

Corporate Responsibility Report 2024

Supplement

The Quest Diagnostics Corporate Responsibility Report 2024 included an overview of our climate action, waste reduction, and water stewardship efforts. As an organization focused on conserving resources and preparing our business for the future, we continue to increase transparency and improve the quality of our reporting. The tables below include Scope 1, Scope 2, and Scope 3 data for 2024. For additional details on our Environmental Sustainability program, please see our [corporate site](#) in addition to our [Corporate Responsibility Report 2024](#).

Data in the following tables include estimates. The following US federal agency sources were used to estimate utility usage and related emissions factors when not available from other sources:

- Energy Information Administration, Commercial Building Energy Consumption Survey (CBECS)
- US Environmental Protection Agency, Emissions & Generation Resource Integrated Database, Emission Factor Hub (2025), and Supply Chain Greenhouse Gas Emission Factors v1

These data cover 100% of our operations in the United States, Puerto Rico, Mexico, and Canada, excluding LifeLabs®, which was acquired by Quest Diagnostics in August 2024. LifeLabs 2024 environmental data are presented in a separate report on page 5, which was not subject to assurance.

Table 1: GHG emissions (metric tons CO₂e per 1M test requisitions)

Measure	2024 ^a
Scope 1 CO ₂ e ^b	475
Scope 1 CO ₂ e (location-based) ^c	378
Scope 3	2,592

a ERM Certification and Verification Services (ERM CVS) conducted independent third-party assurance of year 2024 Scope 1, Scope 2, and Scope 3 Categories 1, 4, and 5. (For category 5, only the emissions calculations were included in scope with ERM CVS.)

b Scope 1 emissions include estimates for natural gas consumption using CBECS data. These estimates represent ~25% of the total number of non-PSC facilities by square footage. No estimation was applied to facilities who confirmed they do not use natural gas.

c Scope 2 emissions include estimates for electricity consumption using CBECS data. These estimates represent ~26% of the total number of non-PSC facilities by square footage.

CBECS, Commercial Buildings Energy Consumption Survey; CO₂e, carbon dioxide equivalent; ERM, Enterprise Risk Management; GHG, greenhouse gas; PSC, patient service center.

Table 2: Scope 1 GHG emissions (metric tons CO₂e)

Measure	2024
Mobile fuels	70,252
Facility fuels ^d	19,044
Refrigerants ^e	3,622
Process emissions	3,180
Dry ice	7,004
Total Scope 1 emissions (metric tons CO ₂ e)	103,102

d Facility fuels emissions include estimates for natural gas consumption using CBECS data. These estimates represent ~25% of the total number of non-PSC facilities by square footage. No estimation was applied to facilities who confirmed they do not use natural gas.

e Where available, refrigerant emissions are calculated using the mass balance approach based on primary data. The majority of refrigerant emissions are estimated using an intensity ratio based on 4 archetypes specific to Quest facilities. Electricity consumption and actual refrigerant leakage for a sample of facilities within each of the 4 archetypes are used as a basis for proxy refrigerant emissions applied to all other facilities within the respective archetypes.

CBECS, Commercial Buildings Energy Consumption Survey; CO₂e, carbon dioxide equivalent; GHG, greenhouse gas; PSC, patient service center.

Table 3: Scope 2 GHG emissions (metric tons CO₂e)

Measure	2024	
	Location-based	Market-based
Purchased electricity ^f	80,415	71,160
Steam and chilled water	1,561	1,660
Total Scope 2 emissions (metric tons CO ₂ e)	81,977	72,820

^f Purchased electricity emissions include estimates for electricity consumption using CBECS data. These estimates represent ~26% of the total number of non-PSC facilities by square footage.

CBECS, Commercial Buildings Energy Consumption Survey; CO₂e, carbon dioxide equivalent; GHG, greenhouse gas; PSC, patient service center.

Table 4: Scope 3 GHG emissions (metric tons CO₂e)

Measure	2024
Category 1: Purchased goods and services ^{g,h}	285,625
Category 3: Fuel and energy-related activities	40,885
Category 4: Upstream transportation and distribution ^{g,h}	89,682
Category 5: Waste generated in operations	13,949
Category 6: Business travel ⁱ	16,516
Category 7: Employee commuting	115,819
Total Scope 3 emissions (metric tons CO ₂ e)	562,475

^g Category 1 and 4 emissions are calculated primarily using a spend-based method as defined in the GHG Protocol's Scope 3 Calculation Guidance. The spend data are manually mapped by internal procurement categorizations to NAICS categories aligned with the EPA's Supply Chain Greenhouse Gas Emission Factors.

^h Year-over-year reduction in this category is due in part to updated emissions factors from the EPA's Supply Chain Greenhouse Gas Emission Factors v1.2 by NAICS-6 to Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6.

ⁱ In calculating the air travel related emissions within this category, the DEFRA Business Travel – Air Factors Without Radiating Force were used.

CO₂e, carbon dioxide equivalent; DEFRA, Department for Environment, Food, and Rural Affairs; EPA, Environmental Protection Agency; GHG, greenhouse gas; NAICS, North American Industry Classification System.

Table 5: Waste by type (metric tons per 1M test requisitions)

Measure	2024
General waste	7.2
Biohazardous waste	43.6
Chemical waste	9.8
Recycling	76.9

Table 6: Water consumption (1,000m³) per 1M test requisitions

Measure	2024
Water consumption	3.01

Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Quest Diagnostics Incorporated ("Quest Diagnostics") to provide limited assurance in relation to the Selected Information set out below and presented in the Corporate Responsibility Report 2024 Supplement (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement Whether the following Selected Information for 2024 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria.
Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.

Selected Information	Metric	Unit
	Scope 1 Greenhouse Gas Emissions	MT CO ₂ e
	Scope 2 Greenhouse Gas Emissions (location-based)	MT CO ₂ e
	Scope 2 Greenhouse Gas Emissions (market-based)	MT CO ₂ e
	Total Scope 1 and 2 Greenhouse Gas Emissions	MT CO ₂ e
	Scope 3 – Category 1: Purchased Goods and Services	MT CO ₂ e
	Scope 3 – Category 4: Upstream Transportation and Distribution	MT CO ₂ e
	Scope 3 – Category 5: Waste generated in operations*	MT CO ₂ e

*Note: For assurance of this category, underlying waste generated data was taken as given.

Reporting period 1st January 2024 to 31st December 2024

- Reporting criteria**
- Quest Diagnostics' reporting criteria as explained in footnotes in the Report
 - The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions
 - GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions
 - The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions

Assurance standard and level of assurance We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board.
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 and 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.

Respective responsibilities Quest Diagnostics is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.
ERM CVS' responsibility is to provide a conclusion to Quest Diagnostics on the agreed assurance scope based on our engagement terms with Quest Diagnostics, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on this page, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting in-person visits to Lenexa (KS) and Norristown (PA) facilities in the USA to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



November 20, 2025
Malvern, PA

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context. Additionally, where performance is based on waste generated data, we have placed reliance on the data as given.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Quest Diagnostics in any respect.

LifeLabs 2024 Environmental Sustainability Supplement

(Not subject to assurance)

In August 2024, Quest Diagnostics acquired LifeLabs® and as such, their environmental data were not included in Quest's environmental sustainability reporting for 2024. We have separately disclosed LifeLabs environmental data in the tables below and note that they were not subject to assurance. Their data can also be found in the LifeLabs 2024 Global Reporting Initiative (GRI) Sustainability Report.

Table 1: GHG emissions (metric tons CO₂e per 1M test requisitions)

Measure	2024 ^a
Mobile fuels	4,509
Facility fuels ^b	4,107
Fugitive emissions	6
Total Scope 1 emissions (metric tons CO ₂ e)	8,622

a The data included within the table above have not received third-party assurance.

b Facility fuels emissions include estimates for natural gas consumption using a LifeLabs specific estimate based on other similar facilities in the portfolio. These estimates represent ~73% of the total number of facilities by square footage.

CO₂e, carbon dioxide equivalent; GHG, greenhouse gas.

Table 2: Scope 2 GHG emissions (metric tons CO₂e)

Measure	2024 ^c
	Location-based
Purchased electricity ^d	1,000
Total Scope 2 emissions (metric tons CO ₂ e)	1,000

c The data included within the table above have not received third-party assurance.

d Purchased electricity emissions include estimates for electricity consumption using a LifeLabs specific estimate based on other similar facilities in the portfolio. These estimates represent ~73% of the total number of facilities by square footage.

CO₂e, carbon dioxide equivalent; GHG, greenhouse gas.

Table 3: Scope 3 GHG emissions (metric tons CO₂e)

Measure	2024 ^e
Category 3: Fuel and energy-related activities	33
Category 5: Waste generated in operations	3,436
Category 6: Business travel	1,385
Total Scope 3 emissions (metric tons CO ₂ e)	4,854

e The data included within the table above have not received third-party assurance.

CO₂e, carbon dioxide equivalent; GHG, greenhouse gas.

Supplement to Corporate Responsibility Report

Task Force on Climate-Related Financial Disclosures (TCFD) 2025

Recommended disclosure	Response
<p>Governance Describe the board's oversight of climate-related risks and opportunities</p>	<p>The Board of Directors has oversight responsibility with respect to the overall environmental sustainability program, including governance, strategy and policy, climate risk management, sustainability goals, and how this program may be leveraged to guide related managerial decisions. The Board has delegated this oversight to its Governance Committee. The Governance Committee, along with the Board, remains informed through scheduled meetings with management where sustainability-related subjects are reviewed. Oversight responsibility for the Company's maintenance of effective internal controls and procedures designed to meet environmental sustainability reporting and disclosure requirements both committed to voluntarily or as required by regulatory authorities is delegated by the Board to its Audit & Finance Committee as part of its overall internal controls oversight.</p>
<p>Governance Describe management's role in assessing and managing climate-related risks and opportunities</p>	<p>The Company has a Corporate Responsibility Council (the Council), which is comprised of executive leaders and empowered to:</p> <ul style="list-style-type: none"> (i) Shape and execute the Company's environmental sustainability strategy, and (ii) Own managerial decision rights over related corporate policy, goals, and management of related risk and opportunities, and (iii) Provide direction to achieve sustainability commitments. <p>The Council directs management to advise the Board of Directors regarding changes in related risks and significant sustainability strategies, which it does at least annually. Supporting the Council is a working team comprised of professionals in 2 primary departments, Operations and Finance, who are charged with ensuring that reporting commitments are achieved, climate risks and opportunities are identified and evaluated, and operational sustainability initiatives are identified and evaluated with management.</p> <p>The working team provides regular updates to the Council throughout the year so that the Council remains abreast of the work being completed and progress against commitments. Ad hoc meetings are scheduled when necessary to address matters requiring more immediate attention, such as the identification or realization of a significant risk including, but not limited to, changes in legislative or regulatory reporting mandates.</p>
<p>Strategy Describe the climate-related risks and opportunities the company has identified over the short, medium and long terms.</p>	<p>The Company has identified both physical and transitional climate risks. Generally, risks can be categorized into short-term (0-10 years), medium-term (10-20 years), and long-term (20+ years) timeframes.</p> <p>Physical risks</p> <p>Physical risks are mostly represented by severe weather storms, earthquakes, and wildfires. Past experience suggests that there is a high likelihood such events will continue to occur and could significantly impact the Company's ability to engage with patients at Service Centers or conduct testing at its laboratory facilities.</p>

Strategy, continued

Describe the climate-related risks and opportunities the company has identified over the short, medium and long terms.

For that reason, physical risks are generally characterized as short-term. Past and more recent events have been operationally manageable, and their financial impact has been reported by the Company when deemed material, in accordance with US securities laws. The Company closely monitors vulnerabilities in terms of its facilities and prepares for these physical risks under its overarching Enterprise Risk Management and Business Continuity programs.

Transition risks

Transition risks refer to the potential financial and reputational risks the Company may face due to shifts driven by changes in government policies related to trade and other regulations, technology, market sentiment, or consumer behavior. Conversely, transition opportunities refer to potential business advantages, such as a new market opening, that may arise from shifts resulting from transition risks. Transition risks and opportunities identified as more significant to the Company include the following:

- **Market considerations**

- **Energy/water availability:** As utility infrastructure ages, there is a greater risk that available energy and water sources may be insufficient to run the Company's operations as it continues to grow. Further, the demand for energy and water is expected to continue to rise throughout the world as development and advancements in technology continue to accelerate and drain existing sources of supply. In the short term, this risk has translated, and is expected to continue to translate, into higher operating costs, which have been manageable to date. However, in the medium and longer terms, this risk and associated operating costs may increase even further and cause disruption to the Company's operations, limit its ability to service customers and patients in the current manner, and impact its financial results, which could be material.

- **Regulatory considerations**

- **Early transition from fossil fuels:** This risk relates to the premature elimination of fossil fuel energy sources before adequate renewable alternatives are in place at levels sufficient to support business operations. Such a shift would disrupt current business operations and planned growth initiatives. Initially, the Company would face increases in utility costs and in the medium or longer term, the Company could likely experience disruptions to operations, increased capital costs, and hindrances to growth.
- **Enhanced emissions reporting obligations:** Current reporting obligations are disparate, segregated, and inconsistent, largely due to changes in reporting rules by different governing bodies. While organizations have had decades to build, refine, and automate their financial reporting competency with the availability of reporting standards that are generally accepted globally, the same is not true for emissions and sustainability reporting. In the short term, organizations expend capital in building a team, establishing a governance protocol, and updating or installing new systems to reasonably report emissions while risking their reputation from unintended reporting errors caused by inconsistent or changing reporting requirements and methodologies.

- **Supply chain considerations**

- **Weather-related supply chain disruption:** Extreme weather events could potentially threaten the Company's supply chain, causing a disruption to operations that limits the ability to service customers and patients. In the past, these events have been manageable and significant changes are not expected in the short term; however, in the medium and longer terms, if the frequency and severity of significant weather events increase, shipping times, product availability, and product costs will likely increase and may cause a disruption in operations, which could have a material impact on the Company's results of operations.

Strategy, continued

Describe the climate-related risks and opportunities the company has identified over the short, medium, and long terms.

Opportunities

• Resource efficiency

- **Building efficiency:** The Company continues to evaluate how it can run its operations more efficiently and become better prepared to operate in the event that access to an adequate supply of energy and water are diminished or become prohibitively costly. This includes evaluating the Company's existing environmental footprint for potential consolidation and evaluating initiatives to reduce water and energy consumption in its existing buildings. In addition to reducing costs, these initiatives could reduce the number of resources necessary to support the Company's day-to-day operations and the resiliency of its operations.
- **Waste management:** As the cost of waste management and disposal rises, the Company may evaluate partnering with sustainable waste management providers that may enable the Company to achieve reductions in cost and reduce the waste that is not recyclable.
- **Transportation and logistics efficiency:** Given the sizable ground and air fleet operations needed to reliably and quickly move specimens for testing, the Company is continually looking for forms of transport that are efficient and require less maintenance and fuel. As technologies develop in the medium and longer terms, the Company remains poised to take advantage of less costly methods of transportation and logistics.

• Products and services

- **New service offerings:** As consumers are increasingly taking charge of their own health needs and interest grows in understanding how climate change may be impacting individual health, this will present the potential for new service offerings for the Company in the medium and longer terms.
- **Working with suppliers:** The Company will continue to work closely with suppliers to improve on implementing sustainable solutions that benefit both the Company and consumers.

Strategy

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

The above risks and opportunities, among others, are routinely evaluated by the Company during strategic and financial planning exercises as well as during the conduct of its Enterprise Risk Management and Business Continuity programs and steps have been taken to make necessary adjustments and to take appropriate actions. The impact of climate-related risks and opportunities to the Company have been reported to stockholders and other stakeholders when required or deemed necessary by management.

Strategy

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

The Company regularly performs a comprehensive threat assessment to identify, evaluate, and quantify a range of uncontrollable external threats to a region or site and considers the potential impact should those threats materialize. This effort is an important part of the overall business continuity lifecycle of activities and, when evaluated against the results of the Company's business impact analysis, form the foundation to strengthen recovery strategies and business continuity plans.

While the potential for the long-term gradual increase in global temperatures up to 2 degrees Celsius is possible, the business impact is not expected to be material to its operations, nor does the Company believe, at this time, it necessitates a change in its overall strategy. The Company's resiliency plans are built to address the results of its threat assessment and business impact analysis over its most vulnerable facilities in the near and medium terms.

<p>Risk Management</p>	<p>Describe the company's processes for identifying, assessing, and managing climate-related risks and how these risks are integrated into its overall risk management</p>	<p>The Company maintains its Enterprise Risk Management program, led by executive leadership and overseen by the Board of Directors. The program is designed to promote a culture of risk awareness throughout the Company's key business, operations, and support functions and is integrated with its governance, performance management, and internal control frameworks.</p> <p>The program entails a formal continuous process that identifies, assesses, mitigates, and manages operational, financial, legal, compliance, and strategic risks in consideration of internal and external conditions, including climate and other environmental risks that could significantly impact the Company and influence its business strategy and performance.</p> <p>Pursuant to the results of a threat assessment and business impact analysis that the Company conducts, business continuity and crisis management plans are updated on an ongoing basis. Specific vulnerabilities are assessed at the level of business unit and support function and communicated to executive leadership. When deemed significant, mitigation and remediation actions are implemented.</p>
<p>Metrics and Targets</p>	<p>Describe the metrics and targets used to assess and manage relevant climate-related risks and opportunities</p>	<p>The Company is pursuing several initiatives as disclosed in its 2024 Corporate Responsibility Report aimed at reducing climate-related risks resulting from its operations. These initiatives are expected to have a positive impact on emissions, water usage, and waste management. Reference should be made to the Company's Corporate Responsibility Report and its Emissions supplement and Assurance report for more detail.</p>
<p>Metrics and Targets</p>	<p>Disclosure Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and related risks</p>	<p>Data is outlined in the Company's Emissions supplement and Assurance report for its Corporate Responsibility Report and can be accessed from the indicated link.</p> <p>Corporate responsibility report archive Quest Diagnostics</p>