



2018
Corporate
Responsibility
Report



TABLE OF CONTENTS

04 **50 YEARS OF CORPORATE RESPONSIBILITY**
A Message from LabCorp's Chairman and CEO

05 **IMPROVING HEALTH, IMPROVING LIVES**

06 **CONDUCTING OUR BUSINESS RESPONSIBLY**
Code of Conduct and Ethics
Focus on Quality
Compliance Program
Commitment to Ethical Labor Practices

07 **THE INTRICATE JOURNEY OF THE LABCORP SPECIMEN**

08 **INFORMATION SECURITY**

09 **SAFETY, HEALTH, AND RESPECT FOR OUR PLANET**
Employee Safety
Energy Conservation
Carbon Emissions
Recycling and Recovery
Supplier Sustainability
Supplier Diversity
Caring for Animals in Research
Global 3Rs Working Group
Envigo Transactions

12 **INVESTING IN OUR PEOPLE**
Inclusion and Diversity
New Pathways for Women
Employee Resource Groups
Recruiting: STEM+H
Partnership for Health
Indiana Wellness Council Recognition

15 **ENGAGING CONSUMERS**
LabCorp at Walgreens Expansion
Consumer-initiated Wellness Testing
Engaging through Technology
LabCorp Enables Health Records on iPhone
Enhancing Access to Clinical Trials

16 **PARTNERING WITH OUR COMMUNITIES**
Alamance Community College Partnership
LabCorp Teams Up with Operation Airdrop
Cheeriodicals Partnership
LabCorp and Be the March Partner To Increase Potential Donors
United Way Campaign Award
Symbols of Hope

18 **WHO WE ARE**



CELEBRATING 50 YEARS OF CORPORATE RESPONSIBILITY





**A Message from
LabCorp's Chairman
and CEO**

Our company began in 1969 as Biomedical Laboratories in a former hospital in Burlington, North Carolina. From the day when employees tested the first sample in the laboratory – October 6, 1969 – until today, we have been guided by the fundamental mission of improving health and improving lives.

This mission is manifest in every aspect of our business – from the development of new tests at the forefront of science to our participation in the development of nearly every novel medicine approved last year by the U.S. Food and Drug Administration.

We are guided by the same mission in our commitment to corporate responsibility. The care taken in the processing of every sample is not just good business practice – it is a responsibility to those who depend on us for vital information to guide diagnosis and patient care. In the same way, the integrity of a large-scale clinical trial is a responsibility to physicians and their patients, who depend on us to provide timely access to new and sometimes life-saving medicines.

Investments in our people and our communities are another manifestation of improving health and improving lives, from our support of education to our role in disaster relief to our efforts to provide a safe, healthy and inclusive environment for our employees.

Dr. Jim Powell, along with his brothers Ed Powell III and John Powell, saw an unmet medical need in founding Biomedical Laboratories 50 years ago – one that demanded greater speed and efficiency in the processing of lab samples. We have come a long way in our journey since those early days.

Today, we provide diagnostic, drug development and technology-enabled solutions for more than 120 million patient encounters per year.

We have been named to FORTUNE Magazine's List of World's Most Admired Companies for the past two consecutive years. Despite our growth, we try to remain true to our roots, and that starts with knowing that people depend on us not just for speed and efficiency, but for making a difference in their lives.

A handwritten signature in black ink that reads "David P. King". The signature is written in a cursive, slightly stylized font.

David P. King
Chairman and Chief Executive Officer
LabCorp

Improving Health, Improving Lives

LabCorp is a leading global life sciences company that is deeply integrated in guiding patient care, providing comprehensive clinical laboratory and end-to-end drug development services. With a mission to improve health and improve lives, our company delivers world-class diagnostic solutions, brings innovative medicines to patients faster and uses technology to improve the delivery of care.

We provide diagnostic, drug development and technology-enabled solutions for more than 120 million patient encounters per year. LabCorp Diagnostics typically processes tests on more than 2.5 million patient specimens per week. Covance Drug Development supports clinical trial activity in approximately 100 countries through its industry-leading central laboratory, preclinical, and clinical development businesses, generating more safety and efficacy data to support drug approvals than any other company.

Putting our mission into action, in 2018 we:

Launched more than 70 new tests in therapeutic areas

- Continued our emphasis on scientific innovation and leadership by launching more than 70 new tests in therapeutic areas such as oncology, infectious diseases and women's health. As science continues to advance, we continue to invest in advanced testing capabilities in order to remain on the forefront of diagnostic laboratory testing.

Participated in the development of more than 93% of novel drugs

- Participated in the development of more than 93 percent of the novel drugs approved by the FDA in 2018, including more than 94 percent of the novel rare and orphan disease drugs and 94 percent of the novel oncology drugs. In addition, Covance has been involved in the development of all current top 50 drugs on the market as measured by 2018 U.S. sales revenue.

Advanced precision medicine delivery by collaborating on more than 100 companion diagnostics

- Advanced precision medicine delivery by collaborating with more than 50 clients on more than 100 companion diagnostics projects in 2018. Companion diagnostics are tests that should be used before a patient is treated with a specific therapy to gauge efficacy and identify potential adverse events. LabCorp Diagnostics and Covance Drug Development have been involved in the development of drugs and their associated companion diagnostics for more than 20 years, and have supported more FDA-approved companion diagnostics than any other company.

Performed the one millionth MaterniT® test

- Performed the one millionth MaterniT® non-invasive prenatal test (NIPT). This milestone demonstrates the trust we've built with our physician customers, as well as the depth of knowledge and experience of our team, which helps to instill confidence in MaterniT® results. NIPT tests help identify chromosomal abnormalities in a fetus as early as nine weeks into pregnancy.

Conducting Our Business Responsibly

As a leading global life sciences company, LabCorp is committed to compliance with all applicable laws and regulations and conducting our business with the highest integrity and ethics.

CODE OF CONDUCT AND ETHICS

LabCorp's Code of Conduct and Ethics provides the framework for how we do business. Every employee, officer and director, as well as our agents, representatives, consultants, vendors and contractors, must fully commit to the standards outlined in our Code of Conduct and Ethics. The document has been translated into multiple languages and is provided to all employees.

In addition, we maintain rigorous policies to govern ethical behavior including our Global Compliance Action Line, Anti-Corruption Policy, and Ethical Labor and Anti-Human Trafficking Policy.

FOCUS ON QUALITY

LabCorp Diagnostics (LCD) and Covance Drug Development (CDD) follow comprehensive quality systems and processes. This includes licensing, credentialing, training and competency of professional and technical staff, and internal auditing. In addition to our quality programs, the laboratories, facilities and processes are subject to on-site regulatory agency inspections and accreditation evaluations and surveys by local and national government agencies, external proficiency testing programs, and inspections and audits by customers.

Virtually all facets of our services are subject to quality programs and procedures, including accuracy and reproducibility of tests, turnaround time, customer service, data integrity, patient satisfaction and billing. Our quality program includes measures that compare current performance against desired performance goals to monitor critical aspects of service to our customers and patients.

We also participate in numerous externally administered quality surveillance programs, including the College of American Pathologists (CAP) program. CAP is an independent non-governmental organization of board-certified pathologists that offers an accreditation program to which laboratories voluntarily subscribe. The CAP program involves both on-site inspections of the laboratory and participation in a CAP accepted proficiency testing program for all categories in which the laboratory is accredited. A laboratory's receipt of accreditation by CAP satisfies the U.S. government's required certification. LCD's major diagnostic laboratories, CDD's major central laboratory facilities, and CDD's Phase I clinical research unit in Dallas, Texas, are accredited by CAP.

Multiple labs have also received ISO 15189 accreditation. ISO 15189 is an international standard that specifies requirements for the quality and technical competence of medical laboratories.



COMPLIANCE PROGRAM

Our company maintains a comprehensive global compliance program that develops, implements, monitors and updates compliance safeguards relating to the laws and regulations of the U.S. and the other countries in which it has operations. Although we are subject to a broad range of regulations, our compliance program has a particular focus on regulations related to healthcare fraud and abuse, anti-kickback, physician self-referral, government reimbursement, anti-bribery/anti-corruption, anti-human trafficking and trade sanctions. Emphasis is placed on developing and implementing compliance policies and guidelines, personnel training programs and monitoring and auditing activities. The compliance program demonstrates our commitment to conducting business at the highest standards of ethical conduct and integrity.

Annual compliance training is required for all employees.

COMMITMENT TO ETHICAL LABOR PRACTICES

As we work to improve health and improve lives around the world, we must do our part to be able to address issues such as human trafficking. Our company has policies, procedures and training in place to help avoid, detect, and address issues of modern slavery (human trafficking, forced labor, unlawful child labor, and commercial sexual exploitation) and other unethical or illegal labor practices by our employees, agents, and subcontractors or anywhere in our supply chain.

The Intricate Journey of a LabCorp Specimen

On any given day, we make 80,000 visits to patient service centers, physicians' offices and hospitals to collect 500,000 patient specimens; route those specimens to the proper branch for intake; transport them via ground or air to the lab where testing will be performed from among dozens of our primary, specialty, local and STAT laboratories (or, for about 1 percent of specimens, an outside referral laboratory); analyze each specimen; and promptly report the results back to every requesting physician.

The transport process begins with 3,100 courier vehicles who visit collection sites every day — often multiple times per day. The average route involves approximately 25 stops. In 2018, we averaged approximately 1.7 million stops a month. The drivers — known as customer service representatives — use hand-held scanners to capture critical data at each collection site, such as location, number of specimens collected, and temperature type when applicable. Then each vehicle travels to either a port or a branch, dependent upon the protocol developed within each LCD region. Ports are staging hubs dedicated to logistics, where specimens are centralized before being sent to the designated lab, while branches typically provide a broader range of services, including offices for local business teams, warehouse and laboratory testing operations.

At the lab or branch, specimens are labeled, sorted for testing, and formally received and logged into our computer system. Data captured includes patient information, insurance, ordering physician, and the test or group of tests ordered. Each specimen receives a unique number that remains with that specimen throughout the testing cycle. Several company-owned planes may be used to ship samples to LCD's network of regional testing facilities.

In addition to company-owned planes, LCD also uses commercial airlines, private charters, and ground transportation to move specimens from approximately 100 branches and ports to one of our 11 regional labs. The shared goal across the system is the delivery of fast and accurate results, often in less than 24 hours.

Our largest testing facility is the Center for Esoteric Testing and Atlantic Division Regional Laboratory located in Burlington, which operate under the same roof in a building that has been continually expanded and upgraded since it opened in 1978. Featuring the latest robotic technology for optimal efficiency, it now serves nearly 175,000 patients a day, and reports between eight and 10 million test results each month.

As each shipment arrives, the specimens are scanned once again, sorted on a more granular level, and swiftly routed to the proper department for testing — microbiology, chemistry, hematology, anatomic pathology and others. Most test results must be delivered by 8:00 a.m. the next morning. The focus is always on timely and accurate results.

Every test result obtained in the lab is immediately entered into our centralized computer system. Those results are easily accessible in several ways based on client preference. Clients can choose to log into their LabCorp portal, we can transfer the results from our system directly to the client's electronic medical record system, or we can provide a hard copy of the report. Standardized equipment and processes, and our centralized computer system, make LabCorp resilient, and allow us to efficiently route specimens to another lab if and when needed.

Underlying every step of this intricate journey is the realization that our customers depend on our test results to diagnose and treat disease, furthering our mission to improve health and improve lives.



80,000
visits to patient
service centers,
physicians' offices
and hospitals

500,000
patient specimen
collections

3,100
collection vehicles
out on the road

1.7
million stops
a month

Information Security

Information Security is a top priority for LabCorp. Protecting the information of our patients, customers, partners and colleagues is critical to our operations, and we are committed to using secure technology to improve the delivery of care.

LabCorp's continued growth further strengthens our position as a global leader in life sciences. As such, we remain a target for cybercriminals who seek to do harm. Through state-of-the-art tools and advanced analytics, we proactively identify potential information system disruptions, monitor, test and secure key networks and services, and enable prompt resumption of operations if a breach or interruption should occur. We also continue to expand employee education and training to empower our people to help protect the enterprise from the threat of cyber-attack and ensure continuous operations.

Our policies and procedures continue to evolve to maintain compliance with changing global laws and regulations related to the privacy and protection of personal and health information.

LabCorp has successfully overcome attempts by cybercriminals to access our systems and data and we remain vigilant at all times. As perpetrators' tools and methods increase in sophistication, we continue to enhance our ability to protect our customers, patients, colleagues and organization from cybercrime.



mission: **SAFE**

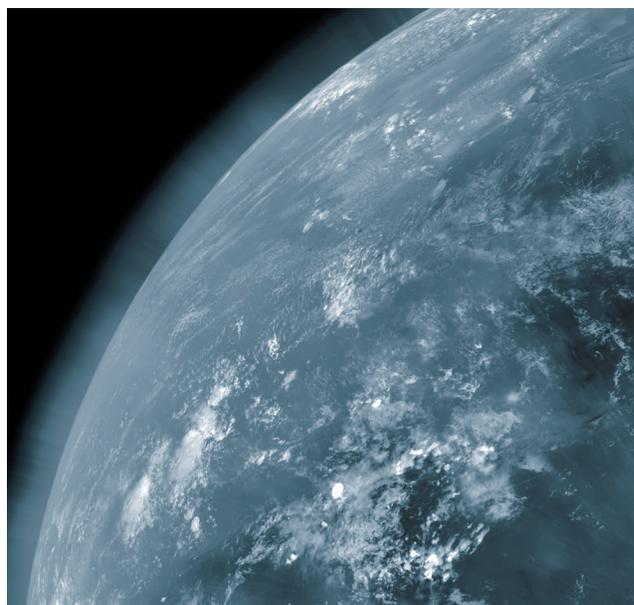
LabCorp's Office of Information Security (OIS) continues to strengthen our ability to protect our customers, patients, and colleagues around the world from falling victim to cybercrime through leading-edge technology and advanced analytics. A key component is addressing the human factor, since a majority of reported breaches are caused by human error. We continue to expand the mission:SAFE program, a comprehensive program focused on driving cyber awareness and helping LabCorp staff become cyber-savvy digital citizens.

In 2018, OIS initiated a series of live, interactive events during October Cybersecurity Awareness Month and began a road show series, holding similar events at sites around the world. Events included two live presentations - one featuring local corporate leaders discussing cyber safety with the chief information security officer and the other focused on family safety, which provides information on keeping our families and children safe from cybercrime.

mission: **SAFE** *Secure. Aware. Focused. Empowered.*

Safety, Health and Respect for Our Planet

Managing our health, safety and environmental footprint goes hand-in-hand with prudently managing our resources. Providing a safe working environment, managing energy wisely, and reducing carbon emissions benefit our people and communities as well as our bottom line.



EMPLOYEE SAFETY

Employee safety is deeply rooted in our operations, and our company continually seeks to reduce the number of injuries to employees around the world. Despite a slight increase in 2018, since 2015, we have reduced the recordable injury rate by 33.7% and the serious case rate by 40.5%. Both CDD and LCD recorded declines.

Both CDD and LCD have programs in place to protect the substantial number of employees who are on the road for the job – whether they are couriers, contract research associates or employees traveling for business. Driving and general travel safety are regularly incorporated into safety training, and Human Resources and Global Security have resources in place to assist travelers on the road in the event of an injury, illness or other emergency.

LabCorp Safety Statistics

	2015	2016	2017	2018
LabCorp Diagnostics				
Recordable Case Rate	2.02	1.56	1.51	1.69
Serious Injury Case Rate	0.57	0.46	0.43	0.42
Covance Drug Development				
Recordable Cases	1.63	1.24	0.84	0.86
Serious Injury Case Rate	0.19	0.2	0.15	0.07
LabCorp				
Recordable Case Rate	1.81	1.38	1.13	1.20
Percentage Change		-23.8	-18.3	6.2
Serious Injury Case Rate	0.37	0.31	0.27	0.22
Percentage Change		-14.6	-14.1	-19.2

Recordable Injury: An injury that results in loss of consciousness, days away from work, restricted duties, or transfer to another job.

Serious Injury: An injury that results in lost days. Lost days are calendar days counted after the day of the incident.

Injury Case Rate Calculations: Recordable or Serious Cases x 200,000 ÷ work hours.

ENERGY CONSERVATION

LabCorp is committed to making our facilities more energy efficient. We have installed energy-saving LED lighting at multiple facilities throughout CDD and LCD, and waste-to-energy projects are helping reduce waste going into landfills. Process improvements and the replacement of older equipment with newer, more efficient machinery also help to reduce the company's carbon footprint.

LCD laboratories are heavily dependent on water and energy use. The company continues to evaluate opportunities to optimize use of these resources. Recent capital investments have been made to plumbing, electrical, mechanical and architectural systems to improve energy and water usage and efficiencies. These include new air handling units, boilers, chilling and cooling towers.

For example, at the refurbished Raritan, N.J., facility, a new digital automation system is being installed to monitor and control all HVAC equipment including air handling systems, chilled water and heating water systems, and a Certified Energy Manager is working with the site to suggest energy and water efficiency design elements. Similar investments are being made at other locations. Certified Energy Managers, trained by the Association of Energy Engineers, are independent consultants recognized for their expertise in energy management.

ENERGY	2017	2018	% Change
Total Energy Use	2,722,613	2,819,807	3.6%
Total Energy Use/ Millions Revenue	264.1	248.8	-5.6%

CARBON EMISSIONS

LabCorp participated in the Carbon Disclosure Project (CDP) for the first time in the 2017 reporting period. Overall emissions were up 2.3 percent in 2018. CDD emissions were up 3.7 percent while LCD emissions declined 0.4 percent from 2017.

CDD has achieved a 9.8 percent reduction in carbon emissions from 2014 to 2018 from the replacement of older infrastructure and ongoing energy efficiency and conservation efforts. This places CDD at 65% of the aggregate goal of reducing carbon emissions by 15 percent from 2014 levels by the year 2020. We are using the knowledge gained from CDP participation to refine our energy and carbon reduction strategy in the future.

Carbon Emissions reported to Carbon Disclosure Project

	2017	2018	% Change
LabCorp Diagnostics			
Scope 1	20,565	22,210	8.0%
Scope 2	87,558	85,500	-2.4%
Total	108,123	107,710	-0.4%
Covance Drug Development			
Scope 1	48,550	51,467	6.0%
Scope 2	91,342	93,546	2.4%
Total	139,892	145,013	3.7%
LabCorp			
Scope 1	69,115	73,677	6.6%
Scope 2	178,899	179,046	0.1%
Total	248,015	252,723	1.9%

Scope 1: Direct greenhouse gas (GHG) emissions occurring from sources owned or controlled by the company

Scope 2: GHG emissions from the generation of purchased electricity consumed by the company

In 2018, CDD set aside more than \$1 million to fund sustainability projects that demonstrated benefits to the business in addition to reducing the organization's carbon footprint. These projects included water reclamation projects upgrading or replacing freezers, chillers, and other machinery, HVAC system upgrades and installation of LED lighting. These projects helped reduce GHG emissions by 1,532 metric tons. Funding for similar projects continues in 2019.

RECYCLING AND RECOVERY

Reducing, recycling, and recovering waste are priorities throughout LabCorp. Waste converted to energy reduces costs and benefits the environment.

In 2017, 2.7 percent of LCD waste went to landfills. In 2018, in coordination with our waste disposal vendor, LCD undertook an effort to reduce this amount, resulting in a rate of 1.99 percent. With continued growth of the company and the addition of sites serviced by the vendor, there are ongoing efforts to increase waste recycling.

SUPPLIER SUSTAINABILITY

LabCorp is committed to the highest standards of ethics and integrity, and expects the same of our suppliers. In 2016, the company adopted the LabCorp Supplier Code of Conduct across the global LabCorp business, creating one common Supplier Sustainability Program (SSP).

Strategic suppliers are expected to:

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

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

SUPPLIER DIVERSITY

In 2018, LabCorp conducted \$1,008.7 million worth of business with small businesses owned by minorities, women, veterans, and economically disadvantaged groups, an increase of \$102.4 million over the 2017 total of \$906.3 million.



CARING FOR ANIMALS IN RESEARCH

CDD is committed to protecting the welfare of animals used in research. Animal research is critical to developing new, safe and effective medicines that save the lives of people and animals. At CDD, we treat the animals we use in biomedical research humanely and with compassion and respect. We also adhere to strict standards of care and ethical principles in providing for their welfare.

As part of our Culture of Care, all CDD employees who work with research animals must commit to:

- Caring for our animals with the utmost compassion
- Actively pursuing advances in animal welfare, enrichment and the 3Rs (replacement, reduction and refinement)
- Supporting high-quality work and recognizing contributions to our Culture of Care
- Educating and engaging with colleagues, clients and the community on our Culture of Care in an open and honest manner
- Raising any questions or concerns about the care or use of animals through appropriate channels

GLOBAL 3RS WORKING GROUP

Employee representatives from around the world contribute to our global 3Rs (Replacement, Reduction and Refinement) working group that is dedicated to fostering respect and compassion for research animals. In 2018, this group awarded its annual Global 3Rs Award to a team at the CDD Harrogate site for improvements in the absorption, distribution, metabolism and excretion testing experience for non-human primates, resulting in calmer, more engaged animals as well as for demonstrating the scientific benefits of group housing the primates versus housing them singly.

ENVIGO TRANSACTIONS

In 2019, LabCorp entered into an agreement with Envigo that will help both companies deliver greater value to employees, customers and the patients we serve. Under this agreement, we expanded the capabilities and capacity of our Covance Early Development business with the purchase of Envigo's nonclinical organization. At the same time, Envigo acquired Covance Research Products, forming a leading organization solely dedicated to providing research models. The two companies will continue to collaborate through a multi-year, renewable supply agreement.

As a result of these transactions, nearly 1,800 individuals joined Covance Early Development, primarily located in the United Kingdom and in Princeton, New Jersey. They bring CDD additional scientific and technical expertise in such areas as toxicology, pharmacology, respiratory, drug metabolism and pharmacokinetics, bioanalysis, and chemical and crop protection.

Investing in Our People

Just as we advance solutions as diverse as the needs of our customers, we intentionally take steps to create a culture that fundamentally respects and appreciates each employee's unique capabilities. In the workplace, respect can take many forms, such as honoring cultural differences, encouraging diverse ways of thinking, and holding one another accountable for a workplace that does not tolerate abuse or harassment. At LabCorp, it means all of those things.

Individually, we bring strength to the organization in unique ways. Together, we are exceptional.

INCLUSION AND DIVERSITY

With nearly 61,000 colleagues around the world, LabCorp has an incredibly diverse workforce that brings unique experiences and talents to work each day. We believe that the diversity of our employees and our inclusive programs contribute to a healthy, productive and respectful work environment.

LabCorp has a number of programs in place that reflect and reinforce our commitment to being inclusive and diverse. We have been recognized by leading organizations such as the Human Rights Campaign, which, in 2018, named LabCorp a "Best Places to Work for LGBTQ Equality" for the second consecutive year. And this is only the beginning.

We have put in place new professional development practices and opportunities. We have incorporated a diversity component into our company's Leadership Essentials program to help managers better understand the actions they can take to create more inclusive teams and capitalize on the diverse skill sets within their organizations. We are increasing diversity into our succession planning process as well as identifying internal talent deeper in the organization to foster a more balanced and diverse team. And we continue to support and grow internal Employee Resource Groups.

NEW PATHWAYS FOR WOMEN

As part of our commitment to create an environment inclusive of all employees, we have intensified our focus on gender diversity. Last year our company directed the Global Talent Management team to create a comprehensive strategy that more fully leverages the capabilities of the company's women leaders, encourages women to grow their careers at LabCorp, and enhances the company's reputation for attracting, developing and promoting high-performing women.

Through our Women in Leadership initiative, we are bringing greater focus and visibility to the efforts underway to support growth and development of women across the company. We are currently focusing on four primary areas:

Create Awareness:

It's important for women across LabCorp to see other successful women in our organization and inform our employees of the Women in Leadership initiative. We do this through: Women in Leadership Profiles on our intranet sites featuring successful women who share their personal stories of success, career growth, overcoming challenges and how they've been inspired; external communications such as LinkedIn posts; and articles written by or about company leaders who contribute to the advancement of women.

Cultivate Diverse Talent:

Building a pipeline of strong women leaders and finding different ways to attract talented women start with having a slate of diverse internal and external candidates. Our recruiting team continues to find new and creative ways to attract and identify talent to meet the evolving needs of our organization. This will continue to be a key priority.

Develop Women Leaders:

In 2018, our company introduced two development experiences targeting women in leadership roles who have demonstrated outstanding performance and strong leadership potential. One program is completely virtual, yet highly interactive and the other has multiple levels of learning, development and self-analysis.

Encourage Executive Engagement:

LabCorp is also engaging women leaders by facilitating forums for women to share their perspectives and experiences with the executive team. In these executive listening sessions, small groups of women meet with senior executives to discuss ongoing challenges and opportunities.

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) are another example of how we are embracing inclusion and diversity in the workplace. These employee-led groups provide a powerful forum for people who share a common interest or background to connect with one another, create networking opportunities and serve as ambassadors within the company to increase awareness and advocacy — and externally, to assist with recruiting activities.

Our ERGs host numerous internal awareness-building events, and often partner with nonprofit organizations to further community advocacy and raise funds for important causes. While ERGs may be created for a specific demographic, they are open to everyone. And although they are each linked to a company site location, remote employees are also welcome to participate.

Every ERG has an appointed executive sponsor on-site as well as a corporate executive champion. These affinity groups promote personal and professional development, provide an invaluable two-way communication channel between employees and management, and offer critical insights into our diverse customer base.



Following is a list of active ERGs across the company:

Veteran Employee Resource Group (VERG)

The VERG supports employees who have served or currently serve in the military, as well as veterans everywhere — from building awareness in the workplace to raising funds for numerous causes and organizations in the community. Members do not need to have served in any military branch.

Locations: Madison, Wisconsin; Greenfield, Indiana; Indianapolis, Indiana; Princeton, New Jersey; San Diego, California; Burlington, North Carolina; Denver, Colorado.

The Pride Network

The Pride Network aims to increase the visibility of lesbian, gay, bisexual, transgender and queer or questioning employees, create connections with allies, and inspire employees to bring their whole selves to work every day.

Location: Princeton, New Jersey; Madison, Wisconsin; Indianapolis, Indiana.

ASCEND

Achieving Success through Communication, Engagement, Networking and Development

This young professional employee resource group works to bring visibility to a growing multi-generational section of the workforce and help bridge generational differences.

Locations: Princeton, New Jersey; Nashville, Tennessee.

Women's Networks

2018 was a year of momentum for women at LabCorp, with two strong women's networks in place. One at the Covance Harrogate site in the U.K. site called WISE (Women in Science) is a grassroots effort to inspire, support and provide tools to enable women to build their careers in STEM (science, technology, engineering and math), and STEM-related roles in the company. The Indianapolis location also supports a Women's Leadership and Development Network that is committed to individuals seeking opportunities for professional growth, community outreach and personal development.

RECRUITING: STEM+H

Our recruiting programs focus on careers in science, technology, engineering, math and healthcare (STEM+H) in addition to broadening our diversity as an organization.

Of the women and minorities who served as CDD interns in the U.S. in 2018, 42 percent ultimately became full-time employees. A core component of the CDD internship program is an opportunity for all interns to design and execute a philanthropic program at a local nonprofit.

In 2018, Covance interns dedicated a combined 1000 hours to community service and completed nearly 100 department projects.

In the U.K, CDD launched a program in 2018 to upskill employees through government qualified apprenticeship programs. Of the 97 participants in the program, 62 percent were women.

LabCorp's Leadership Development Program (LDP) is a two-year program that gives recruited MBA students the opportunity to rotate through a series of challenging assignments tailored to their career interests. Since 2006, LabCorp has hired 24 LDP participants.

PARTNERSHIP FOR HEALTH

Our company provides a variety of tools and resources to help employees and their families live their healthiest and fullest lives. These programs include Weight Watchers, a fitness reimbursement program, wellness screenings and an employee assistance program. A wide range of special events supports our wellness initiatives including the LabCorp Weight Loss Challenge. In 2018, 1,129 employees signed up for the challenge and lost an average of 4.5 percent of their body weight, translating to an average of 9.5 pounds per participant.



Indiana Wellness Council Recognizes Covance

The Wellness Council of Indiana, which operates under the auspices of the Indiana Chamber of Commerce, developed the AchieveWELL program to assist employers in building workplace cultures that support and encourage health and wellness, and to recognize those whose efforts are exemplary. The Council provides independent assessments of a company's wellness processes, and awards designations on three progressive levels—Three Star, Four Star and ultimately, Five Star.

Over the years, CDD Indianapolis has consecutively received Three Star and Four Star recognition. CDD achieved Five Star status for the first time in 2018.

This honor, the highest bestowed by the Council, is reserved for elite organizations that have experienced noteworthy growth in the evolution of worksite wellness initiatives and established a culture of well-being among employees.



Engaging Consumers

With consumers playing an increasingly active role in managing their healthcare, our company is investing heavily in tools, technology and services to make our interactions with consumers more engaging and convenient. Here is how we are working to enhance the patient experience.

LABCORP AT WALGREENS EXPANSION

Today's consumers are looking for more convenient access to healthcare services, from neighborhood locations and extended operating hours to reduced wait times. To meet patients where they are, LabCorp partnered with Walgreens — one of the leading drugstore chains in the U.S. — to open at least 600 comfortable and convenient patient service centers (PSCs) inside Walgreens stores by the end of 2022. This initiative, which began as a six-site proof of concept in June 2017, is now in full implementation, with locations in seven states and expanding rapidly. By the end of 2019, more than 130 sites were open or in progress to open in multiple states.



CONSUMER-INITIATED WELLNESS TESTING

Pixel by LabCorp™ gives consumers greater access to LabCorp's world-class lab testing, allowing consumers to purchase testing online at Pixel.LabCorp.com and visit a LabCorp PSC for sample collection.

Launched in 2018, the initial Pixel Phlebotomy offerings include:

- General health and wellness
- Heart health
- Diabetes and kidney function
- Hormones, thyroid and fertility
- Vitamins and nutrition

Pixel plans to add additional tests to the platform in the coming months.



ENGAGING THROUGH TECHNOLOGY

LabCorp is committed to enhancing the patient experience through new technology. In 2018, we completed the rollout of several patient self-service tools to enhance the experience in our PSCs, including self-check-in, improved insurance card recognition technology, enhanced mobile applications and upgraded online bill payment. LabCorp's online patient portal and mobile app offer convenient access to new and historical test results, information about tests, and an option to receive information about clinical trials.

Our company also continues to evaluate new technologies to enable self-collection of specimens, and is exploring the use of wearable devices for diagnostics and for use in clinical trials.

LABCORP ENABLES HEALTH RECORDS ON IPHONE

In October 2018, LabCorp began supporting Health Records on iPhone®. This feature makes it easy for LabCorp patients to access their LabCorp laboratory test results, along with other available medical data from multiple providers, whenever they choose.

LabCorp test results are viewable in the Apple® Health app for LabCorp patients who have a LabCorp Patient™ account and enable integration with the Health Records app. In addition to their LabCorp test results, patients will have information from participating healthcare institutions organized into one view, covering allergies, medical conditions, immunizations, lab results, medications, procedures and vitals. Patients will receive notifications when their data is updated. Health Records data is encrypted and protected with the user's iPhone passcode, Touch ID or Face ID.



ENHANCING ACCESS TO CLINICAL TRIALS

Through the LabCorp Portal, LabCorp patients can consent to release their medical information to CDD and be contacted for clinical study opportunities. Interested patients receive information about opportunities to participate in research, which can take many forms including clinical studies, medical device studies and other types of research to inform new therapies and better understand patients' needs. To further enrich the relationship with patients, the portal now also includes educational content to inform patients about clinical research.

Partnering with Our Communities

Since processing our first samples in 1969, LabCorp has been deeply involved in the communities in which our employees and customers live and work. From responding to emergencies to supporting nonprofit organizations that promote learning, healthcare and access to the arts, LabCorp views community involvement as an integral part of our DNA.

Following are some examples:

ALAMANCE COMMUNITY COLLEGE PARTNERSHIP

Alamance Community College (ACC) in North Carolina named LabCorp its 2018 Business Partner of the Year. The award recognizes local businesses that provide outstanding support to ACC students and graduates.

A financial supporter of ACC for 35 years, LabCorp is the college's first repeat winner of this award. Our contributions to ACC include providing volunteers for college activities (such as the ACC Medical Lab Technology (MLT) advisory committee) and helping to launch ACC's new program to train histotechnology technicians. Histotechnology is the scientific discipline that studies organs and tissues of the body, including their preparation for viewing under a microscope.

Over the years, several LabCorp employees have served on the ACC Foundation Board of Directors, and over 150 ACC graduates from the biotech and life science programs currently work at LabCorp.

Thanks to a partnership with LabCorp and the City of Burlington, in early 2019, ACC received a \$100,000 Economic Development Award from the NC Biotechnology Center. These funds will provide state-of-the-art lab equipment for ACC's Biotechnology program and will help to establish new clinical sites for medical lab technology students.

We also made a \$1 million gift to ACC in early 2019 that will be used to provide students and instructors in ACC's Biotechnology, MLT, Histotechnology, and Agricultural-Biotechnology programs with new laboratory equipment and supplies, in addition to making provisions for ongoing service and maintenance requirements.



LABCORP TEAMS UP WITH OPERATION AIRDROP

Last September, LabCorp, in coordination with Operation Airdrop, delivered approximately 25,000 pounds of water, food, dog food, diapers, and other relief supplies as well as 1,000 hot meals aboard three of LabCorp's cargo aircraft to aid in recovery efforts following Hurricane Florence. LabCorp pilots flew multiple trips to deliver relief supplies to regions devastated by the hurricane, including the hometowns of many LabCorp employees.

CHEERIODICALS PARTNERSHIP

We continued our partnership with Cheeriodicals in 2018. Cheeriodicals works with children's hospitals in dozens of communities nationwide, partnering with corporations to bring boxes of cheer to hospitalized children. During one such event, in March 2018, approximately 150 LabCorp employees volunteered their time to assemble and deliver 128 big green boxes to children at Florida Hospital Memorial Medical Center and Halifax Health Medical Center. Cheeriodicals boxes are made up of age-appropriate magazines and activity books, room decorations, puzzles, stickers and games for the children to enjoy.

LABCORP AND BE THE MATCH PARTNER TO INCREASE POTENTIAL DONORS

Longtime partners LabCorp and Be The Match teamed up in 2018 to help grow the Be The Match Registry. In late October, nearly 1,500 LabCorp patient service centers (PSCs) across 45 states began providing patients with information about how to join the registry, which is the world's largest registry of potential blood stem cell donors and donated cord blood units. Since 1987, Be The Match has facilitated more than 86,000 transplants. Be The Match, operated by the National Marrow Donor Program®, is the world's leading nonprofit organization focused on saving lives through marrow and cord blood transplantation, which can be a cure for those with life-threatening blood cancers like leukemia or lymphoma. LabCorp and Be The Match have worked together for more than 25 years.

UNITED WAY CAMPAIGN AWARD

LabCorp received the Frank S. Holt, Jr. Campaign Award from United Way of Alamance County for our 2018 employee campaign. This award is presented each year to the employee group in the business and industry sector that has conducted the most outstanding employee solicitation program. Commenting on the award, United Way of Alamance County President Heidi Norwick said: "United Way of Alamance County is so very fortunate to have LabCorp as one of our outstanding corporate partners. Year after year, their support comes from every level of the organization and in so many ways. They understand the needs of the communities where they have a footprint and their responses to these needs are vast, intentional and impactful."



Symbols of Hope

What started as a team-building exercise in early 2018 soon blossomed into a region-wide LabCorp philanthropic partnership. Hope Scarves is a Kentucky-based nonprofit that collects scarves and stories of hope from women who have battled cancer, and passes the scarves along to others in treatment. When each woman completes her treatment, she is encouraged to return the scarf to the organization, along with her story, to be shared with another woman who is newly diagnosed. The organization is often called the "sisterhood of the traveling scarves."

Hope Scarves founder Lara McGregor was diagnosed with breast cancer when she was 30 years old and seven months pregnant. A friend of a friend sent Lara her head scarves with a note that read, "You can do this." Lara says that simple act of compassion gave her strength and hope at a key moment in her life. It was the inspiration for an organization that has now distributed nearly 10,000 scarves to people in all 50 U.S. states and another 23 countries.

Lara presented the story of Hope Scarves at the North Central divisional sales meeting last January, followed by a group activity where the 200 LabCorp team members in attendance each assembled a Hope Scarves package for someone recently diagnosed with cancer. They also brought notecards and markers for each participant to write a personal message of hope to the scarf's next recipient.

Many colleagues were fighting their own battles with cancer, or had someone very close to them impacted by the disease, and their messages were deeply personal.

LabCorp donated \$6,000 to Hope Scarves, and SSM Health, a hospital group based in St. Louis, received and distributed the packages. Nurses at SSM Health now share Hope Scarves with patients daily, and also collect scarves and stories of hope to donate back to the organization.

LabCorp colleagues in Chicago soon took up the challenge. Through a raffle, restaurant nights, and even a dunk tank, their team raised approximately \$7,500, which was matched by the company. Employees in Chicago and Michigan then wrapped some 500 additional scarves, which were distributed by Christ Medical Center in Chicago.

"Through our business, we work every day to improve health and improve lives," says Amy Rhine-Pallas, Senior Vice President, North Central Division. "This partnership offers us the opportunity to directly support the healthcare providers and patients we serve in a unique and fulfilling way. We hope every scarf lifts the spirits of the woman who receives it and shows that she is not alone."



Who We Are



LabCorp is a leading global life sciences company that is deeply integrated in guiding patient care. The Company provides comprehensive clinical laboratory and end-to-end drug development services through LabCorp Diagnostics and Covance Drug Development. LabCorp is positioned at the convergence of research and care delivery to enable more precise and individualized healthcare, bringing together world-class diagnostics and drug development capabilities.

With nearly 61,000 employees worldwide, the Company's mission is to improve health and improve lives by delivering world-class diagnostics, bringing innovative medicines to patients faster, and using technology to improve the delivery of care. In 2019, LabCorp, an S&P 500 company, was named to FORTUNE magazine's List of World's Most Admired Companies for the second consecutive year.

