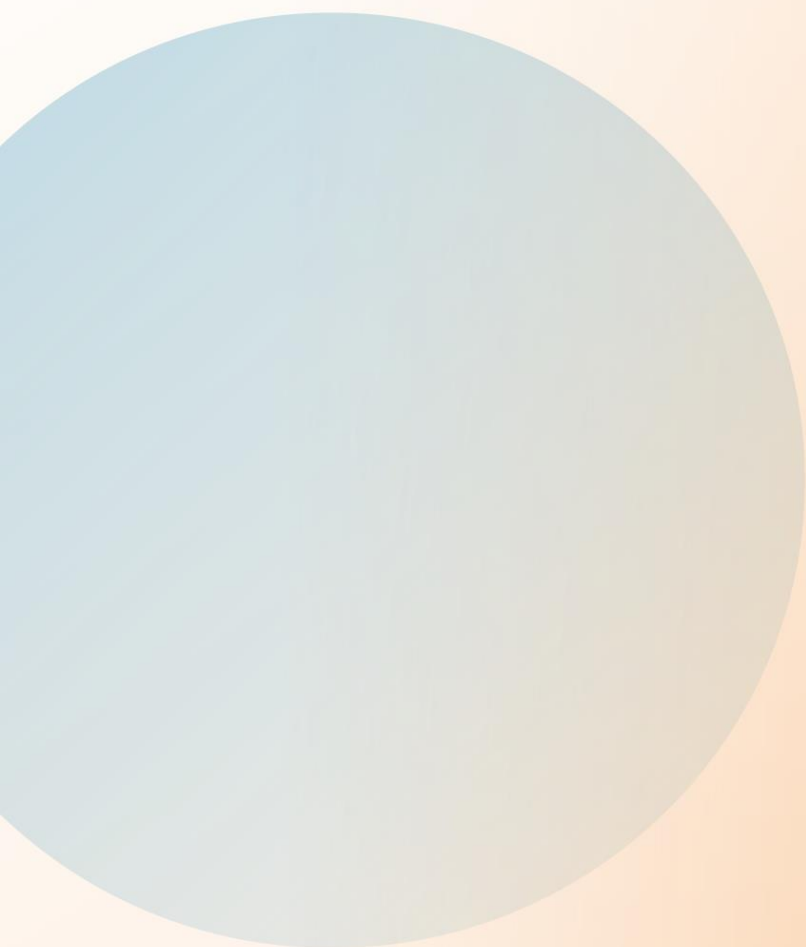




# ESG DATA BOOK 2023

SYNLAB GROUP



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# Introduction

## ABOUT SYNLAB

SYNLAB Group („the Group“ or „SYNLAB“), with headquarters in Munich, Germany, is the leader in medical diagnostic services and specialty testing in Europe. SYNLAB offers a full range of innovative and reliable medical diagnostics for patients, practicing doctors, hospitals and clinics, governments, and corporations. Providing a high level of service within the industry, SYNLAB is a partner of choice for diagnostics in human and veterinary medicine. The Group continuously innovates medical diagnostic services for the benefit of patients and customers. SYNLAB operates in 33 countries across four continents and holds leading positions in most markets.

## ESG DATA BOOK

This ESG Data Book contains ESG metrics of the SYNLAB Group to complement our 2023 Separate Non-Financial Group Report published within the Group Annual Report 2023. The data in this report covers the whole consolidation scope under SYNLAB AG and refers to the 2023 financial year (1 January 2023 to 31 December 2023). 2022 data, referring to the 2022 financial year (1 January 2022 to 31 December 2022) are also included for reference for selected indicators. SYNLAB uses the control principle defined by the International Financial Reporting Standards (IFRS) when determining the scope of reporting for the Group, unless otherwise stated. Non-financial data governance at SYNLAB follows financial data governance closely and has multiple layers of checks and approvals.

# Non-financial targets overview

CARE-SOCIAL	2023	2022	Change	Progress
Certify/accredit competence and quality management systems (QMS) of over 80% of our laboratories according to ISO 9001 or ISO 15189 or the appropriate local quality standard by 2025.	72.9%	72.2%	0.7%	✔
By 2026, achieve overall 30% female representation within the Key Strategic Successors Pipeline for CEO positions for any country representing at least 5% of total Group revenue.	25.0%	50.0%	-25.0%	✔
Achieve female representation of 20% in first line management (Executive Committee) below the Management Board by 2026.	10.0%	10.0%	0%	✔
Achieve female representation of 45% in second line management below the Management Board by 2026.	28.8%	26.2%	2.6%	✔
Improve SYNLAB Dialogue employee engagement scores year after year until 2025.	4% against 2022 scores	-5% against 2021 scores	4%	✔
Ensure participation of 100% of SYNLAB leaders (all leadership levels) in our ACCE development programme by 2026.	3.3%	<1.0%	>2.3%	✔
Between 2022 and 2030, increase average hours of role-related training per full time employee, by 10% year-on-year.	14.5 hours	12.7 hours	14%	✔
Loss time accident frequency rate (LTAFR) year-on-year reduction up to 2025.	8.8 lost time accidents per 1,000 FTEs	13.6 lost time accidents per 1,000 FTEs	-35%	✔
<b>GREEN - ENVIRONMENT</b>				
Reduce scope 1 and 2 CO <sub>2</sub> e emissions intensity <sup>1</sup> year after year and offset remaining unavoidable Group-wide emissions by 2027.	11.9 Tonnes CO <sub>2</sub> e per million euros revenue	9.9 Tonnes CO <sub>2</sub> e per million euros revenue	20%	✔
Certify 20% of Group laboratories according to ISO 14001 or equivalent by 2025, with a focus on central labs.	20.7%	20.2%	0.5%	✔
<b>CITIZENSHIP</b>				
Continue to maintain and grow our diagnostic services, year-on-year, in line with evolving demand for testing to address public health priorities. SYNLAB has defined the following indicator diseases for this target: HIV/AIDS, Tuberculosis, and antimicrobial resistance.	Testing can be provided in all segments within SYNLAB network for the indicator diseases.	Testing can be provided in all segments within SYNLAB network for the indicator diseases.	-	✔
Train 95% of all employees on data privacy by 2025.	74.1%	60.0%	14.1%	✔
Achieve an aggregated grade A on SecurityScorecard by 2025.	B <sup>2</sup>	A <sup>2</sup>	-	✔
Extend SecurityScorecard to the Cloud platforms by 2025.	Extension to cloud applications started <sup>3</sup> .	Not extended to the Cloud platforms.	-	✔
Establish a Supplier Code of Conduct by 2025 for any new suppliers that represent more than 1% of the overall Group procurement spend.	In 2023, there were no new suppliers that met the criteria. Going beyond the target, SYNLAB started discussions with existing top suppliers on the topic. One of the top suppliers acknowledged SYNLAB Supplier Code of Conduct.	SYNLAB Supplier Code of Conduct was developed and published online.	-	✔
Complete environmental and human rights due diligence assessment for more than 50% of reagent supplier spend by 2023.	ESG due diligence assessment was conducted for 63% of reagent supplier spend.	ESG due diligence questionnaire was developed.	-	✔



Target on track.



Target achieved.

<sup>1</sup> Calculated using market-based emissions.

<sup>2</sup> In 2022, Colombia, Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Italy, Portugal, Spain, Switzerland and the United Kingdom were included in the scope. In 2023, the digital footprint has been extended to all countries, business units and extension to cloud applications started. Thus, due to the change in data coverage, 2022 and 2023 data are not comparable.

<sup>3</sup> Digital footprint may change overtime due to M&As, decommission or provisioning of new external assets. SecurityScorecard conducts an automatic external assets attribution.

# ESG data

## OWN WORKFORCE

### Employee data

#### PERCENTAGE OF EMPLOYEES BY GENDER AND NUMBER OF TOTAL EMPLOYEES (%)

2023

Male	26%
Female	74%
Diverse/non-binary	0%
Not reported	0%
Total Employees (HC)	27047
FTEs	23538

#### PERCENTAGE OF EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY GENDER (%)

	Male	Female	Other*	Not reported	Total Employee
Percentage of employees	26%	74%	0%	0%	100%
Percentage of permanent employees	21%	64%	0%	0%	85%
Percentage of temporary employees	4%	9%	0%	0%	13%
Others	1%	1%	0%	0%	2%

\*Gender as specified by the employees themselves.

#### PERCENTAGE OF EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY GENDER (%)

	Male	Female	Other*	Not reported	Total Employee
Percentage of full-time employees	19%	51%	0%	0%	70%
Percentage of part-time employees	4%	20%	0%	0%	24%
Others	2%	4%	0%	0%	6%

\*Gender as specified by the employees themselves.

**PERCENTAGE OF EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY REGION (%)**

	France	Germany	North & East	South	Total Employee
Percentage of employees	18%	17%	33%	32%	100%
Percentage of permanent employees	14%	15%	27%	29%	85%
Percentage of temporary employees	4%	2%	4%	3%	13%
Others	0%	0%	2%	0%	2%

**PERCENTAGE OF EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY REGION (%)**

	France	Germany	North & East	South	Total Employee
Percentage of full-time employees	13%	9%	24%	25%	71%
Percentage of part-time employees	3%	9%	5%	7%	24%
Others	1%	0%	3%	1%	5%

## Diversity

**PERCENTAGE OF EMPLOYEE BY JOB LEVEL, BROKEN DOWN BY GENDER (%)**

	Male	Female	Other*	Not reported	Total Employee
L1 – Supervisory Board	58%	42%	0%	0%	-
L2 – Management Board & Executive Committee	92%	8%	0%	0%	<1%
L3 – C-level (country-level)	52%	48%	0%	0%	<1%
L4 – Management	47%	53%	0%	0%	2%
L5 – Team Leader	33%	67%	0%	0%	5%
L6 – Team Members	24%	76%	0%	0%	92%

\*Gender as specified by the employees themselves.

**PERCENTAGE OF EMPLOYEES BY AGE GROUP (%)**

	2023
Employees – <30	23%
Employees – 30-50	49%
Employees – >50	28%

## Employee engagement

**SYNLAB DIALOGUE**

	Unit	2023	2022
Participation rate changes	%	67.0	70.0
Employee engagement score	Relative %	+4% against 2022 scores	-5% against 2021 scores

## Training and skills development

TRAINING HOURS	2023	2022	Change
Average training hours per FTE	14.5	12.7	14%
Average training hours per HC	12.6	11.1	14%

## Health and safety

HEALTH AND SAFETY <sup>4</sup>	Unit	2023	2022	Change
Fatalities	# Fatalities	1	0	-
Work-related high consequence injuries and ill health (excl. Fatalities)	# Cases	1	4	-75%
Number of recordable work-related accident	# Cases	325	-	-
Loss time accident frequency rate (LTAFR)	# Lost time accidents per 1,000 FTEs	8.8	13.6	-35%

In 2023, SYNLAB lost an employee due to a tragic car accident that took place while the employee was transporting samples. The reported fatality number refers to this case. Furthermore, one high consequence injury was reported, which occurred while using a microtome. Health and Safety in the SYNLAB workplace is of paramount importance. We are constantly seeking to minimise and remove any harmful risks in the workplace. At the group level, we set a lost-time accident frequency rate (LTAFR) target of a year-on-year reduction up to 2025.

## Incidents, complaints, and severe human rights impact

INCIDENTS	2023	2022	Change
Number of severe human rights incidents	0	0	0

## DATA PRIVACY

DATA PRIVACY TRAINING (%)	2023	2022	Change
Completion rate of privacy training of all employees	74.1%	60.0%	14.1%

<sup>4</sup> Includes other workers working on the company site.

## GHG EMISSIONS<sup>5</sup>

In FY 2023, SYNLAB conducted its first global Scope 3 emissions inventory to understand the amount and nature of our Scope 3 emissions. Scope 3 emissions include indirect emissions (other than those reported as Scope 1 or 2) that occur in our upstream and downstream value chain. As a provider of medical diagnostic services, our Scope 3 GHG emissions primarily occur in the upstream value chain. Our emissions boundary exercise identified the Scope 3 categories "Purchased goods & services", "Capital goods" and "Upstream transport & distribution" as material and Scope 3 categories 1-6 are included in the disclosure.

No carbon credits were purchased in 2023.

	Unit	2023	2022	Change
<b>Scope 1 GHG emissions</b>				
Gross Scope 1 emissions	Tonnes CO <sub>2</sub> e	19929	20925 <sup>6</sup>	-5%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0	0	0%
<b>Scope 2 GHG emissions</b>				
Gross location-based Scope 2 GHG emissions	Tonnes CO <sub>2</sub> e	27241	Not reported	-
Gross market-based Scope 2 GHG emissions	Tonnes CO <sub>2</sub> e	11527	11307 <sup>6</sup>	2%
<b>Significant Scope 3 GHG emissions</b>				
Total Gross indirect (Scope 3) GHG emissions	Tonnes CO <sub>2</sub> e	410433	-	-
1 Purchased goods and services	Tonnes CO <sub>2</sub> e	352356	-	-
2 Capital goods	Tonnes CO <sub>2</sub> e	20486	-	-
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	Tonnes CO <sub>2</sub> e	1940	-	-
4 Upstream transportation and distribution	Tonnes CO <sub>2</sub> e	22469	-	-
5 Waste generated in operations	Tonnes CO <sub>2</sub> e	11182	-	-
6 Business traveling	Tonnes CO <sub>2</sub> e	2000	-	-
<b>Total GHG emissions</b>				
Total GHG emissions (location-based)	Tonnes CO <sub>2</sub> e	457604	-	-
Total GHG emissions (market-based)	Tonnes CO <sub>2</sub> e	441889	-	-

## WASTE

WASTE VOLUME	Unit	2023	2022	Change
Volume of hazardous waste disposed	Tonnes	5451	7704	-29%

<sup>5</sup> For operational environmental data, covered under "Environmental Matters", SYNLAB applies an operational control approach defined by the GHG Protocol. When preparing the disclosure, due to data unavailability, some of the data points needed to be estimated to present the complete scope for reporting years 2022 and 2023. At SYNLAB, the greenhouse gas emissions are calculated as CO<sub>2</sub>e based on the active data and emission factors. All emission factors are in units of grams/kilograms of carbon dioxide equivalent of Y per X' (g CO<sub>2</sub>e of Y per X or kg CO<sub>2</sub>e of Y per X), where Y is the gas emitted and X is the unit activity. CO<sub>2</sub>e is the universal unit of measurement to indicate the Global Warming Potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. In alignment with ESRS (AR 39 [d]), SYNLAB uses the most recent GWP values published by the IPCC based on a 100-year horizon to calculate CO<sub>2</sub>e emissions of non-CO<sub>2</sub> gases. For electricity, stationary and heat/stream CO<sub>2</sub>e, the grid emission factors were used based on the official International Energy Agency (IEA) Emission Factors (licensed to SYNLAB), the UK Department for Environment, Food and Rural Affairs (DEFRA) and the UK Department for Business, Energy, and Industrial Strategy (BEIS) 2021. However, whenever the custom emission factors (market-based) were provided by the supplier SYNLAB used these factors. In 2023, SYNLAB applied stricter internal checks and controls and, in this process, also identified gaps and worked to close them during the year.

<sup>6</sup> Comparability: For restatement, SYNLAB applies the following significance threshold: Methodological changes: 5% on Group-level or 10% on country-level per indicator category of current year's total emissions; and Errors: 5% on Group-level or 10% on country-level per indicator category. This means when a methodology change or aggregate errors meet this condition, it will trigger a restatement in the Group's public reporting. Thresholds of aggregated errors, including replacing estimates with actual data, were met for 2022 Scope 2 (market-based) data, and thus it has been restated. For Scope 1 the threshold has not been met; however, SYNLAB decided to consider the actual data from 2022 that became available during the year, replacing estimated data, and restate 2022 Scope 1 emissions.

## CYBERSECURITY

CYBERSECURITY RATING	2023	2022
Aggregated Grade on SecurityScorecard	B <sup>7</sup>	A <sup>7</sup>

## COMMUNITY IMPACT

COMMUNITY IMPACT	Unit	2023
Local community investments	Euros [€]	848245
Employee volunteers	# Employees	1331
Income tax paid	Million Euros [€]	62.5

## RESEARCH AND INNOVATION

RESEARCH AND INNOVATION	2023
Number of scientific research publications	319

<sup>7</sup> See footnote 2, page 4.

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