



ESG DATA BOOK 2024

SYNLAB GROUP

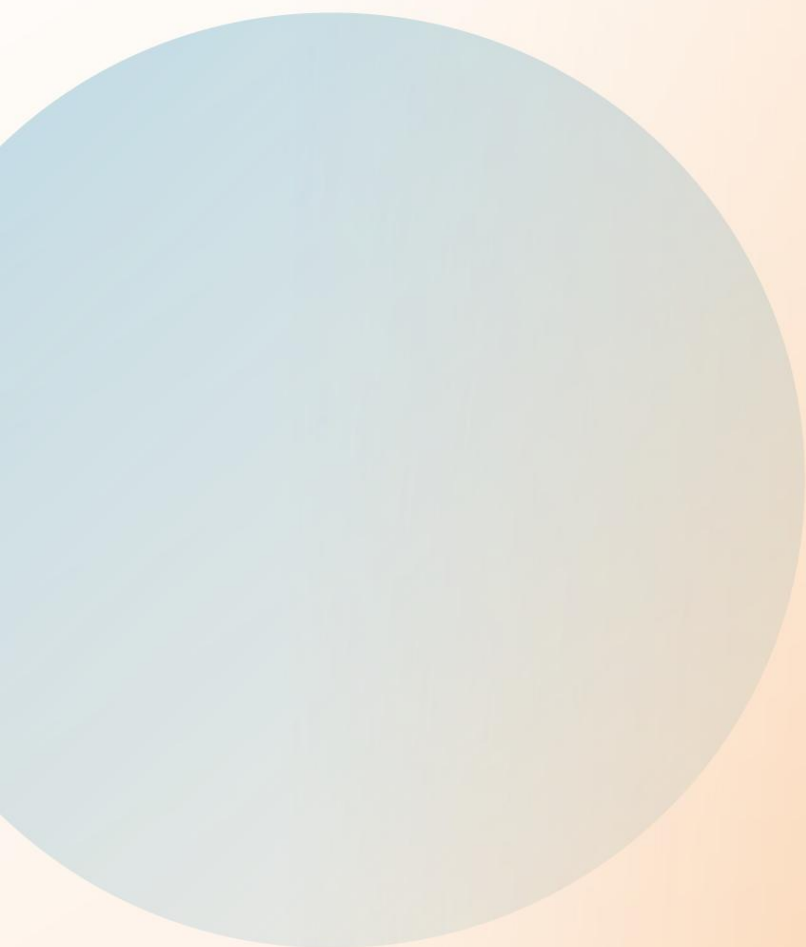


TABLE OF CONTENTS

INTRODUCTION	3
ABOUT SYNLAB	3
ABOUT THIS DOCUMENT	3
OUR APPROACH	4
SUSTAINABILITY AS PART OF GROUP STRATEGY AND CULTURE	4
NON-FINANCIAL TARGETS OVERVIEW	5
ESG DATA	6
OUR WORKFORCE	6
DIVERSITY	7
EMPLOYEE ENGAGEMENT	7
TRAINING AND SKILL DEVELOPMENT	7
HEALTH AND SAFETY	8
ENVIRONMENTAL MANAGEMENT	8
GHG EMISSIONS	9
CYBERSECURITY	10
HUMAN RIGHTS	10
COMMUNITY IMPACT	10
RESEARCH AND INNOVATION	10

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, including:

- Clinical biological testing (routine and specialty)
- Anatomical pathology testing (histological and cytological samples)
- Diagnostic imaging (medical and nuclear imaging technologies)

Today, SYNLAB is present in more than 20 countries across four continents, operating over 350 laboratories and over 1,800 blood collection points. SYNLAB performed around 600 million laboratory tests and achieved revenues of €2.62 billion in 2024.

ABOUT THIS DOCUMENT

This document includes our annual reporting on key ESG metrics. It is voluntarily published to uphold SYNLAB's commitment to transparency.

The data in this report covers the whole consolidation scope under SYNLAB AG and refers to the 2024 financial year (1 January 2024 to 31 December 2024). 2023 data, referring to the 2023 financial year (1 January 2023 to 31 December 2023), is included for reference.

SYNLAB uses the control principle defined by the International Financial Reporting Standards (IFRS) when determining the scope of reporting for the Group and aligns with the financial reporting scope. ESG data governance at SYNLAB follows financial data governance closely and has multiple layers of checks and approvals.

SYNLAB is working towards updating its reporting approach to align with the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

OUR APPROACH

SUSTAINABILITY AS PART OF GROUP STRATEGY AND CULTURE

At SYNLAB, our mission is clear: to provide actionable diagnostic information for healthy lives and well-being for all. Sustainability is integrated into our company strategy and SYNLAB strives to minimise negative and enhance positive social and environmental impacts, balancing responsibility with profitability, to create value for our stakeholders. This means creating value for our customers and patients, employees, society, and shareholders. To embed and promote a culture of sustainability across the Group and value chain, three areas of action have been identified as part of the company's ESG Strategy:

- **SYNLAB Care:** deliver the best care experience and medical advice to our patients and customers. Attracting and retaining the right talent is crucial to deliver our service. We strive to create a work environment that fosters growth, engagement, and satisfaction for our people.
- **SYNLAB Green:** minimise environmental impact and strive to protect the environment.
- **SYNLAB Citizenship:** advance public health through responsible corporate citizenship, operating with the highest standards of governance and compliance, and practice responsible risk management.

Our activities focus on material topics identified through double materiality assessment. This assessment is conducted periodically at SYNLAB, with the most recent update in 2024 to align with the requirements outlined in the EU CSRD and the ESRS. Double materiality assessment considers two types of impacts: environmental and social topics that can affect the enterprise value of SYNLAB and the Group's impact on society and the environment. Inputs from internal and external stakeholders form an integral part of our assessment.

NON-FINANCIAL TARGETS OVERVIEW

SYNLAB set multiple non-financial targets during 2021 and 2022. We have made progress, achieving some targets already, and continue to work towards the remaining goals. For targets achieved last year, please see the ESG Databook 2023.

CARE-SOCIAL	2024	2023	% change	Progress
Certify over 80% of our laboratories according to ISO 9001 or ISO 15189 or the appropriate local quality standard by 2025.	76%	73%	3%	✔
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 by 2026.	Target reviewed and updated ¹	25%	-	-
Achieve female representation of 20% in first line management (Executive Committee) below the Management Board by 2026.	10%	10%	0%	✔
Achieve female representation of 45% in second line management below the Management Board by 2026.	25%	28%	(3%)	!
Improve SYNLAB Dialogue employee engagement scores year after year until 2025.	Score remained stable against 2023 score	4% against 2022 score	-%	!
Train 100% of SYNLAB leaders in our ACCE development programme by 2026.	9%	3%	6%	✔
Increase average training hours per FTE, by 10% year-on-year between 2022 and 2030.	15.7 hours	14.5 hours	8%	!
Reduce loss time accident frequency rate (LTAFR) ² year-on-year up to 2025.	6.8	8.8	(23%)	✔
GREEN-ENVIRONMENT				
Reduce scope 1 and 2 CO ₂ e emissions intensity ³ year after year and offset remaining unavoidable Group-wide emissions by 2027.	11.7	11.9	≈0%	✔
CITIZENSHIP				
Train 95% of all employees on data privacy by 2025.	75%	74%	1%	✔
Establish a Supplier Code of Conduct (SCoC) by 2025 for any new suppliers that represent more than 1% of the overall Group procurement spend.	Target achieved. In 2024, one supplier met the criteria. The principles outlined in the SCoC was acknowledged in the contract.	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 SCoC.	-	✔
Achieve an aggregated grade A on Security Scorecard by 2025.	Target achieved. ⁴	B	-	✔

! Target at risk / YoY Target not met

✔ Target not yet achieved

✔ Target achieved.

¹ The new target encompasses all strategic positions within the Group, incorporating successor planning for short, medium, and long-term needs. We aim to have at least 40% female representation by 2030. The progress against this target will start from 2025.

² Rate per 1,000 FTE.

³ Calculated using market-based emissions, Tonnes CO₂e per million euros revenue.

⁴ SecurityScorecard's rating updates continually. The grade improved from B on 31.12.2024 to A at the end of Q1 2025. We have reached our goal of an aggregated grade A by 2025.

ESG DATA

OUR WORKFORCE

As of 31 December 2024, SYNLAB had a total of 26,989 employees (31 December 2023: 27,047). Due to the nature of the laboratory activity (e.g., sampling mostly performed in the morning) the number of FTEs is consistently lower than the total number of employees at SYNLAB. This offers flexibility to the employees and a potential reservoir when activity is higher than normal.

EMPLOYEES BY GENDER AND NUMBER OF TOTAL EMPLOYEES (%)

2024

Male	25.8%
Female	74.0%
Diverse/non-binary**	<0.1%
Not reported	0.2%
Total Employees (Headcount, HC)	26,989
Total Employees (FTE)*	23,027

*FTE is calculated based on the employment contract of each individual and working hours compared to the usual weekly working time in the country of employment. FTE reported is the average of 2024. **Gender as specified by the employees themselves.

EMPLOYEES BY CONTRACT TYPE, BROKEN DOWN BY GENDER (%)

	Male	Female	Diverse/non-binary*	Not reported	Total Employee
Full-time employees	18.2%	49.1%	0.0%	0.0%	67.4%
Part-time employees	6.5%	22.6%	0.0%	0.2%	29.2%
Others	1.0%	2.4%	0.0%	0.0%	3.4%
Percentage of total employee	25.8%	74.0%	0.0%	0.2%	100%

*Gender as specified by the employees themselves.

DIVERSITY

EMPLOYEE BY JOB LEVEL, BROKEN DOWN BY GENDER (%)	Male	Female	Diverse/non-binary *	Not reported	Total Employee
L1 – Supervisory Board	60%	40%	0%	0%	-
L2 – Management Board & Executive Committee	92%	8%	0%	0%	<1%
L3 – C-level (country-level)	58%	42%	0%	0%	<1%
L4 – Managers	47%	53%	0%	0%	4%
L5 – Team Leaders	34%	66%	0%	0%	7%
L6 – Team Members	24%	76%	0%	0%	89%

*Gender as specified by the employees themselves.

EMPLOYEES BY AGE GROUP (%)	2024
<30	21%
30-50	48%
>50	31%

EMPLOYEE ENGAGEMENT

SYNLAB DIALOGUE	Unit	2024	2023
Participation rate	% of all employees	71.0	67.0
Employee engagement score	Relative score development	Score remained stable against 2023	+4% against 2022 score

TRAINING AND SKILL DEVELOPMENT

TRAINING HOURS	2024	2023	Change
Average training hours per FTE	15.7	14.5	8.3%

HEALTH AND SAFETY

HEALTH AND SAFETY	Unit	2024	2023	Change
Fatalities	# Cases	0	1	-
Work-related high consequence injuries and ill health (excl. Fatalities)	# Cases	0	1	-
Recordable work-related accidents	# Cases	327	325	0.6%
Loss time accident frequency rate (LTAFR)	# Lost time accidents per 1,000 FTEs	6.8	8.8	(22.5%)

ENVIRONMENTAL MANAGEMENT

WASTE VOLUME	Unit	2024	2023	Change
Volume of hazardous waste disposed	Tonnes	4,772	5,451	(13.4%)

GHG EMISSIONS⁵

SYNLAB had the set the target to decrease Scope 1 and 2 CO₂e emissions intensity annually and offset remaining unavoidable Group-wide emissions by 2027. During 2024, SYNLAB revisited this existing target and took the next step to commit to setting ambitious targets for 2030 in accordance with the standards of the Science Based Targets initiative (SBTi).

The new targets for 2030, aligned with SBTi, aims at a significant reduction of Scope 1, Scope 2 and Scope 3 emissions. Official validation of our targets by SBTi is planned during 2025. Progress will be disclosed starting from 2025, ensuring alignment with reported GHG data.

No carbon credits were purchased in 2024.

	Unit	2024	2023	Change
SCOPE 1 GHG EMISSION				
Gross Scope 1 emissions	Tonnes CO ₂ e	18,521	19,929	(7.1%)
Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0	0	0.0%
SCOPE 2 GHG EMISSION				
Gross location-based Scope 2 GHG emissions	Tonnes CO ₂ e	29,185	27,241	7.1%
Gross market-based Scope 2 GHG emissions	Tonnes CO ₂ e	12,206	11,527	5.9%
SIGNIFICATN SCOPE 3 GHG EMISSION⁶				
Total Gross indirect (Scope 3) GHG emissions	Tonnes CO ₂ e	405,588	410,717 ⁷	(1.2%)
1 Purchased goods and services	Tonnes CO ₂ e	352,324	352,356	(< 0.1%)
2 Capital goods	Tonnes CO ₂ e	18,701	20,486	(8.7%)
3 Fuel and energy-related activities (not included in Scope1 or Scope 2)	Tonnes CO ₂ e	1,935	1,940	(0.3%)
4 Upstream transportation and distribution	Tonnes CO ₂ e	20,408	22,469	(9.2%)
5 Waste generated in operations	Tonnes CO ₂ e	10,528	11,182	(5.9%)
6 Business travel	Tonnes CO ₂ e	1,693	2,284 ⁷	(25.9%)
TOTAL GHG EMISSION (Scope 1, 2, 3)				
Total GHG emissions (location-based)	Tonnes CO ₂ e	453,293	457,888	(1%)
Total GHG emissions (market-based)	Tonnes CO ₂ e	436,314	442,173	(1.3%)

⁵ For operational environmental data, 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 the reporting years. At SYNLAB, the greenhouse gas emissions are calculated as CO₂e based on the active data and emission factors. All emission factors are in units of 'grams/kilograms of carbon dioxide equivalent per unit of activity' (g CO₂e per X', or 'kg CO₂e per X'), where X is the unit of activity. CO₂e is the universal unit of measurement to indicate the Global Warming Potential (GWP) of GHGs, expressed in terms of the GWP of one unit of carbon dioxide. In alignment with ESRS (AR 39 [d]), SYNLAB uses the most recent GWP values published by the IPCC based on a 100-year horizon to calculate CO₂e emissions of non-CO₂ gases that was available at the time of preparing the report. For electricity, stationery and heat/stream CO₂e, the grid emission factors were used based on: Electricity Maps 2023; European Environment Agency 2022, and UK Department for Environment, Food and Rural Affairs (DEFRA) 2023 (stationary & mobile combustion, fugitive sources). Whenever the custom emission factors (market-based) were provided by the suppliers, SYNLAB uses these factors.

⁶ SYNLAB uses the spend-based approach for all Scope 3 categories except for Category 3 (fuel and energy-related activities) and Category 6 (business travel). The data collected for Scope 2 emissions is used to calculate the Category 3 emissions, while business travel emissions are calculated using the distance-based method. Emission factors for Scope 3 calculations have not changed between 2023 and 2024, and the reported data does not account for the impact of inflation.

⁷ 2023 data is restated to align with the scope reported under 2024.

CYBERSECURITY

CYBERSECURITY RATING	2024	2023
Aggregated Grade SecurityScorecard	B*	B

*SecurityScorecard is a dynamic rating system that is continuously updated. The letter grades from A through F is given, reflecting the organisation's security posture. The aggregated grade on December 31, 2024 was B. At the end of Q1 2025, the aggregated grade was A.

HUMAN RIGHTS

INCIDENTS	2024	2023
Number of severe human rights incidents	0	0

SYNLAB is committed to respecting and promoting human rights throughout its value chains. Our approach is aligned with internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights and the International Labour Organisation's core conventions.⁸

COMMUNITY IMPACT

INCOME TAX PAID	Unit	2024	2023
Income tax paid	Million Euros [€]	37	63

SYNLAB makes its policy and approach to conducting its tax affairs and to dealing with tax risks available to all the stakeholders.⁸

RESEARCH AND INNOVATION

RESEARCH AND INNOVATION	2024	2023
Number of scientific research publications	305	319

⁸ For more information, visit: [HTTPS://WWW.SYNLAB.COM/ABOUT-SYNLAB/CORPORATE-GOVERNANCE](https://www.synlab.com/about-synlab/corporate-governance)

SYNLAB AG
Moosacher Straße 88
80809 Munich / Germany

Contact: ESG@SYNLAB.COM