

**CHARTER OF THE  
CULTURE AND COMPENSATION  
COMMITTEE  
OF THE  
BOARD OF DIRECTORS  
OF  
NEOGENOMICS, INC.**

**Adopted July 5, 2016**

**Reviewed and Updated: July 15, 2020**

**I. General Focus**

The Compensation Committee (the “Committee”) of the Board of Directors (the “Board”) of NeoGenomics, Inc., a Nevada corporation (the “Corporation”), shall discharge the responsibilities of the Board in: (i) fulfilling its responsibilities in connection with the compensation of the Corporation’s directors, officers and employees, and oversight of the compensation programs of the Corporation; (ii) assisting the Board in developing succession plans for the Corporation’s executives; and (iii) providing general oversight over organizational culture programs and practices to ensure such programs of the Corporation are fair and appropriate and are designed to attract, retain and motivate employees.

**II. Structure and Operations**

The Committee shall be comprised of three (3) or more members of the Board, each of whom is determined by the Board to be “independent” under the rules of The NASDAQ Stock Market (“NASDAQ”). At least two (2) members must satisfy the requirements of a “non-employee director” for purposes of Rule 16b-3 under the Securities Exchange Act of 1934, as amended. The Board shall select members based upon their knowledge and experience in compensation matters and with care to avoid any conflicts of interest.

Each member of the Committee shall be appointed by the Board and shall serve until such member’s successor is duly elected and qualified or until such member’s earlier resignation or removal. The members of the Committee may be removed, with or without cause, by majority vote of the Board at any time.

The Board shall elect the Chair of the Committee. Although the Committee will strive toward consensus, the Chair shall be entitled to cast an additional vote to resolve any ties. The Chair will approve the agendas for Committee meetings.

In fulfilling its responsibilities, the Committee shall be entitled to delegate any or all of its responsibilities to a subcommittee of the Committee, including to a subcommittee comprised solely of one (1) director. The Committee also shall be entitled to delegate its authority to one (1) or more directors (whether or not such directors serve on the Committee) as the Committee deems appropriate; provided, however, that the Committee shall not delegate any power or authority required by law, regulation or listing standard to be exercised by the Committee as a whole.

### **III. Meetings**

The Committee shall meet as frequently as circumstances dictate. The Chair of the Committee or a majority of the members of the Committee may call a special meeting of the Committee.

All non-management directors who are not members of the Committee may attend meetings of the Committee, but may not vote. Additionally, the Committee may invite to its meetings any director, member(s) of management of the Corporation and such other persons as it deems appropriate in order to carry out its responsibilities. The Chief Executive Officer (“CEO”) may not be present during deliberations on his or her compensation. The Committee may also exclude from its meetings any person it deems appropriate in order to carry out its responsibilities.

A majority of the Committee members, but not less than two (2), will constitute a quorum. A majority of the Committee members present at any Committee meeting at which a quorum is present may act on behalf of the Committee. The Committee may meet by telephone or videoconference and may take action by unanimous written consent.

The Committee shall appoint a person, who need not be a member, to act as secretary, and minutes of the Committee’s proceedings shall be kept in minute books provided for that purpose. The agenda of each Committee meeting will be prepared by the secretary and, whenever reasonably practicable, circulated to each Committee member prior to each meeting.

### **IV. Responsibilities and Duties**

The following functions shall be the common recurring activities of the Committee in carrying out its responsibilities outlined in Section I of this Charter. These functions shall serve as a guide with the understanding that the Committee may carry out additional functions and adopt additional policies and procedures as may be appropriate in light of changing business, legislative, regulatory, legal or other conditions. The Committee shall also carry out any other responsibilities and duties delegated to it by the Board from time to time related to the purposes of the Committee outlined in Section I of this Charter.

The Committee, in discharging its oversight role, is empowered to study or investigate any matter of interest or concern that the Committee deems appropriate and shall have the sole authority to retain or terminate outside counsel or other experts for this purpose, including the authority to approve the fees payable to such counsels or experts and any other terms of retention.

#### **A. Setting Compensation for Executive Officers and Directors**

1. Establish and review the overall compensation philosophy of the Corporation. In the process of such review, the Committee shall strive to ensure that the compensation philosophy reflects consideration of factors, such as, gender and pay equity, inclusion and diversity, and alignment with the Corporation’s culture.
2. Based upon input from the Nominating and Corporate Governance (“NCG”) Committee

regarding the performance of the CEO and other executive officers, review and approve the annual salary, bonus, long-term incentive compensation, including equity-based compensation, and other benefits, direct and indirect, of the CEO and other executive officers.

3. In connection with executive compensation programs:
  - (i) Review and recommend to the full Board, or approve, new executive compensation programs;
  - (ii) Review on a periodic basis the operations of the Corporation's executive compensation programs to determine whether they are properly coordinated and achieving their intended purpose(s);
  - (iii) Review and approve, annually, corporate goals and objectives relevant to CEO and other executive officers' compensation and evaluate their performance in light of those goals and objectives;
  - (iv) Review on a periodic basis the aggregate amount of compensation paid or potentially payable to the CEO and other executive officers through the use of tally sheets or such other method as the Committee may determine;
  - (v) Review and approve, on a periodic basis, a peer group of companies to be used for marketplace trend analysis to assess the competitiveness of the Corporation's total compensation opportunities for the CEO and other executive officers and to ensure that such comparator organizations are appropriate; and
  - (vi) Take such steps necessary to modify any executive compensation program that yields payments and benefits that are not reasonably related to executive and corporate performance.
4. Review and recommend to the full Board the compensation of directors.
5. Review and make recommendations to the full Board, or approve, any contracts or other transactions with executive officers of the Corporation, including consulting arrangements, employment contracts and severance or termination arrangements, or any revisions thereto. Notwithstanding any other provision of this Charter, the Committee shall review and make recommendations to the Board for approval of any consulting arrangement, employment contract, severance or termination arrangement with the CEO, or any revision thereto.
6. Oversee: (a) all matters relating to stockholder approval of executive compensation ("say-on-pay" votes), including the frequency of such votes; and (b) the appropriate response to a say-on-pay vote that was approved by the stockholders.
7. Review the risks associated with the Corporation's compensation policies and practices to determine whether any risks associated with such policies and practices encourage unnecessary or excessive risk-taking or are reasonably likely to have a material adverse

effect on the Corporation. Oversee an annual review of the Corporation's risk assessment of its compensation policies and practices for its employees.

**B. Monitoring Incentive and Equity-Based Compensation Plans**

1. Review the Corporation's compensation plans and other employee benefit plans, including incentive-compensation and equity-based plans, in light of the goals and objectives of these plans, and amend, or recommend that the Board amend, these plans if the Committee deems it appropriate.
2. Administer any short-term incentive plan covering executive officers of the Corporation; determine whether performance targets have been met and determine the amounts and terms of any awards.
3. Review and recommend for Board approval all equity compensation plans to be submitted for shareholder approval under the NASDAQ listing standards; provided, however, that any equity compensation plan that satisfies an exception to the NASDAQ's listing standards shall not be required to be approved by the Corporation's shareholders.
4. Review and make recommendations to the Board, or approve, all awards of shares, share options or other awards pursuant to the Corporation's equity-based plans; provided that the authority to issue such awards to employees who are not executive officers may be delegated as above described.
5. Select, retain and/or replace, as needed, compensation and benefits consultants and other outside consultants to provide independent advice to the Committee. In selecting, retaining and/or replacing a compensation consultant, the Committee shall take into consideration the following factors (as well as any other factors that may be required under the NASDAQ market rules): (i) the provision of other services to the Corporation by the person that employs the compensation consultant; (ii) the amount of fees received from the Corporation by the person that employs the compensation consultant, as a percentage of the total revenue of the person that employs the compensation consultant; (iii) the policies and procedures of the person that employs the compensation consultant that are designed to prevent conflicts of interest; (iv) any business or personal relationship of the compensation consultant with a member of the Committee; (v) any stock of the Corporation owned by the compensation consultant; and (vi) any business or personal relationship of the compensation consultant or the person employing the compensation consultant with an executive officer of the Corporation. In the event the Committee retains a compensation consultant, the Committee shall have the sole authority to approve such consultant's fees and other retention terms.

**C. Succession Planning**

1. Review and oversee the Corporation's succession planning process for the CEO and other executive officers, which process shall include:
  - (i) A review of the Corporation's succession plan with the CEO on a periodic basis with respect to emergency situations, such as in the event the CEO becomes

unavailable to serve and the retirement of the CEO; and

- (ii) Identification, cultivation and promotion of talented individuals within the executive management team as part of the succession planning process.
- 2. Request that the CEO periodically provide the Committee with an assessment of members of executive management and their potential to succeed him or her. The CEO shall also provide the Committee with an assessment of persons considered to be potential successors to certain other executive management positions, including a review of any development plans recommended for such individuals.
- 3. Work with the NCG Committee to assist in annual Board succession planning to ensure the future leadership and oversight of the Corporation.

**D. Organizational Culture and Human Capital Management**

The Committee shall review, no less than annually, key organizational culture and human capital management strategies to include diversity and inclusion, equal employment opportunity, and fair pay and benefit programs, workforce recruitment and retention initiatives, and related Human Resources policies, procedures and metrics, including those related to enterprise-wide employee engagement, communication, talent development and training effectiveness.

**E. Reports**

- 1. Review and discuss with management the Corporation's compensation discussion and analysis ("CD&A"), and based on that review and discussion, recommend to the Board that the CD&A be included in the Corporation's annual proxy statement or annual report on Form 10-K, and prepare the Compensation Committee Report in accordance with the rules and regulations of the Securities and Exchange Commission for inclusion in the Corporation's annual proxy statement or annual report on Form 10-K.
- 2. Report regularly to the Board on: (i) the meetings of the Committee; (ii) such matters as are relevant to the Committee's discharge of its responsibilities; and (iii) such other recommendations as the Committee may deem appropriate. The report to the Board may take the form of an oral report by the Chair or any other member of the Committee designated by the Committee to make such report.
- 3. Maintain minutes or other records of meetings and activities of the Committee.
- 4. The Committee shall receive appropriate funding from the Corporation for the payment of compensation to the compensation and benefits consultants or to other advisors retained by the Committee pursuant to the provisions of this Charter.

**V. Annual Performance Evaluation**

The Committee shall perform a review and evaluation, at least annually, of the performance of the Committee and its members, including a review of the compliance of the Committee with this Charter. In addition, the Committee shall review and reassess, at least annually, the adequacy of this Charter and recommend to the Board any improvements to this Charter that the

Committee considers necessary or valuable. The Committee shall conduct such evaluations and reviews in such manner as it deems appropriate.

## **VI. Charter Disclosure**

The Corporation shall disclose in its annual proxy statement that the Committee Charter is available on the Corporation's website.