lgcgroup.com

# Environmental, social and governance report

## Making meaningful progress

For the year ending 31 March 2026



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# Message from Joydeep Goswami



**Our science plays a critical role in addressing many of the world's most pressing challenges, whether supporting the diagnosis and treatment of disease, helping to ensure the safety of food and consumer products, or protecting public and environmental health. The work we do and the customers we support every day contribute to outcomes that matter to society.**

**As we deliver on our mission of Science for a Safer World, we must also recognize the responsibility we have to manage and reduce our environmental impacts, support our people and communities and maintain the high standards of governance that underpin trust in our business. I am pleased to share in this report the progress we have made on these environmental, social and governance (ESG) priorities this year.**

## Making progress on reducing our environmental impact

Over the past year, we have continued to improve our environmental performance. Our direct greenhouse gas emissions decreased by 10%, bringing our total reduction since 2021 to nearly 35%. This progress includes opening our purpose-built National Laboratories facility in Guildford, UK, which operates with zero direct carbon emissions, and installing on-site solar generation at our Fordham site in the UK. Together, these initiatives increased the number of sites generating renewable electricity on-site to five.

## Supporting the next generation of scientists

I continue to be inspired by the way colleagues across LGC give their time and expertise to support the next generation of scientists. Our focus now is on making it easier for more colleagues to get involved, including by promoting our volunteering leave policy and recognizing those making a meaningful contribution. This year, more than 2,000 students participated in science education activities delivered by our teams, from school children extracting DNA out of strawberries to university students completing their year-in-industry placements at our sites.

## Helping customers reduce their environmental impact

Every day, we work alongside customers and partners to address critical scientific challenges. As we strengthen these relationships, we are also identifying ways to reduce the environmental impacts of our products and services. A few examples of these customer-facing improvements this year include:

- Avoiding the use of more than 21,500 polystyrene shipping boxes by transitioning to lower-impact cardboard alternatives.
- Launching PrimeMax™ CPG, which increases customer yield in siRNA synthesis whilst reducing wastewater from our production by 50%.
- Developing a new enzyme-based method for human drug testing that reduces solvent use by 99% and lowers energy requirements.

There is, of course, more to do. The external environment will remain dynamic, and many of the environmental and social challenges reflected in this report require sustained effort over the long term. As we move into the year ahead, we remain focused on making practical, measurable progress across our ESG priorities.

Ultimately, this progress is made possible by the expertise, commitment and dedication of colleagues across LGC. I would like to thank them for their contribution during the year and for the role they continue to play in advancing our mission of Science for a Safer World.

**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 touches millions of lives every day. From ensuring the accuracy of medical diagnostics and securing the global food supply chain, to accelerating 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
**170**
countries

Annual revenue
**£761**
million

# 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.

Our businesses deliver mission-critical scientific products and services across clinical diagnostics, pharmaceuticals, research, government, food and other applied markets.

- **Diagnostics & Genomics:** Enabling precision medicine and molecular diagnostics through genetic testing, infectious disease detection and next-generation sequencing (NGS). Improving global food security by enabling the development of more productive and climate-resilient crops and livestock through DNA extraction, NGS and genotyping solutions.
- **LGC Standards:** Providing trusted reference materials, research chemicals and proficiency testing to ensure analytical accuracy in laboratories, manufacturing and regulatory environments.
- **LGC Assure:** Strengthening food safety and consumer protection through global certification and risk management programmes, including BRCGS, Informed and SSAS.
- **Axolabs:** Leading in RNA therapeutics, supporting biotech and pharma from discovery through to commercial manufacturing, helping develop next-generation medicines.
- **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.

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




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

# Highlights from the past year

## Our people

**£176,000**

Awarded through 1,774 Cheers Awards to celebrate colleague contributions.

**44,000**

Self-led learning courses available to colleagues via our upgraded MyLearning platform.






## Our communities

**2,000+**

Students engaged through science education activities.

**190+**

Colleagues supported to volunteer in their local communities.

## Our planet

**10%**

Reduction in our direct carbon footprint.

**60%**

Of electricity sourced from renewable energy.





## Our customers

**250+**

Key suppliers assessed to support responsible sourcing and customer expectations.

**21,500**

Expanded polystyrene boxes avoided through a switch to lower-impact 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 people**
Make LGC a great place to work

– Support our people's growth
– Foster fairness, respect and meritocracy
– Develop talent



**Our communities**
Create positive impact

– Partner with charities
– Volunteer in our local communities
– Inspire curiosity in science
– Build future careers in science



**Our customers**
Deliver sustainable solutions

– Minimise the impact of our packaging
– Source products and services responsibly
– Innovate through green chemistry
– Advance world-class science



**Our planet**
Reduce our footprint

– Achieve carbon net zero
– Use less energy
– Responsibly manage our waste
– Invest in greener buildings



**Responsible business**
Underpinning everything we do

– Corporate governance
– Business ethics
– Risk and compliance
– Health and safety



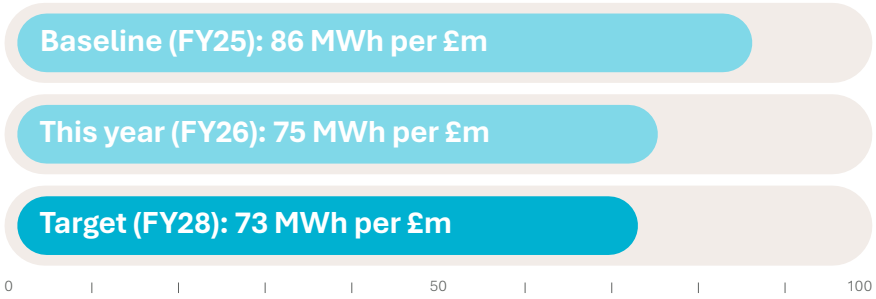
# ESG Key Performance Indicators

To help us focus our efforts on our most significant impacts and business objectives, we have set four ESG Key Performance Indicators (KPIs).

Our progress is tracked and reported to the Board every six months, with targets set to 31 March 2028.

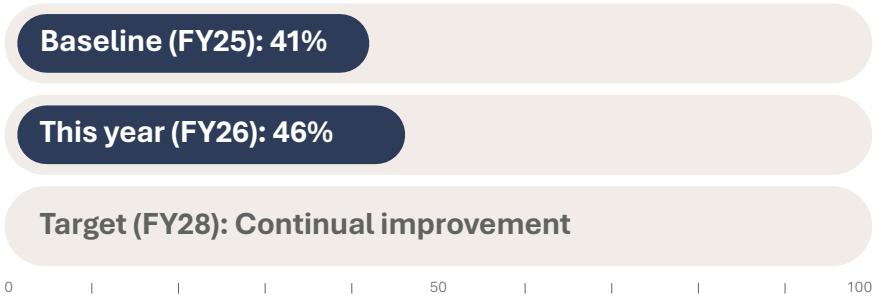
## Energy efficiency

Improve energy efficiency (MWh per £m revenue) by 15%.



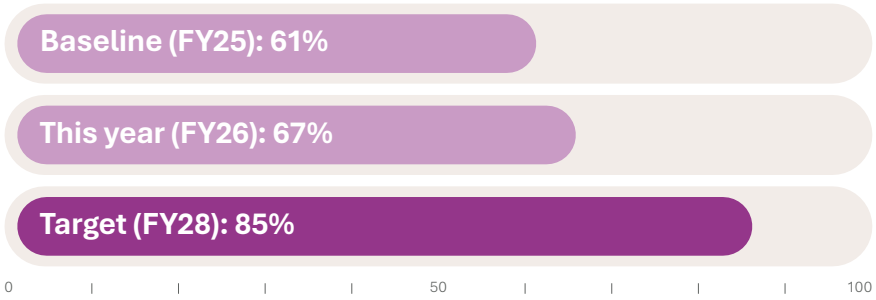

## Gender diversity

Monitor the percentage of women within leadership roles.*



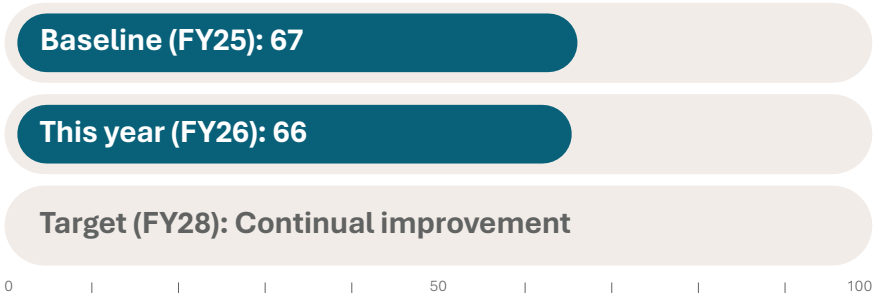

## Responsible procurement

Increase the percentage of key suppliers which meet our responsible procurement criteria.




## Employee engagement

Achieve continual improvement in our employee engagement score.



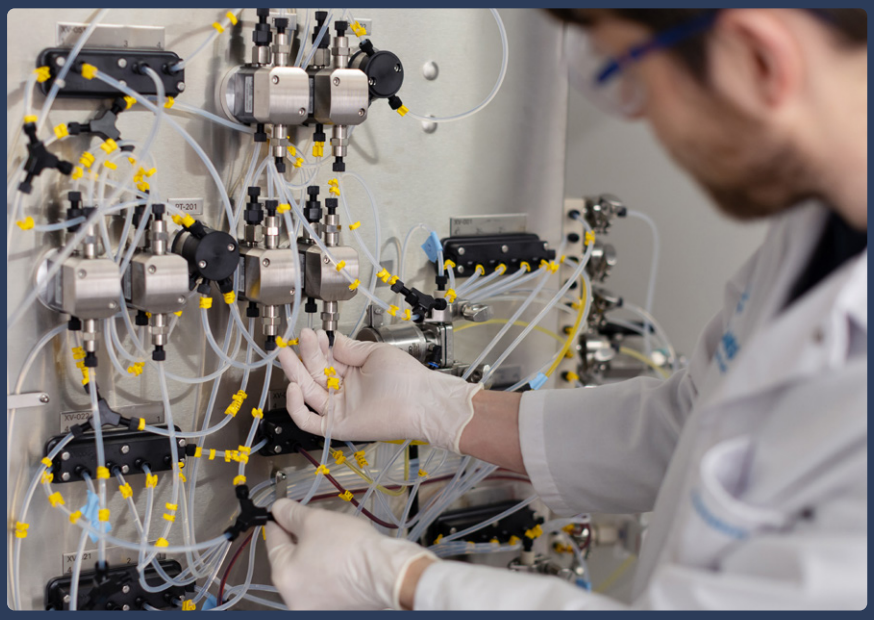

**Footnote**
*In line with our commitment to merit and evidence-based recruitment.

# Our mission

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

We advance science to solve the challenges most critical to health, food and the environment, helping diagnose disease earlier and more accurately, treat patients with more effective medicines, feed a growing population safely and protect the supply chains and environments people depend on.

From accelerating next-generation therapies to safeguarding the global food supply, our work has a direct impact on people's lives and the health of our planet.



# Safer, more consistent Rubella testing

## The challenge

Rubella affects thousands of people worldwide each year and can cause serious health complications, particularly during pregnancy, making accurate diagnostic testing essential. Clinicians around the world rely on blood tests that detect antibodies or antigens to help diagnose Rubella.

To ensure these tests remain accurate and consistent, laboratories need standardised reference materials (or 'benchmarks') to validate performance and detect false-negative or false-positive results during routine testing.

Traditionally, these materials are made from donated human plasma. However, finding a reliable supply can be difficult because every donor has different antibodies based on their medical history and immune response. Successful vaccination programmes have made this even more challenging by reducing Rubella infections, resulting in fewer donors with plasma suitable for testing.

## Our solution

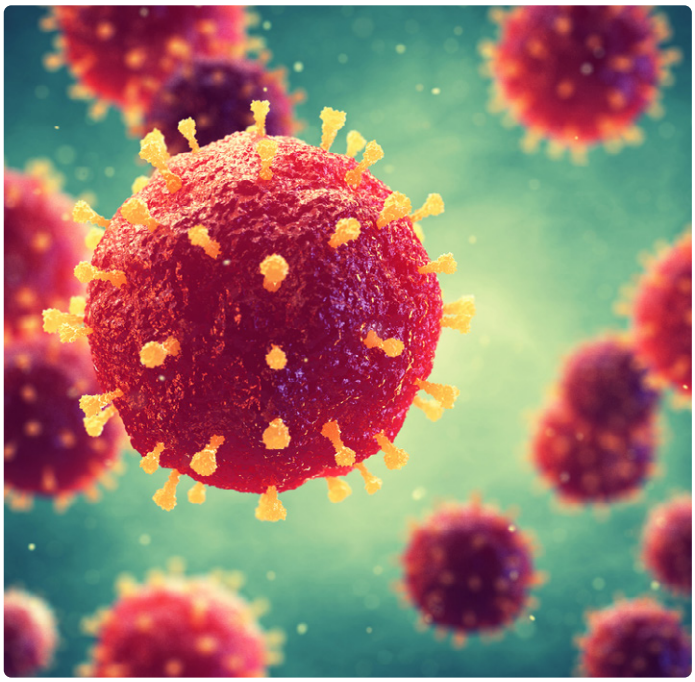
To create a more consistent supply of reference materials for Rubella screening, our Diagnostic & Genomics teams in the US have been working with their colleagues in Oxford, UK, to develop recombinant antibody-based materials for Rubella IgM testing for our serology quality management tools.

Recombinant antibodies are laboratory-produced proteins which provide an alternative to donor-derived plasma materials.

The teams developed these new materials through a four-step process:

- **Producing recombinant Rubella antibodies** using human cell lines before purifying them to remove impurities.
- **Testing the materials across diagnostic platforms** to confirm they behaved in the same way as patient samples.
- **Preparing negative human plasma** by removing existing antibodies from donated plasma that could interfere with testing.
- **Creating candidate reference materials** by adding the recombinant Rubella antibodies into the processed plasma.

This work has shown that lab-made Rubella antibodies can replace hard-to-obtain human plasma samples, providing a more reliable and sustainable supply of important materials used in diagnostic testing.



## Impact

By developing recombinant antibody-based reference materials, we are helping laboratories improve the consistency and reliability of Rubella testing, supporting accurate patient results and helping to protect public health.

# Targeting the drivers of heart disease

## The challenge

Cardiovascular disease is the leading cause of death worldwide, claiming more than 20 million lives every year. The two most significant drivers are cumulative exposure to cholesterol and blood pressure.

Currently, treatment typically begins only after elevated cholesterol and high blood pressure have become well established. By this stage, damage to arterial walls has likely already occurred and the risk of future cardiovascular events is elevated.

Corsera Health is developing a dual-acting preventive RNAi medicine designed to reduce production of two proteins linked to cardiovascular disease: proprotein convertase subtilisin/kexin type 9 (PCSK9), which affects cholesterol regulation, and angiotensinogen (AGT), which affects blood pressure regulation.

## Our solution

Our Axolabs team in Kulmbach has worked closely with Corsera Health for the past three years, supporting their PCSK9 and AGT programmes from early candidate discovery through early clinical development.

Whilst ultimately the intended medicine will combine two different siRNAs in a single injection, the PCSK9 and AGT candidates were developed separately, almost in parallel, using the same industry-leading discovery and development pathway. To achieve the target product profile for this preventive RNAi medicine, the candidates needed to demonstrate three key characteristics: (1) high potency, (2) safety and specificity and (3) durability to enable once-annual administration.

**Candidate discovery:**

- Our work began with a bioinformatics screen to identify possible siRNA sequences using computer-based analysis (in silico).
- Selected candidates were then synthesised at small scale, QC-released and tested for in vitro activity in cell culture using dual dose and dose response screens.
- siRNA off-target activity was tested in vitro by RNA-Seq analysis.
- Promising candidates were further optimised in structure activity relationship (SAR) studies by applying different chemical modifications to selected parental compounds to improve activity and off-target profile.
- The lead candidates were further characterised by testing cytokine induction and stability in biological matrices.

**Chemistry, manufacturing and controls (CMC) activities:**

- Following development candidate selection, our large-scale synthesis group manufactured up to 300 g of siRNA to support CMC activities and provide material for preclinical studies.
- Upon finalisation of drug substance production, the team prepared ready-to-use drug product formulations for different in vivo studies.
- Our analytical teams developed and validated compound-specific HPLC methods for use throughout subsequent development and manufacturing stages. These now serve as quality control for release of every non-GMP and GMP batch produced, helping confirm that required quality specifications are met.
- The methods are also being used to monitor stability of the siRNA under handling, storage and shipping conditions, supporting shelf-life assessment of batches for preclinical and clinical studies.
- A particularly important analytical challenge was developing HPLC methods capable of separating and measuring the two highly similar PCSK9 and AGT siRNAs within a single analysis of the future combined formulation.

**Bioanalytical analysis:**

- Our bioanalytical teams developed and validated HPLC methods to support pharmacokinetic (PK) analysis of plasma, tissue and urine samples from preclinical in vivo and clinical studies to understand how the development candidates behaved in animals and humans.
- An ELISA assay was developed and validated to support pharmacodynamic (PD) analyses of clinical study samples to quantify the analyte concentration of the targeted proteins, helping assess whether the development candidates were having the intended effect.

Through close collaboration between Corsera Health and teams across Axolabs, these activities helped advance both programmes into clinical development, with the first candidate currently in a Phase 1 clinical trial and the second anticipated to follow in late 2026.

## Impact

Development of the PCSK9 and AGT candidates represents an important step towards Corsera Health's goal of a once-yearly preventive RNAi medicine designed to address both cholesterol and blood pressure, thereby making cardiovascular disease prevention a reality.

# Closing the cereulide gap in food safety testing

## The challenge

Between 1 January and 25 February 2026, 144 suspected and confirmed cases of illness linked to infant formula contaminated with cereulide, a bacterial toxin, were reported across 10 countries, triggering product recalls worldwide. This was the latest reminder of the risks associated with unsafe food, which causes an estimated 600 million illnesses and 420,000 deaths worldwide each year.

Laboratories play a critical role in screening products for contamination before they reach consumers. However, reliably detecting microbial or chemical contamination can be complex. Results can vary depending on the specific pathogen or chemical contaminant, the food product being tested and the level of contamination in the sample.

This year's cereulide contamination in infant formula illustrates this complexity. Laboratories routinely tested for *Bacillus cereus*, the bacteria that produce cereulide, but not for the toxin itself. A negative result for the bacteria meant a product could be released, even though cereulide can survive after the bacteria have been destroyed.

Across all this, laboratories also need an independent way to prove their results are accurate.

## Our solution

Our LGC AXIO Proficiency Team (PT) designs and delivers proficiency testing schemes across a range of sectors, including food safety.

**Proficiency testing is an independent assessment of a laboratory's performance by comparing its results with those of other laboratories, using samples with known, controlled levels of a contaminant.**

In response to this year's cereulide contamination incident, our LGC AXIO PT team launched new proficiency testing schemes for cereulide itself, extending our food safety portfolio that already included testing for the bacteria that produce it, *Bacillus cereus*. These schemes covered both the raw material and the finished product, using infant formula and polyunsaturated oil samples. Concentrations ranged from 0.3 to 3 µg/kg (0.3 to 3 parts per billion), reflecting cereulide's toxicity even at very low levels.

How this works:

- We add known, controlled levels of cereulide to real infant formula and oil samples.
- These characterised samples are shipped to laboratories worldwide.
- Each participant laboratory tests the samples using their own routine methods and submits results via our LGC AXIO PT PORTAL platform.
- Our team assesses performance across the group of enrolled laboratories and provides a detailed pass/fail report to each participant.
- Laboratories use these results to confirm their testing is accurate, or to identify and fix issues.

Laboratories in the scheme can now show they detect cereulide itself, not just the bacteria that produces it. This helps address the gap exposed by this year's contamination incident and gives producers, regulators and consumers greater confidence in food testing.

## Impact

Our LGC AXIO Proficiency Testing schemes support food safety by helping laboratories verify the accuracy of their testing and reliably detect contaminants before products reach consumers.



# Safeguarding the quality of medicines

## The challenge

The Medicines and Healthcare products Regulatory Agency (MHRA) regulates medicines, medical devices and blood components for transfusion in the UK.

As part of LGC's National Laboratories, the MHRA laboratories, operating under contract to the MHRA, form a critical part of the UK's infrastructure for ensuring the quality of medicines and healthcare products. These facilities safeguard medicines quality, helping to ensure that products reaching patients are safe, reliable and effective.

In late 2025, the MHRA Enforcement team saw a significant rise in suspect counterfeit samples, particularly linked to weight loss medicines purchased from unregulated sources.

This created an urgent need to rapidly assess product quality and identify risks such as contamination or mislabelling, in order to inform regulatory action.

## Our solution

Our team at the MHRA laboratories responded by scaling up analytical testing and providing timely, reliable data on submitted samples.

Through high quality chemical analysis and established, efficient processes, our team supported the MHRA in taking rapid, evidence-based action, including identifying and removing counterfeit or substandard medicines from circulation and supporting enforcement activities against illegal supply chains.



## Impact

Removing potentially harmful products from circulation helped reduce patient exposure to unsafe weight loss drugs sourced from unregulated markets, mitigating risks such as adverse health effects from contamination, incorrect dosage, or undeclared ingredients.

# Our people

Behind our science are the people who make it happen.

We are committed to making LGC a great place to work, supporting our people's growth, fostering a diverse, equitable and inclusive culture, and attracting, developing and retaining the brightest talent.

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 want LGC to be a place where colleagues feel valued, supported and able to do their best work.

## Our approach

Understanding our colleagues' experiences helps us create a positive workplace culture. Through our annual employee engagement survey, regular town halls and ongoing communications, we gather feedback that helps us identify what is working well and where we can improve.

Our approach to making LGC a great place to work is focused on three pillars:

- Listening to colleague feedback
- Recognising colleague contributions
- Supporting colleague wellbeing.

## Our performance this year

**Employee feedback and engagement**
This year, colleagues highlighted several areas they value at LGC or where they have seen improvement:

- **Manager relationships** - strong communication and support from managers.
- **Work-life balance** - flexibility and support to help balance work and personal commitments.

Areas where colleagues identified opportunities for improvement include:

- **Career growth and development** - opportunities for progression and long-term career development.
- **Feedback mechanisms** - strengthening how colleague feedback is acted upon.

**Employee recognition**
This year we:

- Awarded 1,774 Cheers Awards worth over £176,000 to our colleagues.
- Launched 'Your Contribution Counts', a campaign celebrating colleague contributions, with more than 50,000 internal views.

**Colleague wellbeing**
To support colleagues, this year we:

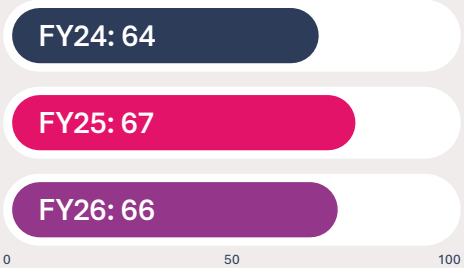
- Expanded our network of mental health first aiders (MHFA) by training 27 more colleagues, bringing the total to over 50 accredited MHFAs across our sites.
- Delivered 13 webinars for colleagues covering financial advice, physical health and mental wellbeing.

## Plans for the next year

- Support teams to develop local engagement action plans.
- Launch our Global Mentoring Programme.

### Our employee engagement score

How satisfied are you with your job?
Score out of 100



# Fairness, respect and meritocracy

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

## Our approach

We advance diversity, equity and inclusion by ensuring fair, merit-based decisions across three key areas of our colleagues' journey at LGC:

- **Attracting and hiring the best talent:** To attract a broad range of candidates, we advertise roles across a wide range of platforms, including those focused on diverse communities, and use bias-reduction tools to create inclusive job descriptions. We have set a target of at least 40% representation of each gender within interview shortlists for roles within the top three levels of leadership, while remaining committed to meritocracy and hiring the right individual for the right role.
- **Supporting gender equity and talent development:** We provide on-the-job growth opportunities, with internal career progression actively encouraged. Company-wide initiatives including our Menopause Policy, flexible working and return-to-work support are there to remove barriers to career 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.

## Our performance this year

**Attracting diverse talent**

We monitor candidate diversity throughout the recruitment process, with regular updates to our Board, over the past year:

- 42% of candidates at interview stage were female*.
- 47% of candidates at hire stage were female.

**Supporting gender equity**

We track the percentage of women across the top three levels of leadership. Over the past year:

- 46% of leadership roles were held by women (up from 41% in FY25).

**Building inclusive communities**

- Launched our Menopause Policy, with all line managers expected to complete training on the policy to ensure effective support for themselves and their teams.
- Our LGC Women's Network held three company-wide events, including sessions with external speakers and reflections from our leadership on the importance of allyship.

## Plans for the next year

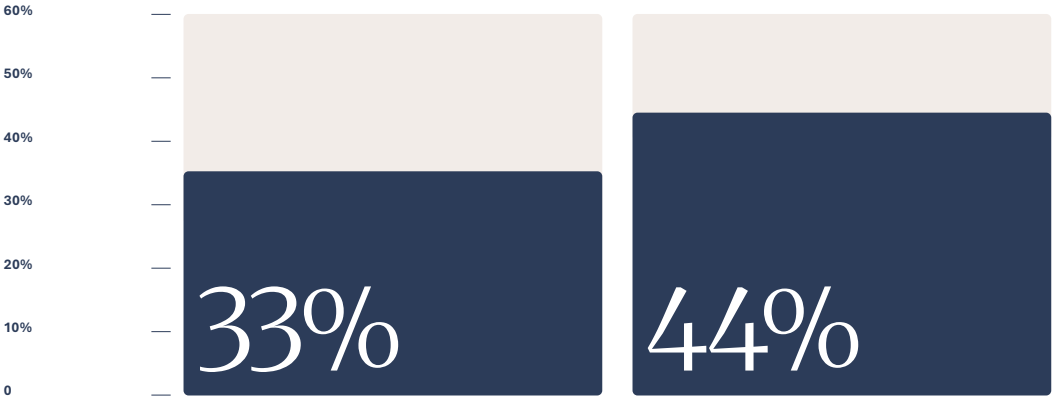
- Continue supporting our Employee Resource Groups, including for local and regional initiatives.
- Expand efforts to support female leadership in previously underrepresented areas such as finance and IT.

**Footnotes**

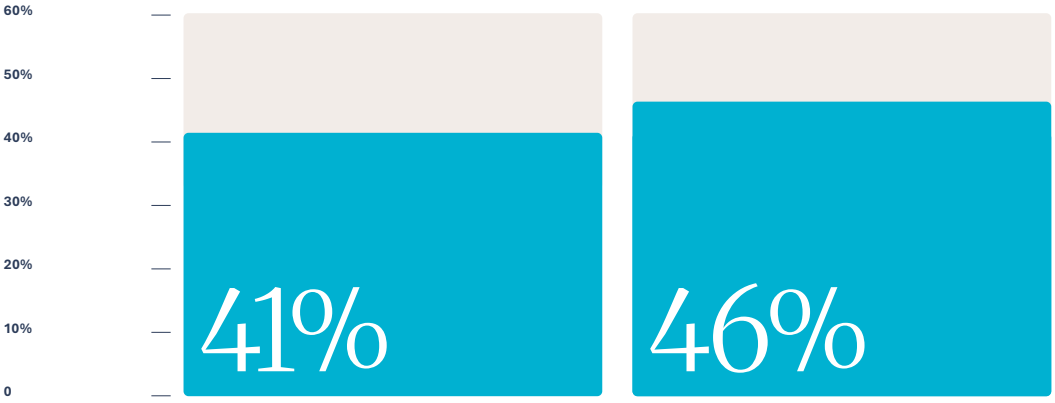
*In line with our commitment to merit and evidence-based recruitment.
*Does not include candidates who did not provide or specify gender data.

# Supporting gender diversity

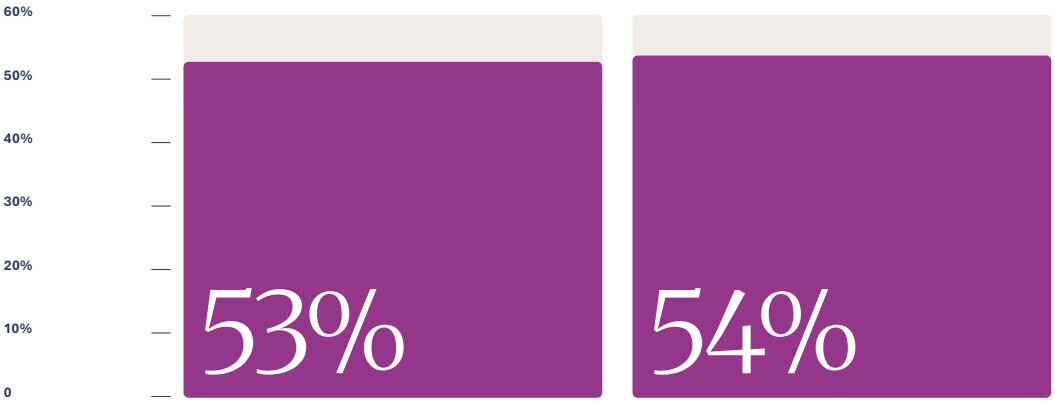
## Executive Leadership Team




## Executive and Senior Leadership Team*




## All colleagues




**Footnotes**
Senior leadership includes the Executive Leadership Team (ELT), the Senior Leadership Team (SLT), which reports directly to the ELT, and SLT-1, which comprises individuals who report directly to SLT members.

# Talent development

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

## Our approach

MyPerformance, our framework for colleague development, recognition and progression is at the heart of how we support our colleagues. It encompasses:

- **Performance management:** All colleagues work with their manager to agree objectives and development plans, with progress reviewed throughout the year before an annual review. We have set a target to achieve and maintain at least 97% completion of the annual performance and development cycle through to FY28.
- **Career development:** We help colleagues take ownership of their growth through personalised development plans, guided by the 70:20:10 model, balancing on-the-job experience, peer learning and formal training.
- **Learning:** We support colleague growth through coaching, training and on-the-job learning, with topics spanning leadership, business, personal development and technical skills.



## Our performance this year

### Performance

This year, 97.5% of colleagues completed their annual performance and development cycle, including an end-of-year review. We have set a target of maintaining at least 97% completion through to FY28, recognising that some colleagues may be unable to complete the cycle due to extended leave, long-term sickness absence or employee turnover.

### Development

We completed the global rollout of Manager 101, 102 and 103, a suite of programmes covering manager basics, colleague engagement, retention, development and team cohesion.

- 1,500+ individuals trained globally.
- 4.7 out of 5 average satisfaction rating.

### Learning

This year we strengthened our MyLearning programme by moving to a new platform. This provides access to a wider range of training modules across all languages, with an expanded range of formats including podcasts, audiobooks, videos and streamed content, to suit different learning preferences.

## Plans for the next year

- Launch Capability Curriculums to maximise employee development and increase manager capability.
- Launch our AI Academy to further build AI skills across the organisation.

# Walking the world together

This year, colleagues from across the world once again came together for our annual Walk the World challenge in support of Save the Children. From Brazil to Singapore, Germany to Canada, we walked and ran to raise funds for children who need it most whilst supporting our own health and wellbeing.

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**21**

countries with colleagues taking part

**£20,000**

raised for Save the Children

**160m+**

equivalent steps from walking, running, cycling, swimming and other activities

**900+**

photos shared from across the globe



Last year we walked 150 million steps. This year, 160 million. Next year, we'll go further still.

Save the Children

# Our communities

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

Globally, we create positive impact through our corporate partnerships with charities. Locally, we deliver impact by supporting colleagues who want to volunteer in their communities.

We have a particular focus on enabling colleagues to volunteer their time and skills, inspiring curiosity in science and supporting the next generation to pursue careers in science and related fields.



# Global impact through charitable partnerships

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

## Our approach

We partner with international charities to provide a clear focal point for 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 maximise the support we offer, both financially and through increased awareness.

Our approach includes:

- **Colleague-led fundraising** at group, site and individual level, supported by corporate donations.
- **Regular communications to build awareness** of our charity partners and the difference they make.
- **Supporting our charitable partners** through the sale and donation of surplus equipment.

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

## Our performance this year

### Fundraising

Since 2023, Save the Children has been our corporate charity partner, a relationship we were proud to continue this year. Through activities taking place across 18 of our sites worldwide, we raised over £67,500 for Save the Children over the past year. We were also a finalist in the Eglantyne Jebb Award, which recognises outstanding individual or team contribution to a charitable partnership.

Since 2023, we have raised over

**£180,000**

for Save the Children.

Highlights include:

- **Global fundraising initiatives:** Walk the World, Seasonal Sweater Day and our Growth in Focus photo competition.
- **Individual and team fundraising challenges:** the London Marathon, a Six Marathon Majors challenge and our annual Pennies for Charity collection.
- **Local fundraisers:** Easter Beer Raffle in Bury, UK, Christmas Fair in Guildford, UK, Chilli Cook-off in Petaluma, US, Pi(e) Day and Super Bowl events in Cumberland Foreside, US, and festive events across Berlin, DE, Twickenham and London, UK.

### Equipment donation

We partner with Camara Education, a charity that repurposes surplus IT equipment to support digital learning in schools across Sub-Saharan Africa. This year, we donated over 1,300 items of IT equipment across our sites, generating nearly £19,000 to support Camara's mission.

Colleagues at our Teddington and Fordham, UK, sites also donated redundant lab equipment through Colco Scientific, raising a combined £1,400 for Save the Children and keeping specialist equipment out of landfill.

## Plans for the next year

- Group-wide fundraising initiatives, including our next Walk the World challenge and annual Seasonal Sweater Day.
- Ongoing support for local fundraising efforts across our global sites.

# 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, from cleaning up local environments and inspiring the next generation of scientists, to supporting food banks and sharing our professional expertise with local charities.

Our approach focuses on two key priorities:

- **Encouraging colleagues to volunteer and give back:** All colleagues are entitled to one day of paid volunteering leave annually to support causes that resonate with them.
- **Building local partnerships:** Over the longer-term we aim to build and strengthen partnerships with organisations in our local communities, sharing our skills, experience and resources.

## Our performance this year

### Volunteering in action

This year, 191 colleagues from 27 sites used their volunteering day to support causes that matter to them, including:

- **Inspiring the next generation of scientists:** Annabel from Bury, UK, volunteered at a local Girlguiding pack holiday, delivering hands-on science activities including vitamin C rockets and bicarbonate volcanoes.
- **Protecting nature:** Dominique from Charleston, US, helped deploy manufactured oyster reefs supporting coastal restoration, water quality and marine biodiversity.
- **Building homes for families in need:** David from Alexandria, US, joined a new home build with Habitat for Humanity, to provide safe, affordable local housing.
- **Maintaining important local spaces:** Lauri from Traverse City, US, volunteered at a local community cemetery, weeding flower beds and helping maintain a welcoming space for families and visitors.

### Building local partnerships

Over the past year, our volunteering activities have helped strengthen relationships with over 40 community partners globally. This includes sharing our professional skills directly with local charities:

- **HR expertise:** Caterina from Twickenham, UK, used her volunteering day at a local charity supporting refugees, drawing on her recruitment experience to help the CEO hire for new roles.
- **Finance expertise:** Three colleagues from our Group Finance team applied their professional expertise directly to strengthen a charity's operations, building financial tools and donor communications.

## 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.



# 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. We encourage everyone to get involved in ways that reflect their site, their community and their areas of expertise, whether by:

- **Visiting local schools** and working with teachers to deliver 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 connects to their everyday lives.

## Our performance this year

This year, colleagues inspired over 2,000 students through science education activities at 17 of our sites and in our local communities, including:

**Visiting local schools**

- In Alexandria, US, colleagues ran an interactive 'DNA Detection' session for students at the local STEAM Expo, using LGC's IntelliQube rapid DNA testing platform to demonstrate genetic analysis techniques.
- In Cumberland Foreside, US, colleagues visited local schools during Maine Bioscience Week, running hands-on science experiments.
- In Fordham, UK, a colleague delivered a forensic science session at their local school, exploring crime scene investigation techniques and hands-on fingerprint analysis.

**Welcoming students to our sites**

- In Gaithersburg, US, colleagues hosted National Bring Your Kids to Work Day, welcoming 20 children to solve a science-themed Escape Room mystery "Who took the DNA Sequence?"
- In Petaluma, US, around 50 high school students learned how we manufacture oligonucleotides and their use in research, diagnostics and therapies.
- In Berlin, DE, students participated in the Annual Future Day (Zukunftstag), synthesising aspirin and using thin-layer chromatography to verify their results.

To mark International STEM Day on 8 November, we ran a week-long internal campaign celebrating the work of colleagues who promote science education in their local communities, with teams from across our sites contributing stories and insights.

## Plans for the next year

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

This year, colleagues inspired over

**2,000**

students through science education activities

# Supporting future careers in science

We are committed to supporting the next generation as they begin their careers in science.

## Our approach

Our goal is to create pathways into traditional laboratory-based roles as well as the wide range of professional opportunities that science offers. We know 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:** offering internships and work experience that give students direct experience of careers in science.
- **Investing in early careers:** running year-in-industry placements and apprenticeship programmes that provide pathways into scientific and technical roles.
- **Partnering with academic institutions:** delivering guest lectures, collaborating on research and providing bursaries and PhD funding.

## Our performance this year

### Hands-on learning

- Across our UK and German sites, more than 30 students completed internships, work experience and other hands-on placements in laboratory, technical and business functions.

### Investing in early careers

- We hosted five year-in-industry placements across our UK sites – in Oxford, supporting microbiology and protein science; in Guildford, contributing to medicine quality and safety; and in Fordham, supporting human drugs testing programmes.
- We continued to offer apprenticeships across our UK and German sites, with new apprentices in laboratory-based roles and a new two-year apprenticeship programme in AI, digital technology and data analytics.

### Academic partnerships

- Colleagues delivered guest lectures, technical workshops and careers presentations at universities, covering analytical chemistry, metrology, quality assurance and food science.
- Through funded PhD programmes, student placements and our work as the UK National Measurement Laboratory, we continued to support scientific research and skills development.

## Plans for the next year

- Expand our support for sites to enable a structured range of work-based learning opportunities, from short work experience placements through to year-in-industry roles.



CASE STUDY

# Partnering to build future careers in science

Over the past year, our Grant Management Group has built a partnership with Springwest Academy in London, UK, with colleagues delivering multiple sessions for Year 8 and Year 10 students.

**This has included:**

Over

200

students







12

colleagues sharing their own career journeys and different roles working in science

# Our planet

As a science-based organisation, we recognise the urgent environmental challenges facing our planet.

We are working to reduce our footprint, using less energy, increasing our use of renewable energy sources, managing our waste responsibly and improving the environmental performance and efficiency of new and existing buildings.

This is a gradual and challenging journey, but one we are committed to making meaningful progress on.



Our Organic Chemistry Centre of Excellence in Toronto, Canada, opened in 2025.

# Carbon emissions

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

## Our approach

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

Our 2030 carbon reduction targets are an important step in our net zero journey. Externally validated by the Science Based Targets initiative (SBTi) as aligned with a 1.5°C pathway, they commit us to:

- **48.7% reduction in direct emissions** (Scope 1 and 2) by FY30, through improved energy efficiency and increased use of renewable electricity.
- **80% of relevant suppliers** to have science-based targets in place by FY30.

## Our performance this year

**Our direct carbon footprint**

Over the past year, our total carbon footprint was approximately 33,700 $tCO_2e$. Compared to the previous year:

- **10% reduction in direct emissions (Scope 1 and 2),** driven by the relocation of our UK National Laboratories facility to a new site, powered by 100% renewable electricity.
- **Supply chain emissions (Scope 3)** remained similar to previous years on a like-for-like basis, following improved data collection and more accurate site coverage.

Since 2021, we have reduced our direct emissions by 35%, making clear progress on our carbon reduction target.

**Suppliers with science-based targets**

Over 70% of our carbon emissions occur outside our direct operations. Addressing these Scope 3 emissions is difficult, as our suppliers range from small businesses to global enterprises, each providing different products and services, often to highly regulated specifications.

Progress this year towards our FY30 supplier target:

- 75% of key suppliers (by spend) have set externally validated science-based targets.
- A further 8% have committed to setting science-based targets within the next two years.

## Plans for the next year

- Continue reducing direct emissions through improved energy efficiency and increased renewable energy use.
- Engage key suppliers to better understand their carbon reduction plans and opportunities to collaborate.

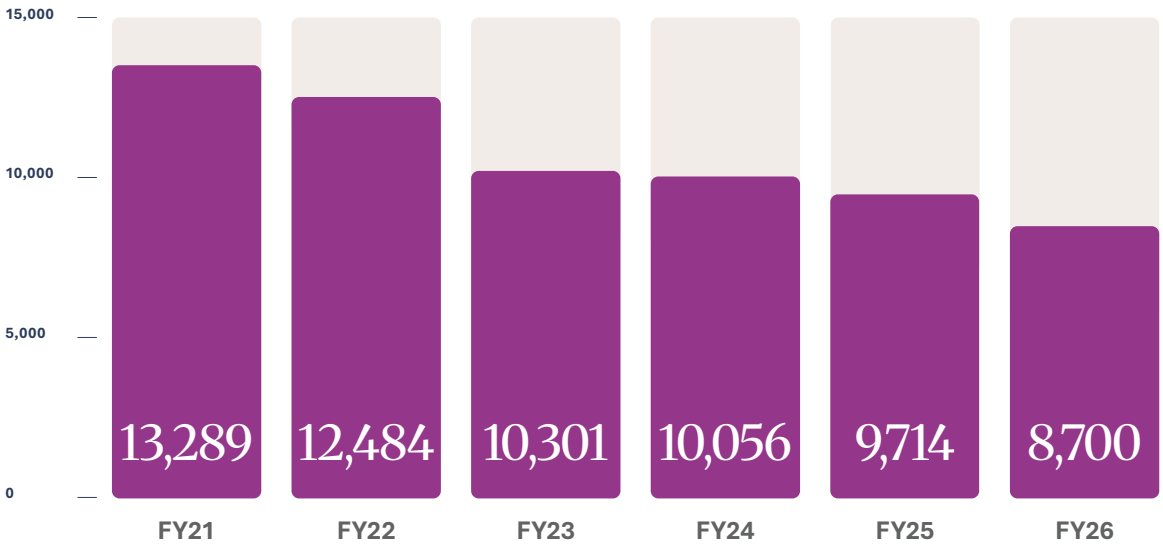
**35%**

**reduction in direct emissions since 2021**

# Reducing our carbon footprint through renewable electricity

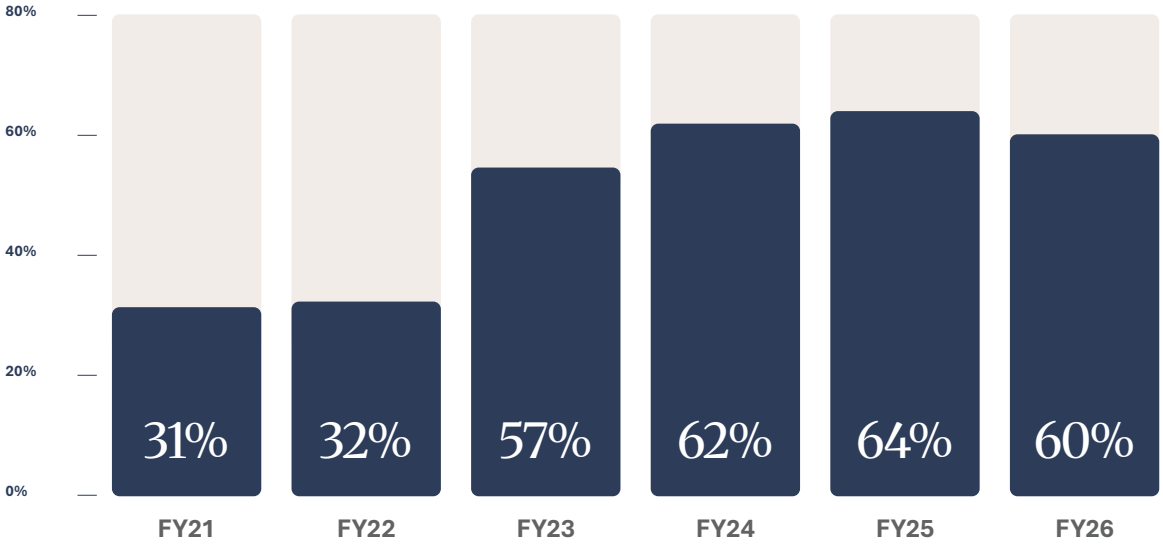
## Reducing our direct carbon footprint

Tonnes of carbon ($tCO_2e$)




## Increasing our use of renewable electricity

% of renewable electricity




The decrease between FY25 and FY26 reflects lower energy consumption at sites supplied by renewable electricity following site relocations during FY26.

# 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 approximately 33,700 $tCO_2e$, reflecting improved data collection and more accurate coverage across our sites. We will continue to improve data quality and reporting coverage in future years.

**Scope 1**

**Emitted directly from sources we control e.g., natural gas, fuel for company cars, refrigerant gases.**

4,250 $tCO_2e$

**Scope 2**

**Emitted indirectly from the generation of purchased energy.**

4,450 $tCO_2e$

**Scope 3**

**All other relevant indirect emissions in our value chain - upstream and downstream.**

| | |
|---|---|
| – Chemicals, reagents and raw materials | 4,000 $tCO_2e$ |
| – Packaging | 2,500 $tCO_2e$ |
| – Laboratory consumables | 1,500 $tCO_2e$ |
| – Upstream transportation | 250 $tCO_2e$ |
| – Capital goods | 750 $tCO_2e$ |
| – Upstream fuel and energy-related activities | 3,000 $tCO_2e$ |
| – Waste generated in operations | 250 $tCO_2e$ |
| – Business travel | 3,500 $tCO_2e$ |
| – Employee commuting | 2,000 $tCO_2e$ |
| – Downstream transport | 7,250 $tCO_2e$ |

Note: Figures on this page are rounded for presentation purposes. Scope 1 and Scope 2 emissions data have been independently assured, with the figures shown here rounded from the assured values. Scope 3 emissions data have not been independently assured. See page 59 for emissions methodology and assurance.

# Energy

Our target is to reduce our energy intensity by 15% by 2028.

## Our approach

Our laboratories and production facilities are energy intensive, relying on complex equipment and specialised ventilation and temperature controls. How we source and use energy is therefore a critical factor in reducing our carbon footprint. We manage this through two priorities:

- **Reducing overall consumption** by investing in energy-efficient technologies across our sites - including high-efficiency HVAC systems, low-flow fume hoods, LED lighting, heat pumps and optimised building management systems, alongside ongoing process improvements.
- **Increasing the proportion 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

Across our sites, this year we consumed approximately **57,200 MWh** of energy. This represents:

- **12% reduction** in energy consumption, which reflects the move to our new, more efficient Toronto, CA, site and the relocation of our National Laboratories facility from Teddington to Guildford in the UK.
- **13% reduction in energy intensity** (energy per £m revenue), keeping us on track towards our 2028 target.

### Renewable electricity

This year we used approximately 34,600 MWh of electricity, of which:

- **60% was from renewable sources,** compared with 64% last year, reflecting lower energy use at sites supplied by renewable electricity.
- **Almost 1,000 MWh** was generated from solar panels across our sites in Bury, Guildford, Oxford and Fordham, UK, and Cumberland Foreside, US, representing a 25% increase from last year.

## Plans for the next year

- Drive energy efficiency by investing in energy efficient equipment, behaviours and processes.
- Increase the proportion of renewable electricity through investments in on-site generation.

CASE STUDY

# Continuing to invest in solar energy

Our Fordham site in the UK supports drug surveillance, doping control and supplement analysis services, requiring significant energy to power specialist laboratory equipment. This year, we installed a new solar panel array as part of our ongoing efforts to be carbon net zero by 2050.

**185 MWh**

Renewable electricity generated each year

**15%**

Of the site's annual electricity demand

**47 $tCO_2e$**

Annual carbon saving

**5**

LGC sites generating renewable electricity through on-site solar panels



# Reviewing freezer temperatures to reduce energy use

This year, our D&G team in Tipperary, Republic of Ireland, reviewed and optimised freezer and cold storage temperature settings across the site, as over 60% of the site's total electricity consumption is for cold storage. The team assessed each unit individually, adjusting setpoints where appropriate and updating quality protocols and alarm limits to match.

**Key results:**

- 5 large walk-in freezer units adjusted from -31°C to -26°C.
- 90,000 kWh reduction in annual electricity consumption.
- Around 15 tonnes of carbon saved per year.



# Increasing recycling rates by reclassifying waste

This year, our Inorganic and Metals Centre of Excellence in Manchester, US, identified two changes to how waste is managed. By partnering with a new supplier to reuse and recycle emptied solvent containers, and by reclassifying metal shavings from production for certified recycling rather than landfill, the site has reduced its environmental footprint.

**Key results:**

- Up to 6,000lbs (2,700kg) of plastic recycled annually.
- Up to 5 tonnes of metal diverted from landfill annually.
- 2 waste streams reclassified from hazardous disposal to recycling.
- Over 61 large plastic storage containers reused or recycled last year.



# Waste management

We are working to generate less waste and increase the proportion recycled or reprocessed.

## Our approach

Waste management is one of the more complex environmental challenges we face. The nature of our operations means a significant proportion of our waste is hazardous, clinical or biohazardous, requiring specialist disposal and treatment. In addition, the need for sterile equipment results in a high volume of single-use plastics that are difficult to eliminate entirely.

Our strategy focuses on two priorities:

- **Minimising waste at source** through process design and the application of green chemistry principles.
- **Increasing the proportion** of waste that is recycled or reprocessed.

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



## Our performance this year

**Waste generated**

This year, we generated approximately 3,000 tonnes of waste of which:

- 36% was hazardous or clinical waste.
- 64% was general or non-hazardous waste.

Compared with the past two years, waste volumes remain broadly stable, with fluctuations reflecting normal business activity and some additional disposal arising from site relocations.

**Waste recycled and reprocessed**

Of the total waste generated:

- 50% was recycled or reprocessed.
- 19% was incinerated, including for energy recovery.
- 31% was disposed of via other treatments, including landfill.

## Plans for the next year

- Continue to reduce the volume of waste through improved process design and operational efficiency.
- Increase the proportion of waste recycled or reprocessed through working with external partners.

# Investing in greener buildings

We are investing in workplaces that drive innovation, support wellbeing and advance sustainability.

## Our approach

We benchmark the environmental performance of our buildings against internationally recognised standards, including LEED®, BREEAM® and WELL™. This guides the construction of new facilities and refurbishment of existing sites, with a focus on operational excellence and continuous improvement across our estate.

Our approach focuses on three key priorities:

- **Sustainable design and refurbishment,** embedding environmental considerations into how we build, upgrade and vacate our facilities.
- **Site-specific environmental management,** using an ISO 14001-aligned approach to monitor, report and address the environmental impacts most relevant at each site.
- **Monitoring and compliance,** conducting regular environmental audits based on the specific risks and impacts of each location.

## Our performance this year

**Sustainable design and refurbishment**
This year, we opened our new site in Guildford, UK, a purpose-built facility for our UK National Laboratories teams. The facility incorporates energy-efficient building technologies and operates on 100% renewable electricity. The relocation from our previous site in Teddington, UK, prioritised reuse, recycling and waste reduction, resulting in zero waste being sent to landfill during the move.

**Site environmental management**
We monitor key environmental impacts at each site to identify risks and prioritise improvement efforts, including:

- **Water usage,** over the past year we used approximately 100,750 $m^3$ of water across our sites, of which 39% was sourced from areas of high water stress.
- **Biodiversity risk,** we assess all operational sites annually, evaluating proximity to sensitive areas, site type, size and operational intensity. This year, all sites were rated as either very low or low risk.

**Monitoring and compliance**
This year, our Enterprise Risk Management team conducted internal audits at 12 of our largest sites. In addition, five UK sites completed external energy audits to identify savings opportunities. Across all locations, there were no significant environmental incidents related to regulatory compliance.

## Plans for the next year

- Undertake energy audits at key sites to support our energy intensity target.
- Roll out best practice findings from this year's environmental audits across our sites.

CASE STUDY

# World-class science in a zero-carbon facility

## Our new home for the UK National Laboratories in Guildford

This year, we opened a new purpose-designed, low-carbon facility in Guildford, UK, for the National Laboratories at LGC. The building was designed to reduce environmental impact while providing world-class laboratory facilities for our critical measurement science and research. Sustainability is central to its design and operation:

- **BREEAM Excellent certification for the core building,** placing it in the top 30% of new buildings globally for environmental performance.
- **Zero direct carbon emissions,** operating on 100% certified renewable electricity, with no natural gas on site and a rooftop solar array.
- **Optimised for energy efficiency,** with air source heat pumps, high-efficiency fume hoods reducing energy use by up to 33% and heat recovery technology reusing at least 50% of exhaust heat.
- **Designed to minimise resource use,** including low-flow water fixtures, smart LED lighting with motion sensors and optimised glazing to reduce solar heat gain.

## Leaving responsibly

As part of the relocation from our previous site in Teddington, UK, we took steps to minimise waste and maximise reuse:

- More than a thousand items of furniture were donated to local schools and community organisations, with voluntary contributions raising £4,000 for Save the Children.
- Zero waste to landfill, with 137 tonnes of materials recycled.
- An estimated 150 tonnes of carbon emissions avoided.



# Our customers

Our products and services are recognised for their high performance and quality, helping our customers achieve their own sustainability goals.

As we continue to innovate and grow, we remain focused on delivering sustainable solutions, minimising the impact of our packaging, sourcing responsibly, innovating through green chemistry and advancing world-class science.

By working closely with academic, government and industry partners, we help turn new discoveries into solutions that matter.



# Packaging

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

## Our approach

We use a wide range of packaging materials to meet the specific requirements of our products, customers and regulatory standards. This packaging plays an important role in protecting product integrity, particularly for temperature-sensitive and highly regulated products. However, we also recognise the environmental impact associated with sourcing, using and disposing of these materials.

Our approach focuses on two key priorities:

- **Reducing the volume of packaging materials used.**
- **Increasing the use of lower-impact packaging alternatives.**

## Our performance this year

**Reducing packaging volume**

Over the past year, we reduced packaging use through initiatives to:

- Consolidate shipments and reduce duplicate packaging.
- Use temperature-controlled containers to reduce the need for additional packaging materials.
- Replace plastic components with paper-based alternatives.

**Lower-impact packaging alternatives**

A key priority over the past three years has been reducing our use of expanded polystyrene (EPS or 'Styrofoam') shipment boxes by transitioning to starch-based foam alternatives. These recyclable alternatives help reduce carbon emissions from transport and avoid single-use plastic waste.

This process requires careful validation to ensure temperature control, moisture protection and product performance are maintained throughout transport. Through this transition, we have reduced our EPS packaging use by:

- 21,500 boxes this year.
- 50,000 boxes over the past three years.

## Plans for the next year

- Identify further opportunities to consolidate shipments and reduce packaging volumes.
- Continue expanding the use of lower-impact alternatives to EPS packaging.



CASE STUDY

# Reducing single-use plastic in temperature-controlled deliveries

Over the past three years, we have transitioned from expanded polystyrene (EPS) shipping boxes to an alternative design using starch-based foam insulation. The new packaging solution maintains the temperature control required by our customers while reducing environmental impacts.

Compared to traditional EPS boxes, they:

- Require less energy to produce.
- Reduce plastic waste.
- Lower shipping weight.
- Use certified, responsibly sourced cardboard.

## Key results of the transition:

**21,500**

fewer EPS boxes used this year

More than 36 tonnes $CO_2e$ avoided annually



Over 850m³ of single-use plastic avoided annually

**50,000**

fewer EPS boxes used over the past three years

# Responsible procurement

We work with suppliers who uphold the same high ethical, environmental and social standards we hold ourselves to.

## Our approach

Responsible procurement underpins everything we deliver to customers. 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. Ensuring our suppliers meet our standards remains a core business priority.

Our approach balances breadth (gaining visibility across our supply chains) with depth (applying enhanced scrutiny where environmental or social risks are higher). This spans supplier selection, monitoring and engagement, and applies across three tiers:

- **All suppliers:** Must adhere to our Supplier Code of Conduct, which sets out 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

Each year, we assess our top 250 suppliers by spend against our responsible procurement criteria. This year:

- **Carbon commitment:** 70% have a net zero target.
- **Whistleblowing:** 83% have a code of conduct and whistleblowing mechanism in place.
- **ESG reporting:** 78% report externally or via a third-party platform.
- **Modern slavery:** No incidents identified.

### Higher-risk suppliers

We conduct additional assessments on suppliers in higher-risk sectors, including personal protective equipment and chemicals suppliers. Of these suppliers, this year:

- **Labour and human rights:** 90% have evidence of assessing labour and human rights practices within their own supply chains.
- **Health and safety:** 88% have evidence of a certified health and safety management system.

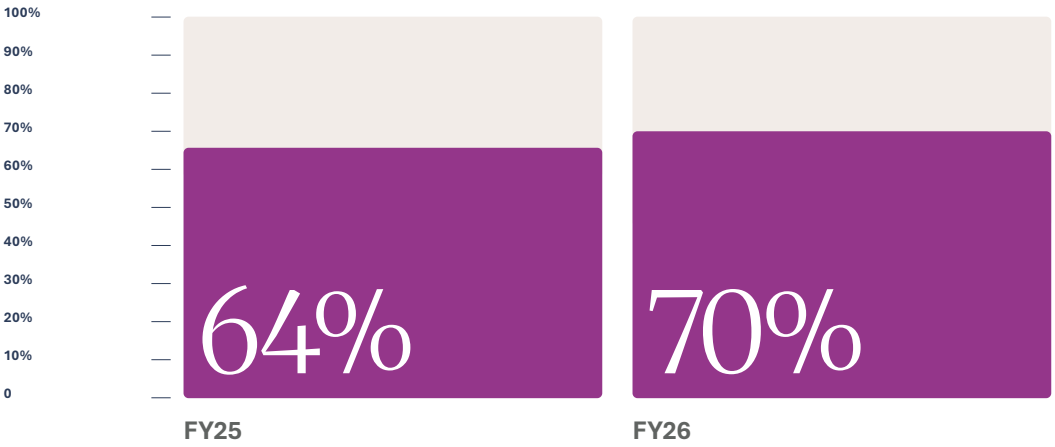
## Plans for the next year

- Continue to engage new and existing suppliers around our responsible procurement criteria.
- Track and respond to emerging forced labour legislation.

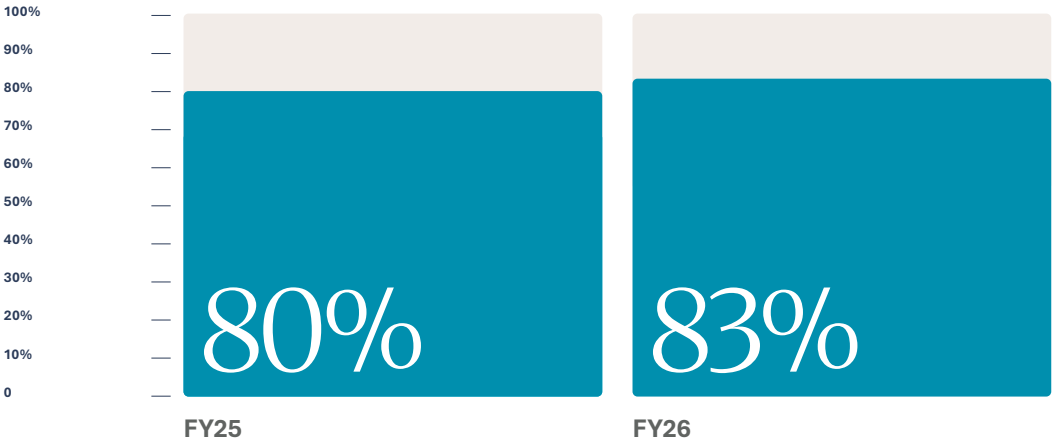
# Responsible procurement

Our top 250 suppliers (by spend) that have:

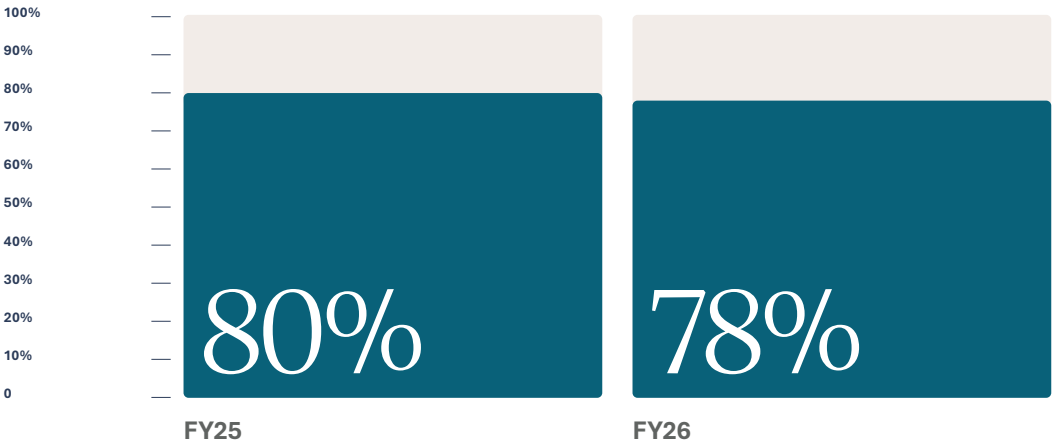
## Carbon reduction targets




## Code of conduct & whistleblowing mechanism




## Public ESG reporting



# Innovating through green chemistry

We use green chemistry principles to make our scientific processes safer, more efficient and lower impact.

## Our approach

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

Given the technical complexity of our processes, 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 hazardous substances** with safer alternatives.
- **Redesign products and processes** to reduce waste, energy and resource use.

## Our performance this year

**Reducing hazardous chemical use**

Our teams have continued to replace higher-impact solvents and reagents with safer alternatives, including:

- At our Toronto, CA, site hexane use has been reduced by more than 90% since 2022 through substitution with safer alternatives.
- At our site in Petaluma, US, use of dichloromethane has been reduced by up to 85% through process redesign and solvent substitution.

**Redesigning products and processes**

For specialist synthesis, extraction and analytical activities, our teams have redesigned processes and developed new approaches, including:

- Our team at Fordham, UK, has revised methods for testing omeprazole use in racehorses reducing solvent use, energy demand and plastic consumables.
- Our team at Luckenwalde, DE, has redesigned the synthesis of reference materials used for drug testing, delivering a faster process without any reduction in yield while reducing hazardous waste, including toxic mercury compounds.
- Our Axolabs team at Petaluma, US, has established a partnership with Codexis to evaluate its enzymatic oligonucleotide synthesis platform, which has the potential to enable more sustainable manufacturing.

## Plans for the next year

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

# Applying green chemistry

## Greener ways to test for rheumatoid arthritis

This year, our team in Oxford, UK, developed a new way to make Rheumatoid Factor (RF), a substance used in tests for rheumatoid arthritis. This new process helps create a more consistent, higher-quality product, while using resources more efficiently and reducing environmental impact.

**Key results:**

- More than 50% reduction in lab plastic waste.
- Up to 75% lower freezer energy use.
- Reduced use of media and reagents.





## Learning from nature to support opioid substitution treatment

This year, our team in Luckenwalde, DE, redesigned the production of EDDP, a reference material used in opioid substitution treatment. The new biosynthetic approach reduced the process from seven steps to three, improving efficiency, yield and safety while reducing environmental impacts.

**Key results:**

- Almost 50% reduction in solvent use.
- Significant energy savings by eliminating heated reactions.
- Reduced lab plastic consumables through a shorter, simplified workflow.
- Halved hazardous waste volumes through lower solvent use.

## Reducing solvent and energy use in testing for drug misuse

This year, our team in Fordham, UK, developed a new enzyme-based method to support human drug testing. Compared to traditional approaches, the new process delivers faster, more efficient testing while producing cleaner samples and supporting highly sensitive analysis.

**Key results:**

- 99% reduction in solvent use.
- Reduced plastic consumables.
- Lower energy consumption.



# Advancing world-class science

For more than 180 years we have advanced scientific knowledge.

## Our approach

We build on our 180-year legacy by helping customers and partners address important challenges and deliver real-world impact. We do this by:

- **Advancing scientific knowledge.**
- **Building partnerships to address real-world challenges.**
- **Translating science into real-world products and services.**

## Our performance this year

**Advancing scientific knowledge**

Our colleagues share their expertise through publications, technical groups and international standards committees. This year, they published **38 peer-reviewed papers,** including:

- Harmonising the measurement of environmental pollutants across Europe.
- More precise genetic testing to help guide cancer treatment.
- Molecular diagnostics for multi-drug-resistant tuberculosis.

This year, we launched the LGC Impact Awards to recognise our colleagues' scientific innovation, receiving over 60 entries:

- The winning entry was from our Manchester, US, site, where the team has developed a new ultra-trace method for drinking water testing, achieving a 10-fold improvement in lead detection sensitivity to 0.001 ppb.

**Building partnerships to address real-world challenges**

Through our role as the UK National Measurement Laboratory for chemical and biological measurements, we have built strategic partnerships with leading academic research institutes. Highlights this year include:

- Established the PRISM Hub of Excellence with Liverpool School of Tropical Medicine to support diagnostics and research into antimicrobial resistance, biomanufacturing and engineering biology.
- Appointed a new Academic in Residence at Queen's University Belfast to support research and innovation in sustainable food production and supply chain integrity.

**Translating science into products and services**

Key launches this year included:

- **Expanded our Dr. Ehrenstorfer™ PFAS portfolio** with new 13C-labelled reference materials for more reliable testing of 'forever chemicals'.
- **Launched BRCGS Directory Pro,** a digital platform helping manufacturers and retailers manage food safety and supply chain certifications across more than 55,000 global sites.
- **Launched PrimeMax™ siRNA CPG,** the first product in our new PrimeMax™ platform, helping improve the efficiency, scalability and sustainability of oligonucleotide manufacturing.

## Plans for the next year

- Continue to recognise our scientific innovation through the LGC Impact Awards.

# How we are advancing science

## From research funding to real-world impact

As part of our role managing research funding on behalf of the National Institute for Health and Care Research (NIHR), our Grant Management Group (GMG) team helps maximise the economic impact of public investment in health and care research.

This year, organisations supported by NIHR's Invention for Innovation (i4i) Programme as collaborators - with the first two supported by NIHR Biomedical Research Centres - reached several important milestones.

**Key results:**

- Autolus secured NHS approval for its CAR-T cell therapy for adults with treatment-resistant leukaemia.
- OrganOx raised £104 million to expand its organ transplantation technology, which has already been used in more than 5,000 liver transplants.
- Hypervision Surgical raised £17 million to accelerate deployment of its hyperspectral imaging technology for use in surgical procedures.

Both NIHR schemes are managed by our GMG team.



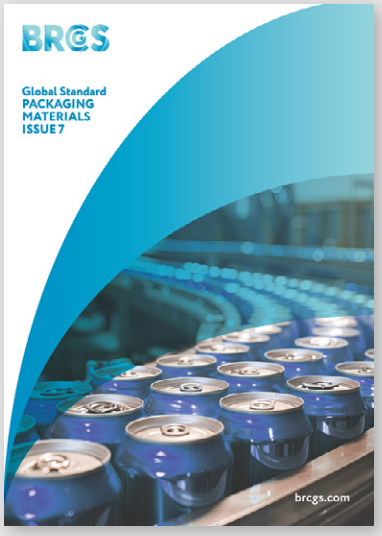
## Raising the global standard for packaging materials

BRCGS, part of LGC Assure, develops and manages globally recognised supply chain assurance programmes for the food and consumer products sectors.

This year, audits commenced against Issue 7 of the BRCGS Global Standard Packaging Materials, marking the implementation of a revised standard developed to address emerging challenges including PFAS, allergens, single use disposable products and chemical migration. The standard also strengthens risk assessment systems for recycled materials use, fraud and legislative compliance.

**Some key facts:**

- Developed with input from 35 experts from across industry, regulatory and certification bodies.
- The standard has since been adopted by more than 500 additional manufacturing sites.
- Now used by over 7,100 sites across 94 countries.
- Audits have helped identify and correct more than 25,000 improvements at certified sites.



# 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, underpinning everything we do, from corporate governance and business ethics to operational compliance and health and safety.

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.
- **Discrimination and harassment:** Fostering a workplace where all colleagues are treated with dignity and respect.
- **Data privacy and confidentiality:** Protecting sensitive information and respecting individual rights.

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.

We provide annual mandatory compliance training on our Code of Ethics and related policies, including discrimination, anti-harassment and whistleblowing, to all colleagues. In April 2025, we set a target to achieve an on-time completion rate of 90% for annual mandatory compliance training by FY28.

## Our performance this year

- **Anti-bribery and corruption:** We recorded zero confirmed incidents of bribery or corruption.
- **Anti-competitive behaviour:** We recorded zero legal actions pending or completed during the reporting period relating to anti-competitive behaviour or violations of anti-trust or monopoly legislation.
- **Whistleblowing:** Three reports were raised via our external whistleblowing service this year; following investigation, none were substantiated.
- **Training:** Annual mandatory compliance training is required for all colleagues. In FY26, we recorded an on-time completion rate of 89.5%. We continue to strengthen our tracking and recording processes to help maintain and build on this performance.

# Risk and 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 this year

- **Internal audits:** Completed at 12 of our largest sites during the year, covering 92% of site-based employees over a rolling two-year audit cycle.



# 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 safety risks include laboratory-related hazards (such as chemicals, biological agents and sharps) and manual handling activities. These are identified through site-level risk assessments and incident investigations, with controls including training, engineering safeguards and procedural improvements.

Key elements of our approach include:

- **Site-level accountability:** 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 site-specific risks.
- **Specialised safety training:** All colleagues receive core safety training, with additional guidance for those working with specific hazards such as compressed gases, biological agents and 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 this year

We record and closely monitor safety-related data at each site, reporting regularly to our Board. Over the past year:

- **Work-related injuries:** 274 injuries were recorded, the majority of which were minor, most commonly cuts, punctures or grazes.
- **Regulatory reporting:** 16 incidents were reported externally, in line with regulatory requirements.
- **Lost time injury rate (LTIR)*:** 2.2 consistent with previous years.



LTIR is calculated as the number of lost-time injuries per 1,000,000 hours worked.

# Reporting index

# Report profile

## Reporting scope

This report relates to the activities of LGC Science Group Holdings Limited (LGC), a privately owned limited company headquartered in the UK. Data reported includes all LGC operations worldwide for the period 1 April 2025 to 31 March 2026, unless otherwise stated. This report is published annually. The reporting boundary is aligned with the entities included within the Group's financial reporting and covers all LGC-controlled operations globally. Further information about LGC, its global operations and financial performance is available in the LGC Annual Report.

During the reporting period, LGC completed the acquisition of the ChromaDex Standards business, strengthening its reference materials portfolio and expanding its presence in North America. No other significant changes to the Group's activities, operations or key business relationships occurred during the reporting period.

## Restatements of information

For details of restatements and updates to data published within previous reports, see page 56. For previous ESG reports and supporting policies, see the LGC website.

## External assurance

Selected environmental metrics in this ESG report have been independently assured by Bureau Veritas. Data subject to external assurance is identified throughout the report using the symbol (A). Assurance was undertaken to a limited level of assurance in accordance with (ISAE) 3000 (Revised). The detailed scope of assurance and the Independent Assurance Statement can be found on page 62.

## Materiality

This 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 (ELT) and senior leaders, alongside a desk-based review of priorities across our colleagues, customers, industry, investors, and relevant sustainability standards. Topics were prioritised based on their relevance to LGC's business strategy, stakeholder interests and potential impacts. Through this process, we identified the following ESG topics (listed alphabetically), which inform our ESG strategy, KPIs, activities and reporting.

| | |
|---|---|
| **Carbon footprint** | **Packaging** |
| **Corporate governance and business ethics** | **Responsible procurement** |
| **Fairness, respect and meritocracy** | **Supporting early careers in science** |
| **Employee engagement and wellbeing** | **Talent development** |
| **Energy** | **Volunteering and charitable partnerships** |
| **Health and safety** | **Waste management** |

## 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 Committee provides guidance on our ESG strategy and reviews progress against ESG plans and targets. The Committee reports to our ELT and Board on an annual basis.

Significant compliance, ethics and ESG-related concerns are escalated through established governance and reporting processes to the ELT and Board where appropriate.

No critical concerns were communicated to the Board during the reporting period. The ESG Report is reviewed by the Executive Leadership Team and members of the Board prior to publication.

## Reporting framework

LGC Science Group Holdings Limited has reported in accordance with the GRI Standards for the period 1 April 2025 to 31 March 2026. Reference numbers against the GRI Standards are included in the following data tables.

In preparing this report, the reporting requirements of the Sustainability Accounting Standards Board (SASB) Medical Equipment and Supplies Standard and the United Nations Global Compact (UNGC) were also reviewed.

# GRI reporting index

| GRI | Disclosure title | Material topic | Location | Status | Reason for omissions |
|---|---|---|---|---|---|
| 2-1 | Organisational details | | Page 50 | Complete | |
| 2-2 | Entities included in the organisation's sustainability reporting | | Page 50 | Complete | |
| 2-3 | Reporting period, frequency and contact point | | Page 50, 63 | Complete | |
| 2-4 | Restatements of information | | Page 50 | Complete | |
| 2-5 | External assurance | | Page 62 | Complete | |
| 2-6 | Activities, value chain and other business relationships | | Page 4, 5 | Complete | |
| 2-7 | Employees | | Page 52 | Complete | |
| 2-8 | Workers who are not employees | | Page 52 | Partial | Reporting notes – page 56 |
| 2-9 | Governance structure and composition | | Page 50 & Annual report | Complete | |
| 2-10 | Nomination and selection of highest governance body | | Page 50 & Annual report | Complete | |
| 2-11 | Chair of the highest governance body | | Page 50 & Annual report | Complete | |
| 2-12 | Role of highest governance body in overseeing management of impacts | | Page 50 & Annual report | Complete | |
| 2-13 | Delegation of responsibility for managing impacts | | Page 50 & Annual report | Complete | |
| 2-14 | Role of the highest governance body in sustainability reporting | | Page 50 & Annual report | Complete | |
| 2-15 | Conflicts of interest | | Annual report | Complete | |
| 2-16 | Communication of critical concerns | | Annual report | Complete | |
| 2-17 | Collective knowledge of the highest governance body | | Annual report | Complete | |
| 2-18 | Evaluation of the performance of the highest governance body | | Annual report | Complete | |
| 2-19 | Remuneration policies | | Annual report | Complete | |
| 2-20 | Process to determine remuneration | | Annual report | Complete | |
| 2-21 | Annual total compensation ratio | | Annual report | Complete | |
| 2-22 | Statement on sustainable development strategy | | Page 7 | Complete | |
| 2-23 | Policy commitments for responsible business conduct | | Page 46, 47 | Complete | |
| 2-24 | Embedding policy commitments throughout activities | | Page 46, 47 | Complete | |
| 2-25 | Process to remediate negative impacts | | Page 46, 47 | Complete | |
| 2-26 | Mechanisms for seeking advice and raising concerns | | Page 46 | Complete | |
| 2-27 | Compliance with laws and regulations | | Page 46 | Complete | |
| 2-28 | Membership associations | | Page 43 | Complete | |
| 2-29 | Approach to stakeholder engagement | | Page 15, 50 | Complete | |
| 2-30 | Collective bargaining agreements and worker consultation | | Page 55 | Complete | |
| 201-2 | Financial implications and risks \| opportunities due to climate change | | Page 57 | Complete | |
| 3-1 | Process to determine material topics | | Page 50 | Complete | |
| 3-2 | List of material topics | | Page 50 | Complete | |
| 3-3 | Management of material topics | | Page 50 | Complete | |
| 101-5 | Locations with biodiversity impacts | | Page 34 | Complete | |
| 102-1 | Direct (Scope 1) GHG emissions | Carbon footprint | Page 53 | Complete (A) | |
| 102-2 | Energy indirect (Scope 2) GHG emissions | Carbon footprint | Page 53 | Complete (A) | |
| 102-3 | Other indirect (Scope 3) GHG emissions | Carbon footprint | Page 53 | Complete | |
| 102-4 | GHG emissions intensity | Carbon footprint | Page 53 | Complete | |
| 103-2 | Energy consumption and self-generation within the organization | Energy | Page 53 | Complete (A) | |
| 103-4 | Energy intensity | Energy | Page 53 | Complete | |
| 103-5 | Reduction of energy consumption | Energy | Page 53 | Complete (A) | |
| 205-2 | Communication \| training about anti-corruption policies and procedures | Governance and ethics | Page 55 | Complete | |
| 205-3 | Confirmed incidents of corruption and actions taken | Governance and ethics | Page 55 | Complete | |
| 206-1 | Legal actions - anti-competitive behaviour, anti-trust, monopoly practices | Governance and ethics | Page 55 | Complete | |
| 301-1 | Materials used by weight or volume | Packaging | Page 53 | Complete | |
| 303-3 | Water withdrawal | | Page 54 | Complete | |
| 303-4 | Water discharge | | Page 54 | Partial | Reporting notes – page 56 |
| 303-5 | Water consumption | | Page 54 | Complete | |
| 306-3 | Waste generated | Waste management | Page 54 | Complete | |
| 306-4 | Waste diverted from disposal | Waste management | Page 54 | Partial | Reporting notes – page 56 |
| 306-5 | Waste directed to disposal | Waste management | Page 54 | Partial | Reporting notes – page 56 |
| 308-1 | New suppliers screened using environmental criteria | Responsible procurement | Page 55 | Complete | |
| 308-2 | Negative environmental impacts in supply chain and actions taken | Responsible procurement | Page 55 | Complete | |
| 401-1 | New employee hires and employee turnover | Employee engagement | Page 52 | Partial | Reporting notes – page 56 |
| 403-5 | Worker training on occupational health and safety | Health and safety | Page 55 | Complete | |
| 403-8 | Workers covered by occupational health and safety management system | Health and safety | Page 55 | Partial | Reporting notes – page 56 |
| 403-9 | Work-related injuries | Health and safety | Page 55 | Complete | |
| 404-1 | Average hours of training per year per employee | Talent development | Page 52 | Partial | Reporting notes – page 56 |
| 404-3 | Percentage of employees receiving regular performance reviews | Talent development | Page 52 | Partial | Reporting notes – page 56 |
| 405-1 | Diversity of governance bodies and employees | Diversity and inclusion | Page 55 | Partial | Reporting notes – page 56 |
| 406-1 | Incidents of discrimination and corrective actions taken | Diversity and inclusion | Page 55 | Complete | |
| 407-1 | Freedom of association and collective bargaining | Responsible procurement | Page 55 | Complete | |
| 414-1 | New suppliers screened using social criteria | Responsible procurement | Page 55 | Complete | |
| 414-2 | Negative social impacts in supply chain and actions taken | Responsible procurement | Page 55 | Complete | |
| 416-2 | Incidents of non-compliance concerning health & safety of products | Quality | Page 55 | Complete | |
| 418-1 | Substantiated complaints - customer privacy and customer data | Cyber security | Page 55 | Complete | |

# Data index

| Indicator | GRI | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|
| **Our people** | | | | | |
| **Employment \| Page 14** | | | | | |
| Total number of permanent employees | 2-7 | 4,144 | 3,789 | 3,729 | 3,712 |
| Canada (%) | 2-7 | 10% | 9% | 8% | 7% |
| USA (%) | 2-7 | 32% | 31% | 27% | 26% |
| Germany (%) | 2-7 | 17% | 16% | 17% | 17% |
| UK (%) | 2-7 | 30% | 27% | 31% | 31% |
| Rest of world (%) | 2-7 | 10% | 17% | 18% | 18% |
| Total number of non-permanent employees | 2-7 | 273 | 709 | 757 | 737 |
| Total number of permanent and non-permanent employees* | 2-7 | 4,417 | 4,498 | 4,486 | 4,449 |
| Number of non-guaranteed hours employees | 2-7 | 0 | 0 | 0 | 0 |
| Employees (male \| female) (%) | 2-7 | 47% \| 53% | 47% \| 53% | 47% \| 53% | 46% \| 54% |
| Full-time employees (male \| female) (%) | 2-7 | 50% \| 50% | 50% \| 50% | 49% \| 51% | 49% \| 51% |
| Part-time employees (male \| female) (%) | 2-7 | 17% \| 83% | 16% \| 84% | 19% \| 81% | 21% \| 79% |
| Total number of new employee hires | 401-1 | - | - | 600 | 787 |
| Rate of new employee hires (%)* | 401-1 | 22% | 23% | 13% | 22% |
| Female hire rate (%) | 401-1 | 23% | 23% | 10% | 13% |
| Male hire rate (%) | 401-1 | 21% | 22% | 14% | 13% |
| Not specified (%) | 401-1 | - | - | 24% | 48% |
| Total employee turnover | 401-1 | - | - | - | 842 |
| Rate of employee turnover (%)* | 401-1 | 27% | 27% | 23% | 23% |
| Female turnover rate (%) | 401-1 | 27% | 26% | 14% | 14% |
| Male turnover rate (%) | 401-1 | 25% | 28% | 19% | 19% |
| Not specified (%) | 401-1 | - | - | 37% | 37% |
| Net change due to mergers and acquisitions (%) | - | - | 1% | 1% | <1% |
| Net change due to divestitures (%) | - | - | 0% | 0% | <1% |
| **Talent development \| Page 18** | | | | | |
| Employees receiving regular performance and career development reviews (%) | 404-3 | 100% | 100% | 100% | 100% |
| Employees completing their performance objectives via MyPerformance (%) | 404-3 | - | - | 95% | 98% |
| Employees completing core skills-related training (%) | 404-1 | - | - | 85% | 90% |
| Average hours of core-skills related training per employee (hours) | 404-1 | - | - | 6 | 6 |
| Apprenticeships and year in industry placements (#) | - | 12 | 3 | 12 | 10 |
| **Diversity (gender)* \| Page 16** | | | | | |
| All employees - female (%) | 405-1 | 53% | 53% | 53% | 54% |
| All employees - male (%) | 405-1 | 47% | 47% | 47% | 46% |
| Executive and senior leadership team - female (%)* | 405-1 | 30% | 32% | 41% | 46% |
| Executive and senior leadership team - male (%) | 405-1 | 70% | 68% | 59% | 54% |
| Executive Leadership Team - female (%) | 405-1 | 15% | 30% | 33% | 44% |
| Executive Leadership Team - male (%) | 405-1 | 85% | 70% | 67% | 56% |
| Board - female (%) | 405-1 | 11% | 10% | 20% | 20% |
| Board - male (%) | 405-1 | 89% | 90% | 80% | 80% |
| Gender pay gap – median (unadjusted – UK only)* | - | 18% | 17% | 14% | 15% |
| Gender pay gap – mean (unadjusted – UK only)* | - | 26% | 24% | 21% | 20% |
| **Diversity (age) \| Page 16** | | | | | |
| All employees (<35 years old) (%) | 405-1 | 37% | 34% | 34% | 32% |
| All employees (35-55 years old) (%) | 405-1 | 49% | 51% | 51% | 54% |
| All employees (55+ years old) (%) | 405-1 | 14% | 15% | 15% | 14% |
| Executive Leadership Team (<35 years old) (%) | 405-1 | 0% | 0% | 0% | 0% |
| Executive Leadership Team (35-55 years old) (%) | 405-1 | 54% | 80% | 70% | 67% |
| Executive Leadership Team (55+ years old) (%) | 405-1 | 46% | 20% | 30% | 33% |

# Data index

| Indicator | GRI | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|
| **Gender diversity - by recruitment stage* \| Page 16** | | | | | |
| Female candidates at application stage (% of candidates) | - | - | 45% | 59% | 36% |
| Female candidates at review stage (% of candidates) | - | - | 48% | 59% | 40% |
| Female candidates at interview stage (% of candidates) | - | - | 55% | 50% | 42% |
| Female candidates at job offer stage (% of candidates) | - | - | 61% | 42% | 47% |
| Female candidates at hired stage (% of candidates) | - | - | 62% | 42% | 47% |
| **Employee engagement \| Page 15** | | | | | |
| Employee engagement - response rate (%) | - | 75% | 79% | 79% | 73% |
| Employee engagement - score (out of 100) | - | - | 64 | 67 | 66 |
| Employee recognition - Cheers award (#) | - | 1,145 | 1,281 | 1,501 | 1,774 |
| Employee recognition - Cheers award (£) | - | £109,000 | £120,000 | £151,000 | £176,000 |
| **Our communities** | | | | | |
| **Supporting science education \| Page 23** | | | | | |
| Sites delivering science-education activities (#) | - | - | 16 | 19 | 17 |
| Individuals impacted by LGC supported science-education activities (#) | - | - | 1,531 | 1,806 | 2,092 |
| Peer-reviewed publications written by LGC employees (#) | - | 34 | 33 | 50 | 38 |
| **Social value \| Page 21** | | | | | |
| Money raised for corporate charity (£) | - | £71,500 | £53,000 | £61,500 | £67,500 |
| IT items and laboratory equipment donated to charity partners (#) | - | - | - | 1,800 | 1,300 |
| Employees undertaking volunteering (#) | - | - | - | 56 | 191 |
| Volunteering hours | - | - | - | 441 | 1,292 |
| **Our planet** | | | | | |
| **Materials used \| Page 37** | | | | | |
| Raw materials, including chemicals (tonnes) | 301-1 | 1,073 | 1,075 | 969 | 978 |
| Packaging materials (tonnes) | 301-1 | 726 | 781 | 811 | 815 |
| **Energy* \| Page 30** | | | | | |
| Total energy consumption (MWh) | 103-2 | 64,398 A | 62,749 A | 65,306 A | 57,209 A |
| Energy from non-renewable sources (MWh) | 103-2 | 46,094 A | 43,658 A | 45,078 A | 36,603 A |
| Energy from renewable sources (MWh) | 103-2 | 18,304 A | 19,091 A | 20,228 A | 20,606 A |
| Energy from renewable sources (%) | 103-2 | 30% A | 31% A | 31% A | 36% A |
| Energy from natural gas (MWh) | 103-2 | 31,271 A | 30,049 A | 31,809 A | 20,520 A |
| Energy from fuel - generators and company vehicles (MWh) | 103-2 | 783 A | 1,176 A | 516 A | 402 A |
| Energy from purchased district heating (MWh) | 103-2 | - | 973 A | 1,145 A | 1,697 A |
| Electricity use – total (MWh) | 103-2 | 32,344 A | 30,552 A | 31,836 A | 34,590 A |
| Electricity purchased – total (MWh) | 103-2 | 32,344 A | 30,510 A | 31,656 A | 34,220 A |
| Electricity purchased from non-renewable sources (MWh) | 103-2 | 14,040 A | 11,461 A | 11,607 A | 13,984 A |
| Electricity purchased from renewable sources (MWh) | 103-2 | 18,304 A | 19,050 A | 20,048 A | 20,236 A |
| Renewable electricity generated – total (MWh) | 103-2 | - | 126 A | 800 A | 996 A |
| Renewable electricity generated and used (MWh) | 103-2 | - | 41 A | 180 A | 370 A |
| Renewable electricity generated and sold (MWh) | 103-2 | - | 84 A | 620 A | 626 A |
| Electricity from renewable sources (%) | 103-2 | 57% A | 62% A | 64% A | 60% A |
| Energy intensity (MWh per £m revenue) | 103-4 | 82 | 88 | 86 | 75 |
| Change in energy consumption compared with previous year (MWh) | 103-5 | +2,340 A | -1,648 A | +2,557 A | -8,097 A |
| **Greenhouse gas (GHG) emissions \| Page 27** | | | | | |
| Total GHG emissions (Scope 1,2 and 3) ($tCO_2e$) | - | 28,000 | 27,500 | 33,000 | 33,700 |
| Direct GHG emissions (Scope 1) - from energy ($tCO_2e$) | 102-5 | 6,413 A | 6,347 A | 6,412 A | 4,255 A |
| Indirect GHG emissions (Scope 2) - from energy: market ($tCO_2e$) | 102-6 | 3,888 A | 3,709 A | 3,302 A | 4,445 A |
| Indirect GHG emissions (Scope 2) - from energy: location ($tCO_2e$) | 102-6 | 9,639 A | 8,048 A | 7,757 A | 8,600 A |
| Direct and indirect GHG emissions (Scope 1 and 2): market ($tCO_2e$) | 102-6 | 10,301 A | 10,056 A | 9,714 A | 8,700 A |
| Direct and indirect GHG emissions (Scope 1 and 2): location ($tCO_2e$) | 102-6 | 16,052 A | 13,557 A | 13,575 A | 12,855 A |
| Change in GHG emissions (Scope 1 and 2): market - from previous year (%) | - | -17% A | -2% A | -3% A | -10% A |
| Other indirect GHG emissions (Scope 3) – across supply chain ($tCO_2e$)* | 102-7 | 17,500 | 17,500 | 23,500 | 25,000 |
| Scope 3 emissions - upstream: Purchased goods and services (%) | 102-7 | 43% | 47% | 32% | 32% |
| Scope 3 emissions- upstream: Capital goods (%) | 102-7 | 1% | 3% | 7% | 3% |

# Data index

| Indicator | GRI | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|
| Scope 3 emissions- upstream: Fuel- and energy-related activities (%) | 102-7 | 7% | 3% | 10% | 12% |
| Scope 3 emissions- upstream: Transportation (%) | 102-7 | - | - | 5% | 1% |
| Scope 3 emissions- upstream: Waste generated in operations (%) | 102-7 | 16% | 11% | 5% | 1% |
| Scope 3 emissions- upstream: Business travel (%) | 102-7 | 6% | 11% | 22% | 14% |
| Scope 3 emissions- upstream: Employee commuting (%) | 102-7 | - | - | 10% | 8% |
| Scope 3 emissions- downstream: Transportation (%) | 102-7 | 27% | 25% | 12% | 29% |
| GHG emission intensity (Scope 1 and 2): Market ($tCO_2e$ per £m revenue) | 102-8 | 13 | 14 | 13 | 11 |
| GHG emission intensity (Scope 1 and 2): Location ($tCO_2e$ per £m revenue) | 102-8 | 20 | 19 | 18 | 17 |
| GHG emission intensity (Scope 1, 2 and 3): Market ($tCO_2e$ per £m revenue) | 102-8 | 35 | 39 | 44 | 45 |
| **Water \| Page 34** | | | | | |
| Water withdrawal from municipal sources ($m^3$) | 303-3 | 120,431 | 106,307 | 144,462 | 100,727 |
| Water withdrawal from water-stressed areas ($m^3$) | 303-3 | - | 43,509 | 77,857 | 38,923 |
| Water withdrawal from water-stressed areas (%)* | 303-3 | 29% | 41% | 54% | 39% |
| Water use intensity ($m^3$ per 1,000 $m^2$) | 303-3 | 0.7 | 0.6 | 1.0 | 0.7 |
| Water discharge to municipal/third-party systems ($m^3$) | 303-4 | - | 101,580 | 127,309 | 85,932 |
| Water discharge in water-stressed areas ($m^3$) | 303-4 | - | 41,724 | 66,048 | 29,473 |
| Water discharge in water-stressed areas (%) | 303-4 | - | 41% | 52% | 34% |
| Water consumption ($m^3$) | 303-5 | - | 4,730 | 17,156 | 14,797 |
| Water consumption in water-stressed areas ($m^3$) | 303-5 | - | 1,785 | 11,809 | 9,450 |
| **Waste generated \| Page 33** | | | | | |
| Total waste generated (tonnes) | 306-3 | 2,517 | 2,605 | 2,694 | 2,998 |
| Hazardous or chemical waste (tonnes) | 306-3 | 1,032 | 789 | 999 A | 938 A |
| Biohazardous or clinical waste (tonnes) | 306-3 | 51 | 130 | 100 A | 135 A |
| Non-hazardous or general waste (tonnes) | 306-3 | 1,434 | 1,686 | 1,595 | 1,925 |
| **Waste treatment \| Page 33** | | | | | |
| Total weight of waste diverted from disposal (tonnes) | 306-4 | - | - | - | 1,491 |
| Hazardous or biohazardous waste diverted from disposal (tonnes) | 306-4 | - | - | - | 49 |
| Reuse (tonnes) | 306-4 | - | - | - | 0 |
| Recycled (tonnes) | 306-4 | - | - | - | 10 |
| Other recovery operations (tonnes) | 306-4 | - | - | - | 39 |
| Non-hazardous waste diverted from disposal (tonnes) | 306-4 | - | - | - | 1,442 |
| Reuse (tonnes) | 306-4 | - | - | - | 0 |
| Recycled (tonnes) | 306-4 | - | - | - | 696 |
| Other recovery operations (tonnes) | 306-4 | - | - | - | 746 |
| Total weight of waste directed to disposal (tonnes) | 306-5 | - | - | - | 1,508 |
| Hazardous or biohazardous waste directed to disposal (tonnes) | 306-5 | - | - | - | 1,024 |
| Incineration - with energy recovery (tonnes) | 306-5 | - | - | - | 392 |
| Incineration - without energy recovery (tonnes) | 306-5 | - | - | - | 41 |
| Landfilling (tonnes) | 306-5 | - | - | - | 2 |
| Other disposal operations (tonnes) | 306-5 | - | - | - | 589 |
| Non-hazardous waste directed to disposal (tonnes) | 306-5 | - | - | - | 484 |
| Incineration - with energy recovery (tonnes) | 306-5 | - | - | - | 175 |
| Incineration - without energy recovery (tonnes) | 306-5 | - | - | - | 0 |
| Landfilling (tonnes) | 306-5 | - | - | - | 84 |
| Other disposal operations (tonnes) | 306-5 | - | - | - | 224 |
| Recycled or reuse (%) | 306-4 | 48% | 52% | 51% | 50% |
| Incinerated with energy recovery (%) | 306-5 | 16% | 34% | 30% | 19% |
| Other treatments, including via landfill (%) | 306-5 | 36% | 14% | 19% | 31% |
| **Biodiversity \| Page 34** | | | | | |
| Sites located in or near biodiversity-sensitive areas (#) | 101-5 | - | 0 | 0 | 0 |
| IUCN Red List species in areas affected by operations (#) | 101-5 | - | 0 | 0 | 0 |
| **Environmental site audits \| Page 34** | | | | | |
| Sites audited by ERM team covering environment performance (#) | - | 13 | 12 | 12 | 12 |
| Sites audited by ERM team (% of employees covered, rolling 2-year period) | - | - | - | 75% | 92% |
| Environmental training sessions delivered (#) | - | - | - | 37 | 25 |
| Employees who have received environmental training (%) | - | - | - | 87% | 81% |

# Data index

| Indicator | GRI | FY23 | FY24 | FY25 | FY26 |
|---|---|---|---|---|---|
| **Our customers** | | | | | |
| **Responsible procurement \| Page 39** | | | | | |
| New suppliers screened using environmental criteria (%) | 308-1 | 100% | 100% | 100% | 100% |
| New suppliers screened using social criteria (%) | 414-1 | 100% | 100% | 100% | 100% |
| % of contracts issued which include social and environmental factors within T&Cs | - | 100% | 100% | 100% | 100% |
| Suppliers identified as having negative environmental impacts relating to LGC products (#) | 308-2 | - | 0 | 0 | 0 |
| Suppliers identified as having negative social impacts relating to LGC products (#) | 414-2 | - | 0 | 0 | 0 |
| Suppliers assessed via third party platforms - for environmental and social impacts (#) | - | 120 | 258 | 269 | 271 |
| Suppliers which met key LGC ESG criteria - total (% by annual spend) | - | 33% | 57% | 61% | 67% |
| GHG emission reduction target (%) | - | 33% | 57% | 64% | 70% |
| Publicly available code of conduct & whistleblowing mechanism (%) | - | 43% | 65% | 80% | 83% |
| Report ESG performance on external platform (%) | - | 36% | 67% | 80% | 78% |
| Suppliers with externally validated science-based carbon reduction targets (% by annual spend)* | - | - | - | 30% | 75% |
| Suppliers committed to set externally validated science-based carbon reduction targets (%) | - | - | - | 32% | 8% |
| **Responsible business** | | | | | |
| **Health and safety (H&S) \| Page 48** | | | | | |
| New employees who have received H&S training (%) | 403-5 | 100% | 100% | 100% | 100% |
| Employees, and on-site contractors, covered by occupational H&S management system (%) | 403-8 | 100% | 100% | 100% | 100% |
| Sites where employee H&S risk assessments have been conducted (%) | - | 100% | 100% | 100% | 100% |
| Sites audited by ERM team - covering employee H&S (% of employees covered, rolling 2-year period) | - | - | - | 72% | 92 % |
| Fatalities (#) | 403-9 | 0 | 0 | 0 | 0 |
| High consequence injuries* (#) | 403-9 | 1 | 1 | 0 | 0 |
| Reportable work-related injuries* (#) | 403-9 | 19 | 11 | 16 | 16 |
| Work-related injuries* (#) | 403-9 | 168 | 156 | 206 | 274 |
| Days lost due to injury (includes all recordable injuries) (#) | 403-9 | 172 | 32 | 91 | 33 |
| Lost time injury rate (LTIR)* | 403-9 | 2.2 | 1.5 | 2.2 | 2.2 |
| **Quality and customer safety \| Page 47** | | | | | |
| Fines or penalties concerning the health and safety impacts of products or services (#) | 416-2 | 0 | 0 | 0 | 0 |
| **Cyber security and data privacy \| Page 47** | | | | | |
| 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 46** | | | | | |
| Executive leadership team receiving training on anti-corruption (%) | 205-2 | 100% | 100% | 100% | 100% |
| Employees receiving 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 | 0 |
| IT-related business partners reviewed through PCERA due diligence assessment* (%) | - | 100% | 100% | 100% | 100% |
| Potential suppliers & customers assessed against Denied Person List* (%) | - | 100% | 100% | 100% | 100% |
| Sites audited by ERM team for business ethics & cyber-security (% of employees) | - | - | - | 75% | 92% |
| Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices (#) | 206-1 | 0 | 0 | 0 | 0 |
| **Human rights and responsible business practices \| Page 46** | | | | | |
| Identified instances 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 for human rights & working conditions (% of employees) | - | - | - | 75% | 92% |
| Substantiated employee complaints or grievances relating to discrimination or harassment (#) | 406-1 | - | 0 | 0 | 0 |
| Grievances or violations in relation to UNGC Principles, OECD Guidelines or ILO Conventions (#) | - | 0 | 0 | 0 | 0 |
| Employees covered by employee representatives, Work Councils or collective agreements (%) | 407-1 | - | 9.5% | 9.5% | 9.5% |
| Meetings with European Works Councils (#) | 407-1 | - | 48 | 48 | 48 |
| **External ESG ratings and recognition** | | | | | |
| CDP Climate Change rating | - | - | - | - | C |
| EcoVadis score | - | 60 | 73 | 69 | 70 |
| EcoVadis medal | - | Silver | Gold | Silver | Bronze |

# Reporting notes

**Workforce and people**

- Employee numbers are reported as headcount as at 31 March 2026, unless otherwise stated.
- Percentages may not sum to 100% due to rounding.
- Permanent and non-permanent employees comprise employees included within LGC workforce reporting.
- New hire and turnover rates are calculated using the average employee headcount across the current and previous reporting year. Turnover includes permanent and temporary employees.
- Non-permanent employees include fixed-term and temporary employees.
- Executive and senior leadership team includes the Executive Leadership Team (ELT), Senior Leadership Team (SLT) and SLT-1 population.
- 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.
- Gender pay gap data relates to UK employees only and is reported as at 5 April 2025.
- Gender diversity by recruitment stage relates to vacancies filled via the external recruitment platform and excludes cancelled vacancies, non-employee hires and acquisition new starters.

**Environmental reporting**

- Assurance of energy, carbon and waste data is indicated by (A).
- Other indirect GHG emissions (Scope 3) are rounded to two significant figures to reflect calculation uncertainty and data availability.
- FY25 water scarcity assessments used updated WRI Aqueduct Water Risk Atlas reference data.
- No sites met the threshold for significant biodiversity impact and therefore detailed site-level reporting was not considered material.
- For science-based target, 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.
- FY25 greenhouse gas emissions have been restated following improvements to data collection and calculation methodologies. Comparative figures, including Scope 3 emissions and related intensity metrics, have been updated where applicable.

**Health and safety**

- Health and safety data includes direct employees only.
- High-consequence injuries are injuries from which an individual cannot fully recover or is not expected to recover to pre-injury health status within six months.
- Number of reportable work-related injuries refers to injuries reported to the relevant external regulatory authority.
- Number of work-related injuries refers to all work-related injuries recorded internally.
- LTIR is calculated as the number of lost-time injuries per 1,000,000 hours worked. Number of hours worked used for calculations: 31 March 2025 - 1 April 2026 = 7,406,875 hours.

**Responsible business**

- Quality and customer safety refers to external audits from customers, authorities and notified bodies relating to quality procedures and certifications.
- Critical cyber security incidents are incidents with a material impact on the company.
- Due diligence of IT-related business partners undertaken via Privacy, Cybersecurity and Enterprise Risk Assessment (PCERA) process.
- LGC policy prohibits transactions involving individuals or organisations on a Denied Person List (DPL).

**GRI omissions and partial disclosures**

- **GRI 2-8:** Workers who are not employees (Information unavailable/incomplete). LGC engages agency workers and contractors to support operational and project-based activities. Workers who are not employees are not currently consolidated at Group level and are therefore not included within employee headcount figures reported under GRI 2-7.
- **GRI 303-4:** Water discharge (Partial). Water discharge volumes and destinations are reported; however, some discharge data is estimated and reporting does not currently include the full discharge quality, permit and priority substance information.
- **GRI 306-4 and GRI 306-5:** Waste recovery and disposal (Partial). Waste recovery and disposal data is reported using the best available contractor information; however, reporting does not yet include all treatment route breakdowns required for full alignment.
- **GRI 401-1:** New employee hires and employee turnover (Information unavailable/incomplete). New hire and turnover rates are reported by gender. Regional breakdowns and age-group data is not currently available.
- **GRI 403-8:** Workers covered by occupational health and safety management systems (Partial). External certification data is not currently available.
- **GRI 404-1:** Average hours of training per year per employee (Information unavailable/incomplete). Average training hours are reported at Group level. Breakdowns by gender and employee category are not currently available.
- **GRI 404-3:** Percentage of employees receiving regular performance and career development reviews (Information unavailable/incomplete). Data reported at Group level. Breakdowns by gender and employee category are not currently available.
- **GRI 405-1:** Diversity of governance bodies and employees (Information unavailable/incomplete). Age diversity is reported using LGC-defined age bands. Data for other diversity indicators is not currently consolidated at Group level.

# Climate-related financial disclosures

The following disclosures have been prepared in accordance with the Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022 and have been developed with reference to UK Sustainability Reporting Standard S2: Climate-related Disclosures.

## Governance

The 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. The Committee includes our Chief Financial Officer, General Counsel, and Chief People Officer, meets quarterly, and reports annually to both 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

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.

| 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 have invested in renewable energy, reduced energy use and mapped supplier emissions plans. We also assessed future climate- related legislation including, but not limited to, the EU Carbon Border Adjustment Mechanism. |
| Physical risk #1 | Acute physical risk | Operations and supply chain | Low | Medium–Long | Extreme weather events, such as hurricanes, floods, droughts and fires may disrupt our operations and supply chains and are expected to increase in frequency due to climate change. | All LGC sites are regularly assessed for vulnerability to extreme weather and identified risks are managed through business continuity plans. No significant changes were noted in the past year. We evaluate suppliers exposed to extreme weather risks and collaborate with suppliers to support mitigation planning. |
| Opportunity #1 | Energy source and resource efficiency | Operations | Low–Medium | Short | More energy-efficient buildings, production and distribution processes can reduce operating costs. In addition, renewable sources of energy can reduce costs and exposure to fossil fuel price volatility. | We are actively investing to reduce overall energy use, including through energy efficient lighting and heating, ventilation and air conditioning systems. We continue to invest in renewable energy generation, including on-site solar at key locations. |
| Opportunity #2 | Products and 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. | We will continue to develop and promote products and services aligned with the transition to a low-carbon economy. |

# Climate-related financial disclosures

## Risk management

The 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.

Climate-related risks are identified at a site level through local risk registers, informed by internal and external assessments throughout the year. The Operational Risk Committee maintains the central LGC Risk Register, where risks are scored on a 1–5 scale for consequence and likelihood. Material enterprise-level risks are reviewed regularly 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.

LGC continues to monitor the potential impacts of both transition and physical climate-related risks and will consider the use of climate scenario analysis as part of future assessments.

## Metrics and targets

In 2021, LGC committed to be carbon net zero by 2050. To support our net zero commitment, in 2025 we announced our science-based carbon reduction targets for 2030, verified by the Science Based Targets initiative (SBTi). These near-term goals provide a clear roadmap for the next phase of our journey:

- **Reduce direct emissions (Scope 1 and 2) by 48.7% by FY30,** through improved energy efficiency and increased use of renewable electricity.
- **80% of relevant suppliers** to have science-based targets in place by FY30.

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 26 of the LGC 2025-26 ESG report.

# Environmental reporting method statement

## Reporting approach

The following data is reported in accordance with the Global Reporting Initiative (GRI) Standards and covers the period 1 April 2025 to 31 March 2026:

- **GRI 102: Climate Change (2025)** - disclosures 102-5 (Scope 1 GHG emissions), 102-6 (Scope 2 GHG emissions), 102-7 (Scope 3 GHG emissions), 102-8 (GHG emission intensity).
- **GRI 103: Energy (2025)** - disclosures 103-2 (energy consumption and self-generation within the organisation), 103-4 (energy intensity).
- **GRI 303: Water and effluent (2018)** – disclosures 303-3 (water withdrawal), 303-4 (water discharge), 303-5 (water consumption).
- **GRI 306: Waste (2020)** - disclosure 306-3 (waste generated), 306-4 (waste diverted from disposal); 306-5 (waste directed to disposal).

## Reporting boundaries

Organisational boundaries are defined using the operational control approach. This boundary is applied consistently across energy use, GHG emissions, water and waste reporting.

Data reported covers 35 LGC sites, including all manufacturing facilities and the principal operational locations of the Group. 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, data is included from the first full month following acquisition or commencement of operations.

Where a site is closed or vacated during the reporting period, data continues to be reported until the end of the reporting year where LGC retains operational control. The site is then removed from future reporting inventories, subject to ownership and operational arrangements.

For shared facilities (e.g., multi-tenant buildings), the following approach is used to determine LGC's share of environmental data:

1. Direct measurement (e.g., sub-metering, dedicated utility accounts, or site-specific waste collection records) is used where available.
2. Where direct measurement is not feasible, allocations are applied based on floor area, headcount or other appropriate operational measures.

## Assurance

The following environmental metrics have been subject to independent external assurance:

- **GRI 103-2:** Energy consumption within organisation
- **GRI 102-5:** Direct (Scope 1) GHG emissions
- **GRI 102-6:** Energy indirect (Scope 2) GHG emissions (market-based)
- **GRI 102-6:** Energy indirect (Scope 2) GHG emissions (location-based)
- **GRI 102-7:** Indirect (Scope 3) GHG emissions - (fuel- and energy-related activities)
- **GRI 306-3:** Hazardous and clinical waste generated

Assurance was undertaken to a limited level of assurance in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised. The detailed scope is set out in the Independent Assurance Statement.

## 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, lighting and heating
- **District heating** - purchased thermal energy for heating.

At five sites (Bury, Fordham, Guildford, 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'.

Energy consumption is reported in megawatt-hours (MWh). Where necessary, energy data is converted into MWh using standard conversion factors to ensure consistency.

### Energy data sources

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

Where actual company car fuel consumption or mileage records are unavailable, fuel use is estimated using typical journey patterns and average fuel consumption assumptions.

### Energy reduction

Reduction in energy consumption is calculated as the year-on-year change in total energy consumption within the organisational reporting boundary. The metric includes fuel, electricity and purchased district heating. Reductions are measured using actual energy consumption data rather than modelled estimates. The previous reporting year is used as the baseline for comparison.

# Environmental reporting method statement

## 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 ($tCO_2e$).

GHG emissions are calculated using a 100-year Global Warming Potential (GWP) basis aligned to the latest IPCC assessment. Reported emissions include Scope 1, Scope 2 (location-based and market-based), and relevant Scope 3 categories.

No carbon credits, offsets, avoided emissions or removals are included within reported emissions. A base year of FY21 is used to enable consistent tracking of performance over time. Recalculations to the base year may be performed where there are significant structural or methodological changes.

### Scope 1 and 2 GHG emissions

The following sources of GHG emissions are included:

- Emissions from the consumption of fuels and purchased energy
- Fugitive emissions from refrigerant gas losses.

### Scope 3 GHG emissions

Scope 3 emissions are reported in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard.

The following Scope 3 categories are reported, based on screening and quantification to identify relevant emissions that represent a significant proportion of total GHG emissions.

**Upstream emissions:**

- **Category 1:** Purchased goods and services – including chemicals, packaging and laboratory consumables
- **Category 2:** Capital goods
- **Category 3:** Fuel- and energy-related activities (not included in Scope 1 or Scope 2)
- **Category 4:** Upstream transportation and distribution
- **Category 5:** Waste generated in operations
- **Category 6:** Business travel
- **Category 7:** Employee commuting.

**Downstream emissions:**

- **Category 9:** Downstream transportation and distribution

**Emission factor sources**

- **Natural gas:** UK GHG Inventory (2025) – '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 (2025) – 'Diesel' factor applied globally.
- **District heating:** Based on supplier-specific emissions data.
- **Fugitive emissions:** UK GHG Inventory (2025) – 'Refrigerant gases' factors applied globally.

Scope 3 emissions are calculated using a combination of activity-based data and emission factors from recognised sources. Where primary data is not available, estimates are applied using appropriate proxies, including spend-based methodologies, in line with GHG Protocol guidance. Categories not reported are considered immaterial or are subject to ongoing data development.

Only Scope 3 Category 3 (fuel- and energy-related activities) is included within the scope of external assurance. Category 3 upstream emissions are calculated using UK GHG Inventory (2025) emission factors, while transmission and distribution losses are estimated using country-specific electricity loss rates from the World Bank/IEA dataset and location-based electricity emission factors. All other Scope 3 categories are currently excluded from external assurance.

## Waste

### Waste generation

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, classified in accordance with applicable national and regional regulations.
- **Non-hazardous waste:** General operational waste, including packaging, office and municipal waste streams, that does not meet the definition of hazardous or clinical waste.

For consistency of reporting, waste is classified according to the waste stream through which it is collected and managed by the waste contractor. Waste reporting covers waste generated in LGC's own operations and does not currently include waste generated upstream or downstream in the value chain.

### Waste disposal

Waste treatment is reported against the following recovery and disposal operations:

- **Preparation for reuse** - checking, cleaning or repairing products or components for reuse.
- **Recycling** - reprocessing waste materials into new materials.
- **Other recovery operations** - recovery activities not classified as preparation for reuse or recycling.
- **Incineration (with energy recovery)** - controlled burning of waste with energy recovery.
- **Incineration (without energy recovery)** - controlled burning of waste without energy recovery.
- Landfilling - disposal of waste at engineered landfill sites.
- **Other disposal operations** - disposal activities not classified as incineration or landfilling.

Waste treatment outcomes are reported based on information provided by licensed waste contractors and are classified in accordance with contractor reporting and applicable regulatory definitions. Waste treatment is undertaken exclusively by licensed third-party waste contractors. As a result, all waste recovery and disposal operations are classified as off-site. Where information on recovery or disposal routes is unavailable, waste is classified as 'other disposal operations' to avoid overstating recycling or recovery performance.

# Environmental reporting method statement

**Waste data**
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. Effluent is excluded unless required by national legislation. One tonne is defined as 1,000 kilograms.

The following hierarchy is used to ensure data accuracy and consistency:

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

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

Waste data is primarily derived from contractor weighbridge systems and waste transfer documentation, supplemented where necessary by volume-to-weight conversions using recognised regulatory factors.

Differences between waste generated and waste treated or disposed may arise due to estimation, timing differences between generation and collection, or data availability constraints.

Where direct data is unavailable, estimates are used based on the best available operational information. For some non-hazardous waste streams this may include waste container volumes, collection frequency, observed fill levels or historical contractor information.

## Water

Water withdrawn by LGC is primarily third-party freshwater supplied through municipal or public water networks. A small volume of surface water is collected for customer sample provision; this is immaterial relative to total Group water withdrawal and is included within overall withdrawal totals. LGC does not otherwise withdraw water directly from surface water, groundwater, seawater or produced water sources.

All water discharge reported by LGC is to third-party water systems. The majority of wastewater is discharged through municipal sewer networks, with a limited number of sites using specialist contractors for wastewater collection and treatment. LGC does not routinely discharge water directly to surface water, groundwater or seawater, and no discharged water is transferred for subsequent use by other organisations.

Water consumption is calculated as total water withdrawal less total water discharge. At some manufacturing sites, water may be incorporated into products. Quantification of these volumes is currently limited and remains an area of ongoing data improvement.

LGC has not identified water storage as a significant water-related impact and therefore does not report changes in water storage.

Water withdrawal, consumption and discharge are reported in cubic metres ($m^3$).

**Data sources**
Water data is derived from:

- Water meter readings
- Invoices from water providers
- Contractor documentation.

For wastewater managed by external contractors, contractor-provided data is used where available. Where such information is unavailable, wastewater discharge is estimated as 95% of water withdrawal, based on the assumption that the majority of water used in operations is returned to municipal wastewater systems.

**Water stress**
Water stress is determined using the World Resources Institute Aqueduct Water Risk Atlas. Sites located in areas classified as High or Extremely High Baseline Water Stress are considered water-stressed for reporting purposes. Site classifications are reviewed annually using the latest available Aqueduct dataset.

## 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** - is calculated as $tCO_2e$ per £m revenue.
- **Energy intensity** - is calculated as total energy consumption within the organisation per £m revenue. Energy consumption includes fuel, electricity and purchased district heating.
- **Water use intensity** - is calculated as total water withdrawal divided by total operational floor area ($m^2$).

All intensity metrics are calculated using data aligned to the same organisational boundary to ensure consistency between numerator and denominator.

# 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 Environmental, Social and Governance Report 2025/2026 (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 2025 to 31st March 2026 (the 'Selected Information'):

- GRI 103-2: Energy consumption within organization.
- GRI 102-5: Direct (scope 1) GHG emissions.
- GRI 102-6: Energy indirect (scope 2) GHG emissions [market-based].
- GRI 102-6: Energy indirect (scope 2) GHG emissions [location-based].
- GRI 102-7: Indirect (scope 3) GHG emissions Fuel- and Energy- Related Activities.
- GRI 306-3: Hazardous waste generated (including clinical waste).

**3. Reporting Criteria**
The Selected Information needs to be read and understood together with the Reporting Method Statement, 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;
- 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.

**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;
3. Reviewing documentary evidence provided by LGC;
4. Agreeing a selection of the Selected Information to the corresponding source documentation;
5. Reviewing LGC systems for quantitative data aggregation and analysis;
6. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information;
7. Reperforming a selection of aggregation calculations of the Selected Information;
8. Reperforming greenhouse gas emissions conversions calculations;
9. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals; and
10. Evaluating the design of internal systems, processes and controls to collect and report the Selected 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 | Units | FY26 value verified |
|---|---|---|
| GRI 103-2: Energy consumption within organisation | MWh | 57,209 |
| GRI 102-5: Direct (Scope 1) GHG emissions | tCO2e | 4,255 |
| GRI 102-6: Energy indirect (Scope 2) GHG emissions [market-based] | tCO2e | 4,445 |
| GRI 102-6: Energy indirect (Scope 2) GHG emissions [location-based] | tCO2e | 8,600 |
| GRI 102-7: Indirect (Scope 3) GHG emissions Fuel- and Energy-Related Activities | tCO2e | 2,895* |
| GRI 306-3: Hazardous waste generated (including clinical waste) | Tonnes | 1,073 |

The value in the Report has been rounded to the closest single significant whole number for the purpose of representation.

**9. Statement of Independence, Integrity and Competence**
Bureau Veritas is an independent professional services company that specialises 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 certified1 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[2].

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA)3, 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 code4. 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, 14th September 2026**
1. Certificate available on request
2. International Standard on Quality Management 1 (Previously International Standard on Quality Control 1) & International Standard on Quality Management 2
3. International Federation of Inspection Agencies – Compliance Code – Third Edition
4. Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants



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