

2026 Annual Report and Industry Insights

Drug Testing Index™ and Industry Insights

► A comprehensive analysis of workforce drug use trends



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The Quest Diagnostics Drug Testing Index™ (DTI) reveals insights into patterns of drug use among the American workforce. Published annually since 1988, the Drug Testing Index examines positivity rates for workplace drugs tested by the company on behalf of employers. Quest Diagnostics publishes these findings as a public service for government, employers, policymakers, and the general public.

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2026 Quest Diagnostics Drug Testing Index™ finds that 1 in 5 American workers tested had a positive hair drug test in 2025, signaling persistent long-term substance use patterns



- Hair test positivity among American workers reached 19.1% in 2025, potentially reflecting recurring or chronic drug use
- 15.1% of workers screened for drugs using a hair test were positive for marijuana—up 58.9% from 5 years ago
- Overall workforce urine drug positivity remained above 4% for more than a decade
- Healthcare workers scored highest for overall drug positivity at 5.8%; retail trade had the highest marijuana positivity among worker categories at 7.6%

Per this year's 2026 Quest Diagnostics Drug Testing Index™, nearly 1 in 5 workers in the general US workforce (19.1%) tested positive for drug use based on an analysis of hair specimens collected in 2025, an increase of nearly 46% compared to 13.1% in 2021. For more information, visit www.QuestDiagnostics.com/DTI

Over the past 5 years, overall hair test positivity for marijuana increased 58.9% (9.5% in 2021 vs 15.1% in 2025). Pre-employment hair test positivity for marijuana increased 49.5% over the past 5 years (10.1% in 2021 vs 15.1% in 2025). Random hair test positivity for marijuana increased 14.8% in the same period (18.3% in 2021 vs 21.0% in 2025).

Marijuana also accounted for 52.5% of hair drug positives in 2025. By comparison, overall urine drug test positivity in the general US workforce slightly declined to 4.3% in 2025 from 4.4% in the prior year.

The findings suggest that a sizeable minority of the American workforce uses drugs, principally marijuana, on a recurring or chronic basis. While traditional urine testing methods only capture drug use within a window of several hours or days, hair analysis provides an extended detection window that delivers a long-term history of substance use patterns over extended periods, offering insights into ongoing drug use behaviors.

“These findings demonstrate the importance of a comprehensive approach to impairment mitigation in the workplace,” said Claire Bryant, Senior Program Manager of Workplace Wellbeing at the National Safety Council. “Employers play a critical role in addressing the root causes of substance misuse through supportive policies, benefits, and recovery.”

In addition to marijuana, hair test positivity for other substances also increased. In the general US workforce, cocaine positivity was 4.0% in 2025 (up from 2.7% in 2021), a relative increase of 48.1%, while benzoylecgonine, the primary metabolite of cocaine, increased to 1.7% (from 1.1% in 2021), an increase of 54.5%. Amphetamine use (2.3% in 2025 vs 1.8% in 2021), which can include prescription medications, was up 27.8%, while positivity for the illicit class of methamphetamine was up 19.0% (2.5% in 2025 vs 2.1% in 2021).

Overall workforce drug positivity holds above 4% for over a decade in urine drug tests, signaling persistent risk for employers

Drug use positivity for the combined workforce held at 4.3% in 2025 in urine drug tests, a decrease of 2.3% compared to the rate of 4.4% in 2024. The rate was 4.6% from 2021 to 2023. The last year that the rate was as low as 4.2% was 2017.

Marijuana continues to be the primary driver of positive drug tests across all specimen types and workforce segments

In the general US workforce, marijuana positivity reached 4.4% in urine testing and significantly higher levels in alternative collection methods, including 11.1% in oral fluid and 15.1% in hair testing.

In April 2026, the acting US attorney general signed an order designed to change the federal classification of medical marijuana from Schedule I to Schedule III under the Controlled Substances Act (CSA) and also announced an expedited administrative hearing to more broadly assess

whether all marijuana should be reclassified to Schedule III. Such reclassification could affect the ability to test for cannabis in federal programs.

Oral fluid testing showed substantially higher positivity rates than urine for marijuana, at 11.1% compared to urine at 4.4%

Oral fluid positivity rates for random testing rose to 6.3% in 2025, an increase of 14.5% compared to 5.5% in 2021. Notably, both random testing and post-accident testing by oral fluid, at 10.2%, were higher than 4.4% for pre-employment testing.

Oral fluid testing has a shorter detection window, typically capturing very recent use, within hours, which may make it useful in post-accident, reasonable suspicion, and some random testing situations where recent use is a particular concern. Hair testing has the longest detection window, often reflecting patterns of repeated or chronic drug use over approximately 90 days, which may provide a broader view of longer-term substance use patterns. Urine testing generally detects drug use over the previous several days and is commonly used in workplace drug testing programs because of its long-standing role in employment testing.

Hair and oral fluid testing use collection methods that are substantially more resistant to tampering or substitution than urine testing, helping provide a clearer, more reliable picture of actual substance use patterns. Previous Quest Diagnostics Index (DTI) **reports** describe heightened substituted and invalid specimen positivity in urine testing, indicating that some US workers are going to great lengths to attempt to subvert the drug testing process.

“Hair and oral fluid testing not only capture different windows of use but are also more resistant to tampering and substitution than traditional methods. This gives employers more accurate insight into safety risks,” said Jason S. Hudson, PhD, Scientific Director and Laboratory Director, Workforce Solutions, for Quest Diagnostics. “That matters because substance use in the workplace doesn’t just affect productivity; it may directly impact safety, decision-making,

“In 2025, overall positivity in the healthcare sector reached 5.8%, making it the highest-ranking industry for drug positivity and reflecting a notable increase over previous years”

“The findings suggest that a sizeable minority of the American workforce uses drugs, principally marijuana, on a recurring or chronic basis”



and the well-being of employees, particularly in safety-sensitive roles where even small lapses may have serious consequences.”

Positivity varies by industry, with healthcare showing the highest positivity rate amid workforce growth

Industry-level data shows that drug positivity is not evenly distributed across the general workforce, with certain sectors facing higher rates and therefore potentially greater risk. Positive rates remained elevated in sectors such as Retail Trade (5.4%) and Professional and Technical Services (5.3%), while lower rates were observed in Manufacturing (4.2%) and Transportation and Warehousing (4.2%).

In 2025, overall positivity in the healthcare sector reached 5.8%, making it the highest-ranking industry for drug positivity and reflecting a notable increase over previous years (up from 5.1% in 2021, a relative increase of 13.7%). This trend was largely driven by marijuana, which remained the most commonly detected positive substance (2.9% in 2021 vs 4.2% in 2025), followed by amphetamines (1.5% in 2021 vs 2.3% in 2025).

Fentanyl workforce positivity drops

The company’s report also highlights areas of progress, particularly in fentanyl positivity. Year-over-year fentanyl positivity declined by nearly half (49.1%) in the general US workforce (0.55% in 2024 vs 0.28% in 2025). This decline may indicate that employers are taking steps to address fentanyl use, **often present alongside other substances** such as marijuana, through expanded testing, education, and deterrence strategies.

“We’re encouraged to see this significant decline in workforce fentanyl positivity, which reflects the collective impact of ongoing efforts to protect and champion employee health and safety,” Claire Bryant concluded.

About Quest Diagnostics Workforce Health Solutions

Through its Workforce Health Solutions (WHS), Quest Diagnostics is a leading provider of laboratory testing and other services designed to optimize the health, safety, and well-being of employees. Quest Diagnostics WHS include population health and biometric and laboratory screening services to identify and act on disease risks in the earliest stages, workplace drug testing services to help identify and preempt dangerous workplace drug use, and OSHA-required laboratory screening and vaccination services. Based on the industry-leading diagnostics expertise of Quest Diagnostics, our solutions incorporate the latest science, technology, and innovations in laboratory medicine and healthcare management to reveal the actions that may improve workforce health for better medical care and lower costs. For more information, visit [WorkforceHealthSolutions.com](https://www.QuestDiagnostics.com).

About Quest Diagnostics

Quest Diagnostics works across healthcare to create a healthier world, one life at a time. We connect people, from clinicians to consumers, with laboratory insights that illuminate a path to better health. With a focus on delivering smarter, simpler testing, we help reveal new avenues to identify and treat disease, empower healthy behaviors, and improve healthcare management. Quest Diagnostics serves half the physicians and hospitals in the United States and 1 in 3 American adults each year, and our nearly 57,000 employees work together to deliver diagnostic insights that inspire actions to transform lives.

www.QuestDiagnostics.com.

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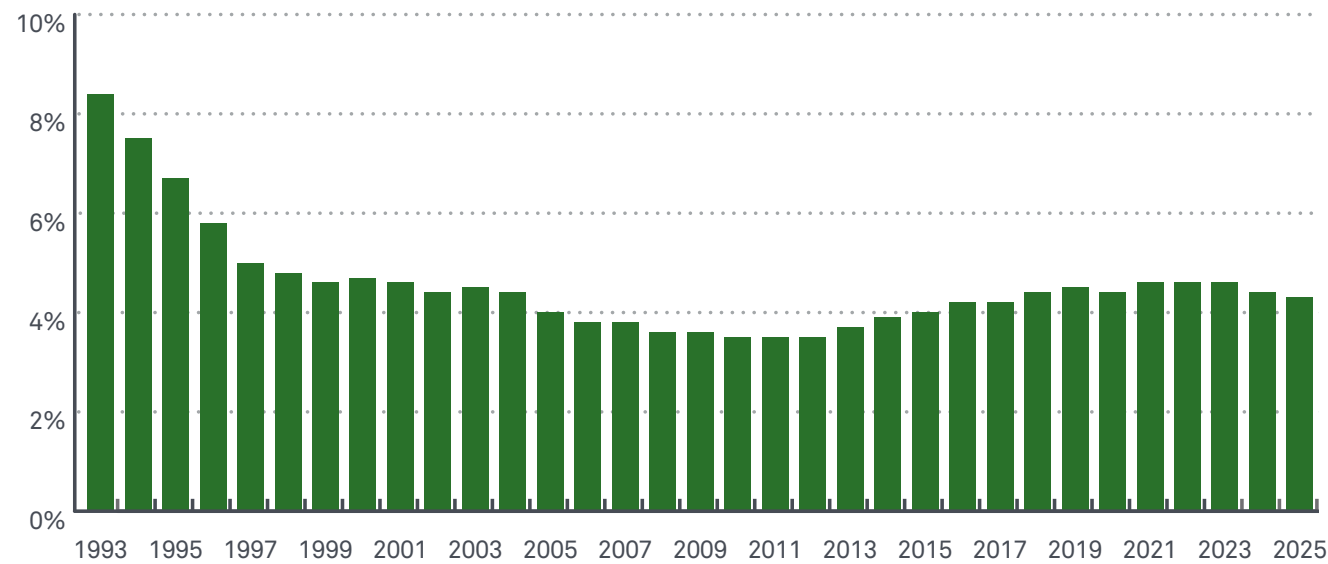
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See the full press release at <https://newsroom.questdiagnostics.com/2026-07-10-One-in-Five-American-Workers-Tested-Had-a-Positive-Hair-Drug-Test-in-2025,-Signaling-Persistent-Long-Term-Substance-Use-Patterns>

Annual Positivity Rates | *Annual Report*

Urine drug tests: For combined US workforce (federally mandated, safety-sensitive, general)



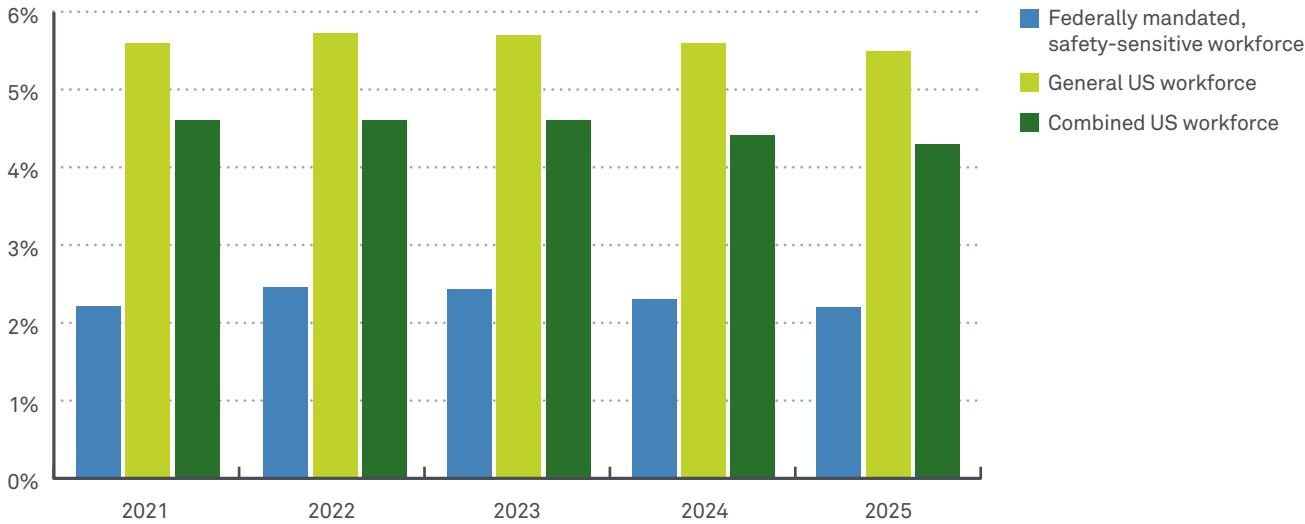
Year	Drug positive rate
1993	8.4%
1994	7.5%
1995	6.7%
1996	5.8%
1997	5.0%
1998	4.8%
1999	4.6%
2000	4.7%
2001	4.6%
2002	4.4%
2003	4.5%

Year	Drug positive rate
2004	4.4%
2005	4.0%
2006	3.8%
2007	3.8%
2008	3.6%
2009	3.6%
2010	3.5%
2011	3.5%
2012	3.5%
2013	3.7%
2014	3.9%

Year	Drug positive rate
2015	4.0%
2016	4.2%
2017	4.2%
2018	4.4%
2019	4.5%
2020	4.4%
2021	4.6%
2022	4.6%
2023	4.6%
2024	4.4%
2025	4.3%

Positivity Rates by Testing Category | *Annual Report*

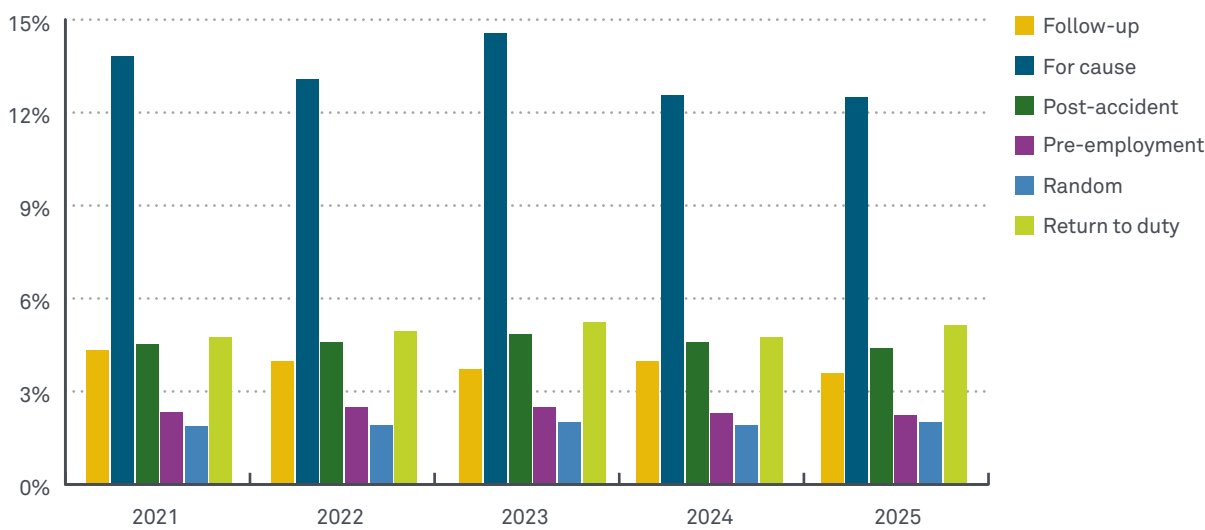
Urine drug tests



Testing category	2021	2022	2023	2024	2025
Federally mandated, safety-sensitive workforce	2.2%	2.4%	2.4%	2.3%	2.2%
General US workforce	5.6%	5.7%	5.7%	5.6%	5.5%
Combined US workforce	4.6%	4.6%	4.6%	4.4%	4.3%

Positivity Rates by Testing Reason | *Annual Report*

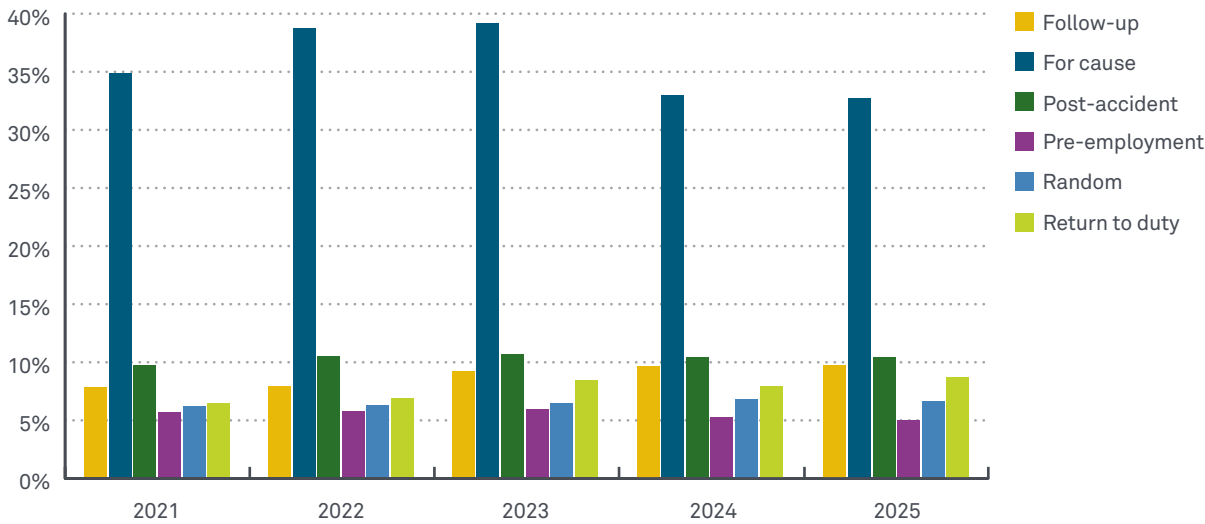
Urine drug tests: For federally mandated, safety-sensitive workforce



Testing reason	2021	2022	2023	2024	2025
Follow-up	4.3%	4.2%	3.8%	3.9%	3.7%
For cause	13.8%	12.9%	14.5%	12.6%	12.5%
Post-accident	4.4%	4.5%	4.6%	4.5%	4.3%
Pre-employment	2.3%	2.5%	2.5%	2.4%	2.2%
Random	1.9%	1.9%	2.0%	1.9%	2.0%
Return to duty	4.7%	4.9%	5.2%	4.8%	5.1%

Positivity Rates by Testing Reason | *Annual Report*

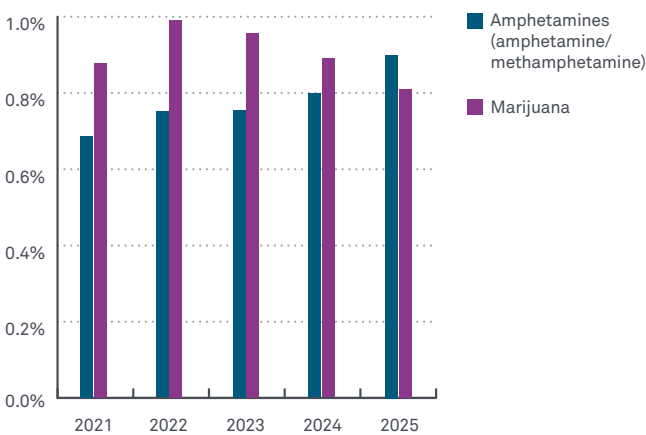
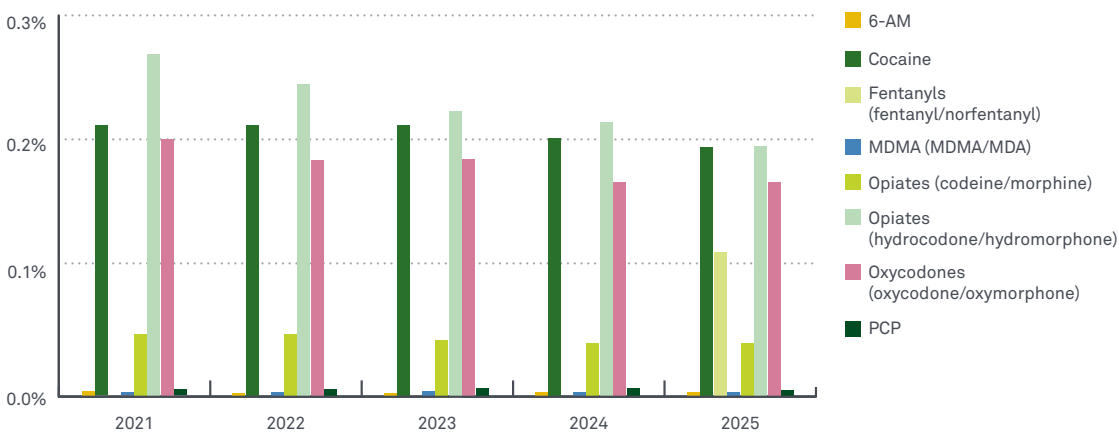
Urine drug tests: For general US workforce



Testing reason	2021	2022	2023	2024	2025
Follow-up	7.1%	7.3%	8.8%	9.0%	9.3%
For cause	34.9%	38.6%	39.4%	33.1%	31.9%
Post-accident	9.7%	10.3%	10.4%	10.2%	10.2%
Pre-employment	5.4%	5.5%	5.4%	5.1%	5.0%
Random	5.8%	5.9%	6.0%	6.3%	6.1%
Return to duty	6.3%	7.0%	8.4%	7.9%	8.8%

Positivity Rates by Drug Category | *Annual Report*

Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests

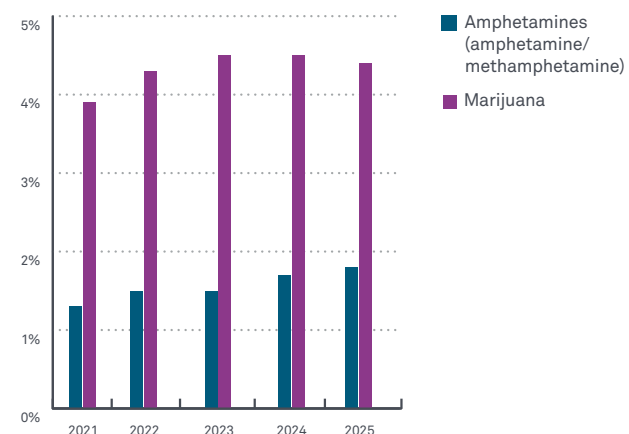
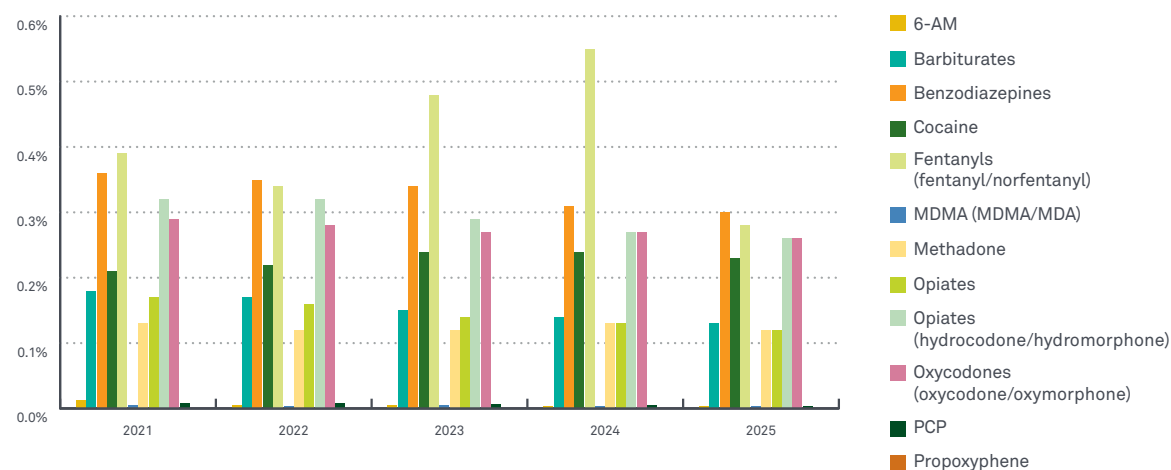


Drug category	2021	2022	2023	2024	2025
6-AM	0.005%	0.003%	0.003%	0.006%	0.006%
Amphetamines (amphetamine/methamphetamine)	0.69%	0.75%	0.76%	0.80%	0.89%
Cocaine	0.21%	0.21%	0.21%	0.20%	0.18%
Fentanyl (fentanyl/norfentanyl)					0.011% ^a
Marijuana	0.86%	0.98%	0.95%	0.87%	0.81%
MDMA (MDMA/MDA)	0.002%	0.003%	0.003%	0.005%	0.005%
Opiates (codeine/morphine)	0.08%	0.08%	0.07%	0.06%	0.06%
Opiates (hydrocodone/hydromorphone)	0.27%	0.24%	0.22%	0.21%	0.19%
Oxycodones (oxycodone/oxymorphone)	0.20%	0.18%	0.18%	0.16%	0.16%
PCP	0.010%	0.009%	0.008%	0.008%	0.007%

^a Regulated fentanyl testing is limited to the Department of Health and Human Services (HHS) and went live on July 7, 2025.

Positivity Rates by Drug Category | *Annual Report*

Urine drug tests: For general US workforce, as a percentage of all such tests

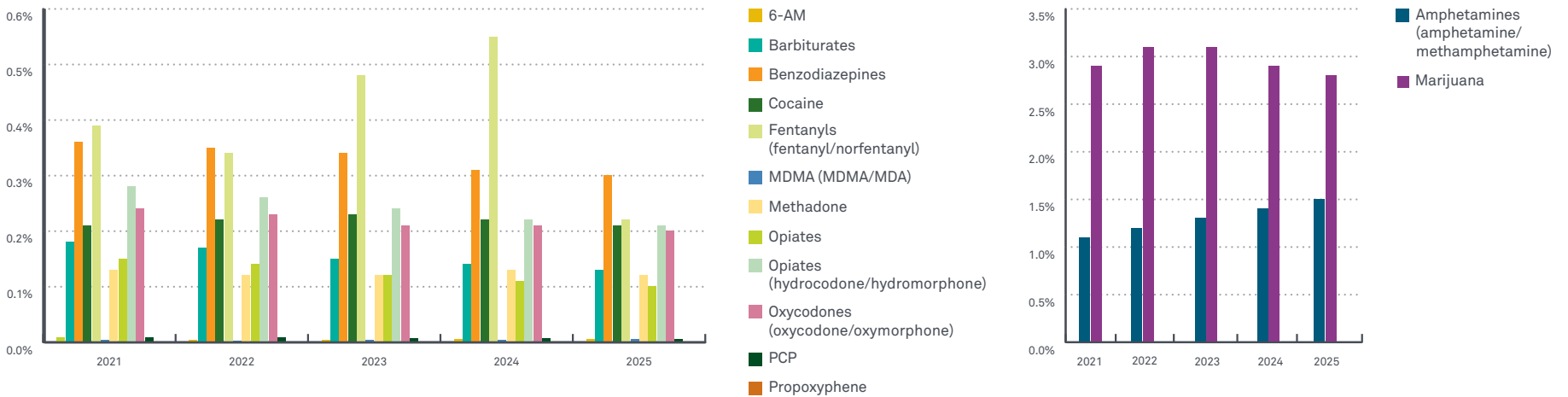


Drug category	2021	2022	2023	2024	2025
6-AM	0.013%	0.006%	0.005%	0.004%	0.004%
Amphetamines (amphetamine/methamphetamine)	1.3%	1.5%	1.5%	1.7%	1.8%
Barbiturates	0.18%	0.17%	0.15%	0.14%	0.13%
Benzodiazepines	0.36%	0.35%	0.34%	0.31%	0.30%
Cocaine	0.21%	0.22%	0.24%	0.24%	0.23%
Fentanyls (fentanyl/norfentanyl)	0.39%	0.34%	0.48%	0.55%	0.28%
Marijuana	3.9%	4.3%	4.5%	4.5%	4.4%
MDMA (MDMA/MDA)	0.005%	0.004%	0.005%	0.004%	0.004%

Drug category	2021	2022	2023	2024	2025
Methadone	0.13%	0.12%	0.12%	0.13%	0.12%
Opiates	0.17%	0.16%	0.14%	0.13%	0.12%
Opiates (hydrocodone/hydromorphone)	0.32%	0.32%	0.29%	0.27%	0.26%
Oxycodones (oxycodone/oxymorphone)	0.29%	0.28%	0.27%	0.27%	0.26%
PCP	0.008%	0.008%	0.007%	0.006%	0.004%
Propoxyphene	0.000%	0.000%	0.000%	0.000%	0.000%

Positivity Rates by Drug Category | *Annual Report*

Urine drug tests: For combined US workforce, as a percentage of all such tests

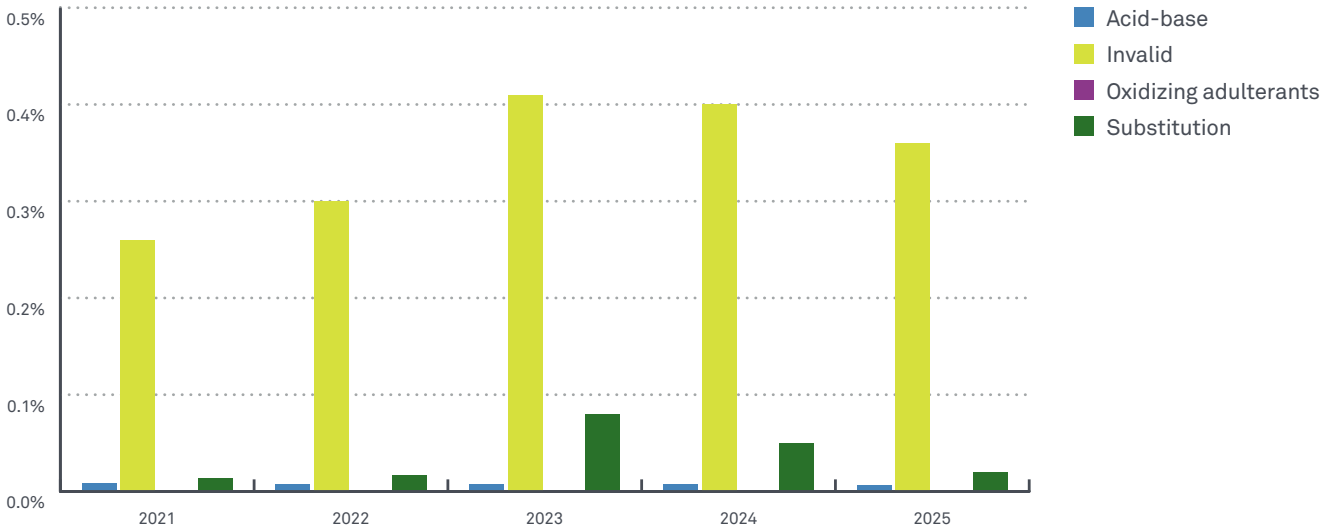


Drug category	2021	2022	2023	2024	2025
6-AM	0.008%	0.004%	0.004%	0.006%	0.005%
Amphetamines (amphetamine/methamphetamine)	1.1%	1.2%	1.3%	1.4%	1.5%
Barbiturates	0.18%	0.17%	0.15%	0.14%	0.13%
Benzodiazepines	0.36%	0.35%	0.34%	0.31%	0.30%
Cocaine	0.21%	0.22%	0.23%	0.22%	0.21%
Fentanyl (fentanyl/norfentanyl)	0.39%	0.34%	0.48%	0.55%	0.22%
Marijuana	2.9%	3.1%	3.1%	2.9%	2.8%

Drug category	2021	2022	2023	2024	2025
MDMA (MDMA/MDA)	0.004%	0.003%	0.004%	0.004%	0.005%
Methadone	0.13%	0.12%	0.12%	0.13%	0.12%
Opiates	0.15%	0.14%	0.12%	0.11%	0.10%
Opiates (hydrocodone/hydromorphone)	0.28%	0.26%	0.24%	0.22%	0.21%
Oxycodones (oxycodone/oxymorphone)	0.24%	0.23%	0.21%	0.21%	0.20%
PCP	0.008%	0.008%	0.007%	0.007%	0.005%
Propoxyphene	0.000%	0.000%	0.000%	0.000%	0.000%

Non-Negative Rates by Specimen Validity Test (SVT)^b Category | *Annual Report*

Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests

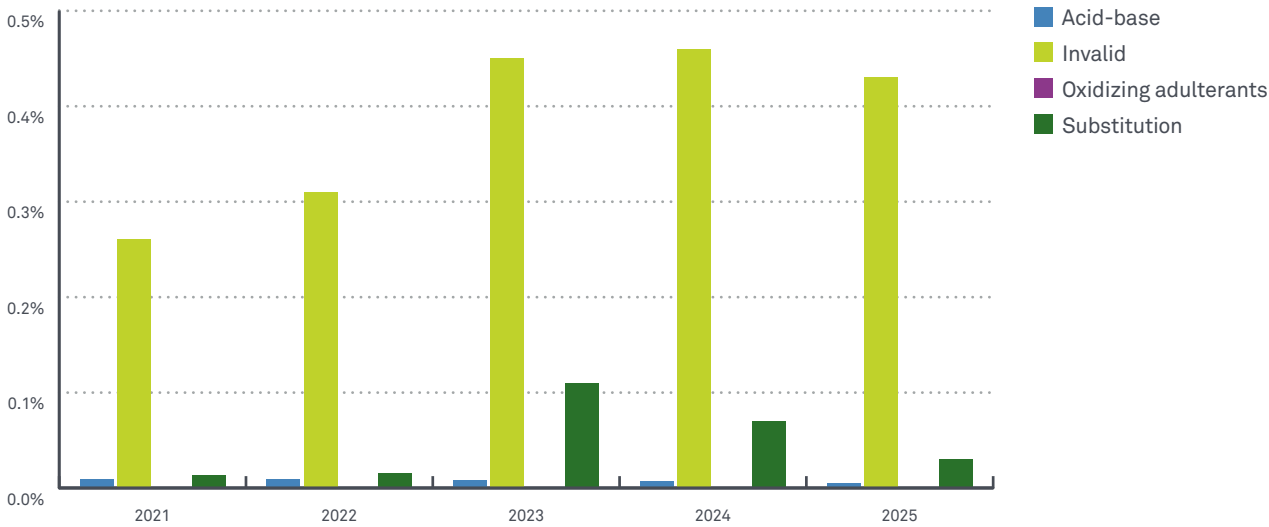


SVT category	2021	2022	2023	2024	2025
Acid-base	0.009%	0.008%	0.008%	0.008%	0.007%
Invalid	0.26%	0.30%	0.41%	0.40%	0.36%
Oxidizing adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Substitution	0.014%	0.017%	0.08%	0.05%	0.02%

^b Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Non-Negative Rates by Specimen Validity Test (SVT)^b Category | *Annual Report*

Urine drug tests: For general US workforce, as a percentage of all such tests

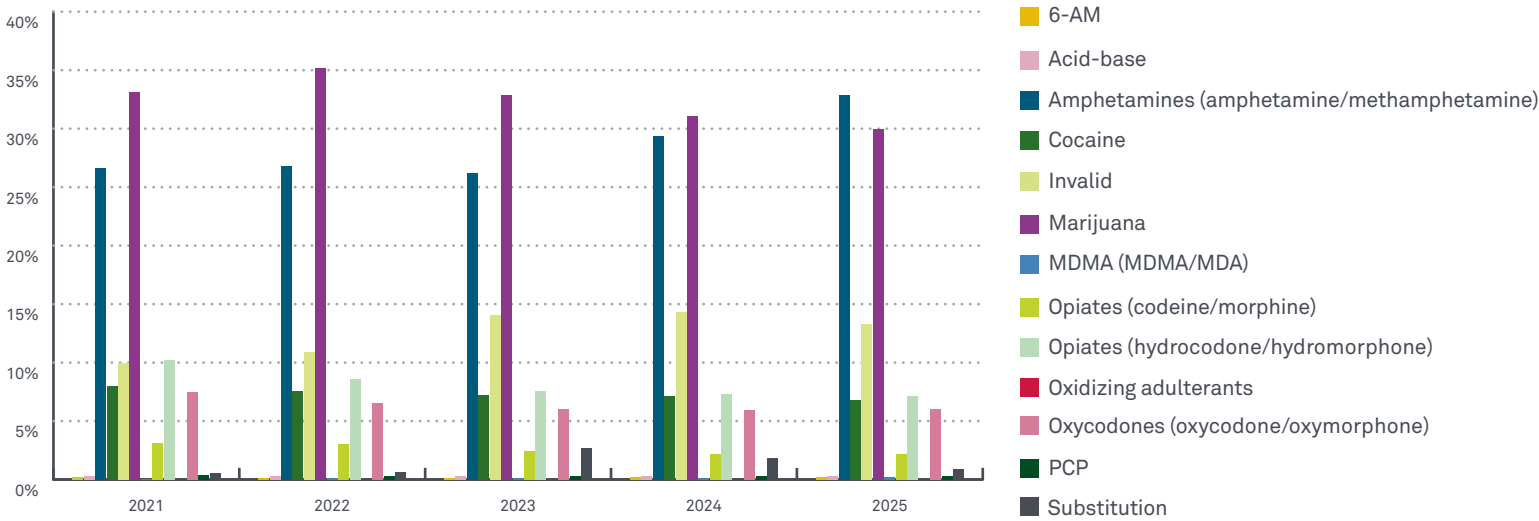


SVT category	2021	2022	2023	2024	2025
Acid-base	0.009%	0.009%	0.008%	0.007%	0.005%
Invalid	0.26%	0.31%	0.45%	0.46%	0.43%
Oxidizing adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Substitution	0.013%	0.015%	0.11%	0.07%	0.03%

^b Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Non-Negative Rates by Drug/SVT^b Category | *Annual Report*

Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all non-negatives



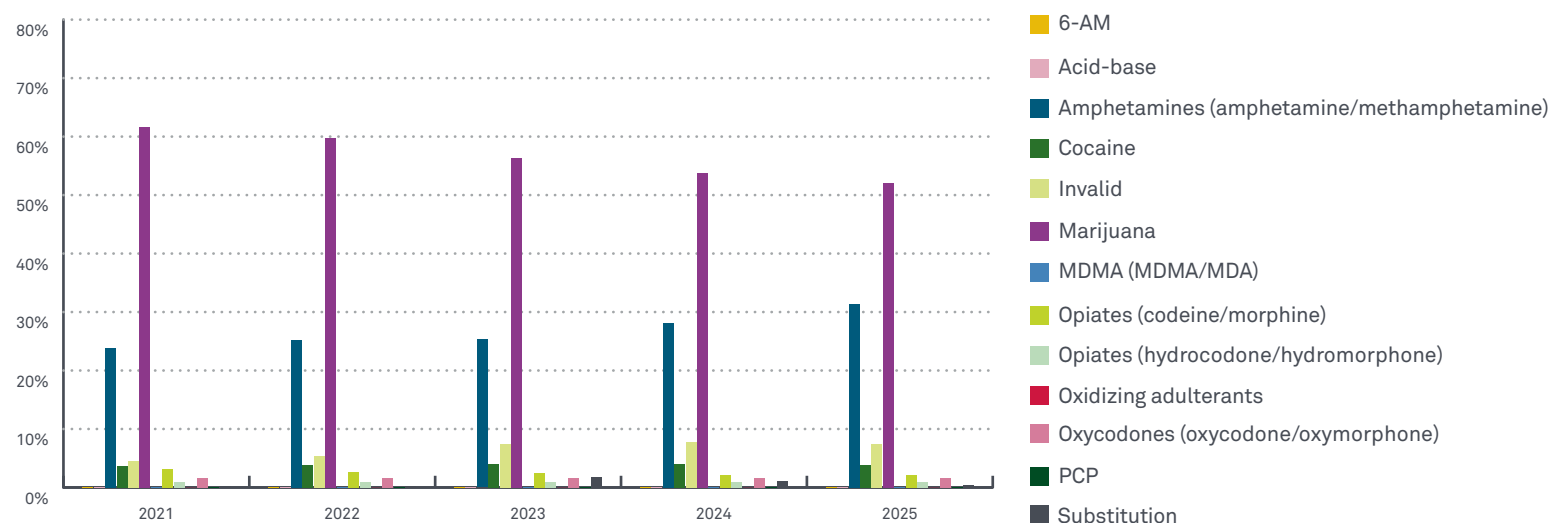
Drug/SVT category	2021	2022	2023	2024	2025
6-AM	0.18%	0.11%	0.11%	0.23%	0.20%
Acid-base	0.33%	0.29%	0.29%	0.30%	0.28%
Amphetamines (amphetamine/methamphetamine)	26.6%	26.8%	26.2%	29.4%	32.9%
Cocaine	8.0%	7.6%	7.2%	7.1%	6.8%
Invalid	10.0%	10.9%	14.1%	14.3%	13.3%
Marijuana	33.1%	35.2%	32.9%	31.1%	30.0%
MDMA (MDMA/MDA)	0.08%	0.09%	0.10%	0.17%	0.18%

Drug/SVT category	2021	2022	2023	2024	2025
Opiates (codeine/morphine)	3.1%	3.0%	2.4%	2.2%	2.2%
Opiates (hydrocodone/hydromorphone)	10.2%	8.6%	7.6%	7.3%	7.1%
Oxidizing adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Oxycodones (oxycodone/oxymorphone)	7.5%	6.5%	6.0%	5.9%	6.0%
PCP	0.38%	0.33%	0.29%	0.28%	0.27%
Substitution	0.56%	0.60%	2.7%	1.8%	0.87%

^b Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Non-Negative Rates by Drug/SVT^b Category | Annual Report

Urine drug tests: For general US workforce, as a percentage of all such tests



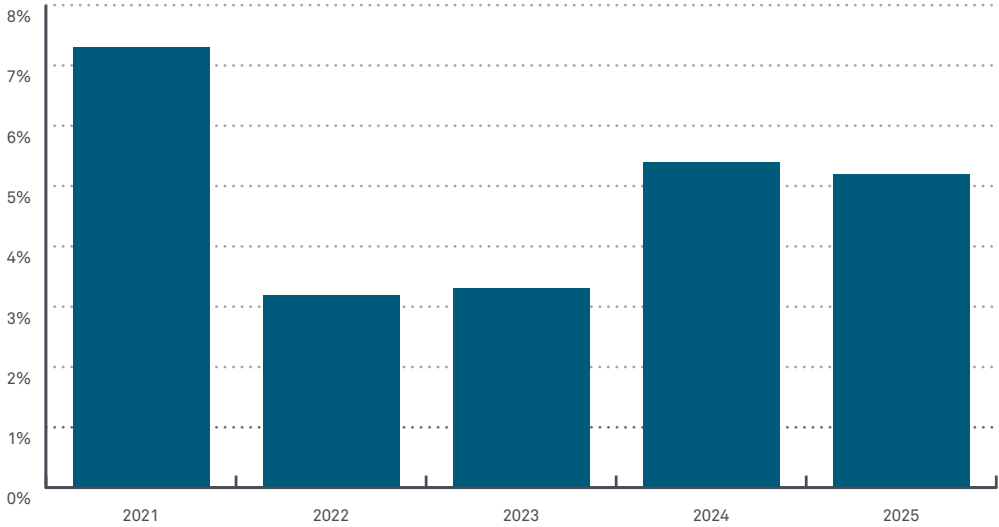
Drug/SVT category	2021	2022	2023	2024	2025
6-AM	0.06%	0.03%	0.03%	0.02%	0.02%
Acid-base	0.16%	0.15%	0.14%	0.12%	0.09%
Amphetamines (amphetamine/methamphetamine)	23.8%	25.2%	25.3%	28.2%	31.4%
Cocaine	3.7%	3.8%	4.0%	4.0%	3.9%
Invalid	4.6%	5.4%	7.4%	7.8%	7.5%
Marijuana	61.7%	59.8%	56.4%	53.8%	52.0%
MDMA (MDMA/MDA)	0.03%	0.03%	0.03%	0.02%	0.03%

Drug/SVT category	2021	2022	2023	2024	2025
Opiates (codeine/morphine)	3.1%	2.7%	2.4%	2.2%	2.1%
Opiates (hydrocodone/hydromorphone)	0.92%	0.97%	0.90%	0.88%	0.89%
Oxidizing adulterants	0.000%	0.000%	0.000%	0.000%	0.000%
Oxycodones (oxycodone/oxymorphone)	1.7%	1.7%	1.6%	1.7%	1.6%
PCP	0.14%	0.13%	0.12%	0.10%	0.07%
Substitution	0.22%	0.26%	1.8%	1.1%	0.45%

^b Specimen validity testing is the evaluation of a specimen to determine if it is consistent with a normal human specimen. Tests for specimen validity include tests to determine whether a specimen is adulterated or substituted.

Positivity Rates by Testing Category | *Annual Report*

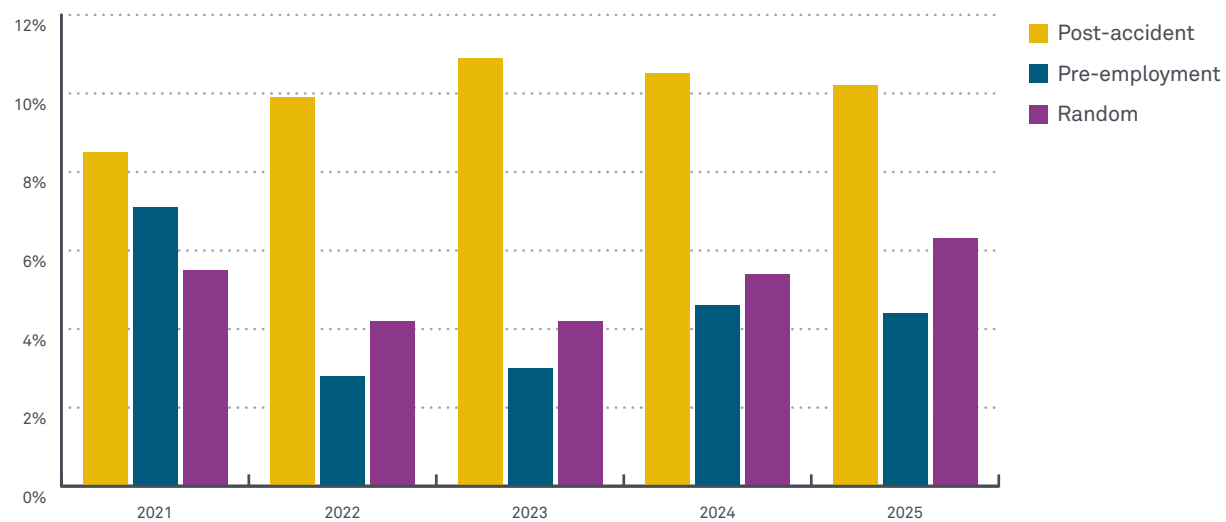
Oral fluid drug tests: For general US workforce



Testing category	2021	2022	2023	2024	2025
General US workforce	7.3%	3.2%	3.3%	5.4%	5.2%

Positivity Rates by Testing Reason | *Annual Report*

Oral fluid drug tests: For general US workforce

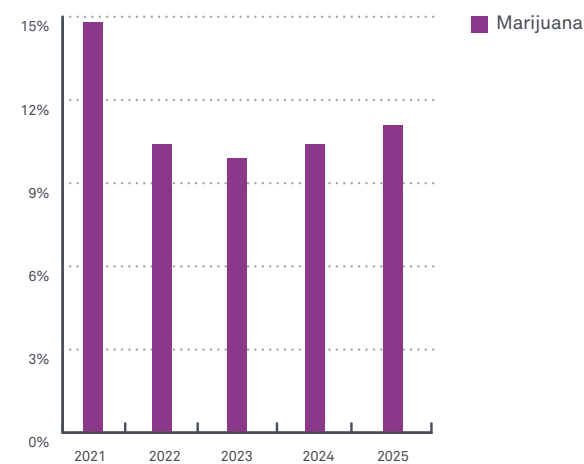
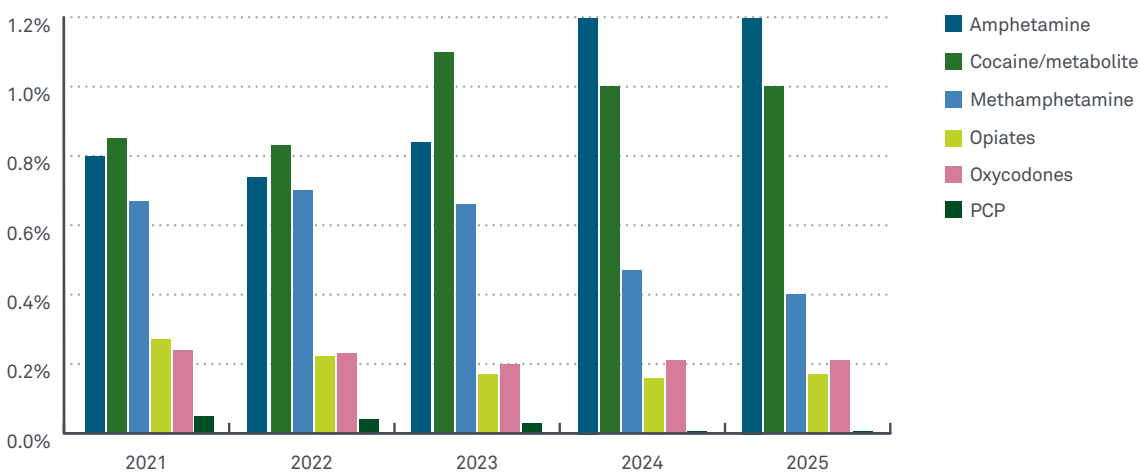


Testing reason	2021	2022	2023	2024	2025
Post-accident	8.5%	9.9%	10.9%	10.5%	10.2%
Pre-employment	7.1%	2.8%	3.0%	4.6%	4.4%
Random	5.5%	4.2%	4.2%	5.4%	6.3%

Changes in marijuana testing impacted positivity rates (2020-2022).

Positivity Rates by Drug Category | *Annual Report*

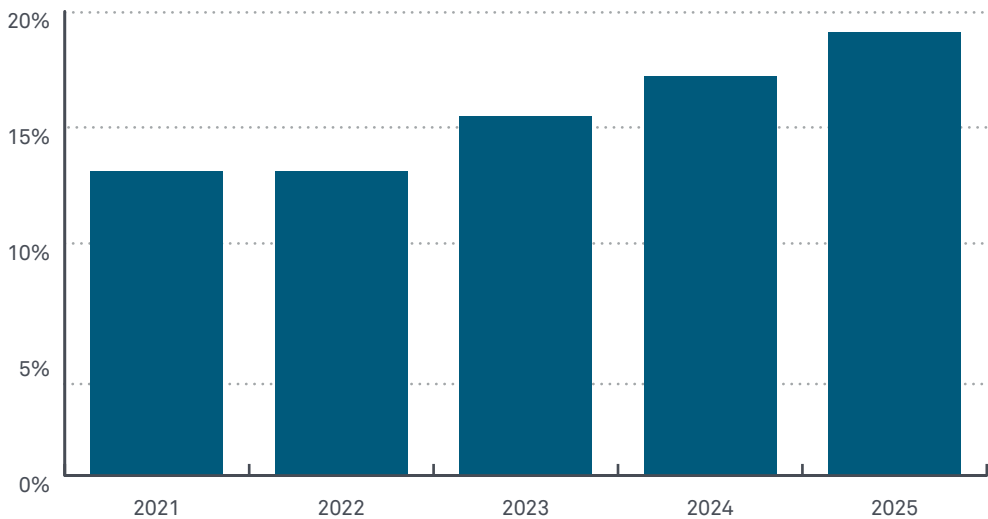
Oral fluid drug tests: For general US workforce



Drug category	2021	2022	2023	2024	2025
Amphetamine	0.80%	0.74%	0.84%	1.2%	1.2%
Cocaine/metabolite	0.85%	0.83%	1.1%	1.0%	1.0%
Marijuana	14.8%	10.4%	9.9%	10.4%	11.1%
Methamphetamine	0.67%	0.70%	0.66%	0.47%	0.40%
Opiates	0.27%	0.22%	0.17%	0.16%	0.17%
Oxycodones	0.24%	0.23%	0.20%	0.21%	0.21%
PCP	0.05%	0.04%	0.03%	0.007%	0.006%

Positivity Rates by Testing Category | *Annual Report*

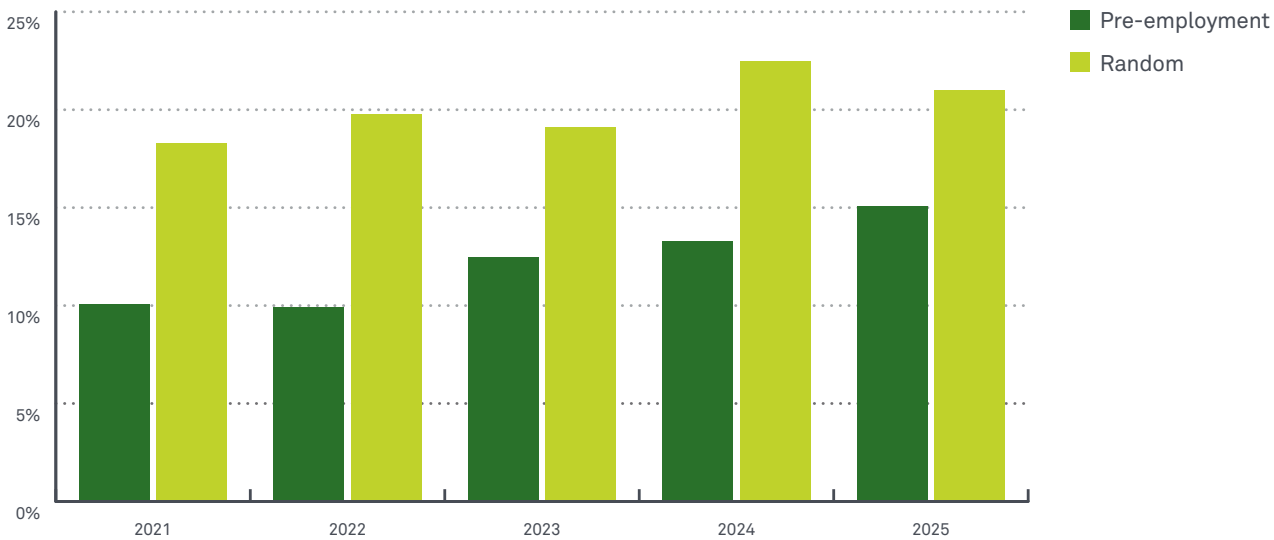
Hair drug tests: For general US workforce



Testing category	2021	2022	2023	2024	2025
General US workforce	13.1%	13.1%	15.5%	17.2%	19.1%

Positivity Rates by Testing Reason | *Annual Report*

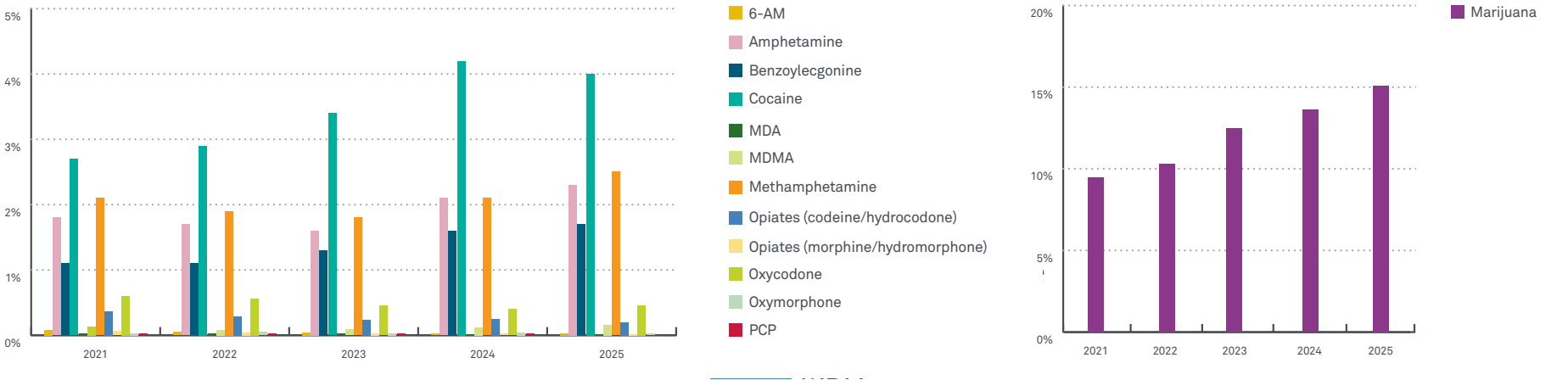
Hair drug tests: For general US workforce



Testing reason	2021	2022	2023	2024	2025
Pre-employment	10.1%	9.9%	12.5%	13.3%	15.1%
Random	18.3%	19.8%	19.1%	22.5%	21.0%

Positivity Rates by Drug Category | *Annual Report*

Hair drug tests: For general US workforce

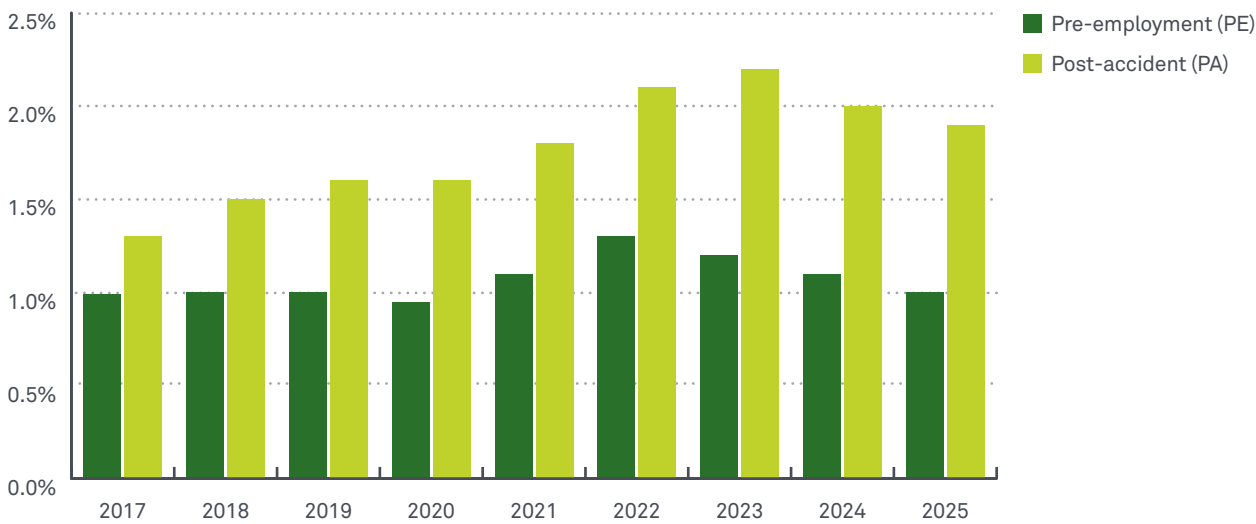


Drug category	2021	2022	2023	2024	2025
6-AM	0.08%	0.05%	0.04%	0.02%	0.03%
Amphetamine	1.8%	1.7%	1.6%	2.1%	2.3%
Benzoyllecgonine	1.1%	1.1%	1.3%	1.6%	1.7%
Cocaine	2.7%	2.9%	3.4%	4.2%	4.0%
Marijuana	9.5%	10.3%	12.5%	13.6%	15.1%
MDA	0.03%	0.02%	0.02%	0.013%	0.013%
MDMA	0.13%	0.08%	0.09%	0.12%	0.16%
Methamphetamine	2.1%	1.9%	1.8%	2.1%	2.5%

Drug category	2021	2022	2023	2024	2025
Opiates (codeine/hydrocodone)	0.37%	0.29%	0.24%	0.25%	0.20%
Opiates (morphine/hydromorphone)	0.06%	0.04%	0.03%	0.02%	0.015%
Oxycodone	0.60%	0.56%	0.45%	0.40%	0.46%
Oxymorphone	0.03%	0.05%	0.03%	0.04%	0.02%
PCP	0.02%	0.02%	0.02%	0.02%	0.006%

Post-Accident vs Pre-Employment Positivity Rates for Marijuana | *Annual Report*

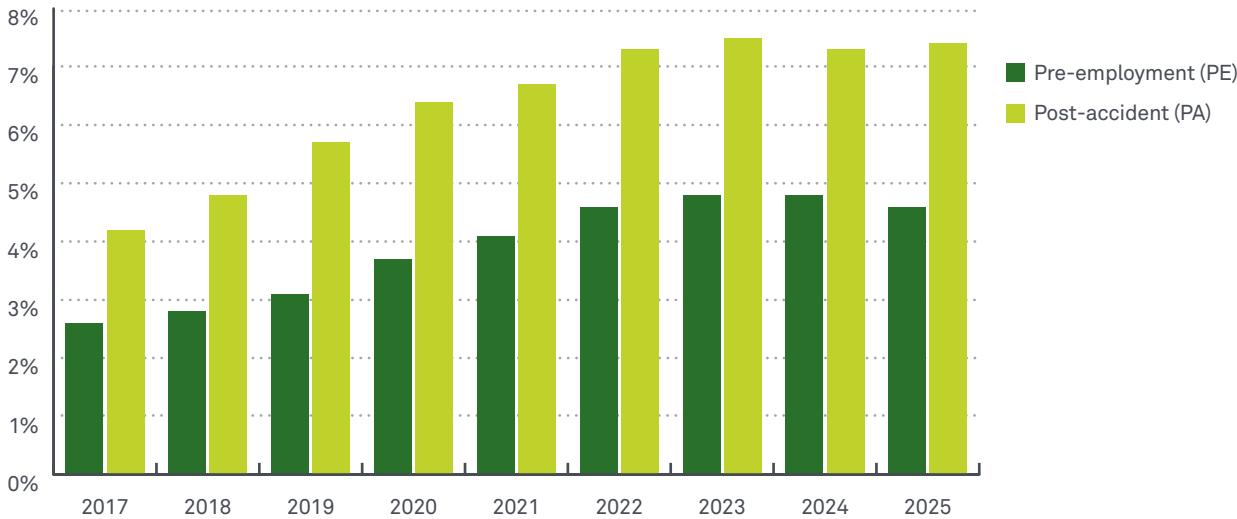
Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests



Drug category	2017	2018	2019	2020	2021	2022	2023	2024	2025
Pre-employment (PE)	0.99%	1.0%	1.0%	0.95%	1.1%	1.3%	1.2%	1.1%	1.0%
Post-accident (PA)	1.3%	1.5%	1.6%	1.6%	1.8%	2.1%	2.2%	2.0%	1.9%
% difference PE vs PA	31.3%	50.0%	60.0%	68.4%	63.6%	61.5%	83.3%	81.8%	90.0%

Post-Accident vs Pre-Employment Positivity Rates for Marijuana | *Annual Report*

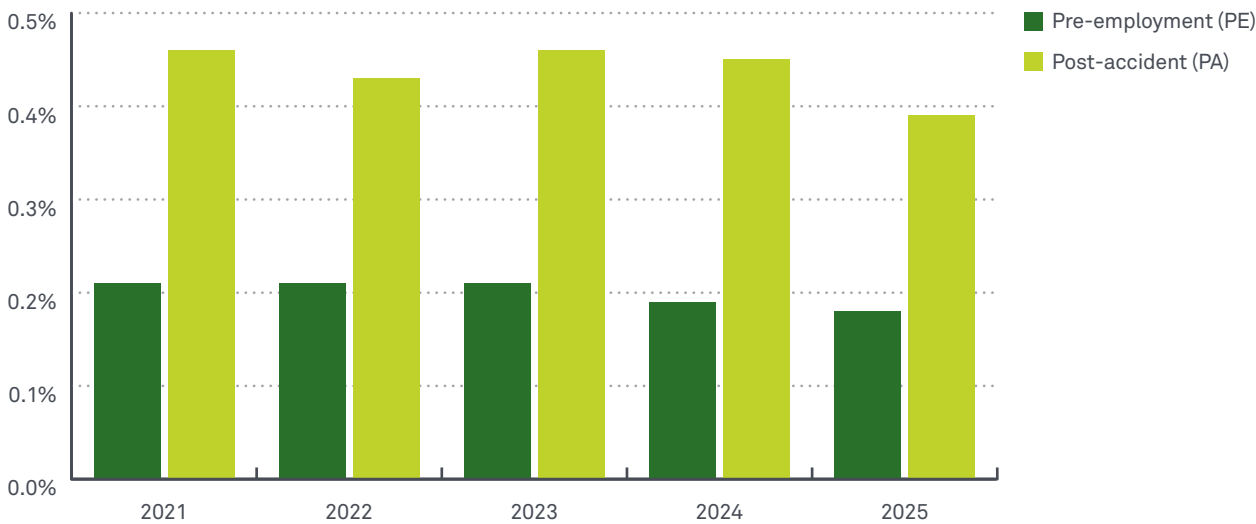
Urine drug tests: For general US workforce, as a percentage of all such tests



Drug category	2017	2018	2019	2020	2021	2022	2023	2024	2025
Pre-employment (PE)	2.6%	2.8%	3.1%	3.7%	4.1%	4.6%	4.8%	4.8%	4.6%
Post-accident (PA)	4.2%	4.8%	5.7%	6.4%	6.7%	7.3%	7.5%	7.3%	7.4%
% difference PE vs PA	61.5%	71.4%	83.9%	73.0%	63.4%	58.7%	56.3%	52.1%	60.1%

Post-Accident vs Pre-Employment Positivity Rates for Cocaine | *Annual Report*

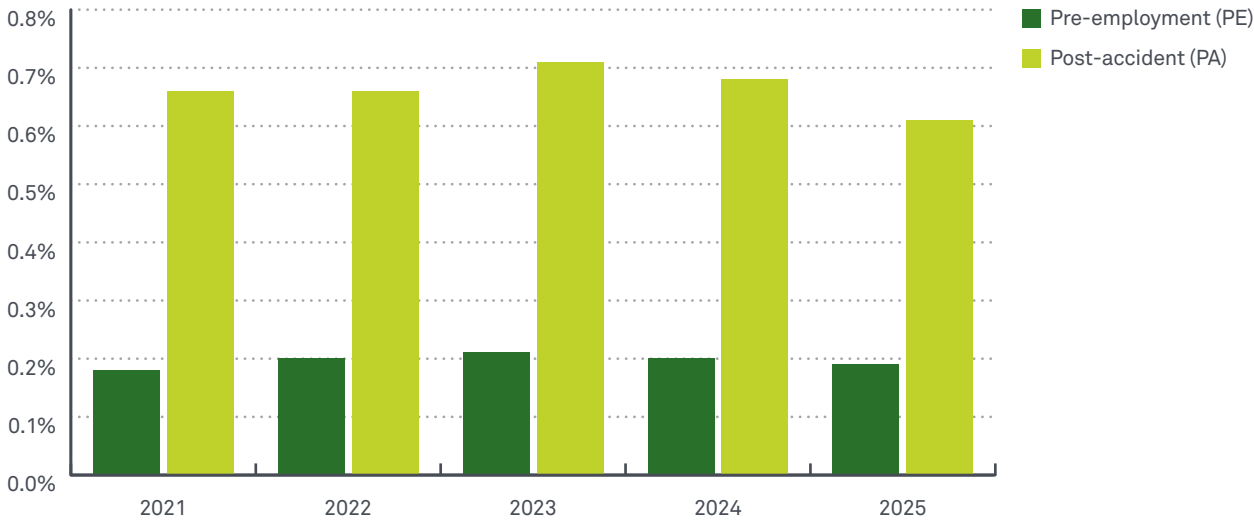
Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.21%	0.21%	0.21%	0.19%	0.18%
Post-accident (PA)	0.46%	0.43%	0.46%	0.45%	0.39%
% difference PE vs PA	119.0%	104.8%	119.0%	136.8%	116.7%

Post-Accident vs Pre-Employment Positivity Rates for Cocaine | *Annual Report*

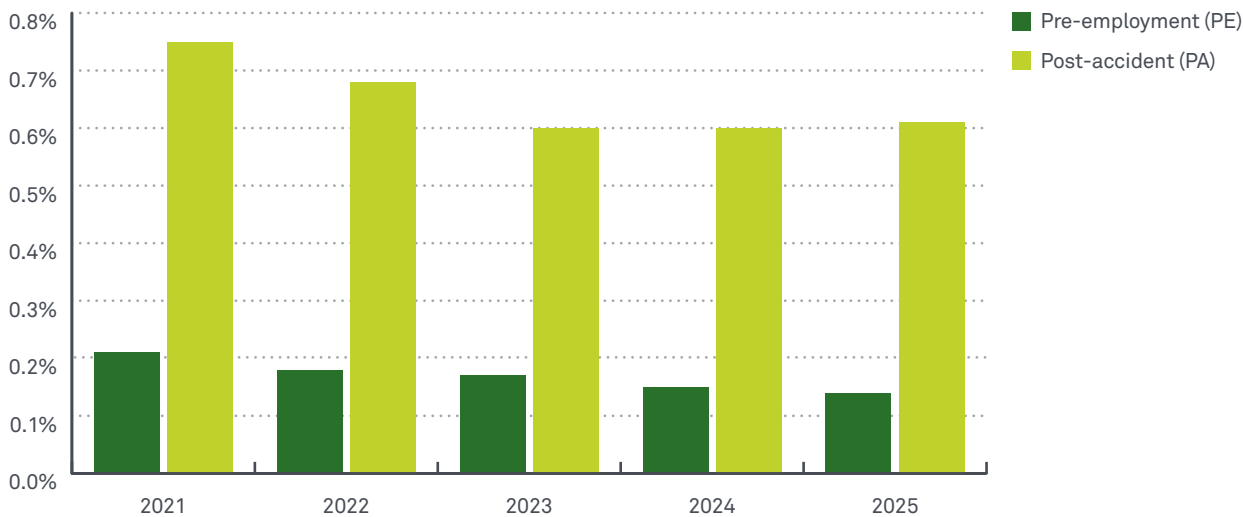
Urine drug tests: For general US workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.18%	0.20%	0.21%	0.20%	0.19%
Post-accident (PA)	0.66%	0.66%	0.71%	0.68%	0.61%
% difference PE vs PA	266.7%	230.0%	238.1%	240.0%	221.1%

Post-Accident vs Pre-Employment Positivity Rates for Opiates (Hydrocodone/Hydromorphone) | *Annual Report*

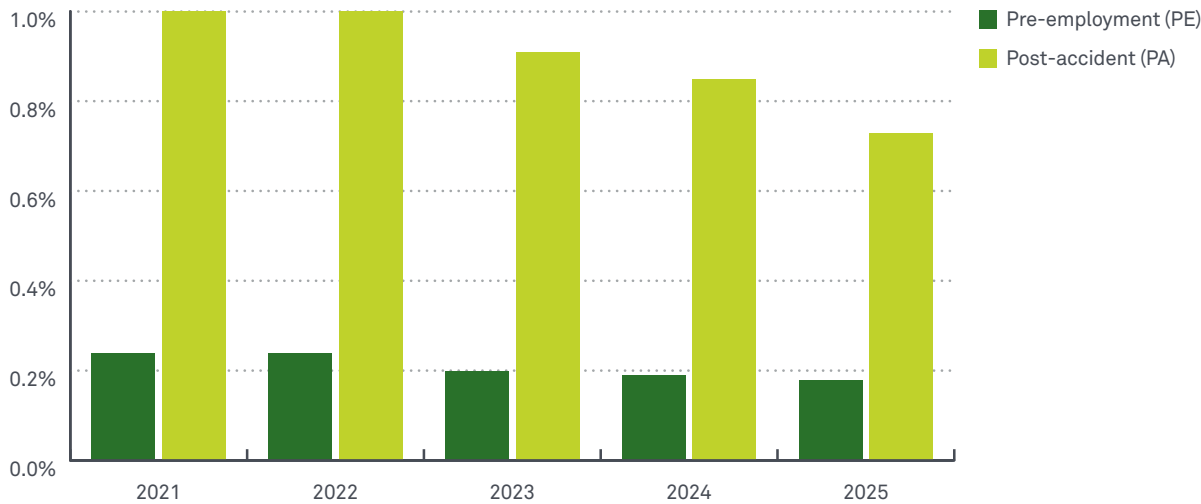
Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.21%	0.18%	0.17%	0.15%	0.14%
Post-accident (PA)	0.75%	0.68%	0.60%	0.60%	0.61%
% difference PE vs PA	257.1%	277.8%	252.9%	300.0%	335.7%

Post-Accident vs Pre-Employment Positivity Rates for Opiates (Hydrocodone/Hydromorphone) | *Annual Report*

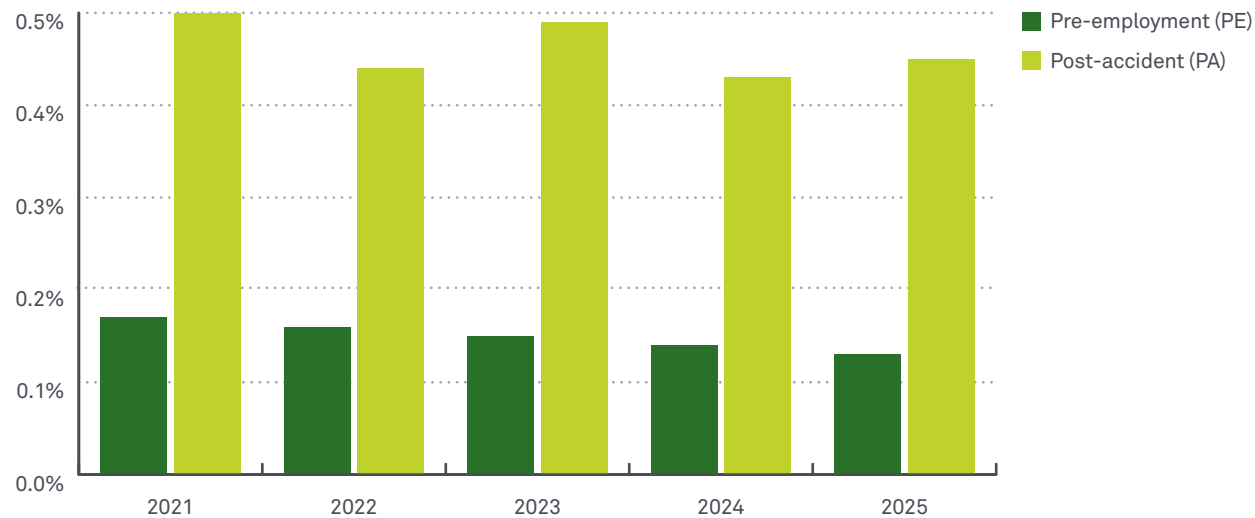
Urine drug tests: For general US workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.24%	0.24%	0.20%	0.19%	0.18%
Post-accident (PA)	1.0%	1.0%	0.91%	0.85%	0.73%
% difference PE vs PA	316.7%	316.7%	355.0%	347.4%	305.6%

Post-Accident vs Pre-Employment Positivity Rates for Oxycodones (Oxycodone/Oxymorphone) | *Annual Report*

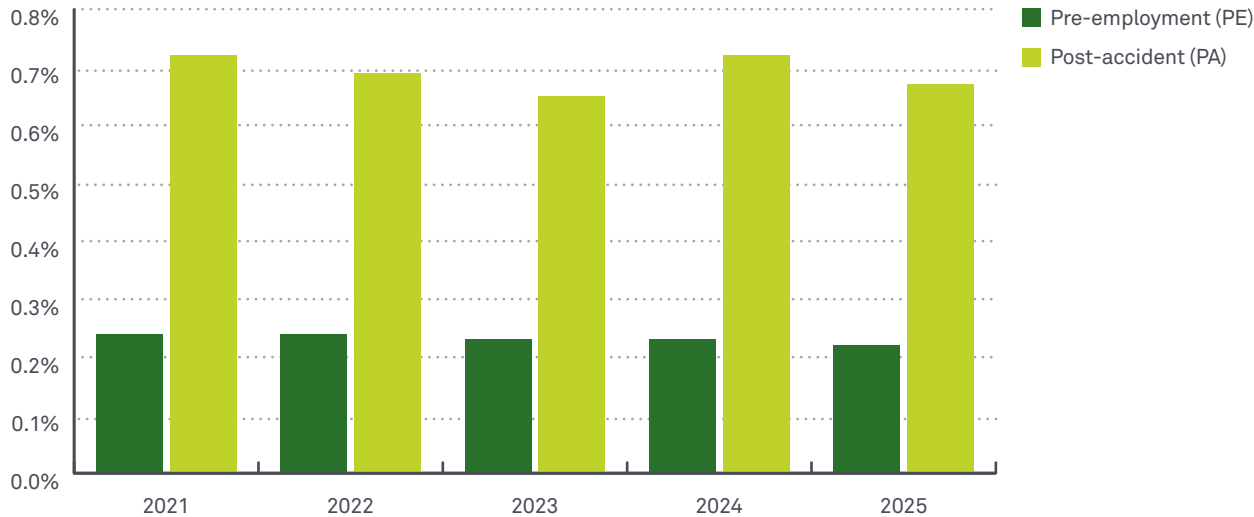
Urine drug tests: For federally mandated, safety-sensitive workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.17%	0.16%	0.15%	0.14%	0.13%
Post-accident (PA)	0.50%	0.44%	0.49%	0.43%	0.45%
% difference PE vs PA	194.1%	175.0%	226.7%	207.1%	246.2%

Post-Accident vs Pre-Employment Positivity Rates for Oxycodones (Oxycodone/Oxymorphone) | *Annual Report*

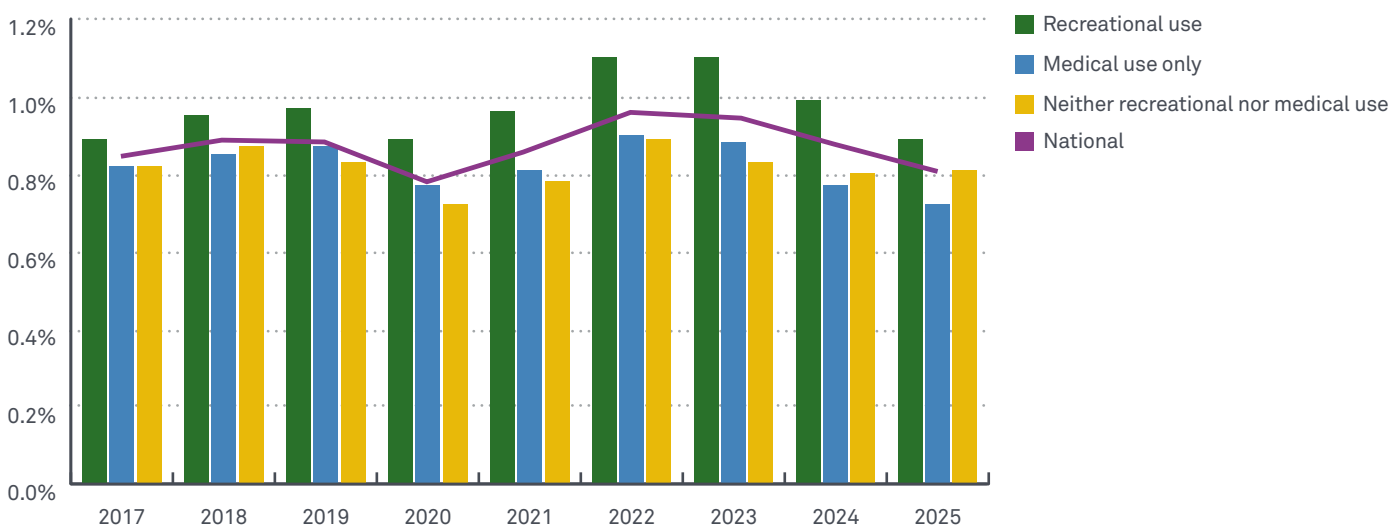
Urine drug tests: For general US workforce, as a percentage of all such tests



Drug category	2021	2022	2023	2024	2025
Pre-employment (PE)	0.24%	0.24%	0.23%	0.23%	0.22%
Post-accident (PA)	0.72%	0.69%	0.65%	0.72%	0.67%
% difference PE vs PA	200.0%	187.5%	182.6%	213.0%	204.6%

Marijuana Positivity by 2025 State Legalized Use Status: Urine Drug Tests | *Annual Report*

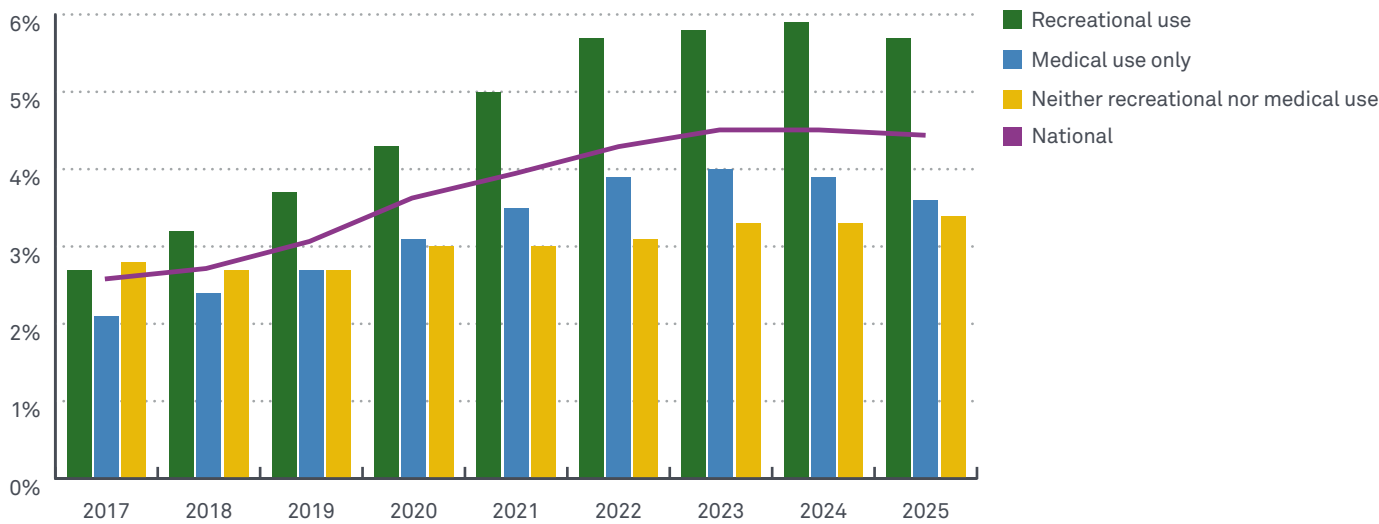
For federally mandated, safety-sensitive workforce, as a percentage of all tests for marijuana metabolite



Drug category	2017	2018	2019	2020	2021	2022	2023	2024	2025
Recreational use	0.88%	0.93%	0.95%	0.87%	0.93%	1.1%	1.1%	0.99%	0.89%
Medical use only	0.82%	0.87%	0.89%	0.78%	0.84%	0.93%	0.88%	0.77%	0.72%
Neither recreational nor medical use	0.82%	0.87%	0.83%	0.72%	0.78%	0.89%	0.83%	0.80%	0.81%
National	0.84%	0.88%	0.88%	0.79%	0.86%	0.98%	0.95%	0.87%	0.81%

Marijuana Positivity by 2025 State Legalized Use Status: Urine Drug Tests | *Annual Report*

For general US workforce, as a percentage of all tests for marijuana metabolite



Drug category	2017	2018	2019	2020	2021	2022	2023	2024	2025
Recreational use	2.7%	3.1%	3.6%	4.1%	4.8%	5.5%	5.8%	5.9%	5.7%
Medical use only	2.1%	2.4%	2.7%	3.2%	3.6%	4.0%	4.0%	3.9%	3.6%
Neither recreational nor medical use	2.8%	2.7%	2.7%	3.0%	3.0%	3.1%	3.3%	3.3%	3.4%
National	2.6%	2.8%	3.1%	3.6%	3.9%	4.3%	4.5%	4.5%	4.4%

Drug Testing Index™ Industry Insights

Quest examines patterns of industry-specific workplace drug use among the American workforce

The North American Industry Classification System (NAICS) is the standard used by federal statistical agencies of Canada, Mexico, and the US in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the economy. Defining an industry using a production-oriented concept means companies with the same NAICS code share production processes and technologies when producing goods and services. Simply put, an NAICS code identifies a company's primary business activity and allows a comparison of companies in like industries across the continent.

Using a hierarchical structure, an NAICS code is a 6-digit coding system that classifies all economic activity into 20 industry sectors; 5 sectors produce goods and 15 provide some type of service. Each digit in an NAICS code gradually narrows the categories. The first 2 digits of the NAICS code indicate the industry sector—the largest business sector in which a company operates. The third digit is the subsector and the fourth digit is the industry group. The fifth digit designates the NAICS industry and the sixth and final digit designates a company's national industry.

In 1997, the Standard Industrial Classification (SIC) 4-digit system was replaced by NAICS to simplify and modernize the comparison of industries. NAICS undergoes a planned review every 5 years to ensure it remains relevant.

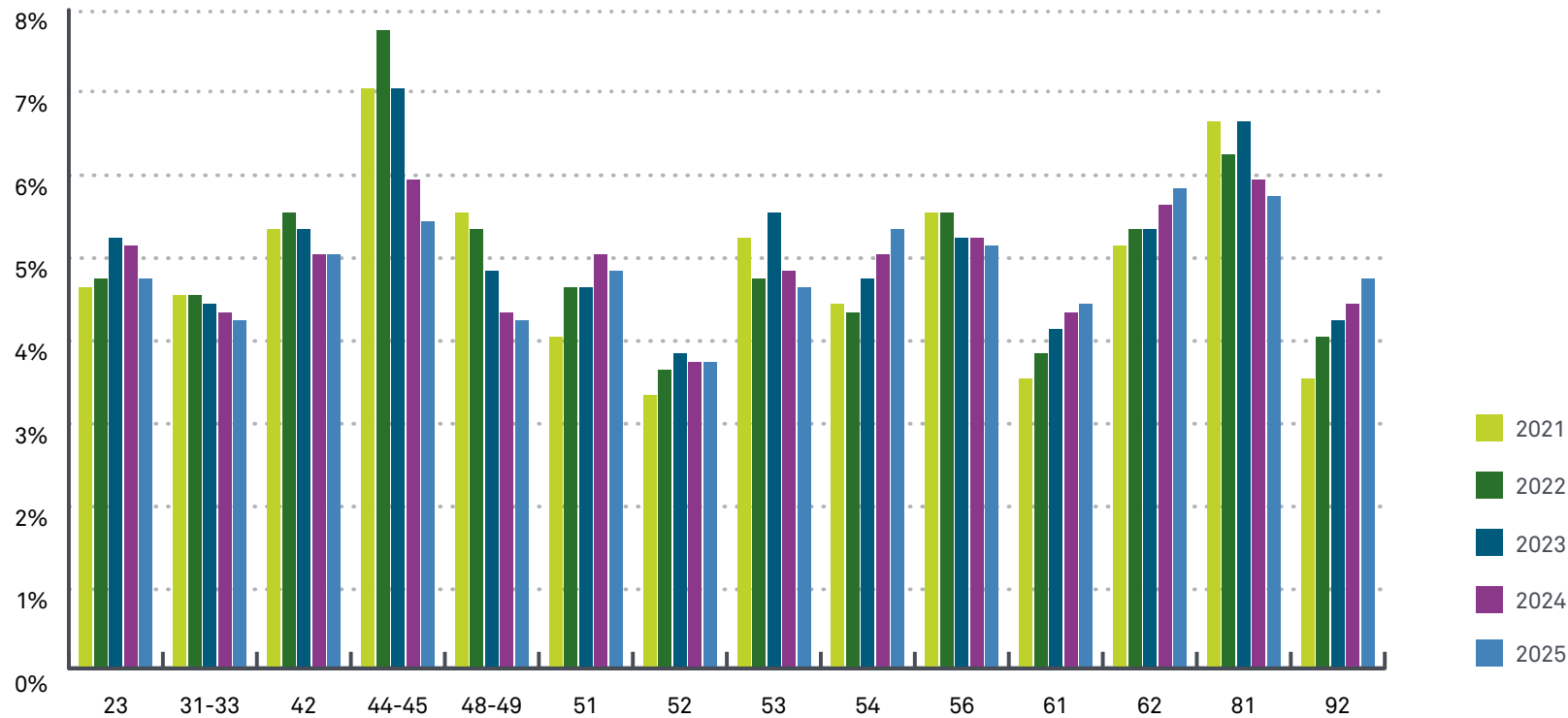
Our data was classified by the industry sector identifier of a company's headquarters location using the most recent system, *2022 NAICS Manual: United States*, detailing 1,012 industries. For more information, visit www.census.gov/naics/.

Please see the Appendix for additional information on the NAICS and industry classifications used in this report.



Overall Positivity Rates | *Industry Insights*

Urine drug tests: General US workforce

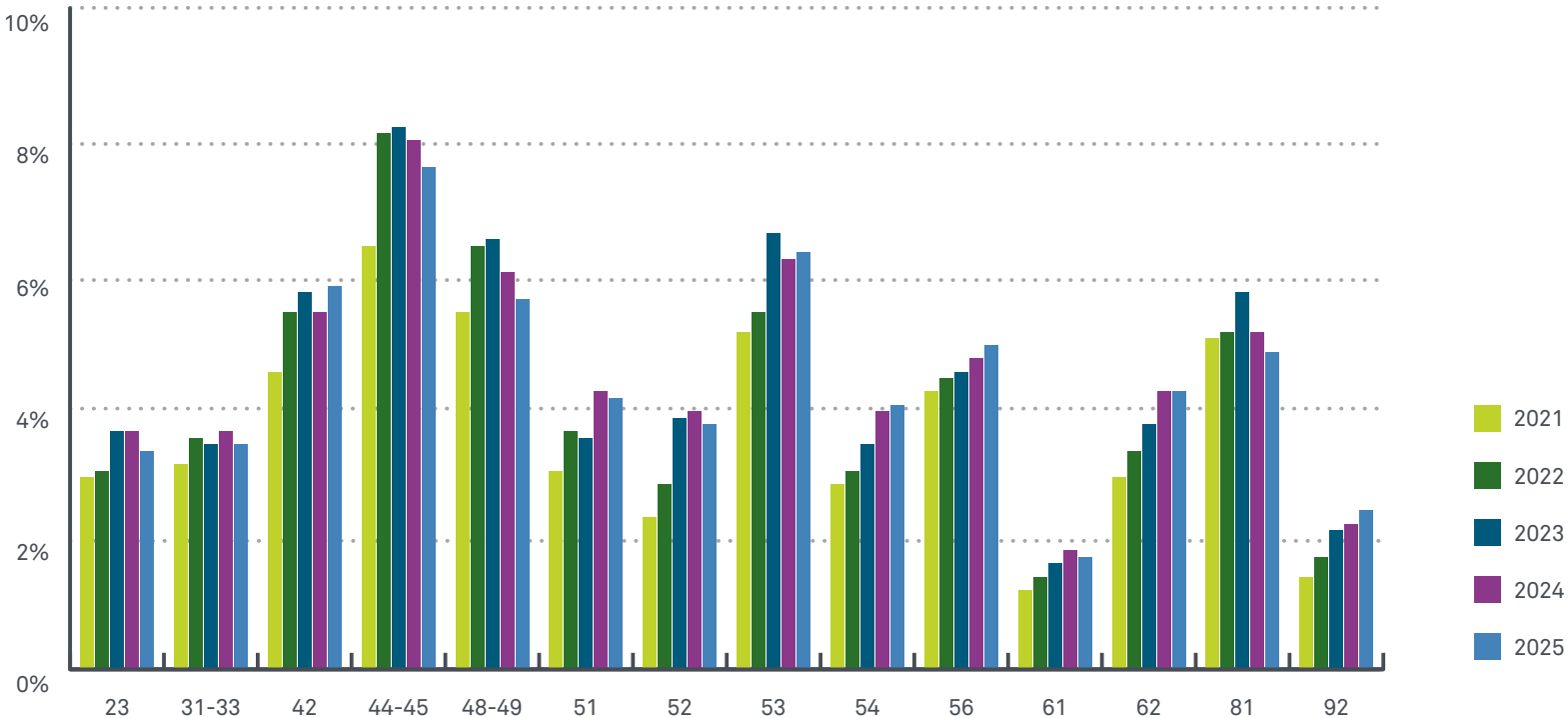


Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	5.5%	5.5%	5.2%	5.2%	5.1%
Construction ²³	4.6%	4.7%	5.2%	5.1%	4.7%
Educational services ⁶¹	3.5%	3.8%	4.1%	4.3%	4.4%
Finance and insurance ⁵²	3.3%	3.6%	3.8%	3.7%	3.7%
Health care and social assistance ⁶²	5.1%	5.3%	5.3%	5.6%	5.8%
Information ⁵¹	4.0%	4.6%	4.6%	5.0%	4.8%
Manufacturing ³¹⁻³³	4.5%	4.5%	4.4%	4.3%	4.2%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	6.6%	6.2%	6.6%	5.9%	5.7%
Professional, scientific, and technical ⁵⁴	4.4%	4.3%	4.7%	5.0%	5.3%
Public administration ⁹²	3.5%	4.0%	4.2%	4.4%	4.7%
Real estate, rental, and leasing ⁵³	5.2%	4.7%	5.5%	4.8%	4.6%
Retail trade ⁴⁴⁻⁴⁵	7.0%	7.7%	7.0%	5.9%	5.4%
Transportation and warehousing ⁴⁸⁻⁴⁹	5.5%	5.3%	4.8%	4.3%	4.2%
Wholesale trade ⁴²	5.3%	5.5%	5.3%	5.0%	5.0%

Positivity Rates by Drug: Marijuana | *Industry Insights*

Urine drug tests: General US workforce

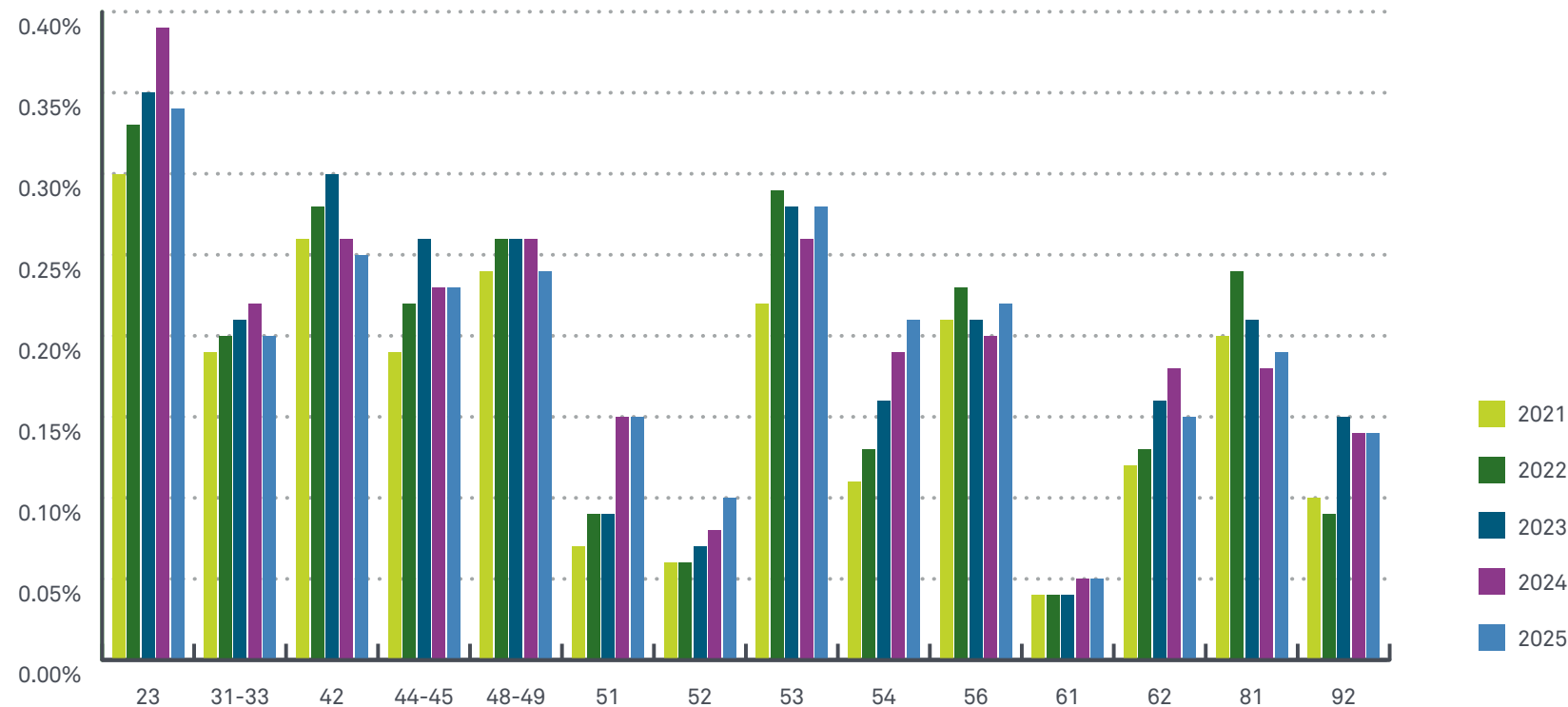


Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	4.2%	4.4%	4.5%	4.7%	4.9%
Construction ²³	2.9%	3.0%	3.6%	3.6%	3.3%
Educational services ⁶¹	1.2%	1.4%	1.6%	1.8%	1.7%
Finance and insurance ⁵²	2.3%	2.8%	3.8%	3.9%	3.7%
Health care and social assistance ⁶²	2.9%	3.3%	3.7%	4.2%	4.2%
Information ⁵¹	3.0%	3.6%	3.5%	4.2%	4.1%
Manufacturing ³¹⁻³³	3.1%	3.5%	3.4%	3.6%	3.4%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	5.0%	5.1%	5.7%	5.1%	4.8%
Professional, scientific, and technical ⁵⁴	2.8%	3.0%	3.4%	3.9%	4.0%
Public administration ⁹²	1.4%	1.7%	2.1%	2.2%	2.4%
Real estate, rental, and leasing ⁵³	5.1%	5.4%	6.6%	6.2%	6.3%
Retail trade ⁴⁴⁻⁴⁵	6.4%	8.1%	8.2%	8.0%	7.6%
Transportation and warehousing ⁴⁸⁻⁴⁹	5.4%	6.4%	6.5%	6.0%	5.6%
Wholesale trade ⁴²	4.5%	5.4%	5.7%	5.4%	5.8%

Positivity Rates by Drug: Cocaine | *Industry Insights*

Urine drug tests: General US workforce

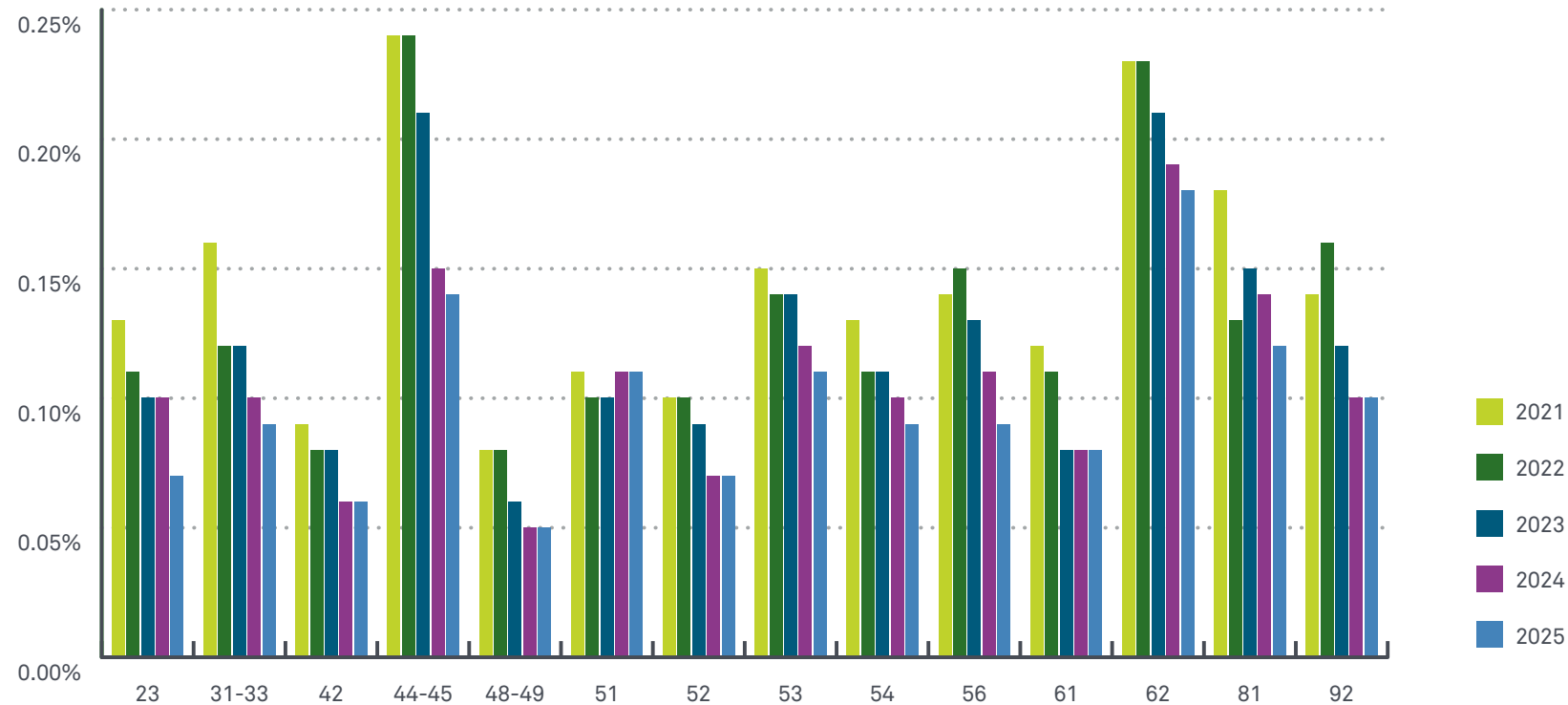


Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	0.21%	0.23%	0.21%	0.20%	0.22%
Construction ²³	0.30%	0.33%	0.35%	0.39%	0.34%
Educational services ⁶¹	0.04%	0.04%	0.04%	0.05%	0.05%
Finance and insurance ⁵²	0.06%	0.06%	0.07%	0.08%	0.10%
Health care and social assistance ⁶²	0.12%	0.13%	0.16%	0.18%	0.15%
Information ⁵¹	0.07%	0.09%	0.09%	0.15%	0.15%
Manufacturing ³¹⁻³³	0.19%	0.20%	0.21%	0.22%	0.20%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	0.20%	0.24%	0.21%	0.18%	0.19%
Professional, scientific, and technical ⁵⁴	0.11%	0.13%	0.16%	0.19%	0.21%
Public administration ⁹²	0.10%	0.09%	0.15%	0.14%	0.14%
Real estate, rental, and leasing ⁵³	0.22%	0.29%	0.28%	0.26%	0.28%
Retail trade ⁴⁴⁻⁴⁵	0.19%	0.22%	0.26%	0.23%	0.23%
Transportation and warehousing ⁴⁸⁻⁴⁹	0.24%	0.26%	0.26%	0.26%	0.24%
Wholesale trade ⁴²	0.26%	0.28%	0.30%	0.26%	0.25%

Positivity Rates by Drug: Opiates | Industry Insights

Urine drug tests: General US workforce

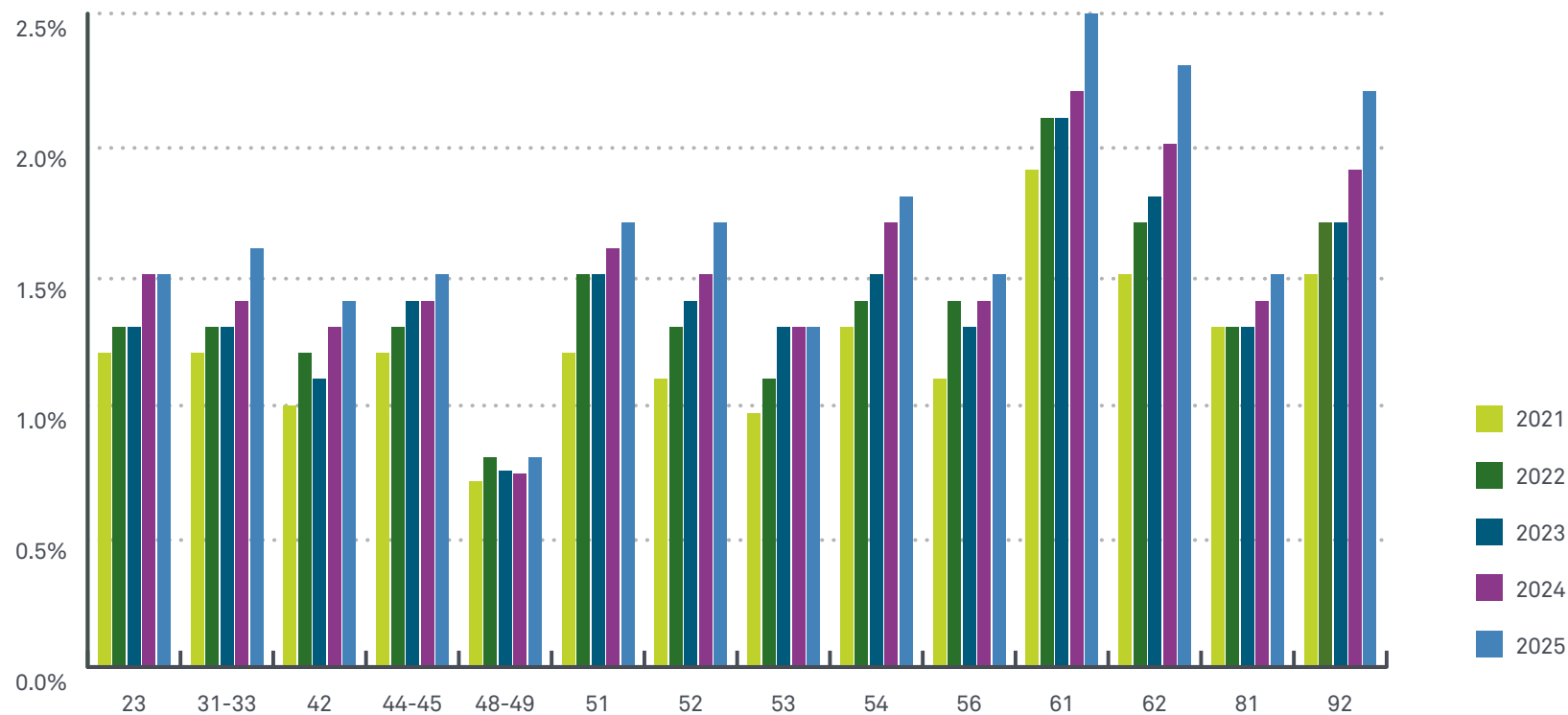


Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	0.14%	0.15%	0.13%	0.11%	0.09%
Construction ²³	0.13%	0.11%	0.10%	0.10%	0.07%
Educational services ⁶¹	0.12%	0.11%	0.08%	0.08%	0.08%
Finance and insurance ⁵²	0.10%	0.10%	0.09%	0.07%	0.07%
Health care and social assistance ⁶²	0.23%	0.23%	0.21%	0.19%	0.18%
Information ⁵¹	0.11%	0.10%	0.10%	0.11%	0.11%
Manufacturing ³¹⁻³³	0.16%	0.12%	0.12%	0.10%	0.09%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	0.18%	0.13%	0.15%	0.14%	0.12%
Professional, scientific, and technical ⁵⁴	0.13%	0.11%	0.11%	0.10%	0.09%
Public administration ⁹²	0.14%	0.16%	0.12%	0.10%	0.10%
Real estate, rental, and leasing ⁵³	0.15%	0.14%	0.14%	0.12%	0.11%
Retail trade ⁴⁴⁻⁴⁵	0.24%	0.24%	0.21%	0.15%	0.14%
Transportation and warehousing ⁴⁸⁻⁴⁹	0.08%	0.08%	0.06%	0.05%	0.05%
Wholesale trade ⁴²	0.09%	0.08%	0.08%	0.06%	0.06%

Positivity Rates by Drug: Amphetamines (Amphetamine and Methamphetamine) | Industry Insights

Urine drug tests: General US workforce

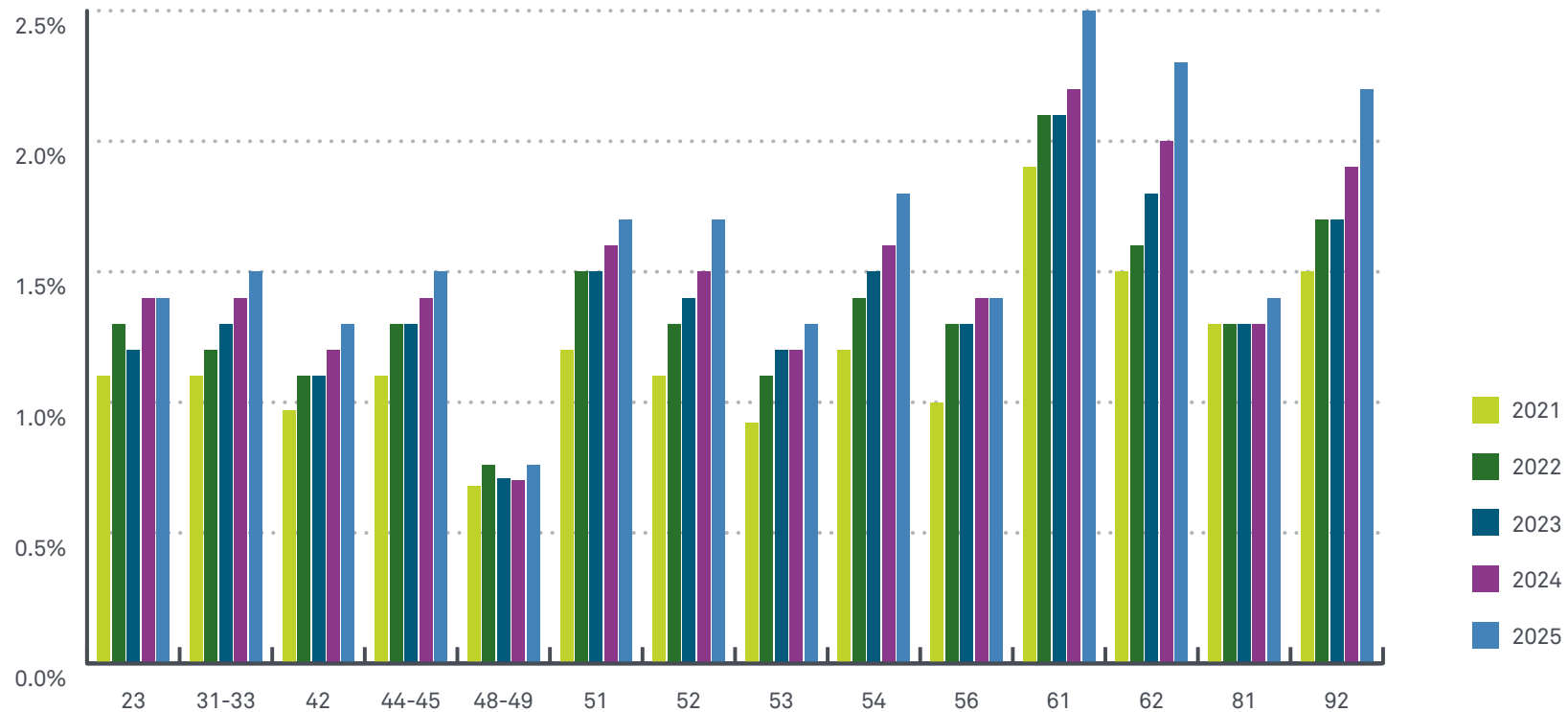


Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	1.1%	1.4%	1.3%	1.4%	1.5%
Construction ²³	1.2%	1.3%	1.3%	1.5%	1.5%
Educational services ⁶¹	1.9%	2.1%	2.1%	2.2%	2.5%
Finance and insurance ⁵²	1.1%	1.3%	1.4%	1.5%	1.7%
Health care and social assistance ⁶²	1.5%	1.7%	1.8%	2.0%	2.3%
Information ⁵¹	1.2%	1.5%	1.5%	1.6%	1.7%
Manufacturing ³¹⁻³³	1.2%	1.3%	1.3%	1.4%	1.6%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	1.3%	1.3%	1.3%	1.4%	1.5%
Professional, scientific, and technical ⁵⁴	1.3%	1.4%	1.5%	1.7%	1.8%
Public administration ⁹²	1.5%	1.7%	1.7%	1.9%	2.2%
Real estate, rental, and leasing ⁵³	0.97%	1.1%	1.3%	1.3%	1.3%
Retail trade ⁴⁴⁻⁴⁵	1.2%	1.3%	1.4%	1.4%	1.5%
Transportation and warehousing ⁴⁸⁻⁴⁹	0.71%	0.80%	0.75%	0.74%	0.80%
Wholesale trade ⁴²	1.0%	1.2%	1.1%	1.3%	1.4%

Positivity Rates by Drug: Amphetamine | *Industry Insights*

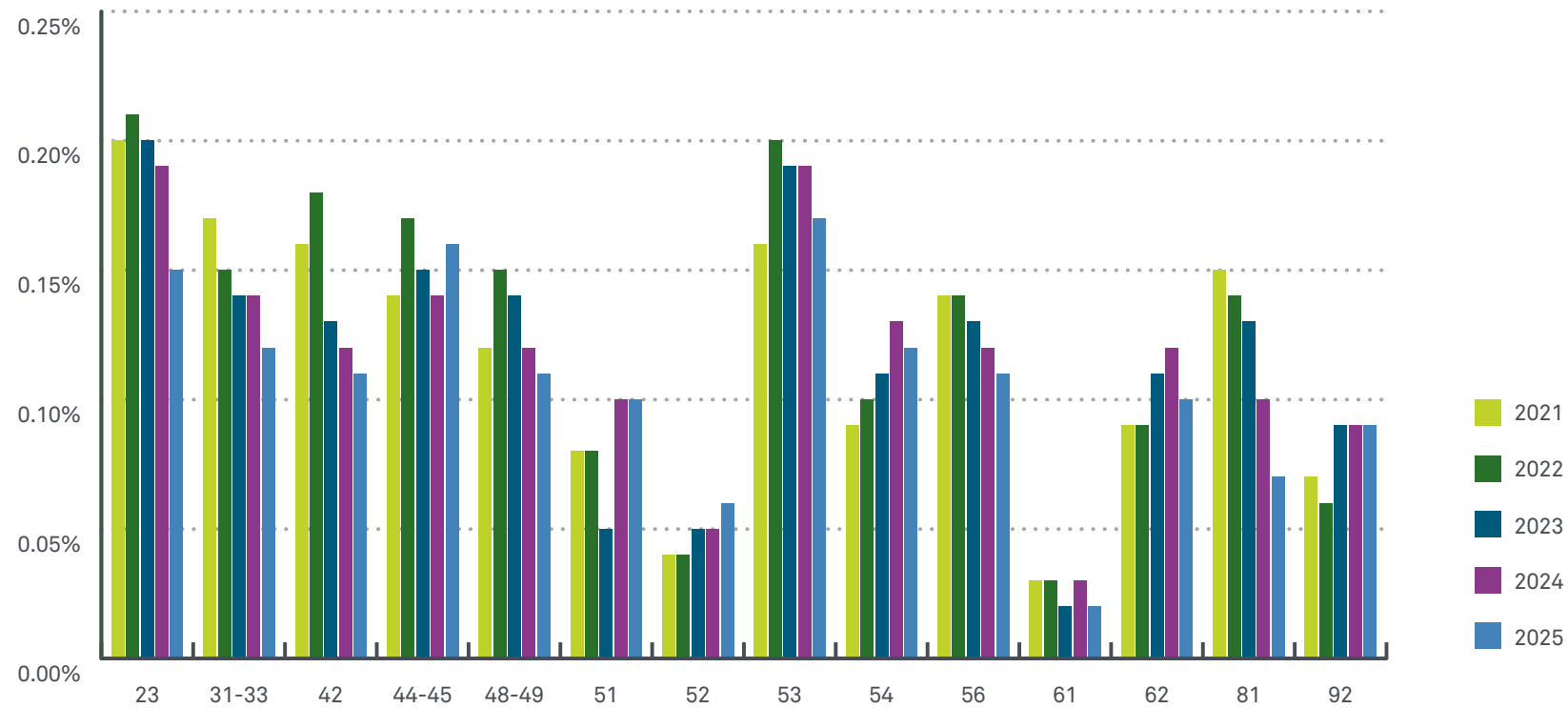
Urine drug tests: General US workforce



Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	1.0%	1.3%	1.3%	1.4%	1.4%
Construction ²³	1.1%	1.3%	1.2%	1.4%	1.4%
Educational services ⁶¹	1.9%	2.1%	2.1%	2.2%	2.5%
Finance and insurance ⁵²	1.1%	1.3%	1.4%	1.5%	1.7%
Health care and social assistance ⁶²	1.5%	1.6%	1.8%	2.0%	2.3%
Information ⁵¹	1.2%	1.5%	1.5%	1.6%	1.7%
Manufacturing ³¹⁻³³	1.1%	1.2%	1.3%	1.4%	1.5%
Other services (except public administration) ⁸¹	1.3%	1.3%	1.3%	1.3%	1.4%
Professional, scientific, and technical ⁵⁴	1.2%	1.4%	1.5%	1.6%	1.8%
Public administration ⁹²	1.5%	1.7%	1.7%	1.9%	2.2%
Real estate, rental, and leasing ⁵³	0.92%	1.1%	1.2%	1.2%	1.3%
Retail trade ⁴⁴⁻⁴⁵	1.1%	1.3%	1.3%	1.4%	1.5%
Transportation and warehousing ⁴⁸⁻⁴⁹	0.68%	0.76%	0.71%	0.70%	0.76%
Wholesale trade ⁴²	0.97%	1.1%	1.1%	1.2%	1.3%

Positivity Rates by Drug: Methamphetamine | *Industry Insights*

Urine drug tests: General US workforce



Industry	2021	2022	2023	2024	2025
Administrative support, waste management, and remediation services ⁵⁶	0.14%	0.14%	0.13%	0.12%	0.11%
Construction ²³	0.20%	0.21%	0.20%	0.19%	0.15%
Educational services ⁶¹	0.03%	0.03%	0.02%	0.03%	0.02%
Finance and insurance ⁵²	0.04%	0.04%	0.05%	0.05%	0.06%
Health care and social assistance ⁶²	0.09%	0.09%	0.11%	0.12%	0.10%
Information ⁵¹	0.08%	0.08%	0.05%	0.10%	0.10%
Manufacturing ³¹⁻³³	0.17%	0.15%	0.14%	0.14%	0.12%

Industry	2021	2022	2023	2024	2025
Other services (except public administration) ⁸¹	0.15%	0.14%	0.13%	0.10%	0.07%
Professional, scientific, and technical ⁵⁴	0.09%	0.10%	0.11%	0.13%	0.12%
Public administration ⁹²	0.07%	0.06%	0.09%	0.09%	0.09%
Real estate, rental, and leasing ⁵³	0.16%	0.20%	0.19%	0.19%	0.17%
Retail trade ⁴⁴⁻⁴⁵	0.14%	0.17%	0.15%	0.14%	0.16%
Transportation and warehousing ⁴⁸⁻⁴⁹	0.12%	0.15%	0.14%	0.12%	0.11%
Wholesale trade ⁴²	0.16%	0.18%	0.13%	0.12%	0.11%



Appendix

North American Industry Classification System

Methodology

This report of drug use patterns by industry is based on a 5-year analysis of American companies that drug test with Quest Diagnostics. Data from urine drug tests include overall positivity rates by industry and by drug category for marijuana, cocaine, opiates, amphetamines, and methamphetamine.

- Data includes laboratory-based urine drug tests submitted by the general US workforce for routine testing. Rehabilitation, criminal justice, and federally mandated, safety-sensitive testing data are excluded. Positive results are tabulated prior to Medical Review Officer (MRO) evaluation
- Each company is categorized by a single NAICS code. If a company can be categorized by multiple NAICS codes, it is assigned 1 code based on its largest revenue-producing report
- An industry must meet an average annual minimum volume of at least 50,000 urine drug tests to be included in our output. Six NAICS sectors are not included in our data due to insufficient volume. Those sectors are: Agriculture, Forestry, Fishing, and Hunting (11); Mining, Quarrying, and Oil and Gas Extraction (21); Utilities (22); Management of Companies and Enterprises (55); Arts, Entertainment, and Recreation (71); and Accommodation and Food Services (72)
- Shifts in customers and testing volume may influence positivity rates over time
- More than 90% of our general US workforce urine testing volume has been categorized. Data are excluded if a company is unable to be reliably classified into a category

Industry Descriptions



11 | Agriculture, Forestry, Fishing and Hunting

Activities of this sector include growing crops, raising animals, harvesting timber and harvesting fish and other animals from farms, ranches or the animals' natural habitats.



21 | Mining, Quarrying and Oil and Gas Extraction

Activities of this sector include extracting naturally occurring mineral solids, such as coal and ore; liquid minerals, such as crude petroleum; gases, such as natural gas; and beneficiating (eg, crushing, screening, washing and flotation) and other preparation at the mine site or as part of mining activity.



22 | Utilities

Activities of this sector include generating, transmitting and/or distributing electricity, gas, steam and water and removing sewage through a permanent infrastructure of lines, mains and pipe.



23 | Construction

Activities of this sector involve erecting buildings and other structures (including additions); heavy construction other than buildings; and alterations, reconstruction, installation and maintenance and repairs.



31-33 | Manufacturing

Activities of this sector involve the mechanical, physical or chemical transformation of materials, substances or components into new products.



42 | Wholesale Trade

Activities of this sector involve selling or arranging for the purchase or sale of goods for resale; capital or durable nonconsumer goods; and raw and intermediate materials and supplies used in production. It also involves providing services incidental to the sale of the merchandise.



44-45 | Retail Trade

Activities of this sector include retailing merchandise generally in small quantities to the general public and providing services incidental to the sale of the merchandise.



48-49 | Transportation and Warehousing

Activities of this sector involve providing transportation of passengers and cargo, warehousing and storing goods, scenic and sightseeing transportation and supporting these activities.



51 | Information

Activities of this sector include distributing information and cultural products, providing the means to transmit or distribute these products as data or communications and processing data.



52 | Finance and Insurance

Activities of this sector involve the creation, liquidation or change in ownership of financial assets (financial transactions) and/or facilitating financial transactions.



53 | Real Estate, Rental and Leasing

Activities of this sector include renting, leasing, or otherwise allowing the use of tangible or intangible assets (except copyrighted works) and providing related services.



54 | Professional, Scientific and Technical Services

Activities of this sector include performing professional, scientific and technical services for the operations of other organizations.



55 | Management of Companies and Enterprises

Activities of this sector involve the holding of securities of companies and enterprises for the purpose of owning controlling interest or influencing their management decisions or administering, overseeing and managing other establishments of the same company or enterprise and normally undertaking the strategic or organizational planning and decision-making role of the company or enterprise.



56 | Administrative Support, Waste Management and Remediation Services

Activities of this sector include performing routine support activities for the day-to-day operations of other organizations.



61 | Educational Services

Activities of this sector include providing instruction and training in a wide variety of subjects.



62 | Health Care and Social Assistance

Activities of this sector include providing health care and social assistance for individuals.



71 | Arts, Entertainment and Recreation

Activities of this sector include operating or providing services to meet varied cultural, entertainment and recreational interests of patrons.



72 | Accommodation and Food Services

Activities of this sector are providing customers with lodging and/or preparing meals, snacks and beverages for immediate consumption.



81 | Other Services (except Public Administration)

Activities of this sector include providing services not elsewhere specified, including repairs, religious activities, grantmaking, advocacy, laundry, personal care, death care and other personal services.



92 | Public Administration

Activities of this sector include administration, management and oversight of public programs by federal, state and local governments.

Source: United States Census Bureau, Office of Management and Budget



About Quest Diagnostics

Quest Diagnostics empowers people to take action to improve health outcomes. Derived from the world's largest database of clinical lab results, our diagnostic insights reveal new avenues to identify and treat disease, inspire healthy behaviors, and improve healthcare management. Quest annually serves 1 in 3 adult Americans and half the physicians and hospitals in the United States, and our nearly 57,000 employees understand that, in the right hands and with the right context, our diagnostic insights may inspire actions that transform lives.

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