury (UK) and a Cooler Raffle in Manchester (US).
- Creative initiatives, such as the Olympic Cake Sale in Fordham (UK) and the Christmas Craft Sale in Teddington (UK).

**Equipment donation**
We partner with Camara Education, a charity that repurposes surplus IT equipment to support digital learning in schools across Sub-Sarahan Africa. This year nearly **1,800 items** of IT equipment have been donated from across our sites, raising over **£15,000** to support Camara's mission.

## Plans for the next year

- Group-wide fundraising initiatives including our second Walk the World challenge and our third annual Christmas Jumper Day.
- Ongoing support for local fundraising efforts.

# Volunteering to support our local communities

We are proud to support our colleagues as they give back to the places where we work and live.

## Our approach

Through our colleagues we invest time, skills and fundraising efforts to support the communities around our sites and across our value chain. This includes encouraging colleagues to volunteer and support initiatives that resonate with them from environmental projects and food banks to promoting education and social inclusion.

Our approach focuses on two key priorities:

- **Supporting colleagues to volunteer and give back:** This year, we introduced a group-wide volunteering policy, providing all colleagues with one day of paid volunteering leave annually.
- **Building local partnerships:** Over the longer-term we want to go beyond one-off volunteering activities to build new, and strengthen existing, partnerships with local community organisations. We believe, by sharing our skills, experience and resources, we can help support the growth of these organisations, creating lasting impact together.

## Our performance this year

Since launching our volunteering policy in January, colleagues from **18 sites** have already applied to take time off work to volunteer and support their local communities. Activities so far have included:

- **Supporting young people,** from giving school careers talks in Oxford (UK) to chaperoning school field trips in California (US).
- **Protecting the environment,** from litter collection in Minnesota (US) to monitoring river pollution in London (UK).
- **Enhancing local biodiversity,** from coppicing to improve forest health in East London (UK) to helping monitor species in New Hampshire (US).
- **Contributing to health and social care,** from supporting charities working on rare genetic disorders in the UK to spending time in local nursing homes in Maine (US).
- **Helping those in need,** from sorting food donations in Maryland (US) to building homes in Alexandria (US).

Through these activities and our wider science education programmes, we have supported and strengthened relationships with over 40 community partners in the past 12 months.

## Plans for the next year

- Expand volunteering participation through local champions and internal communications.
- Introduce impact tracking to capture the outcomes of volunteering activities and celebrate colleague contributions.
- Extend our local partnerships through training and skills sharing.

# Inspiring curiosity in science

We are passionate about inspiring curious young minds about the wonder of science.

## Our approach

Our support of science education is rooted in recognising and empowering the colleagues who champion this cause. It is, after all, these colleagues who bring science to life and can inspire young minds by:

- **Creating hands-on activities** that allow students to experience science first-hand.
- **Welcoming students to our sites** to see science in action and understand how our work impacts their everyday lives.
- **Collaborating with local schools and teachers** to share knowledge and experience.

We encourage individuals and teams to get involved in ways that reflect their site, local schools and areas of expertise.

To support this, we are building a community of colleagues from around the world who are passionate about science education, enabling them to share their experiences, ideas and resources.

## Our performance this year

This year, colleagues from **19 sites** helped inspire over **1,800 young minds** through a wide range of science education activities, including:

- **Take Your Kids to Work Day:** In Gaithersburg (US), students extracted DNA from strawberries and observed osmosis in eggs.
- **Student site visits:** In Berlin (DE), students from local schools toured our labs and learned about next-generation DNA sequencing and its real-world applications.
- **Supporting educational clubs:** In Alexandria (US), our team sponsored the local school robotics team and gave the students a tour of our facility showcasing the robotic equipment used in COVID testing.
- **Volunteering during science weeks:** In Cumberland Foreside (US), colleagues visited nearby schools and ran fun experiments like inflating balloons with baking soda and vinegar.

To make it easier for colleagues to get involved, we also launched our first Science Education Toolkit, which collates interactive, fun scientific activities designed to inspire young minds and support outreach efforts.

## Plans for the next year

- Expand participation and continue to build our network of colleagues passionate about science education.
- Celebrate our science education champions through internal recognition events.

# Supporting future careers in science

We are committed to supporting the next generation, as they embark on their future careers in science.

## Our approach

Our goal is to open doors and create pathways, not only into traditional laboratory-based roles, but also into the wide range of professional opportunities and careers that science offers.

We know from experience that connecting education with real-world experience is essential for developing talent and shaping future career paths. Our approach is tailored to the capacities, requirements and needs of each of our sites and spans:

- **Creating hands-on learning opportunities:** We offer internships, work experience and year-in-industry placement roles to help students gain practical skills and valuable insights into careers in science.
- **Partnering with academic institutions:** Our teams deliver guest lectures, collaborate on research projects and provide bursaries and PhD funding to support students as they progress through higher education.
- **Investing in early careers:** Through structured apprenticeship programmes, we offer pathways into scientific and technical roles, helping young professionals build meaningful careers.

## Our performance this year

This year, we have continued to expand our support for education and early careers across our global sites:

**Hands-on learning**

- In Oxford (UK), we hosted year-long placements for university students, providing training in lab techniques for antigen and antibody development.
- In Kulmbach (DE), we partnered with local education providers to offer short-term industry placements.

**Academic partnerships**

- We supported PhDs in biomedical technologies, drug testing and food safety, and co-funded research through our role as the UK National Measurement Laboratory.
- Our teams also delivered guest lectures at universities in Ireland, the UK and the US, covering topics from careers in Human Resources to analytical chemistry.

**Supporting early careers**

- In Germany and the UK, we are providing apprenticeships in areas including quality assurance and cyber security.
- In the US, colleagues have advanced their education through our tuition reimbursement programme, including degrees in biotechnology and business management.

## Plans for the next year

- Pilot a new two-year apprenticeship programme in AI, digital technology and data analytics.

# Inspiring the next generation of scientists

This year, 50 students from a local high school toured our site in Petaluma, US, to learn how we manufacture customised oligonucleotides, which are used in research, diagnostics and therapies.

"I enjoyed learning about the processes of manufacturing DNA in a lab. I had no idea how these processes worked, and the scientists at each stage were very informative and friendly.

I was also surprised to learn that the lab we visited manufactured a large percentage of the world's COVID tests!"

# Our planet

As a science-based organisation, we recognise the urgent environmental challenges facing our planet and are committed to reducing the environmental impact of our products and services across their lifecycle.

Our efforts focus on lowering energy consumption through improved efficiency, reducing our carbon footprint by increasing the use of renewable energy sources and minimising waste generation while maximising the proportion that can be recycled or recovered.

# Carbon emissions

We have made a public commitment to be carbon net zero by 2050.

## Our approach

As our business grows, so does the potential for increased greenhouse gas (carbon) emissions, from higher energy use at our sites to greater global transport of our products. A key challenge we face, like many other companies, is how to decouple our carbon emissions from our business growth.

As the next step in our net zero journey, this year we set out our 2030 carbon reduction targets.

- **48.7% reduction in direct emissions (scope 1 and 2) by FY2030,** through improved energy efficiency and increased use of renewable electricity.
- **80% of relevant suppliers** to have science-based targets in place by FY2030.

Importantly, these targets have been externally validated by the Science Based Targets initiative (SBTi), as being aligned with the global reduction pathway required to limit climate change to a 1.5°C increase.

## Our performance this year

Over the past year, our total carbon footprint was approximately 30,000 $tCO_2e$. Compared to last year, this represents:

- **3% reduction in direct emissions (scope 1 and 2)** driven by the ongoing adoption of renewable electricity across our sites.
- **Supply chain emissions (Scope 3) remained similar,** based on our expanded scope of data collection, to align with our science-based target methodology (applied consistently to current and previous years' data).
- **9% reduction in carbon intensity (scope 1 and 2 per £m revenue),** driven by a decrease in absolute emissions and an increase in revenue.

**Suppliers with science-based targets**
Over 60% of our carbon emissions occur outside our direct operations. Addressing these scope 3 emissions will be difficult, as our suppliers range from small businesses to global enterprises, each providing different products and services, often to highly regulated specifications.

To achieve our goal of having 80% of key suppliers (by spend) adopt science-based targets by FY2030, we have established the following baseline:

- 30% of our key suppliers have already set science-based targets.
- An additional 32% have committed to setting targets within the next two years.

## Plans for the next year

- Continue reducing our direct emissions, by improving energy efficiency and increasing the use of renewable energy.
- Collaborate with customers and suppliers to reduce supply chain emissions and support them in setting their own science-based targets, in particular suppliers relating to the transport and packaging of our products.

# Understanding our carbon footprint

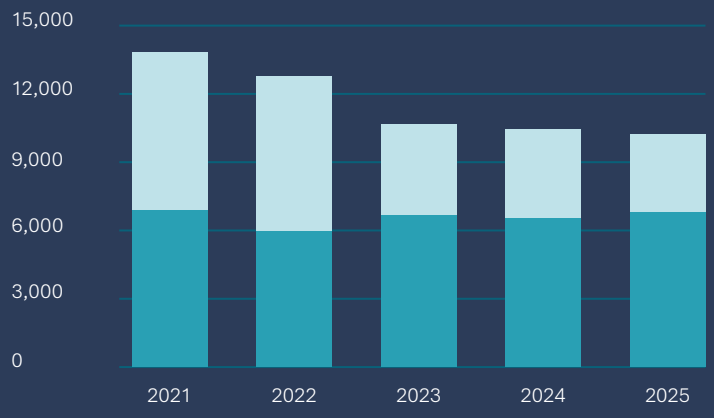
Our carbon footprint spans our entire business. In November 2021, we committed to be carbon net zero by 2050 and to publish our progress every year.

This year, our carbon footprint was 30,000 $tCO_2e$. This increase from last year reflects the expanded scope of data collection in line with our science-based target methodology. We will use this scope for future reporting

| | |
|---|---|
| **Scope 1**<br>**Emitted directly from sources we control e.g., natural gas, fuel for company cars, refrigerant gases.** | **6,500 $tCO_2e$** |
| **Scope 2**<br>**Emitted indirectly from the generation of purchased energy.** | **3,250 $tCO_2e$** |
| **Scope 3**<br>**All other relevant indirect emissions in our value chain - upstream and downstream.** | |
| – Chemicals, reagents and raw materials | **2,500 $tCO_2e$** |
| – Packaging | **2,000 $tCO_2e$** |
| – Laboratory consumables | **2,000 $tCO_2e$** |
| – Upstream transportation | **1,000 $tCO_2e$** |
| – Capital goods | **750 $tCO_2e$** |
| – Upstream fuel and energy-related activities | **2,000 $tCO_2e$** |
| – Waste generated in operations | **1,000 $tCO_2e$** |
| – Business travel | **4,500 $tCO_2e$** |
| – Employee commuting | **2,000 $tCO_2e$** |
| – Downstream transport | **2,500 $tCO_2e$** |

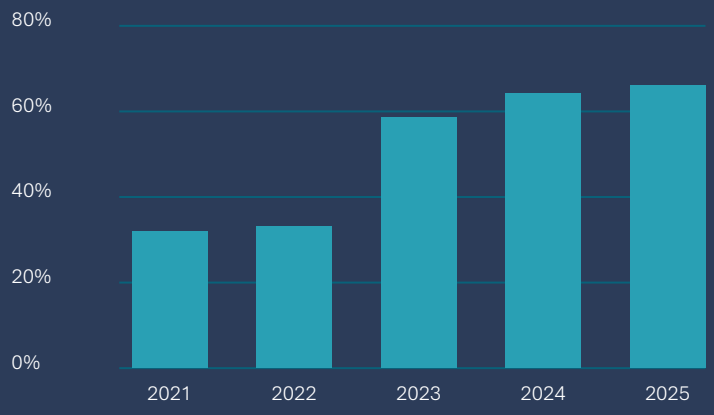
# Reducing our carbon footprint through renewable electricity

## Our direct carbon footprint (scope 1 and 2 - $tCO_2e$)




22% reduction since 2021

## Electricity from renewable sources




33% increase since 2021

# Energy

We have set a target to reduce our energy intensity by 15% by 2028.

## Our approach

Given the energy intensive nature of our laboratory and production operations and the direct connection between our energy usage and carbon emissions, our approach to energy management focuses on two priorities:

- **Reducing overall energy consumption** by investing in energy-efficient technologies as we expand and upgrade our sites. This includes low-flow fume hoods, high-efficiency HVAC systems, LED lighting and heat pumps, alongside process and operational improvements.
- **Increasing the share of electricity from renewable sources** through on-site generation and the purchase of 100% certified renewable electricity where available.

## Our performance this year

**Energy consumption**
In the past year, our sites used approximately **65,300 MWh of energy,** primarily from electricity and natural gas. Compared to last year, this represents:

- **4% increase in total energy usage**, mainly due to the opening of our new Toronto facility, which resulted in operating dual sites for part of the year.
- **2% reduction in energy intensity** (energy per £m revenue) reflecting the increase in total revenue.

**Renewable electricity**
Across our sites, we used approximately 32,000 MWh of electricity, of which:

- **64% of electricity** was sourced from renewable sources.
- **Over 800 MWh** of renewable electricity was generated from solar panels installed at our sites in Bury (UK), Cumberland Foreside (US) and Oxford (UK) - an increase from 125 MWh last year.

## Plans for the next year

- Continue investing in energy-efficient technologies as part of new site developments and refurbishments.
- Embed our energy intensity target across all operations.
- Further increase the use of renewable electricity, through on-site generation and renewable electricity tariffs.

CASE STUDY

# Improving our sites through energy efficient investments

## Investing in energy efficient equipment - Fordham, UK

This year we installed vacuum pumps in 18 mass spectrometers at our Fordham site, reducing associated energy use by up to 70%. In addition to energy savings, the upgrade also lowers heat output, reduces noise levels and decreases maintenance requirements. The team has also installed an air-source heat pump for hot water further reducing energy and emissions.

### Key results:

– 190 MWh of energy saved.
– 38 tonnes of carbon avoided per year.

## Upgrading to LED lighting - Petaluma & Novato, US

At our sites in California, we replaced over 1,270 light fixtures with high-efficiency LED lighting, improving both energy performance and working conditions. This also contributes to waste reduction by eliminating the need to replace more than 10,000 bulbs.

### Key results:

– 240 MWh of energy saved.
– 42 tonnes of carbon avoided per year.

# Waste management

We are committed to managing waste responsibly across all our operations.

**Increasing recycling rates**

This year, more than 50% of waste generated across our business was sent for recycling or reprocessing.

## Our approach

Due to the compliance-driven nature of our business, a significant portion of our waste is classified as hazardous or clinical, and requires specialised disposal and treatment. Additionally, the need for sterile equipment in our laboratories results in a high volume of single-use plastic waste.

We apply strict protocols for waste disposal, following the waste hierarchy (reduce, reuse, recycle, recover and dispose) and continue to explore alternatives to single-use plastics where feasible. However, we recognise this is a complex challenge across our sector and there is still more to be done.

In response to these challenges, our waste management strategy focuses on two key priorities:

- **Minimise the generation of waste.**
- **Increase the percentage of waste which is recycled and reprocessed.**

## Our performance this year

**Waste generated**
This year, we generated approximately 2,700 tonnes of waste of which:

- 37% was chemical or hazardous waste.
- 4% was clinical or biohazardous waste.
- 59% was general or non-hazardous waste.

Compared to figures reported last year, this is an increase of approximately 100 tonnes, primarily due to improved data accuracy and expanded reporting coverage.

**Waste recycled and reprocessed**
Of the total waste generated:

- 51% was recycled or reprocessed.
- 30% was incinerated, including for energy recovery.
- 19% was disposed of via other treatments, including landfill.

## Plans for the next year

- Reduce the volume of waste generated, through improved process design and operational efficiency.
- Work with external partners to increase the proportion of waste that is recycled or reprocessed.

# Investing in greener buildings

We are investing in workplaces that drive innovation, support well-being and advance sustainability.

## Our approach

We are actively improving the environmental performance of our buildings, incorporating principles and best practice from internationally recognised sustainability standards, such as LEED®, BREEAM® and WELL™. These standards guide the construction of new facilities and the refurbishment of existing sites. We also promote the sharing of best practice across our sites to support a culture of operational excellence and continuous improvement.

Our approach focuses on three key priorities:

- **Sustainability in design and refurbishment:** Embedding environmental considerations into how we build and upgrade our facilities.
- **Site-specific environmental management:** Using an ISO 14001-aligned approach to monitor, report and address the environmental impacts most relevant at a site-level.
- **Monitoring and compliance:** Conducting regular environmental audits, based on the specific environmental risks and impacts of each site.

## Our performance this year

**Sustainable design**
This year we opened our new site in Toronto, Canada, home to almost 350 colleagues. Sustainable design principles shaped the development of the site, which features enhanced natural lighting to improve energy efficiency and well-being as well as advanced heating and cooling systems with energy recovery throughout.

**Site environmental management**
Over the past 12 months, we used approximately **142,000 $m^3$ of water** across our operations, of which 12% was sourced from regions classified as high-water scarcity areas.

This year, we assessed biodiversity risk across all operational sites, considering proximity to sensitive areas, site type and size, operational intensity and existing environmental protections. All sites were rated as having either ‘very low’ or ‘low’ risk.

**Site environmental audits**
This year, our Environmental Risk Management team conducted internal audits at 12 of our largest sites. Across all locations, in the past year, there were **zero significant environmental incidents** related to regulatory compliance.

## Plans for the next year

- Continue to roll out environmental training based on site-specific environmental performance data.
- Undertake energy audits at key sites to support our energy intensity target.

CASE STUDY

# Investing in sustainable workplaces

## Our new centre of excellence for organic chemistry synthesis in Toronto, Canada

This year, we opened our new Toronto site, home to over 20 synthetic labs and nearly 350 colleagues, including 100 post-grad chemists. Sustainability is central to its design, featuring:

- **Exhaust air heat recovery:** Our HVAC system captures waste heat to preheat incoming air, saving **95,500 $m^3$ of gas,** enough to heat **41 homes** annually.
- **Closed-loop cooling:** Walk-in cold rooms and IT spaces use a water-based cooling system that reuses waste heat to warm offices, saving **11,000 $m^3$ of gas,** enough to heat **five homes** annually.
- **Low-flow fume hoods:** Over 220 hoods use advanced airflow technology to reduce exhaust air by **33%,** cutting HVAC energy use while maintaining safety.
- **Efficient freezers:** More than 60 double-door freezers fitted with smart compressors use up to **30% less electricity**.
- **Smart LED lighting:** Motion and daylight sensors automatically dim lighting to **20%** in unoccupied areas, reducing energy without compromising visibility.

# Our customers

Our products and services are recognised for their high performance and quality. They also play an important role in helping our customers achieve their own sustainability goals. As we continue to innovate and grow, we remain focused on reducing the environmental impact of our tools and solutions, from applying green chemistry principles to minimising packaging waste.

At the same time we are building on our proud scientific legacy by actively contributing to new discoveries and methodologies through close collaboration with academic, government and industry partners.

Underpinning all this is our commitment to ensuring our supplier relationships are grounded in shared values and responsible practices.

# Packaging

We are improving the environmental impact of our packaging without compromising quality or safety.

## Our approach

Across our business, we use a wide range of packaging materials tailored to the specific needs and regulatory requirements of our products and customers. This packaging plays a crucial role in ensuring our products reach our customers safely and in optimal condition. However, we recognise that the sourcing and disposal of this packaging material can have a negative environmental impact. Our goal is to balance product protection with environmental responsibility, focusing on two key priorities:

- **Reducing the volume** of packaging materials used.
- **Sourcing materials** from certified sustainable materials.


## Our performance this year

**Reducing volume**
Over the past year, we have reduced the volume of packaging materials used by:

- Replacing plastic components with paper-based alternatives.
- Consolidating shipments to reduce duplicate packaging.
- Using temperature-controlled containers to eliminate the need for additional packaging.

A key initiative over the past two years has been transitioning from expanded polystyrene (EPS or 'Styrofoam') boxes to starch-based foam alternatives.

This takes time, as each change requires validation to ensure product stability and functionality, particularly temperature and moisture control, are not compromised.

This year we replaced more than 19,000 EPS shipment boxes.

**Sustainable sourcing**
We work with our suppliers to source packaging materials certified to internationally recognised sustainability standards that promote ethical and responsible sourcing. This year:

- 66% of our cardboard packaging came from certified sustainable sources.

## Plans for the next year

- Identify further opportunities to consolidate shipments and reduce packaging volume.
- Continue to roll-out more sustainable alternatives to EPS boxes.

# Improving our packaging by reducing waste and replacing Styrofoam

## Switching from polystyrene to starch-based foam boxes

We continue to transition from expanded polystyrene (EPS or 'Styrofoam') boxes to a more sustainable packaging solution across our **Validate®** and **SeraCare** product ranges. The new boxes use starch-based foam to maintain temperature integrity while significantly improving environmental performance.

### Key results:

- Over 19,000 EPS shipment boxes replaced.
- 285 cubic meters of single-use plastic diverted from landfill.
- 12 tonnes of carbon avoided.


## Simplifying packaging and reducing Styrofoam – Manchester, US

At our Manchester site, we improved packaging for products such as our **VHG industrial reference materials** by simplifying box usage and replacing Styrofoam with recycled cardboard inserts.

### Key results:

- 150 kg of Styrofoam eliminated.
- Reduced cardboard consumption through smaller boxes.
- Up to 250 kg of carbon avoided.

## Improved and smaller packaging – Gaithersburg, US

At our Gaithersburg site, we redesigned packaging to reduce material use while increasing the capacity of our **SeraCare** kit boxes. We also introduced 'mini pillow-pack' boxes for **Seraseq®** single vials.

### Key results:

- Up to 66% reduction in the carbon footprint of our cardboard packaging.
- Optimised cold storage, reducing use of -80°C freezers and cutting energy consumption.
- All cardboard packaging from FSC-certified sources.

# Responsible procurement

Our goal is to foster collaborative relationships with our suppliers grounded in shared values and responsible practices.

## Our approach

We work with suppliers from around the world who provide materials and expertise essential to the quality, performance and sustainability of our products and services. Our approach to responsible procurement balances breadth (gaining visibility across our supply chains) with depth (applying enhanced scrutiny where environmental or social risks are higher). This approach which spans supplier selection, monitoring and engagement, includes:

- **All suppliers:** Must adhere to our Supplier Code of Conduct, which outlines our expectations on ethics, labour rights, environmental practices and compliance.
- **Key strategic suppliers:** Assessed annually against our responsible procurement criteria.
- **Higher-risk suppliers or categories:** Required to provide additional data on topics such as human rights, working conditions and sourcing practices.

## Our performance this year

**All suppliers**
Over the past year, 100% of new suppliers received our Supplier Code of Conduct.

**Key strategic suppliers**
We assessed our top ~250 suppliers (by spend), against our three responsible procurement criteria:

- 64% have a net zero carbon commitment.
- 80% have a code of conduct that includes a whistleblowing mechanism.
- 80% report their ESG performance externally or via an external platform.

**Higher-risk suppliers**
This year, we conducted a risk assessment to identify supplier categories which we believe have higher levels of risk in relation to human rights, working conditions and environmental compliance. Based on this, we identified a core group of suppliers, which we will monitor and engage more closely using additional KPIs for future reporting.

## Plans for the next year

- Continue to engage new and existing suppliers around our responsible procurement criteria, including via external assessments and audits.
- Expand our internal training for procurement teams with a focus on human rights and modern slavery.

# Responsible procurement

**Our top 250 suppliers (by spend) which have:**

**Carbon reduction target**

64%

**Code of conduct & whistleblowing mechanism**

80%

**Publicly report ESG performance**

80%

# Applying green chemistry principles

We are using the principles of green chemistry to reduce our environmental impact and drive innovation.

## Our approach

As a science-based organisation, we recognise the opportunity green chemistry offers in designing safer, more efficient chemical products and processes. We encourage our teams to apply these principles to help reduce or eliminate hazardous substances, minimise waste and lower the environmental impact of our products and operations.

Given the technical complexity of our processes, along with regulatory requirements and customer specifications, we acknowledge that this is a gradual and challenging journey. As a first step, our efforts are focused on opportunities to:

- **Replace solvents with less hazardous alternatives.**
- **Redesign formulations to improve processes for greater efficiency.**

## Our performance this year

**Replacing solvents**
Examples from this year include:

- At our **Toronto, CA,** site, hexane use has been reduced by up to 80% through substitution with safer alternatives.
- At our **Petaluma, US,** site, use of dichloromethane (DCM) is being reduced by up to 85% over the next 12 months.

## Plans for the next year

- Continue to explore opportunities for solvent substitution.
- Share advances in green chemistry across our sites to support improved formulation and process design.

CASE STUDY

# Applying the principles of green chemistry

## Greener, more accessible Yellow Fever testing

Yellow Fever affects over 200,000 people annually, primarily in sub-Saharan Africa. However, diagnostic testing in the region is often constrained by the need to ship reagents at -80°C, which requires dry ice, a significant logistical challenge in countries with restrictions or limited infrastructure for handling hazardous materials.

To address this challenge, this year our team in Oxford, UK, developed a lyophilisation (freeze-drying) protocol for Yellow Fever antigens. The resulting product can be shipped at ambient temperature and reconstituted on-site, eliminating the need for dry ice while maintaining comparable performance to the original product.

### Key results:

- ~95% reduction in transport emissions.
- Less packaging waste.
- Lower energy use for storage (4°C vs. -80°C).

## A greener way to test the safety of medicines

As part of our collaboration with the UK Medicines and Healthcare products Regulatory Agency (MHRA), this year our team at the UK National Measurement Laboratory developed a more sustainable analytical method for testing Solifenacin, a medicine used to treat overactive bladder. By reducing the dimensions of columns used in liquid chromatography, the revised method maintains analytical integrity while delivering environmental benefits.

### Key results:

- 80% reduction in solvent usage.
- 30% improvement in run time for analytical testing.

# Innovating products which reduce our customers' environmental impacts

## Amp-Seq One: Fast, accurate genotyping with lower environmental impact

This year, we launched Amp-Seq One, the first one-step targeted genotyping by sequencing workflow. This rapidly speeds up and improves breeding programs by finding plants or animals with the desired traits faster (like disease resistance or drought tolerance).

Amp-Seq One also delivers notable environmental benefits for our customers, including:

- Up to **50% less plastic waste** from reduced lab consumables.
- **Lower carbon emissions** from simplified workflows and reduced cold chain shipping.
- **Room temperature storage** reducing energy use.
- **Less packaging waste** across the supply chain.

# Advancing and sharing our science

With a 180-year heritage in advancing scientific knowledge, we are passionate about shaping the future of science.

## Our approach

We push the boundaries of science by:

- **Empowering colleagues to share their brilliance** through academic publications, technical working groups and international standards committees.
- **Building strong collaborations** with customers, research partners and academic institutes.
- **Collaborating with technical experts** who use our products and services in their own scientific work.

Through our role as the UK National Measurement Laboratory (NML) for chemical and biological measurements, we have established strategic partnerships with leading academic institutes, including:

- **Centre for Advanced Measurement Research and Health Translation,** University of Strathclyde.
- **Centre of Excellence in Agriculture and Food Integrity,** Queen's University Belfast.
- **The Nanotherapeutics Hub,** University of Liverpool.
- **Northern Cell Metrology Hub,** University of Leeds.

## Our performance this year

**Colleagues advancing science**
This year, our colleagues published 50 papers in peer-reviewed journals, covering topics such as:

- Measuring trace amounts of valuable metals like platinum in car exhaust systems.
- Achieving the world's most precise measurement of carbon's natural isotope ratio.
- Investigating how siRNA design influences the effectiveness of RNA-based gene silencing therapies.

**Strategic partnerships**
Key achievements this year include:

- University of Strathclyde: Appointed our second Academic in Residence to advance measurement science in drug discovery and delivery.
- Northern Cell Metrology Hub: Developing technologies to support regenerative therapies for heart failure.

## Plans for the next year

- Continue to support our colleagues in delivering world-class science.
- Build and strengthen our relationships with universities and centres of research excellence around the world.

# Advancing science to set new standards in food safety, vaccines and animal welfare

## Supporting fridge-free vaccine trials

This year, a research facility contract managed by our Grant Management Group (GMG) team assisted in the delivery of the world's first clinical trial of a fridge-free vaccine.

As part of our role supporting innovative, high-quality health and care research, our GMG team manages infrastructure on behalf of the UK's National Institute for Health and Care Research (NIHR). This includes overseeing Clinical Research Facilities (CRFs), such as the NIHR Southampton CRF, where Stablepharma's pioneering trial is taking place.

Developing vaccines that remain stable at room temperature could be revolutionary, significantly reducing global vaccine waste and improving access in regions where cold-chain logistics currently limits delivery.

## A new way to detect gene doping in racehorses

In response to growing concerns about gene doping in horse racing, our team has developed a new next-generation sequencing (NGS)-based method to detect foreign DNA fragments (a hallmark of gene doping) in equine blood samples.

This non-invasive approach reduces the need for muscle biopsies and enables authorities to screen horses for performance-enhancing genes, such as those related to growth hormones and red blood cell production. This work is helping to set new standards in anti-doping science, safeguarding the integrity of the sport and the welfare of animals.

## Setting a new international standard for food safety

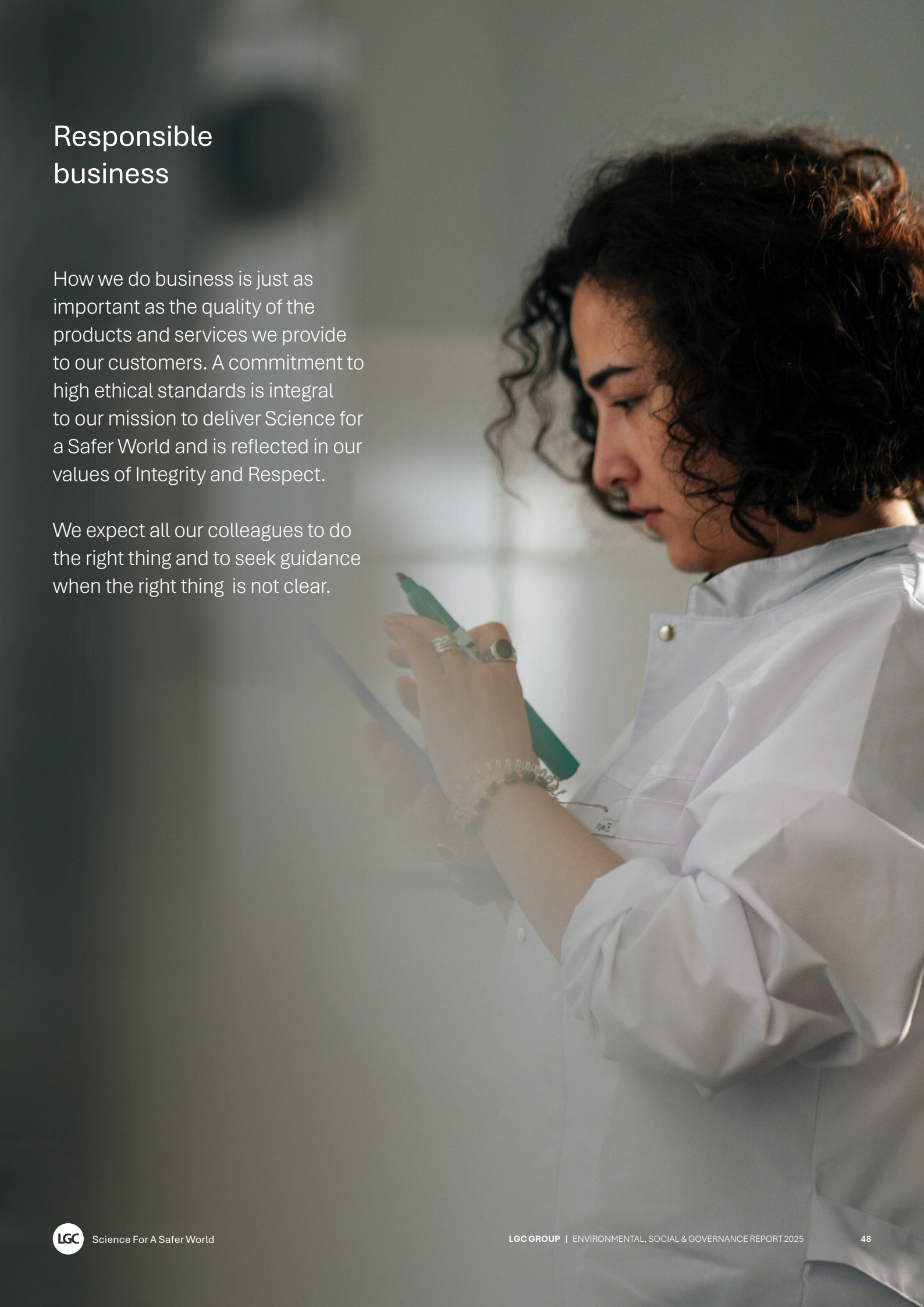
This year, a method developed by our UK NML team for quantifying horse DNA in raw meat was published as an official European standard (EN 18033:2024). It sets a new benchmark for the accurate detection and quantification of meat DNA, an important advancement in food safety and traceability.

The need for such standards first came to public attention during the 2013 horse meat scandal, when undeclared horse meat was found in beef products sold to consumers.

# Responsible business

How we do business is just as important as the quality of the products and services we provide to our customers. A commitment to high ethical standards is integral to our mission to deliver Science for a Safer World and is reflected in our values of Integrity and Respect.

We expect all our colleagues to do the right thing and to seek guidance when the right thing  is not clear.



# Corporate governance and business ethics

We uphold the highest standards of ethical conduct and corporate governance across all areas of our business.

## Our approach

Our Code of Ethics sets clear expectations for all colleagues and business partners to act with integrity, comply with applicable laws and uphold our values. This is supported by policies that guide ethical behaviour in key areas, including:

- **Anti-bribery and corruption:** Ensuring transparent and fair business practices.
- **Fair competition:** Promoting a level playing field in all markets where we operate.
- **Conflict of interest:** Preventing situations that could compromise impartiality or ethical decision-making.
- **Data privacy and confidentiality:** Protecting sensitive information and respecting individual rights.

We provide regular training and guidance on our Code of Ethics and related policies. Relevant sections of the Code are embedded in our Supplier Code of Conduct, which is communicated to all suppliers.

We operate an external whistleblowing procedure that allows colleagues, business partners and others to report concerns confidentially and anonymously. All reports are reviewed by our General Counsel to determine the appropriate course of action.

## Our performance

- **One report** was raised this year via our external whistleblowing service; on investigation it was closed due to insufficient evidence.
- **Zero reported incidences** of corruption or illegal actions relating to anti-competitive behaviour or violations of anti-trust and monopoly legislation.

# Operational compliance

We proactively manage risk to protect our people, operations and values, while driving continuous improvement.

## Our approach

We maintain a robust compliance framework across our sites, supported by regular audits conducted internally and by independent third parties. Internal audits are carried out on a rolling basis by our Enterprise Risk Management (ERM) team.

These audits are designed to ensure adherence to key company policies and procedures. The frequency of audits is determined using a risk-based methodology that considers the size and operational nature of each site.

Our internal audits and risk assessments focus on, but are not limited to, the following areas:

- **Environmental management**, including energy use, greenhouse gas emissions, water usage, air pollution and waste management.
- **Employee health and safety**, including fire safety, manual handling, use of personal protective equipment (PPE) and hazard identification.
- **Quality management**, including quality systems, staff training and change control processes.
- **Risk management**, including review of site risk registers, business continuity planning and remediation activities alongside the local site management team.
- **Labour practices and human rights**, including working conditions, employment verification, grievance mechanisms and compliance with relevant labour standards.
- **Business ethics and legal compliance**, including data protection and privacy, anti-bribery and corruption, anti-money laundering and competition/anti-trust compliance.

## Our performance

In the past year:

- Internal audits were completed at **12 of our largest operational sites.**
- Over a rolling two-year audit cycle **80% of sites (by $m^2$)** have been audited.

# Health and safety

## The safety of colleagues and contractors working at our sites is our number one priority.

### Our approach

Everyone on an LGC site must follow the site-specific Health and Safety (H&S) systems, which align with our global H&S policy and management system and comply with all relevant local and national regulations.

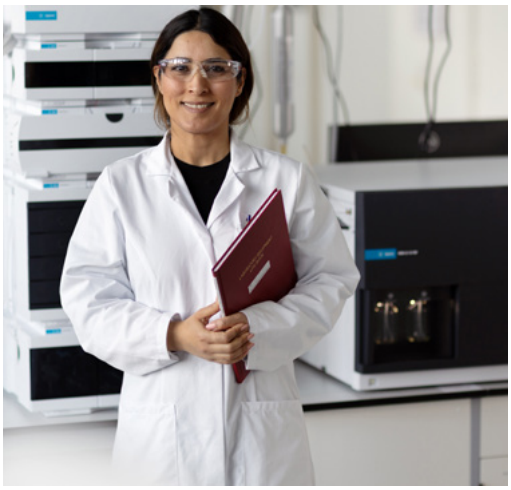
Key elements of our approach include:

- **Robust site-level implementation:** H&S leaders are responsible for applying our global policy and management system at their sites, supported by comprehensive training and local procedures tailored to their site-specific risks.
- **Specialised safety training:** All colleagues receive core safety training, with additional guidance for those working with specific hazards (e.g. compressed gases, biological agents, hazardous materials).
- **Continuous improvement and engagement:** We regularly review and enhance our systems through audits, risk assessments, incident investigations and engagement with our Safety, Health and Environmental Committees. We also consult formally with our Works Councils on relevant H&S matters.

### Our performance

We record and closely monitor safety-related data at each site, reporting monthly to our Board and to colleagues through our Safety, Health and Environmental Committees. Over the past year:

- **206 work-related injuries were recorded,** the majority of which were minor (most commonly cuts, punctures or grazes).
- **16 incidents were reported externally,** in line with regulatory requirements.
- **The lost time injury rate (LTIR) was 2.2,** consistent with previous years.



# Commitment to quality

The integrity and quality of our products and services are essential to our customers.

## Our approach

Given the diverse nature of our operations, each site operates its own Quality Management System (QMS), aligned with our global quality policy. Sites are accredited to relevant international standards and best practices, including:

- **ISO 9001:** Quality management
- **ISO 13485:** Medical devices quality management
- **ISO 17025:** Testing and calibration laboratories
- **ISO 17034:** Reference material producers
- **ISO 17043:** Proficiency testing
- **FDA certification**
- **GLP, GMP, GDP:** Compliance with Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP).

## Our performance this year

- **Zero critical observations** from external audits conducted by customers, authorities and notified bodies regarding our quality procedures.
- **Zero fines or penalties** for non-compliance with regulations or voluntary codes related to the health and safety impacts of our products and services.

# Cyber security

## Cyber resilience is embedded in our culture through prevention, monitoring and awareness.

### Our approach

Our goal is to maintain a secure environment for our products, data and systems, supporting both our business objectives and the needs of our customers. To achieve this, we run an ongoing programme to continually strengthen our cyber security and IT resilience. Key elements include:

- Independent cyber security assessments.
- Penetration testing of critical systems.
- Continuous scanning for security vulnerabilities.
- Management of cyber risks linked to third-party providers.

The programme is led by our Chief Information Security Officer (CISO) who, together with our Chief Data and Information Officer (CDIO), provides regular updates to the Executive Leadership Team and the Board.

### Our performance this year

Over the past year, we have taken several steps to further enhance our cyber security:

- **User education and awareness:** We have updated our annual mandatory training modules, which are supported by ongoing awareness campaigns.
- **Phishing simulations:** We conducted regular simulations, aligned to latest 'real world' phishing events, to assess exposure to phishing and other vulnerabilities and implement targeted interventions.
- **Enhanced protection of digital assets.**
- **ISO 27001 certification:** This year, our information security management system was certified as compliant with the requirements of ISO 27001:2022.

This year, we have experienced no critical cyber security incidents.

# Reporting index

# Reporting profile

## Reporting period and scope

The information within this report relates to the activities of LGC Science Group Holdings Limited (LGC), which as of June 2025 is headquartered in Guildford, UK. Data reported includes all LGC operations worldwide for the period of 1 April 2024 - 31 March 2025, unless otherwise noted. For further information relating to the organisational structure and financial performance of LGC, see the LGC Annual Report.

## Reporting framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Reference numbers against the GRI Standards are included in the following data tables. In preparing this report the disclosure requirements of the Sustainability Accounting Standards Board (SASB) - 'Medical Equipment and Supplies' Standard and the United Nations Global Compact (UNGC) were also reviewed.

## ESG governance

Our ESG Policy Committee meets quarterly and is responsible for the oversight of our approach to ESG. The Committee is chaired by Joydeep Goswami, President & Chief Executive Officer and includes the Chief Financial Officer, General Counsel and Company Secretary, Chief People Officer as well as senior leaders from across our business. The role of the Committee is to provide guidance on our ESG strategy and review progress against ESG plans and targets. The Committee reports to our Executive Leadership Team and Board on an annual basis.

## External assurance

Data relating to energy use, greenhouse gas emissions (scope 1 and 2) and hazardous and clinical waste for the period 1 April 2024 - 31 March 2025 has been externally assured by Bureau Veritas. Data which is assured within this report is indicated by [A]. See page 65 for further details of the assurance process.

## Restatements of information

For details of restatements and updates to data published within previous reports, see page 61. For previous ESG reports and supporting policies see the LGC website.

## Materiality

Over the past year, we refreshed our materiality assessment, originally conducted in 2021, to ensure we are focused on the ESG topics which matter most to our long-term success, stakeholders and wider societal role. This included engagement with our Executive Leadership Team and senior leaders, alongside a desk-based review of priorities across our colleagues, customers, industry, investors and relevant sustainability standards. Through this process, we identified the following ESG topics, (listed alphabetically) which inform our ESG KPIs, activities and reporting.

## 2025 materiality assessment: relevant topics for disclosure

| | |
|---|---|
| **Carbon footprint** | **Packaging** |
| **Corporate governance and business ethics** | **Quality** |
| **Cyber security** | **Responsible sourcing** |
| **Diversity, equity and inclusion** | **Supporting early careers in science** |
| **Employee engagement** | **Talent development** |
| **Employee health and well-being** | **Volunteering, community relationships and charitable partnerships** |
| **Energy** | **Waste management** |

# Reporting profile

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# ESG data (GRI index)

| Indicator | GRI | FY22 | FY23 | FY24 | FY25 |
|---|---|---|---|---|---|
| **Our people** | | | | | |
| **Employment \| Page 16** | | | | | |
| Total number of employees (#) | 2-7 | 4,361 | 4,144 | 3,789 | 3,729 |
| Canada (%) | 2-7 | - | 10% | 9% | 8% |
| USA (%) | 2-7 | - | 32% | 31% | 27% |
| Germany (%) | 2-7 | - | 17% | 16% | 17% |
| UK (%) | 2-7 | - | 30% | 27% | 31% |
| Rest of world (%) | 2-7 | - | 10% | 17% | 18% |
| Total number of permanent and non-permanent employees* (#) | 2-7 | - | 4,417 | 4,498 | 4,486 |
| Ratio of full-time \| part-time employees (%) | 2-7 | 93% \| 7% | 92% \| 8% | 93% \| 7% | 93% \| 7% |
| Female (%) | 2-7 | - | 88% \| 12% | 88% \| 13% | 87% \| 13% |
| Male (%) | 2-7 | - | 97% \| 3% | 97% \| 3% | 97% \| 3% |
| Rate of new employee hires (%) | 401-1 | - | 22% | 23% | 13% |
| Female (%) | 401-1 | - | 23% | 23% | 10% |
| Male (%) | 401-1 | - | 21% | 22% | 14% |
| Rate of employee turnover (%) | 401-1 | - | 27% | 27% | 19% |
| Female (%) | 401-1 | - | 27% | 26% | 14% |
| Male (%) | 401-1 | - | 25% | 28% | 19% |
| Net change due to mergers and acquisitions (%) | 401-1 | - | - | 1% | 1% |
| Net change due to divestitures (%) | 401-1 | - | - | 0% | 0% |
| **Talent development \| Page 20** | | | | | |
| Employees receiving regular performance and career development reviews (%) | 404-3 | 100% | 100% | 100% | 100% |
| Employees completing their performance objectives via MyPerformance (%) | 404-3 | - | - | - | 95% |
| Employees completing core skills-related training (%) | 404-1 | - | - | - | 85% |
| Average hours of training per employee (hours) | 404-1 | - | - | - | 6 |
| Apprenticeships (number of individuals) | | 21 | 12 | 3 | 12 |
| **Diversity (gender)* \| Page 18** | | | | | |
| All employees (Female) | 405-1 | 52% | 53% | 53% | 53% |
| All employees (Male) | 405-1 | 48% | 47% | 47% | 47% |
| Executive and senior leadership team (Female)* | 405-1 | 29% | 30% | 32% | 41% |
| Executive and senior leadership team (Male) | 405-1 | 71% | 70% | 68% | 59% |
| Executive Leadership Team (Female) | 405-1 | 18% | 15% | 30% | 30% |
| Executive Leadership Team (Male) | 405-1 | 82% | 85% | 70% | 70% |
| Board (Female) | 405-1 | - | 11% | 10% | 20% |
| Board (Male) | 405-1 | - | 89% | 90% | 80% |
| Gender pay gap – median (unadjusted – UK only)* | - | 20% | 18% | 17% | 14% |
| Gender pay gap – mean (unadjusted – UK only)* | - | 26% | 26% | 24% | 21% |
| **Diversity (age) \| Page 18** | | | | | |
| All employees (<35 years old) (%) | 405-1 | 40% | 37% | 34% | 34% |
| All employees (35-55 years old) (%) | 405-1 | 48% | 49% | 51% | 51% |
| All employees (55+ years old) (%) | 405-1 | 12% | 14% | 15% | 15% |
| Executive Leadership Team (<35 years old) (%) | 405-1 | 0% | 0% | 0% | 0% |
| Executive Leadership Team (35-55 years old) (%) | 405-1 | 45% | 54% | 80% | 70% |
| Executive Leadership Team (55+ years old) (%) | 405-1 | 55% | 46% | 20% | 30% |
| **Gender diversity - by recruitment stage* \| Page 18** | | | | | |
| Female candidates at application stage (% of candidates) | - | - | - | 45% | 59% |
| Female candidates at review stage (% of candidates) | - | - | - | 48% | 59% |
| Female candidates at interview stage (% of candidates) | - | - | - | 55% | 50% |

# ESG data (GRI index)

| Indicator | GRI | FY22 | FY23 | FY24 | FY25 |
|---|---|---|---|---|---|
| Female candidates at job offer stage (% of candidates) | - | - | - | 61% | 42% |
| Female candidates at hired stage (% of candidates) | - | - | - | 62% | 42% |
| **Employee engagement \| Page 17** | | | | | |
| Employee engagement - response rate (%) | - | - | 75% | 79% | 79% |
| Employee engagement - score (out of 100) | - | - | - | 64 | 67 |
| Employee recognition - Cheers award (#) | - | 1,180 | 1,145 | 1,281 | 1,501 |
| Employee recognition - Cheers award (£) | - | £145,000 | £109,000 | £120,000 | £151,000 |
| **Our communities** | | | | | |
| **Supporting science education \| Page 26** | | | | | |
| Sites delivering science-education activities (#) | - | - | - | 16 | 19 |
| Individuals impacted by LGC supported science-education activities (#) | - | - | - | 1,531 | 1,806 |
| Peer-reviewed publications written by LGC employees (#) | - | - | 34 | 33 | 50 |
| **Social value \| Page 24** | | | | | |
| Money raised for corporate charity (£) | - | £39,660 | £71,500 | £53,000 | £61,500 |
| IT items and laboratory equipment donated to charity partners (#) | - | - | - | - | 1,800 |
| Employees undertaking volunteering (hours)* | - | - | - | - | 441 |
| **Our planet** | | | | | |
| **Materials used \| Page 39** | | | | | |
| Raw materials, including chemicals (tonnes) | 301-1 | - | 1,073 | 1,075 | 969 |
| Packaging materials (tonnes) | 301-1 | - | 726 | 781 | 811 |
| **Energy* \| Page 33** | | | | | |
| Total energy consumption (MWh) | 302-1 | 62,058 A | 64,398 A | 62,749 A | 65,306 A |
| Energy from non-renewable sources (MWh) | 302-1 | 51,627 A | 46,094 A | 43,658 A | 45,078 A |
| Energy from renewable sources (MWh) | 302-1 | 10,431 A | 18,304 A | 19,091 A | 20,228 A |
| Energy from renewable sources (%) | 302-1 | 28% A | 30% A | 31% A | 31% A |
| Energy from natural gas (MWh) | 302-1 | 29,066 A | 31,271 A | 30,049 A | 31,809 A |
| Energy from fuel - generators and company vehicles (MWh) | 302-1 | 702 A | 783 A | 1,176 A | 516 A |
| Energy from purchased district heating (MWh) | 302-1 | - | - | 973 A | 1,145 A |
| Electricity use – total (MWh) | 302-1 | 32,290 A | 32,344 A | 30,552 A | 31,836 A |
| Electricity purchased – total (MWh) | 302-1 | 32,290 A | 32,344 A | 30,510 A | 31,656 A |
| Electricity purchased from non-renewable sources (MWh) | 302-1 | 21,858 A | 14,040 A | 11,461 A | 11,607 A |
| Electricity purchased from renewable sources (MWh) | 302-1 | 10,431 A | 18,304 A | 19,050 A | 20,048 A |
| Renewable electricity generated – total (MWh) | 302-1 | - | - | 126 A | 800 A |
| Electricity generated and used (MWh) | 302-1 | - | - | 41 A | 180 A |
| Electricity generated and sold (MWh) | 302-1 | - | - | 84 A | 620 A |
| Electricity from renewable sources (%) | 302-1 | 32% A | 57% A | 62% A | 64% A |
| Energy intensity (MWh per £m revenue) | 302-3 | 82 | 82 | 88 | 86 |
| Change in energy consumption - from previous year (MWh) | 302-4 | - | +2,340 A | -1,648 A | +2,557 A |
| **Greenhouse gas (GHG) emissions \| Page 30** | | | | | |
| Total GHG emissions (scope 1,2 and 3) ($tCO_2e$) | 305 | 29,000 | 28,000 | 27,500 | 30,000 |
| Direct GHG emissions (scope 1) - from energy ($tCO_2e$) | 305-1 | 5,834 A | 6,413 A | 6,347 A | 6,412 A |
| Indirect GHG emissions (scope 2) - from energy: market ($tCO_2e$) | 305-2 | 6,550 A | 3,888 A | 3,709 A | 3,302 A |
| Indirect GHG emissions (scope 2) - from energy: location ($tCO_2e$) | 305-2 | 8,334 A | 9,639 A | 8,048 A | 7,757 A |
| Direct and indirect GHG emissions (scope 1 and 2): market ($tCO_2e$) | 305-2 | 12,484 A | 10,301 A | 10,056 A | 9,714 A |
| Direct and indirect GHG emissions (scope 1 and 2): location ($tCO_2e$) | 305-2 | 14,168 A | 16,052 A | 13,557 A | 13,575 A |
| Other indirect GHG emissions (scope 3) – across supply chain ($tCO_2e$)* | 305-3 | 16,000 | 17,500 | 17,500 | 20,250 |

# ESG data (GRI index)

| Indicator | GRI | FY22 | FY23 | FY24 | FY25 |
|---|---|---|---|---|---|
| Scope 3 emissions - upstream: Purchased goods and services (%) | 305-3 | - | 43% | 47% | 32% |
| Scope 3 emissions- upstream: Capital goods (%) | 305-3 | - | 1% | 3% | 4% |
| Scope 3 emissions- upstream: Fuel- and energy-related activities (%) | 305-3 | - | 7% | 3% | 10% |
| Scope 3 emissions- upstream: Transportation (%) | 305-3 | - | - | - | 5% |
| Scope 3 emissions- upstream: Waste generated in operations (%) | 305-3 | - | 16% | 11% | 5% |
| Scope 3 emissions- upstream: Business travel (%) | 305-3 | - | 6% | 11% | 22% |
| Scope 3 emissions- upstream: Employee commuting (%) | 305-3 | - | - | - | 10% |
| Scope 3 emissions- downstream: Transportation (%) | 305-3 | | 27% | 25% | 12% |
| GHG emission intensity (scope 1 and 2): Market ($tCO_2e$ per £m revenue) | 305-4 | 17 | 13 | 14 | 13 |
| GHG emission intensity (scope 1 and 2): Location ($tCO_2e$ per £m revenue) | 305-3 | 19 | 20 | 19 | 18 |
| GHG emission intensity (scope 1, 2 and 3): Market ($tCO_2e$ per £m revenue) | 305-3 | 38 | 35 | 39 | 40 |
| Change in GHG emissions (scope 1 and 2): market - from previous year (%) | 305-3 | -6% [A] | -17% [A] | -2% [A] | -3% [A] |
| **Water \| Page 36** | | | | | |
| Water consumption - from municipal sources (m3) | 303-3 | - | 120,431 | 102,171 | 142,388 |
| Water withdrawal from areas of high-water stress (%)* | 303-3 | | 29% | 38% | 12% |
| Water use intensity (m3 per m2) | 303-3 | - | 0.7 | 0.6 | 1.0 |
| **Waste generated \| Page 35** | | | | | |
| Total waste generated (tonnes) | 306-3 | 1,191 | 2,517 | 2,605 | 2,694 |
| Chemical or hazardous waste (tonnes) | 306-3 | 1,191 | 1,032 | 789 | 999 [A] |
| Biohazardous or clinical waste (tonnes) | 306-3 | - | 51 | 130 | 100 [A] |
| General or non-hazardous waste (tonnes) | 306-3 | - | 1,434 | 1,686 | 1,595 |
| **Waste treatment \| Page 35** | | | | | |
| Recycled or reprocessed (%) | 306-4 | - | 48% | 52% | 51% |
| Incinerated with energy recovery (%) | 306-5 | - | 16% | 34% | 30% |
| Other treatments, including via landfill (%) | 306-5 | - | 36% | 14% | 19% |
| **Biodiversity \| Page 36** | | | | | |
| Sites near areas of high biodiversity value (#) | 304-1 | - | - | 0 | 0 |
| IUCN Red List species in areas affected by operations (#) | 304-4 | - | - | 0 | 0 |
| **Environmental training \| Page 36** | | | | | |
| Environmental training sessions delivered (#) | - | - | - | - | 37 |
| Employees who have received environmental training (%) | - | - | - | - | 87% |
| **Environmental site audits \| Page 36** | | | | | |
| Sites audited by ERM team (#) | - | - | 13 | 12 | 12 |
| Sites audited by ERM team – covering environment performance (% of site m2 - rolling 2-year period) | - | - | - | 61% | 80% |
| **Our customers** | | | | | |
| **Responsible procurement \| Page 41** | | | | | |
| New suppliers screened using environmental criteria (%) | 308-1 | - | 100% | 100% | 100% |
| New suppliers screened using social criteria (%) | 414-1 | - | 100% | 100% | 100% |
| Suppliers identified as having negative environmental impacts relating to LGC products (#) | 308-2 | - | - | 0 | 0 |
| Suppliers identified as having negative social impacts relating to LGC products (#) | 414-1 | - | - | 0 | 0 |
| Suppliers assessed via third party platforms - for environmental and social impacts (#) | - | - | 120 | 258 | 269 |
| Suppliers which met key LGC ESG criteria - total (% by annual spend) | - | - | 33% | 57% | 61% |
| GHG emission reduction target (%) | - | - | 33% | 57% | 64% |
| Publicly available code of conduct & whistleblowing mechanism (%) | - | - | 43% | 65% | 80% |
| Report ESG performance on external platform (%) | - | - | 36% | 67% | 80% |
| Suppliers with externally validated science-based carbon reduction targets (% by annual spend)* | - | - | - | - | 30% |
| Suppliers committed to set externally validated science-based carbon reduction targets | | | | | 32% |
| **Packaging \| Page 39** | | | | | |
| Cardboard packaging from certified sustainable source (% by annual spend) | - | - | 43% | 54% | 66% |

# ESG data (GRI index)

| Indicator | GRI | FY22 | FY23 | FY24 | FY25 |
|---|---|---|---|---|---|
| **Responsible business** | | | | | |
| **Health and safety (H&S) \| Page 51** | | | | | |
| New employees who have received H&S training (%) | 403-5 | 100% | 100% | 100% | 100% |
| Employees covered by occupational H&S management system (%) | 403-8 | 100% | 100% | 100% | 100% |
| Sites where employee H&S risk assessment have been conducted (%) | | 100% | 100% | 100% | 100% |
| Sites audited by ERM team - covering employee H&S (% of site m2 – rolling 2-year period) | | - | - | 61% | 80% |
| Fatalities (#) | 403-9 | 0 | 0 | 0 | 0 |
| High consequence ('serious') injuries* (#) | 403-9 | 0 | 1 | 1 | 0 |
| Reportable work-related injuries* (#) | 403-9 | 21 | 19 | 11 | 16 |
| Work-related injuries* (#) | 403-9 | 226 | 168 | 156 | 206 |
| Days lost due to injury (includes all recordable injuries) (#) | 403-9 | - | 172 | 32 | 91 |
| Lost time injury rate (LTIR)* | 403-9 | 2.6 | 2.2 | 0.5 | 2.2 |
| Total recordable incident rate (TRIR)* | 403-9 | - | - | 0.3 | 0.1 |
| **Quality and customer safety \| Page 52** | | | | | |
| Fines or penalties concerning the health and safety impacts of products or services (#) | 416-2 | 0 | 0 | 0 | 0 |
| Quality-related ISO certifications across our sites (#) | | 52 | 49 | 49 | 49 |
| External audits - relating to our quality procedures and certifications (#) | | - | - | 29 | 45 |
| **Cyber security and data privacy \| Page 53** | | | | | |
| Substantiated complaints concerning breaches of customer privacy or customer data loss (#) | 418-1 | 0 | 0 | 0 | 0 |
| Critical cyber security incidents* (#) | | 0 | 0 | 0 | 0 |
| Employees receiving cyber-security training (%) | | 100% | 100% | 100% | 100% |
| **Corporate governance and business ethics \| Page 49** | | | | | |
| Executive leadership team receiving training on anti-corruption (%) | 205-2 | 100% | 100% | 100% | 100% |
| Employees received training on Code of Conduct, anti-bribery & anti-corruption protocols (%) | 205-2 | 100% | 100% | 100% | 100% |
| Confirmed incidents of violations of anti-corruption or anti-bribery laws (#) | 205-3 | 0 | 0 | 0 | 0 |
| Confirmed incidents raised by external whistleblowing service (#) | | - | - | 0 | 0 |
| IT-related business partners reviewed through PECRA due diligence assessment* (%) | | - | 100% | 100% | 100% |
| Potential suppliers & customers assessed against Denied Person List* (%) | | - | 100% | 100% | 100% |
| Sites audited by ERM team – covering anti-bribery & anti-corruption (% of site M2 – rolling 2-year period) | | - | - | 61% | 80% |
| Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices (#) | 206-1 | 0 | 0 | 0 | 0 |
| **Human rights and responsible business practices \| Page 49** | | | | | |
| Identified incidences of modern slavery, child labour, forced labour and/or human trafficking (#) | | 0 | 0 | 0 | 0 |
| Employees receiving training on human rights, including discrimination and harassment (%) | 205-2 | 100% | 100% | 100% | 100% |
| Sites audited by ERM team – covering human rights, working conditions (% of site M2 – rolling 2-year period) | | - | - | 61% | 80% |
| Substantiated employee complaints or grievances relating to discrimination or harassment (#) | 406-1 | - | - | 0 | 0 |
| Grievances or violations in relation to UNGC Principles, OECD Guidelines or ILO Conventions | | - | - | - | 0 |
| Employees covered by formally elected employee representatives, Work Councils or collective agreements (%) | 407-1 | - | - | 9.5% | 9.5% |
| Meetings with European Work Councils (#) | 407-1 | - | - | 48 | 48 |

# Reporting notes

**Permanent and non-permanent employees:** Refers to total headcount including non-permanent third-party employees. Analysis of employee diversity and location is based on total number of permanent employees.

**Diversity:** We recognise that not all colleagues identify as male or female. Our data currently only allows us to report gender diversity for the two categories 'male' and 'female'. We support colleagues of all gender identities, including through our employee resource group PRYSM.

**Executive and senior leadership team:** Refers to ELT - Executive Leadership Team (Functional and Business Unit VP); SLT – Senior Leadership Team (who report directly into ELT) and SLT-1 (individuals who report into SLT members).

**Diversity - Gender pay gap (UK only):** Data as at 5 April of the reporting year, covers all employees in UK.

**Gender diversity - by recruitment stage:** Data refers to vacancies filled via external recruitment platform. Does not include data for cancelled vacancies, non-employee hires or acquisition new starters.

**Employees undertaking volunteering:** First year data tracked, only covers period from 1 January 2025.

**Assurance of energy, carbon and waste data:** Data which is assured within this report is indicated by [A].

**Other indirect GHG emissions (scope 3):** Data rounded to 2 significant figures to reflect degree of uncertainty in calculations and current data availability.

**Water scarcity:** FY25 used updated external reference sources from World Resources Institute's Aqueduct Water Risk Atlas.

**Suppliers with externally validated science-based carbon reduction targets:** Relevant suppliers defined as those we work with regularly and can credibly engage, focused on purchased goods and services, capital goods, waste management and transport. Supplier sample reviewed annually.

**Health and safety data:** Only includes direct employees.

**High consequence ('serious') injuries:** Defined as injuries from which the person cannot fully recover (e.g., amputation of a limb) or does not or is not expected to recover fully to pre-injury health status within 6 months.

**Number of reportable work-related injuries:** Refers to work related injuries, which meet the criteria for reporting to the relevant local external safety bodies.

**Number of work-related injuries:** Refers to all work-related injuries which are recorded by our safety teams.

**Lost Time Incident Rate (LTIR) calculation:** Number of recordable work-related injuries - resulting in at least one day of missed work per 1,000,000 employee hours. Number of hours worked used for calculations: 31 March 2024 - 1 April 2025 = 7,406,875 hours.

**Total Recordable Incident Rate (TRIR) calculation:** Number of reportable work-related injuries or illness cases, per 200,000 employee hours.

**Significant environmental incidents related to regulatory compliance:** Defined as incidents which results in monetary fine which has material impact on company.

**Quality and customer safety:** Refers to external audits from customers, authorities and notified bodies relating to our quality procedures and certifications.

**Critical cyber security incident:** Defined as those which have a material impact on the company.

**Due diligence of IT-related business partners:** Organisations requiring access to LGC networks or handling confidential data are classified as higher risk and undergo enhanced due diligence via our Privacy, Cybersecurity, and Enterprise Risk Assessment (PCERA).

**Denied Person List (DPL)**: It is LGC policy not to enter into, or participate in, transactions or dealings, direct or indirect, with or involving anyone on a DPL.

# Climate-related financial disclosures

The following information aligns with the recommended disclosures of the Task Force on Climate-related Financial Disclosures (TCFD) and the Companies (Strategic Report - Climate-related Financial Disclosure) Regulations 2022 under the Company Act 2006.

## Governance

Our ESG Policy Committee, chaired by our President & Chief Executive Officer, is responsible for overseeing the implementation of our ESG approach, including climate-related risks and opportunities. This Committee includes our Chief Financial Officer, General Counsel and Chief People Officer, meets quarterly and reports annually to the Executive Leadership Team and the Board. Climate-related targets and performance are also reviewed annually at Board level as part of the broader ESG strategy review.

Our Operational Risk Committee, comprising senior functional leaders from across the business, meets regularly to review the enterprise risk register and operational risk programme, including climate-related risks. Material risks are submitted every 4 months to the Strategic Risk Committee and the Board for review.

## Strategy

Relevant climate-related risks and opportunities, categorised in line with the TCFD framework, are outlined below. For these disclosures, we apply the following timeframes, which may differ from those used in other LGC risk assessments:

- **Short-term:** 1–5 years
- **Medium-term:** 5–10 years
- **Long-term:** 10+ years

| Category | Type | Impact | Level | Time | Description | Mitigation / Strategy |
|---|---|---|---|---|---|---|
| Transition risk | Current and future regulation | Supply Chain | Low–Medium | Short–Medium | Potential carbon tax instruments may increase operating costs and require additional monitoring and reporting. | In 2021, we committed to net-zero emissions by 2050. Since then, we've invested in renewable energy, reduced energy use, mapped supplier emissions plans and reviewed upcoming climate regulations. |
| Physical risk #1 | Acute physical risk | Operations | Low | Medium–Long | Extreme weather events (e.g., floods, hurricanes, fires) may disrupt operations. Climate change may increase the frequency of these events. | All LGC sites are regularly assessed for vulnerability to extreme weather. Identified risks are managed through business continuity plans. No significant changes were noted in the past year. |
| Physical risk #2 | Acute physical risk | Supply Chain | Low | Medium–Long | Extreme weather events may disrupt supply chains and production. | We evaluate suppliers who are most at risk and collaborate with our strategic suppliers on their risk mitigation plans. |
| Opportunity #1 | Energy Source | Operations | Low–Medium | Short | Investing in low-emission energy (e.g., solar) can reduce costs and fossil fuel exposure. | We are investing in renewable energy, including on-site solar at key locations. |
| Opportunity #2 | Resource Efficiency | Operations | Medium | Short–Medium | Efficiency in buildings and processes can lower operating costs. | We are investing to reduce overall energy use, including through energy efficient lighting and heating, ventilation and air conditioning (HVAC) equipment. |
| Opportunity #3 | Products & Services | Market | Medium | Medium–Long | Many of our products and services are well-positioned to support the low-carbon transition and offer strong growth potential. | Continued development and promotion of products and services aligned with the transition to a low carbon society. |

# Climate-related financial disclosures

## Risk management

Our LGC Enterprise Risk Management (ERM) programme provides a structured approach to identifying material risks, assigning ownership, defining mitigation actions and supporting business continuity planning. This includes climate-related risks.

Risks are identified at the site level through local risk registers. Informed by this, the Operational Risk Committee maintains the central Risk Register, where risks are scored on a 1–5 scale for consequence and likelihood. Material enterprise-level risks are reviewed by the Strategic Risk Committee and the LGC Board.

Longer-term climate risks, such as those from extreme weather, are addressed through ongoing site-level business continuity planning.

Based on our current assessment, none of the identified climate-related risks or opportunities are expected to have a substantive financial or strategic impact on the business at this time.

## Metrics and targets

In 2021, LGC committed to be carbon net zero by 2050. This year we announced our science-based carbon reduction targets for 2030, verified by the Science Based Targets initiative (SBTi).

- **Reduce direct emissions (scope 1 and 2) by 48.7% by FY2030.**
- **80% of relevant suppliers** to have science-based targets in place by FY2030.

We currently report annually on the following climate-related metrics:

- Total energy consumption.
- Percentage of electricity from renewable sources.
- Total greenhouse gas (GHG) emissions (scopes 1, 2 and 3).
- Suppliers with a science-based carbon reduction target.

For further details, see page 30 of the LGC 2024-25 ESG report.

# Reporting method statement

This statement summarises the reporting approach for energy use, greenhouse gas (GHG) emissions, and waste for the period 1 April 2024 to 31 March 2025, as included within this ESG report.

## Reporting approach

Data reported follows the Global Reporting Initiative (GRI) Standards:

- **Energy (2016)** - disclosures 302-1 (energy consumption within the organisation), 302-3 (energy intensity).
- **Emissions (2016)** - disclosures 305-1 (scope 1 emissions), 305-2 (scope 2 emissions), 305-4 (GHG intensity).
- **Waste (2020)** - disclosure 306-3 (waste generated).

## Reporting boundaries

Data reported covers 35 LGC sites, representing the most material locations in the LGC estate, including all manufacturing facilities. Smaller locations, such as sales offices or sites with fewer than five staff, are considered de minimis and excluded from reporting.

For acquired businesses or newly operational sites, energy, GHG emissions, and waste data is included from the first full month following acquisition or commencement of operations.

For shared facilities (e.g., multi-tenant buildings), the following hierarchy is applied:

1. Sub-metering is used to isolate LGC-specific consumption where available.
2. Where sub-metering is not feasible, allocations are applied based on floor area or operational footprint.

## Data sources

### Energy

The following energy types are included:

- **Natural gas** - primarily for heating
- **Fuel usage** - for back-up power
- **Fuel use for company vehicles** - primarily for on-site or employee use
- **Electricity** - for equipment, light and heating
- **District heating** – purchased thermal energy for heating.

At three sites (Bury, Oxford and Cumberland Foreside), LGC produces renewable electricity through photovoltaic panels. If this electricity is used on site, it is reported as part of 'Energy used'. If this electricity is sold back to the grid, it is reported as 'Energy sold'.

Data hierarchy for energy reporting:

1. **Utility bills** – for directly procured energy by LGC or its third-party brokers.
2. **Landlord-provided data** – for leased premises.
3. **Internal system data** – for instance, expense claims or fleet tracking systems.
4. **Site-team data collection** – for instance, fuel used by generators.
5. **Estimated data** – where primary data is not available, based on historical or comparable site data.

At three sites in Germany, energy data from landlord may be delayed by up to six months due to local billing cycles. For these sites, previous calendar year data is used as a proxy to ensure consistency.

## GHG emissions

GHG emissions are calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard, covering all seven Kyoto Protocol gases. Biogenic $CO_2$ is excluded unless stated otherwise. Emissions are reported in metric tonnes of $CO_2$ equivalent ($tCO_2e$).

The following sources of GHG emissions are included:

- Emissions from energy consumption.
- Fugitive emissions from refrigerant gas losses.

## Emission factor sources

- **Natural gas:** UK GHG Inventory (2024) – 'Natural Gas HHV' factor applied globally.
- **Electricity (location-based):** Association of Issuing Bodies (AIB) or other national datasets.
- **Electricity (market-based):** Adopts the following hierarchy - Renewable Energy Certificates, utility-provided data, residual mix factors, then location-based factors.
- **Fuels:** UK GHG Inventory (2024) – 'Diesel' factor applied globally.
- **District heating:** Based on supplier-specific emissions data.
- **Fugitive emissions:** UK GHG Inventory (2024) – 'Refrigerant gases' factors applied globally.

## Waste

The following waste categories are included:

- **Hazardous waste:** Waste materials defined as posing a risk to health or the environment, classified in accordance with applicable national and regional regulations e.g., European Waste Catalogue (EWC), UN LoW (List of Waste), US EPA Hazardous Waste Classifications or local equivalents.
- **Clinical waste:** Healthcare-related waste including infectious materials, sharps, and pharmaceutical waste, in line with regulatory definitions in relevant jurisdictions.

Data on the volume of non-hazardous waste generated is also collated and reported, however this is not externally assured.

Waste is classified based on the way it is collected. If waste is removed through a hazardous or clinical waste stream-even if it does not meet the technical definition-it is still reported under hazardous or clinical waste totals.

All waste volumes are reported in metric tonnes (t), with data relating to the date of collection from site, rather than the date of generation. The following hierarchy is used to ensure data accuracy and consistency:

1. **Weighed at point of collection or treatment:** By certified waste contractors using their weighing systems.
2. **Volume-to-weight conversions:** Where direct weighing is not possible, standardized conversion factors are applied based on guidance from national regulatory authorities (e.g., UK DEFRA, US EPA).

Where direct data is not available (e.g., incomplete records), estimates are used based on previous waste data for the same site (month-on-month basis).

## Waste data sources

- Consignment notes and manifests.
- Invoices from licensed waste contractors.
- Internal waste management logs maintained by site teams.

## Intensity calculations

To reflect the varied nature of our products and services, the following intensity ratios are used within the report:

- **GHG (carbon) emission intensity** - based on tonnes of carbon (scope 1,2 and 3) per £m revenue.
- **Energy intensity** - calculated based on all energy usage per £m revenue.
- **Waste intensity** - calculated based on volume of hazardous and clinical waste per £m revenue.

# Independent assurance report

## To: The Stakeholders of LGC Group

**1. Introduction and Objectives of Work**
Bureau Veritas UK Ltd ('Bureau Veritas') has been engaged by LGC Group ('LGC') to provide limited assurance over selected sustainability data to be included in LGC's ESG Report 2024/2025 ('the Report'). The objective is to provide assurance to LGC and its stakeholders over the accuracy and reliability of the reported information and data.

**2. Scope of Work**
The scope of our work was limited to assurance over the following information included within the Report for the period 1st April 2024 – 31st March 2025 (the 'Selected Information'):

- GRI 302-1: Energy consumption within organization
- GRI 305-1: Direct (Scope 1) GHG emissions
- GRI 305-2: Energy indirect (Scope 2) GHG emissions [market-based]
- GRI 305-2: Energy indirect (Scope 2) GHG emissions [location-based]
- GRI 306-3: Hazardous waste generated (including clinical waste)

**3. Reporting Criteria**
The Selected Information needs to be read and understood together with LGC's reporting methodology 'Energy and greenhouse gas emissions – method statement (FY25) as set out in the LGC report: https://www.lgcgroup.com/esg/.

**4. Limitations and Exclusions**
Excluded from the scope of our work is assurance of information relating to:

- Activities outside the defined assurance period;
- The appropriateness of the Reporting Criteria;
- Positional statements of a descriptive or interpretative nature, or of opinion, belief, aspiration or commitment to undertake future actions; and
- Other information included in the Report other than the Selected Information.

The following limitations should be noted:
- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.
- For the three sites in G ermany, energy data from the landlords may be delayed by several moths due to local billing cycles. Therefore, for these sites, the previous calendar year data is used as a proxy.

**5. Responsibilities**
This preparation and presentation of the Selected Information in the Report are the sole responsibility of the management of LGC.

Bureau Veritas was not involved in the drafting of the Report or of the Reporting Criteria. Our responsibilities were to:

- Obtain limited assurance about whether the Selected Information has been prepared in accordance with the Reporting Criteria;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- Report our conclusions to the Directors of LGC.

**6. Assessment Standard**
We performed our work to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after December 15, 2015), issued by the International Auditing and Assurance Standards Board.

**7. Summary of Work Performed**
As part of our independent assurance, our work included:

1. Conducting interviews with relevant personnel of LGC;
2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries in line with the reporting methodology;
3. Reviewing estimation methods where source evidence was unavailable;
4. Reviewing documentary evidence provided by LGC;
5. Agreeing a selection of the Selected Information to the corresponding source documentation;
6. Reviewing LGC systems for quantitative data aggregation and analysis ;
7. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals;
8. Evaluating the design of internal systems, processes and controls to collect and report the Selected Information;
9. Reperforming a selection of aggregation calculations and greenhouse gas emissions conversions calculations; and
10. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

A 5% materiality threshold was applied to this assurance. It should be noted that 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. 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.

**8. Conclusion**
On the basis of our methodology and the activities and limitations described above nothing has come to our attention to indicate that the Selected Information is not fairly stated in all material respects.

| KPI | FY25 Value Verified |
|---|---|
| GRI 302-1: Energy consumption within organisation | 65,306 |
| GRI 305-1: Direct (scope 1) GHG emissions | 6,412 |
| GRI 305-2: Energy indirect (scope 2) GHG emissions [market-based] | 3,302 |
| GRI 305-2: Energy indirect (scope 2) GHG emissions [location-based] | 7,757 |
| GRI 306-3: Hazardous waste generated (chemical, clinical, and biohazardous) | 1,099 |

**9. Statement of Independence, Integrity and Competence**
Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, quality reviews and applicable legal and regulatory requirements which we consider to be equivalent to ISQM 1 & 2.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour and high ethical standards in their day-to-day business activities. We consider this to be equivalent to the requirements of the IESBA code. The assurance team for this work does not have any involvement in any other Bureau Veritas projects with LGC.

**Bureau Veritas UK Ltd**
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**London, 18th September 2025**

**Notes**
– Certificate available on request
– International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2
– nternational Federation of Inspection Agencies – Compliance Code – Third Edition
– Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants

**For further details:**

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