Environmental, Social and Governance report

FOR THE YEAR ENDING 31 MARCH 2024

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Message from Euan O'Sullivan

This year, we were awarded a gold medal by EcoVadis, placing us in the top 5% of the 130,000+ companies assessed on sustainable business practices and performance.

I am pleased to introduce our Environmental, Social and Governance (ESG) report for the year ending 31 March 2024. This marks our fourth year of reporting our ESG performance using the Global Reporting Initiative (GRI) Standards framework, and during that period we have continued to make progress in addressing the ESG challenges facing our business and society.

ESG criteria are central to our purpose of Science for a Safer World. I am proud to share how, alongside our customers and partners, we continue to drive science forward to solve some of the most complex challenges facing our society and our planet.

OUR PURPOSE

This year, with our customers and partners, we helped develop a new oligonucleotide-based medicine to transform the life of a two-year old child who suffers from a very rare neurological disease. We launched reference materials to protect food and drinking water from 'forever chemicals', created clinical reference materials to identify cancer through blood samples and helped combat blight fungus in potato crops.

OUR PEOPLE

We strive to make LGC a great place to work for our ~3,800 colleagues. This year, we introduced our new performance framework enabling colleagues to take greater ownership of their careers and improving how we recognise great performance. We have further embedded diversity by monitoring candidate representation across the recruitment process, from application to onboarding. Around the world we also invited over 1,500 students and their families to visit our sites, learn about our work and inspire the next generation of scientists.

OUR PLANET

We continue to make progress towards our carbon net zero commitment. This year, solar panels were installed at our sites in Bury (UK), Oxford (UK) and Cumberland Foreside (US), and over 60% of the electricity used at our sites came from renewable sources. We also announced our commitment to set an externally validated, short-term science-based carbon reduction target in the next year.

OUR PRODUCTS

Through collaborating with our customers, we are improving the environmental credentials of our products and services. For example, our new sbeadex™ Lightning chemistry enables faster and higher yield extraction of high-purity DNA with a reduced environmental footprint. Working with our suppliers, we are also implementing new solutions to reduce our use of plastic packaging materials.

Ultimately, it is our brilliant people who make it possible to deliver on our purpose – Science for a Safer World. I would like to thank all my colleagues for their contributions to this critical strategic agenda, as well as for their continued support in making LGC a great place to work.

Euan O'Sullivan, President & CEO

2024 highlights

Launched one of the largest ranges of reference materials on the market to test for 'forever chemicals' (PFAS compounds)

Published version 4 of the BRCGS Global Standard for Gluten-Free, used by certified sites in almost 40 countries

Developed new clinical controls to improve the results of liquid biopsies for cancer detection

Installed 820MW of renewable electricity generation capacity

Over 60% of electricity used was from renewable sources

Public commitment made to set an externally validated science-based carbon reduction target

Over 1,500 students engaged in science education activities held at our sites

1,281 Cheers Awards worth over £120,000 awarded to colleagues

35,000+ online training modules made available to all colleagues

Received gold medal for our 2023 EcoVadis assessment

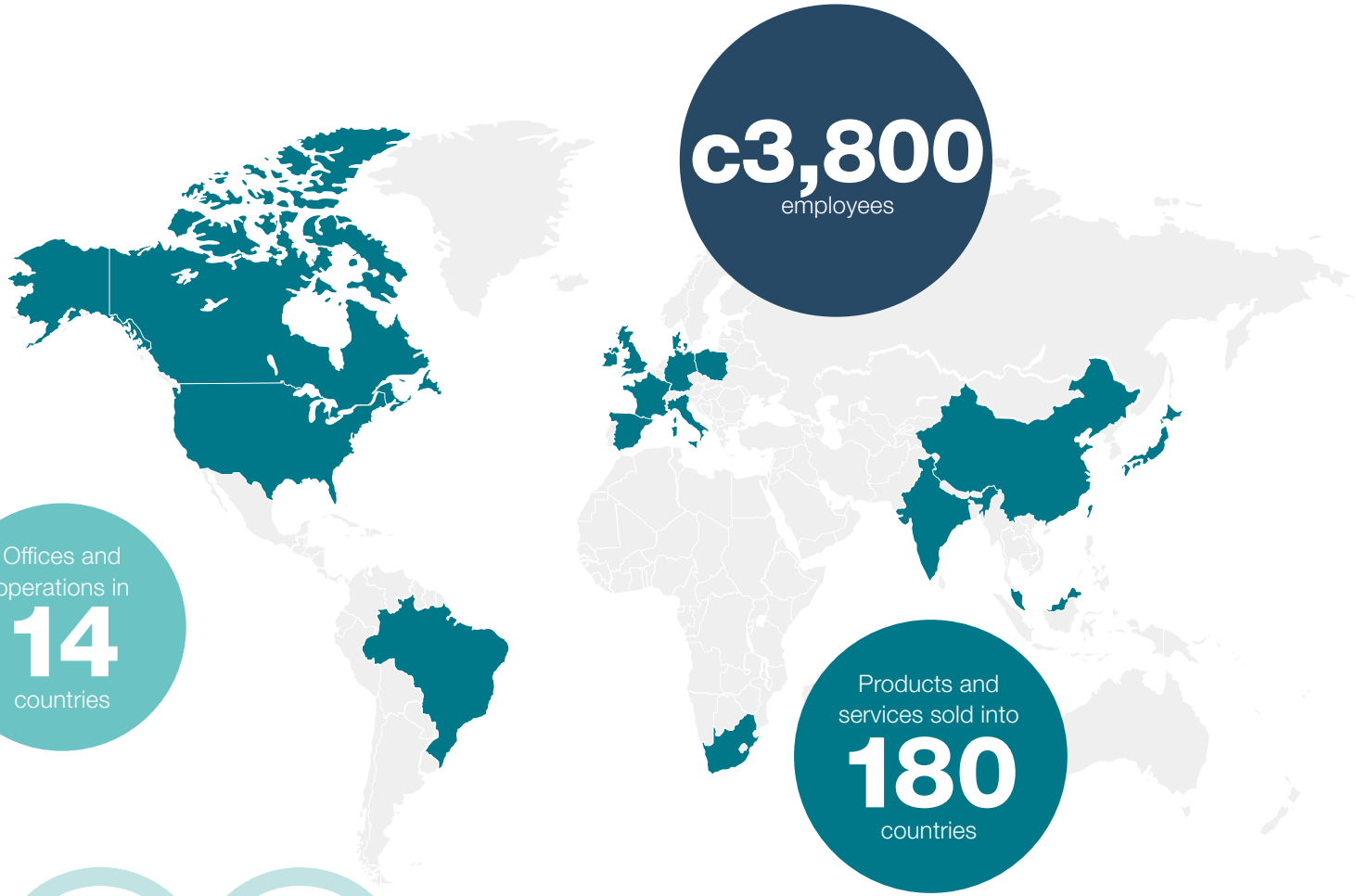
54% of cardboard packaging from certified sustainable sources

Sustainability credentials of 250+ suppliers assessed via third party platforms

Who we are

We are a leading global life science tools company, partnering with our customers to find and develop solutions to diagnose, treat, feed and protect our growing population.

Working collaboratively with our partners in the scientific community, our products and services help to solve some of the most complex challenges facing society and the planet. Together, we respond to global pandemics, pioneer innovative precision medicine, advance agricultural outcomes and improve the safety of our food, medicines and environment.



OUR VALUES

What we do

With over 180 years of scientific heritage, we combine a track record of innovation and value-enhancing acquisitions that expand our product portfolio and expertise and help our customers achieve their goals.

Our scientific work is typically embedded and recurring within our customers' products and workflows. We help our customers:

- Bring new diagnostics and therapies to market
- Progress research and development
- Optimise food production
- Continuously monitor and enhance the quality of our food, environment and consumer products.

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

Our approach to ESG

OUR MATERIAL ESG TOPICS

We focus on the ESG topics which matter most to our continued commercial success, key stakeholder relationships and how we fulfil our role in wider society.

OUR PURPOSE: Science for a Safer World

We are committed to making LGC a great place to work through:

- Understanding our people
- Talent development
- Employee health and well-being
- Diversity, equity and inclusion
- Community impact and corporate charity
- Inspiring the next generation of scientists.

We are managing our direct environmental impacts including our:

- Carbon footprint
- Energy
- Waste management
- Environmental management of our sites
- Support of the transition to a low carbon society.

We are enabling our customers to meet their ESG goals through:

- Sustainable packaging
- Responsible sourcing
- Green chemistry
- Advancing and sharing our science
- Improving the environmental credentials of our products.

RESPONSIBLE BUSINESS Corporate governance | Business ethics | Health and safety | Quality | Cyber security

ESG Key Performance Indicators (KPIs)

OUR ESG PRIORITIES

To accelerate progress on our ESG priorities, we track and report five ESG KPIs to our Board on a quarterly basis. We also report annually on our progress against our 2050 carbon net zero commitment. We detail these KPIs and the related activities throughout this report.

EMPLOYEE ENGAGEMENT

Continually track and improve our employee engagement score:

- 2022: **Baseline**
- 2023: **+1 against 2022 baseline**
- 2024: **64 [new platform]**

TARGET: CONTINUAL IMPROVEMENT

GENDER DIVERSITY

Increase the percentage of women within the LGC Leadership Team:

- 2022: **29%**
- 2023: **30%**
- 2024: **32%**

TARGET: 35% BY 2024

CLIMATE CHANGE

Achieve our commitment to be carbon net zero by 2050:

- 2022: **29,000 tCO_2e**
- 2023: **28,000 tCO_2e**
- 2024: **27,500 tCO_2e**

TARGET: CARBON NET ZERO BY 2050

RENEWABLE ENERGY

Increase the percentage of renewable electricity used at our sites:

- 2022: **32%**
- 2023: **57%**
- 2024: **62%**

TARGET: 80% BY 2025

SUSTAINABLE PACKAGING

Increase the percentage of cardboard packaging from certified sustainable sources:

- 2022: **Baseline**
- 2023: **43%**
- 2024: **54%**

TARGET: 65% BY 2025

RESPONSIBLE SOURCING

Increase the percentage of suppliers which meet key ESG criteria:

- 2022: **Baseline**
- 2023: **33%**
- 2024: **57%**

TARGET: CONTINUAL IMPROVEMENT

Everyone at LGC shares a goal to drive science forward, and to address issues that are critical for the future of humankind.

Our work enables safer food and water supplies, safer medicines, accurate diagnostics, cleaner fuels, and medicines of the future.

As a leading life sciences tools company, the work we do plays a vital role in keeping people and our planet safe.

Our purpose

Pioneering new ways to diagnose illness

CASE STUDY

Transformative blood test promises earlier cancer diagnosis and improved survival rates

Diagnosing cancer traditionally relies on taking a tissue biopsy, from a patient, which is then sent for testing. This process is invasive and painful for the patient.

Recent advances in clinical diagnostics offer the potential to accelerate cancer testing using a liquid biopsy. This means cancer causing mutations can be tested with a simple, non-invasive blood test. Next-generation sequencing (NGS) is then used by testing laboratories to detect tiny fragments of tumour DNA circulating in the blood.

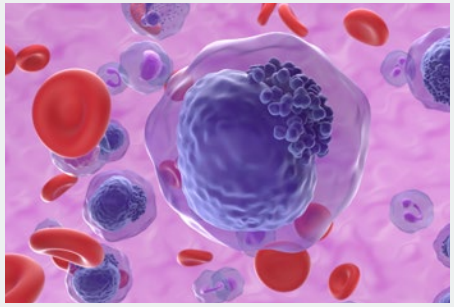
This year, our Clinical Diagnostics teams developed and launched the first set of comprehensive lymphoid cancer NGS assay reference materials available on the market. These products enable testing laboratories conducting liquid biopsies to better develop, characterise, and validate their assays.

This has the potential to transform cancer care for patients, from earlier detection, and more accurate diagnosis, to better management of treatment and surveillance in cancer survivors.

CASE STUDY

New collaboration set to enhance detection and treatment of chronic myeloid leukaemia

Chronic myeloid leukaemia (CML) is a type of blood cancer. In CML, blood stem cells can undergo unusual alterations making their detection complicated and allowing cancerous stem cells to survive and multiply.



This year, our UK National Measurement Laboratory team announced a new collaboration with the UK NEQAS for Leucocyte Immunophenotyping to evaluate the feasibility of applying reverse-transcription digital PCR (RT-dPCR) as a reference method for BCR::ABL1 quantification in current External Quality Assessment (EQA) schemes.

Enhanced traceability and accuracy of measurements of the BCR::ABL1 fusion gene, the causative genetic mutation in CML, offers the potential to improve patient treatment decisions and outcomes.

We are extremely excited about this collaboration. By joining forces with NML, we aim to set a new standard in BCR::ABL1 quantification, enhancing the quality of patient care in CML management.

LIAM WHITBY, DIRECTOR AT UK NEQAS LI

Supporting the treatment of illness

CASE STUDY

Developing a life changing medicine for baby Leo

These results illustrate a key pillar of our approach – by engineering drugs for safety we can create novel treatments more efficiently than traditional discovery techniques for rare and common diseases.

CHRIS HART, PH.D., CO-FOUNDER, CHIEF EXECUTIVE OFFICER, AND PRESIDENT OF CREYON BIO

As a baby, Leo was diagnosed with an ultra-rare and severe neurodevelopmental disorder, due to a disease-causing change in his Transportin-2 (TNPO2) gene. This causes frequent seizures, significant developmental delays and is life threatening.

Leo is one of thousands of people with an ultra-rare disease, with over 6,000 similarly unique conditions identified to date, each which affect fewer than 30 people worldwide. The extreme rarity of these conditions presents significant challenges to diagnosis and often there are no medical treatments available.

This year, our Axolabs team worked alongside Creyon Bio, a clinical stage biotechnology company, to engineer and manufacture an investigational medicine for Leo. The treatment is a novel antisense oligonucleotide (ASO) developed specifically to treat the genetic cause of Leo's disorder. Whilst ASOs represent an exciting therapeutic advancement, their development is a complex and novel science. ASO medicines often fail pre-clinically or in early phase trials due to safety concerns. However, the Creyon Bio approach is designed to engineer oligonucleotide-based medicines for safety first.

Our team supported Creyon Bio throughout the development process, starting with small-scale manufacturing of five ASO candidates to test for efficacy. The safest and most effective of these compounds was then sent for production within our cGMP manufacturing facility. Our team were able to produce the required compound with extremely high levels of purity and notably low levels of endotoxin (of particular importance given this treatment was to be directly injected in Leo's spine.)

Following further processing and development by Creyon Bio, and FDA approval to initiate a clinical trial, Leo received his first dose of the medicine. After the first dose, tests showed no adverse changes on the brain MRI scan. Following his second dose, Leo demonstrated a reduction in seizure frequency and, after the third dose he regained developmental milestones such as rolling and sustained attention and developed new skills such as tripod sitting and responsive babbling.

This work with Creyon Bio offers the potential not only to transform the life of Leo and his family, but also represents a powerful proof of concept for rapidly engineering new oligonucleotide-based medicines to treat common and rare diseases and target the genetic underpinning of disease anywhere in the body.

For further information - https://www.tnpo2.org/

Ensuring our food is safe to eat

CASE STUDY

New standard raises the bar for safe, gluten-free foods

Globally, it is estimated that 1 in every 100 people have coeliac disease, where the ingestion of gluten leads to damage in the small intestine. Currently, the only treatment is a life-long gluten-free diet. In addition, up to 1 in 6 people suffer from non-coeliac gluten sensitivity.

A significant challenge for coeliac and gluten sensitive consumers is finding gluten-free foods they can trust are safe.

This year, BRCGS launched version 4 of our Global Standard for Gluten-Free. The Standard was revised in partnership with the Association of European Coeliac Societies and other coeliac associations.

Our Standard provides a best practice framework for manufacturers producing gluten-free products, from sourcing ingredients to product packaging and labelling, and is endorsed by coeliac associations covering Europe, the USA, Canada and Mexico. The Standard also provides criteria, to be used within third-party audits to certify food production facilities are gluten-free. To date, our Standard has been used to certify facilities in almost 40 countries.

This standard is an important development in supporting the creation of more gluten-free safe products in the global marketplace.

GILL BRENNAN - BOARD MEMBER OF ASSOCIATION OF EUROPEAN COELIAC SOCIETIES

CASE STUDY

New hope for combating potato blight

Potatoes are the world's third most important food crop and a staple food for over 1.3 billion people. However, potato blight can have a devastating impact on the potato industry and increases food insecurity for millions of people.

This year, our team worked with the International Potato Centre (CIP) to further the development of potato varieties resistant to blight, using our unique Flex-Seq™ technology.

Flex-Seq™ is a high-throughput, targeted genotyping platform. Its unique two-probe hybridisation process enabled our team and CIP to identify differences in the genetic make-up of individual potato plants to a high level of accuracy and consistency. These insights are informing CIP's strategy for breeding blight resistant potatoes.

Protecting the public and our environment

CASE STUDY

Warning as scientists reveal the fruit and vegetables with the highest forever chemical residues

Perfluoroalkyl and polyfluoroalkyl substances (PFAS) are a group of chemicals valued for their durability, water repellence and non-stick properties. They have been used in products ranging from cosmetics to food packaging, outdoor clothing to wind turbines.

Due to their chemical structure PFAS substances are slow to degrade, staying in the environment for decades and also entering the food chain through drinking water and food. As such, these 'forever chemicals' have been identified as a critical concern for both human health and environment protection.

However, there are over 15,000 different PFAS compounds used in millions of everyday products. As such food, water and environmental testing laboratories require a wide range of PFAS reference materials to accurately detect, identify and monitor the presence and source of these potentially harmful contaminants.

Over the past year, our Dr Ehrenstorfer™ and Toronto Research Chemicals teams have developed and launched a wide range of reference standards and research materials which enable testing laboratories to monitor the level of exposure of PFAS compounds in food and the environment. In parallel, our AXIO team launched a new proficiency test to support laboratories testing for PFAS in groundwater.

Our colleagues around the world make our purpose – Science for a Safer World – possible. We continue to strive to attract, retain and grow the brightest and best talent to build an innovative and collaborative community of experts. Our goal is to create a great place to work for all our colleagues.

Our people

Making LGC a great place to work

OUR APPROACH

By understanding our colleagues' thoughts, feelings and views directly from them we can identify areas where we excel and where we need to improve.

Findings from our employee engagement activities are shared with all colleagues and our leadership teams are equipped with information that enables them to respond with targeted, local, action plans.

This year, in response to colleague feedback, we changed our employee engagement platform. This will enable more effective, and faster, feedback, thereby driving positive change more quickly across our business.

We are building a culture where employees feel recognised and appreciated for their contributions. This includes our 'Cheers Award' programme which provides colleagues with the opportunity to recognise, appreciate and celebrate each other.

OUR PERFORMANCE THIS YEAR

What our colleagues said they liked about working at LGC, or that we had improved on this year includes:

- **Manager relationship** - communication with and support provided from direct managers.
- **Team dynamics and collaboration** - to achieve common goals.
- **Empowerment and autonomy** - to make decisions and take ownership of work activities.

Areas where colleagues said we can do better include:

- **Learning and development** - by providing further resources and opportunities.
- **Feedback mechanisms** - through providing additional ways for feedback.

PLANS FOR THE NEXT YEAR

Key activities we are focusing on over the next year, include:

- Supporting teams in developing their own action plans to drive engagement and strengthen job satisfaction.
- Further expanding our activities around learning and development.

This year, 1,281 Cheers Awards worth over £120,000 were awarded to our colleagues.

ESG KPI: EMPLOYEE ENGAGEMENT

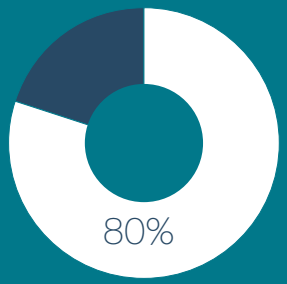
64

Overall satisfaction*

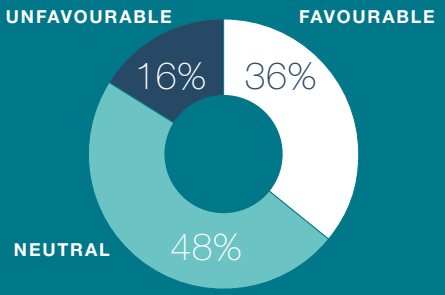
- Would you recommend LGC as a great place to work?
- How satisfied are you with your job overall?

RESPONSE RATE

3,061 out of 3,860 responded



FAVOURABILITY



* Overall satisfaction scored on scale of 0-100 (survey conducted June 2024).

Diversity, equity and inclusion

OUR APPROACH

Diversity, equity and inclusion (DEI) is central to our culture at LGC, which invites and nurtures talent from all backgrounds and supports colleagues to realise their full potential.

Our approach to DEI evolves alongside our business strategy. This includes our commitment to identifying and removing barriers to gender balance within our leadership teams and across our business. As a first step, we have set the goal to achieve 35% female representation in our LGC Leadership Team (LLT) by the end of 2024.

OUR PERFORMANCE THIS YEAR

Over the past year, we have further embedded DEI across our business processes, through:

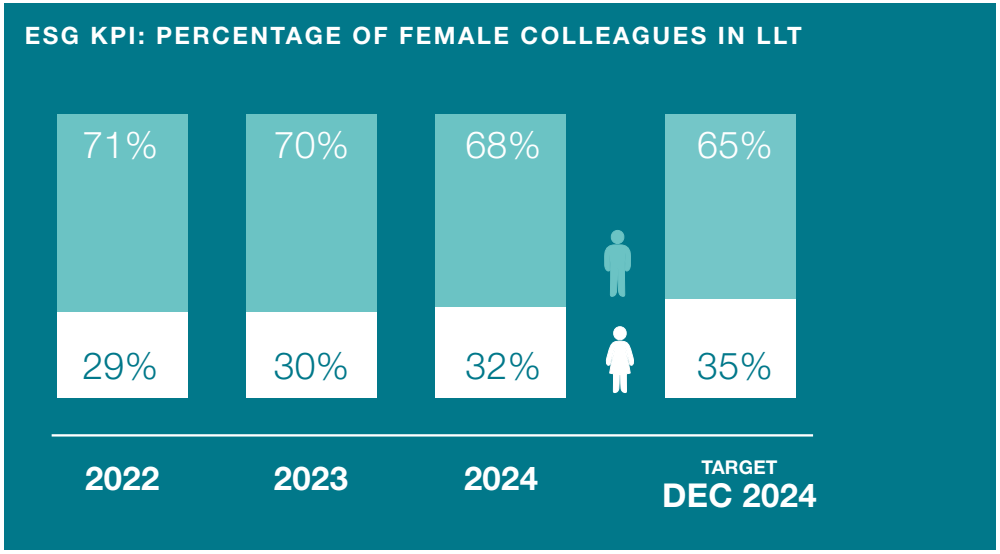
- **Talent attraction:** Leveraging AI platform, Textio, to avoid potential biases within job advertisements and ensure our postings attract diverse candidates.
- **Recruitment:** Monitoring candidate diversity across the recruitment process, from application to onboarding – with data reported monthly to our Board.
- **Employee resource groups:** Ongoing support for our Women's Network and our LGBTQI+ group, PRYSM.
- **Learning and development:** Over 150 online training modules relating to DEI made available to all colleagues, with topics including unconscious bias; neurodiversity; psychological safety and inclusive leadership.

PLANS FOR THE NEXT YEAR

Key activities we are focusing on include:

- Relaunch of our employee resource groups along with supporting guidelines for local and regional groups.
- Continue the roll-out of our new employee engagement platform, to support DEI across our recruitment processes.

This year, 52% of all new roles were filled by female candidates, with 35% of senior roles filled by female candidates.



Talent development

OUR APPROACH

Our colleagues separate us from our competition and make our purpose of Science for a Safer World possible.

We recognise that development is a personal activity and everyone's ability, goals and learning preferences are different. As such, all colleagues undertake an annual performance and development review, during which individual objectives and development opportunities are identified and agreed with their managers.

OUR PERFORMANCE THIS YEAR

We have continued to support colleagues in building their skills and advancing their career development through:

- **Launching MyPerformance:** Our new framework to enhance colleague development, recognise performance and support career progress.
- **Career development:** Introduced a new consistent and transparent job architecture - to enable better career development pathways, support talent mobility and drive colleague retention.
- **Learning:** Significantly expanding our library of training modules, with over 35,000 courses available to all colleagues and in multiple languages – covering management and leadership skills; business and personal skills; and technical skills.

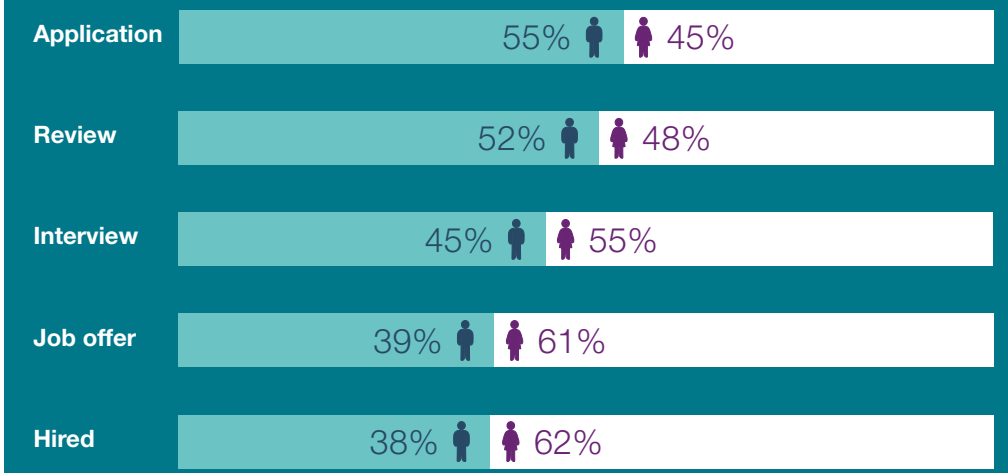
PLANS FOR THE NEXT YEAR

Key activities we are focusing on over the next year, include:

- Expanding our activities to support apprenticeships and develop female leadership in previously underrepresented areas such as IT.

This year, we made over 35,000 online training modules available to all colleagues.

OUR PERFORMANCE: GENDER DIVERSITY - BY RECRUITMENT STAGE



Data refers to vacancies filled between 1 September 2023 – 31 March 2024, via external recruitment platform. Does not include data for cancelled vacancies, non-employee hires or acquisition new starters. Data currently only allows us to report gender diversity for the two categories 'male' and 'female'.

Health and well-being

OUR APPROACH

We recognise the health and well-being of our colleagues is complex, multi-faceted and often highly personal. Our aim is to promote employee well-being within our workplace, on-site and remote, and support our colleagues to navigate and manage external pressures.

When our colleagues can address their well-being and have the flexibility to manage their lives, they can thrive and achieve great things at work and home. We are committed to fostering a healthier, more supportive environment for everyone, so all our colleagues feel valued and supported in their personal and professional growth.

OUR PERFORMANCE THIS YEAR

Activities implemented to support health and well-being include:

- **MyWellbeing Committee:** Established to promote physical, mental and financial well-being, through regular wellness initiatives, mental health awareness programs, and resources for managing finances.
- **Well-being webinars:** Available to all colleagues, spanning topics such as: nutrition and hydration; financial planning and mental health.
- **Financial education:** Promoting financial support via our expert partners.
- **Mental health first aiders (MHFA):** Continued to expand our network with an additional 27 MHFAs trained and accredited to support colleagues.

PLANS FOR THE NEXT YEAR

- Developing resources and guidance to support colleagues experiencing the menopause.
- Activities to increase the number of MHFAs across our business.

This year, we expanded our network of mental health first aiders to over 50 colleagues across our sites globally.

CASE STUDY

Building bikes for a brilliant cause

This year, colleagues from our sales teams came together in Florida, US for a team-building event. One of the sessions was building bicycles for under-privileged children. Around 150 of our colleagues worked together to assemble 20 bicycles, which were then donated to children in the local area.

Community impact and corporate charity

OUR APPROACH

We encourage colleagues to support our communities locally and globally through our corporate charity and site-based events.

For the last 20 years, our colleagues have supported 17 different charities, raising money through fun and creative activities. We boost these charitable contributions by matching the funds raised when five or more colleagues participate in a team event.

This year, we have raised over £53,000 for our corporate charity Save the Children.

OUR PERFORMANCE THIS YEAR

Last year we were delighted to announce that Save the Children would be our corporate charity for the next two years.

Charity fundraising over the past year for Save the Children has included:

- Christmas Jumper Day
- Running various 10km and half marathons around the world
- Three colleagues running, and finishing, the London Marathon
- The LGC Chilli growing challenge – race to grow the first ripe chilli from seed.

PLANS FOR THE NEXT YEAR

Planned fundraising activities for the year ahead, so far include:

- Walk the World - a six week challenge to encourage our colleagues to walk as far as possible.

Our first ripe chilli winner at our Berlin, DE site

Supporting science education in our local communities

OUR APPROACH

Around the world, we work to inspire and empower students to pursue careers in Science, Technology, Engineering and Maths (STEM). We engage our local community, sharing our science, and supporting teachers and schools.

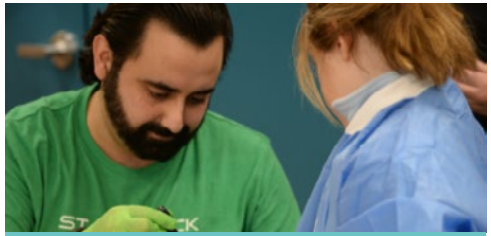
Over the past year, 16 of our sites held or supported STEM-based activities and collectively engaged over 1,500 visitors, mostly students, in science-based activities.

LUCKENWALDE, DE: Sharing how we produce pharmaceutical reference materials.

OXFORD, UK: Learning how to extract DNA and producing rainbow sucrose density gradients.

TORONTO, CA: Discovering the chemistry behind research chemicals.

CUMBERLAND FORESIDE, US: Hands on science as part of Maine Bioscience Day.

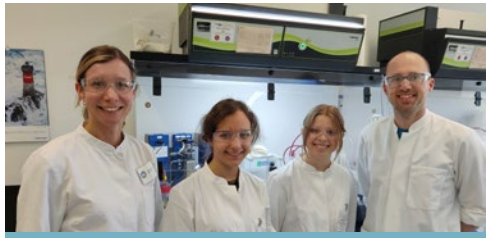


GAITHERSBURG, US: Conducting experiments alongside your parents (our scientists).

PETALUMA, US: Exploring how to manufacture oligonucleotides.

KULMBACH, DE: Taking a look into the exciting world of nucleic acid therapeutics.

BURY, UK: Highlighting the many careers in proficiency testing.



AUGSBURG, DE: Understanding more about environmental reference materials.

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

This includes investing to minimise the impact of our operations; innovating to lower the impact of our products and supporting our customers to reduce their environmental impact.

Our planet

Our carbon footprint

OUR APPROACH

Our carbon footprint is inherently linked to our business activities, and we recognise that as our business grows there is likely to be a corresponding increase in our carbon emissions. From requiring more energy at our sites, to transporting more products around the world, a key challenge we face is how to decouple our carbon emissions from our business growth.

In 2021 we committed to be carbon net zero by 2050. By this date, the net greenhouse gas emissions (carbon footprint) from our business activities will be zero.

This year, we publicly committed to develop a shorter-term carbon reduction target, which will be verified by the Science-Based Target initiative (SBTi) and will form part of our roadmap to net zero.

OUR PERFORMANCE THIS YEAR

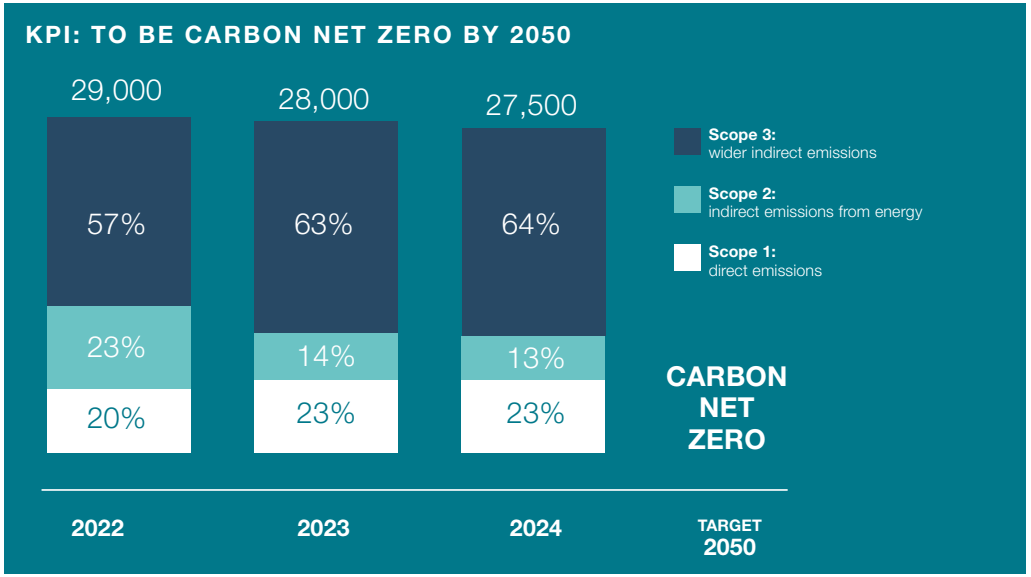
During the past year, our carbon footprint was approximately 27,500 tonnes of carbon dioxide equivalents (tCO_2e). Compared to last year, this represents:

- **A reduction** in direct emissions associated with our energy usage (scope 1 and 2), due to increased use of renewable electricity across our sites.
- **No significant change** in the emissions from our supply chain (scope 3).
- **An increase** in our carbon intensity (tCO_2e per £m revenue) – due to changes in the operational profile of our business.

PLANS FOR THE NEXT YEAR

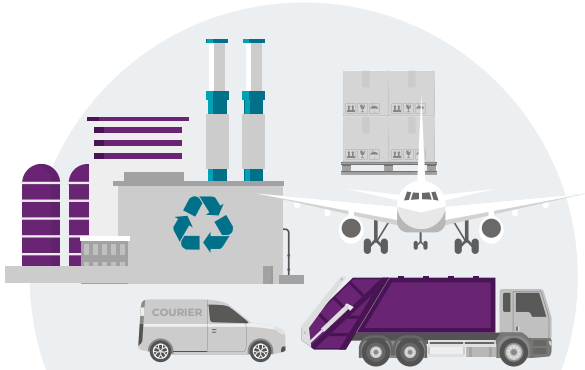
- Finalise our shorter-term carbon reduction target and seek external validation via the SBTi.
- Continue to reduce our direct emissions, by improving energy efficiency and increasing the proportion of renewable energy used.
- Explore opportunities with customers and suppliers to reduce supply chain emissions, in particular relating to the transport and packaging of our products.

This year, we reduced our direct emissions by 4%, in the past 3 years we have reduced our direct emissions by over 20%.



Our carbon footprint

Our carbon footprint is complex and 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 27,500 tCO_2e, a reduction of 1,500t since we set our commitment.



SCOPE 1

23% Emitted directly from sources we control e.g. natural gas, fuel for company cars, refrigerant gases.

SCOPE 2

13% Emitted indirectly from the generation of purchased energy.

SCOPE 3

64% All other relevant indirect emissions in our value chain – upstream and downstream, of which:

- **15%** Downstream transportation
- **10%** Packaging
- **10%** Chemicals, reagents and raw materials
- **10%** Business travel
- **5%** Laboratory consumables
- **5%** Waste
- **1-5%** Capital goods
- **1-5%** Fuel and energy-related activities.

Energy

OUR APPROACH

The management of our buildings has a significant impact on our environmental performance. As such, a key priority is to improve efficiency and reduce resource consumption at our sites, particularly when we open new, or upgrade existing, facilities.

We invest in energy efficient equipment such as low flow fume hoods, high efficiency air conditioning units, LED lighting and electric water heaters. In parallel, we are working to transition to renewable energy sources through on-site generation and by purchasing 100% certified renewable electricity.

OUR PERFORMANCE THIS YEAR

Over the past year, our sites used approximately 63,000 MWh of energy with the primary sources being electricity and natural gas. Compared to last year, this represents:

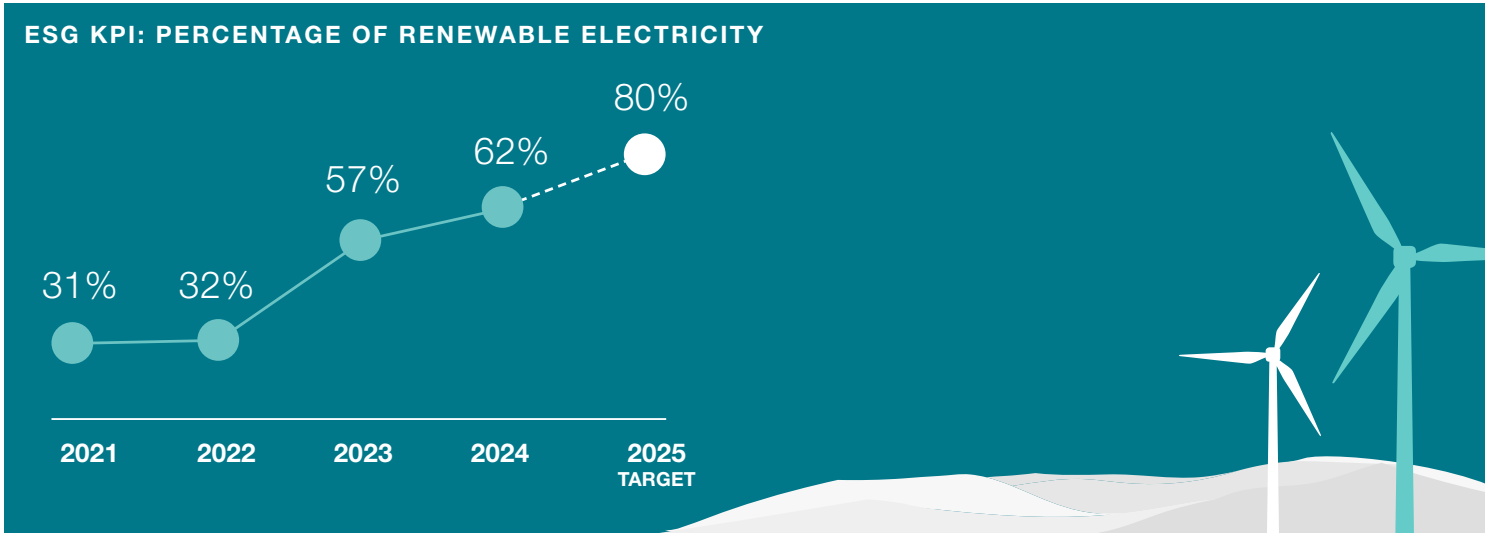
- **A reduction** in total energy usage due to improved energy efficiency.
- **An increase** in renewable electricity used across our sites.
- **An increase** in energy intensity (MWh per £m revenue) – due to changes in the operational profile of our business.

PLANS FOR THE NEXT YEAR

- Continue to invest in energy efficiency as part of the refurbishment and development of existing and new sites.
- Increase the use of renewable electricity at sites globally, through investing in on-site generation and renewable electricity tariffs.

This year, 62% of the electricity used at our sites came from renewable sources.

ESG KPI: PERCENTAGE OF RENEWABLE ELECTRICITY



CASE STUDY

Investing in solar energy at our site in Cumberland Foreside, US

In January 2024, we installed a new solar panel array at our site in Cumberland Foreside, US, as part of our ongoing journey to be carbon net zero by 2050.

The array of 728 panels will generate up to 500 MWh of electricity per year, equivalent to 80% of the site's electricity usage, and will deliver a carbon saving of approximately 200 tonnes each year.

Waste management

OUR APPROACH

Due to the nature of our business, a significant portion of our waste is classified as hazardous or clinical and requires specific disposal and treatment. The need for sterile equipment also results in a significant volume of single-use plastic laboratory waste at our sites.

Waste management at all our sites is based upon the waste hierarchy principles of reduce, reuse, recycle, recover and dispose.

OUR PERFORMANCE THIS YEAR

This year, we generated approximately 2,600 tonnes of waste of which:

- 30% was chemical or hazardous waste
- 5% was clinical or biohazardous waste
- 65% was general or non-hazardous waste.

Compared to last year, this represents an increase of approximately 100 tonnes, primarily due to expanding the scope of non-hazardous waste data reported to now cover all operational sites. Of the waste generated:

- 52% was recycled or reprocessed
- 34% was incinerated, including to generate energy
- 14% was disposed of via other treatments, including landfill.

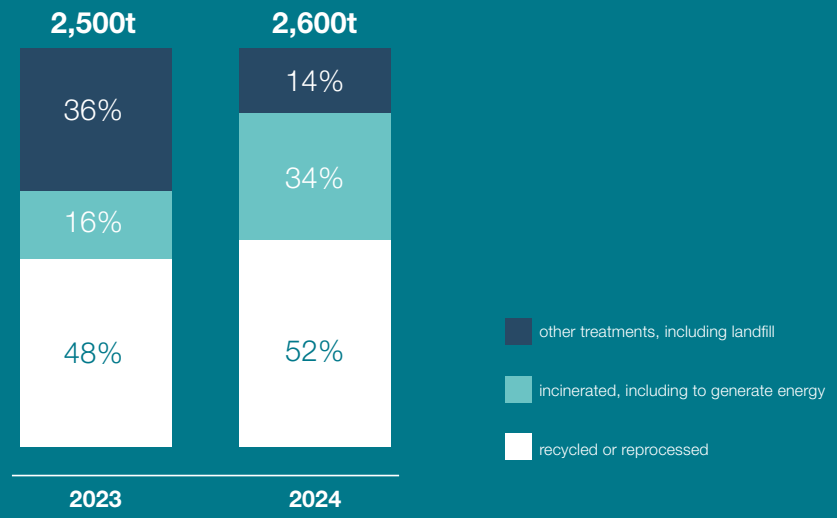
PLANS FOR THE NEXT YEAR

Our approach will continue to focus on two aspects:

- Reducing the volume of waste generated through process design.
- Working with external partners to increase the proportion of our waste which is recycled or reprocessed.

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

OUR PERFORMANCE: WASTE TREATMENT AND DISPOSAL



CASE STUDY

Reducing waste associated with producing controlled pore glass

Oligonucleotides (short DNA or RNA molecules) are at the forefront of exciting new developments in precision medicine, drug discovery, therapeutic development and genetic testing.

Controlled pore glass (CPG) is a specialised high-silica glass which is critical to the synthesis of oligonucleotides. A typical CPG particle is 0.01 cm, similar to the width of a strand of human hair.

The production of CPG enables particles to be manufactured with different pore size depending on the length of the oligonucleotide to be synthesised. However, this process can be resource-intensive, in terms of the raw materials used and the waste that must be processed.

Over the last two years, our team at Steinach, DE, conducted more than 150 experiments to develop our new NextGen process for producing CPG, which:

- Is twice as fast as existing processes
- Maintains existing quality requirements
- Increases production capacity by 200%
- Reduces the volume of wastewater by up to 50%
- Delivers significant reduction in energy usage.

Environmental management at our sites

OUR APPROACH

We are investing to create great workplaces for our colleagues and to continually improve the environmental footprint of our buildings. Where applicable we incorporate international sustainability accreditations, such as LEED®, BREEAM® and WELL™.

Our Environmental Management System sets out our approach for the continuous improvement of environmental performance across our sites. It is aligned with ISO 14001:2015, and includes the precautionary principle of taking action to prevent potential negative impacts.

Our sites are subject to regular audits, internally via our Enterprise Risk Management (ERM) team and externally from third party bodies. Our internal site audit and risk assessment includes:

- Employee health and safety
- Working practices including labour conditions and human rights
- Environmental risk and management
- Business ethics including anti-bribery and corruption.

OUR PERFORMANCE THIS YEAR

SITE DEVELOPMENTS

Investments over the past year include the expansion of our facility in Cumberland Foreside, US, to support growth in demand for our calibration verification products. As part of this site expansion, energy efficient LED lighting and a new waste-water recovery system were installed, and improvements made to reduce the energy usage for refrigeration units.

SITE-ENVIRONMENTAL AUDITS

This year, internal audits were conducted by our ERM team at 12 of our largest sites which cover 44% of our colleagues. Across all our sites, there were zero significant environmental incidents relating to compliance with external regulation.

WATER

Over the past 12 months we used approximately 102,000 m^3 of water across our business. We will continue to track water usage particularly in areas where there may be future water scarcity.

PLANS FOR THE NEXT YEAR

Future site developments include:

- Toronto, Canada: a new centre of excellence for organic synthetic chemistry.
- Berlin, Germany: a new site dedicated to cGMP manufacturing of oligonucleotides for use in nucleic acid therapeutics.
- Guildford, UK: the new home for our National Laboratories teams and operations.

This year, our site in London, UK received WELL Accreditation: Platinum rating.

CASE STUDY

Supporting the transition to a low carbon society

Our Grant Management Group (GMG) Innovations team works with National Health Service (NHS) England, to deliver the Small Business Research Initiative (SBRI) Healthcare programme.

One theme within the SBRI Healthcare programme, is “Delivering a Net Zero NHS”. This activity provides public funding to companies offering healthcare innovations which will help achieve a net zero NHS, by 2040.

Over the past three years our GMG team has awarded £10.3 million in public funding, to 50 companies supporting them to establish initial technical feasibility ahead of being rolled out for implementation.

Innovative low carbon projects to have received funding to date, through the SBRI, include:

- Lower carbon methods for surgical instrument decontamination
- Electric drones to deliver greener, faster and smarter healthcare to patients
- Reusable solutions to replace single-use surgical textiles within operating theatres.

Our products and services are valued by our customers for their performance and quality. We recognise our products and services are also important in enabling our customers to meet their own sustainability goals and lower their environmental impacts.

Our products

Packaging

OUR APPROACH

Across our business, we use a wide range of packaging materials, to ensure our products reach our customers in optimal condition. Whilst critical for the safe transportation of our products, we recognise the sourcing and disposal of this packaging can have a negative environmental impact. To improve the sustainability of our packaging we focus on two areas:

- Reducing the volume of packaging material used.
- Using packaging materials from certified sustainable sources.

OUR PERFORMANCE THIS YEAR

Over the past year, activities to reduce the volume of our packaging materials, include:

- Reducing plastic packaging components, by switching to paper-based materials.
- Consolidating shipments, to reduce duplicate packaging materials.
- Avoiding packaging materials, through using temperature-controlled containers.

This year we met our target to have at least 50% of our cardboard packaging from certified sustainable sources, and have increased this target to 65%.

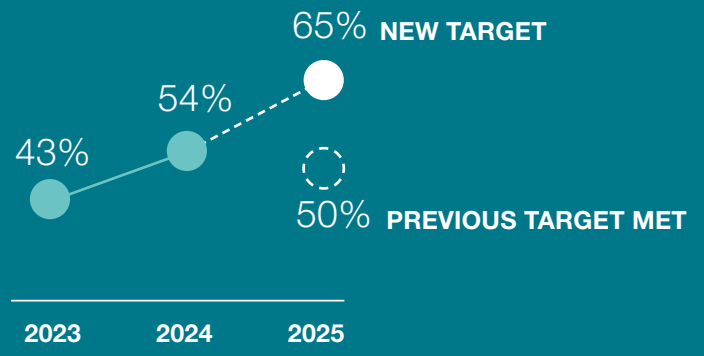
PLANS FOR THE NEXT YEAR

We will continue to work with our customers and supply chain partners to identify opportunities to improve the performance of our packaging, with a focus on:

- Increasing the % of our cardboard from certified sustainable sources.
- Opportunities to consolidate shipments, to reduce the volume of packaging required.

This year, 54% of our cardboard packaging came from certified sustainable sources, an increase of 11% from last year.

ESG KPI: PACKAGING FROM CERTIFIED SUSTAINABLE SOURCES



CASE STUDY

Switching from polystyrene to starch-based foam boxes

This year, three of our sites switched from expanded polystyrene (EPS or 'Styrofoam') boxes to a new type of box, for products which need to be transported within a 2°C – 8°C temperature range.

The new solution uses starch-based foam to maintain desired temperatures, and offers enhanced environmental credentials:

- Less energy to produce compared to traditional EPS boxes
- Reduces amount of plastic waste
- Lower weight for shipping
- Paper used is from Forest Stewardship Council (FSC) certified sources.

By switching to these boxes, we hope to avoid over 12 tonnes of CO_2e and divert over 285m^3 of single use plastic from landfill annually.

Responsible sourcing

OUR APPROACH

We work with suppliers around the world who provide products, services and solutions essential to the quality, resilience and sustainability of our own products and services. We require all our suppliers to adhere to our supplier code of conduct. This code sets out the standards we expect our suppliers to follow, including those related to modern slavery, the provision of safe working environments and reducing environmental impact.

Our approach to responsible sourcing places a particular focus on areas of our supply chain we believe have the largest potential risk or impact. Criteria considered includes criticality of our relationship, geography in which a supplier operates, industry-specific risks and previous supplier performance.

OUR PERFORMANCE THIS YEAR

EXISTING STRATEGIC SUPPLIERS

We assess the ESG credentials of the top 80% of suppliers (by spend) at each of our major operational sites, against three key ESG criteria. This year, of these strategic suppliers:

- 57% have a net zero carbon commitment
- 65% report their ESG performance on an external platform
- 67% have a code of conduct, which includes a whistleblowing policy.

NEW SUPPLIERS

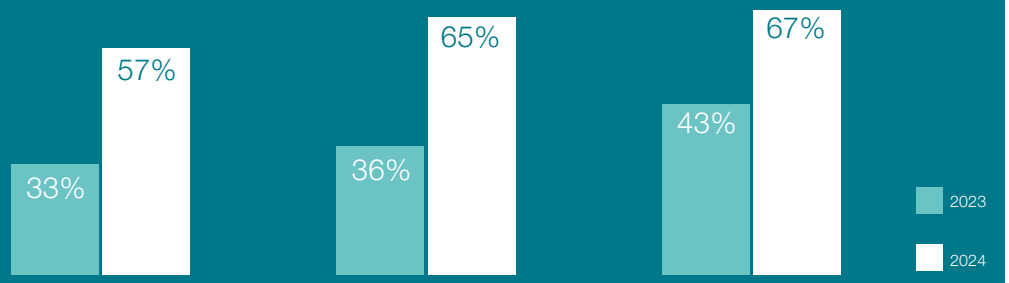
For all new suppliers, we utilise a digital procurement process, which tracks their ESG credentials. This year, 100% of new suppliers received our supplier code of conduct.

PLANS FOR THE NEXT YEAR

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

This year, over 250 of our suppliers were assessed via a third-party sustainability assessment platform.

ESG KPI: SUPPLIERS MEETING OUR KEY ESG CRITERIA

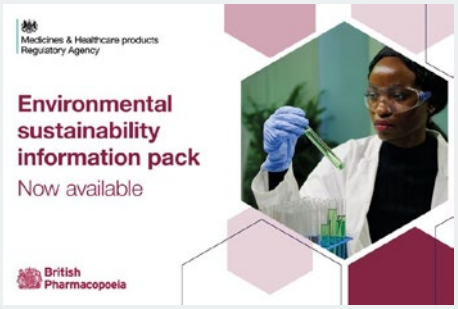


CASE STUDY

Advancing green chemistry

Our teams are increasingly exploring the principles of green chemistry, through the design of chemical products and processes that reduce or eliminate the use or generation of environmentally hazardous substances.

This year, we featured in the Environmental Sustainability Information Pack published by the British Pharmacopoeia (BP) Secretariat, which provides a series of case studies on how to improve the environmental impact of laboratory and quality control testing, with a particular focus on analytical laboratories.



Three of the case studies featured within the guide relate to work being undertaken by our MHRA Laboratories team in Teddington, UK including:

- Recirculating solvents to reduce waste - this successfully reduced the amount of solvent used by an average of 45%.
- Harmonising analytical substances and assay HPLC methods during monograph development. This reduces both the volume of solvent and amount of standard used, as solutions can be used for multiple purposes across the two tests.
- Packaging - replacing the existing polystyrene vial boxes with cardboard packaging. This has reduced the carbon footprint associated with the production of the packaging by up to 77%.

Advancing and sharing our science

OUR APPROACH

We are proud of our heritage in advancing scientific knowledge, including our role as the UK National Measurement Laboratory (NML) for chemical and biological measurements. To continue to advance scientific knowledge and innovation we have established strategic partnerships with academic institutes renowned for their technologies or expertise, including:

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

Reflecting our values of Passion, Curiosity and Brilliance we encourage colleagues to share their research in academic publications and engage with expert technical working groups.

OUR PERFORMANCE THIS YEAR

Key achievements through our strategic partnerships this year, include:

- University of Strathclyde: Appointed new Academic in Residence researching metrology within medicine discovery.
- Northern Cell Metrology Hub: Method validation for outcomes of patients receiving cell therapy.

This year, colleagues have published 33 papers in peer-reviewed publications, spanning:

- The analysis of food allergens such as milk, egg and walnuts
- Comparison of selenium in plasma from cancer patients
- Detection of potential gene editing in horse populations
- Laboratory practices for analysing circulating tumour DNA.

PLANS FOR THE NEXT YEAR

We will continue to:

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

CASE STUDY

Preparing for a future pandemic

This year, our team at NML formed a collaborative partnership with The Pandemic Institute at the University of Liverpool to enhance metrology for future pandemics and infectious diseases.

Additionally, our NML team led the development of the CCQM 'Roadmap to Metrology Readiness for Infectious Disease Pandemic Response'. This roadmap, which identifies priorities for the measurement community in preparing for future pandemics, was presented to the UK Parliament this year.

CASE STUDY

Faster DNA extraction with lower environmental impact

We innovate and collaborate with customers to provide products and services, which help them achieve their sustainability goals.

This year, we launched sbeadex™ Lightning, which significantly simplifies the extraction and purification of nucleic acids from a sample for genomic analysis.

This new chemistry is simpler and faster, with no sacrifice to yield or quality, and offers important environmental benefits for our customers undertaking nucleic acid purification (either at their sites or via our teams). Benefits include:

- Reducing the volume of packaging materials
- Reducing carbon emissions from transportation
- Reducing plastic usage and associated waste
- Reducing toxic waste
- Reducing energy consumption.

How we do business is just as important as the quality of the products and services we provide our customers.

A commitment to high ethical standards is integral to our purpose to deliver Science for a Safer World and that's why our values include both Integrity and Respect. We expect all our colleagues to do the right thing and to seek guidance when the right thing is not clear.

Responsible business

Corporate governance and business ethics

OUR APPROACH

Our Code of Ethics sets out clear expectations for all colleagues and business partners to behave in an ethical and compliant manner. The Code is supported by relevant policies to ensure we do business in compliance with all applicable laws and to the highest ethical standards, including in relation to:

- Anti-bribery and corruption
- Fair competition
- Data privacy and confidentiality.

We operate an external whistleblowing procedure, allowing colleagues, business partners or others to report concerns about the actions of suppliers, managers and other colleagues anonymously and in confidence. All reports are assessed by our Chief Compliance Officer to determine the scope and need for an investigation.

We deploy regular training and provide guidance on our Code of Ethics and associated policies. Relevant portions of the Code are also included in our supplier code of conduct, which is communicated to all our suppliers.

OUR PERFORMANCE

This year:

- Three reports were raised via the external whistleblowing service; on investigation none were found to have identified employee misconduct.
- Zero reported incidences of corruption or illegal actions relating to anti-competitive behaviour or violations of anti-trust and monopoly legislation.

Health and safety

OUR APPROACH

All colleagues and contractors working at our sites are required to adhere to relevant, site-specific health and safety (H&S) management systems, which are based on, and aligned to, our global H&S policy and manual, in addition to meeting relevant local or national regulations.

Our H&S leaders are responsible for the implementation of the H&S management system at each of our sites, with all colleagues trained on applicable occupational H&S. Colleagues who are exposed to specific workplace hazards such as compressed gases, biological substances and hazardous materials, also receive specialised safety training in accordance with regulatory requirements.

We regularly review the effectiveness of our H&S systems, including site-based risk assessments and job hazard analysis. We consult with colleagues through Safety, Health and Environmental Committees, to promote and maintain rigorous H&S standards. Site representatives meet frequently to review processes and share best practice. We also consult our Works Councils formally on applicable health and safety topics.

OUR PERFORMANCE

We record and closely monitor safety-related data by site. This is reported on a monthly basis to our Board and to colleagues through our Safety, Health and Environmental Committees.

Over the past year, there were:

- 156 work-related injuries, mostly minor injuries, with the most common cause a cut, puncture or graze.
- 11 which were required to be reported externally.
- Lost time injury rate (LTIR) was 0.5 a reduction from 2.6 the previous year.

Commitment to quality

OUR APPROACH

The integrity and quality of our products and services are essential to our customers. Given the diverse nature of our operations, each production site has its own quality management system (QMS) aligned to our global quality policy.

Individual sites and manufacturing operations are also accredited to best practice and international standards, relating to their operations, including:

- ISO 9001: Quality Management
- ISO 13485: Medical devices – quality management systems
- ISO 17025: Requirements for the competence of testing and calibration laboratories
- ISO 17034: Requirements for the competence of reference material producers
- ISO 17043: Requirements for proficiency testing
- FDA certification
- Compliance with Good Laboratory Practice (GLP), Good Manufacturing Practice (GMP) and Good Distribution Practice (GDP).

OUR PERFORMANCE THIS YEAR

This year:

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

Cyber security

OUR APPROACH

Our goal is to maintain a secure environment for our products, data and systems to support our business objectives and customer needs. To achieve this, we have a programme of work in place to maintain and improve our cyber security and IT resilience.

This includes deploying additional cyber security controls and running regular assurance activities, such as:

- Independent cyber security assessments
- Penetration testing of critical systems
- Continuous scanning of our systems for security weaknesses
- Management of cyber security risks introduced by third parties.

Our cyber security programme is led by our Chief Information Security Officer, who, along with our Chief Data and Information Officer, provides regular updates to our Executive Leadership Team and Board.

OUR PERFORMANCE THIS YEAR

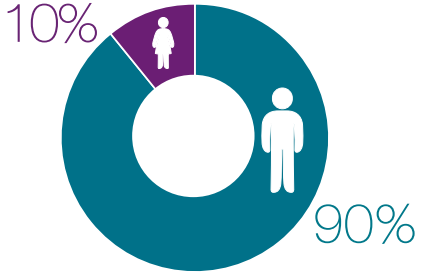
Activities over the past year include:

- User education and awareness, all colleagues have undertaken mandatory annual learning modules, together with regular awareness activities throughout the year.
- Regular phishing simulation programme to monitor our exposure and deploy interventions as needed.
- Enhancements to protect digital assets, including securing business information on mobile devices and strengthening security of third-party access.

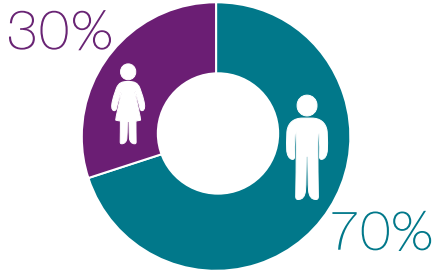
This year, we have experienced no critical cyber security incidents.

Our leadership

Our Board comprises:



Our Executive Leadership Team (ELT) comprises:



80%
are between 35-55 years old.

20%
are above 55 years old.

EUAN O'SULLIVAN
President & CEO
Interim EVP & GM Axolabs

MARCUS KAELLER
Chief Financial Officer

KEN YOON
Executive VP & GM,
LGC Diagnostics & Genomics

BHARATHI ANEKELLA
Executive VP & GM,
D&G Innovation Hub

BRUNO ROSSI
Executive VP & GM,
LGC Standards

SANJEEV RANA
Executive VP & GM, Corporate Development, Assure & NLS

LEE MAW
Chief Digital Information Officer

JULIE CORMACK
Chief People Officer

HELEN WATSON
General Counsel
& Company Secretary

MANJEET AUJLA
Chief Transformation Officer

Reporting index

Report profile

REPORTING PERIOD AND SCOPE

The information within this report relates to the activities of LGC Science Group Holdings Limited (LGC), which is headquartered in Teddington, UK. Data reported includes all LGC operations worldwide for the period of 1 April 2023 - 31 March 2024, unless otherwise noted. For further information relating to the organisational structure and financial performance of LGC, see the LGC Annual Report.

REPORTING FRAMEWORK

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

EXTERNAL ASSURANCE

The energy and greenhouse gas emission (scope 1 and 2) data for 2023-24 in this report has been externally assured by Bureau Veritas. Data which is assured within this report is indicated by [A]. See page 53 for further details of the assurance process.

RESTATEMENTS OF INFORMATION

For details of restatements and updates to data published within previous reports see page 48. For previous ESG / CSR reports and supporting policies see the LGC website.

MATERIALITY

The topics reported were identified through a materiality assessment conducted in 2021, and reviewed on an annual basis. For further information, see LGC ESG Report 2020-21.

ESG GOVERNANCE

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

Report profile

GRI INDICATOR	DESCRIPTION	PAGE REF:
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2-12	Role of the highest governance body in overseeing the management of impacts	44, Annual report
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2-16	Communication of critical concerns	Annual report
2-17	Collective knowledge of the highest governance body	Annual report

GRI INDICATOR	DESCRIPTION	PAGE REF:
GENERAL DISCLOSURES		
2-18	Evaluation of the performance of the highest governance body	Annual report
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2-20	Process to determine remuneration	Annual report
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ESG data (GRI index)

INDICATOR	GRI	FY21	FY22	FY23	FY24
OUR PEOPLE					
EMPLOYMENT | PAGE 14					
Total number of permanent employees	**2-7**	**3,944**	**4,361**	**4,144**	**3,792**
Canada	2-7	-	-	10%	9%
US	2-7	-	-	32%	31%
Germany	2-7	-	-	17%	16%
UK	2-7	-	-	30%	27%
Rest of World	2-7	-	-	10%	17%
Total number of permanent and non-permanent employees	**2-7**	-	-	**4,417**	**4,498**
Ratio of full-time | part-time employees	**2-7**	**87% | 13%**	**93% | 7%**	**92% | 8%**	**93% | 7%**
Female	2-7	-	-	88% | 12%	87% | 13%
Male	2-7	-	-	97% | 3%	97% | 3%
Rate of new employee hires	**401-1**	-	-	**22%**	**23%**
Female	401-1	-	-	23%	23%
Male	401-1	-	-	21%	22%
Rate of employee turnover	**401-1**	-	-	**27%**	**27%**
Female	401-1	-	-	27%	26%
Male	401-1	-	-	25%	28%
Net change due to mergers and acquisitions	**401-1**	-	-	-	1%
Net change due to divestitures	**401-1**	-	-	-	0%
TALENT DEVELOPMENT | PAGE 17					
Leadership talent development (colleagues trained)	404-1	-	393	305	-
Apprenticeships (number of colleagues)	404-1	-	21	12	3
Employees receiving regular performance and career development reviews (%)	404-3	100%	100%	100%	100%

INDICATOR	GRI	FY21	FY22	FY23	FY24
OUR PEOPLE					
DIVERSITY (GENDER) | PAGE 16					
All employees (Female)	405-1	53%	52%	53%	53%
All employees (Male)	405-1	47%	48%	47%	47%
Senior management (Female)	405-1	-	29%	30%	32%
Senior management (Male)	405-1	-	71%	70%	68%
Executive Leadership Team (Female)	405-1	11%	18%	15%	30%
Executive Leadership Team (Male)	405-1	89%	82%	85%	70%
Board (Female)	405-1	-	-	11%	10%
Board (Male)	405-1	-	-	89%	90%
DIVERSITY (AGE) | PAGE 16	405-1				
All employees (<35 years old)	405-1	40%	40%	37%	34%
All employees (35-55 years old)	405-1	48%	48%	49%	51%
All employees (55+ years old)	405-1	11%	12%	14%	15%
Executive Leadership Team (<35 years old)	405-1	0%	0%	0%	0%
Executive Leadership Team (35-55 years old)	405-1	56%	45%	54%	80%
Executive Leadership Team (55+ years old)	405-1	44%	55%	46%	20%
SUPPORTING SCIENCE EDUCATION | PAGE 20					
Sites delivering science-education activities		-	-	-	16
Individuals impacted by LGC supported science education activities		-	-	-	1,531
Peer-reviewed publications written by LGC colleagues		-	-	34	33

INDICATOR	GRI	FY21	FY22	FY23	FY24
OUR PLANET					
ENERGY | PAGE 24					
Total energy consumption (MWh)	302-1	63,049	62,058[A]	64,398[A]	62,749[A]
Energy from non-renewable sources (MWh)	302-1	53,841	51,627[A]	46,094[A]	43,658[A]
Energy from renewable sources (MWh)	302-1	9,208	10,431[A]	18,304[A]	19,091
Energy from renewable sources (%)	302-1	15%	17%[A]	28%[A]	30%[A]
Energy from natural gas (MWh)	302-1	32,915	29,066[A]	31,271[A]	30,049[A]
Energy from fuel - generators and company vehicles (MWh)	302-1	306	702[A]	783[A]	1,176[A]
Energy from purchased district heating (MWh)	302-1	-	-	-	973[A]
Electricity use – total (MWh)	302-1	29,828	32,290[A]	32,344[A]	30,552[A]
Electricity purchased – total (MWh)	302-1	29,828	32,290[A]	32,344[A]	30,510[A]
Electricity purchased from non-renewable sources (MWh)	302-1	20,620	21,859[A]	14,040[A]	11,461[A]
Electricity purchased from renewable sources (MWh)	302-1	9,208	10,431[A]	18,304[A]	19,050[A]
Renewable electricity generated – total (MWh)	302-1	-	-	-	126[A]
Electricity generated and used (MWh)	302-1	-	-	-	41[A]
Electricity generated and sold (MWh)	302-1	-	-	-	84[A]
Electricity from renewable sources (%)	302-1	31%[A]	32%[A]	57%[A]	62%[A]
Energy intensity (MWh per £m revenue)	302-3	90	82	82	88
Change in energy consumption - from previous year (MWh)	302-4	-	-	+2,340[A]	-1,648[A]
GREENHOUSE GAS (GHG) EMISSIONS | PAGE 22					
Total GHG emissions (scope 1,2 and 3) (tCO_2e)	305	-	29,000	28,000	27,500
Direct GHG emissions (scope 1) - from energy (tCO_2e)	305-1	6,734	5,834[A]	6,413[A]	6,347[A]
Indirect GHG emissions (scope 2) - from energy: Market (tCO_2e)	305-2	6,555	6,550[A]	3,888[A]	3,709[A]
Indirect GHG emissions (scope 2) - from energy: Location (tCO_2e)	305-2	8,012	8,334[A]	9,639[A]	8,048[A]
Direct and indirect GHG emissions (scope 1 and 2): market (tCO_2e)	305-2	13,289	12,484[A]	10,301[A]	10,056[A]

INDICATOR	GRI	FY21	FY22	FY23	FY24
OUR PLANET					
Direct and indirect GHG emissions (scope 1 and 2): location (tCO_2e)	305-2	14,746	14,168[A]	16,052[A]	13,557[A]
Change in GHG emissions (scope 1 and 2): Market - from previous year (%)			-6%	-17%	-2%
Other indirect GHG emissions (scope 3) – across supply chain (tCO_2e)	305-3	-	16,000	17,500	17,500
Scope 3 emissions: Purchased goods and services (%)	305-3			43%	47%
Scope 3 emissions: Capital goods (%)	305-3			1%	3%
Scope 3 emissions: Fuel- and energy-related activities (%)	305-3			7%	3%
Scope 3 emissions: Waste generated in operations (%)	305-3			16%	11%
Scope 3 emissions: Business travel (%)	305-3			6%	11%
Scope 3 emissions: Downstream transportation (%)	305-3			27%	25%
GHG emission intensity (scope 1 and 2): Market (tCO_2e per £m revenue)	305-4	19	17	13	14
GHG emission intensity (scope 1 and 2): Location (tCO_2e per £m revenue)	305-4	21	19	20	19
GHG emission intensity (scope 1, 2 and 3): Market (tCO_2e per £m revenue)	305-4	-	38	35	39
WATER | PAGE 28					
Water consumption - from municipal sources (m^3)	303-3	20,898	23,367	120,431	102,171
Water withdrawal - from areas of water stress (%)	303-3	-	-	29%	38%
Water use intensity (m^3 per m^2)	303-3	1.0	1.2	0.7	0.6
WASTE GENERATED | PAGE 26					
Total waste generated (tonnes)	306-3	954	1,191	2,517	2,605
Chemical or hazardous waste (tonnes)	306-3	954	1,191	1,032	789
Biohazardous or clinical waste (tonnes)	306-3	n/a	n/a	51	130
General or non-hazardous waste (tonnes)	306-3	n/a	n/a	1,434	1,686
WASTE DISPOSAL | PAGE 26					
Recycled or reprocessed (%)	306-4	-	-	48%	52%
Incinerated, including with energy recovery (%)	306-5	-	-	16%	34%
Other treatments, including via landfill (%)	306-5	-	-	36%	14%
ENVIRONMENTAL SITE AUDITS | PAGE 28					
Sites audited by ERM team		-	-	-	12
Sites audited by ERM team (% employee headcount)		-	-	-	44%

INDICATOR	GRI	FY21	FY22	FY23	FY24
OUR PRODUCTS					
RESPONSIBLE SOURCING | PAGE 33					
New suppliers screened using environmental criteria (%)	**308-1**	**-**	**-**	**100%**	**100%**
New suppliers screened using social criteria (%)	**414-1**	**-**	**-**	**100%**	**100%**
Suppliers identified as having negative environmental impacts relating to LGC products	**308-2**	**-**	**-**	**-**	**0**
Suppliers identified as having negative social impacts relating to LGC products	**414-1**	**-**	**-**	**-**	**0**
Suppliers assessed via third party platforms - for environmental and social impacts		**-**	**-**	**120**	**258**
Suppliers which met key LGC ESG criteria - total (% by annual spend)		**-**	**-**	**33%**	**57%**
Suppliers with GHG emission reduction target		-	-	33%	57%
Suppliers reporting their ESG performance on external platform		-	-	36%	67%
Suppliers with a publicly available code of conduct with whistleblowing policy		-	-	43%	65%
PACKAGING | PAGE 31					
Cardboard packaging from certified sustainable source (% by spend)		**-**	**-**	**43%**	**54%**

REPORTING NOTES:

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

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

Diversity (gender): Senior management refers to the LGC Leadership Team (LLT), which is made up of senior leaders from across the business nominated for participation by their Executive Leadership Team (ELT) member.

Executive Leadership Team: Reported as at 1 August 2024.

Number of hours worked used for calculations: 31 March 2023 – 31 April 2024 = 7,846,174 hours.

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

Lost Time Incident Rate (LTIR) calculation: Number of recordable work-related injuries - resulting in at least one day of missed work per 1,000,000 employee hours.

Health and safety data: Only includes direct employees.

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

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

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

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

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

Quality and customer safety: This is the first year of reporting number of external audits - and currently only relates to 15 of our operational sites.

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

INDICATOR	GRI	FY21	FY22	FY23	FY24
RESPONSIBLE BUSINESS					
HEALTH AND SAFETY | PAGE 39					
New employees who have received H&S training (%)	403-5	100%	100%	100%	100%
Colleagues covered by occupational H&S management system (%)	403-8	-	-	-	100%
Number of fatalities	403-9	0	0	0	0
Number of high consequence ('serious') injuries	403-9	1	0	1	1
Number of reportable work-related injuries	403-9	13	21	19	11
Number of work-related injuries	403-9	-	226	168	156
Days lost due to injury (includes all recordable injuries)	403-9	-	-	172	32
Lost time injury rate (LTIR)	403-9	1.5	2.6	2.2	0.5
Total recordable incident rate (TRIR)	403-9	-	-	-	0.28
QUALITY AND CUSTOMER SAFETY | PAGE 40					
Fines or penalties concerning the health and safety impacts of products or services	416-2	0	0	0	0
Number of quality-related ISO certifications across our sites		41	52	49	49
Number of external audits from customers, authorities and notified bodies relating to our quality procedures and certifications		-	-	-	29
CYBER SECURITY AND DATA PRIVACY | PAGE 41					
Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	0	0	0	0
Critical cyber security incidents		0	0	0	0
CORPORATE GOVERNANCE AND BUSINESS ETHICS | PAGE 38					
Executive Leadership Team receiving training on anti-corruption (%)	205-2	100%	100%	100%	100%
Employees received training on anti-corruption (%)	205-2	100%	100%	100%	100%
Confirmed incidents of corruption	205-3	0	0	0	0
Number of legal actions pending or completed for anti-competitive behaviour, anti-trust, and monopoly practices	206-1	0	0	0	0
Substantiated employee complaints or grievances (including relating to discrimination)	406-1	-	-	-	0
Grievances or violations in relation to UNGC principles or OECD Guidelines for Multinational Enterprises		0	0	0	0
Employees covered by formally elected employee representatives, Works Councils or collective agreements (%)	407-1	-	-	-	9.5%

TCFD Statement

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

GOVERNANCE

A. Describe the Board's oversight of climate-related risks and opportunities

B. Describe management's role in assessing and managing climate-related risks and opportunities

The LGC President & Chief Executive Officer oversees the LGC environmental, social and governance (ESG) approach and associated risks and opportunities, including those related to climate. LGC climate-related targets and performance are discussed annually at Board level, as part of the Board review of the ESG strategy and performance.

The ESG Policy Committee is chaired by the LGC 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 meets quarterly and is responsible for the oversight of our approach to ESG, including climate-related issues. The Committee reports to our Executive Leadership Team (ELT) and Board on an annual basis.

The LGC Operational Risk Committee comprises senior functional leaders from across our business, who meet regularly to review the risk register and the operational risk programme, this includes reviewing climate-related risks and opportunities. The risk register containing risks which are material at enterprise level is submitted every four months for review by our Strategic Risk Committee and our Board.

STRATEGY

A. Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term

B. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning

C. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

Relevant climate-related risks and opportunities, using the TCFD categorisation, are listed below. For disclosures relating to climate-related risk and opportunities the following timeframes are adopted. This is not necessarily the same definitions of time-frames used by LGC for other risk assessments:

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

Based on our current assessment, none of the risks and opportunities identified are believed to have substantive financial or strategic impact on the business.

TRANSITION RISK

Risk type: Current and future regulation
Impact: Supply chain
Risk level: Low to medium
Timeframe: Short to medium

Description: Potential carbon tax instruments could impact LGC operations directly or indirectly leading to an increase in operating costs, as well as additional activities for monitoring, reporting and verification.

Mitigation strategy: In 2021, we announced our commitment to achieve net zero greenhouse gas emissions by 2050. We continue to invest in renewable energy and seek ways to reduce overall energy use. Since 2022, we have mapped our suppliers to understand their emissions reduction plans. In the past year, we have assessed future climate related legislation, including but not limited to the EU Carbon Border Adjustment Mechanism.

PHYSICAL RISK #1

Risk type: Acute physical risk
Impact: Operations
Risk level: Low
Timeframe: Medium to long

Description: Extreme weather events, such as hurricanes, floods, droughts and fires could affect LGC operations. Climate change may lead to an increase in frequency in these events.

Mitigation strategy: A regular assessment is undertaken at all LGC sites to assess their exposure and associated vulnerability to extreme weather events. Any potential risks identified are managed by business continuity plans. There have been no significant changes to the findings of this assessment in the past year.

PHYSICAL RISK #2

Risk type: Acute physical risk
Impact: Supply chain
Risk level: Low
Timeframe: Medium to long

Description: Extreme weather events, such as hurricanes, floods, droughts and fires, could affect LGC supply chains impacting production capacity.

Mitigation strategy: We are evaluating suppliers who are most at risk and will collaborate with our strategic suppliers on their risk mitigation plans.

OPPORTUNITY #1

Type: Energy source
Impact: Operations
Opportunity level: Low-medium
Timeframe: Short

Description: Investing in lower-emission sources of energy, including solar energy offers opportunities to reduce operational costs and exposure to future fossil fuel price increases.

Strategy: We continue to invest in renewable energy including recent investment into on-site solar energy at our sites in Bury, UK, Oxford, UK and Cumberland Foreside, US.

OPPORTUNITY #2

Type: Resource efficiency
Impact: Operations
Opportunity level: Medium
Timeframe: Short to medium

Description: Use of more efficient buildings, production and distribution processes provides opportunities to reduce operating costs (e.g., through efficiency gains and cost reductions).

Strategy: We are actively seeking to reduce overall energy use, including through energy efficient lighting and heating, ventilation and air conditioning (HVAC) equipment.

OPPORTUNITY #3

Type: Products and services
Impact: Market
Opportunity level: Medium
Timeframe: Medium to long

Description: A number of our products and services are well-placed to support the transition to a low carbon economy and represent important potential growth markets in the future.

Strategy: We will continue to develop and promote products and services which are aligned with the transition to a low carbon society

RISK MANAGEMENT

A. Describe organisational processes for identifying and assessing climate-related risks

B. Describe organisational processes for managing climate-related risks

C. Describe how processes are integrated into the organisation's overall risk management

The LGC Enterprise Risk Management (ERM) programme provides a framework for identifying material risks across the company; determining ownership of the risk, management and mitigation actions to be applied and supports the creation and maintenance of business continuity plans where appropriate. This includes the identification of risks relating to climate change.

Risks are identified at site-level via risk registers. In parallel, and informed by this process, the LGC Operational Risk Committee maintains the LGC Risk Register. Within this assessment, a risk factor is generated based on consequence and probability rated from 1-5. The risk register containing risks which are material at enterprise level is submitted for regular review to the Strategic Risk Committee and LGC Board.

Longer term implications of climate change which are relevant at a site-level, for instance relating to extreme weather events, are captured within ongoing site-level business continuity planning.

METRICS AND TARGETS

A. Metrics used to assess climate-related risks and opportunities in line with its strategy and risk management process

B. Scope 1, Scope 2 and, if appropriate, Scope 3 (GHG) emissions and the related risks

C. Describe targets used by the organisation to manage climate-related risks and opportunities and performance against targets

METRICS

LGC discloses performance, on an annual basis, against the following climate-related metrics:

- Total energy used
- % of electricity from renewable sources
- Total GHG emissions (scope 1,2 and 3).

For further details, see page 22-23 of the LGC 2023-24 ESG report.

TARGETS

In 2021, LGC committed to be carbon net zero by 2050. As part of this commitment, in 2022 we set the target to source 80% of electricity from renewable sources by 2025. This year, we publicly committed to develop a shorter-term carbon reduction target, which will be verified by the Science-Based Target initiative (SBTi). We intend to disclosure performance against this target in future reports.

Energy and greenhouse gas emissions: Method statement (2023-24)

This statement summarises the reporting approach relating to energy use and greenhouse gas (GHG) emissions for the period of 1 April 2023 to 31 March 2024, as included within this report.

REPORTING APPROACH

Calculations for energy usage and GHG emissions follows the GHG Protocol Corporate Accounting and Reporting Standard and the following Global Reporting Initiative (GRI) Standards:

- Energy (2016) - disclosure 302-1 (energy use), 302-3 (energy intensity)
- Emissions (2016) – disclosures 305- 1 (scope 1 emissions), 305-2 (scope 2 emissions), 305-4 (GHG intensity).

REPORTING BOUNDARIES

Data is reported for 36 LGC sites, which relates to the largest sites within the LGC estate including all manufacturing facilities. Other sites associated with LGC employees (typically sales offices or those with less than 5 members of staff) are treated as de minimis.

For businesses or sites which have been acquired during the reporting period, where possible, energy and GHG emission data is included for the full month after the acquisition was announced by LGC.

For businesses or sites in which LGC shares the facility with other organisations (e.g., multiple-tenant buildings), the following hierarchy is adopted:

- Sub-meters are used to measure energy usage (and associated GHG emissions) relating to LGC operations.
- An allocation methodology is applied based on size of LGC operations or a similar metric.

GREENHOUSE GASES

GHG emission data reported includes all seven Kyoto greenhouse gases (biogenic CO_2 is not included unless otherwise noted), data is reported in metric tons of CO_2 equivalent (CO_2e).

ENERGY

Energy usage within the scope of reporting, includes consumption for heating, cooling and steam (if applicable to the site). At three sites (Bury, Oxford and Cumberland Foreside), LGC produces renewable electricity through photovoltaic panels. If this energy is used on site, it is included within the 'Energy used' data reported. If this energy is sold back to the grid, this information is included within the 'Energy sold' data reported.

SCOPE OF DATA

The following energy and GHG emissions sources are included:

- Natural gas - direct consumption, primarily for heating.
- Fuel usage - direct consumption, primarily for back-up generators.
- Fuel use for company vehicles - direct consumption, primarily for on-site or employee use.
- Electricity - via self-generation or contractual provision, primarily for heating and equipment usage.
- District heating – via energy purchased from local district generators.
- Fugitive emissions - relating to the use of refrigerant gases for cooling.

DATA SOURCES

Based on the contractual arrangements for energy provision, the following data sources, and hierarchy is used:

- Energy directly procured by LGC or a third-party broker: Data is captured via regular utility bills.
- Energy procured by landlord (e.g., as part of the building lease): Data is typically captured via utility bills, with an allocation between LGC and other tenants within the building applied.
- Fuel usage (e.g., for back-up generators): Data is provided by the site team on an annual basis.

- Fuel usage for company vehicles: Data is captured as part of employee expenses or vehicle management tracking. Where primary data is not available, estimates are provided by relevant teams.
- Fugitive emissions: Refrigerant gas losses are recorded by site teams and shared on an annual basis, including the volume of gases leaked (or topped up during servicing) and the type of gas. For sites, in which primary data is not available, fugitive emissions are estimated using the following hierarchy: previous year site-data; pro-rata based on site size (m^2) in relation to other LGC sites.

If data is unavailable, estimates are made based on historical data (e.g., previous year). Where data is available by month, estimates reflect the same month in the prior year (to reflect season usage patterns).

For sites in Germany where LGC rents a facility, energy data is often only available six months after the end of calendar year (and therefore beyond reporting cycle). To ensure actual consumption data is used, LGC uses the previous calendar year values.

EMISSION FACTORS

GHG emissions were calculated using the following sources of emission factor:

- Emission factors for natural gas: Based on 'Natural Gas HHV' taken from the UK GHG nventory (2023), applied to all sites globally and updated on an annual basis.
- Emission factors for electricity – location: Via Association of Issuing Bodies (AIB) data or other available data sources.
- Emission factors for electricity – market: Adopts the following hierarchy: renewable energy certificates; emission factors provided by utility company; residual mix emission factors; location-based emission factors.
- Emission factors for fuel: Based on 'Diesel' taken from the UK GHG Inventory (2023) applied to all sites globally and updated on an annual basis.
- Emission factors for district heating: Based on data by energy provider.
- Emission factors for fugitive gases: Taken from the UK GHG Inventory (2023), applied to all sites globally and updated on an annual basis.

INTENSITY CALCULATIONS

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

- GHG (carbon) emission intensity – based on tonnes of carbon (scope 1,2 and 3) per £m revenue.
- Energy intensity – calculated based on all energy usage per £m revenue.

Independent assurance report

To: The Stakeholders of LGC Group

1. Introduction and Objectives of Work
Bureau Veritas UK Ltd ('Bureau Veritas') has been engaged by LGC Group ('LGC') to provide limited assurance over selected sustainability data to be included in LGC's ESG Report 2023/2024 ('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 2023 – 31st March 2024 (the 'Selected Information'):

- GRI 302-1: Energy consumption within organisation
- GRI 305-1: Direct (scope 1) GHG emissions
- GRI 305-2: Energy indirect (scope 2) GHG emissions [market-based]
- GRI 305-2: Energy indirect (scope 2) GHG emissions [location-based]

3. Reporting Criteria
The Selected Information needs to be read and understood together with LGC's reporting methodology 'Energy and greenhouse gas emissions – method statement (2023-24)' as set out, https://www.lgcgroup.com/about-us/environmental-social-and-governance-esg/

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

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

The following limitations should be noted:

- This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.
- For the Luckenwalde, Germany site, where LGC rents the building, the electricity and gas consumption data is typically received in September of the following year which is past the reporting period. If this occurs, to ensure that actual consumption data is used, for each reporting cycle, LGC are reporting the previous year's values.

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

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

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

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

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

1. Conducting interviews with relevant personnel of LGC

2. Reviewing the data collection and consolidation processes used to compile Selected Information, including assessing assumptions made, and the data scope and reporting boundaries in line with the reporting methodology 'Energy and greenhouse gas emissions: Method statement (2023-24)'

3. Reviewing estimation methods where source evidence was unavailable

4. Reviewing documentary evidence provided by LGC

5. Agreeing a selection of the Selected Information to the corresponding source documentation

6. Reviewing LGC systems for quantitative data aggregation and analysis

7. Comparing the Selected Information to the prior year amounts taking into consideration changes in business activities, acquisitions and disposals

8. Evaluating the design of internal systems, processes and controls to collect and report the Selected Information

9. Reperforming a selection of aggregation calculations and greenhouse gas emissions conversions calculations

10. Assessing the disclosure and presentation of the Selected Information to ensure consistency with assured information.

A 5% materiality threshold was applied to this assurance. It should be noted that the procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

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

Science for a Safer World

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