

## **Environmental, Social, and Governance (ESG) and Sustainability Policy**

Our ESG and Sustainability Responsibility is guided by our common purpose and **Mission: Providing Quality Patient Care by developing Innovative Cutting-Edge Technologies to Eradicate Misdiagnosis.** We do so by providing uncompromising quality, exceptional service and innovative solutions and by adhering to our core Values: Innovation, Continued Learning, Teamwork and Accountability.

We believe that delivering on our mission requires instituting a high standard of 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 accurate, appropriate, and targeted treatments for their patients. 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 such as Good Corporate Citizenship, Business Conduct, Ethics and Culture. Below we describe some of our guiding principles:

1. **Code of Business Conduct and Ethics:** We view good governance as essential to creating and preserving value for our shareholders. Our directors and employees conduct themselves in accordance with the highest moral and ethical standards, informed by a robust Code of Business Conduct and Ethics. We are committed to ensuring a fair workplace for our employees as well as partners and customers with whom we do business. We have strict policies to protect against unlawful discrimination and harassment. We have an Open-Door Policy to encourage honest and direct communication to resolve issues and concerns in an expeditious manner. We also have an Ethics Hotline that provides an alternative and anonymous method of reporting suspected compliance violations, unlawful or unethical behavior, or fraud.
2. **Holding Ourselves Accountable:** We have an effective and highly experienced Board of Directors which staff/operate three committees: Audit, Compensation, and Nominating & Corporate Governance. We promote board independence and embrace board diversity in all facets, including skills, experience, gender, ethnicity, and race. Our Corporate Governance Guidelines outline key principles and rules to help our Board of Directors exercise its responsibilities and serve the interests of the company and its stockholders
3. **Corporate Culture.** We strive to promote a corporate culture through employee engagement, training and Development, Life-work balance, and communication initiatives. We create a fun, good-spirited work environment that rewards innovation and collaboration at all levels. Management is encouraged to demonstrate an “open door policy”. We hold periodic employee appreciation events, such as our Thanksgiving lunch and annual summer party. We have unlimited PTO policy which we periodically review to ensure employees are taking sufficient

time off. We encourage our managers to ensure that our team takes personal time off so that they can enjoy a good healthy lifestyle, balancing between work and personal time.

4. **Human Capital Management:** 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. Our commitment to maintaining an excellent workplace includes investing in ongoing opportunities for employee development in a diverse and inclusive environment. We also aim to foster both personal and professional growth for employees at all levels of the organization through annual performance reviews, role-specific training and professional development opportunities.
5. **Diversity in gender and ethnicity** is well-established within our workforce. We embrace and value diversity in all its forms, whether gender, age, ethnicity or cultural background. Equal opportunity is integral to our recruitment process, as we aim to develop a community of diverse talent. We seek to maintain a positive workplace, free from discrimination and harassment. We believe that a diverse and inclusive workforce where different perspectives are recognized and respected positively impacts our performance and strengthens our culture.
6. **Environmental and Social Responsibility.** 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 our values as a good corporate citizen. We encourage recycling at our offices and limit the use of paper and other consumables to the extent possible to protect the environment. We have a long history of providing meaningful, and often transformational, support to the communities in which we operate. For example, on an annual basis we partner with the Salvation Army "Adopt-A-Family" program, a program that matches sponsors with families in need for the holidays, and the sponsors then provide a grocery voucher for a holiday meal and gifts for each child 15 and under.

We will continue to invest in our employees, culture, community partnerships and outreach, and our 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 mission, we will provide more details around material ESG and sustainability risks.

Date: February 14, 2023