

Eurofins Environmental, Social and Governance Report 2023





ABOUT THIS REPORT:

This report shares an overview of our Environmental, Social, and Governance (ESG) vision, achievements, and progress in the year from January 1, 2023, to December 31, 2023, unless stated otherwise. The content of this fourth annual sustainability report was approved by Eurofins' Board of Directors on 23 February 2024 and is shaped by our comprehensive stakeholder engagement and focuses on key material sustainability topics. It encompasses the entire Eurofins Network of Companies unless specified otherwise, and features 84 disclosed Key Performance Indicators (KPIs), providing detailed insights into our sustainability strategy, actions and performance.



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ENVIRONMENT

Safeguarding the Environment through our Products and Services
Environmental Risk Management
Climate Change
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Responsible Consumption of Scarce Resources



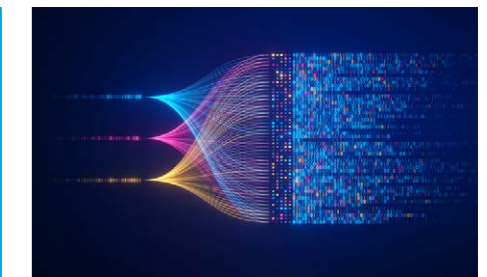
SOCIAL

Diversity, Equity and Inclusion
Employment Creation
Human Capital Development
People, Health and Safety
Giving Back



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2023 Highlights

ENVIRONMENT



Achieved carbon intensity (tCO₂e/FTE) reduction:

-7.6% vs 2022

-18.5% vs 2019 (baseline year)

In early 2024, Eurofins signed the SBTi commitment letter joining the growing group of companies setting ambitious science-based targets.

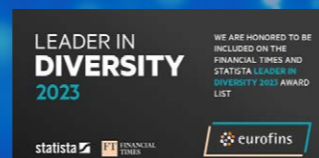


Participation in the Serbal Solar Project in Spain in partnership with Thermo Fisher Scientific announced in December 2023. From 2025 onwards, the project is expected to deliver 76,000 megawatt hours of green energy per year (equating to over 15% of Eurofins' electricity consumption worldwide).

SOCIAL



Recognised for a third year in a row as a Leader in Diversity by the Financial Times and Statista for demonstrating leadership in advancing diversity, equality and inclusion in the workplace.



Increased % of female representation at Group Operating Council level and Regional Business Line Leaders (2023 – 21% vs. 2022 18%), National and Business Line Leader level and Business Unit Leadership level (2023 – 34% vs. 2022 30%) and among all Employees (2023 – 57% vs. 2022 55%).

The Eurofins Foundation selected 73 projects for funding in 2023 and provided emergency support to help the victims of the devastating series of earthquakes in Turkey and Syria.

GOVERNANCE



Continued to earn solid ratings from ESG rating agencies during 2023.

Since 2019, Eurofins has consistently improved its Bitsight rating, reaching 710 in Q4 2023, reflecting our ongoing commitment to robust cyber security practices.

Achieved a network-wide Net Promoter Score® (NPS) of 65.7 (successfully meeting 2023 target of 53) thereby reaffirming an unwavering commitment to customer focus.

SUSTAINABILITY AWARDS



Eurofins China companies and laboratories received a Sustainable Business Award from the European Union Chamber of Commerce in China.



Eurofins Lancaster Laboratories Inc. (Eurofins BioPharma Product Testing site in Lancaster, PA US) received an Honourable Mention at the International Institute of Sustainable Laboratories (I2SL) Sustainable Laboratory Awards in the Lab Programs and Initiatives category.



CEO Message



I am pleased to share with you our 2023 ESG Report. In a year that has been challenging due to the geopolitically and economically uncertain climate, most of our companies are remaining resilient. Following our unique philosophy of entrepreneurialism, Eurofins Leaders are empowered to run their businesses with great independence, and with that comes the trust that they will make the right decisions to steer their companies through any challenges. →



Despite these challenges, an unwavering advantage for Eurofins Companies is the positive environmental and social impact that our essential testing services have on the world. Although some of our clients, especially in Europe, are experiencing less demand as a result of economic pressures on the markets in which they are active, we continue to see many exciting new opportunities, thanks to recent developments in the biotechnology and analytical science spheres. It is part of our entrepreneurial spirit to react rapidly to these. Many of our business lines have been incredibly innovative and often were the first to bring testing services to market to seize these new opportunities. In addition, much like we did during the COVID-19 crisis, our companies are working closely with public health authorities to help tackle certain new challenges. Our Clinical Diagnostics business in Belgium, for example, is assisting the government with an unprecedented project to test the blood of up to 75,000 residents living near a chemical production site for the presence of PFAS.

There is also a growing conversation around organic farming, as part of the increasing emphasis placed on sustainability. In response, Eurofins Food & Feed Testing companies in France is a leading player in a collaborative research project, TOFoo®

(True Organic Food). The project seeks to determine whether food products are genuinely organic by processing their analytical footprint using artificial intelligence. In July 2023, Eurofins Alimentaire France SAS launched their innovative, new organic vs. non-organic test, developed as part of the TOFoo® project, and continues to conduct further research to expand the test's scope. These are just some examples of many instances where Eurofins colleagues have proved to be incredibly innovative and entrepreneurial in their vision of Testing for Life.

Specific to the field of sustainability, many Eurofins Companies are innovating and extending their services to help our clients in various sectors to reduce their environmental impact. Throughout this report, we highlight how we serve as an ESG Enabler, adding another important layer to how we strive not only to provide testing services but also to establish on-going collaborative partnerships with our customers. Eurofins Sustainability Services brings together this wide range of service offerings under one umbrella. This facilitates an easy connection between our global customers and the Eurofins Companies best suited to meet their testing needs, covering microplastics testing, wastewater

testing, biodegradability and recyclability assessments, Supply Chain audits, life cycle analysis, and many other services.

Specific to our ambitious goal of achieving carbon neutrality by 2025, we made significant progress in 2023. In December 2023, we announced our participation in a groundbreaking deal with Thermo Fisher Scientific for a 36-megawatt stake in the Serbal Solar Project, a colossal 127-megawatt initiative in Spain developed by ib vogt GmbH. This strategic investment is a pivotal step towards our ambitious goal of achieving carbon neutrality by 2025. It will significantly reduce carbon emissions across the Eurofins Network, ensuring more than one-third of our addressable European footprint is powered by 100% renewable electricity.

Some highlights related to the Social pillar of our ESG objectives include that in December of 2022, Eurofins became a signatory to the UN Women's Empowerment Principles (UN WEPs), joining over 8,500 companies worldwide. As a signatory to the WEPs, I made a public commitment that ensures that Leaders at all Eurofins Companies are advancing equality for women within their scopes. We continue to see an increased percentage of female representation at many levels of leadership

within our Network of Companies thereby confirming this commitment. The Eurofins Equality Driving Excellence (EDE) initiative focussed on a Unity in Community theme in 2023 to unite diverse communities at the global and local levels to further progress equality and inclusion.

Related to Health and Safety, since the creation of a 400+ person Health and Safety Champion community in 2022, global virtual meetings have been organised in 2023 during which best practices and key learnings have been shared. I am also pleased to report that there were zero work-related contractor or Employee fatalities in 2023.

The Board-appointed Sustainability and Corporate Governance Committee continues to work closely with the Executive Sustainability Committee to assess the effectiveness of our sustainability strategy as it relates to our business operations environmental impact, prevention of climate risk and social topics in our materiality matrix. In addition, two of the Sustainability and Corporate Governance Committee members on the Board of Directors completed ESG diploma and certification courses resulting in enhanced ESG knowledge and skills at the Board level. Our initiatives aimed at ESG improvement

continue to be acknowledged by the leading global ESG rating agencies and our scores with agencies such as MSCI, Sustainalytics, ISS, and S&P Global all remained solid in 2023. Eurofins will look to make further progress in 2024 as we work together to embrace and comply with the forthcoming European legislation to implement the Corporate Sustainability Reporting Directive (CSRD) in fiscal year 2024. In addition, our alignment with the United Nations Sustainable Development Goals serves as a roadmap to enhance and improve our Corporate Sustainability priorities.

As in previous years, we have highlighted many local initiatives throughout this report and as you will see, these Employee-driven projects have a positive impact on carbon footprint reduction, biodiversity protection and creation, health and wellbeing, and giving back to local communities. Furthermore, all Eurofins Leaders are making it their duty to proactively reduce the environmental impact that their companies' essential operations have on the planet. This report spotlights several examples of sustainable changes made within laboratories in our network, from renewable energy installations to environmentally conscious commuting schemes. 23% of energy consumed by Eurofins sites globally

is now from renewable sources. Our Eurofins community will continue to rise up to the challenge of fighting new threats to the environment and human health, as we do best. It is with our approach of rapidity, foresight and entrepreneurial flare that we will not only stay ahead of our competitors, but also make positive contributions to our planet and society. 🇪🇺

Dr Gilles Martin
Chief Executive Officer and Founder
Eurofins Scientific



The Eurofins Network

- OVERVIEW
- VISION, MISSION AND VALUES
- SUSTAINABILITY AT EUROFINS – EXECUTIVE SUMMARY
- EUROFINS' CONTRIBUTION TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS
- MATERIALITY

Overview

Eurofins Scientific, based in Luxembourg and listed on the stock market since October 1997, has been a member of the CAC 40 since September 2021. In 2023, Eurofins' revenues amounted to €6,515m and its adjusted EBITDA stood at €1,364m. →

Today, Eurofins is a leading provider of analytical and testing services, with an international network in 62 countries generally specialised by end client markets and operating more than 900 laboratories, with ca. 62,000 staff, a portfolio of over 200,000 analytical methods and more than 450 million tests performed each year to evaluate the safety, identity, composition, authenticity, origin, traceability, and purity of a wide range of products, as well as providing innovative clinical diagnostic testing services and in-vitro diagnostic products. We are the global leader of the Testing, Inspection and Certification (TIC) Industry and a member of the international non-profit association TIC Council.

As a Network of Companies sharing the same vision, Testing for Life, we consider it our obligation to make a positive impact on the environment and humanity. Our mission is to contribute to a safer and healthier world, and our policies incorporate a strong focus on the ethical, social and

environmental aspects of doing business that are in alignment with the United Nations Sustainable Development Goals. Through our testing activities, we help many other corporations, organisations and governments test and improve their practices to make them more sustainable, and more environmentally and socially responsible.

For our own activities, our commitment to operate in a sustainable way is a natural extension of what we do. We rely on and require the ethical and compliant conduct of our Leaders, Employees and partners in all aspects of our companies' business. These obligations are clearly defined in our Code of Ethics and Core Compliance Documents, as well as by our whistleblowing procedures and Governance Committees. Outside of work, our Employees have also set up local social and environmental initiatives to reduce our environmental impact and give back to their own communities at a regional level. Eurofins believes that our

global footprint gives us the opportunity to have a long-lasting positive impact on the environment and society, and we want to embrace this opportunity by championing ESG initiatives that work towards a more sustainable future.

In 2023, we continue to align our disclosures according to the Task Force on Climate-Related Financial Disclosure (TCFD), Framework, the Global Reporting Initiative (GRI) and the Sustainability Accounting Board (SASB) reporting standards. Together, they provide an inclusive picture of our material ESG topics, their impacts and how they are managed across our entities. The tables on [pages 100-111](#) list the different reporting standards and reference each standard either to the 2023 Annual Report, the 2023 ESG report or Corporate Sustainability documents available on the Eurofins website. ■■■■



Figures as at 31 December 2023



OUR VISION

Our long-term aspiration

To be the Global Leader in Testing for Life.

OUR MISSION

Why we are here - the cause/purpose of our business

To contribute to a safer and healthier world by providing our customers with innovative and high quality laboratory, research and advisory services whilst creating opportunities for our employees and generating sustainable shareholder value.

OUR VALUES

What we stand for/what is important for us

Customer focus

- Delivering customer satisfaction by listening to and exceeding customer expectations
- Adding value for our customers through our services
- Seeking innovative solutions to help our customers achieve their goals

Quality

- Delivering quality in all our work; providing accurate results on time
- Using the best appropriate technology and methods
- Seeking to improve or change our processes for the better

Competence and Team Spirit

- Employing a diverse team of talented and competent staff
- Investing in training and creating rewarding and equitable career opportunities
- Recognising and encouraging outstanding performance

Integrity

- Behaving ethically and socially responsibly in all our business and financial activities
- Demonstrating respect and inclusivity towards our customers and our staff
- Operating sustainable environmental policies



EXECUTIVE SUMMARY

Sustainability at Eurofins

SUSTAINABILITY AT THE HEART OF WHAT WE DO

At Eurofins, we believe that sustainability is at the heart of what we do. We are guided by our vision to be the Global Leader in “Testing for Life”, our mission of contributing to a healthier and safer world and our core values that provide a strong foundation for Environmental, Social and Governance (ESG) initiatives.

Eurofins' commitment to sustainability starts within Eurofins Companies themselves, through a shared responsibility towards people and the planet in all that they do. With climate change an imminent threat, Eurofins and its many companies recognise their duty to proactively reduce or compensate for the environmental impact that essential operations have on the planet, as well as helping our clients to do the same. This is how Eurofins serves as an ESG Enabler. →

THE MAJORITY OF EUROFINS' MATERIAL OPERATIONS ARE SUSTAINABILITY ENABLING

- Eurofins believes its businesses are consistent with and support 16 of the 17 of the UNSDGs.
- Across all business lines, 99% of Eurofins' revenue, 99% of its operational expenditures (OpEx) and 86% of its capital expenditures (CapEx) falls into an area of activity that supports one or several of the UNSDGs. This shows the impact that “Testing for Life” has on all aspects of Sustainable Development.

→ ENVIRONMENT

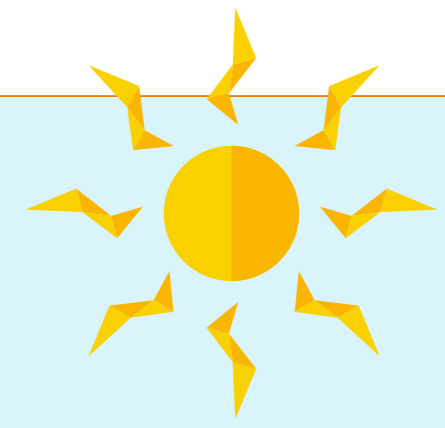
→ SOCIAL

→ GOVERNANCE



EXECUTIVE SUMMARY

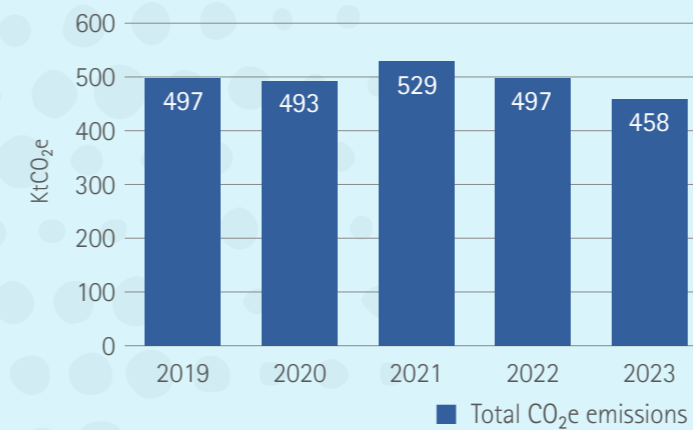
ENVIRONMENT



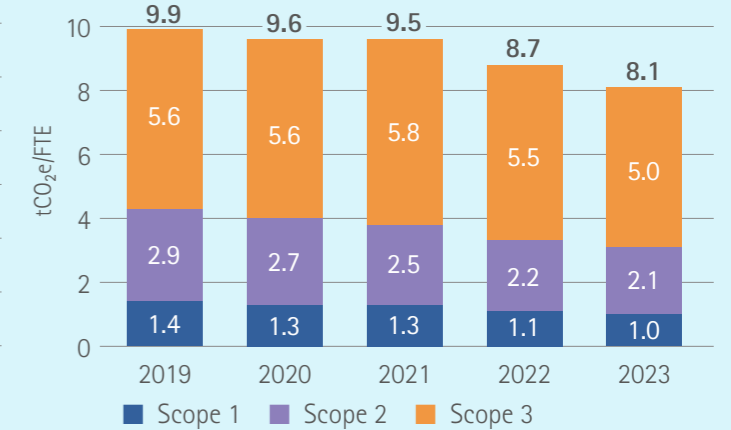
Carbon Neutrality Objective

- **Current publicly reported target:** Carbon neutrality by 2025.
- Over 150 CO₂ Champions assist with our carbon footprint measurement exercise and assist business Leaders to implement local reduction strategies with central support.
- All Business Units and senior Leaders have ESG targets, focussed on environment, safety and compliance, conditioning a part of their variable compensation. Furthermore, targets specific to CO₂ footprint reduction are required and reviewed as part of a separate annual ESG budgeting activity.
- Eurofins' 2023 emissions (covering >95% of the Group's FTE) for Scopes 1, 2 and part of 3 have been determined as ca. 457,527 metric tonnes of CO₂ equivalent. For the same scope, 2019, 2020, 2021 and 2022 emissions were also determined.
- Emission reduction of almost 8% vs. 2022 achieved.
- Focussed efforts to source renewable energy resulted in an increase of green electricity utilised across the Eurofins Network from 20% in 2022 to 23% in 2023.
- Achieved carbon intensity (tCO₂e/FTE) reduction: -7.6% vs 2022
-18.5% vs 2019 (baseline year).
- On its path to carbon neutrality by 2025, Eurofins has offset part of the emissions caused by its operations. Eurofins retired 200,000 metric tonnes of carbon credits in 2023 (2022: 200,000 tonnes CO₂). The retired offsets fully cover the remaining Scope 1 and 2 emissions in 2023 (176,080 tonnes CO₂e).
- In early 2024, Eurofins signed the SBTi commitment letter joining the growing group of companies setting ambitious science-based targets.

GHG emissions in metric tonnes (in 1000 tCO₂e) (market-based)



Carbon intensity per FTE (tCO₂e/FTE) (market-based)



EXECUTIVE SUMMARY

SOCIAL

Diversity, Equity and Inclusion

- The Eurofins Equality Driving Excellence (EDE) initiative continues to be an important internal initiative dedicated to fostering a safe and inclusive work environment for all Employees of Eurofins Companies.
- In 2023, EDE launched *Unity in Community* to unite diverse communities on a global and local level. The Unity in Community initiative included events, trainings, and projects that facilitated and further developed sustainable and inclusive equality communities across Eurofins Companies.
- Eurofins became a signatory to the UN Women's Empowerment Principles (UN WEPs) in December 2022, joining over 8,500 companies worldwide.

People, Health and Safety

- In 2023, a team of over 400 local Health and Safety Champions that represent all Business Lines across the Eurofins Network of Companies, conducted global virtual meetings to share best practices and key lessons learned in their respective scopes.
- In 2023, Eurofins Companies reported zero Employee or contractor fatalities.

Employment Creation and Human Capital Development

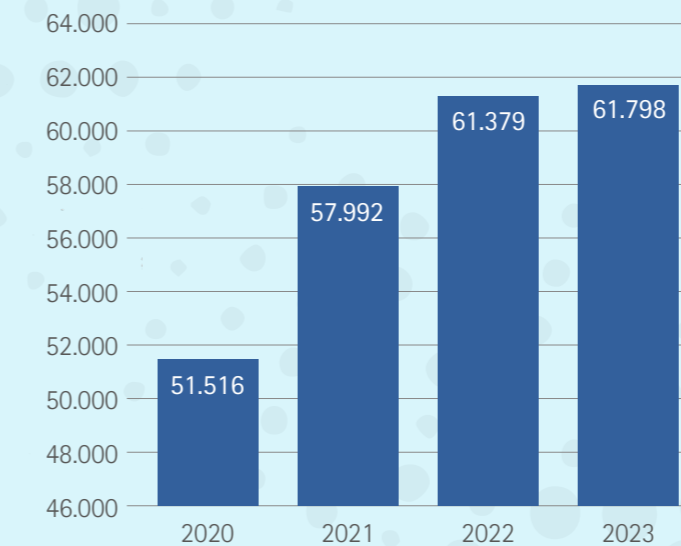
- Eurofins continues to invest significant resources in training and talent development. In 2023, focus was placed on enabling the development of local trainings and making these accessible via the online Eurofins Learning Centre (ELC) platform. More than 500 locally created training modules are now hosted on the ELC.
- The Eurofins Academy aims to create training modules in 21 languages to benefit the maximum number of Employees in all of our companies.
- Eurofins is proud to have continued to create new jobs, with a 20.0% increase in headcount between 2020 and 2023.

Giving Back

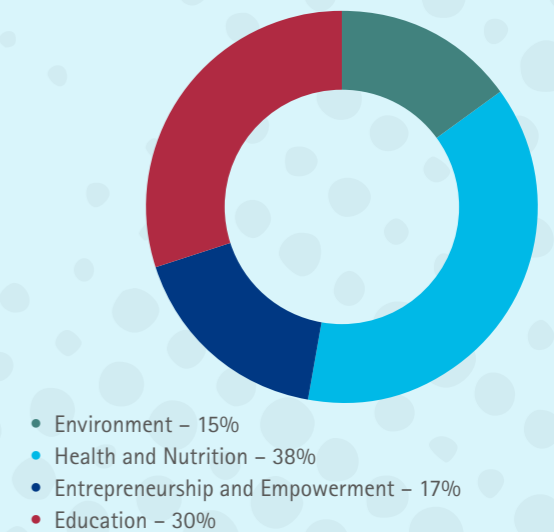
- Eurofins continues to contribute to communities across the world through its CSR activities, which are led by the Eurofins Foundation.
- Since its inception in 2019, to date, the Eurofins Foundation has provided support to 382 projects in numerous countries around the world.
- In 2023, the Eurofins Foundation, active across all three ESG dimensions and committed to the UN Sustainable Development Goals, supported 73 new projects.



Total Headcount



2023 Selection – Primary Areas of Intervention



EXECUTIVE SUMMARY

GOVERNANCE

- The Executive Sustainability Committee and Board level Sustainability and Corporate Governance (S&CG) Committee work closely together to assess the adequacy and efficacy of Eurofins' corporate sustainability strategy and related ESG performance indicators.
- Eurofins actively engages with its key stakeholders to drive consistent improvements in its services and the way its business is conducted and governed.
- More customers are requiring participation in EcoVadis CSR assessments and as a result, annual surveys are completed both at the corporate level and by over 60 Eurofins subsidiaries. Of those participating in 2023, three have achieved a Platinum rating, 21 have achieved a Gold rating, 19 have achieved a Silver rating and 15 have achieved a Bronze rating.



Honesty, Integrity and Human Rights

- The [Eurofins Group Code of Ethics](#), as the central compliance document, provides instructions for every Eurofins Employee. In line with Eurofins' broad and holistic approach to compliance and business ethics, it includes:
 - Essential business-related themes like a strict anti-bribery and anti-corruption commitment and an unconditional commitment towards legality.
 - Compliance with labour laws, including the four fundamental principles contained within the International Labour Organisation (ILO) Declaration.
 - Supporting human rights in line with the stipulations contained within the Universal Declaration of Human Rights.
- Requiring our Suppliers to comply with and acknowledge the Eurofins Code of Ethics sets clear expectations to ensure compliance with labour laws and human rights stipulations within our Supply Chain.

EUROFINS NETWORK OF LABORATORIES – BITSIGHT CYBER SECURITY RATING

2023				2022				2021				2020				2019	
Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3
710	700	700*	730	720	700	680	680	640	610	630	600	540	520	530	520	470	450

*score drop as compared to the previous quarter due to calculation method change by Bitsight – across all their assessments

Sustainable Procurement and Supply Chain Management

- In 2023, we strengthened our procurement and Supply Chain management practices by confirming our Supplier Code of Ethics with significant vendors accounting for more than 58% of Eurofins' overall purchasing spend and 90% of core Supplier spend. Additionally, 74% of Purchasing Spend with targeted Eurofins Suppliers for ESG assessment has been verified for ESG scorecard validity.

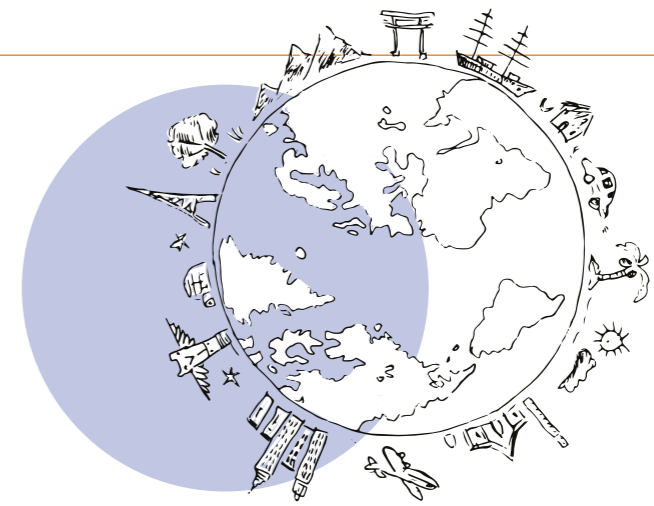
Information and IT Operation Security

- Since 2019, Eurofins has consistently improved its Bitsight rating, reaching 710 in Q4 2023 (vs 470 in Q4 2019), reflecting our ongoing commitment to robust cyber security practices.



The progress made on ESG topics reflects Eurofins' commitment to building a more sustainable future. This ESG report has been prepared for stakeholders to better understand our sustainability strategy, actions, performance and key material issues for the year ended 31 December 2023. The report was approved by Eurofins' Board of Directors on 23 February 2024. ■■■■

Eurofins' contribution to the United Nations Sustainable Development Goals



In 2015, the United Nations Member States set up 17 Sustainable Development Goals, hereafter referred to as 'UNSDGs'. →



The goals form an urgent call for action by countries, governments and organisations to eliminate poverty and inequality and ensure protection of the planet by a target date of 2030. The UN 2023 Sustainable Development Goals Report communicates a grim outlook as SDG progress¹ has been negatively impacted by the climate crisis, the war in Ukraine, global economic challenges and on-going effects from COVID-19. However, it still does provide hope as we continue to see governments, the private sector and the public embrace the SDGs and make progress in many key areas such as electricity access and child mortality. There is an increased trend towards sustainability reporting which is also positive as this is an indicator of growing awareness and evidence that more companies are prioritising sustainable practices.

At Eurofins, we continue to transform and improve our business models, testing services and community engagement to positively contribute to societal development and environmental protection. We are finding innovative ways to serve as an ESG Enabler for our customers and expand our sustainability services through cutting edge technology and development of new test methods that relate directly to and enhance our alignment with the UNSDGs. Our testing services provide support and necessary data quickly and accurately which allows decision-makers, whether medical physicians, governments, the biopharmaceutical sector, and numerous other industries, to make choices that positively impact people, the environment and mitigate risks.

Eurofins believes its businesses are consistent with and support 16 of the 17 of the UNSDGs both at Group Service Centre level, for example through the Eurofins Foundation, the Eurofins Academy, the Livelihoods Carbon Fund (LCF), Equality Driving Excellence ('EDE') Initiatives and through the activities of our Business Lines. Where possible, Eurofins quantifies its impact to the UNSDGs via relevant KPIs. Refer to the Eurofins Data Tables on [pages 105-111](#). For topics where quantifiable KPIs are not applicable, qualitative impact is discussed in the according section.

The table on page 20 sets out the areas where Eurofins activities specifically align with the UNSDGs across our various businesses.

To better measure the impact on the UNSDGs, Eurofins has performed a detailed mapping exercise to identify each area of activity that supports one or several of the UNSDGs.

Across all business lines, 99% of Eurofins revenue, 99% of its operational expenditures (OpEx) and 86% of its capital expenditures (CapEx) falls into an area of activity that supports one or several of the UNSDGs. This shows the impact that "Testing for Life" has on all aspects of Sustainable Development. Additionally, on [pages 105-106](#), a comparison to our activities falling under the EU Green Taxonomy is presented.

Some recent examples of how a select few of our Business Lines contribute not only directly to UNSDGs, but also as an ESG Enabler to our customers are highlighted on the following pages. ■■■



(Source: [The Sustainable Development Goals Report 2023: Special Edition](#))



BioPharma Clinical Diagnostic Forensic Services			✓					
Agro Testing Agroscience Services Food & Feed Testing		✓	✓			✓		
Environment Testing			✓			✓	✓	
Consumer Product Testing Sustainability Services		✓	✓			✓	✓	
Group Service Centres (Foundation + Academy + LCF + EDE)	✓	✓	✓	✓	✓	✓	✓	✓



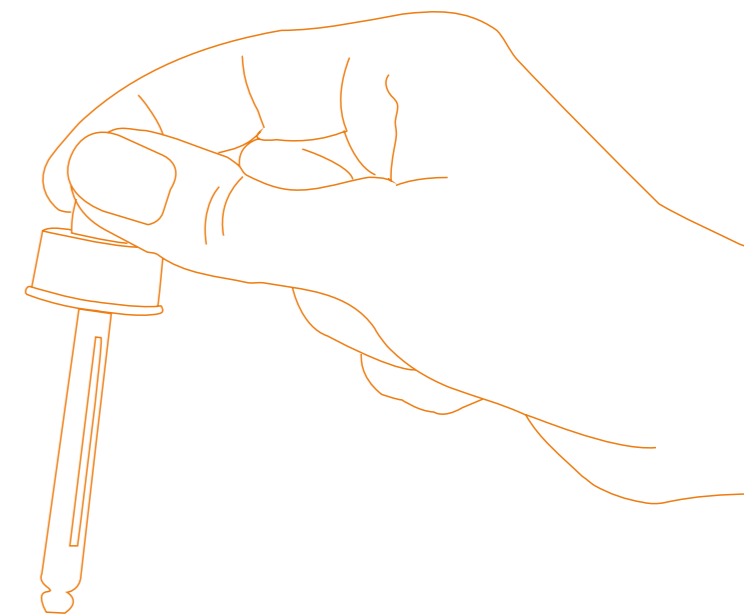
Food and Feed Testing Contributes to UN SDG 2 Performing testing on all starting materials, process intermediates, drug substances and finished products to support all phases of the drug development process for both pharmaceutical and biopharmaceutical drug products. Offering comprehensive testing services for medical devices and combination products (e.g., ophthalmic products, drug coated implants, prefilled syringes, surgical masks, containers etc.) to comply with FDA requirements depending on the classification and intended use.	BioPharma Product Testing Services Contributes to UN SDG 3 Performing testing on all starting materials, process intermediates, drug substances and finished products to support all phases of the drug development process for both pharmaceutical and biopharmaceutical drug products. Offering comprehensive testing services for medical devices and combination products (e.g., ophthalmic products, drug coated implants, prefilled syringes, surgical masks, containers etc.) to comply with FDA requirements depending on the classification and intended use.	Clinical Diagnostic Services Contributes to UN SDG 3 Offering clinical diagnostic tests that factor into approximately 70% of decisions that doctors make for patient healthcare ranging from general wellness (e.g., blood panels) to critical decisions including organ transplant donor compatibility, neurodegenerative disease diagnoses, cardiovascular disease risk evaluations and a wide variety of female reproductive health matters including infertility issues. Leading the way on genetic and metabolic testing to guide personalised medicine based on a patient's unique profile.	Consumer Product Testing Contributes to UN SDG 7 Offering a variety of compliance services for manufacturers, installers and operators involved in renewable energies including testing for equipment used for wind turbines, solar and photovoltaic modules and electrical vehicle charging stations. Accredited energy efficiency testing and certification services enabling manufacturers, retailers and their Supply Chains to demonstrate product quality and energy efficiency (e.g., Ecodesign Directive 2009/125/EC, 2012/27/EU, Energy Labelling Directive 2017/1369, and ENERGY STAR® program).
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BioPharma Clinical Diagnostic Forensic services								✓
Agro Testing Agroscience Services Food & Feed Testing			✓	✓	✓	✓	✓	
Environment Testing	✓		✓	✓	✓	✓	✓	
Consumer Product Testing Sustainability Services	✓		✓	✓	✓	✓	✓	
Group Service Centres (Foundation + Academy + LCF + EDE)	✓	✓	✓	✓	✓	✓	✓	✓



Sustainability Services Contributes to UN SDG 15 Offering biodegradability testing and related services (e.g., microplastic testing, ecotoxicity testing, compostability testing, biobased content testing) to enable our customers to provide more sustainable consumer products and validate green claims through metrics and measurements. Certifications or management tools to enable our customers to confirm their commitment and dedication to eco-friendly corporate practices (e.g., air quality monitoring, vegan verification, chemical management tools, Leather Working Group (LWG) audits).	Forensic Services Contributes to UN SDG 16 Outstanding expertise in all areas of forensic DNA analysis including, DNA profile interpretation and comparison for suspects and DNA bodily fluid material analysis for crime scenes to assist police forces and legal services with investigations. Handwriting comparison, signature analysis, reconstruction of shredded documents and analysis of suspected counterfeit documents to help authorities with detecting fraud and solving criminal cases.
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Materiality

Eurofins seeks to make a positive and meaningful impact on a wide range of ESG categories through both its own actions and the work it does supporting and assessing partner and client ESG initiatives. →

In 2023, we launched an exercise to update Eurofins' Materiality Assessment in anticipation of our adoption of the European Sustainability Reporting Standards (ESRS) in fiscal year 2024. The exercise introduced the double materiality concept while it continues to involve the key stakeholders across the Eurofins Network in order to evaluate the impact materiality of our operations on ESG topics.

The final outcome of the analysis will help the Eurofins Network to prioritise the key areas of improvement and key risks to be mitigated.

METHODOLOGY

The Executive Sustainability Steering Committee has identified and reviewed the key ESG risks to Eurofins' operations across all regions. Additionally, we have engaged with our key stakeholders in a variety of ways in order to discuss, define and advance our ESG related priorities and actions. Combining internal and external factors, 19 ESG themes have been identified for further materiality analysis, which are summarised in the materiality matrix below.

Our evaluation of Double-Materiality as defined under the European Sustainability Reporting Standards (ESRS) is ongoing and is not reflected in the Materiality Matrix below.

ESG MATERIALITY MATRIX

The Materiality Matrix maps the material topics and issues identified as the constituent elements of ESG for Eurofins Companies in our materiality assessment. These factors have been arranged under the three key sustainability pillars, namely, Environmental, Social and Governance and mapped to the SDGs that have been identified as the most relevant to our activities as a Group. ■■■■



Environment								
Safeguarding the Environment through our Products and Services		✓	✓			✓	✓	
Environmental Risk Management			✓			✓		
Climate Change			✓				✓	
Energy and Waste Management			✓			✓	✓	
Responsible Consumption of Scarce Resources		✓	✓			✓	✓	
Social								
Diversity, Equity and Inclusion	✓	✓	✓	✓	✓			✓
Employment Creation	✓	✓			✓			✓
Human Capital Development				✓	✓			✓
Eurofins School of Entrepreneurs								✓
People, Health and Safety			✓					
Giving Back	✓	✓	✓	✓	✓	✓	✓	✓
Governance								
Sustainability Governance			✓	✓	✓		✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓	✓
Sustainable Procurement and Supply Chain Management								✓
Honesty, Integrity and Human Rights			✓	✓	✓			✓
Enterprise Risk Management			✓					✓
Information and IT Operation Security								✓
Quality Management			✓					✓
Product and Service Quality								✓



Environment								
Safeguarding the Environment through our Products and Services	✓		✓	✓	✓	✓	✓	✓
Environmental Risk Management	✓			✓	✓	✓	✓	✓
Climate Change			✓	✓	✓	✓	✓	✓
Energy and Waste Management			✓	✓	✓	✓	✓	✓
Responsible Consumption of Scarce Resources				✓		✓	✓	✓
Social								
Diversity, Equity and Inclusion		✓	✓					✓
Employment Creation	✓	✓	✓					
Human Capital Development		✓						
Eurofins School of Entrepreneurs	✓	✓						
People, Health and Safety	✓		✓	✓				
Giving Back	✓	✓	✓	✓	✓	✓	✓	✓
Governance								
Sustainability Governance	✓	✓	✓	✓	✓	✓	✓	✓
Corporate Governance	✓	✓	✓	✓	✓	✓	✓	✓
Sustainable Procurement and Supply Chain Management		✓	✓	✓	✓	✓		✓
Honesty, Integrity and Human Rights		✓						✓
Enterprise Risk Management	✓	✓	✓	✓	✓	✓	✓	✓
Information and IT Operation Security					✓	✓		✓
Quality Management	✓		✓					✓
Product and Service Quality	✓				✓			✓



Environment

- SAFEGUARDING THE ENVIRONMENT THROUGH OUR PRODUCTS AND SERVICES
- ENVIRONMENTAL RISK MANAGEMENT
- CLIMATE CHANGE
- ENERGY AND WASTE MANAGEMENT
- RESPONSIBLE CONSUMPTION OF SCARCE RESOURCES





Safeguarding the Environment through our Products and Services

As a network of companies that work to safeguard the environment through many of our testing activities, considering our impact on the environment is a priority as is our commitment to sustainable operations. →

Our broad portfolio of testing services enables our clients across numerous industries to limit the negative impact of their activities on the environment or society. The result is that more companies around the world can meet Environmental, Social and Governance (ESG) criteria, a set of sustainability and ethical standards for a company's activities.

Related to the UNSDGs, Eurofins has performed a mapping exercise to identify which of our areas of activity can be considered Environmentally Sustainable Economic Activities based on the European Green Taxonomy.

The taxonomy has been established by EU regulation 2020/852 (18 June 2020) for the creation of a framework to facilitate sustainable investment, and amended EU directive 2013/34 concerning disclosure of non-financial and diversity information.

According to Article 27 of regulation 2020/852, depending on the environmental objectives (according to Article 9), this regulation is to be applied as follows:

- from 1 January 2022 on climate change mitigation (9 a) and adaptation to climate change (9 b).

The six Environmental Objectives according to the EU Taxonomy are:

CLIMATE CHANGE MITIGATION

Activities contributing substantially to the stabilisation of greenhouse gas concentrations in the atmosphere through the avoidance or reduction of greenhouse gas emissions or the increase of greenhouse gas removals.

CLIMATE CHANGE ADAPTATION

Activities that include or provide adaptation solutions which substantially reduce the adverse impact of the current or expected future climate on people, nature or assets.

SUSTAINABLE USE AND PROTECTION OF WATER AND MARINE RESOURCES

Activities contributing to achieving and retaining the good status of bodies of ground, surface or marine water by:

- protecting the environment from the adverse effects of urban and industrial wastewater discharges;
- protecting human health by ensuring drinking water is free from any micro-organisms, parasites and substances that constitute a potential danger;
- improving water management and efficiency, by promoting the sustainable use of water through the long-term protection of available water resources;
- ensuring the sustainable use of marine ecosystem services or contributing to the good environmental status of marine waters, including by protecting, preserving or restoring the marine environment and by preventing or reducing inputs in marine environments.

TRANSITION TO A CIRCULAR ECONOMY

Activities that contribute substantially to the transition to a circular economy, including waste and litter prevention, using natural resources, increasing the lifetime of products, substantially reducing the content of harmful substances, preventing or reducing waste generation, increasing the use of recycled raw materials.

POLLUTION PREVENTION AND CONTROL

Activities contributing substantially to environmental protection from pollution by:

- preventing of pollutant emissions into air, water or land;
- improving levels of air, water or soil quality;
- preventing or minimising any adverse impact on human health and the environment from the production, use or disposal of chemicals;
- cleaning up litter and other pollution.

PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS

Activities contributing substantially to protecting, conserving or restoring biodiversity and good condition of ecosystems through:

- nature and biodiversity conservation and protection and restoring terrestrial, marine and other aquatic ecosystems in order to improve their condition;
- sustainable land use and management, including adequate protection of soil biodiversity, land degradation neutrality and the remediation of contaminated sites;
- sustainable agricultural practices, including those that contribute to enhancing biodiversity or to halting or preventing the degradation of soils and other ecosystems, deforestation and habitat loss;
- sustainable forest management, including practices and uses of forests and forest land that contribute to enhancing biodiversity or to halting or preventing degradation of ecosystems, deforestation and habitat loss.

The EU-delegated regulation 2021/2178 (6 July 2021) is specifying the methodology for how to comply with the disclosure obligation of EU regulation 2020/852.

The EU delegated act 2021/2139 (4 June 2021) defines in Annex 1 and 2 the technical screening criteria for determining the conditions under which an economic activity qualifies as

contributing substantially to climate change mitigation or climate change adaptation. With the publishing of the delegated regulation 2023/2486 in June 2023, the European Commission has released also for the remaining four environmental objectives.

The mapping of Eurofins areas of activities, taxonomy reporting complies with the EU regulations listed above as well as with the guidance from the TIC Council, the professional association of compliance verification bodies.

TIC services break down into three categories, by level of eligibility for the Taxonomy:

Level 1: TIC services which are Taxonomy eligible and aligned according to the delegated act 2020/852 of the taxonomy and the related delegated regulation 2023/2486. The main areas of activity falling under this level are Ground-, Surface Water-, Soil- and Asbestos testing. It is equivalent to 14% of our consolidated revenue, 15% of our consolidated OpEx according to the EU Taxonomy and 12% of consolidated CapEx in 2023.

Level 2: TIC services not included in the EU Taxonomy, but contributing to one or several of the six EU taxonomy Environmental Objectives and/or the according "do no significant harm (DNSH)" criteria. This includes activities that are considered Taxonomy-eligible but not aligned. These activities are equivalent to 9% of consolidated revenue, 9% of consolidated OpEx and 6% of consolidated CapEx in 2023.

Level 3: TIC services not eligible under EU Taxonomy and not supporting Taxonomy goals – but contributing to UN Sustainable Development Goals. These Activities are equivalent to 76% of consolidated revenue, 75% of consolidated OpEx and 69% of consolidated CapEx in 2023.

Including Level 1 and 2 activities, Eurofins TIC services contributing to the UNSDGs are equivalent to 99% of consolidated revenue, 99% of consolidated OpEx and 86% of consolidated CapEx in 2023.

The graph below highlights the three categories by level of eligibility for the EU Taxonomy:



Some general examples of how a select few of our Business Lines contribute to the six EU Taxonomy goals are:

AGROSCIENCE SERVICES

- Soil carbon check testing which provides data to measure the amount of carbon captured in soil allowing farmers to improve practices to increase carbon storage in soil. This contributes to reducing climate change through increased CO₂ capture.
- Supporting customers with field research and the development of new technologies to improve farming efficiency, increase yields, reduce waste, and minimise or eliminate the impact on humans, biodiversity, and the connected environment.
- Contributing to efforts to turn organic waste into useful products (e.g., methane to generate electricity, organic fertiliser) by testing the chemical, physical and biological aspects of compost and biogas to confirm quality.

ENVIRONMENT TESTING

- Offering testing services for water, air, soil, waste and other products to assess their quality and their impact on health and the environment.
- Conducting analyses to classify products by industry specifications for biofuels which benefit the environment due to reduced emissions, smog, wastewater and hazardous waste.
- Utilising industry-leading practices to test a wide range of environmental matrices (e.g., drinking water, soil, tissue, consumer products, blood/serum etc.) for the presence of Per- and Polyfluorinated Alkyl Substances (PFAS) which are contaminant compounds of emerging concern due to their resistance to biodegradation in the environment.
- Contributing to public Health and Safety by performing a variety of water testing services for hospitals (e.g., endotoxin testing for dialysis water, legionella detection in shower systems, water microbiology).
- Preventing pollution and contamination through a wide array of waste testing services, including sampling and testing of generic waste (industrial and civil sectors), building materials (asbestos and lead), chemicals, hazardous waste and wastewater.

EUROFINS SUSTAINABILITY IN ACTION

CASE STUDY

Serving as an ESG Enabler for our customers

Eurofins Sustainability Services – Consumer Product Testing Worldwide

Sustainable consumer products play an important role in our efforts to both reduce the manufacture and use of chemicals that harm the planet and contribute to a more circular economy. Eurofins Sustainability Services, an initiative of Eurofins Consumer Product Testing, develops new Testing, Inspection and Certification services to help our clients be more sustainable. Examples of three services launched globally in 2023 will not only help our clients validate green claims and comply with current and forthcoming regulations but will also take an extra step to help contribute to more sustainable and safe Supply Chains.



- Chem-ST® is a novel, validated system using state-of-the-art instrumentation and targeted tests to quantitatively measure the presence of hundreds of substances in materials and products against global hazardous chemical restrictions. Unlike traditional Restricted Substances List (RSL) chemical testing, which focuses solely on target analytes, Chem-ST® detects both target analytes and other non-regulated chemicals of concern within one system. This allows customers seeking chemical detection to rid their Supply Chain of all potentially harmful chemicals, providing benefits beyond compliance and reducing the risk of Supply Chain Employees being exposed to these chemicals.



- Per- and polyfluorinated substances (PFAS), the so-called “forever chemicals”, are one of the most concerning and discussed topics in sustainable chemistry. PFAS persist in the environment, are bioaccumulative, and can be toxic to living organisms. Eurofins Sustainability Services’ new stand-alone service, which is also a component of Chem-ST®, tests for all PFAS in consumer products, rather than a selected number of targeted substances, by analysing Total Fluorine (TF) and Total Organic Fluorine (TOF) as an indicator of PFAS contamination. By giving clients a complete picture of PFAS they are better able to eliminate all contaminants.

- Turning our linear economy into a circular one is also a priority focus of sustainability measures with a wave of new legislation coming into force across Europe particularly in 2024 and 2025, which promote ecodesign and place requirements on manufacturers, brands and retailers. In response Eurofins Sustainability Services has developed a Durability Testing and Verification Mark service. This new service tests the durability of consumer products over and above the accepted published industry standards, with verification marks awarded to more durable products which can be used at points-of-sale. Products with an extended lifespan yield more positive impact, reducing the environmental burden.

Eurofins Environment Testing – Singapore

In November 2023, Eurofins Mechem Pte. Ltd. was awarded the COVID-19 Resilience Certificate by the Government of Singapore. The team played a pivotal role in the Singaporean National Environmental Agency’s COVID-19 wastewater sampling and testing initiative. From expanding wastewater surveillance to over 500 sites to swift adaptation in providing PCR testing, Eurofins Mechem was at the forefront of Singapore’s pandemic response. Their commitment to innovation and safety is unwavering as they continue to support the nation’s journey towards COVID-19 resilience. This achievement is a testament to the hard work and resilience of every member of the Eurofins Mechem family.





Environmental Risk Management

Effective Environmental Risk Management must take into consideration site and building factors, as well as safety and waste processes. →

Real Estate is considered a key enabler in driving down the carbon footprint, through the delivery of sustainable construction projects and leasehold improvement investments in on-site renewable energy generation to replace fossil energy (e.g., heat pumps, solar panels) and projects reducing the energy needs of a premise (e.g., insulation improvements, installation of LED lighting).

The Eurofins Network of Companies continues to drive progress and on-going improvements by integrating carbon footprint reduction measures into new construction projects/leasehold improvements, as well as by embarking on dedicated 'carbon footprint reduction' projects. The Real Estate team has continued to develop best practice guidelines (technical, financial and safety related) with actions that Eurofins businesses can take to drive down their carbon footprint through both new construction projects as well as renovations of existing laboratory facilities.

During 2023, examples of Real Estate carbon footprint reduction projects that have been planned, initiated and/or completed include:

- the integration of renewable heating and LED lighting in newly constructed laboratories as well as on-going conversion efforts to replace older lighting technology with LED lighting in existing facilities;
- the initiation of energy consumption optimisation projects such as replacing window systems to ensure better insulation for the retention of and/or protection from heat depending on climate conditions. For example, in Vimodrone (Milan, Italy), more than 2,000 m² of windows have been replaced and the building façade has been revamped;
- the completion of multiple renewable energy projects.

For example:

Elst (Netherlands) – approximately 700 solar panels that were installed in 2022 are covering the annual electricity needs for the experimental station. In 2023, a 245 kWh battery, a geothermal installation that collects energy at 200 m deep in the soil, two heat pumps and a large 100 m³ insulated water tank were installed to heat an on-site greenhouse.

Lentilly (France) – The newly constructed laboratory in Lentilly utilises a heat pump, a refrigeration unit and extended insulation throughout the building. 600 m² of solar panels are installed on the roof with a capacity of approximately 96 kWc and a South inclination.

Vejen, Aabybro and Ishøj (Denmark) – Solar panels have been installed at three sites, resulting in a total reduction of 178 tons of CO₂ emissions per year.

Barcelona (Spain) – 113 solar panels covering 270 m² of roof area were installed at the site in Barcelona. As a result, the site will see approximately an 11% average annual reduction in electricity consumption.

Wesseling (Germany) – The roof and open spaces at the site in Wesseling are gradually being equipped with photovoltaic systems to generate renewable energy directly at the site to support the laboratory operations, charging of electric vehicles and to contribute to environmental protection. This year, 304 solar panels were installed, covering 440 m², producing 102 MWh of electricity and saving 45 tCO₂e per year.

The initiation and continuation of multiple renewable energy projects.

For example:

Murcia (Spain) – Purchase of 25,000 m² of land for the installation of a photovoltaic farm of more than 3,000 solar panels and eight inverters resulting in an estimated 1,193 tons of annual CO₂ savings.

Munich (Germany) – Installation of a 200 kWp photovoltaic system on the rooftop of the site warehouse.

Aix-en-Provence and Nantes (France) – Creation of a solar canopy parking area utilising 1,218 and 1,298 panels.

Lyon (France) – 82 kWp of solar panels will be set up on the roof of Eurofins Vénissieux' building with the aim of reducing the laboratory's energy consumption by 31%.

Saint-Augustin (France) – 415 m² of solar panels will be installed on the roof of the new to-be constructed building in Saint-Augustin. The estimated capacity of the installation will be approximately 80.5 kWc. The panels will be south facing.

Tokyo (Japan) – Solar panels will be installed on the roof of the newly purchased site in Tokyo.

California (USA) – In partnership with Lightfield Energy and Soligent, Eurofins is looking to purchase ~4.3 MW of solar panels in 2024 and deploy them to up to 11 Eurofins California locations (rooftop and carport installations). Consolidation of panel purchasing could save over \$1.5M vs purchasing them individually. The solar panels can produce 30-100% of each sites' electrical demand.

Spain – In partnership with Thermo Fisher Scientific, investment in a 36-megawatt share in the Serbal Solar Project, a 127-megawatt initiative in Spain developed by ib vogt GmbH was announced in December 2023. The project is expected to generate 76,000 megawatt hours of renewable energy annually for 15 years after becoming operational in early 2025.

In addition, the majority of Eurofins laboratories have developed and set up dedicated training programmes on environmental risk management (e.g., safe use of chemicals and their application, proper waste disposal, autoclaving systems for decontamination, etc.). Some laboratories have their own department or Employee responsible for safety (Safety Officers or Health and Safety Managers) that carries out regular inspection and internal training on the issues of safety and the protection of the environment. Furthermore, in countries located in the Americas, Asia-Pacific and Europe, several laboratories have opted for voluntary environmental management accreditation by following international standards (such as ISO 14001), to reflect their commitment to safeguarding the environment. By the end of 2023, 14.9% of Full-time Equivalents (FTEs) were operating under ISO 14001 accreditation or equivalent standard. 🇪🇺



EUROFINS SUSTAINABILITY IN ACTION

CASE STUDY

Solar projects on the rise in 2023

1. Eurofins BioPharma Product Testing France

At the newly constructed building in Lentilly, France, a 600 m² photovoltaic system was installed on the roof with a capacity of approximately 96 kWc.

2. Eurofins Environment Testing Poland

A photovoltaic system was installed at Eurofins Polska Sp. z o.o. in Malbork in December 2022 and is on target to produce 74 MWh of electricity per year resulting in a decrease of 55 tCO₂e in 2023.

3. Eurofins Environment Testing Germany

The roof and open spaces at Eurofins Umwelt West Wesseling, in Wesseling, Germany are gradually being equipped with photovoltaic systems to generate renewable energy directly at the site to support laboratory operations, charging of electric vehicles and to contribute to environmental protection.

Implemented in 2023:

- ~770 m² roof area with 304 PV-panels
- ~102 MWh annual energy production
- ~45 tCO₂e savings/ year (estimate according to energy mix in Germany)

4. Eurofins BioPharma Product Testing Spain

113 solar panels covering 270 m² of roof area were installed at Eurofins BioPharma Product Testing Spain SLU in Barcelona. As a result, the site will recognise an approximately 11% average reduction (~7,006 kWh) of electricity consumption per month.

5. Eurofins Environment Testing Denmark

Solar panels have been installed at three sites (Vejen, Aabybro and Ishøj) resulting in a total reduction of 178 tons of CO₂ emissions per year.

CASE STUDY

Staying cooler with a white roof

Eurofins Food Testing France

White roof coating reflects sunlight and reduces temperatures on the roof and inside the building. This provides a facility related benefit because the air conditioning system is less stressed, resulting in energy savings.

The white roof coating project at Eurofins Analytics France in Nantes began in June 2022 and was completed in July 2023 resulting in a total of 4,430 m² of roof area.

As a result, the site's roof temperature has been reduced to an average of 10°C (maximum 16°C). Inside, the building temperature has decreased by approximately 1°C (maximum 4°C). Employees at the site appreciated the difference during the warmer months.





Climate Change

Climate change can generate risks and opportunities for Eurofins, as a number of our sites are located in areas of the world where climate conditions are expected to change. This will require adaptation for our people, assets, and operations, but may also create business opportunities. →

TCFD FRAMEWORK

For the above-mentioned reason, Eurofins is gradually implementing the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD) as guiding principles to identify and assess climate-related risks and opportunities and to ensure that the disclosed climate-related information is decision-useful for investors and stakeholders.

BOARD'S OVERSIGHT OF CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Board of Directors has delegated to the Sustainability and Corporate Governance Committee, which is exclusively comprised of independent and non-executive Board members, the assessment of the impact of the operations of Eurofins Companies on the environment and the oversight of climate related risks and opportunities. The Committee directly reports to and advises the Board on such matters. In addition, in alignment with the overall Risk Governance framework (described in the Enterprise Risk Management section on [page 86](#)), the climate related risks are regularly reviewed by the Executive Risk Committee that supports the Board of Directors, the Board-level Committees (Sustainability and Corporate Governance Committee and Audit and Risk Committee), and the Group Operating Council with the execution of their risk management functions.

The Sustainability and Corporate Governance Committee held six meetings in 2023 and the attendance rate of the Committee members was 100%. At least once a year the risk management framework with a focus on climate change related risk exposure is discussed.

TIMEFRAME

In the context of climate change, Eurofins considers short-, medium-, and long-term risks as the following:

Short-term risks – risks that may impact near-term financial results, including those that may materialise within the current annual reporting cycle.

Medium-term risks – risks that may materially impact the objectives of our strategic planning, over a 5-year timeframe.

Long-term risks – risks that may materialise over a period longer than five years. For example, the scenario analysis related to heat waves and riverine flood risk described in the following paragraphs is performed considering long-term climate projections to 2030 and 2050.

TYPE OF CLIMATE CHANGE RISKS

In alignment with the TCFD framework, we have defined the following risk categories:

Transition Risks: transitioning to a lower-carbon economy may entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change. Depending on the nature, speed, and focus of these changes, transition risks may pose varying levels of financial and reputational risk to our organisations.

Physical Risk / Acute (event driven): increasing frequency / severity of extreme weather events, such as cyclones, hurricanes, or floods. This may have financial implications such as direct damage to assets and indirect impacts and Supply Chain disruption.

Physical Risk / Chronic: referring to longer-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause e.g., chronic heat waves. Extreme temperature changes could affect organisations' premises, operations, Supply Chain, and Employees' working conditions.

Opportunities: efforts to mitigate and adapt to climate change also produce opportunities, for example, through resource efficiency and cost savings, the adoption of low-emission energy sources, the development of new products and services, access to new markets, and building resilience along the Supply Chain.

ORGANISATIONAL PROCESS AND MANAGEMENT'S ROLE IN ASSESSING AND MANAGING CLIMATE-RELATED RISKS

Climate-related risks and opportunities are managed in accordance with the overall Enterprise Risk Management framework (described in the dedicated section on [page 86](#) and based on the standard ISO 31000). The GSC Risk Manager coordinates a risk identification process, performing risk interviews with Business and Functional Leaders. Identified risks that are material at a consolidated level are analysed, evaluated, and reported in the Group Risk Register together with their respective mitigations. The outcome of the process is regularly discussed by the Executive Risk Committee that initiates mitigation actions, assigns accountabilities, monitors the development of mitigation plans, and eventually escalates relevant information to the Board-level Committees or directly to the Board of Directors.

Identification and assessment of climate change risks were performed for the first time in 2021 at a consolidated level, with a focus on physical risks, both acute and chronic. In the following years, we updated the analysis on physical risks and extended the perimeter of identification to the transition risks and opportunities,

involving several Leaders of different Business Lines and Group Service Centre functions.

The identified risks and opportunities, together with their possible consequences and respective adaptation strategy, are summarised in the following section and have been assessed with the standard Enterprise Risk Management methodology, prioritised within the Group Risk Register among the other risks and discussed by the relevant Committees. For the physical climate-change risks, the standard assessment methodology has been enhanced with a scenario analysis (as described in the "Scenario Analysis" chapter of this report).

The climate-change risks are monitored as part of Eurofins' Enterprise Risk Management process and reviewed at least yearly.

CLIMATE-RELATED RISKS AND OPPORTUNITIES

The climate-change risks and opportunities are documented in the Group Risk register and summarised in the following tables. The reported mitigations / adaptation strategies are the main initiatives at Group level across our entire Network of Companies and are additional to the other efforts that each Managing Director of a Eurofins' Entity may have defined locally.

TABLE 1. RISKS

Category / Timeframe	Risks	Possible consequences	Main mitigations / Adaptation strategies
Transition, Technology Mid-term	<ul style="list-style-type: none"> Costs of transition to lower emissions technology. 	<ul style="list-style-type: none"> Capital investments in technology development; costs to adopt / deploy new practices and processes; write-offs and early retirement of existing assets; power outages because of grid overload. 	<ul style="list-style-type: none"> Implementation of CO₂ reduction targets for Eurofins' Leaders, initiating leadership-driven CO₂ reduction initiatives across all our businesses, such as local projects to install solar Photo Voltaic (PV) systems or other sources of renewable energy at Eurofins sites; progressive transition to renewable energy; progressive transition to energy efficient buildings by improving the energetic standing and developing best practices (e.g., the use of renewable energy, reduction of electricity consumption, insulation projects);
Transition, Market Mid-term	<ul style="list-style-type: none"> Increase of price of carbon (carbon taxes, emission trading systems, price of carbon credits and green energy). 	<ul style="list-style-type: none"> Financial impact, increase of costs. 	<ul style="list-style-type: none"> progressive transition to a fleet of electric cars; where possible and accepted by customers, transition to miniaturised chemical analysis that use smaller volumes of reagents, electricity, and consumables; monitoring of energy price development; purchasing and operations are investigating options for renewable energy sourcing, a diversified portfolio (types and geographies) of carbon credits for the mid-term requirements have already been purchased, additional contracts for mid- to long-term are under negotiation.
Transition, Policy and Legal Mid-term	<ul style="list-style-type: none"> Enhanced reporting obligations on CO₂ emissions (including extension to additional scope 3 categories). 	<ul style="list-style-type: none"> Organisational efforts and costs to adopt and deploy new processes; involuntary (accidental) disclosure of incorrect information, consequent damage to Eurofins reputation; potential loss of customers and Suppliers that require commitment to challenging targets and stringent reporting standards. 	<ul style="list-style-type: none"> Established global network of CO₂ champions, to collect data and foster CO₂ reduction initiatives; implemented trainings on CO₂ measurement and reduction opportunities; continuous improvement to the emission reporting system (definitions, processes, documentation, quality control); audits of the ESG metrics and KPIs performed by GIAT (Group Internal Audit Team).

TABLE 1. RISKS (cont.)

<p>Physical, Acute: Mid/Long-term</p>	<ul style="list-style-type: none"> Increasing likelihood and severity of extreme weather events, such as storms and floods, directly impacting our operations or Supply Chain. 	<ul style="list-style-type: none"> Safety: possible injuries / fatalities to Employees and others; business interruption; financial consequences, including loss of revenues, material damage to property, repair costs; reducing availability and increasing cost of insurance coverage. 	<ul style="list-style-type: none"> Natural hazard risk modelling; natural hazard assessment embedded in M&A due diligence process and in Real Estate projects; scenario analysis on river flood risk and subsequent awareness campaign addressed to the Leaders of relevant Eurofins sites (see page 37); business continuity planning; sites' specific standard operation procedures; property damage and business interruption insurance.
<p>Physical, Chronic: Long-term</p>	<ul style="list-style-type: none"> Significant increase of very hot days and heat waves in regions where Eurofins Companies operate. 	<ul style="list-style-type: none"> Investments in building insulation and air conditioning systems to adapt our operations, ensure well-being and productivity of Employees, and avoid equipment failures; increase of energy costs and CO₂ emissions. 	<ul style="list-style-type: none"> Scenario analysis on heat waves driven by climate change (see page 38); definition of Group guidelines to design and renovate buildings with the objective of carbon neutrality (e.g., introducing technologies for natural cooling); business Continuity planning; property damage and business interruption insurance.

TABLE 2. OPPORTUNITIES

Category / Timeframe	Opportunities	Possible consequences	Adaptation strategies
<p>Opportunities Energy Source: Mid/Long-term</p>	<ul style="list-style-type: none"> Use renewable sources of energy and on-site energy production. 	<ul style="list-style-type: none"> Limit financial exposure to the future energy price fluctuations; reduced exposure to GHG emissions and therefore decreasing sensitivity to changes in cost of carbon; benefit of local supportive policy incentives from governments; reputational benefits. 	<ul style="list-style-type: none"> Local projects to install solar photovoltaic (PV) systems at Eurofins sites, supported by a central Real Estate team; evaluation of scalable renewable project opportunities, such as on-site and off-site Power Purchase Agreements (PPA).
<p>Opportunities Resource Efficiency: Mid/Long-term</p>	<ul style="list-style-type: none"> Move to more efficient buildings. 	<ul style="list-style-type: none"> Reduction in operating costs; increase of the market value of buildings; possibility to benefit from local incentives such as supportive transition policies from governments; improvement of Employee satisfaction, health, and safety. 	<ul style="list-style-type: none"> Defining the criteria that should be considered when deciding upon the relocation of laboratory operations to include among others, the carbon footprint of the building; this systematic approach will tendentially drive the shift to more efficient buildings.
<p>Opportunities Products and Services: Mid-term</p>	<ul style="list-style-type: none"> Increasing demand for testing services to measure, reduce and certify carbon emissions (e.g., reducing reliance on fossil fuels, restricted chemistry, waste disposal to landfill, etc.). Increasing demand for services to support and certify customers transition to more sustainable farming practices. Increasing demand for testing to optimise soil health, maximise crop growth, create more resilient seed technologies that facilitate better protection against disease, drought, and rain and other climate related risks. New testing opportunities in Lithium-Ion battery recycling industry (expected to grow significantly, tied to growth of EV industry, and amplified by the raw material shortages), and more in general, generally in the e-mobility industry. 	<ul style="list-style-type: none"> Positive impact on Consumer Product Testing (including services such as, carbon measurement, biodegradability, ecotoxicity, life cycle assessment, vegan certification, environmental audits, consultancy to develop customers' sustainability strategies, and certifications). Positive impact on Agro Testing activities such as soil carbon storage, water holding capacity, soil biodiversity, soil pollution, etc. Positive impact on Agro Testing and Agro Science. Activities such as soil optimisation support, rebuild soil health through metrics and measurements, and scenario analysis of different farming options. Positive impact on Materials and Engineering Science Business Line in terms of demand for services such as quality control / testing of materials. 	<ul style="list-style-type: none"> Launched "Eurofins Sustainability Services" (see page 29) to deliver metrics, measurements, and validation services to those businesses and industries that want to demonstrate sustainable products, services and behaviours. Implementation of "Eurofins Soil Health Solutions" to deliver auditable metrics for farmers, advisors and agricultural product companies, in the transition to a more sustainable farming; monitoring of legislative changes related to sustainable farming and CO₂ capture certifications; initiatives are underway involving organisations such as VERRA, FAO, ISO, and the EU to achieve stakeholder acceptance; evaluation of potential business impact in various regions. Evaluation of market potential, ongoing research on industry, technology, and analysis techniques.

In 2023, Eurofins further expanded its risk assessment to encompass new areas like communication and M&A operations. This reflects a maturing Enterprise Risk Management (ERM) program and a strong commitment to identifying and mitigating potential threats. By incorporating these areas, the company has gained a clearer understanding of the associated risks and of the ongoing mitigations, which are now transparently reported in the principal risk table.

While external factors like COVID-19, inflation, and interest rates remain acknowledged, their potential impact is deemed less significant compared to other identified risks. Furthermore, climate change risk, previously reported only separately in the respective section (Eurofins 2023 Annual Report – page 160), has been fully integrated into the principal risk table, providing a more holistic view of the company's risk landscape.

SCENARIO ANALYSIS OF PHYSICAL CLIMATE CHANGE RISKS

Two of the identified physical climate-change risks, i.e., increase of riverine floods and increase of heatwaves, have been assessed with a scenario analysis. Considering the underlying uncertainty and the long-term perspective, several scenarios have been analysed, using two different timelines (i.e., 2030 and 2050) and two global

warming scenarios selected from the Representative Concentration Pathway (RCP) model. In the RCP model, several different pathways describe different climate futures, all of which are considered possible depending on the volume of greenhouse gases (GHG) emitted in the years to come. The selected scenarios are:

- RCP4.5: global average temperature increase of ~2°C by the end of the century;
- RCP8.5: global average temperature increase of ~4°C by the end of the century.

Through this analysis, Eurofins simulated how current assets' exposure to such risks could change in the future and defined adaptation strategies as outlined in the following sections.

- Development of river flood risk exposure driven by climate change:

Most of Eurofins' sites (representing 94% of total assets) have been analysed in a consolidated manner using their geo-localisation coordinates, to assess how the current exposure to the risk of riverine flood could change in the future due to climate change. The outcome of the analysis is reported in Table 3:

TABLE 3. Percentage of Eurofins' assets located in regions likely to become more exposed to flood risk.^{1,2,3,4}

Flood risk	2030		2050	
	RCP4.5 +~2°C by 2100	RCP8.5 +~4°C by 2100	RCP4.5 +~2°C by 2100	RCP8.5 +~4°C by 2100
Unchanged exposure	87.5 %	88.1%	88.7 %	99.0 %
More exposed – moderate increase	10.9 %	9.7 %	9.3 %	0.7 %
More exposed – strong increase	1.6 %	2.2 %	2.0 %	0.3%

¹ Source: Eurofins elaboration on Aqueeduct database.
² Method: Baseline for the calculation is the current expected inundation depth at a given flooding return period. Future scenarios use projected inundation depth at the same return period. Reported proportions show the percentage of assets located in regions where the projected inundation depth in the future scenarios is expected to remain unchanged, moderately increase or strongly increase.
³ Note: The analysis has been conducted with the sole purpose of understanding the general risk tendency and to identify the geographical areas where a more detailed analysis is necessary to confirm the above indications.
⁴ Note: The scenario RCP 8.5 in 2050 shows a significant risk decrease compared to the projections in 2030. This risk reduction is probably due to the fact that the underlying strong temperature increases may lead some of the analysed regions to shift to a completely different (drier) climate group, with different seasonal precipitation and temperature patterns.

FINDINGS

In 2030, a portion of Eurofins assets could be progressively more exposed to riverine flood risk, facing a moderate increase and, in minor part, a strong increase (results are similar in the two analysed scenarios). The flood risk will increase only in locations that are currently already exposed and where Eurofins' sites have already developed flood mitigation measures and response plans, and update them on a regular basis. Eurofins sites that are currently not exposed to flood will remain as such; consequently, no adaptation is necessary. In 2023, we developed a standardised process for assessing natural hazard exposure in our real estate acquisition process. This assessment is now an integral part of our due diligence procedures for potential acquisitions. The identified risk of natural hazards will be considered alongside other factors when evaluating and selecting among alternative locations.

ADAPTATION

During 2022, the Eurofins Group Service Centre conducted an awareness campaign among the Leaders of the Eurofins Companies located in sites where a strong increase of risk exposure is expected. Leaders have been encouraged to review and update their local flood risk assessment and to evaluate if the pre-existing flood response and mitigation measures are still sufficient in consideration of the changing conditions.

- Development of heat waves driven by climate change:

Across the globe, hot days are getting hotter and more frequent. A significant increase in heat waves may be a relevant threat to our operations and require a certain level of adaptation. To analyse this trend, we investigated the expected number of very hot days within one year (i.e., days with a max temperature above 35 degrees Celsius) in the selected scenarios. This analysis was performed at the regional level for most of Eurofins' sites (representing ~99% of total assets). The outcome is reported in Table 4:

TABLE 4. Percentage of Eurofins' assets located in regions likely to become more exposed to heat waves.^{1,2,3}

	2020 – 2040		2040 – 2060	
	RCP4.5 +~2°C by 2100	RCP8.5 +~4°C by 2100	RCP4.5 +~2°C by 2100	RCP8.5 +~4°C by 2100
Very hot days				
Unchanged exposure	95.2 %	92.5%	71.7 %	66.0 %
More exposed – moderate increase	4.8%	6.8%	23.7 %	21.2 %
More exposed – strong increase	–	0.7%	4.6 %	12.8 %

¹ Source: Eurofins elaboration on CCKP database (World Bank Group, Climate Change Knowledge Portal).

² Method: the analysis is performed at regional level, being a region defined as the first administrative level below the country. Baseline for the calculation is the yearly average number of very hot days in a given region in the CMIP6 Historical Reference Period, 1995-2014. Future scenario for periods "2020-2040" and "2040-2060" are calculated using projected yearly average number of very hot days within the respective period. Reported proportions show the percentage of assets located in regions where the number of very hot days in a year is expected to remain unchanged, moderately increase or strongly increase.

³ Note: The analysis has been conducted with the purpose of understanding the general risk tendency and the geographical areas where a more detailed analysis is necessary to confirm the above indications.

FINDINGS

In the earlier observation period (2020-2040), only a small portion of Eurofins assets (between 4.8% and 7.5%) is likely to become more exposed to heat waves, facing (mostly) only a moderate increase. The trend will most likely become more relevant in the very long term. In fact, the analysis of the later period (2040-2060) indicates that a larger portion of Eurofins assets (between 28.3% and 34.0%, respectively in the scenario RCP 4.5 and RCP 8.5) is likely to become more exposed.

ADAPTATION

In consideration of the findings, Eurofins believes that the direct impact on its operations of heat waves in the short- and mid-term is limited. In the long term, Employees and operational equipment may require additional cooling to operate optimally, potentially resulting in a requirement for additional investments and increased energy consumption.

In the next years, Eurofins will facilitate a more detailed analysis in the regions where a strong increase of risk exposure is expected, aimed to timely evaluate if local adaptation measures are necessary.

CARBON NEUTRALITY OBJECTIVE

The topic of climate change is high on the global agenda and safeguarding our planet and its resources is in line with our mission of Testing for Life. Eurofins considers its positive impact on the environment and humanity a priority. Eurofins further acknowledges its role as a global company to act responsibly by reducing its negative impact on the environment, and on the climate specifically. Eurofins acknowledges the need to limit the increase in global warming to well below 2 degrees Celsius (preferably to 1.5 degrees Celsius) as set out by the Paris Agreement in 2015.

Eurofins' Leaders and Board set a public target in 2020 for the Group to become carbon neutral by 2025. At the beginning of 2024, Eurofins progressed to the next step and has committed to setting ambitious targets according to SBTi (Science Based Target initiative; <https://sciencebasedtargets.org/>) standards. This will include both targets for significant Scope 1 and 2 emission reductions as well as Scope 3 Supply Chain emission mitigations. Eurofins has to specify these targets, submit them to SBTi and get them approved by SBTi within a two years' time period.

Whilst carbon neutrality is a challenge to achieve in a decentralised organisation, measurement is the foundation of pursuing this goal. Quantifying Eurofins' greenhouse gas emissions (GHG) allows us to analyse our carbon footprint and to identify the best opportunities to launch appropriate reduction projects guided by sound data and a strategic assessment. Furthermore, it is imperative to monitor our emissions to be able to adjust where needed, and to track progress. The quantification of Eurofins' carbon footprint has resulted in the development of the Eurofins Greenhouse Gas Inventory.

The calculations conform to the ISO 14064 standard, the Greenhouse Gas Protocol and the European Emissions Trading Scheme (EU ETS / Directive 2003/87/EC).

Eurofins recognises the vital importance that the reductions in greenhouse gas emissions play in achieving our carbon neutrality goal. Eurofins Companies are committed to measuring and reducing their carbon emissions. While efforts to compensate part of Eurofins' unavoidable carbon footprint are voluntary and not mandatory for our industry, they are a priority given the vital importance of reducing the speed of global warming.

2023 HIGHLIGHTS

- Emission reduction of almost 8% vs. 2022 achieved.
- Carbon intensity tCO₂e/FTE reduced to 8.1 tCO₂e/FTE by ca. 7.6% vs 2022 and ca. 18.5% vs 2019.
- Double digit reductions in absolute emissions and carbon intensity for heating, freight, chemicals and ICT purchases and own datacentre operations.
- Foundations laid with signing a PPA (Serbal solar Power Purchase Agreement) in Spain to significantly increase Eurofins' renewable electricity portion from 2025 onwards (76.000 MWh p.a., over 15% of Eurofins' consumption worldwide).
- In early 2024 Eurofins signed the SBTi commitment letter joining the growing group of companies setting ambitious science-based targets.

Eurofins leadership and the GSC Carbon Reduction team took many actions to advance and maintain our carbon footprint measurement and reduction initiatives in 2023 including:

- continued to collect carbon footprint data covering >95% of Full Time Employees (pro-forma) and ca. 75% of sites. The sites excluded from the CO₂ emissions measurement are very small sites (e.g., drop-off points, storage) that are considered immaterial and acquisitions from 2022 and 2023 that are not yet fully integrated. For last year's acquisitions this only concerns a very small number of companies and from this year mostly those acquired in the second half of the year;
- working on improving and refining our carbon footprint accounting methods and analyses to identify the best reduction opportunities for each business and geography, particularly detecting what our biggest emission sources are for Scopes 1, 2 and 3. This also includes preparations for the upcoming CSRD reporting requirements applying from 2024 onwards;
- providing detailed carbon emission reports to all National Business Line Leaders to increase visibility as to how each scope is impacting our overall carbon footprint and to facilitate efforts to establish measurable reduction strategies at the legal entity and site level. Results became visible e.g., in heating emission reductions of ca. 13% per FTE when many laboratories and offices implemented initiatives to more closely manage room temperature set points to save energy;
- the completion of the annual ESG review exercise (in addition to the operational financial budget activity) that requires quantifiable reduction targets for Scope 1, 2 and 3 CO₂ emissions;
- launching a number of additional carbon reduction projects in 2023 together with our individual businesses including, but not limited to, renewable energy sourcing (e.g., Power Purchase Agreements (PPA), Energy Attribute Certificates/Guarantees of Origin (GOs), Renewable Energy Certificates (RECs), Green tariffs), green commuting initiatives (e.g., carpooling, bike to work challenges, public transportation subsidies, on-site electric vehicle charging stations), solar panel installations, solar farms and more;
- Eurofins signed a vPPA (virtual Power Purchase Agreement) that will generate ca. 76.000 MWh annually of renewable electricity. This represents an important milestone on our path to Carbon Neutrality by 2025. It helps us to significantly reduce carbon emissions across the Eurofins Network, ensuring that more than one-third of our addressable European footprint is powered by 100% renewable electricity. The solar field in Spain is expected to start production in early 2025 and the contract is signed for 15 years;
- facilitating bi-monthly best practice sessions with the 150+ member team of local CO₂ Champions. Presentation topics in 2023 included organisational engagement (e.g., site sustainability programme expansion, leader and Employee engagement, project management and communication, data collection and presentation, action tracking tools, sustainability governance), reducing consumption, and My Green Lab resources and certification opportunities;

- the continuation of a mandatory "Carbon Footprint Reduction" Training Module to educate all Employees about the Eurofins carbon footprint reduction initiative and to provide ideas and guidance for carbon reduction projects.

For the scopes not reported in 2022, CO₂ footprint data were also collected for the 2019-2022 period to present complete data for the full 2023 scope (>95% of FTE) for 2019 (base year), 2020, 2021, 2022 and 2023. This results in the following scope changes compared to the data reported in 2022:

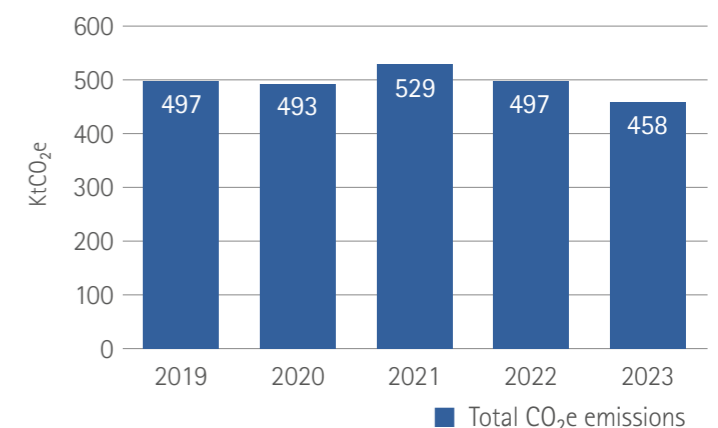
- addition of emissions from companies acquired later during 2022 and early in 2023 for which data could already reliably be collected;
- removal of emissions from companies that were divested.

The Greenhouse Gas Protocol (GHG) was used as guiding methodology for this carbon footprint measurement exercise. The operational control approach has been used to define organisational boundaries and consolidation criteria. All figures below refer to market-based emissions. All figures, including location-based emissions, are provided in the data tables on [pages 100-101](#). In accordance with the GHG Protocol (GHG) all figures relating to CO₂ are pro-forma, i.e., all units, including acquisitions, and the related FTE and revenues, are accounted for the period 1 January 2023 through 31 December 2023.

CO2logic, an external carbon footprint consultancy company, provided consultation for the methodology (according to the GHG Protocol) and the emission factors used for our 2023 carbon footprint and energy calculations.

Eurofins' overall 2023 emissions (covering >95% of Eurofins' FTEs worldwide) for Scopes 1, 2 and part of 3 have been determined as 457,527 metric tonnes of CO₂ equivalents. For the same scope, 2019, 2020, 2021 and 2022 emissions were also determined. Refer to the graph below for total GHG emissions values for 2019-2023.

GHG emissions in metric tonnes (in 1000 tCO₂e) (market-based)



Scope 1 includes emissions from stationary combustion (heating on-site), mobile combustion (company cars) and fugitive emissions (refrigerants). Process emissions were determined to be immaterial.

For the few units where process emissions were measured for regulatory requirements, they were deemed insignificant.

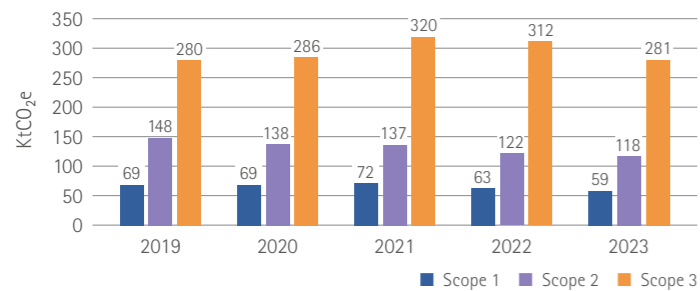
Scope 2 covers emissions related to purchased electricity and heating (off-site emissions, e.g., district heating).

In Scope 3 the following sources of emissions are considered: selected purchased goods and services (chemicals, Information and Communication Technology (ICT) purchases and Eurofins own data centres and cloud computing usage ("eWaste"), paper, water/wastewater), Employee commuting, business travel, waste generated through operations, upstream and downstream transportation and distribution (freight), and fuel- and energy-related activities not covered in Scopes 1 and 2 (indirect emissions from electricity, heating and car fleet). Emissions from purchased goods and services have been mainly measured using the screening method and more detailed analysis is required to determine them more accurately. Capital goods have been excluded from the current inventory but will be considered in years to come. All other Scope 3 categories defined by the GHG protocol are estimated to cause none or immaterial emissions: upstream leased assets, processing of sold products, use of sold products, end-of-life treatment of sold products, downstream leased assets, franchises and investments.

In 2023, Eurofins added the emissions from cloud computing (Azure and 365 usage) to the ICT purchases. These emissions result predominantly from indirect emissions as Eurofins' provider uses to a very large extent renewable electricity.

In 2023, Scope 1 emissions account for ca. 13% of all emissions, Scope 2 for ca. 26% and the examined Scope 3 categories for ca. 62%. The distribution by scope is almost identical to the data reported in 2022. Notably, Scope 3 emissions have been significantly reduced (ca. -10%) (specifically chemicals, freight, and ICT purchases).

Scope 1, 2 and 3 emissions (in 1000 tCO₂e) (market-based)



The largest single source of emissions was electricity (direct and indirect emissions), representing over thirty percent (32%) of all emissions. Other major emission sources listed in order of magnitude were purchased chemicals, Employee commuting freight, and heating.

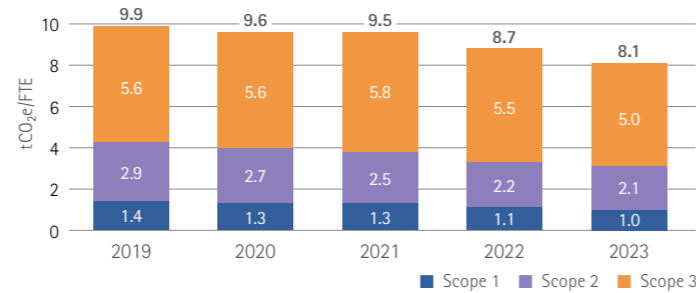
The relative emissions in 2023 for Scopes 1, 2 and 3 were approximately 8.1 metric tonnes of CO₂ equivalent per FTE (2022: 8.7 tons CO₂e/FTE) and could be reduced by 7.6%.

In comparison to the emissions data published in the 2022 report, the 2023 report:

- covers acquisitions from later in 2022 and early in 2023;
- the coverage of number of sites is similar to 2022 with >75% of sites accounting for >85% of net floor area used (2022: ca 75% of sites and >85% of net floor area used);
- is comprised of more accurate data (enhanced data collection tools and refined methodologies) for the current year. Data quality for earlier years is impacted by the availability of data in some cases resulting in more data points that had to be extrapolated (e.g., when it was not possible to obtain historic values for acquisitions). Methodologies and tools for data quality checks were further improved in 2023.

When analysing the evolution of the relative footprint per FTE, we observe a consistent reduction of Eurofins' CO₂ footprint over the past years with a 7.6% reduction in 2023 compared to 2022 and 18.5% compared to 2019 figures (8.1 tCO₂e/FTE 2023 vs 8.7 tCO₂e/FTE:2022 and 9.9 tCO₂e/FTE:2019).

Carbon intensity per FTE (tCO₂e/FTE) (market-based)



Some items to note include:

- lower chemicals emissions (ca. -0.15 tonnes CO₂e/ FTE vs 2022 and minor reduction vs 2019);
- lower freight emissions compared to 2022 due to fewer time-critical shipments to other laboratories for COVID-19 related testing (ca. - 0.15 tonnes / FTE vs 2022);
- lower heating emissions (ca. - 0.1 tonnes / FTE vs 2022) due to more closely managed temperature set points in many laboratories and offices to save energy and a mild winter in many regions;
- lower emissions from Employee commuting (ca. - 0.1 tonnes / FTE vs 2022);
- lower emissions from ICT purchases (ca. - 0.05 tonnes / FTE vs 2022) as fewer laptops, tablets, servers and desktops, as well as fewer monitors were purchased compared to 2022;
- business travel emissions increased (ca.+ 0.05 tonnes / FTE vs 2022) but remained below the 2019 level per FTE;
- some variation between the countries and Business Lines could be observed. This will be used to identify improvement potential and inform target setting.

TARGET SET AT GROUP LEVEL ACHIEVED

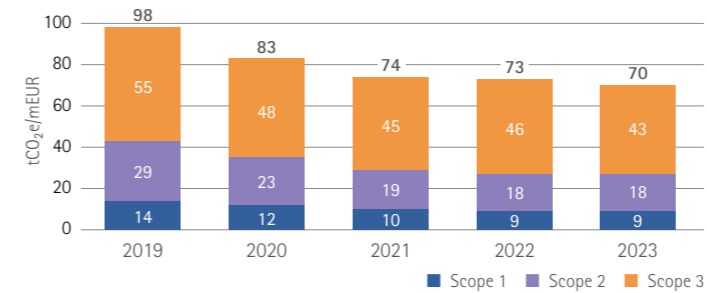
Eurofins achieved a 7.6% reduction in Carbon Intensity per FTE versus a targeted reduction for 2023 of 5% (market-based). For 2024, Eurofins targets a reduction to 7.8 tCO₂e/FTE, reduction by

ca. 4%. A key part of our mid-term reduction is the negotiation of PPA agreements to increase our share of renewable energy.

Carbon intensity by revenue decreased by 3.7% in 2023 at a lower rate compared to absolute CO₂ emission reduction as pro-forma scope revenues decreased compared to 2022. Over the last four years, period from 2019 to 2023, emissions in tCO₂e/€m decreased significantly by ca. 28% from 98 to 70. This indicates sustainable efficiency in our operations and advances made to reduce input required to generate revenues and growth.

At the consolidated level, 2023 activities were focussed on

Carbon intensity per mEUR (tCO₂e/mEUR) (market-based)



advancing our reporting in preparation of CSRD requirements, signing Eurofins' first PPA, best practice sharing on energy saving and preparing SBTi targets. In addition, the target setting process was refined where operational managers set relative emission reduction targets for 2023 and 2024 in tons CO₂e/FTE. At a local level, many Eurofins laboratories have put ongoing sustainability programmes in place to reduce their carbon footprint. Examples of programmes include the purchase of renewable electricity, the promotion of CO₂-efficient commuting options (e.g., carpooling, biking, utilising public transport etc.), LED lighting conversions, and investments in renewable heating and electricity projects.

Eurofins' total energy consumption was reduced in 2023 by ca. 3.6% compared to 2022. Overall, ca. 742,000 MWh were consumed (2022: ca. 769,000 MWh). Total energy consumption per FTE was reduced by ca. 3.2% from 13.5 MWh/FTE to 13.1 MWh per FTE. The largest energy reduction was achieved for heating, where ca. 19.000 MWh less were consumed, a 9.3% reduction compared to 2022. Over the 2019 to 2023 period over 30% (over 80,000 MWh) heating energy could be saved annually.

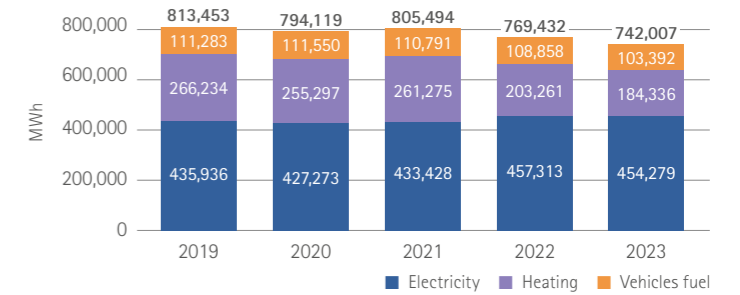
From 2019 to 2023, electricity comprised over 50% of total energy consumption (61% in 2023), vehicle usage ca. 15% and heating ca. 25-35% (25% in 2023).

Sourcing renewable energy is the biggest lever to decarbonise emissions and Eurofins has significantly increased the portion of green electricity sourced for use in its energy mix from 8% in 2021 to 23% in 2023 (20% in 2022). Eurofins also consumed less electricity in 2023 in MWh (-0.7%) and MWh per FTE (-0.3%). Fuel consumption for vehicles was reduced by ca. 5% to ca. 103,000 MWh.

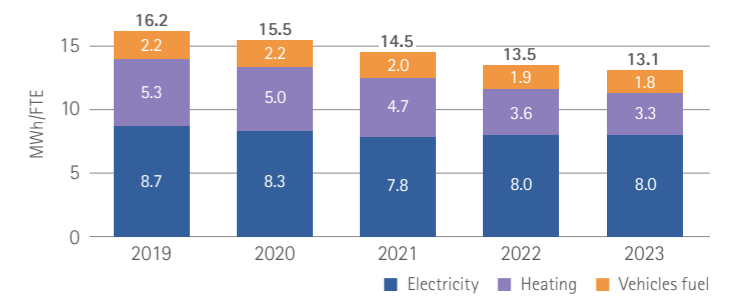
Beyond the focussed efforts to source more renewable electricity, additional local site energy reduction initiatives include converting to LED lights, behaviour changes in the laboratories and

office areas (closing fume hood sashes when not in use, using light sensors where possible, turning off or unplugging IT equipment when not in use, etc.), monitoring default set temperatures in buildings for heating and cooling to increase efficiency, and purchasing energy efficient equipment. All these efforts contributed to the reduction of our overall energy consumption.

Energy usage in MWh



Energy usage per FTE (MWh/FTE)

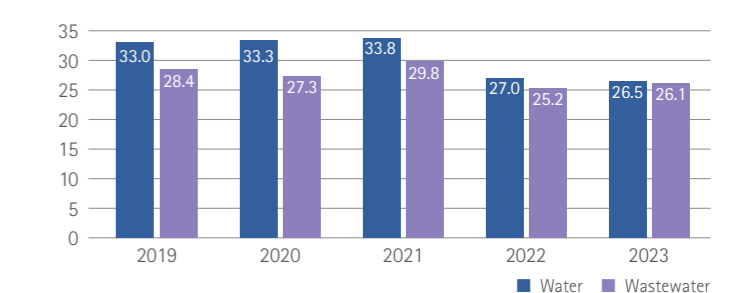


Water is a scarce resource and Eurofins Companies have been working towards limiting the amount of water usage and water discharge. Total water withdrawal was ca. 1.5 Mio. m³ (2022: ca. 1.5 Mio. m³). Over the period from 2019 to 2023, the water withdrawal per FTE was lowered by ca. 20% to ca. 26.5 m³/FTE. The wastewater discharge was ca. 1.5 Mio. m³ and relative output dropped 8% in the period 2019 to 2023 to ca. 26.1 m³/FTE.

Water consumption is very low as almost all water withdrawn is discharged.

Some local site water reduction initiatives include the installation of water-saving toilets and low-flow faucets in restrooms, laboratory equipment that uses recirculating/closed-loop water systems, irrigation systems with sensors, landscaping with plants that do not require excessive watering and green building technologies to capture precipitation on rooftops for reuse

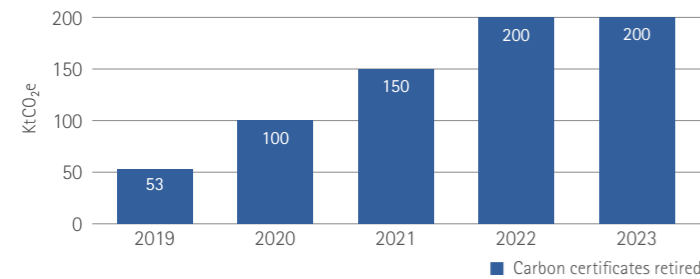
Water withdrawal and wastewater discharge in m³/FTE



in building cooling systems. These measures resulted in significant reductions in water consumption and wastewater discharge.

On its path to carbon neutrality by 2025, Eurofins offset part of the emissions caused by its operations. Eurofins retired 200,000 metric tonnes of carbon credits in 2023 (2022: 200,000 tonnes CO₂). The retired offsets fully cover the remaining Scope 1 and 2 emissions in 2023 (176,080 tonnes CO₂e). Eurofins is now tracking its carbon reduction activities by an annual bottom-up performance review of the previous year's carbon emissions, current year's targets and the to be set target of the next year. These targets are also included in the individual performance reviews of all Eurofins Leaders and part of their variable compensation. In addition to its investments in Livelihood Carbon Funds 2 and 3 ("LCF2" and "LCF3"), Eurofins has sourced the carbon credits it believes will be required for the mid-term to offset its emissions in Scope 1 and 2 so that it can reach its objective of carbon neutrality from 2025 onwards.

Carbon certificates retired on the path to carbon neutrality in 2025



From 2025-2030, Eurofins will continue to refine the tools and approaches used, particularly for Scope 3 categories. Reduction initiatives are ongoing in all categories in particular in decarbonising electricity emissions, our largest emission category. 🇪🇺🇩🇪

EUROFINS SUSTAINABILITY IN ACTION

CASE STUDY

My Green Lab® certification

Eurofins BioPharma Product Testing (EBPT) Companies in the USA

In efforts to promote the initiatives of sustainability, Eurofins Lancaster Laboratories Inc. (ELLI) in Lancaster, PA launched a pilot to certify over 20,000 ft² of laboratory space dedicated to Pharmaceutical Finish Product Testing and the Small Molecule Method Development and Validation groups through My Green Lab® (MGL). MGL is a non-profit organisation with a mission to build a global culture of sustainability in science. The MGL certification process requires laboratory professionals to complete an initial assessment of the functions of their laboratories related

to energy and water conservation, waste management, community, purchasing, and more. Following an education and action campaign, the laboratory staff completes a follow-up assessment that contributes to the final rating. These laboratories completed the final assessment in May 2023 and achieved a Platinum rating. Additionally, ELLI in Lancaster, PA and Eurofins BioPharma Product Testing Columbia, Inc, in Columbia, MO continue to expand their sustainability efforts and are in the process of certifying an additional 15,000 ft² of their laboratory space through MGL.



EUROFINS SUSTAINABILITY IN ACTION

CASE STUDY

Biking to reduce commuting carbon footprint

Eurofins National Service Center (NSC), Environment Testing, Biofuel and Energy Testing, Water Testing and Food & Feed Testing Sweden AB Companies in Sweden

In an effort to support greener commuting methods, the Eurofins site in Lidköping, Sweden arranged a bicycle-themed event in April 2023. Local bicycle mechanics were invited to service Employees' bicycles. 70 bicycles were serviced while Employees carried out their daily tasks in the office or at the laboratory. In addition, Employees were able to purchase cycling-related products such as helmets, cycling gloves, or even new bicycles at discounted prices. Electric bicycles were also provided for trial rides around the Swedish facility.



Eurofins Food & Feed Testing Companies in Germany

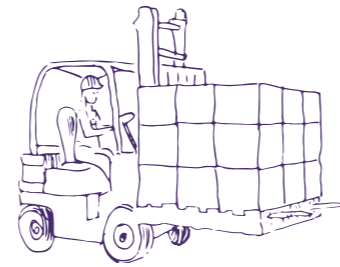
Commuting is one the main carbon emission sources at Eurofins Food and Feed Testing laboratories in Germany. Therefore, promoting e-mobility, biking, and public transport as preferred means of transport for commuting is a key priority for the team that will contribute to reducing carbon footprint of the site effectively. In addition to 23 charging spots powered by 100% renewable energy for electric vehicles in place at the site in Hamburg-Harburg, charging spots for E-bikes were installed in 2023.

To promote biking, the site team has committed to an initiative by the European Union and the General German Biking Club (ADFC e.V) called "Bike-friendly employer", which provides a framework with bike-friendly measures for employers. The business uses this framework as a guideline to continuously improve as a bike-friendly employer. At the end of 2023 the site was reassessed by the General German Biking Club (ADFC e.V) and improved from silver status, which they received in 2021 to gold status as a bike friendly employer.





Energy and Waste Management



Eurofins Companies take pride in our approach to both energy and waste management through our testing services and internal policies and practices. Every year, approximately 2.1 billion tonnes of waste are sent to landfills, and raw materials and manufacturing operations are a huge contributor. The impact is significant, with potentially toxic compounds degrading materials leaching into land, rivers, and oceans. →

Disposal of waste through landfills should be a last resort. A primary aim of Eurofins Companies is to reduce or eliminate waste before seeking other solutions such as recycling, reuse, repurposing, energy generation, biodegradability, etc.

The Eurofins Consumer Product Assurance (CPA) 'Zero Waste to Landfill' programme helps companies to achieve their target of diverting 99% of waste away from landfills and towards more sustainable alternatives, such as by reusing, recycling, repurposing, or generating energy from this waste, or using biodegradable materials where possible. Through staff training and waste audits of manufacturing facilities, Eurofins CPA highlights how waste can be minimised, and the recovery and reuse of residual waste optimised.

Responsible manufacturers are increasingly trying to reduce the quantity of persistent materials (materials that do not degrade when disposed of) in their products, but sustainable alternatives

have complex properties that require testing. Eurofins Consumer Product Testing laboratories measure and verify the end-of-life characteristics of products marketed as biodegradable, disintegrating, or compostable.

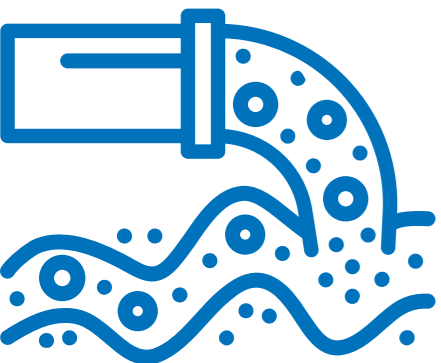
Additionally, it is vital to know whether the remains of biodegradation or disintegration release toxic or harmful chemicals when mixed with soil or other compost. Eurofins Environment Testing companies provide ecotoxicity testing to measure hundreds of different compounds that can be found in degradants, as well as analysing the response of plants and weeds to the degradant-compost mixture.

These Eurofins services enable companies to factor sustainability into their choice of materials early in the product design process, meaning fewer waste products and toxins end up in landfills and compost.

Specific to the handling of waste management within the Eurofins Network of Companies, local regulations for waste disposal and recycling are strictly adhered to. Many sites have local facilities management procedures that provide guidance for disposal based on waste stream (e.g., hazardous laboratory waste, non-hazardous waste, wastewater etc.) and recycling.

In addition, energy conservation is considered and encouraged in new building and laboratory design, modern and innovative equipment purchases, building project upgrades and behavioural changes.

Many sites are actively converting to LED lighting, implementing on-site renewable energy generating projects and have recycling initiatives that go beyond what is required by their local districts and municipalities. Additionally, energy-efficient devices are a major consideration for individuals and businesses who want to purchase electronics. Eurofins Electrical and Electronics laboratories, part of the Consumer Product Testing network, perform energy efficiency testing in line with a broad range of national energy rating systems and power consumption limits, so that shoppers can consciously choose more sustainable products and reduce their carbon footprint. The Eurofins Electrical and Electronics business line also supports the renewable power energy industry by performing compliance testing for equipment and apparatus intended to be integrated into wind turbine generators, tidal and wave energy plants as well as solar and photovoltaic module design and safety qualifications. ■■■



EUROFINS SUSTAINABILITY IN ACTION CASE STUDIES

Innovative test methods achieve hazardous waste reduction

Eurofins APAL Pty Ltd
Australia and New Zealand

In 2023, Eurofins APAL implemented MIR spectral scanning to provide accurate determination of Soil Organic Carbon (SOC) as an alternative to the SOC determined by the wet chemistry technique Walkley and Black. Over the past few years, they have been collecting spectral data on a wide range of soil types across Australia and building models to determine SOC using the Walkley and Black method as the wet chemistry benchmark. However, they are always striving to support their mission to provide high-quality results with minimal negative impact to the environment.

In 2022, Eurofins APAL analysed over 60,000 Walkley and Black SOC tests. This resulted in over 12,000L of acidic dichromate waste that needed to be safely disposed of. Chromium (particularly hexavalent chromium) salts are toxic, carcinogenic compounds, and so limiting their use has significant environmental benefits, as well as the improved safety for laboratory staff.

The business' ambition through the implementation of MIR spectral scanning was to remove 1.5kg of chromium and 1 kilolitre (or 1.84 tonnes) equivalent of concentrated 98% sulfuric acid annually from their hazardous waste stream.

Since making this change, Eurofins APAL has reduced their waste relative emissions by 25%.

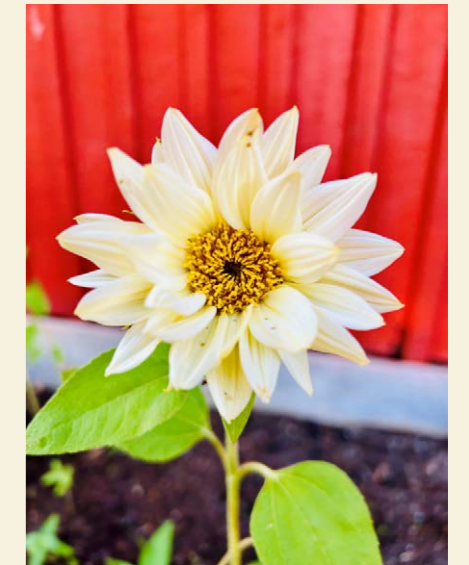


Waste diversion

Eurofins Foods Testing
Companies in the USA

Multiple sites in the Eurofins Foods Testing business line in the US are taking action to recycle more laboratory waste resulting in the diversion of waste from the landfill. This process is not only better for the environment but also lowers Scope 3 emissions in the waste category. Examples include the placement of collection boxes to isolate single stream plastics (mainly plastic spatulas) and laboratory glove recycling (nitrile and latex gloves). The gloves are ultimately recycled and used to manufacture items such as composite flooring and park benches.

Finally, the site in Madison, Wisconsin utilises a bulk water softener salt delivery system that vacuum pumps salt into brine tanks which eliminates the need to manually fill plastic bags. The site received an Environmental Award from the vendor SaltCo. because this innovative solution resulted in 1,264 plastic bags being saved from disposal in the local landfill.



Eurofins Environment Testing Sweden AB, Eurofins Food & Feed Testing Sweden AB, Eurofins Biofuel and Energy Testing Sweden AB, Eurofins Water Testing Sweden AB, Eurofins National Service Center Sweden AB
Companies in Sweden

The Eurofins teams in Lidköping, Sweden have placed compost containers in their canteen, to gather food waste for composting that can be converted into fertiliser. The compost material is allocated into small bags and Employees who want fertiliser pick up a bag and use it for vegetables and flowers. The site has lowered its waste disposal costs and at the same time reduced its carbon footprint through this initiative. The lovely flower in the photo has grown and flourished thanks to Eurofins compost.



Responsible Consumption of Scarce Resources

Eurofins is extremely aware of the impact that excessive consumption has had on our planet. Threats to biodiversity and access to clean water are topics considered with extreme urgency in countries all over the world. The United Nations continues to call on corporations and individuals to take action to find better ways to reduce consumption in order to protect the precious resources that sustain life. →

THE UN REPORTS THE FOLLOWING POINTS FOR SERIOUS CONSIDERATION AND ACTION:

A recent UN report on biodiversity found that around 1 million animal and plant species are now threatened with extinction, many within decades, more than ever before in human history.¹

Terrestrial ecosystems are vital for sustaining human life, contributing to over half of the global GDP and encompassing diverse cultural, spiritual, and economic values. However, the world faces a triple crisis of climate change, pollution and biodiversity loss. Escalating trends of forest loss, land degradation and the extinction of species pose a severe threat to both the planet and people.¹

Despite progress, 2.2 billion people still lacked safely managed drinking water services, 3.5 billion people lacked safely managed sanitation services, and 2.0 billion people lacked basic hygiene services in 2022².

Only 0.5 percent of water on Earth is usable and available freshwater.²

Sources:
¹<https://www.un.org/sustainabledevelopment/biodiversity/>
²<https://www.un.org/sustainabledevelopment/water-and-sanitation/>

Effective management of scarce resources and the implementation of meaningful conservation measures will be critical in order for our society to protect the resources that we all depend on. It is imperative that organisations continue to find better ways to achieve economic growth while avoiding environmental degradation.

Multiple Eurofins Business Lines carry out testing services that help to provide innovative solutions for monitoring quality and maximising output of our natural resources and food sources.

Many Eurofins Companies are taking local action to conserve water and create healthy habitats to foster and protect biodiversity.

Specific to protecting biodiversity, local site activities such as planting trees/hedgerows and implementing green infrastructure (e.g., rain gardens, green roofs, planting native shrubs and wildflowers to replace grass and encourage pollinators, creation of riparian buffer zones if water sources are on-site etc.) are all actions currently being taken

at various Eurofins sites. These actions not only provide a healthy habitat for small mammals, birds, insects and aquatic life who share our spaces but also sequester carbon and filter out pollutants that can contaminate water.

Specific to the responsible use of water, local site water reduction initiatives include installation of water saving toilets and low flow faucets in restrooms, laboratory equipment that uses recirculating/closed-loop water systems, irrigation systems with sensors, landscaping with plants that do not require excessive watering and green building technologies to capture precipitation on rooftops for reuse in building cooling systems. These initiatives all result in significant water conservation opportunities.

Refer to the Energy and Waste Management section on [page 44](#) for more information about energy conservation and waste reduction activities at Eurofins. ■■■■



EUROFINS SUSTAINABILITY IN ACTION CASE STUDY

For a better tomorrow, plant more trees today

Eurofins Environment Testing and Food & Feed Testing Malaysia

In July 2023, Eurofins Companies in Malaysia demonstrated their commitment to sustainability measures by mobilising volunteers from two Business Lines, Environment Testing and Food & Feed Testing, for a mangrove tree planting activity with the motto 'For a better tomorrow, plant more trees today'. The event took place in Pusat Pendidikan Kecil Hutan Paya Laut, Nibong Tebal, Penang, Malaysia and was organised in collaboration with the Penang Inshore Fishermen Welfare Association (PIFWA). The Eurofins teams also welcomed guests from Eurofins Mechem Pte Ltd.

with other ecosystems. Mangroves provide a sanctuary for an array of species, ranging from marine life such as fish, crab, shellfish and sea turtles to various bird species. This habitat serves as a critical nesting, breeding and nursing ground for the local wildlife, enriching the biodiversity of the region.

Eurofins teams in Malaysia were proud to come together to plant hundreds of mangrove saplings. Together, they contributed to creating a greener environment and protecting biodiversity.

Mangroves are a group of trees and scrubs that are found in coastal intertidal zones. These plants serve as carbon sinks, capable of storing up to four times more carbon than their tropical forest counterparts. Their uniqueness lies in their intricate web interactions





Social

- DIVERSITY, EQUITY AND INCLUSION
- EMPLOYMENT CREATION
- HUMAN CAPITAL DEVELOPMENT
- PEOPLE, HEALTH AND SAFETY
- GIVING BACK



Diversity, Equity and Inclusion

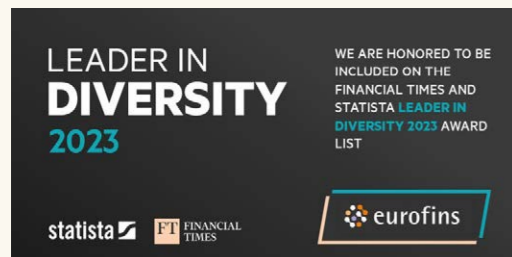
Eurofins' mission is to contribute to a safer and healthier world through innovation, high-quality work, and creating opportunities for Employees in a sustainable way. The commitment and growth of an inclusive and equality driven workplace culture is directly connected to this mission. →

For Diversity, Equality, and Inclusion (DEI) efforts to be sustainable, it is critical that Leaders of Eurofins Companies actively support and drive change in their scope. In 2019, Dr. Gilles Martin, CEO, announced the launch of what is known as Eurofins Equality Driving Excellence (EDE), an internal initiative dedicated to DEI goals. His vision, along with the Board of Directors and Group Operating Council, is to see that all Eurofins Companies and all their Employees are advancing excellence through diversity, equity, and inclusion in their business practices and workplace culture.

All Eurofins Companies adhere addition to the Eurofins [Core Compliance Documents](#). The priorities of the EDE are aligned with these documents and are also determined by defined in accordance with our duties as a UN Women Empowerment Principles Signatory. It is a priority of all Eurofins Companies that they work to ensure that Eurofins is a safe employer for all current and prospective Employees, our work in this regard continues to be recognised, with Eurofins being named a "Leader in Diversity" by the Financial Times and Statista for a third consecutive year.



Eurofins being named a "Leader in Diversity" by Financial Times and Statista for a third consecutive year.



See relevant Core Compliance Documents below.

[The Eurofins Group Modern Slavery Statement](#)

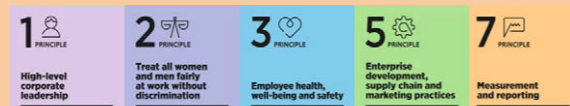
[The Eurofins Group Health and Safety Policy](#)

[The Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations](#)

[The Eurofins Group Equal Opportunities and Fair Employment Policy](#)

[The Eurofins Group Policy on Ethical Behaviour at Laboratories \(with Examples of Prohibited Behaviour and Information about Whistleblowing Channels\)](#)

[The Eurofins Group Supplier Code of Ethics](#)



UNITY IN COMMUNITY

EDE works to advance diversity, equity and inclusion throughout all companies in the Eurofins Network, and brings together Eurofins Employees to work towards this goal. Global efforts then empower regionally specific best practices. In 2023, EDE launched *Unity in Community* as its theme to unite diverse communities at the global

and local levels to further progress equality and inclusion. The *Unity in Community* initiative comprised events, trainings, and projects to contribute to our diversity efforts. Throughout 2023, Eurofins EDE focussed on six pillars to build an inclusive workplace community: Diversity, Belonging, Equality, Accessibility, Inclusion and Equity.

SIX PILLARS OF AN INCLUSIVE WORKPLACE



BELONGING



EQUALITY



DIVERSITY



ACCESSIBILITY



INCLUSION



EQUITY

Eurofins Leaders and Employees embraced the *Unity in Community* theme through efforts ranging from Employee volunteering, community outreach, celebrating diverse holidays, and introducing inclusive ways to honour and respect our colleagues from all their diverse backgrounds.

The EDE carried out live trainings include events called Equality Conversations, EDE Leadership Training, and Roundtable events. Equality Conversations are virtual sessions that are intended to help develop shared language, Employee engagement, and discussions on a variety of diversity-related concepts. The EDE Leadership Trainings are specifically designed to target current and prospective Leaders within the Eurofins Network who are looking to implement practical ways to advance equality within their

scope. Lastly, roundtable events bring together panels of Eurofins Companies Employees or external speakers who will discuss their perspective on workplace inclusion, their personal career paths, and their hopes for a more equal and equitable future.

EDE is committed to efforts that bring together all employees of Eurofins Companies recognising all aspects of diversity to drive excellence through equality and inclusion.

Below is a list of the topics that were covered throughout the 2023 year in alignment with its six pillars of focus:

Equality Conversations

Diversity: Building an EDE Community
Belonging: Community and Belonging
Equality: From Awareness to Action – Building a Culture of Equality
Accessibility: Beyond Limitations – Exploring Workplace Accessibility and Empowering Diverse Talent

Inclusion: Unconscious Bias in Recruiting
Equity: Reimagining Workplace Equity
EDE Leadership Trainings
Belonging: Unleashing the Power of Belonging
Equality: Power of Allies – PRIDE
Accessibility: Leading with Accessibility
Inclusion: A Key to Workplace Success

Equity: Using Equity to Counteract Unconscious Bias
Roundtables
• Breaking the Glass Ceiling for All
• Men's: Breaking Barriers for All



EUROFINS BECOMES A UN WOMEN EMPOWERMENT PRINCIPLES SIGNATORY



In December of 2022, Eurofins became a signatory of the UN Women's Empowerment Principles (UN WEPs), joining over 8,500 companies worldwide. As a signatory of the WEPs, Dr. Gilles Martin, CEO, indicated a commitment to ensuring that Leaders in all Eurofins Companies advance equality for women within their scopes. As a decentralised organisation that values the importance of entrepreneurship, creating a Network of Companies that are committed to aligning with the UN WEPs is a priority.

The seven UN WEPs are intended to help implement practices and processes that

can build greater equality for women in the workplace. In 2022, the UN published the "Progress on the Sustainable Development Goals: The gender snapshot 2022" which stated that it would take close to 300 years for the world to remove discriminatory laws and close gaps in legal protections for women and girls. In addition, the report stated that one in every three managers or supervisors are women, and that at the current pace of change, parity will not be achieved for another 140 years. Using the UN WEPs as a guide to help combat any forms of inequality or discrimination and to

forward gender parity is a high priority for Eurofins.

Supported by Senior Leaders, in collaboration with the Global Equality Driving Excellence (EDE) Council, local initiatives, and following the roadmap established by the United Nations Women's Empowerment Principles (UN WEPs), Eurofins consistently implements measures to bridge the gender gap across our network. Throughout this report, Eurofins reaffirms its commitment to these principles by featuring the respective icons that symbolise our alignment with the UN WEPs.

CONTINUED FOCUS ON MEASUREMENTS

Eurofins teams carry out specific recruitment outreach to diverse demographics to increase the diversity of talent pools to select the most qualified candidates for all positions. The same approach is followed for internal mobility.

Eurofins' Board of Directors was expanded during 2021 and currently comprises a majority of independent, non-executive directors (five) alongside two executive directors. These recent

appointments have also resulted in continued gender parity at Board level.

In addition, Eurofins continues its commitment to increasing gender equality at the most senior executive leadership level. Eurofins made significant strides in the 2023 year at the most senior level of leadership and the Board has continued to maintain gender parity. Please see the chart below for percentage of women at all levels of leadership.

PERCENTAGE OF WOMEN	31 Dec 2020	31 Dec 2021	31 Dec 2022	31 Dec 2023
Board of Directors ^[1]	43%	50%	50%	50%
GOC – (incl. CEO) and Regional Business Line Leaders ^[2]	18%	21%	18%	21%
National Business Line Leaders and Business Unit Leaders ^[2]	30%	30%	30%	34%
Other Leaders ^{[2], [3]}	N/A	49%	50%	50%
All Eurofins Companies' Employees (incl. all Leaders) ^{[2], [3]}	56%	56%	55%	57%

Note: Eurofins is comprised of approximately 57% women in total. Approximately 47% women are represented at all levels of leadership combined (e.g., GOC members, Regional Business Line Leaders, National Business Line Leaders, Business Unit Leaders, and all other Leaders).

Footnotes
 [1] Based on the information received from the Company Secretary.
 [2] Based on Gender/Salutation sourced from identity lifecycle management database.
 [3] Other Leaders: Eurofins Employees who have at least one Employee as a direct report (excluding interns) and who do not belong to any other category of Leaders (Board of Directors, GOC, Regional Business Line Leaders, National business Line Leaders or Business Unit Leaders).
 [4] Includes apprentices, interns, temporary workers, and self-employed managers. Excludes external consultants.

CULTIVATING INCLUSIVE LEADERSHIP THROUGH MENTORSHIP

In an effort to help provide mentorship for high-potential future and current Leaders, in 2021, the EDE developed and launched a global Leadership Mentor Programme that invites all Eurofins Companies across all countries to participate. This programme is designed to help give current and prospective Leaders an opportunity to be mentored by a senior leader within the Eurofins Network. When looking at the binary gender breakdown, women were progressing into Senior Leadership roles at a slower pace than men. The Leadership Mentor Programme looked to confront this.

Since the programme has launched, over 600 current and prospective Leaders have participated as mentors or mentees. From 2022 to 2023, there has been an increase



in the participation of underrepresented groups, with a 5% increase in mentors and a 30% increase in mentees from diverse ethnic and racial backgrounds. Additionally, there has been 36% increase in the number of women serving as mentors and a 16% increase in female mentees. Since 2021, across the board, the overall programme satisfaction for mentors has increased from 4.1/5 to 4.5/5 and mentee satisfaction

has increased from 4.2/5 to 4.5/5. Overall partnership success has been maintained at 4.5/5 for mentors and 4.8/5 for mentees since the programme's inception.

This programme is intended to help give prospective and current Leaders mentoring to support them to succeed. As a decentralised organisation, this programme provides unique opportunities for Employees of Eurofins Companies to collaborate with colleagues across the world and learn from each other's experiences. Here is Karolina Jaworska who is the Procure to Pay Group Process Expert, Eurofins GSC, Poland, sharing her experience in the EDE Leadership Mentor Programme.



Eurofins continues its commitment to increasing gender equality at the most senior executive leadership level.

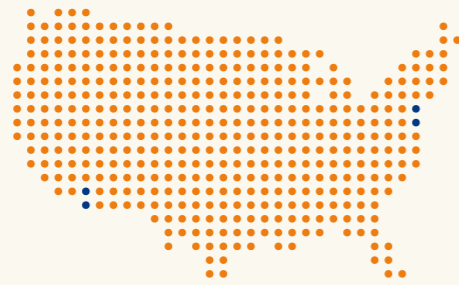




GLOBAL EQUALITY DRIVING EXCELLENCE (EDE) COUNCIL

An Equality Ambassador has been nominated to represent each of the Business Lines within the Eurofins Network. These individuals collaborate closely with Senior Leaders, HR Partners, and Equality Champions to actively promote and advance equality, as members of the Global Equality Driving Excellence (EDE) Council. This network of Global EDE Councils comprises 70 dedicated members, each representing their specific scope.

The primary function of Equality Ambassadors is to support the Equality Driving Excellence (EDE) objectives set forth by our Senior Leaders. Their role extends beyond this, as they are also tasked with fostering grassroots initiatives in their local areas. This approach aims to ensure a comprehensive, two-fold strategy, encompassing both top-down and bottom-up perspectives in our pursuit of equality and inclusivity. ■■■■



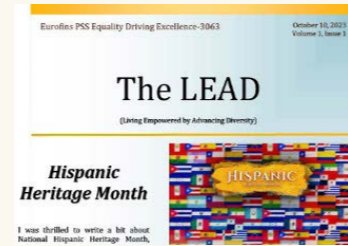
NORTH AMERICA

Women in science and entrepreneurship

Eurofins Beacon Discovery, USA

Equality Ambassador and Director of Operations, at Eurofins Beacon Discovery Erin Sanabria, started a conversation on the challenges and opportunities for women pursuing careers in biotechnology that led to the development of a new Employee Resource Group (ERG). ERGs are Employee-led groups that aim to foster a diverse, inclusive workplace aligned with the organisations they serve by building a community network of volunteer members, usually serving specific underrepresented

groups. The new Eurofins Beacon Discovery ERG, WISE (Women in Science and Entrepreneurship), meets monthly to discuss career paths, leadership mentoring, and the challenges that women face in balancing their personal and professional lives. This provides a convenient and welcoming environment for women and allies to express themselves and their ideas as well as provide feedback on where improvements are needed in order to foster a more equitable workplace.



NORTH AMERICA

The Lead – Local EDE Newsletter

Eurofins PSS West Point, USA

The mission statement of the Eurofins PSS West Point, PA chapter of the Equality Driving Excellence Committee is to create an inclusive workplace environment where all Employees feel safe, valued, and respected. To continue this effort, the Committee began a monthly newsletter to showcase and inform colleagues on the work being done on site. It is generally understood that individual differences make a stronger team, and this document, as well as forthcoming volumes, serves as a resource to highlight the diversity of identities and ideas present within teams. The Committee chapter seeks to empower each Employee by providing resources and education on the vast aspects of diversity, and to bring colleagues together to celebrate human differences through various work. This October, the first volume of a new local EDE Newsletter was shared, celebrating and highlighting Hispanic Heritage Month. Beyond the sharing current updates and celebrating inclusive holidays, newsletters also serve as a source of inspiration for others to get involved or propose additional resources and events.

LATAM AND SOUTH AMERICA

Bee Talk: Mulheres na ciência

Employees of Eurofins Companies in Latin America

Roundtable events and similar initiatives have a profound influence within organisations, shaping a culture of diversity, equity, and inclusion within organisations that extends beyond their immediate impact. In March 2023, colleagues in Latin America held a special event, called Bee Talk: Mulheres na ciência. Named after the collaborative team working skills of bees and to promote 'bee-ing' yourself, the event was an opportunity to celebrate World Day of Girls and Women in Science and International Women's Day. Both occasions focus on promoting and advocating for women's equal opportunities for leadership at all levels and the discussion of gender disparities in

societal and workplace norms. Employees of Eurofins Companies in LATAM gathered for a virtual Women's Roundtable of scientists to discuss their professional careers in the industry. During this event, they got to know about the academic and professional trajectory of each panelist and hear about the experiences they have faced along the way. Women's Roundtables and similar initiatives bring together colleagues and provide space and time to discuss diverse perspectives, build networks and mentoring opportunities, and provide leadership development opportunities for not only panelists but audience members as well.



LATAM AND SOUTH AMERICA

I Respect You, You Respect Me – Disability

Employees of Eurofins Companies in Latin America

Highlighting disability and accessibility at work is of paramount importance at Eurofins Companies. Leandro Reis, an Equality Ambassador of LATAM, and his team hosted a virtual training which highlighted diversity and accessibility issues during March of this year. Disability and accessibility discussions and initiatives, such as these sessions conducted by Eurofins Companies Employees, play a crucial role in fostering an inclusive environment and ensuring that Employees of all abilities have equal opportunities. During their local sessions, they were able to discuss and share experiences on how to become better disability allies as well as helpful resources currently in place within the Eurofins Network. The sessions also

provided a platform to share experiences and insights, fostering greater awareness and empathy among colleagues for concerns surrounding accessibility in the workplace. This sharing of personal experiences can lead to a deeper understanding of the challenges that individuals with disabilities may face daily, helping to dispel myths and misconceptions. By emphasising disability and accessibility at work, Eurofins Companies Employees are taking crucial steps toward creating a more inclusive, empathetic, and equitable workplace. These discussions promote a workplace culture that values diversity and fosters innovation, ultimately making the organisation more resilient and forward-thinking.



High-level corporate leadership



Community initiatives and advocacy

EUROPE**The Birchwood Park Duck Fest – Equality Duck**

Eurofins Forensic Services, UK

Volunteering at local charity events is a powerful means through which Eurofins Companies can actively embrace Diversity, Equity, and Inclusion (DEI) values, engaging with their communities and fostering a more inclusive and empathetic workplace. The Birchwood Park Duck Fest is a community event held annually in Birchwood, UK, to celebrate and support local charities and initiatives. The festival's proceeds are donated not only to wildlife preservation initiatives, but to other charity efforts that vary each year. This year, Eurofins Forensic Services participated with their 'Superhero Equality Duck' to raise

money for a local organisation, the Walton Lea Partnership. The partnership supports learning, training and work experience activities for young people and adults with learning disabilities in Warrington and surrounding areas. Through such initiatives, colleagues are able to connect DEI with local community, making a tangible impact by supporting nearby initiatives such as the Walton Lea Partnership while connecting this increased empathy and understanding to workplace actions that foster inclusivity from various angles.

**EUROPE****Respecting one another – pronoun badges**

Eurofins Forensic Services, UK

At Eurofins Forensic Services UK, to align with the goal and desire to be as inclusive as possible, the site has recently introduced pronoun badges in an effort to be more inclusive of diverse gender identities. Employees can choose to wear pronoun badges to let colleagues and visitors know their preferred pronouns. This action to increases the normalisation of the concept and highlights the value of personal pronouns. Using correct pronouns is a fundamental aspect of treating individuals with respect and dignity. Pronoun badges help create a more gender-inclusive environment by allowing individuals to express their gender identity. They also encourage dialogue and learning, contributing to better understanding of gender and pronoun diversity as well as cultural norms surrounding gender. Pronoun badges signal to all that Eurofins Forensic Services, UK values diversity and is committed to creating a respectful and inclusive workplace.

SOUTHEAST ASIA**Celebrating Vietnamese Women's Day**

Employees of Eurofins Companies in Vietnam

Vietnamese Women's Day is a celebration that marks a pivotal moment in time for the expansion of women's rights and opportunities in Vietnam. This is celebrated on 20 November to commemorate the first time an independent organisation for women could legally operate and when society openly supported and encouraged women to participate in the workplace, government, or other roles in society. Each year, it provides the opportunity to celebrate how far women's rights have come and also acknowledge the work still to do. It is part of tradition for women to be celebrated

through flowers, sharing stories of women's success, and even to incorporate travel and other surprises for this celebration. Our colleagues in Vietnam honoured the incredible women in their team during a day full of surprises. Women team members received flowers, and everyone enjoyed cake together. They celebrated the occasion with a fun sports event and an amazing party complete with a band playing live music.





Employment Creation

GLOBAL HEADCOUNT FIGURES

The Eurofins Network total number of employees has continued to grow during 2023, driven by both extensive recruiting activities and new acquisitions. Total headcount at the end of 2023 was 61,798, an increase of 20.0% since 2020. →

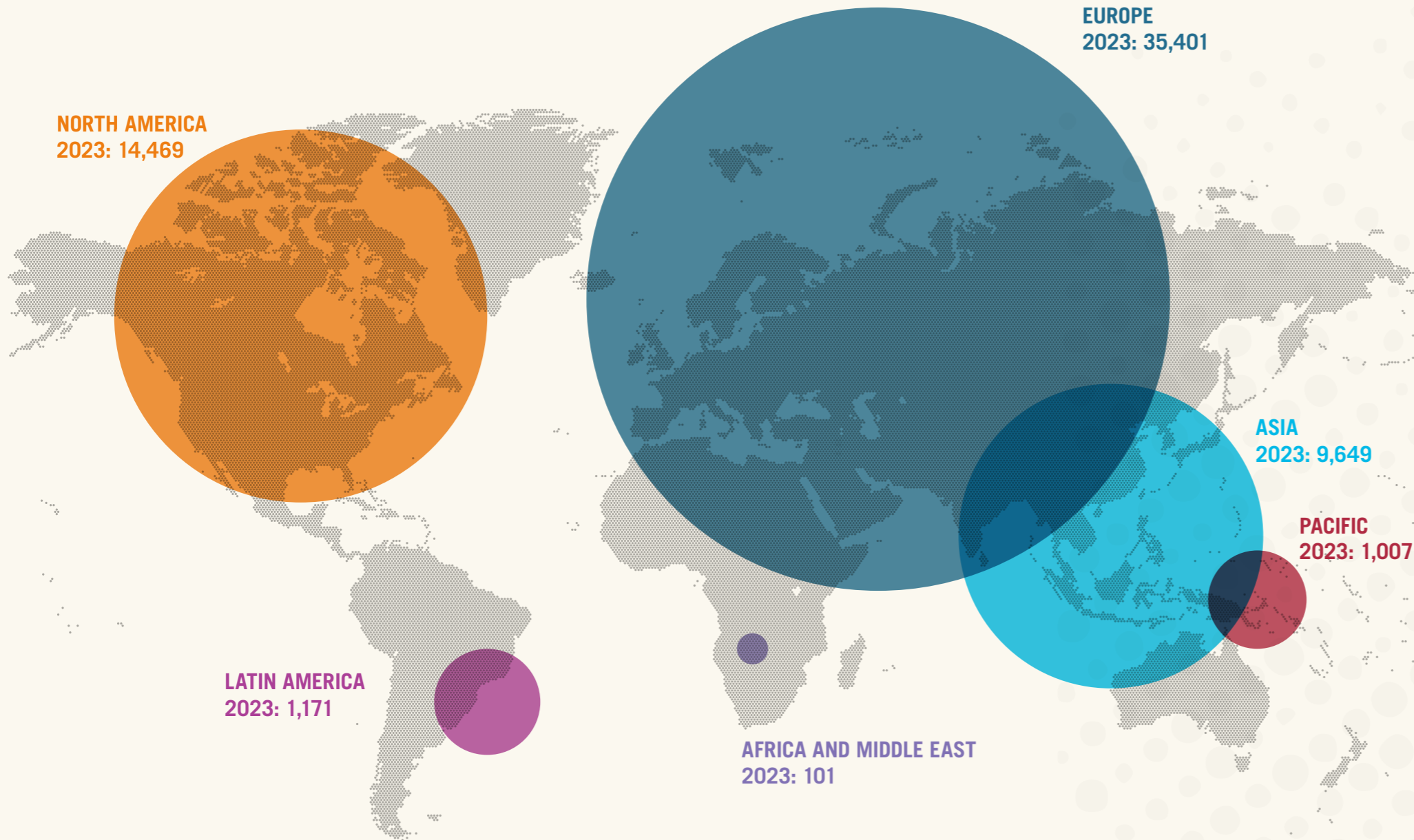
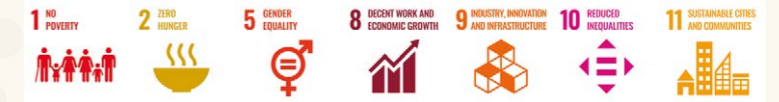


TABLE 6: TOTAL HEADCOUNT SPLIT BY GEOGRAPHIC REGION

Region	2020	2021	2022	2023
Europe	31,111	34,258	34,972	35,401
North America	12,538	13,460	14,503	14,469
Rest of World	7,867	10,274	11,904	11,928
Total	51,516	57,992	61,379	61,798



HIRING FOR THE FUTURE

At Eurofins, we believe that our employees and leaders are the true engine behind our success, allowing us to be a global leader in analytical testing services.

Attracting great, diverse talent is a key strategic objective for us. Particular focus is given to creating opportunities for students, who will become our next generation of Leaders. The various Eurofins Talent Acquisition Teams are playing a critical role in hiring candidates who share our values, model our Leadership Charter and enrich our diverse teams with unique skills.

Joining Eurofins means choosing a highly decentralised network of independent Companies that protects and nurtures individual entrepreneurship and puts increasing efforts into ensuring all Employees and Leaders are well equipped to perform in their role and to pursue their career aspirations within our network. As a result, we have expanded the number of local and global initiatives and tools supporting their professional growth.

We target offering our Employees and Leaders with lifelong learning opportunities within a healthy working environment. We strive to provide a positive candidate and Employee experience during the entire employment lifecycle.

INCLUSIVE RECRUITMENT PROCESSES

Since 2022, various Eurofins Talent Acquisition teams, together with the Equality Driving Excellence (EDE) team, have been working on actions to ensure that our recruiting process promotes inclusivity and diversity. It is part of Eurofins Companies' ambition to be equally attractive to all type of candidates, independent of gender identity, race, or age and therefore avoid discrimination of any kind.

Workshops and trainings have been organised and tools created to ensure diversity is front and centre in all of our recruitment processes. Since 2022, a facultative "Gender Identity" form has been included in our recruitment process in countries where legally compliant to do so, allowing candidates to self-declare their gender identity (male, female, non-binary, other or prefer not to disclose). This will facilitate measuring our performance with regards to increasing diversity in our hires. Together with our recruiters, we have revisited our selection criteria to ensure that, while respecting the spirit of our Leadership Charter, they appeal and adapt to a diverse set of candidates and leadership styles.

Over this period, trainings have been developed to support recruiters mitigate general bias with a dedicated focus on gender equity during the recruitment process (such as job ads biased language and candidate assessment trainings). Additionally, we have been training our recruitment teams to also address this topic with our hiring managers, promoting awareness and sharing their knowledge to help our main stakeholders to be mindful about this bias so they work to mitigate it, and we ensure the topic is tackled not only in the attraction and HR assessment phase but throughout the full recruitment process.

To take it one step further, in 2023 we undertook a deep dive the analysis into our job ads beyond the wording, to also ensure their format is gender compliant. Since then, we have been closely monitoring our ads to ensure these best practices are put in place by our recruitment teams. This commitment reflects our dedication to creating job advertisements that are equally appealing to all genders. 🏳️‍🌈

Below are some examples of our recruiting initiatives targeting new graduates specifically.



EUROFINS CONNECT

In November 2023, Eurofins held three editions of its flagship virtual Campus recruiting event, Eurofins Connect, in Europe, Asia and the US. Eurofins Connect aims to create brand awareness, promote Eurofins' uniqueness and diversity across target universities, inform young talent of the many career opportunities in Eurofins Companies, and attract top candidates to open positions in the participating countries and Business Lines. Altogether, the three events attracted more than 650 students from diverse

backgrounds, such as Science, Business, Finance, or Engineering. The students had the chance to learn more about Eurofins' activities and career development opportunities by attending presentations, showcasing Eurofins' expertise in various fields. The virtual events concluded with a careers-fair-style session, during which participants were able to talk directly with recruiters and young graduates from the different regions.



TOP GRADUATE PROGRAMME EUROFINS IT DELIVERY CENTRE INDIA

The annual Top Graduate Programme at the Eurofins IT Delivery Centre in India continues to cultivate a fresh wave of exceptional talent. This year, in 2023, we welcomed 29 graduates from a select pool of four esteemed universities across India.

In a shift from the previous virtual format, the campus recruiting sessions were held in-person,

allowing the Eurofins recruiters to connect more closely with the candidates and have meaningful interactions.

The selection process remained rigorous, featuring a coding test followed by meticulous technical and managerial interviews, ensuring that the chosen candidates were a strong match for the organisation.



TOP GRADUATE AND LEADERSHIP PROGRAMME NETHERLANDS

Food & Feed Testing, Agro Testing, Environment Testing, BioPharma Product Testing, Forensic Services, IVD Clinical Solutions Netherlands, Group and National Service Centres (NSC)

Eurofins Companies from several Business Lines in the Netherlands successfully implemented a local two-year Top Graduate Programme beginning in 2021. The Business Lines hire fresh graduates from leading Dutch universities to develop Leaders of the future. These candidates have the opportunity to work on strategic

projects for Eurofins Companies in the Netherlands. Currently they are employed in seven different Business Lines as well as in our Netherlands NSC. In 2023 the scope of the programme was extended to include the Eurofins Campus in Nazareth (Belgium). The team behind the programme continuously strives to optimise the

training and development programme to give the candidates the best experience and propel their careers within the Eurofins Network. The first candidates graduated the programme and took up positions such as Operations Manager, Integration Manager and IT Project Manager.

FAST-FORWARD EUROPEAN GRADUATE PROGRAMME

Sponsored by our Environment Testing and Food & Feed Testing Business Lines in Europe, we have welcomed new participants to the Eurofins Fast-Forward European Graduate Programme in Q3 2023. After a very selective recruiting process and successful onboarding in Autumn 2022, our first group of participants successfully completed their first rotation and are now leading new projects in the Eurofins Network. Over their first eight-month project, they had the opportunity to work on a variety of initiatives such as laboratory integration support, automation and process improvements, method optimisation, and data engineering, among others.

The third edition of the programme is being prepared for launch, which will be initiated once the current programme concludes.



Human Capital Development

SUPPORTING THE DEVELOPMENT OF OUR EMPLOYEES

Creating opportunities for our employees is part of the Eurofins mission. “Hire the best: attract, develop and retain star performers” is one of the 12 key behaviours and competencies expected from Eurofins Leaders. →

Eurofins Leaders place a lot of focus on empowering their Employees and creating an environment in which everyone can perform, grow, contribute, and thrive. We believe in the importance of identifying talented and high-performing Employees, developing their skills and assigning them to roles in which they can contribute at their best. We also develop a consistent pipeline for the most critical roles in our network. We have the ambition to constantly improve how we assess and develop our internal talents. For instance, 67% of the Food & Feed Testing laboratory leader positions in the US that opened in 2023 have been filled with internal candidates and several high-potential Employees took positions in a different geography and/or Business Line to continue their learning journey.

“Hire the best: attract, develop and retain star performers”

In a decentralised organisation like Eurofins, which is structured as a network of independent companies led by entrepreneurs, people development is handled primarily at local level by the Business Unit or Eurofins Legal Entity Leaders themselves. We can count on multiple local and/or Business-Line-specific initiatives aimed at developing our Employees and at strengthening our leadership pipeline. To unify best practices

and foster collaboration, while respecting our profound entrepreneurial nature, we strive to share local initiatives developed in one Eurofins company with other companies in our network around the world so that we build on and leverage this expertise. With this purpose, the Eurofins Academy was founded in 2018 to provide and maintain a global, online learning platform for mandatory and optional trainings that are useful to all or many Eurofins Employees.

Recognising that local Leaders may have limited visibility on pipelines for critical roles across our entire Network of Companies, Eurofins implemented a centrally-led approach to ensure consistency in how we recognise, assess and develop our Leaders. As such, the career development and placement of our most senior Leaders is also managed centrally, with the intent of creating a solid pipeline for our most critical positions, ensuring the right skills and competences are developed to guarantee business continuity and growth. In 2021, we implemented a new tool supporting performance assessment and talent identification for our key Employees and all Leaders. In 2023, this tool was enhanced and the processes of talent assessment and succession planning formalised and tested thoroughly across our network.

THE EUROFINS ACADEMY

In 2018, Eurofins founded the Eurofins

Academy with the aim of increasing internal knowledge of Eurofins' technologies, methods, and processes among all Employees of Eurofins Companies, by delivering high-quality and tailored trainings. The Eurofins Academy also maintains the Eurofins Learning Centre (ELC), which is the Eurofins Network's global Learning Management System.

To ensure that training modules benefit the maximum number of Employees and provide equal opportunities to grow, the Eurofins Academy creates mandatory trainings in 21 languages: English, French, German, Italian, Spanish, Portuguese, Polish, Slovak, Hungarian, Romanian, Norwegian, Swedish, Dutch, Danish, Finnish, Turkish, Vietnamese, Japanese, Korean and Chinese (Simplified and Traditional).

There are many mandatory trainings in the ELC, which are to be taken by all Employees across the entire Eurofins Network of Companies. This includes, for example, phishing awareness modules to increase IT security (which equips Employees with the must-have knowledge and skills to raise awareness and understand the importance of reporting phishing attempts) and a number of compliance trainings, designed to ensure the highest ethical behaviour by all Employees across the Network.

Additionally, there are more than 30 compulsory trainings tailored for Eurofins Leaders. Examples include: “General Guidelines on Eurofins Structures”, which



provides an overview of the various legal entities and Business Line structures of the Eurofins Network and how they impact general operations and reporting at Eurofins; and “Spending and Contracting Authority Recommendations”, the purpose of which is to ensure Eurofins Leaders are familiar with how compliance and control of important financial matters across our companies are enforced.

Each mandatory training is accompanied by a quiz and a survey (based on the Net Promoter Score – NPS – methodology). Employees must pass the quiz to complete the training. The Eurofins Learning Centre collects granular statistics on completion rates and test scores. Non-completion and low scores are escalated to the appropriate managers who can provide necessary additional training, to prevent and mitigate risks. The Net Promoter Score (NPS) rate for all trainings published and evaluated voluntarily by Employees is at 84 on a 100-points scale.

In 2022, Eurofins invested in a new learning platform to enhance the capabilities of our ELC; in 2023, we succeeded in rolling out mobile access to this tool and further improving the user experience and trainings availability. Moreover, in the spirit of our decentralised structured with locally empowered Leaders, we focussed on enabling the local development of trainings and providing accessibility to them via the ELC.

In just one year, we are proud to now host more than 500 locally created trainings in the Eurofins Learning Centre which are being made accessible to the respective local employees.

These are typically professional courses, in local languages, adhering to local regulations and meeting local needs while meeting the overall goal of the Eurofins Academy to improve knowledge of Eurofins' values, technologies, methods, and processes.

The Incident Management System e-Learning course launched this year is a great example of an interactive and effective way of educating relevant colleagues on a new system implemented in one Eurofins company. Another training, focussed on the features of a polarised microscope in an asbestos testing laboratory, introduces the complex equipment to new joiners and fully briefs them on a tool they will use while performing their daily tasks.

These are some examples of trainings developed within local scopes that have already been published, in some cases. Individual countries (e.g., Sweden) have developed their own training catalogues within the ELC. Thanks to active collaboration between local training administrators and the Eurofins Academy,

these catalogues provide over 35,000 colleagues with an additional level of learning content designed specifically for their business needs. The plan for 2024 is to continue these efforts and to establish the ELC as the single platform / one-stop-shop for Employees to access a myriad of both locally and globally relevant trainings and enhance their knowledge, expertise and awareness.

ONBOARDING

At all Eurofins Companies, we firmly believe that the first days at a new job can shape an Employee's entire experience. We recognise that the initial days, weeks, and months in a new role set the foundation for a successful and fulfilling tenure.

Our dedicated teams at both local HR levels and within the Group Service Centre are committed to optimising this critical phase of our Employees' journeys. 2023 marked a significant milestone with the introduction of comprehensive guidelines tailored for all hiring managers and HR personnel entrusted with onboarding.

To ensure a seamless transition and instil a sense of warm welcome, our onboarding initiatives commence as soon as an offer is accepted and typically continue through the first 90 days of a new role. An effective onboarding process will help our newly hired Leaders to feel more valued, to better understand their role, and to increase their productivity and performance, resulting in increased engagement.

LOCAL TRAINING AND DEVELOPMENT INITIATIVES

In addition to the Eurofins Academy, our Employees enjoy dedicated training and development initiatives that are developed within their own Business Lines and sites. The provision of training programmes at Eurofins Companies has been constantly growing over the past number of years. From predominantly face-to-face training delivery, Eurofins has adapted to a mix of e-learning, virtual live programmes using the functionalities of the Microsoft Teams platform, and some face-to-face training.

Local programmes are designed to help new hires and Employees who have just taken up a new role to build up critical skills and get

EUROPEAN TALENT PROGRAMME FOR HIGH POTENTIALS

The European Talent Programme for High Potentials is a comprehensive initiative focussed on fostering future Leaders within Eurofins. It prepares and trains a talented pool of potential Leaders, so that they are ready to take on responsibilities at Business Unit levels across the Eurofins Network in Europe. The programme places a strong emphasis on developing a profound understanding of Eurofins' business operations and growth strategy, ultimately enhancing the proficiency of our future Leaders. Additionally, it provides a platform for networking and team building, by creating connections among emerging and established Eurofins Leaders.

The programme originated in 2011 as "ScanNed", a local initiative driven by National Business Line Leaders and HR Managers in Denmark, Sweden, Norway, and the Netherlands. Since then, it has evolved and expanded to meet the ever-changing needs of our organisation. In 2023, the programme celebrated a significant milestone with the inclusion of more than 30

acquainted with the local way of working. While these local programmes predominantly target supporting young talent in their first management roles, our commitment to Employee growth extends to internal mobility initiatives with the support and commitment of the Group Service Centre to promote internal mobility opportunities for all Eurofins Employees. Below are some examples of local training, development and internal mobility success:

Employees from 12 different EU countries, showcasing its commitment to serving a diverse participant base. Among the participants, 66% were women, reflecting our efforts to ensure access to leadership positions for our female talent.

The programme spans an 18-month period of training sessions with content aligned with the Eurofins Leadership Charter, including modules such as Leading Self and Others, It's All About Customers, Operational Excellence, Understanding the Eurofins Business, Change Management, and Acquisitions. These focal areas ensure a comprehensive and tailored learning experience.

The programme concludes with a diploma ceremony, which recognises the achievements of the participants who successfully complete the curriculum and their status as Leaders in the making.

TALENT DEVELOPMENT PROGRAMME FOOD & FEED, AGRO AND SENSORY EUROPE

Recognising that talent development is a cornerstone of any organisation, Food & Feed, Agro and Sensory Testing Business Lines in Europe wanted to get to know their internal talent and their strengths better. The vision of this programme is to nurture a talent pipeline for the aforementioned Business Line scopes in Europe by getting a better understanding of Employees' professional and managerial skills, all while striving to inspire and motivate them. This will in turn help to identify development opportunities and training needs.

The main target is to support both junior and senior Eurofins Managers to further develop their skills and have access to new and exciting opportunities as a result of this initiative. The aim is to be able to develop, support and have transparency on all talent to then create a pipeline of highly motivated, inspired and skilled Leaders to guide Eurofins Food & Feed, Agro and Sensory Testing into the future.

After a successful first cycle of training, during which a highly ranked European Business School partnered with the Eurofins Food & Feed Testing, Agro Testing and Sensory and Market Research Europe to co-create and deliver outstanding training together with Eurofins Senior Managers as keynote speakers, we further developed the programme. We will focus on leadership potential as well as areas within commercial and operational excellence.

After successfully identifying programme candidates, we set up a new round of trainings as of September 2023. The participants undertake different modules and conclude the training after one year, following the completion of a Strategic Impact Project. Further programmes are expected in 2024.

JOB SHADOWING PROGRAMME AT EUROFINS VIRACOR BIOPHARMA SERVICES

Driven by a continuous effort to be more efficient and effective in their laboratory operations, Eurofins Viracor BioPharma Services offers a 'Job Shadowing' programme so associates can better understand all the roles and responsibilities within the company's workflows. The programme aims to foster understanding of roles and responsibilities typically outside of an Employee's daily work scope to encourage better collaboration across departments, ultimately resulting in better results for clients.

Beyond providing a better understanding of the workflows, the programme also serves as a platform for associates

to engage in leadership and career development opportunities; associates can gain valuable insights into their potential career paths within the company. This not only facilitates personal growth but also enhances internal mobility, allowing individuals to explore and understand different facets of the organisation.

Since the programme's introduction in 2021, more than 30 associates have taken part in job shadowing events, resulting in some cases in career development, including some interesting examples below:

- Shirley, initially a Metrology Technician, engaged in the programme by shadowing the IT Business Analyst group. This

experience contributed to her promotion to a Metrology Coordinator role, where she handles responsibilities requiring a deeper understanding of the CSA (Computer Systems Assurance) approach to instrument software validation.

- Cambria, aspiring for leadership participated in the programme by shadowing her supervisor and department manager just after being promoted to a Laboratory Assistant Lead position. The experience led her to embracing an informal leadership position and now, she is actively planning her career development toward a formal leadership role.



Leadership Development Programme Eurofins

Brazil

Eurofins Food & Environment Testing LATAM carried out more than 6,400 hours of training for Leaders and successors between October 2022 and September 2023, reaching over 110 Employees, 75% of whom were women, which highlights the focus on equality in succession planning in all Eurofins Business Lines present in Brazil (Food, Environment, Agrosience Testing and Clinical Services). Programme courses included: Emotional intelligence; Communication and Oratory; Intelligent Productivity, I became a leader, now what?; Productivity and time management; Customer Experience and Negotiation and Influence. The focus on development continues and in 2024, a mentoring programme will be launched for Employees who have recently taken on or will shortly take on leadership roles.

Eurofins Environment Testing USA Leadership Development Framework

USA

Key to the success of any organisation is the development of qualified candidates for a sustainable leadership pipeline. Eurofins Environment Testing companies in the US strives to promote from within – both for leadership and technical roles. To achieve this goal, a framework has been created to build a bench of qualified candidates and to provide clear career development paths for internal talent.

The framework consists of a suite of programmes, each targeting the specific needs of talents based on their leadership role and developmental needs.

The Senior Leadership Development Programme is for key Leaders and is designed to enhance operational knowledge and leadership skills. The core course curriculum focuses on how to drive functional areas of the business, including finance, sales and marketing, human resources quality and legal considerations.

The High Potential Programme cultivates

those Leaders who have the potential to step into a Business Unit Manager role or functional leadership role within two years. The courses focus on finance and lean management, as well as tailored trainings fitting the needs of the business.

The Foundations of Leadership Programme broadens learning and development opportunities by focusing on managerial levels between a team leader and Business Unit Manager role who are interested in being developed for a more senior leadership role. High Potentials complete this programme as part of their development plan.

Building Leadership Excellence was introduced in 2023 for Business Unit Managers, High Potentials and graduates of the Foundations of Leadership course. This programme focuses on honing the leadership skills needed to develop highly functioning, effective teams.

Finally, the Coaching and Mentor Programme is available to help High Potentials, new Business Unit Leaders and other Leaders on a growth track to sharpen specific skills to prepare them for future roles. ■■■



People, Health and Safety

The safety of our employees always comes first, and we conduct all business in compliance with responsible social and safety policies. **The Eurofins Group Health and Safety Policy** sets out Eurofins' approach to the assessment and control of health and safety risks arising from business activities and serves as a guiding principle. →



Sites also have local Health and Safety contacts and policies that comply with regional and local safety laws and regulations. In addition, [The Eurofins Supplier Code of Ethics](#) outlines Health and Safety expectations in relation to our Suppliers.

A successful Environmental Health and Safety (EHS) strategy relies on capturing the right metrics, and then using those metrics to improve. Correcting safety weaknesses often leads to overall business improvement. Given its impact across multiple channels of the business, Eurofins understands the importance of tracking and managing workplace incident metrics. A growing number of laboratories within the Eurofins Network are monitoring safety-related incidents. Fatalities (Employee and contractor), Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) are being tracked and reported and additional efforts are underway to expand the reporting scope of these metrics to facilitate consistent measurement of safety performance across all sites.

In 2022, Eurofins developed a network of over 400 local Health and Safety

Champions in each country we operate in and representing all Business Lines. These Health and Safety Champions are not only in charge of the reporting process for the Health and Safety KPIs (TRIR, LTIR, Fatalities) but also of sharing their experiences and actions to ensure proactivity across the network. Since the creation of this Health and Safety Champion community, global virtual meetings have been organised during which best practices and key learnings are shared.

Safety training is also critical to ensure Employee awareness and compliance. Through the Eurofins Learning Centre, a global mandatory course "Fire and Flammable Awareness" is offered to all Employees and is available in 17 languages. In addition, many Eurofins subsidiaries have local training sessions and site-specific procedures that all Employees are required to complete. Some examples include fire extinguisher training, Personal Protective Equipment (PPE) policies, and emergency building evacuation procedures. In addition, a Global virtual meeting with all the Health and Safety Champions is recorded and made available to share with our Leaders.

In 2023, Eurofins global network of companies reported zero employee or contractor fatalities.

Eurofins operates several laboratories that have opted for voluntary accreditation according to OSHAS 18001, a standard for occupational health and safety and/or ISO 45001, an ISO standard for management systems of occupational health and safety. By the end of 2023, laboratories representing 7% of total Employees held one or several of the following certifications: ISO 45001 (International Standard for occupational health and safety), OHSAS 18001 (British Standard for occupational health and safety), MASE (HSE management system) and ISO 14001 (environmental management international standard), allowing their Employees to operate under Health, Safety and Environment certification. 🇧🇪 🇩🇪 🇮🇹

EUROFINS SUSTAINABILITY IN ACTION CASE STUDY

Local Safety, Health and Wellness Initiatives

Eurofins Food & Agro Testing Business Lines

During the International Business Line Quality meeting in September 2023, Operational and Quality team Leaders organised a workshop on safety awareness.

This workshop was used as an opportunity for sharing best practices and ensuring global utilisation of these practices.

Examples of new processes and initiatives implemented in 2023 include:

- full implementation of Incident and Near Miss review in order to define mitigation actions for dangerous situations, processes, and materials. Teams discuss new issues, preventative measures, corrective actions and safety topics;
- monthly meetings to exchange on best practices, trainings, and legislation, with the input of several laboratories, safety practices are established, such as general standards for working with a fume cupboard;
- utilisation of GoodHabitZ, an online training platform available for all Employees. After a personal evaluation to determine which courses are applicable to an Employee's job requirements, an individual training programme is initiated and ultimately finalised with a test.

These new initiatives demonstrate the strong commitment of the Agro and Food Testing International Business Lines toward the continuous improvement of the working conditions for their Employees, providing a safer environment.

All Eurofins Companies – US

Laboratories present unique health and safety challenges due to the specialised equipment, materials, and work conditions inherent to the industry. Ergonomic injuries have historically been a leading cause of injuries, lost time, and decreased productivity and quality. Addressing ergonomics was a primary focal point for US operations in 2023 in order to reduce injuries and improve laboratory efficiency and quality.

Efforts centred on the development of competency in addressing ergonomic hazards, early reporting, rapid intervention, and robust ergonomic assessments. These include:

- ergonomic training for all US EHS Managers;
- implementation of third-party ergonomic assessments, via insurance programmes, using an AI tool to identify high-risk postures;
- use of an ergonomic self-help tool allowing staff quickly input their issue, then watch relevant brief self-help videos. EHS is notified for follow up when the tool is used;
- addition of a "Pain Button" on intranet pages to encourage early reporting;
- deployment of a rapid intervention protocol;
- standardisation of microscope workstations;
- broad use of electronic pipettes;
- use of capping/de-capping equipment;
- emphasis on limiting hand cleaning of glassware;
- use of mechanised material handling tools;
- thoughtful design of storage, limiting lifts over shoulder height.

The frequency of ergonomic injuries and direct costs were reduced by 21% and 27% respectively versus 2022.

The combined efforts to address ergonomic injuries, cuts, slips/falls, and chemical exposures resulted in a Total Recordable Incident Rate (TRIR) reduction of 15% and total direct cost reduction of 40% (as of Nov 2 2023) versus 2022.

Two new case studies will be provided from the Agro Testing Business Line and Risk Management in the US.



Giving back



Eurofins Foundation
Supporting a Safer and Healthier World



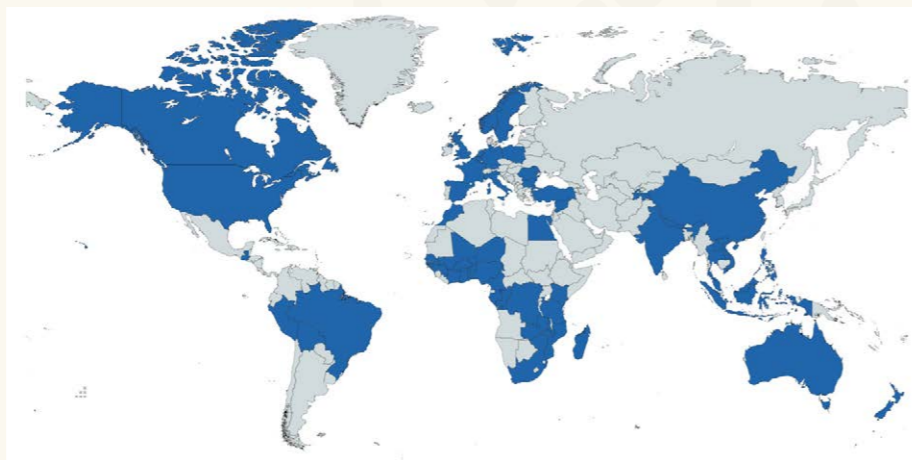
BACKGROUND AND OVERVIEW

At Eurofins, giving back to the communities in which we do business and to organisations in need is a top priority – both at a local level and at group level. Every year, many Eurofins Companies and laboratories engage in activities to support local charitable organisations, and since its official creation in 2019 as a Public Interest Foundation, the Eurofins Foundation has been providing financial support to NGOs, charities, and not-for-profit social enterprises in the areas of environmental protection; nutrition and health; and inclusion, diversity and equality. The Eurofins Foundation also offers support to student research projects which aim to contribute to a safer and healthier world but lack sufficient financial resources.

For full details about the scope of the Eurofins Foundation, please visit our [website](#).

Since its inception in 2019, to date, the Eurofins Foundation has provided support to 382 projects in numerous countries around the world.

EUROFINS HAS BEEN SUPPORTING INITIATIVES ACROSS THE WORLD



OUR DONATIONS IN 2023

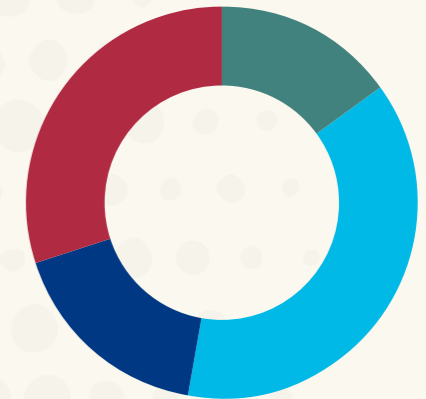
In 2023, the Steering Committee and administrators of the Eurofins Foundation reviewed 254 new applications and selected 73 (29%) for funding.

The Steering Committee selected for the 2022-2025 term comprises 26 Eurofins Employees from across our major Business Lines and geographies.

Please note: The Eurofins Foundation ensures that all selected projects are aligned with our Diversity, Equality and Inclusion, and Sustainability principles.

Also in 2023, the Eurofins Foundation provided Emergency Support to help the victims of the devastating series of earthquakes in Turkey and Syria. Please see below for further details and for a few other examples of the many impactful projects that the Eurofins Foundation supported in 2023. For full descriptions of the projects supported to date, please visit our [website](#).

2023 Selection – Primary Areas of Intervention



- Environment – 15%
- Health and Nutrition – 38%
- Entrepreneurship and Empowerment – 17%
- Education – 30%

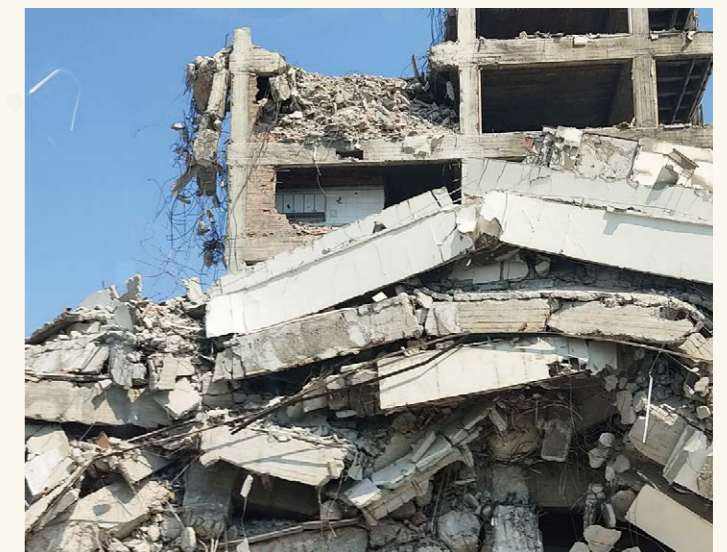
A FEW OF OUR 2023 PROJECTS

AKUT SEARCH AND RESCUE ASSOCIATION Earthquake Search and Rescue

Project Country: Southern Turkey

With more than 200 permanent members, 2000 volunteers, and state-of-the-art technology, AKUT is the primary rescue organisation in Turkey. A non-governmental organisation with no political affiliation, it is involved in searching, assisting, and rescuing all who require aid within its authority and means, in mountain or other nature-related accidents, natural disasters and other emergency conditions.

In February 2023, a series of earthquakes and aftershocks in Southern Turkey and Northern Syria killed over 55,000 people, injured more than 130,000 and left thousands missing and millions displaced. Despite the harsh winter weather conditions, damaged roads, and disrupted communications, AKUT immediately deployed teams to the earthquake zone. Soon after, the Eurofins Foundation was contacted by Eurofins Employees in Turkey and contributed funds to support AKUT's immediate search and rescue efforts.





UNIVERSITY OF LOUISVILLE – CHRISTINA LEE BROWN ENVIROME INSTITUTE

Supporting Multi-Pathogen Wastewater Surveillance

Project Country: Malawi

Established in 1798, the [University of Louisville](#) is a public university and the premier, nationally recognised metropolitan research university of the American state of Kentucky. Created in 2018 by the university the [Christina Lee Brown Envirome Institute](#) unites a multidisciplinary group of physicians, scientists, chemists, engineers, epidemiologists, economists, psychologists, statisticians, sociologists, and community members to turn scientific discovery into actionable knowledge that can help to build healthier cities.

To help address the increasing calls to integrate wastewater and clinical health knowledge into public health surveillance mandates, the University of Louisville is partnering with Eurofins and the Malawi University of Science and Technology, and Eurofins Scientific. The goal is to set up a multi-pathogen community wastewater surveillance pilot in Malawi. This pilot will enable the creation of blueprints which can be shared with other low- and middle-income countries to speed public health responses and stop a disease outbreak.

In 2022, the Eurofins Foundation began supporting this project, enabling a laboratory pilot of the primers and probes for cholera, and the collaborative development of the primers and probes for measles as the next priority pathogen.

In 2023, the Eurofins Foundation renewed its support of this project, helping to cover the costs of the Malawi laboratory testing operations and the acquisition of necessary equipment, with a focus on two additional pathogens: tuberculosis and typhoid fever.

THE LUMINOS FUND

Classrooms for Open Learning

Project Country: The Gambia

Envisaging a world where no child is denied the opportunity to learn, [The Luminos Fund](#) was founded to ensure children everywhere get a chance to experience joyful learning, especially those denied an education by crisis, poverty, or conflict.

Luminos is one of the few international education organisations with a proven accelerated learning model and a track record of helping the most marginalised children learn and catch up to grade level. Their rigorous and engaging catch-up education programme targets children who have never attended school, or have dropped out before acquiring basic competencies, and teaches them foundational literacy and numeracy skills. In just one school year, the Luminos programme covers three years of education, helping children to learn how to learn,

through an activity-based curriculum. To date, Luminos has served over 172,000 out-of-school children.

In 2021, The Gambia's Ministry of Basic and Secondary Education (MoBSE) approached Luminos for technical support to reach The Gambia's roughly 50,000 primary-school-aged children who are out of school. In response, Luminos began developing a fit-for-purpose accelerated learning curriculum to enable out-of-school children aged 8-14 in the region get a second chance at education. The results of this pilot project will guide Luminos in contextualising and adapting the framework of their education programme before scaling up nationally.

In 2022, the Eurofins Foundation began supporting this project, helping to provide teaching and learning materials, train new

teachers, and enable Luminos and the MoBSE to reach 533 vulnerable children in remote communities during the project's pilot 2022-23 school year.

In 2023, the Eurofins Foundation renewed its support of this project to help scale up the programme and reach an additional 7,000 children with transformative learning.



HUMANA PEOPLE TO PEOPLE INDIA

Solar Powered Water Filter and Street Lights

Project Country: India

Founded 25 years ago, [Humana People to People India](#) (HPPI) is a non-political, non-religious, not-for-profit organisation working for the holistic development of under-privileged and marginalised people in 15 states in rural and urban India, reaching more than 2.8 million people annually. Working through social development and poverty alleviation interventions with coordinated, strategic approaches, HPPI focuses on vulnerable children, education, life skills, improved livelihoods, health and sanitation, women's empowerment and environmental protection. HPPI's programmes are aligned with the Government of India's Development Agenda and the United Nations' Sustainable Development Goals.

In the Rewari District of the state of Haryana, where there are only 759 water

connections to cater to the water needs of 1.06 million people, there is a huge energy and clean water accessibility and affordability gap. To address this issue, HPPI has partnered with Keysight Technologies to provide clean, affordable, and potable water to 300 households through solar enabled Reverse Osmosis (RO) water filtration. Any wastewater from the RO filters will be stored and used for irrigation in nearby fields. In addition, new solar powered streetlights will provide women with safe night-time street access and enable solar powered light access to villagers during the daily 4-6-hour power cuts.

In 2023, the Eurofins Foundation selected this project, contributing funds to purchase of the necessary equipment, maintenance, and training.



ASSOCIATION POUR LA RECHERCHE SUR SLA

Developing an Early Diagnostic Tool for ALS

Project Country: France

[Association pour la Recherche sur SLA](#) (ARSLA) is the French national association for research into ALS (Amyotrophic Lateral Sclerosis). Working to discover treatments and a cure for ALS, it also serves as an advocate to empower people affected by the disease. ARSLA offers services and equipment to support patients and their families, enabling a better quality of life, despite all the limitations the disease imposes.

Amyotrophic Lateral Sclerosis (ALS) is a neurodegenerative disease characterised by a progressive paralysis of limbs and the muscles that control talking, deglutition and respiration. This paralysis is caused by a progressive loss of motor neurons

in the brain cortex and in the spinal cord (the corticospinal tract). Patients usually die from respiratory failure after 3-5 years of symptom onset. Currently, there is no treatment for ALS patients that can effectively slow down disease progression. This lack of effective treatment is due, in part, to an important delay in diagnosing ALS: 12-20 months. This long delay precludes treatment from starting early in the disease course when there is still an opportunity to tackle the mechanisms underlying the progressive loss of motor neurons and slow them down.

To help address this issue, ARSLA is supporting a project which aims to develop a tool for early diagnosis. Based on cutting-

edge corticospinal functional neuroimaging, it will apply corticospinal resting-state (RS) functional Magnetic Resonance Imaging (fMRI) to measure spatial and dynamic changes in connectivity in the spinal cord. The results obtained will allow researchers to confirm corticospinal alternations early in the disease course and establish such alternations as a marker for disease diagnosis.

In 2023, the Eurofins Foundation selected this project, helping to cover the scholarship of the PhD candidate conducting research at the Sorbonne University in Paris, France.



FAMILIES UNITED WARRINGTON

SportsWorks: Promoting Health in Disabled Children

Project Country: United Kingdom

Since 2003, [Families United Warrington](#) has been supporting local children with Special Educational Needs and Disabilities (SEND) and their families. Through a variety of activities and trips, they aim to increase the health, wellbeing, and social opportunities for their members, and create a support network based on shared experiences, strategies, and understanding the impact that having a child with SEND can have on family life.

Families with disabled children often feel inhibited to access local leisure facilities due to the reaction of the public or the lack of knowledge on how to engage their child in sporting activities. There is also often a lack of trained professionals, and financial challenges as parents are unable to work due to caring responsibilities.

To help address these issues, Families United Warrington has partnered with SportsWorks to develop weekly two-hour sports classes specially developed for children with SEND and their families. Consisting of one hour of pool-based activities and games and a one-hour dry session, the class aims to increase fitness, improve coordination and social interaction, and support the mental health of families with disabled children so that they feel more able to face the daily stresses and pressures of their caring role. To ensure accessibility, the sessions are hosted at a leisure facility with access to a hoist, disabled changing facilities and a disabled toilet.

In 2023, the Eurofins Foundation selected to support this project, helping to cover the costs of the first series of sports classes.

EUROFINS SUSTAINABILITY IN ACTION CASE STUDY

Ecological Restoration

Eurofins Foods and Consumer Product Testing – Companies in China

Eurofins China has partnered with Blue Ribbon Ocean Conservation Association to orchestrate a remarkable ecological restoration project on Tianheng Island in Qingdao, China.

Blue Ribbon Ocean Conservation Association (BROCA) is a non-profit NGO dedicated to ocean education and awareness, marine waste removal efforts, and coastal ecosystem conservation in China. BROCA strives to protect oceans in various ways, including on-site surveys of the coastline, marine ecological environment restoration, and volunteer mobilisation (e.g., university students, military personnel). They help to protect beaches, coral reefs, mangroves, sea-grass beds, rivers, marine life and indigenous cultures, thereby directly contributing to UN SDG 14 (Life Below Water).

Over 30 dedicated Eurofins volunteers from the Food and Consumer Product Testing teams attended a planting charity event to demonstrate their joint commitment to environmental conservation and corporate social responsibility. Together, they planted an impressive total of 600 willow trees, breathing new life into the landscape.





Governance

- SUSTAINABILITY GOVERNANCE
- CORPORATE GOVERNANCE
- SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN MANAGEMENT
- HONESTY, INTEGRITY AND HUMAN RIGHTS
- ENTERPRISE RISK MANAGEMENT
- QUALITY MANAGEMENT
- INFORMATION AND IT OPERATION SECURITY
- PRODUCT AND SERVICE QUALITY





Sustainability Governance

The Board of Directors is currently composed of eight members, six of whom are non-executive of which five are independent directors. →

Each year, the Board of Directors reviews the suitability of each of its independent members according to the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange (available at <https://www.bourse.lu/corporate-governance>).

DIVERSITY POLICY

The Directors shall be selected on the basis of their knowledge, experience and qualification to carry out their mandate. The Board of Directors believes in the intrinsic benefits of diversity and it recognises that diversity of thought makes valuable business sense. Having a Board composed of men and women with diverse skills, experience, background and perspectives means robust understanding of opportunities, issues and risks, inclusion of different concepts, ideas and relationships, enhanced decision-making and dialogue, and heightened capacity for oversight of the organisation and its governance.

The diversity policy of the Company's Board of Directors sets forth the following main objectives:

Gender diversity: with the ultimate objective to achieve female / male parity, the Board is committed to ensuring gender diversity and aspires to maintain a Board in which each gender represents at least 40% of the total number of Board members;

Age vs seniority: age of Board members is not relevant to the extent they bring the necessary skills and experience to the Board; however the tenure on the Board

shall not exceed ten years for non-executive independent directors with the objective to ensure rotation of independent directors at regular intervals;

Qualification: upon recommendation of the Nomination and Remuneration Committee, the Board shall aim to submit for the approval at the Company's AGM of shareholders the appointment of new Directors who have the necessary qualification and will bring competences to the Board in the field inter alia of international expertise, operational and industry expertise, technology / digital expertise, risk management expertise, financial and human resources expertise as well as Environment, Social and Governance (ESG) expertise.

The current members of the Board of Directors (including four Luxembourg nationals, three French nationals and one German national) are pictured on page 77.

The Company's Board of Directors has delegated to the Sustainability and Corporate Governance Committee, a committee of independent directors appointed by the Board, the oversight of corporate sustainability and general corporate governance related matters.

Among other duties, the Committee assesses the adequacy and efficacy of the Group's corporate sustainability strategy and related ESG performance indicators and their implementation, including the Group's policies and recommendations regarding the environmental impact of its business

activities and prevention of climate risk. As part of health and safety oversight, safety policies, HSE accreditations and incident reporting will be reviewed at Committee meetings.

As of December 31st, 2023, the Sustainability and Corporate Governance Committee consisted of the following members:

- Patrizia Luchetta (Chairperson)
- Ivo Rauh
- Evie Roos

The Sustainability and Corporate Governance Committee held six meetings in 2023 and the attendance rate of the Committee members was 100%. During the meetings, the Sustainability and Corporate Governance Committee discussed sustainability (Environment, Social and Governance or ESG) and corporate governance related topics relevant to the Eurofins Group. The Sustainability and Corporate Governance Committee particularly focussed on the following topics:

- review and approval of the Eurofins 2022 ESG report;
- new or amended lease agreements with related party;
- verification that all related party leases have been reviewed;
- schedule of planned lease amendments and renewals in 2024;
- discuss ESG strategy alongside the ongoing double materiality assessment exercise;
- discuss feedback received from ESG



Dr Gilles Martin
Chairman of the Board and CEO



Dr Yves-Loïc Martin
Non-Executive Director



Valérie Hanote
Executive Director



Fereshteh Pouchantchi
Independent Non-Executive Director
Audit and Risk Committee



Patrizia Luchetta
Independent Non-Executive Director
Chairperson of the Sustainability and Corporate Governance Committee
Audit and Risk Committee
Nomination and Remuneration Committee



Pascal Rakovsky
Lead Independent Non-Executive Director
Chairperson of the Audit and Risk Committee
Nomination and Remuneration Committee



Ivo Rauh
Independent Non-Executive Director
Sustainability and Corporate Governance Committee
Nomination and Remuneration Committee



Evie Roos
Independent Non-Executive Director
Chairperson of the Nomination and Remuneration Committee
Sustainability and Corporate Governance Committee

- rating agencies and proxy advisors on Eurofins ESG report and discuss improvement proposals for the 2023 ESG report;
- discuss progress made on ESG key metrics and reporting disclosures to be included in Eurofins 2023 ESG report;
- discuss ESG governance in coordination with the Executive Sustainability Committee;
- discuss progress in Diversity, Equity and Inclusion initiatives made in 2023;
- discuss ESG incentives incorporated into the Group purchasing and procurement policy with third parties;
- follow-up on the draft sustainability reporting standards developed by

- EFRAG in the context of the gradual implementation of the Corporate Sustainability Reporting Directive and the adoption of new European Sustainability Reporting Standards (ESRS);
- discuss Group Risk management framework with a focus on climate change related risk exposure; recommendation for Eurofins to adhere to SBTi and commit to setting targets for greenhouse gas emissions in line with the Paris agreements;
- discuss ethics and compliance, update on whistleblowing activity in 2023;
- self-assessment of the internal functioning of the Committee; and

- regular review of the Committee's terms of reference.
- It should be noted that in 2023 both Patrizia Luchetta and Evie Roos have successfully completed an online diploma programme in "ESG" at the Corporate Governance Institute and the certified course, "The future of Sustainable Business: Enterprise and the Environment" at the University of Oxford respectively. As a result, they bring enhanced ESG skills to the Board of Directors.



BOARD STATEMENT

The profitable growth of Eurofins hinges upon the economic, environmental, and social sustainability of its activities worldwide.

Progress towards meeting the UNSDGs requires targeted responses. More particularly it requires the recognition that gender equality and environmental goals are mutually reinforcing; and that leadership is a prerequisite to achieve these goals.

This is why the Board:

- recognises its responsibility towards all the stakeholders;
- endeavours to make sure that Eurofins' corporate governance framework supports management's strategy and ambitions in the field of ESG;
- aims to lead by example by making sure that its composition is diverse, in terms of competences, background and gender.

In 2023, the Executive Sustainability Committee continued to meet on a monthly basis to review, implement and deliver critical aspects of Eurofins ESG initiatives. The Committee is comprised of Group Operating Council (GOC) Leaders and Senior Managers covering both operational and functional areas of Group activities. For example, Executive Sustainability Committee members represent Finance, Investor Relations, Transformation and Operational Excellence.

As of December 31st, 2023, the Executive Sustainability Committee consisted of the individuals pictured below.

The Executive Sustainability Committee has responsibility for:

- facilitating the delivery of our ESG Roadmap including expanding reporting of KPIs;

- oversight of Project Owners' data collection efforts and archival of data;
- monitoring relevant trends and developments in sustainability and reporting to the GOC and the Board if programme improvements or enhancements are recommended;
- reporting to the GOC and the Sustainability and Corporate Governance Committee on the progress made relating to data collection and KPI reporting;
- ensuring the Eurofins Group continually improves ESG initiatives and reporting.

The Board of Directors and the Executive Sustainability Committee will look to make further progress in 2024 by working together to embrace and comply with the forthcoming European legislation to implement the Corporate Sustainability Reporting Directive (CSRD) in fiscal year 2024. ■■■■



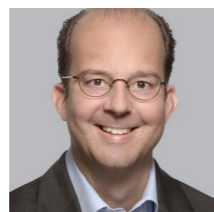
Corporate Governance

Eurofins' corporate governance practices are governed by Luxembourg laws and its articles of association (the "Articles"). Eurofins endeavours to align its corporate governance with the general principles of corporate governance set forth in the Ten Principles of Corporate Governance of the Luxembourg Stock Exchange (available at <https://www.bourse.lu/corporate-governance>) (the "Ten Principles"). To the extent applicable, Eurofins also complies with the provisions of the Law of 24 May 2011 on the exercise of certain rights of shareholders at general meetings of

listed companies, which was amended by the Law of 1 August 2019 implementing EU Directive 2017/828 as regards the encouragement of long-term shareholder engagement (hereinafter defined as the "Law of 2011"). The following section sets out a short update of the Corporate Governance Statements for the period ended on 31 December 2023. The Corporate Governance Charter can be found on our website under <https://www.eurofins.com/about-us/corporate-sustainability/governance/> ■■■■



Laurent Lebras
Chief Financial Officer



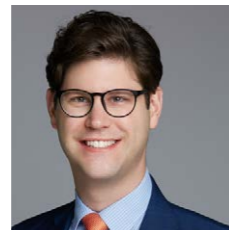
Dr Christian Wurst
COO Food and Environment Testing



Bernard Wang
Head of Investor Relations



Regis Gitareau
Senior Finance Director Service Centres



Stefan Schuppisser
Performance Director

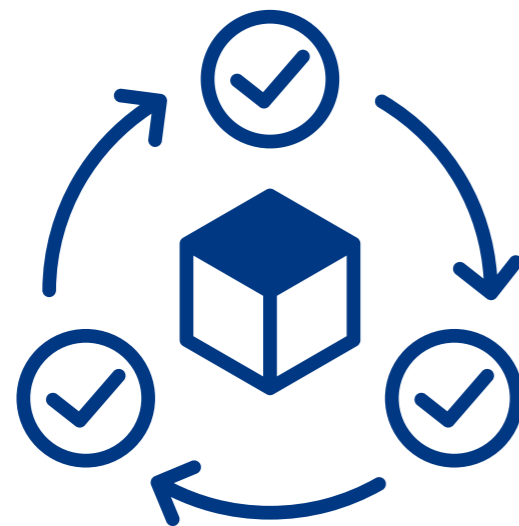


Christina Leslie
Senior Director Corporate Sustainability



Sustainable Procurement and Supply Chain Management

The Eurofins Procurement team's main ESG goal is management and monitoring of corporate responsibility standards within Eurofins Supply Chain. Maintaining these standards has never been more important than in today's competitive and rapidly changing global business climate. Due to this fact, the Eurofins' Procurement team consistently implements deliverables defined in its Sustainable Procurement programme. This programme reflects the main objectives governed by European Sustainability Reporting Standards (ESRS) regulations and clearly documents focus areas for each Eurofins Procurement employee. →



SUPPLIERS ESG PRACTICES MONITORING

Any supplier who is interested in cooperating with Eurofins must comply with The Eurofins Group Supplier Code of Ethics. This code ensures responsible, ethical treatment of Employees, stakeholders, and the community in which a business operates, and promotes diversity and inclusion adoption by Suppliers. Additionally, key Suppliers working with companies within the Eurofins Network must document their ESG (environmental, social, and corporate governance) compliance on an annual basis either through internal or external "third party oversight" verifying: evaluation of Supplier's engagement to Environmental (e.g., Environmental Management System, Hazardous Waste Management, Greenhouse gas (GHG) Reduction Programme) and Social (e.g., human rights protection, equal employment opportunity, inclusion, diversity, working conditions) practices, evaluation of Supplier's Business Continuity Governance practices, and plans for driving corrective actions where needed.

In 2023, Eurofins' Supplier Code of Ethics has been agreed to or acknowledged

EUROFINS SUSTAINABILITY IN ACTION CASE STUDY

Transparency through independent sustainability ratings

Eurofins Food & Feed Testing

Companies in Germany

Identifying and managing sustainability risks in the Supply Chain is becoming increasingly important, due to regulatory requirements such as the German Supply Chain Act (LkSG). To put their own sustainability performance to the test and to create transparency for business partners, six Eurofins Food & Feed Testing companies in Germany participated in EcoVadis assessments in 2023 and achieved Gold rating status. EcoVadis is an established global sustainability rating provider that has assessed

more than 100,000 companies on their environmental, labour, human rights, ethical, and sustainable procurement performance. The assessment includes 21 sustainability criteria based on international sustainability standards such as the ten principles of the UN Global Compact, the International Labor Organisation (ILO) conventions, the Global Reporting Initiative (GRI) standard and the ISO 26000 standard.



by vendors accounting for more than 58% of Eurofins' total purchasing spend and 90% of core Supplier spend. In addition to this, Suppliers representing 49% of the top Suppliers spend took part in Eurofins' survey on Suppliers' ESG concerns to better understand cooperation impact on ESG scopes and be able to agree bilateral ESG risk mitigation initiatives. Moreover, 74% of purchasing spend with targeted Eurofins Suppliers for ESG assessment has been verified for ESG scorecard validity.

INTERNAL AND EXTERNAL EDUCATION ON CSR

Building ESG awareness among Suppliers is crucial for promoting sustainable business practices and fostering a positive impact on society, environment, and risk management. The Eurofins' Procurement team discusses ESG topics in a two-way collaborative dialogue (e.g., forums, online communities, workshops) with targeted Eurofins Suppliers in order to exchange ideas and best practices and support the development of ESG initiatives.

For incumbent Suppliers, assessed by third-party ESG/CSR auditors for insufficient ESG/CSR compliance, the Eurofins'

Procurement team conducts meetings agreeing on education efforts to address any ESG compliance gaps through corrective actions and training agreed.

In 2023, the Eurofins' Procurement team documented twelve (12) of the above-mentioned conduct meetings.

The discussions are held by members of the Eurofins procurement team, who are obliged to complete CSR related, annual on-line trainings. Obligatory trainings include but are not limited to: Code of Ethics Training and Procurement Sustainability Policy Training (CSR, Supplier Code of Conduct, Supply Chain Management, and Supplier Diversification).

PROCUREMENT'S CONTRIBUTION TOWARD EUROFINS' CARBON NEUTRALITY GOAL

Eurofins Procurement team believes that a strong and transparent relationship with Suppliers plays an important role in contributing to achieving carbon reduction goals for both parties. During the ESG related discussions with Suppliers, the Eurofins' Procurement team underlines the importance of Suppliers' support toward decarbonisation efforts, through reducing

their own emissions (e.g., renewable energy), supporting Eurofins' emissions targets through accurate reporting at item level whenever possible, and collaborating on eco-friendly solutions.

Guidance on buying of "green" products, services, and offsetting individual purchases as well as identifying Supply Chain decarbonisation opportunities are key contributions toward carbon neutrality goals.

To raise awareness of the Eurofins Sustainable Procurement Programme, the Procurement team has published a leaflet summarising its ESG-related activities and expectations of new and incumbent Eurofins' Suppliers.

The leaflet can be found on Eurofins website under following [link](#).

Honesty, Integrity and Human Rights

Eurofins is built on values of integrity and reputation. Our clients trust us in areas that are very sensitive for them, and they expect the highest level of integrity and competence from each Eurofins laboratory and each Eurofins employee. →

Compliance with these values and all associated laws, regulations and policies is the outcome of an organisation meeting its obligations and is made possible and sustainable by embedding this attitude in the culture of the organisation and its people. Embedding compliance in the behaviour of all the people working for an organisation, depends above all on leadership and clear values, as well as an acknowledgement and implementation of measures to promote compliant behaviour.

Our [Eurofins Vision, Mission and Values](#) provide the basic foundation of how entities within the Eurofins Network shall do business. Within this framework, we expect our Leaders to act as role models for all Employees. [The Eurofins Leadership Charter](#) and [The Eurofins Entrepreneurial Charter](#) outline the behaviour we expect, encourage, and foster.

The Eurofins Group Code of Ethics, as the central compliance document, provides instructions for every Eurofins employee.

In line with Eurofins' broad and holistic approach to compliance and business ethics, it covers a wide spectrum of ethics related topics. In addition to essential business-related themes like a strict anti-bribery and anti-corruption commitment and an unconditional commitment towards legality and compliance with labour laws, it extends to including the four fundamental principles contained within the International Labour Organisation (ILO) Declaration and commits to supporting human rights in line with the stipulations contained within the Universal Declaration of Human Rights. Furthermore, requiring our Suppliers to comply with and acknowledge the Eurofins Code of Ethics sets clear expectations to ensure compliance with labour laws and human rights stipulations within our Supply Chain.

Eurofins' strong commitment to compliance and ethical behaviour is confirmed and strengthened in a number of more detailed statements and policies, which further expand on the principles laid out in the Eurofins Code of Ethics:

- [1. The Eurofins Group Anti-Bribery Policy](#)
- [2. The Eurofins Group Modern Slavery Statement](#)
- [3. The Eurofins Group Fair Competition Policy](#)
- [4. The Eurofins Group Equal Opportunities and Fair Employment Policy](#)
- [5. The Eurofins Group Health and Safety Policy](#)
- [6. The Eurofins Group Privacy Policy](#)
- [7. The Eurofins Group Policy on Ethical Behaviour at Laboratories \(with Examples of Prohibited Behaviour and Information about Whistleblowing Channels\)](#)
- [8. The Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations](#)
- [9. The Eurofins Group Supplier Code of Ethics](#)

EUROFINS SUSTAINABILITY IN ACTION CASE STUDY

Ethics in Business Award

Eurofins BioPharma Product Testing – Companies in the United States



Eurofins Lancaster Laboratories Inc. in Lancaster, Pennsylvania won the Samaritan Center of Lancaster's 2023 Ethics in Business Award. Since the 1960s, Leaders within Eurofins BPT in Lancaster have cultivated a culture of integrity. Employees are empowered to be part of an investigative process, testing biopharmaceuticals and providing reliable and accurate results to the world's largest biopharmaceutical and medical device companies that contribute to the health and safety of our world.

The Ethics in Business Award recognises companies in the Lancaster region of Pennsylvania that:

- firmly adhere to an ethical code;
- conduct business in a way that improves quality of life;
- treat Employees and other stakeholders justly and with respect;
- are transparent in their communications and dealings.

To ensure that the compliance requirements set out in the [Eurofins Group Code of Ethics](#) and other Group Core Compliance Documents are fully understood and respected by our Employees and Leaders, Eurofins has developed comprehensive online training materials around a broad range of compliance topics. The online training for the [Eurofins Group Code of Ethics](#) and the [Eurofins Group Anti-Bribery Policy](#) are mandatory for all Eurofins Employees and Leaders. To pass the training, a mandatory test has to be taken, with 100% pass score required for the [Eurofins Group Code of Ethics](#) training. Moreover, each compliance-related training requires a mandatory compliance commitment for its completion. The online training for the [Eurofins Group Code of Ethics](#) was taken and successfully completed by 15,442 of our Employees in 2023. The related online training for Ethical Behaviour at Laboratories, which is tailored to an audience working in our laboratories, has been successfully completed by 15,311 Employees in 2023. The training on the

[Eurofins Group Anti-Bribery Policy](#) has been successfully passed by 16,798 Employees and Leaders in 2023. Going forward, the online trainings for the [Eurofins Group Code of Ethics](#) and the [Eurofins Group Anti-Bribery Policy](#), among others, will be a mandatory onboarding element for every new member joining the Eurofins Group, targeting a 100% completion rate.

Eurofins encourages all of its Employees to report any breaches of the [Eurofins Group Code of Ethics](#) or other compliance concerns to the Whistleblowing Point of Contact. This point of contact is readily accessible for all Employees via Eurofins' intranet, and can also be accessed on Eurofins' website, making this channel available not only to our Employees, but to any and all external stakeholders. On the Whistleblowing Point of Contact, issues can be raised confidentially, maintaining the whistleblower's anonymity if he/she wishes so. The reports enable Eurofins to address and correct inappropriate conduct and actions that breach the Eurofins Group Code of Ethics. In 2023, a total number of 46

reports were recorded. Of those 46 reports, 32 cases were confirmed relevant and were further investigated; for the remainder, the allegations were not compliance-relevant or could not be further substantiated. A total of three cases resulted in a confirmed compliance breach, typically combined with remedial action.

Enforcement of compliant behaviour is further fostered by a comprehensive internal and external auditing schedule. To safeguard financial integrity with a special focus on preventing corruption and bribery, every Eurofins legal entity is audited by an independent financial audit firm on an annual basis, irrespective of whether there is a statutory need for such audit or not. In addition to this, special audits specifically focussed on corruption and bribery were conducted by internal auditors with the support of external auditors as required. In 2023, a total of 993 audits were conducted that helped to prevent and detect corruption and bribery and other instances of non-compliance. ■■■■



Enterprise Risk Management



BOARD'S OVERSIGHT OF RISKS

The Board of Directors is responsible for establishing and monitoring the effectiveness of the Group Risk Governance framework. This includes defining the main categories of risks faced by Eurofins

as a whole and delegating risk oversight responsibility for these categories to specific Committees, as outlined in Table 7 below. These committees include the Audit and Risk Committee, the Sustainability and Corporate Governance Committee, the Group Operating Council and the Executive Risk Committee.

The Audit and Risk Committee, which is exclusively composed of independent and non-executive Board members, reviews the nature and extent of the risks that Eurofins is prepared to undertake to achieve its strategic objectives. This Committee assists and makes recommendations to the Board of Directors in establishing a risk control system that ensures the identification and management of material risks. Furthermore, it has an oversight role, acting as an intermediary between the internal and external auditors and the Board of Directors.

The Sustainability and Corporate Governance Committee, which is exclusively composed of independent and non-executive Board members, assesses Eurofins' policies regarding the environmental impact of business activities and climate change related risks. It also oversees risks related to other Environmental, Social and Governance (ESG) matters, policies, structures and processes to safeguard compliance with laws and regulations. It reviews any material transaction where a conflict of interest or a potential conflict of interest may arise between the Company's affiliated entities and their Employees or Directors. The Committee reports to the Board and provides recommendations within its remit where it identifies the need for action or improvement.

The day-to-day management of Eurofins is entrusted to an executive committee named [Group Operating Council \(GOC\)](#), composed of the operational and functional international business Leaders of the Group, and presided by the Chief Executive Officer as GOC Representative. The Group Operating Council supports the Board of Directors in different specialised areas of expertise and oversees the assessment and

mitigation of the relevant risk areas of the Group's operations.

The Executive Risk Committee meets at least five times a year and is composed of the Chief Financial Officer, Chief Operating Officer Food & Feed and Environment Testing; the GSC Head of Purchasing, Legal, Risk and Insurance; and the GSC Risk and Business Continuity Manager. Depending on the agenda, additional business and functional Leaders are invited as subject-matter experts to discuss specific risks. The Executive Risk Committee supports the Board of Directors, the Board-level Committees, and the Group Operating Council with the execution of their risk management functions. The Committee guides the development of the Group risk management framework. It supervises the ongoing development of material risks and of the respective mitigations. It strives to ensure, in alignment with the Board of Directors and other regional or national operational Leaders, that Managing Directors and Presidents across Eurofins' entities have the necessary skills to manage the various principal risks that are considered to require specific monitoring and mitigation plans.

The Directors involved in the above-mentioned risk oversight committees bring a wide range of experience and competencies covering the most relevant risk areas (Market and Industry, Laboratory Operations, Financial Operations, Information Technology, Human Capital, Compliance and ESG) ensuring effectiveness of the risk oversight.

ENTERPRISE RISK MANAGEMENT PROCESS

Eurofins built its Enterprise Risk Management framework based on the ISO 31000 standard. The GSC Risk Manager coordinates a risk identification process, performing risk interviews with Business and Functional Leaders. Material risks are analysed, evaluated, and reported in the Group Risk Register, together with their respective mitigations.

To facilitate a comprehensive risk identification process, Eurofins developed a risk taxonomy that reflects the risk categories relevant to Eurofins as a whole. The taxonomy is regularly updated and expressly accounts for risks of both financial and non-financial nature (see Eurofins 2023 Annual Report Section 4.6.2 "Taxonomy Disclosure"). Where possible, the identified risks are evaluated considering their potential impact and likelihood of occurrence.

The outcome of the process is discussed at regular intervals by the Executive Risk Committee that initiates mitigation actions, assigns accountabilities, monitors the development of mitigation plans, and eventually escalates relevant information to the Board-level committees or directly to the Board of Directors. The existing mitigation strategies are reviewed at least yearly to determine if they are effective and sufficient in consideration of the changing external and internal operating environment.

The overall effectiveness of the Enterprise Risk Management framework and process is systematically evaluated on a yearly basis by the GSC Risk Manager and the Executive Risk Committee to assess the requirement of improvement actions.

TABLE 7: EUROFINS RISK TAXONOMY AND RISK OVERSIGHT STRUCTURE

		Laboratory Operations		Service Centres Operations			
Markets and Industry		Operations		Information Technology	Human Capital	Compliance	Environmental, Social and Governance (ESG)
RISK TAXONOMY	Macroeconomic Trends	Research and Development	Finance	IT governance and business alignment	Recruiting and retention	Legal compliance	Corporate governance
	Market dynamics	Supply Chain	Accounting	IT infrastructure and Information communication	Development and performance	Regulatory compliance	Health, Safety and Environment
	Mergers, acquisitions and divestitures	Commercial	Procurement	IT solutions development and deployment	Compensation and benefits		Climate change
	Planning and resource	Quality	Tax	Information security	Key person		Human Rights
	Communication/investor relations	Order to invoice	Credit management	IT operations continuity	Labour relations		External Partners' Ethics
	Corporate Branding	Physical assets	Corporate monitoring				
		Hazards (Fire, natural disasters, pandemic)					

RISK OVERSIGHT	Board of Directors	
	Audit and Risk Committee	
	Sustainability and Corporate Governance Committee	
	Group Operating Council	
	Executive Risk Committee	

■ Committees with direct involvement of Board members ■ Committees formed by Executive Management delegated by the Board

PRINCIPAL RISKS

Eurofins has opted for an entrepreneurial, decentralised business structure, comprised of many independent companies. Each of these companies is led by a fully empowered Managing Director that is accountable for managing operational risks within their scope of responsibility, ensuring that existing risk management guidelines issued by Eurofins Scientific SE Group Service Centre are followed and escalating risks that could be material at Group level. A detailed list of all risks that Eurofins' management reasonably expects to face is

provided in the "Risk Factors" section of the 2023 Annual Report on pages 144 to 162. This section outlines the principal risks that, in case of materialisation and in a worst-case scenario, could result in a material impact at a consolidated level. It provides insights into their possible consequences and the respective mitigation measures. It includes financial and non-financial risks that may affect the achievement of the consolidated financial and strategic objectives, sustainability targets, and brand reputation.

The principal risks are identified and monitored as part of the Group's Enterprise Risk Management process, which covers most of the categories of the Risk Taxonomy. In addition to the principal risks reported below, each Managing Director of a Eurofins Legal Entity may establish additional initiatives to identify, monitor and mitigate locally specific risks related to their scope of responsibility. ■■■■

The risks reported below are not listed in any order of potential impact or probability of occurrence.

MARKET AND INDUSTRY

Risk Category	Possible Consequences	Main Mitigations
Market Dynamics – competitive landscape , including: <ul style="list-style-type: none"> industry consolidation trends resulting in more competition among big players both in customer, staff and companies acquisition; increasing competition between kit / instrument manufacturers that could gain market share by offering quick tests that are less accurate but cheaper (on-site testing); new (or growing) specialised players, with innovative service offerings and/or different business models, in specific market segments; failure to innovate services and business models. 	<ul style="list-style-type: none"> Price reduction of tests and services provided by Eurofins Companies; shift in customer preferences, impact on demand for Eurofins Companies' services and a reduction of market share; adverse effect on the Group's profit margins, financial position and operating results. 	<ul style="list-style-type: none"> Continuous development of new and innovative services; focus on high-quality and reliability; flexibility and excellence in customer service; short Turn Around Time (TAT); business diversification in many regions and various market segments; empowered Leaders in a decentralised organisation, allowing for the fast, local monitoring of threats and identification of suitable mitigation strategies; proven track record in successful acquisitions of laboratories, facilitating access to new technologies and markets; standardisation and industrialisation of processes to lower costs and increase quality; regular strategic business line reviews at regional level; systematic customer satisfaction measurement (Net Promoter Score® – NPS); initiatives to strengthen Eurofins' brand; digitalisation and seamless digital customer experience.
Market Dynamics – Changes in legal requirements , including: <ul style="list-style-type: none"> changes to government policies and regulations related to testing requirements, impacting Eurofins Companies' business or the business of their customers (e.g., deregulation, relaxation of required controls or reduction of required inspections, tests or certifications performed by TIC service providers). 	<ul style="list-style-type: none"> Adverse effect on the demand for, and/or prices of Eurofins Companies' services; restricted ability to do business in existing and/or target markets; adverse effect on the Group's operating results and earnings. 	<ul style="list-style-type: none"> Decentralised monitoring of regulatory environment and political developments by Eurofins Companies and for their national or regional groupings; many Eurofins scientists are highly qualified and serve on governments and industry associations' standardisation and technical committees.
Macroeconomic Trends , including: <ul style="list-style-type: none"> persistent inflation and high interest rates; global market slowdown; geo-political decisions that lead to conflicts or unstable economic conditions. 	<ul style="list-style-type: none"> Adverse effect on the Group's profit margins, financial position and operating results; interruption of business operations, disruptions along the Supply Chain, or restricted ability to do business in existing and/or target markets. 	<ul style="list-style-type: none"> Regular strategic business line reviews at regional level; set of margin protection activities, such as the regular monitoring and adjustment of selling prices, cost management, the stringent monitoring of purchase orders' compliance, and the active negotiation of purchasing prices of commodities.

Risk Category	Possible Consequences	Main Mitigations
Mergers, Acquisitions, and divestitures , including: <ul style="list-style-type: none"> Incorrect evaluation of the M&A target and of the market potential; Improper integration of acquired businesses and consequent loss of clients. 	<ul style="list-style-type: none"> Reputation damage, loss of clients and trust due to unforeseen negative publicity, legal issues, or quality problems; financial impact including overpayment, asset impairment, post-merger financial performance below expectation; potential intricate legal challenges. 	<ul style="list-style-type: none"> M&A due diligence process involving various experts and covering operational, financial, tax, legal, insurance, IT security, and real estate aspects to enhance transparency, identify and mitigate potential risks and optimise outcomes; post-Acquisition onboarding process for newly acquired companies, aiming to ensure an efficient and successful transition, emphasising change management, risk mitigation, and the standardisation of finance and administration processes.
Communication , including: <ul style="list-style-type: none"> misjudgement of material information/event and non-timely disclosure to capital markets; negative publicity driven by the dissemination of rumours and false allegations (e.g., short seller attack, negative / misleading media reports). 	<ul style="list-style-type: none"> Reputational impact on stakeholders' confidence, negatively influencing the share price and/or the conditions to access financial markets; potential investigations by authorities and increased scrutiny by regulators; potential fines (for company and/or individuals); potential lawsuits filed by shareholders to the company or its directors for fraud or negligence; organisational effort to defend against and manage the fallout from negative publicity. 	<ul style="list-style-type: none"> Mandatory training for all Employees on Eurofins Group Insider Dealing Policy, as formalised in Eurofins Group Code of Ethics; monitoring of trading activities to identify unusual trading patterns; adherence to regulations to prevent insider dealing, e.g., statutory black-out periods, maintenance of insider list, regulatory notification of executive manager transactions, etc.; enforcement of formal communication processes and policies; monitoring of press and social media; social media policy.

OPERATIONS (LABORATORIES AND SERVICE CENTRES)

Risk Category	Possible Consequences	Main Mitigations
Quality of analytical tests , including: <ul style="list-style-type: none"> analytical errors made by Eurofins entities risk of theft, fraud or financial or analytical result misstatements by Employees; testing method and process non-compliance. 	<ul style="list-style-type: none"> Jeopardise the operations, image marketing activities or regulatory filings of Eurofins Companies' client; impact on consumers' health or property; damage to Eurofins and/or customer brand reputation; criminal investigations; professional liability claims for substantial damages; financial consequences, including payment of indemnities and fines. 	<ul style="list-style-type: none"> Audits of Eurofins Companies' Quality Management Systems: External audits from accreditation bodies, and internal audits (unannounced or planned) by the Corporate Quality team (Food and Feed Testing and Environment Testing); execution of proficiency tests (PT), including internal PT and mystery shopping; monitoring quality performance metrics to drive continuous improvement initiatives; worldwide community of Quality Managers to facilitate best practice sharing (Food and Feed Testing and Environment Testing); quality best practice trainings; whistleblowing programme; contractual limitation of liability where possible; professional liability insurance.
Licenses, permits, accreditation and registration , including: <ul style="list-style-type: none"> material delay in obtaining, the failure to obtain or to renew, or the withdrawal or revocation of licenses, permits, approvals, or other authorisations. 	<ul style="list-style-type: none"> Damage to brand reputation and subsequent potential loss of customers. 	<ul style="list-style-type: none"> Internal audits of the Quality Management Systems (unannounced or planned) by the GSC Quality team (Food and Feed Testing and Environment Testing); execution of proficiency tests (including internal PT and mystery shopping); monitoring of quality performance metrics to drive continuous improvement initiatives; worldwide community of Quality Managers to facilitate best practice sharing (Food and Feed Testing and Environment Testing); quality best practice trainings; business continuity planning.

OPERATIONS (LABORATORIES AND SERVICE CENTRES) (cont.)

Risk Category	Possible Consequences	Main Mitigations
Natural and Human Hazards , including: <ul style="list-style-type: none"> natural disasters such as floods, cyclones, earthquakes, and forest fires that could impact a Eurofins site or several sites at the same time; accidental fire or explosion in a laboratory, office, or data centre. 	<ul style="list-style-type: none"> People safety: possible injuries/ to or fatalities of Employees and others; interruption of business operations or disruptions along the Supply Chain; financial consequences, including loss of revenues, material damage to property, and consequent repair costs; damage to brand reputation and possibly permanent loss of customers; increased cost of working; Eurofins liabilities, e.g., to a building owner when a Eurofins company is a building tenant,; increase in insurance costs; disruptions to IT infrastructure. 	<ul style="list-style-type: none"> Physical inspections, performed by qualified engineers, of selected Eurofins sites; subsequent recommendations to improve the fire prevention measures; risk prevention surveys and subsequent recommendation; training on fire and flammable awareness provided to many Employees in laboratories worldwide; fire prevention manual including best practice controls distributed throughout many companies; development of a fire prevention self-assessment survey to advance the loss control culture; business continuity planning; natural catastrophe risk modelling; natural hazard assessment embedded in M&A due diligence process and in Real Estate projects; property damage and business interruption insurance.
Accounting , including: <ul style="list-style-type: none"> incorrect recording of business transactions and financial misstatement (due to involuntary errors or fraudulent behaviour of Employees); disruption of operations at the Shared Service Centres; temporary unavailability of the IT systems for financial management; incorrect reporting of ESG KPIs. 	<ul style="list-style-type: none"> Financial losses; incorrect revenue recognition; damage to brand reputation; administrative fines; increased scrutiny from financial authorities, impairment of intangible assets resulting from acquisitions that could significantly reduce attributable net profit and equity for a given period; inability to regularly perform business transactions e.g., in Account Payables, Account Receivables, and General Ledger; disclosure of wrong or incomplete information with consequent reputational damage and liabilities. 	<ul style="list-style-type: none"> Systematic improvement of Group Policies including e.g., accounting principles, financial reporting delegation of authorities, processes and methods to report ESG metrics; implementation of global processes and tools facilitating the enforcement of policies (procurement, accounting, reporting, treasury), implementation of shared service centres to streamline, standardise and better control processes and reconciliations; all Eurofins legal entities are subject to annual external statutory audits, performed mostly by Tier 1 and 2 auditors selected from a list validated at Group level; implementation of internal controls related to financial reporting and systematic evaluation of the design and operating effectiveness of these controls; audit quality is reviewed and controlled by GIAT (Group Internal Audit Team), reported issues and remediation actions are tracked and monitored; business continuity planning.
Finance , including: <ul style="list-style-type: none"> liquidity risk; worsening of Days of Sales Outstanding because of economic slowdown,; rising interest rates; bank concentration – counterparty risk; fraud or mistakes on payment operations; contractors' financial risk on major real estate projects. 	<ul style="list-style-type: none"> Financial losses; non-availability of necessary funds to settle commitments when they fall due; increasing investment in working capital. 	<ul style="list-style-type: none"> Treasury policies defining rules for cash management and deposits; regular and conservative cash planning; bilateral revolving credit facilities; dunning process externalisation project, currently in the pilot phase; predominant use of fixed-rate debt; internal controls on payment operations; ongoing implementation and roll out of a Treasury Management System; audit of payment operations by GIAT (Group Internal Audit Team); phishing awareness programme; construction bond requested in tendering process for major real estate projects.
Tax , including: <ul style="list-style-type: none"> non-compliant or late tax filings; incomplete, outdated, non-compliant or not timely prepared local transfer pricing policies and documentation. 	<ul style="list-style-type: none"> Tax assessments and fines; organisational efforts to deal with tax litigations; increase of scrutiny by tax authorities; reputational impact. 	<ul style="list-style-type: none"> Tax risk management guidelines providing to local Finance Directors a list of controls to be implemented around tax processes; trainings and tool for transfer pricing on intragroup transactions; Internal audits on tax compliance.

HUMAN CAPITAL

Risk Category	Possible Consequences	Main Mitigations
Human Capital , including: <ul style="list-style-type: none"> reduction of the engagement level among Key Employees (development, and performance); loss of GOC Leaders; reduction of employer reputation on social media (recruitment and retention). 	<ul style="list-style-type: none"> Reduced ability to recruit qualified personnel, longer time to hire, decreasing quality of candidates; failure to retain key Employees and talents; lack of continuity in key roles and consequent loss of valuable expertise and leadership; high attrition rate; increase in personnel expenses; insufficient diversity among Employees and prospective new hires; inadequate sense of well-being which could have a negative impact on Employee productivity; reduction of stakeholder confidence; lack of strategic guidance; challenges to transfer know how. 	<ul style="list-style-type: none"> Onboarding journey for Leaders; learning and development initiatives; definition of tools to capture and act upon Employee's aspirations; definition of tools to foster internal mobility, and to increase the number of open leadership positions filled internally; talent pipeline of potential executive candidates; succession planning; retention programmes; long term incentives plan; employer branding initiatives; monitoring of social media; social media policy; ongoing definition of KPIs to monitor diversity, equality, inclusion, and talent development; employment practices liability insurance.

INFORMATION TECHNOLOGY

Risk Category	Possible Consequences	Main Mitigations
Information security (confidentiality, integrity, and availability), including: <ul style="list-style-type: none"> cyber-attacks (ransomware, hackers) with the intent to steal data or request ransom; data breach (maliciously by a Eurofins insider or caused by a human error): sensitive or otherwise confidential data escaping the organisation infrastructures, becoming vulnerable to potential unauthorised disclosure or malicious use. 	<ul style="list-style-type: none"> Business disruption due to temporary or permanent unavailability of data or critical IT systems; Eurofins' or its clients' intellectual property is stolen or compromised; financial consequences, including loss of funds or assets, customer compensation, legal costs, forensic and remediation costs, contractual damages or lost revenue; fines or other actions taken by authorities, such as data protection authorities; damage to brand reputation; unplanned increase of IT spending; delay on IT projects. 	<ul style="list-style-type: none"> Strategic segmentation of IT infrastructure, creating discrete networks to bolster business resilience and limit the spread of any IT incidents; implementation of a robust information security upgrade program that systematically strengthens security across the whole Eurofins Network of Companies; operation of a round-the-clock Security Operations Centre (SOC) tasked with monitoring and responding to alerts from the SIEM system, complemented by IDS deployment, modern EDR and web security capabilities; comprehensive phishing awareness initiative encompassing regular training sessions, quarterly simulated phishing exercises, and regional awareness campaigns to bolster defense against social engineering; regular cybersecurity training to maintain a high level of awareness and vigilance across the workforce; continuous global and local IT risk assessment processes, focusing on cybersecurity and IT controls, followed by diligent remediation; an Operations Improvement Program designed to systematically upgrade IT infrastructure for greater stability and performance; IT change management and testing protocols to ensure controlled implementation of system enhancements; physical security measures in critical data facilities, coupled with consistent verification of backup protocols to ensure data recoverability, enhancement of the IT Resilience strategy through a dedicated program, including thorough testing of IT systems and network infrastructure; maintenance of an up-to-date inventory of IT applications to manage the software lifecycle effectively; establishment of KPIs for assessing quality of in-house software development and the efficacy of IT projects delivery; IT continuity and disaster recovery planning; cyber insurance coverage.
IT operation stability, availability and continuity, including: <ul style="list-style-type: none"> unavailability of critical IT system due to IT failure or damages to IT hardware; system instability due to uncontrolled changes, lack of testing or other causes. 		
IT governance, including: <ul style="list-style-type: none"> possible non-compliance with local IT related laws and regulation; non-optimal software management and development. 		

COMPLIANCE

Risk Category	Possible Consequences	Main Mitigations
Non-compliance with laws , such as accidental or deliberate acts in breach of laws, committed by Employees or partners of Eurofins Companies, including: bribery, antitrust violations, fraud, privacy breach, tax and social security violations, sanctions and export control breaches.	<ul style="list-style-type: none"> Investigations by authorities; enforcement actions, significant fines and penalties imposed by authorities; debarment from certain territories / activities; revocation of licenses; exclusion from certain public tenders and businesses; loss of accreditation; damage to brand reputation and erosion of stakeholder confidence; administrative and penal litigation; personal charges (including criminal charges) against directors and Employees; financial losses and damages. 	<ul style="list-style-type: none"> Eurofins' Code of Ethics, and compliance policies such as the Anti-Bribery policy, the Fair Competition policy, the Equal Opportunities and Fair Employment policy, the Privacy policy, the policy on Ethical Behaviour at Laboratories, and the Guidelines for Personal Data Protection; systematic and thorough trainings on these policies to communicate the Group's integrity values and to educate Employees and partners; whistleblowing programme established which encourages both Employees of Eurofins' companies and external parties to report suspicious situations and facts in a confidential and secure manner; implementation of various systems of quality assurance in a large portion of laboratories, designed to ensure consistent procedures and traceability of results; zero-tolerance approach for non-compliance; audit / due diligence procedures; strict approval processes to comply with sanctions and export control regulations.
Non-compliance with contractual obligations in contracts with Suppliers, customers, Employees and other third parties resulting in enforcement claims or damage/ penalty claims.	<ul style="list-style-type: none"> Litigation/arbitration over enforcement and damages; financial losses including payment of indemnities, fines, legal fees and costs; diversion of management focus; damage to brand reputation; decreased demand for Eurofins services and adverse effect on the Group's financial position and earnings; increase in insurance costs. 	<ul style="list-style-type: none"> Trainings, templates and checklists for standardised contracts development; involvement of legal department and legal advisors in complex or risky contract matters; in identified cases, provisions may be set aside to cover the risk of non-compliance with contractual obligations; professional liability insurance.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

Risk Category	Possible Consequences	Main Mitigations
Environmental Protection , including: <ul style="list-style-type: none"> accidental contamination of the environment directly caused by Eurofins operations at a laboratory, by specialised companies which dispose of hazardous materials for Eurofins (failing to comply with their contractual and regulatory obligations), or by Eurofins clients in consequence of analytical errors made by a Eurofins company. 	<ul style="list-style-type: none"> Injury to personnel and third parties; non-compliance with the law; liability for resulting damages; financial damages such as fines and cost of cleaning; damage to brand reputation, especially within local communities; the Eurofins brand is possibly linked to the non-compliant behaviour of our waste supplier. 	<ul style="list-style-type: none"> Standardisation of the waste management Supply Chain and proper supplier selection to ensure compliance with environmental laws and minimise potential environmental impact; proper procedures and accreditations of laboratories; environmental liability insurance.
Health and Safety (People Protection) , including: <ul style="list-style-type: none"> accidental work-related injuries of Employees or fatalities occurring in the workplace or during business travels; work-related illness. 	<ul style="list-style-type: none"> People safety: possible injuries or fatalities; litigations or legal/regulatory enforcement actions; loss of accreditation; damage to brand reputation. 	<ul style="list-style-type: none"> Health and Safety policy; monitoring of metrics such as Total Recordable Incident Rate (TRIR) and Lost Time Incident Rate (LTIR) to track progress and drive continuous improvement initiatives; coordination of a network of Health and Safety Champions; workers compensation and employer liability insurance; business travel insurance for Eurofins Employees travelling on business.

Risk Category	Possible Consequences	Main Mitigations
External Partner's Ethics , including: <ul style="list-style-type: none"> Suppliers which are not conducting their business activity in accordance with the values and principles laid out in Eurofins' Code of Ethics. 	<ul style="list-style-type: none"> Failure to select and prioritise Suppliers with a strong focus on social, environmental, and business continuity management; Eurofins could be linked to the unethical behaviour of its Suppliers, which may have direct consequences on our own reputation and brand image. 	<ul style="list-style-type: none"> CSR awareness programme rolled out to procurement Employees through specific mandatory trainings; CSR awareness programme rolled out to Eurofins Suppliers, including requesting a formalised acceptance of the Eurofins Group Supplier Code of Ethics; CSR evaluation for all critical vendors, through self-assessments, audits and ratings provided by third parties; CSR ratings incorporated into supplier selection, onboarding, and evaluation.
Climate Change – Transition Risks , including: <ul style="list-style-type: none"> cost of transition to a lower emission technology; increase of price of carbon (carbon taxes, emission trading systems, price of carbon credits and green energy); enhanced reporting obligations on CO₂ emissions. 	<ul style="list-style-type: none"> Financial impact, increase of costs (including energy cost inflation), early retirement of assets, capital investments in new technology; organisational efforts to adopt and deploy new processes; involuntary (accidental) disclosure of incorrect information, consequent damage to reputation; potential loss of customers and Suppliers that require commitment to challenging targets and stringent reporting standards. 	<ul style="list-style-type: none"> Implementation of CO₂ reduction targets for Eurofins' Leaders, instigating leadership-driven CO₂ reduction initiatives across all our businesses; progressive transition to renewable energy; progressive transition to energy efficient buildings; progressive transition to fleets of electric cars; progressive transition to miniaturised chemical analysis; continuous improvement of the emission reporting system (definitions, processes, documentation, quality control); continuous supplier engagement to reduce value chain emissions (scope 3); audit of ESG metrics and KPIs by GIAT (Group Internal Audit Team); coordination of a global network of CO₂ champions and dedicated training on CO₂ measurement and reduction opportunities.
Climate Change – Physical Risks , including: <ul style="list-style-type: none"> Increase of very hot days and heat waves in some regions; increasing likelihood and severity of extreme weather events such as storms and floods, directly impacting our operations. 	<ul style="list-style-type: none"> Financial impact, such as investments to adapt operations and ensure preservation of quality standards, loss of revenues for business interruption, material damage to property; increase of energy costs and CO₂ emissions (affecting sustainability targets); People safety: possible injuries / fatalities to Employees and others; business interruption in our operations or Supply Chain; financial consequences, including loss of revenues, material damage to property, reparation costs; reducing availability and increasing cost of insurance coverage. 	<ul style="list-style-type: none"> Natural hazard risk modelling, including climate change scenario analysis on heat waves and river flood (see pages 37-38); natural hazard assessment embedded in M&A due diligence process and in Real Estate projects; business continuity planning; property damage and business interruption insurance.

Quality Management

Eurofins' Vision, Mission and Values provide the basic foundation for entities within the Eurofins Network shall do business. It highlights the importance of delivering the highest-quality services to our clients by providing accurate and on-time results using the most advanced technologies and testing methods. →



Eurofins' commitment to governance best practices is reflected in its Quality Management Guidelines, which are embedded across the entire network of laboratories. The guidelines for Quality Management and laboratory performance are outlined in manuals available to all laboratory Employees across the Eurofins Network of Companies.

[The Eurofins Group Code of Ethics](#), as the central compliance document, provides short yet precise high-level instructions for every Eurofins Employee. It also outlines how to seek guidance and report breaches of the principles laid out in the code (whistleblowing).

Eurofins' strong commitment to compliance, ethical behaviour and customer privacy is confirmed and strengthened in numerous detailed statements and policies, which further expand on the principles laid out in the Eurofins Group Code of Ethics:

[The Eurofins Group Policy on Ethical Behaviour at Laboratories \(with Examples of Prohibited Behaviour and Information about Whistleblowing Channels\)](#)

[The Eurofins Group Policy on Ethical Behaviour during Audits, Inspections and other Offsite Operations](#)

[The Eurofins Group Privacy Policy](#)

Since Eurofins has a decentralised, entrepreneurial culture, each laboratory has developed and maintains its own Quality Management System managed by a Quality Director where this is required and/or applicable. The development and implementation of specific Quality Management Systems are triggered by the needs of our customers to comply with different type of regulations (local or international). Adherence to those regulations and associated specific standards needs to be evaluated by independent bodies such as local authorities, local accreditation bodies, and local and/or international recognition bodies. Efforts to implement appropriate processes and standards are regularly recognised by such independent bodies.

At the global level, ca. 47,900 Eurofins Employees (representing ca. 90% of our total Employees) are working in facilities, which have been officially recognised by an independent organisation as compliant to some specific standards, according to the activities of the laboratories. For example, our laboratories can be accredited against the ISO/CEI 17025, the ISO 9001, and the ISO 14001 standards among others. In some cases and in response to specific customer needs, our laboratories can also be recognised for Good Laboratory Practices or achieve local recognition by the local authorities.

This externally accredited working environment is one of Eurofins' pillars for ensuring that every single Employee is committed to quality and customer satisfaction, by applying the defined Quality Management System.

To ensure that the services delivered to our customers are of the highest quality, the Quality Department of each laboratory strongly supports business development activities, by ensuring that new testing methods and processes are developed, validated and performed under strict Quality Management rules.

Beyond the fact that Quality Management is driven by the requirements of the relevant regulatory authorities and local accreditation bodies, to continuously improve Quality Performance, the GSC Quality Food and Environment Testing organisation identified some key indicators that measure the performance of each Food and Environment Laboratory.

Outlined on page 93 are some of the key indicators / quality metrics followed at Group level for those areas of activities in order to ensure the highest quality is delivered to each of our clients.

QUALITY METRIC AND DATA ACCURACY TRACKING

Eurofins continuously invests in tools, infrastructure and personnel to record and report on quality metrics. Eurofins is Testing for Life and therefore, it is vital that reliable analytical test results are provided by Eurofins laboratories to their clients. It is possible to get visibility on the likely accuracy of testing data by using Proficiency Tests (PTS) schemes. The percentage of outliers in PTS is one of the Quality Metrics collected from most laboratories active in Food and Environment Testing.

Customer satisfaction is a priority among the Eurofins Network and customer complaints are investigated. At the National Business Line level, customer complaints are monitored to ensure continuous improvement.

Additionally, and as part of the continuous improvement of our processes, internal non-conformities is an important Quality Metric reflecting the maturity of Quality Management Systems. With regards to the competitiveness of our services, the number of retests is also tracked where available and such information can trigger method improvements.

These Key Performance Indicators drive our continuous improvement in performance and competitiveness.

In addition to those metrics, the GSC Quality Food and Environment Testing organisation put in place some specific

processes and tests to ensure quality is delivered every single day. In addition to the standard proficiency testing schemes that each accredited laboratory must adhere to, Eurofins developed its own internal Proficiency Testing (iPT) schemes. A pool of laboratories has been selected to participate in initial iPT schemes. A dedicated team defines the best samples to be tested so that they are representative of real customer samples (type of matrix, level of contamination, interfering elements etc.). Those samples are then sent to selected laboratories and a full analytical report is delivered. Data accuracy is verified using appropriate statistical tools, as is the accuracy of the information delivered to the clients through the analytical report.

To always improve our Food and Environment testing laboratories, a specific Business Unit was created in 2022 which handles the iPT process. This process starts with the identification of the most challenging combination of matrices and parameters and then creates samples for testing, spiking the chosen matrices. The samples are then shipped to the participating laboratories to be tested. Since 2022 the laboratory testing network participating in iPT was successfully extended outside EU (Brazil, Canada, Chile, China, New Zealand, Taiwan, The US, Vietnam, India).

In 2023, the iPT organisation prepared more than 20 rounds of iPT and sent out more than ca. 1300 samples worldwide. In total, these internal PT schemes represented a total of approximately 2800 analytical results provided by the participants in 2023.

To go one step further, undercover Proficiency tests (also called mystery shopping) are also organised in order to get visibility on the full customer journey, from the first contact with a Eurofins laboratory. This complex exercise allows Eurofins to continuously improve its customer service, fostering satisfaction among our clients.

Delivering quality every day, whatever the context, is a key priority for Eurofins. To ensure all Employees are dedicated toward quality and always comply with all appropriate standards, some unannounced audits are organised by a specific team of Eurofins auditors. Eurofins invested in permanent internal auditors qualified for Food and Environment testing, and additionally uses a specific network of external qualified auditors.

These audits are conducted in addition to standard audits the laboratories expect and must pass, such as accreditation audits and, customer audits, among others. With these additional layers of quality assurance Eurofins believes it is at the forefront of quality assurance practices in the laboratory testing industry. To ensure a representative picture of the daily quality delivered by our



EUROFINS SUSTAINABILITY IN ACTION
CASE STUDY

ISO 26000 CSR recognition

Eurofins Laboratoire de Bromatologie Ouest (LBO) – Food Testing – Rosporden, France



Eurofins LBO received its Corporate Social Responsibility (CSR) label on September 20th, 2023, in accordance with ISO 26000 standards and in alignment with the UN SDGs. ISO 26000 provides guidance and best practices related to global social responsibility. The Responsibility Europe CSR label is recognised in France, Luxembourg and Switzerland and demonstrates that the company's social and environmental impact

has been assessed and audited by a third party. This label underscores Eurofins LBO's commitment to ESG topics and, more importantly, acknowledge the ambition of their improvement plan across areas such as the quality of working conditions, collaboration with Suppliers, and the reduction of greenhouse gas emissions. Another audit is scheduled in two years to assess progress made.

Food and Environment testing laboratories, those internal audits are organised considering the different working shifts. Food microbiology testing laboratories have generally a wide range of opening hours for ensuring the samples can be quickly put in analyses and results delivered as fast as possible to our customers. In 2023, internal audits have been conducted during different operating hours covering early morning to late evening and also including weekends.

In cases of customer complaints, Eurofins strives to provide customers with the quickest and most thorough answers possible to their questions or queries. To achieve that, in agreement with ISO/IEC 17025 and Eurofins' Values, the management of complaints and non-conformities in each Business Unit is carried out by the Quality Manager. Each laboratory has their own system for engaging with customers and registering and handling complaints and non-conformities. Eurofins requires laboratories to report their KPIs in order to analyse performance trends and compare performance with other laboratories active in the same Operation Segments (OS) or market segments.

Conducting a specific and dedicated root cause analysis is a key element to ensure that appropriate and efficient actions are taken to offer best-in-class testing services to our customers.

As such, specific and mandatory online trainings have been developed in collaboration with the Eurofins Academy and, as of today, are rolled out to each Quality Manager worldwide in the Food and Environment Business lines. Those training assignments have also been extended to the technical and management team (e.g., Business Unit Manager, Team Leaders)

Eurofins is a network of entrepreneurs and uses this strength to learn from colleague experiences around the world. On a monthly basis, an experience sharing call to discuss various quality topics is organised with the Quality Managers (Local Quality Managers, National Division Quality Managers) of the Food and Environment Testing laboratories in Europe. These quality discussions help the Quality Managers identify risks and opportunities in their

own scopes, allowing for proactive implementation of appropriate actions. Best practices are shared between managers as well as technicians. The teams collaborate with the help of the central quality team who, with the results from benchmarking exercises, help to share and implement best-in-class processes across Eurofins laboratories.

Eurofins has also continued its efforts to implement 'Quality Management Systems' throughout its laboratories to ensure the highest level of quality and accuracy in testing provided to customers. With Eurofins forming an integral part of our customers' Quality Management, across our Business Lines, quality maintenance and improvement form a core element of our governance practices. Improving customer engagement has also been a key focus, with the introduction of various customer satisfaction surveys and a significant increase in the number of laboratories tracking Net Promotor Scores in 2023. Refer to the Product and Service Quality section on [page 96](#) for additional information about Net Promotor Score tracking and reporting. ■■■

Information and IT Operation Security

Eurofins' innovative use of Information Technology has been pivotal in our laboratories' ability to expedite sample processing times, enhance cost efficiencies, and securely and swiftly deliver test results to our clients. The recent years have seen a concerted effort to strengthen and fortify IT infrastructure, with substantial investments made to bolster resilience against the burgeoning threats of cybercrime and to scale up systems in line with the increasing demand for our services. →

Proactive measures have included a comprehensive overhaul of security policies and a significant increase in security-focussed staff. A robust security maturity enhancement programme has been initiated, coupled with the establishment of a dedicated 24/7 Security Operations Centre. The segregation of the entire Eurofins IT infrastructure in distinct networks improves business resilience by reducing the scope of potential IT incidents. These actions are bolstered by cyber security awareness trainings and regular local IT audits on cyber security. Eurofins is confident that these initiatives have significantly elevated our monitoring capabilities and systemic resilience.

In the face of emerging challenges, a vigilant focus on data protection is maintained. Recognising that future threats will likely target data integrity as much as physical infrastructure, stringent controls over data access and sharing within our network of autonomous companies is enforced. Any cross-entity data sharing is exceptional and subject to rigorous scrutiny,

ensuring data segregation and appropriate protection measures are diligently enforced.

The security of our data and the separated scopes within which they reside is assured, a testament to Eurofins sustained investment in IT and data management systems. The IT infrastructure and business solutions not only facilitate laboratory operations but also empower our teams with bespoke IT applications, developed in-house. This capability to tailor IT solutions far surpasses what is available off-the-shelf, easing laboratory workflows and equipping our business Leaders with the tools for success.

Eurofins acknowledges the challenge of directly quantifying the impact of our comprehensive information security programme, given its extensive scope across a diverse IT landscape. To effectively gauge our programme's effectiveness, we rely on an industry-standard synthetic score provided by Bitsight, a respected independent cyber risk rating agency. This approach is widely recognised and trusted by cyber insurers, banks, and the broader industry.

Since 2019, Eurofins has consistently improved its Bitsight rating, reaching 710 in Q4 2023 (vs 470 in Q4 2019), reflecting our ongoing commitment to robust cyber security practices.

Looking ahead to 2024 and beyond, we are dedicated to achieving even higher standards of cyber security, as evidenced by our target for an advanced Bitsight score.

[The Eurofins Group Code of Ethics](#), as the central compliance document, provides a short yet precise high-level statement addressing data protection and privacy. In addition, Eurofins' strong commitment to customer privacy is confirmed and strengthened in [The Eurofins Group Privacy Policy](#) which further expands on the principles laid out in the Eurofins Group Code of Ethics. ■■■

EUROFINS NETWORK OF LABORATORIES – BITSIGHT CYBER SECURITY RATING

2023				2022				2021				2020				2019	
Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3	Q2	Q1	Q4	Q3
710	700	700*	730	720	700	680	680	640	610	630	600	540	520	530	520	470	450

*score drop as compared to the previous quarter due to calculation method change by Bitsight – across all their assessments

Product and Service Quality

CUSTOMER SATISFACTION AND LOYALTY

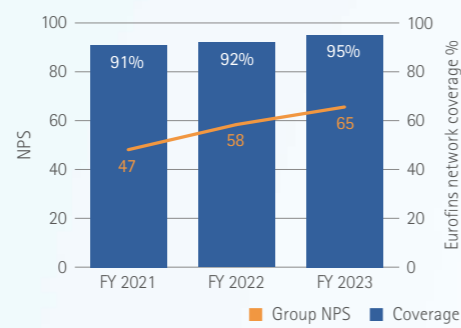
In 2023, Eurofins continued its global Net Promoter Score® (NPS) measurement programme for all business lines serving external customers. Customer focus remains one of Eurofins' core values deeply ingrained within its decentralised network of independent companies. These companies, guided by their entrepreneurial business leaders endorse and integrate NPS measurement into their daily operations. →

The widespread adoption of the NPS programme across Eurofins' independent Network of Companies underscore the significance of Customer-centricity and satisfaction stand as fundamental values. In 2023, the NPS measurement achieved a record high coverage percentage of 94.8% across all entities engaging with external customers. This reaffirms Eurofins laboratories' steadfast commitment to actively measuring customer satisfaction on a regular basis. Notably, the 2023 coverage has steadily increased for three consecutive years since the global NPS implementation in 2021, demonstrating a 4.17% increase from 2021 and 3.22% to 2022.

Throughout 2023, Eurofins entrepreneurs were empowered to customise the NPS measurement to suit their requirement, aligning it with the specific business line customer profiles whilst not forfeiting Eurofins wide NPS policies. In total Eurofins independent companies received 160,171 responses from customers yielding into an NPS response rate of 12.9% – an

increase of 20.3% compared to 2022 and 45.7% compared to 2021. Among these responses, 73.3% of Eurofins' customers indicated satisfaction with Eurofins services (NPS score > 8). The Eurofins Network of Companies is proud to achieve an NPS of 65.7 in 2023 based on the 73.3% satisfied and 7.62% of dissatisfied respondents. With a Eurofins Network-wide NPS of 65.7, Eurofins laboratories successfully met their 2023 target of 53.4) reaffirming their unwavering commitment to customer focus at the core of their operations.

Figure 1: Eurofins Network wide NPS score and coverage



In 2023, many Eurofins laboratories-initiated improvement programs focussed on actively listening to customer concerns and devising effective resolutions for dissatisfied customers. With an increasing number of business lines implementing solutions and processes to respond to customers faster and more accurate every month Eurofins entrepreneurs reaffirm their customer focus and strive for continuous improvement.

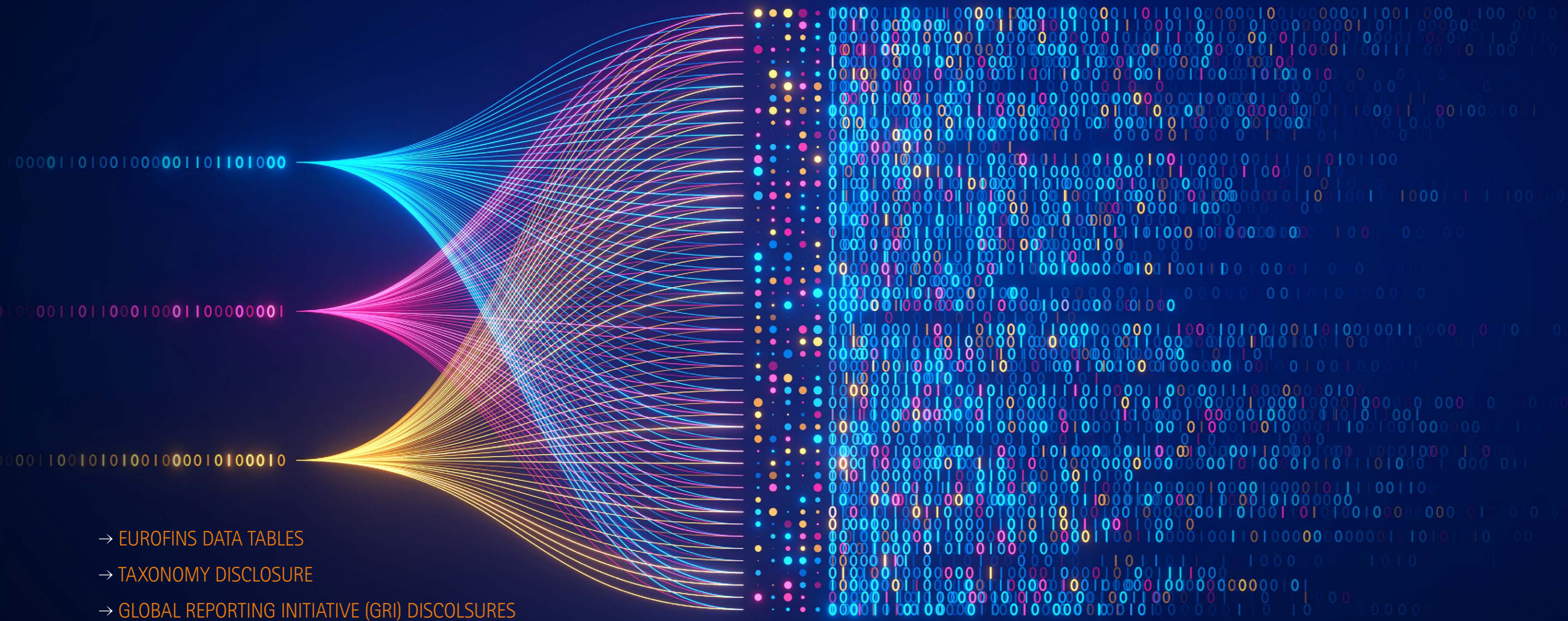
Looking ahead to 2024, within the dynamic landscape of the international markets, Eurofins entrepreneurs remain committed to investing in Customer Focus with NPS as designated measurement technique. In 2024, the Eurofins independent Network of Companies aims to achieve a consolidated target of 65 NPS for the global network. As customer demands evolve and the environment undergoes changes, Eurofins entrepreneurs will continue to benefit from a global network of NPS measuring best practices and enhancement practices in 2024 further improving local and global customer satisfaction. ■■■





Data Tables

GRI Standard/Disclosure: 404/404-1



- EUROFINS DATA TABLES
- TAXONOMY DISCLOSURE
- GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURES
- SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE TOPICS AND ACCOUNTING METRICS
- ALIGNING TO THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) FRAMEWORK



EUROFINS DATA

GRI Disclosure	SCOPE		KPI					
	Unit	Coverage	Unit	2021	2022	2023	2023 Target	2024 Target
ENVIRONMENTAL								
Climate change								
Climate change risk strategy at Group level								
% revenue from products/ services associated with "environmentally sustainable economic activities" that substantially contribute to climate change mitigation and climate change adaptation	203-2	% Revenue	100%		0.0%	14%		
% CapEx from products/ services associated with "environmentally sustainable economic activities" that substantially contribute to climate change mitigation and climate change adaptation	203-2	% CapEx	100%		0.0%	12%		
% OpEx from products/ services associated with "environmentally sustainable economic activities" that substantially contribute to climate change mitigation and climate change adaptation	203-2	% OpEx	100%		0.0%	15%		
- Flood Risk by 2030 in RCP8.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	94%	% Assets	14.0%	13.4%	11.9%	
- Flood Risk by 2030 in RCP4.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	94%	% Assets	15.3%	14.2%	12.5%	
- Flood Risk by 2050 in RCP8.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	94%	% Assets	1.5%	1.5%	1.0%	
- Flood Risk by 2050 in RCP4.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	94%	% Assets	15.1%	13.0%	11.3%	
- Temperature increase by 2020-2040 in RCP8.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	99%	% Assets	8.1%	10.1%	7.5%	
- Temperature increase by 2020-2040 in RCP4.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	99%	% Assets	6.8%	7.4%	4.8%	
- Temperature increase by 2040-2060 in RCP8.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	99%	% Assets	29.8%	36.2%	34.0%	
- Temperature increase by 2040-2060 in RCP4.5 scenario % assets committed in regions likely to become more exposed to acute or chronic physical climate risks	not applicable	% Assets	99%	% Assets	23.2%	30.3%	28.3%	
Emission measurements at Group level (market based)								
Scope 1 emissions in tCO ₂ -e (market based)	305-1	% FTEs	>95%	tCO ₂ e	71,965	62,558	58,507	
Scope 2 emissions in tCO ₂ -e (market based)	305-2	% FTEs	>95%	tCO ₂ e	137,199	122,388	117,572	
Scope 3 emissions in tCO ₂ -e (market based)	305-3	% FTEs	>95%	tCO ₂ e	319,876	311,966	281,447	
Carbon Intensity per FTE (market based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	9.5	8.7	8.1	8.3
Carbon Intensity per mEUR (market based)	305-4	% FTEs	>95%	tCO ₂ e/mEUR	74.1	73.0	70.3	
Carbon Intensity Scope 1 / FTE (market based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	1.3	1.1	1.0	
Carbon Intensity Scope 2 / FTE (market based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	2.5	2.2	2.1	
Carbon Intensity Scope 3 / FTE (market based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	5.8	5.5	5.0	
Gross global greenhouse emissions in metric tons CO ₂ -e (market based)	305-4	% FTEs	>95%	tCO ₂ e	529,040	496,912	457,527	
CO ₂ -e reduction target year N vs year N-1 in tCO ₂ -e	305-5	% FTEs	>95%	tCO ₂ e	n/a	n/a	-7.9%	
CO ₂ -e reduction target year N vs year N-1 in tCO ₂ -e / FTE	305-5	% FTEs	>95%	tCO ₂ e/FTE	n/a	n/a	-7.6%	
CO ₂ -e reduction target year N vs base year 2019 in tCO ₂ -e	305-5	% FTEs	>95%	tCO ₂ e	n/a	n/a	-7.9%	
CO ₂ -e reduction target year N vs base year 2019 in tCO ₂ -e / FTE	305-5	% FTEs	>95%	tCO ₂ e/FTE	n/a	n/a	-18.5%	-18%
Carbon credits retired	not applicable	% FTEs	>95%	tCO ₂ e	150,000	200,000	200,000	

EUROFINS DATA (cont.)

GRI Disclosure	SCOPE		KPI						
	Unit	Coverage	Unit	2021	2022	2023 Actual	2023 Target	2024 Target	
Emission measurements at Group level (location based)									
Scope 1 emissions in tCO ₂ -e (location based)	305-1	% FTEs	>95%	tCO ₂ e	71,965	62,558	58,507		
Scope 2 emissions in tCO ₂ -e (location based)	305-2	% FTEs	>95%	tCO ₂ e	131,839	143,696	146,138		
Scope 3 emissions in tCO ₂ -e (location based)	305-3	% FTEs	>95%	tCO ₂ e	321,678	318,356	287,660		
Carbon Intensity per FTE (location based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	9.5	9.2	8.7		
Carbon Intensity per mEUR (location based)	305-4	% FTEs	>95%	tCO ₂ e/mEUR	73.6	77.1	75.7		
Carbon Intensity Scope 1 / FTE (location based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	1.3	1.1	1.0		
Carbon Intensity Scope 2 / FTE (location based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	2.4	2.5	2.6		
Carbon Intensity Scope 3 / FTE (location based)	305-4	% FTEs	>95%	tCO ₂ e/FTE	5.8	5.6	5.1		
Gross global greenhouse emissions in metric tons CO ₂ -e (location based)	305-4	% FTEs	>95%	tCO ₂ e	525,481	524,610	492,305		
Total energy consumption in MWh	302-1	% FTEs	>95%	MWh	805,494	769,432	742,007		
Standard Electricity consumption in MWh	302-1	% FTEs	>95%	MWh	399,199	367,422	350,553		
Renewable Electricity consumption in MWh	302-1	% FTEs	>95%	MWh	34,229	89,891	103,727		
Vehicles fuel consumption in MWh	302-1	% FTEs	>95%	MWh	110,791	108,858	103,392		
Heating consumption in MWh (non-transport fuels energy + district heating energy)	302-1	% FTEs	>95%	MWh	261,275	203,261	184,336		
Renewable Electricity consumption as % of total electricity consumption	302-4	% FTEs	>95%	%	7.9%	19.7%	22.8%		
Total energy consumption in MWh / FTE	302-3	% FTEs	>95%	MWh/FTE	14.5	13.5	13.1		
Total energy consumption in MWh per mEUR Revenue	302-3	% FTEs	>95%	MWh/mEUR	117.0	117.3	113.2		
Total water withdrawal (in million of m ³)	303-3, 303-5	% FTEs	>95%	Mio. m ³	1.9	1.5	1.5		
Total water withdrawal in m ³ /FTE	303-3, 303-5	% FTEs	>95%	m ³ /FTE	33.8	27.0	26.5		
Total wastewater discharged (in million of m ³)	303-4	% FTEs	>95%	Mio. m ³	1.65	1.43	1.5		
Total wastewater discharged in m³/FTE									
Supply Chain/ Supplier Risk Management									
Eurofins Supplier Code of Ethics compliance in % of purchasing spend allocated with Significant Eurofins Vendors	308-1, 414-1	% Purchasing spend	96%	% total spend	30%	53%	58%	80%	60%
Sustainable Procurement Policy published	3-3	% FTEs	100%	yes/no	yes	yes	yes	yes	yes



EUROFINS DATA (cont.)

	GRI Disclosure	SCOPE		KPI					2023 Target	2024 Target
		Unit	Coverage	Unit	2021	2022	2023			
GOVERNANCE										
Honesty, Integrity and Human Rights										
Compliance (Ethics, Corruption, Human Rights)										
# of recorded corruption and bribery cases where a breach of the Eurofins Group Anti-bribery policy was confirmed	2-16, 205-3	% FTEs	100%	# Cases	0	0	0			
Total whistleblowing cases recorded in the year	2-26	% FTEs	100%	# Cases	23	30	46			
# of anti-corruption/ anti-bribery audits	205-1	% FTEs	100%	# Audits	808	902	993			
Compliance-related trainings										
% of Employees who completed the Eurofins Code of Ethics training	404-1	% (HC ELC/total HC)	98%	% Employees	-	-	87%			
Total number of training hours spent on compliance in the Global Eurofins Learning Management System (ELC)	404-1	% (HC ELC/total HC)	98%	Hours	47,200	27,225	42,869			
# training hours on compliance per assigned HC – KELs (Key Employees and Leaders)	404-1	% (HC completed course/HC assigned)	84%	# h/HC+	2	0.9	0.6			
# training hours on compliance per assigned HC – Employees excluding KELs (Key Employees and Leaders) and lab Employees	404-1	% (HC completed course/HC assigned)	84%	# h/HC+	1.33	1.07	0.64			
# training hours total on compliance per assigned HC – Lab Employees	404-1	% (HC completed course/HC assigned)	84%	# h/HC+	1.92	1.36	0.94			
Total number of training hours spent on corruption/bribery (compliance Tier 2) in the Global Central Eurofins Learning Management System (ELC)	205-2, 404-1	% (HC ELC/total HC)	98%	Hours	18,326	8,129	8,399			
# training hours on corruption/bribery (compliance Tier 2) per assigned HC	205-2, 404-1	% (HC completed course/HC assigned)	72%	# h/HC+	0.5	0.5	0.5			
Total number of training hours spent on Code of Ethics (compliance Tier 1) in the Global Central Eurofins Learning Management System (ELC)	205-2, 404-1	% (HC ELC/total HC)	98%	Hours	15,941	7,114	7,721			
# training hours on Code of Ethics (compliance Tier 1) per assigned HC – Employees and KEL (Key Employees and Leaders) excluding lab Employees	205-2, 404-1	% (HC completed course/HC assigned)	66%	# h/HC+	0.5	0.5	0.5			
# training hours on Code of Ethics (compliance Tier 1) per assigned HC – All lab Employees	205-2, 404-1	% (HC completed course/HC assigned)	73%	# h/HC+	0.75	0.5	0.5			
Product and Service Quality										
Customer Satisfaction and Loyalty										
Net Promoter Score (NPS®)	not applicable	% FTEs	95%	NPS	47.3	58.0	65.7			
% of responses with an NPS of 9 or 10	not applicable	% FTEs	95%	% of Responses	59%	68%	73%			
# Net Promoter Score survey responses	not applicable	% FTEs	95%	'000	56.7	122.9	160.2			

EUROFINS DATA (cont.)

	GRI Disclosure	SCOPE		KPI					2023 Target	2024 Target
		Unit	Coverage	Unit	2021	2022	2023			
Quality Management										
Laboratories Accreditations										
# ELEs working under any accreditation/recognition ^[2]	403-8	% ELEs	85%	# ELE	517	640	656			
# FTEs working under any accreditation/recognition ^[2]	403-8	% FTEs	>95%	# FTEs	43,897	47,117	47,886			
# ELEs working under any accreditation/recognition / total ELE	403-8	% ELEs	85%	% ELEs	64.6%	80.3%	85.2%			
# FTEs working under any accreditation/recognition / total FTE	403-8	% FTEs	>95%	% FTEs	84.4%	89.7%	90.0%			
% FTEs working under ISO14001	not applicable	% FTEs	>95%	% FTEs	7.8%	15.5%	14.9%			
FTEs working under an analysis / laboratory accreditation/recognition ^[2]	not applicable	% FTEs	>95%	FTEs	40,424	41,884	42,138			
FTEs working under a certification, inspection, consulting accreditation/recognition ^[2]	not applicable	% FTEs	>95%	FTEs	4,616	7,220	6,094			
FTEs working under an environmental accreditation/recognition ^[2]	not applicable	% FTEs	>95%	FTEs	5,208	9,663	8,196			
FTEs working under a manufacturing accreditation/recognition ^[2]	not applicable	% FTEs	>95%	FTEs	8,184	7,605	7,371			
FTEs working under an official / local recognition ^[2]	not applicable	% FTEs	>95%	FTEs	16,345	24,964	22,204			

SOCIAL

Diversity and equity

Employee-related metrics

Percentage of woman – Board of Directors ^[3]	405-1	% HC	100%	% Leaders	50%	50%	50%		
Percentage of woman – Senior Leadership (GOC – incl CEO – and Regional Business Line Leaders) ^[4]	405-1	% HC	100%	% Leaders	21%	18%	21%		
Percentage of woman Employees – National Business Line Leaders and Business Unit managers ^[4]	405-1	% HC	99%	% Leaders	30%	30%	34%		
Percentage of woman Employees – Other Leaders ^{[4],[5]}	405-1	% HC	99%	% Leaders	49%	50%	50%		
Percentage of woman Employees – All Employees (incl. all Leaders) ^{[4],[6]}	405-1	% HC	97%	% Employees	56%	55%	57%		
% of USA Employees belonging to minority groups	405-1	% HC	US only	% Employees	32%	33%	34%		
Breakdown by nationality – GOC –incl CEO –	not applicable		93%	# nationalities		6	5		

People, Health and Safety

Health and Safety

Total number of contractor fatalities at work	403-9	% FTEs	100%	# Fatalities	1	0	0	0	0
Total number of Employee fatalities at work	403-9	% FTEs	100%	# Fatalities	0	0	0	0	0

Training and Eurofins academy

Talent Development

Board of Directors training on CSR issues	2-17	Corporate wide	100%	not applicable		1	2		
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[1] Headcount who completed the compliance course

[2] Absolute Laboratories Accreditation KPI are extrapolated to full scope (from coverage of 85% of ELE / 96% of FTE in 2023)

[3] Based on the information received from Company Secretary

[4] Based on Gender/Salutation sourced from identity lifecycle management database

[5] Other Leaders: Eurofins Employees who have at least one Employee as a direct report (excluding interns) and who do not belong to any other category of Leaders (Board of Directors, GOC, Regional Business Line Leaders, National business Line Leaders or Business Unit Leaders)

[6] Includes apprentices, interns, temporary workers, and self-employed managers. Excludes external consultants.

TAXONOMY DISCLOSURE

In accordance with the EU Taxonomy Regulation, Eurofins has assessed the weight of its taxonomy eligible and taxonomy aligned activities for its revenue, CapEx and OpEx for the year which ended on 31 December 2023.

Following the release of the annexes for the remaining four environmental objectives in 2023, Eurofins screened all its activities to determine eligibility for substantial contribution to the EU Environmental Objectives as outlined in the EU Commission Delegated Regulations 2020/852, 2021/2139 and 2023/2486.

After thorough examination, Eurofins concluded that its activities in soil, water and asbestos testing meet the technical screening criteria established for the EU Environmental Goal on Pollution Prevention and Control (Section 2.4 "Remediation of contaminated sites and areas" within Annex III to the EU Commission Delegated Regulations 2023/2486).

Each identified business unit was tasked with assessing and confirming the alignment of its activities with the technical screening criteria and compliance with all DNSH criteria. Emphasis was placed areas such as "Deteriorate the environmental quality of water and marine resources", "Compromise the well-being and resilience of ecosystems, their habitats, and species" and "Contribute to the degradation of land with significant carbon stock".

Activities that could not be confirmed were considered taxonomy-eligible but not aligned (2% of all activities identified as eligible but not aligned).

The proportion of eligible and aligned activities was calculated by dividing the sum of the relevant indicator (Revenue, OpEx and CapEx) of all confirmed eligible and aligned Business Units by the total of the indicator for the whole Eurofins Network of Companies. Following the guidance of the EU Commission, for OpEx, Eurofins has only considered non-capitalised costs related to the research and development, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment that are necessary to ensure the continued and effective functioning of such assets. In practice this includes all laboratory Equipment costs. Following a conservative approach towards the EU Taxonomy disclosure, Eurofins has opted not to consider OpEx and CapEx related to CapEx Plans for its 2023 disclosures; however this may be reassessed for future considerations.

TAXONOMY ELIGIBLE AND ALIGNED REVENUES FOR EUROFINS

FINANCIAL YEAR 2023		Substantial Contribution Criteria							DNSH Criteria ('Does Not Significantly Harm')					Category					
Economic Activities	Codes	Turnover		Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution Prevention and Control	Biodiversity and Ecosystems	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution Prevention and Control	Biodiversity and Ecosystems	Minimum Safeguard	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) turnover year N-1	Enabling Activity	Transitional Activity
		mEUR	%																
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Remediation of contaminated sites and areas	PPC 2.4	905.37	13.9%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%		E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which enabling		905.37	13.9%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%		E	
Of which transitional		0.00	0%	0%															
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Remediation of contaminated sites and areas	PPC 2.4	18.19	0.3%					100%											
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. Turnover of Taxonomy-eligible activities (A.1 + A.2)		923.56	14.2%	0%	0%	0%	0%	100%	0%										
B. Taxonomy-non-Eligible Activities																			
Turnover of Taxonomy non-eligible activities		5,591	85.8%																
Total Eurofins		6,515	100%																

TAXONOMY ELIGIBLE AND ALIGNED CAPEX FOR EUROFINS

FINANCIAL YEAR 2023		Substantial Contribution Criteria							DNSH Criteria ('Does Not Significantly Harm')					Category					
Economic Activities	Codes	Total CapEx		Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution Prevention and Control	Biodiversity and Ecosystems	Climate Change Mitigation	Climate Change Adaptation	Water and Marine Resources	Circular Economy	Pollution Prevention and Control	Biodiversity and Ecosystems	Minimum Safeguard	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) CapEx year N-1	Enabling Activity	Transitional Activity
		mEUR	%																
A. Taxonomy-eligible activities																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Remediation of contaminated sites and areas	PPC 2.4	62.90	11.6%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%		E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																			
Of which enabling		62.90	11.6%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%		E	
Of which transitional		0.00	0.0%	0%															
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
Remediation of contaminated sites and areas	PPC 2.4	1.26	0.2%					100%											
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																			
A. CapEx of Taxonomy-eligible activities (A.1 + A.2)		64.17	11.8%	0%	0%	0%	0%	100%	0%										
B. Taxonomy-non-Eligible Activities																			
CapEx of Taxonomy non-eligible activities		479	88.2%																
Total Eurofins		544	100%																



TAXONOMY ELIGIBLE AND ALIGNED OPEX FOR EUROFINS																	
FINANCIAL YEAR 2023																	
Codes	Total OpEx mEUR	Proportion of OpEx %	Substantial Contribution Criteria						DNSH Criteria ('Does Not Significantly Harm')				Minimum Safeguard Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx year N-1 %	Category			
			Climate Change Mitigation %	Climate Change Adaptation %	Water and Marine Resources %	Circular Economy %	Pollution Prevention and Control %	Biodiversity and Ecosystems %	Climate Change Mitigation Y/N	Climate Change Adaptation Y/N	Water and Marine Resources Y/N	Circular Economy Y/N		Pollution Prevention and Control Y/N	Biodiversity and Ecosystems Y/N	E	T
Economic Activities																	
A. Taxonomy-eligible activities																	
A.1. Environmentally sustainable activities (Taxonomy-aligned)																	
Remediation of contaminated sites and areas	PPC 2.4	-23.79	15.0%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%	E
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)																	
Of which enabling		-23.79	15.0%	0%	0%	0%	0%	100%	0%	Y	Y	Y	Y	Y	Y	0.0%	E
Of which transitional		0.00	0.0%	0%													
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																	
Remediation of contaminated sites and areas	PPC 2.4	-0.48	0.3%					100%									
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		-0.48	0.3%														
A. OpEx of Taxonomy-eligible activities (A.1 + A.2)		-24.27	15.3%	0%	0%	0%	0%	100%	0%								
B. Taxonomy-non-Eligible Activities																	
OpEx of Taxonomy non-eligible activities		-134	84.7%														
Total Eurofins		-158	100%														

FINANCIAL YEAR 2023	
Nuclear energy related activities	Yes/No
1. The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2. The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3. The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities	Yes/No
4. The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5. The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6. The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURES

Statement of use	Eurofins Scientific SE has reported the information cited in this GRI content index for the period [01/01/2023-31/12/2023] with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organisational details	Overview; page 8 , Corporate Governance Charter of Eurofins; page 194 of the Annual Report, Shareholding Disclosure; page 219 of the Annual Report
	2-2 Entities included in the organisation's sustainability reporting	Scope of the Group; page 219 of the Annual Report
	2-3 Reporting period, frequency and contact point	Shareholder Information; page 2 of the Annual Report, Sustainability at Eurofins; page 10
	2-4 Restatements of information	N/A
	2-5 External assurance	Audit Scrutiny and Coverage; page 215 of the Annual Report
	2-6 Activities, value chain and other business relationships	Overview; page 8 , Safeguarding the Environment through our Products and Services; pages 26-29 , Sustainable Procurement and Supply Chain Management; page 281 of the Annual Report
	2-7 Employees	Overview; pages 14-15 , Social; pages 48-73
	2-8 Workers who are not Employees	Social; page 48
	2-9 Governance structure and composition	Sustainability Governance; page 76
	2-10 Nomination and selection of the highest governance body	The Board of Directors – Composition and Appointment; page 76 , Management – Board of Directors; page 76
	2-11 Chair of the highest governance body	Sustainability Governance; page 76
	2-12 Role of the highest governance body in overseeing the management of impacts	Materiality; page 22 , Sustainability Governance; page 74 , Enterprise Risk Management; page 84
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance; page 74
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance; page 74 , Enterprise Risk Management; page 84
	2-15 Conflicts of interest	Sustainability Governance; page 74
	2-16 Communication of critical concerns	Honesty, Integrity and Human Rights; page 82
	2-17 Collective knowledge of the highest governance body	The Board of Directors – Composition and Appointment; page 195 of the Annual Report, Management – Board of Directors; page 210 of the Annual Report
	2-18 Evaluation of the performance of the highest governance body	The Board of Directors – Composition and Appointment; page 195 of the Annual Report, Management – Board of Directors; page 210 of the Annual Report
	2-19 Remuneration policies	Group Remuneration policy; page 166 of the Annual Report
	2-20 Process to determine remuneration	Group Remuneration policy; page 166, Board of Directors and Committee Memberships; page 214 of the Annual Report
	2-21 Annual total compensation ratio	Group Remuneration policy; page 166 and Notes to the Consolidated Financial Statements; Note 2.3 "Operating costs, net" and Note 2.4 "Employees"; page 248 of the Annual Report
	2-22 Statement on sustainable development strategy	CEO Message; pages 4-5
	2-23 Policy commitments	Enterprise Risk Management; pages 84-85 , Vision, Mission and Values; page 9 and Honesty, Integrity and Human Rights; page 82
	2-24 Embedding policy commitments	Enterprise Risk Management; page 84 Vision, Mission and Values; page 9 and Honesty, Integrity and Human Rights; page 82
	2-25 Processes to remediate negative impacts	Financial and Operating Review; page 32 of the Annual Report
	2-26 Mechanisms for seeking advice and raising concerns	Quality Management; page 92 , Honesty, Integrity and Human Rights; page 82
	2-27 Compliance with laws and regulations	Honesty, Integrity and Human Rights; page 82
	2-28 Membership associations	Overview; page 8
	2-29 Approach to stakeholder engagement	Materiality; page 22
2-30 Collective bargaining agreements	Honesty, Integrity and Human Rights; page 82	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality; page 22
	3-2 List of material topics	Table of Contents; page 1 , CEO Message; pages 4-5 Materiality; page 22
	3-3 Management of material topics	Overview; page 8 , Materiality; page 22
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Consolidated Financial Statements; page 228 of the Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change; page 34
	201-3 Defined benefit plan obligations and other retirement plans	Note 2.23 "Post-employment benefits"; page 262 of the Annual Report
	201-4 Financial assistance received from government	N/A
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	N/A
	202-2 Proportion of senior management hired from the local community	N/A

GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURES (cont.)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	N/A
	203-2 Significant indirect economic impacts	Safeguarding the Environment through our Products and Services; page 26
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local Suppliers	N/A
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Honesty, Integrity and Human Rights; page 82
	205-2 Communication and training about anti-corruption policies and procedures	Honesty, Integrity and Human Rights; page 82 , Sustainable Procurement and Supply Chain Management; page 80 , Eurofins Data Tables; page 100
	205-3 Confirmed incidents of corruption and actions taken	Honesty, Integrity and Human Rights; page 82
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Honesty, Integrity and Human Rights; page 82
GRI 207: Tax 2019	207-1 Approach to tax	Risk Factors – Tax Risks section; page 159 of the Annual Report and Honesty, Integrity and Human Rights; page 82
	207-2 Tax governance, control, and risk management	Risk Factors – Tax Risks section; page 159 of the Annual Report and Honesty, Integrity and Human Rights; page 82
	207-3 Stakeholder engagement and management of concerns related to tax	Honesty, Integrity and Human Rights; page 82
	207-4 Country-by-country reporting	N/A
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A
	301-2 Recycled input materials used	N/A
	301-3 Reclaimed products and their packaging materials	N/A
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Climate Change; page 34
	302-2 Energy consumption outside of the organisation	Climate Change; page 34
	302-3 Energy intensity	Climate Change; page 34
	302-4 Reduction of energy consumption	Climate Change; page 34
	302-5 Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Responsible Consumption of Scarce Resources; page 46
	303-2 Management of water discharge-related impacts	Honesty, Integrity and Human Rights; page 82
	303-3 Water withdrawal	Climate Change; page 34 (Sources not tracked)
	303-4 Water discharge	Climate Change; page 34 (Destinations not tracked)
	303-5 Water consumption	Climate Change; page 34
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A
	304-2 Significant impacts of activities, products and services on biodiversity	N/A
	304-3 Habitats protected or restored	Responsible Consumption of Scarce Resources; page 46
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change; page 34
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change; page 34
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change; page 34
	305-4 GHG emissions intensity	Climate Change; page 34
	305-5 Reduction of GHG emissions	Climate Change; page 34
	305-6 Emissions of ozone-depleting substances (ODS)	N/A
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	N/A
	306-2 Management of significant waste-related impacts	N/A
	306-3 Waste generated	N/A
	306-4 Waste diverted from disposal	N/A
	306-5 Waste directed to disposal	N/A
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers that were screened using environmental criteria	Sustainable Procurement and Supply Chain Management; page 80
	308-2 Negative environmental impacts in the Supply Chain and actions taken	Sustainable Procurement and Supply Chain Management; page 80
GRI 401: Employment 2016	401-1 New Employee hires and Employee turnover	N/A
	401-2 Benefits provided to full-time Employees that are not provided to temporary or part-time Employees	N/A
	401-3 Parental leave	N/A
GRI 402: Labour/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Remuneration Report – Other Employment Conditions – Termination; page 176 of the Annual Report

GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURES (cont.)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	People, Health and Safety; page 66
	403-2 Hazard identification, risk assessment, and incident investigation	People, Health and Safety; page 66
	403-3 Occupational health services	People, Health and Safety; page 66
	403-4 Worker participation, consultation, and communication on occupational health and safety	People, Health and Safety; page 66
	403-5 Worker training on occupational health and safety	People, Health and Safety; page 66
	403-6 Promotion of worker health	People, Health and Safety; page 66
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	People, Health and Safety; page 66 and Honesty, Integrity and Human Rights; page 82
	403-8 Workers covered by an occupational health and safety management system	People, Health and Safety; page 66
	403-9 Work-related injuries	People, Health and Safety; page 66 (Fatalities reported publicly, TRIR/LTIR metrics – Given the decentral nature of the Eurofins organisation, the Company currently only has decentralised and non-uniform tracking of this metric. We are working on centralising this tracking and intend to disclose this in future reports).
	403-10 Work-related ill health	People, Health and Safety; page 66 (Fatalities reported publicly, TRIR/LTIR metrics – Given the decentral nature of the Eurofins organisation, the Company currently only has decentralised and non-uniform tracking of this metric. We are working on centralising this tracking and intend to disclose this in future reports).
GRI 404: Training and Education 2016	404-1 Average hours of training per year per Employee	Eurofins Data Tables–Talent Development; page 103 (specific training categories reported centrally)
	404-2 Programs for upgrading Employee skills and transition assistance programs	Human Capital Development; page 62
	404-3 Percentage of Employees receiving regular performance and career development reviews	Human Capital Development; page 62
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and Employees	Diversity, Equity and Inclusion; pages 50
	405-2 Ratio of basic salary and remuneration of women to men	N/A
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Honesty, Integrity and Human Rights; page 82
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and Suppliers in which the right to freedom of association and collective bargaining may be at risk	Honesty, Integrity and Human Rights; page 82
GRI 408: Child Labour 2016	408-1 Operations and Suppliers at significant risk for incidents of child labour	Honesty, Integrity and Human Rights; page 82
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and Suppliers at significant risk for incidents of forced or compulsory labour	Honesty, Integrity and Human Rights; page 82
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	N/A
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	N/A
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Giving Back; page 68
	413-2 Operations with significant actual and potential negative impacts on local communities	N/A
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers that were screened using social criteria	Sustainable Procurement and Supply Chain Management; page 80
	414-2 Negative social impacts in the Supply Chain and actions taken	N/A
GRI 415: Public Policy 2016	415-1 Political contributions	Honesty, Integrity and Human Rights; page 82
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Enterprise Risk Management; page 30 and Quality Management; page 92
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A
GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	N/A
	417-2 Incidents of non-compliance concerning product and service information and labelling	N/A
	417-3 Incidents of non-compliance concerning marketing communications	N/A
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no complaints concerning breaches of customer privacy and losses of customer data since 2019

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) DISCLOSURE TOPICS AND ACCOUNTING METRICS

Topic	Accounting Metric	Category	Units	Code	Section/Page(s)
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	SV-PS-230a.1	Enterprise Risk Management; pages 84-91, Information and IT Operation Security; page 95
	Description of policies and practices relating to collection, usage and retention of customer information	Discussion and Analysis	n/a	SV-PS-230a.2	Quality Management; pages 92-93, Information and IT Operation Security; page 95
	[1] Number of data breaches, [2] percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), [3] number of customers affected. [1]	Quantitative	Number, Percentage (%)	SV-PS-230a.3	Not disclosed
Workforce Diversity and Engagement	Percentage of gender and racial/ethnic group representation for [1] executive management and [2] all other Employees [2]	Quantitative	Percentage (%)	SV-PS-330a.1	Diversity, Equity and Inclusion; pages 50-61
	[1] Voluntary and [2] involuntary turnover rate for Employees	Quantitative	Rate	SV-PS-330a.2	Not disclosed
	Employee engagement as a percentage [3]	Quantitative	Percentage (%)	SV-PS-330a.3	Not disclosed
Professional Integrity	Description of approach to ensuring professional integrity [4]	Discussion and Analysis	n/a	SV-PS-510a.1	Honesty, Integrity and Human Rights; pages 82-83; Quality Management; pages 92-93
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	SV-PS-510a.2	Refer to Note (a)

Notes:
(a) At Group level (incl. Group Service Centres, Real Estate, holdings other) – 0
[1] Note to SV-PS-230a.3 – Disclosure shall include a description of corrective actions implemented in response to data breaches
[2] Note to SV-PS-330a.1 – The entity shall describe its policies and programs for fostering equitable Employee representation across its global operations.
[3] Note to SV-PS-330a.3 – Disclosure shall include a description of the methodology employed.
[4] Note to SV-PS-510a.2 – The entity shall briefly describe the nature, context, and corrective actions taken as a result of the monetary losses.

ALIGNING TO THE TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) FRAMEWORK

Topic	Recommended Disclosures	Section/Page(s)
Governance	Describe the board's oversight on climate-related risks and opportunities	Refer to Climate Change section/Board's oversight of climate-related risks and opportunities chapter; page 34
	Describe management's role in assessing and managing climate-related risks and opportunities	Refer to Climate Change section/Board's oversight of climate-related risks and opportunities chapter; page 34
Strategy	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Refer to Climate Change section/Scenario Analysis chapter; page 35
	Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy and financial planning	Refer to Climate Change section/Scenario Analysis chapter; page 35
	Describe the resilience of the organisation's strategy, taking into consideration different climate related scenarios, including a 2 degree C or lower scenario	Refer to Climate Change section/Scenario Analysis chapter; page 35
Risk Management	Describe the organisation's processes for identifying and assessing climate-related risks.	Refer to Climate Change section/ Organisational process and management's role in assessing and managing climate-related risks chapter; page 35
	Describe the organisation's processes for managing climate related risks.	Refer to Climate Change section/ Organisational process and management's role in assessing and managing climate-related risks chapter; page 35
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall management.	Refer to Climate Change section/ Organisational process and management's role in assessing and managing climate-related risks chapter; page 35
Metrics and Targets	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Refer to Eurofins Data tables/Flood and Temperature Risk KPIs; page 37
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Refer to Climate Change section/Scenario Analysis chapter, page 40; Eurofins Data tables (Scope1,2,3 emissions KPI); page 100
	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Not reported/ To Be Determined

About this report

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