



Environmental, Social, and Governance (ESG) and Sustainability Responsibility updated April 25, 2023

Our Purpose, Values, and Vision. Our ESG and Sustainability Responsibility is guided by our Common Purpose (We save lives by improving patient care), our Vision (We are becoming the world's leading cancer testing, information, and decision support Company by providing uncompromising quality, exceptional service and innovative solutions), and our Values (Quality, Integrity, Accountability, Teamwork, and Innovation). We believe that delivering on our Vision over the long-term requires advancing a high standard for corporate responsibility for the benefit of all of our stakeholders. Further, we believe that this broader view of corporate purpose is expected by our stakeholders, will better serve these stakeholders, and will ultimately create long-term value.

Our Company is at the forefront of a revolution in cancer care and is committed to helping physicians provide medically necessary and appropriate treatments for their patients. We understand that to meet this commitment over the long-term requires focus on corporate sustainability and ESG considerations. We have identified the following key stakeholders based on their impact on our business activities: patients; employees; customers; government and regulators; shareholders; vendors and suppliers; and community and nongovernmental organizations. Our continued engagement with each of these stakeholders helps ensure we are meeting their expectations and advancing our efforts to operate responsibly.

Strategic ESG and Sustainability Engagement. We take very seriously our responsibility to advance ESG and corporate sustainability best practices. Our ESG and sustainability strategy begins by identifying our key stakeholders and then engaging to understand the ESG and sustainability issues that matter to them and the impact those issues have on our business. By identifying key ESG risks and opportunities and incorporating them into the Company's strategy, the Company continues to implement specific and broad-based ESG and corporate sustainability activities designed to help create long-term stakeholder value.

Each of our Board-approved strategic goals is grounded in our commitment to maintain a patient-focused perspective in everything we do. Our investments in human capital management, patient advocacy, and community outreach initiatives, along with our commitment to advancing environmental sustainability initiatives, are the foundation of our strategic goals and our Company beliefs.

We view our ESG and corporate sustainability responsibility through several important perspectives:

Good Corporate Citizenship, Business Conduct, and Ethics. We have implemented a *Code of Business Conduct and Ethics*, which applies to all Company officers, directors, employees, and vendors, to help ensure that the Company conducts its business in compliance with the highest standards of ethical and legal business practices. We promote compliance with our Code by continuous reinforcement, tangible rewards for adherence, and annual acknowledgments.

World-Class Culture. We promote a World-Class Culture through Employee Engagement, Training and Development, Wellness, Work-Life Balance, and Communication initiatives. Human capital management, including the recruitment and retention of a talented, diverse and highly motivated workforce, is an essential component of our strategy for long-term value creation. The Company's active approach to human capital management values and promotes diversity, development, and equal opportunity, among many other factors.

Our successes come from our understanding of the unique value we each bring to work every day. We embrace our differences, foster collaboration and inclusion, and place a high value on community and communication for achieving a world-class culture.

Our commitment to maintaining an excellent workplace includes investing in ongoing opportunities for employee development in a diverse and inclusive environment. In addition to gender and ethnic diversity and inclusion on our Board, diversity in gender and ethnicity is well-established within our workforce with a breakdown of 25% Asian, 7% Black or African American, 18% Hispanic or Latino, 1% Native Hawaiian or Other Pacific Islander, and 3% Two or More Races as of September 2022. In total, 53.5% of employees identify as a minority. Additionally, Senior Leadership has a 55% female to 45% male representation, whereas Leadership across all levels has an average representation of 54% female to 46% male.

While NEO remains committed in our efforts of ensuring a more diverse and inclusive workforce, we are also proud that employees feel a sense of belonging. Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard. In a July 2022 companywide survey, 86% of survey participants felt their voice was heard. While placing the value of people at the heart of our organization, we challenge ourselves every day to be more inclusive with our teams, clients, and community. We create an environment where culture engenders growth and innovation. We are champions of diversity and inclusion and take action to create an equitable culture where everyone belongs.

We believe that a diverse and inclusive workforce where diverse perspectives are recognized and respected positively impacts our performance and strengthens our culture. We continually strive to enhance a World-Class Culture by promoting a workplace in which people of diverse race, ethnicity, veteran status, marital status, socio-economic level, national origin, religious belief, physical ability, sexual orientation, age, class, political ideology, gender identity and expression participate in, contribute to, and benefit equally. Our vision for diversity, equity, inclusion, and belonging is “Cancer doesn’t discriminate, and neither do we.”

Uncompromising Quality and Exceptional Service. We strive for Uncompromising Quality and Exceptional Service. We are committed to conducting business in a responsible manner that provides a safe workplace for our employees, protects the environment, and is consistent with being a good corporate citizen. As we continue to expand our global operations, we have initiated projects to begin tracking our environmental impact and, where feasible, have taken measures to increase sustainability.

Community Partnership and Corporate Giving. We support the communities in which our customers and employees live and work. Our community outreach is focused on better understanding patient needs by working with advocacy groups, sponsorship of patient focused conferences and events, and listening and learning from patients directly. We partner with patient advocacy groups and community members in the oncology community to broaden understanding of the needs of these patient populations and incorporate their perspectives in our business processes and overall corporate culture. Through our partnership with oncology advocacy groups, we participate in charitable and other community activities that embody our values and demonstrate our commitment to these communities.

We will continue to invest in our employees, culture, community partnerships and outreach, and environmental efforts and will continue to report on other ESG and corporate sustainability measures over time. As we build a world-class company to deliver on our Vision, we will provide more details around material ESG and sustainability risks.

Occupational Health and Safety

We are committed to providing a safe and healthy workplace for all stakeholders. Our robust Health and Safety Program covers all of our global operations and ensures a safe workplace.

Our dedicated Environmental, Health and Safety team work closely with all business functions to establish policies and procedures to ensure safety in the workplace. Our Health and Safety program consists of:

- Risk Assessments
- Policies and Procedures
- Incident Reviews
- Safety Committee Meetings including managers, supervisors and employees
- Internal Audits
- Employee training
- Health and safety metrics monitoring and internal reporting

Environmental Stewardship

We are committed to playing an active role in creating a better, more sustainable planet. We recognize the need for all companies to support initiatives to conduct sustainable operations and respect human health and the environment. We have established environmental metrics for continued monitoring and reporting.

Our **NeoGreen Team** meets regularly to engage likeminded people across our organization on initiatives to promote sustainability and identify opportunities to improve sustainability across the organization.

Greenhouse Gas

We strive to conduct operations with sustainability in mind and take actions to minimize our impact on the environment. We have implemented monitoring of GHG emissions with the intention to establish baseline data for goal setting and reporting purposes. We are committed to voluntarily reporting GHG emissions data in alignment with recognized reporting standards to provide transparency on Scope 1 (stationary combustion and mobile sources) and Scope 2 (Purchased and Consumed Electricity) emissions.

Energy Management

We have implemented monitoring of energy usage with the intention to establish baseline data for goal setting and reporting purposes. Our strategic real estate plan supports the reduction of greenhouse gas emissions and utilizes sustainable US and International properties:

- Sustainable and LEED International Properties in Suzhou, China; Rolle, Switzerland; and Singapore
- Sustainable and LEED US Properties in California, Arizona, and Georgia, and 150K square foot LEED headquarters property in Florida

Water Management

We have established monitoring of water usage for baseline data, goal setting and reporting purposes. We have implemented water reduction opportunities including low flow fixtures, automatic shut-off faucets and metered water.

Waste Management

We have established waste disposal guidelines and waste training to ensure proper categorization, disposal and recycling of waste. We collect consolidated waste data to monitor our waste disposal practices and will establish baseline data for goal setting and reporting.

Initiatives to manage waste responsibly include:

- Recycling of >50% of hazardous waste
- Diversion of non-hazardous lab waste out of landfill and into waste to energy recovery
- Training and procedures for employees to distribute waste for proper disposal
- On site alcohol recycling