



WE AIM TO ERADICATE CANCER
WITH TESTS THAT HELP PREVENT
IT, DETECT IT EARLIER, AND
GUIDE TREATMENT.

2022 ESG REPORT



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REPORTING OUR PROGRESS

Our 2022 ESG report seeks to provide material, decision-useful sustainability information to our stakeholders. This report covers 2022 information for our global operations, unless stated otherwise. The content has been informed by leading ESG and sustainability reporting frameworks such as the Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD). We strongly support these frameworks and align with their disclosure recommendations, which are provided in the appendix.

We plan to continue expanding our reported environmental data as we further enhance our data collection systems. We define our organizational boundary using the financial control approach and report on Scope 1 and 2 greenhouse gas (GHG) emissions, as well as Scope 3 for the first time this year, using the GHG Protocol Initiative's guidelines. We believe this most accurately reflects the direct impact of our operational footprint.

All data included in this report has been reviewed by our internal accounting team, but has not been externally verified.



LETTER FROM OUR CHAIRMAN AND CEO



Our mission is to eradicate cancer and the suffering it causes.

Starting with a meeting in 2009 with renowned physician and researcher, Dr. David Ahlquist of Mayo Clinic, we began a journey to radically change the future of colorectal cancer care. Today, Cologuard® is an embedded standard of care in colorectal cancer screening and our innovative tests span the cancer continuum. They help predict the risk of disease, detect cancer earlier, and guide treatment, delivering answers and peace of mind to the millions of people we serve.

At Exact Sciences, we're working to create a cancer-free world. We believe our success will reduce the economic and social burdens associated with cancer care. To us, success includes reaching financial goals and creating positive change in the world around us. We embed sustainability and responsible practices in all we do to advance our mission.

With our mission at the forefront, the Exact Sciences team delivered outstanding results in 2022. We surpassed 12 million total people tested for cancer and achieved record revenue of \$2.1 billion, compared to \$99 million in 2016. We also delivered positive adjusted EBITDA in the fourth quarter, showing Exact Sciences' profit-generating potential, and establishing a firm path to sustainable profit growth. The strength of our business and the best brands in cancer diagnostics — Cologuard® and

Oncotype DX® — position us to continue delivering innovative tests, consistent revenue growth, and profitability.

In this report, we are proud to share the progress we have made in our key sustainability focus areas:

- Human capital
- Community engagement
- Business ethics
- Product quality
- Access to health care
- Environmental stewardship

We achieved these results thanks to the dedication of our world-class team. The dynamic, mission-driven culture at Exact Sciences helps us attract, hire and retain the best people. They want to work for a company dedicated to making a meaningful difference in the world, and we are proud of the work they do every day to help us achieve our mission.

A handwritten signature in black ink, reading "Kevin H. Conroy". The signature is fluid and cursive, with a large, stylized "K" and "C".

Kevin Conroy
Chairman, President and Chief Executive Officer

EXACT SCIENCES AT A GLANCE IN 2022

6,300+

employees dedicated
to defeating cancer

**Great Place
to Work®**

certified for the 4th
consecutive year

46%

of total waste recycled

54%

workforce gender diversity

12M+

people tested
for cancer

120

countries where we
support patients

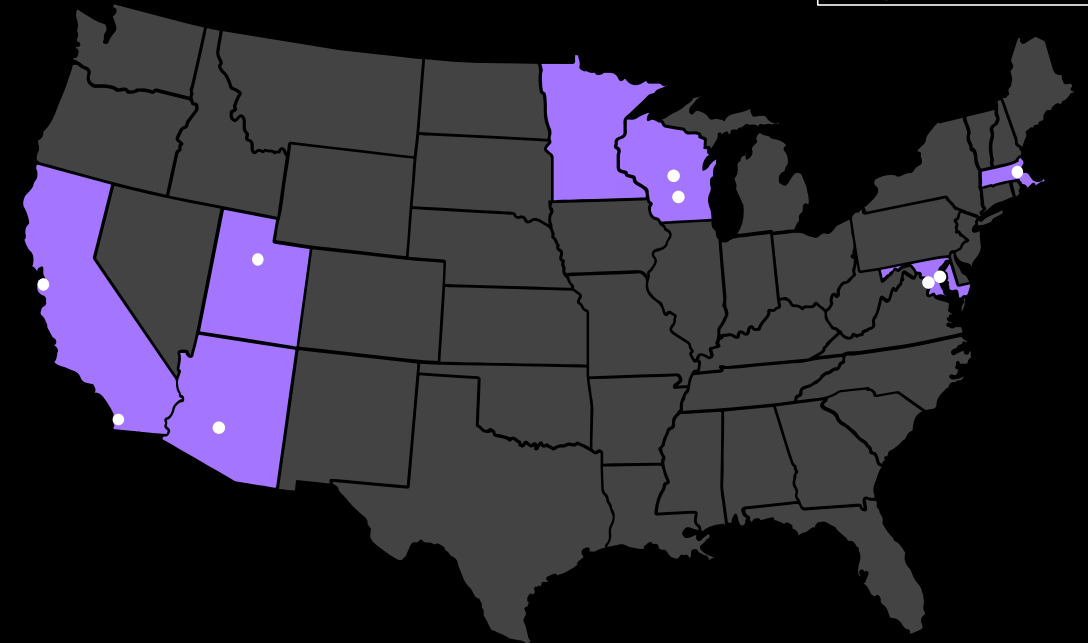
350K

global network of
ordering providers

10,000+

hours of volunteer service

40+ locations globally in 18 cities



OUR FLAGSHIP TESTS

SCREENING

Cologuard® is the first and only FDA-approved, non-invasive, multi-target, stool-based colorectal cancer screening test. There are nearly 110 million Americans at average risk for colorectal cancer who should be screened regularly. Today, an estimated 60 million of them are not up to date with screening recommendations. Cologuard has helped screen more than 10 million people since it was made available in 2014 and has captured about 10% of the addressable market. Our long-term goal is to help meaningfully increase colorectal cancer screening rates and eradicate this terrible disease by capturing 40% of the market with Cologuard, which equates to about \$7 billion in revenue.



PRECISION ONCOLOGY

The Oncotype DX Breast Recurrence Score® is the only test that can predict, with precision, the individual benefit of chemotherapy and risk of recurrence for early-stage breast cancer patients, as published in the landmark [TAILORx](#) and [RxPONDER](#) trials. Oncotype DX is internationally recognized as standard of care for patients with early-stage, HR-positive, HER2-negative breast cancer.

OncoExTra gives doctors and their late-stage cancer patients a complete molecular picture of the patient's cancer to help inform treatment options. It is a comprehensive DNA- and RNA-based genomic test that provides reliable and actionable results personalized to each patient. OncoExTra works by profiling the entire exome (DNA) and transcriptome (RNA) across approximately 20,000 genes.

oncotype dx® **oncoExTra™**

FINANCIAL PERFORMANCE

\$2.08B

2022 revenue, 25% growth
Y/Y excl. COVID testing

70%+

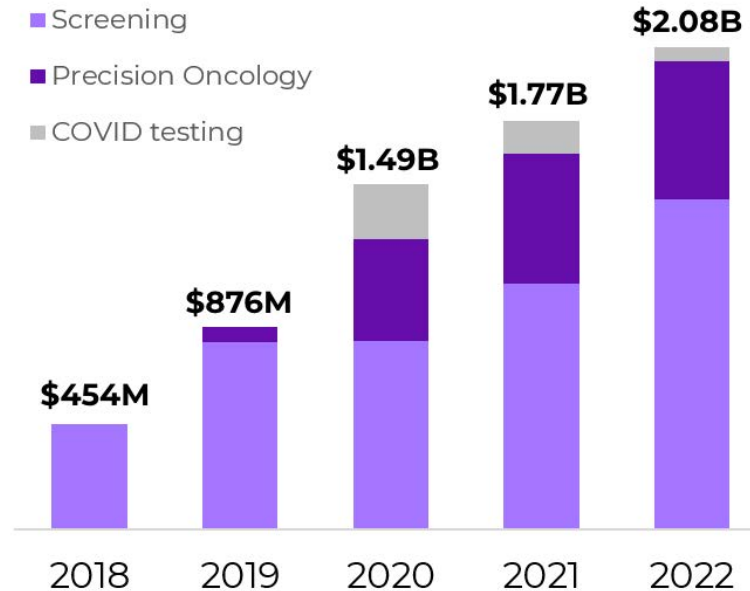
non-GAAP gross margins

2023

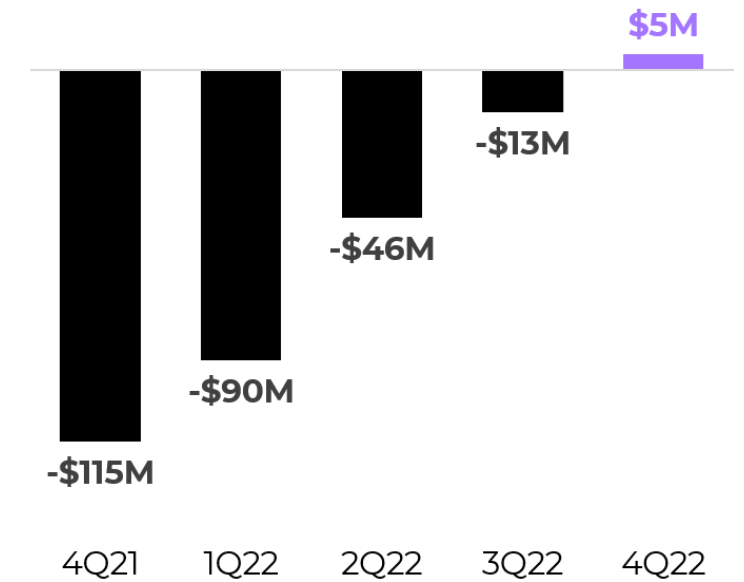
**full-year adjusted EBITDA
profitability expected**

Exact Sciences generated a record \$2.08 billion in revenue in 2022, an increase of 18%, or 25% excluding COVID-19 testing, with Screening revenue of \$1.43 billion and Precision Oncology revenue of \$601 million. Strong revenue growth and industry-leading gross margins powered \$5 million in positive adjusted EBITDA in the fourth quarter of 2022, more than a year ahead of previous expectations for adjusted EBITDA profitability.

46%+ revenue CAGR



Adj. EBITDA improved \$120M Y/Y



ADVANCING OUR PIPELINE OF LIFE-CHANGING DIAGNOSTICS

Colorectal cancer screening (CRC)

110M

people in U.S.

Multi-cancer early detection (MCED)

135M

people in U.S.

Molecular residual disease and recurrence monitoring (MRD)

12M

annual U.S. testing opportunities

We are working to solve the biggest problems in cancer care. Our advanced research and development expertise and platform spanning the cancer continuum will help bring the next wave of life-changing diagnostics to more patients. We made meaningful progress in each of our key pipeline programs in 2022 by:

- Completing enrollment of BLUE-C, our pivotal study to support our next-generation Cologuard and colorectal cancer blood tests,
- Generating evidence for our multi-cancer early detection test showing it was able to detect 61% of cancers with a very low false positive rate across 15 organ types, including 11 with no screening option available today, and
- Making meaningful progress on our molecular residual disease test development in colorectal and breast cancer.



TAKING CARE OF THE PEOPLE WE SERVE

We plan to change the way cancer is detected and treated. From screening to treatment guidance, we help people get the answers they need to make more informed cancer care decisions.

IMPROVING QUALITY OF LIFE WITH



**for every 1 million patients
screened with Cologuard**

318K

years of life are gained

**by the end of 2022,
we screened more than**

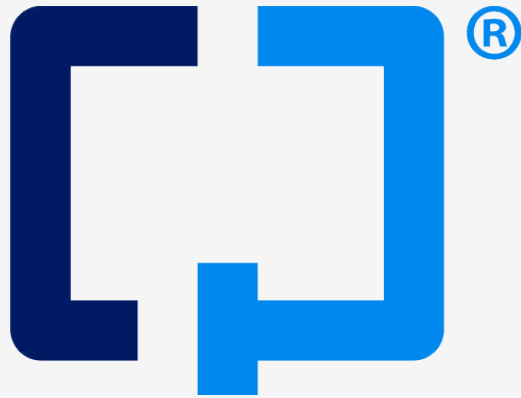
10M

people with Cologuard

**Health economic models show
Cologuard can lead to:**

65% reduction in colorectal
cancer incidence

73% reduction in colorectal
cancer mortality



94% early-stage
cancer sensitivity*

42% precancer
sensitivity*

Easy to use

Non-invasive

24/7 support



No sedation

No time off work

No preparation

Approximately 60 million people between ages 45 and 85 are unscreened for colorectal cancer. When colorectal cancer, one of the most preventable cancers, is diagnosed in stage I, 9 out of 10 people survive 5 years. When it is diagnosed in stage IV, only 1 out of 10 people survive 5 years. Unfortunately, more than half of patients are diagnosed late-stage. Earlier detection is critical.

Cologuard is an innovative solution.

*For stage I and II cancers;
92% sensitivity overall, 87% specificity

Source: Imperiale TF et al., N Engl J Med (2014), Fisher D et al., ASCO Gastrointestinal Cancers Symposium abstract (2022), Exact Sciences estimates, Jemal et al., Cancer Statistics CA Cancer J Clin. (2022)

YLA'S STORY

There is no stop in Yla, only go.

At 56, she's a busy real estate agent, always planning her next adventure with her "cruise squad" friends, and hosting brunches at her home. Her life today is drastically different from just a few years ago when she was undergoing treatment for stage III colon cancer.

In early 2020, just weeks before the COVID-19 pandemic shut down many health care services, Yla scheduled a wellness visit with her doctor. She felt healthy but thought the start of a new year was as good a time as any for a visit. Call it good timing, call it random chance.

Yla recalls her doctor's reminder to get screened for colon cancer, "I know you're super busy. There is an option called Cologuard. It's easy to use and comes right to your house."

"Cologuard took the pressure off of screening and was so easy for me to use," Yla said. "Sure, there was a feeling of 'what if?' but I tried to block that out of my mind."

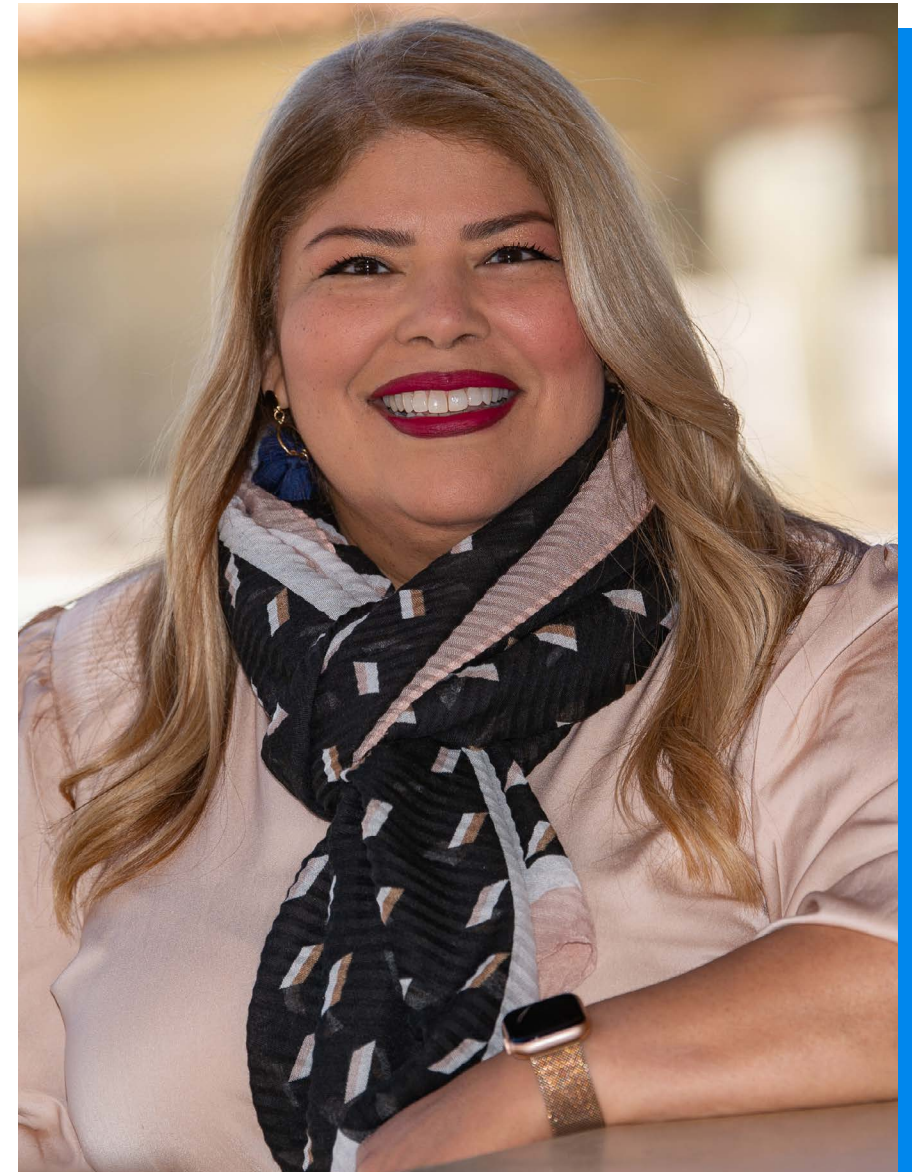
The "what if" grew louder a week later when Yla's provider informed her that her Cologuard test result came back positive. Yla ultimately had surgery that revealed stage III colon cancer requiring 12 chemotherapy treatments over the course of six months.

Yla used that time to let herself be cared for and supported so that she could process her emotions. The biggest one? Shock. She had felt fine and taken care of herself.

"People think, 'Oh, that's not going to be me.' Let me tell you: Nobody is immune to colon cancer. It doesn't care who you are, and it does not discriminate. People need to take this seriously." That shock gave way to gratitude for having a screening option that gave her control.

"Cologuard made it so easy for me to get screened. But the reality is that early detection is key. If you screen when you're eligible and potentially prevent going through something like chemo? That's the whole point."

Today, the past feels lighter to Yla, and the memories of her diagnosis and treatment less burdensome. But that doesn't mean she's getting comfortable. Not when there's still so much left to do.



USING GENOMIC INFORMATION TO PERSONALIZE BREAST CANCER TREATMENT

oncotype dx[®]

Breast Recurrence Score

The only genomic test proven to predict a patient's individual benefit from chemotherapy

Oncotype DX is globally recognized as the standard of care. It's included in leading oncology guidelines, such as:

- American Society of Clinical Oncology (ASCO®)
- National Comprehensive Cancer Network® (NCCN®)
- St. Gallen Consensus panel
- National Institute for Health Care Excellence (NICE)
- European Society for Medical Oncology (ESMO)
- German Association of Gynecological Oncology (AGO)

**Results from the independent
TAILORx and RxPONDER trials
showed:**

80% of patients do not benefit
from chemotherapy*

**By the end of 2021, the Breast
Recurrence Score test spared**

1.2M patients from unnecessary
chemotherapy treatments

*includes early-stage breast cancer patients who are postmenopausal, HR-positive (HR+), HER2-negative (HER2-), node-negative, or node-positive (1-3 nodes), with Oncotype DX Breast Recurrence Score results of 0-25; Sources: NCCN Guidelines: Breast Cancer, version 4.2021; Albain et al. Lancet Oncol. 2010; Kalinsky et al. N Engl J Med. 2021; Geyer et al. NPJ Breast Cancer. 2018; Sparano et al. N Engl J Med. 2018; F. Andre, et al. JCO 2022; NCCN Clinical Practice Guidelines in Oncology for Breast Cancer V. 1.2022; Note: National Comprehensive Cancer Network (NCCN) and NCCN are registered trademarks of NCCN.

KATIE COURIC'S STORY

On September 28, 2022, award-winning journalist and cancer advocate Katie Couric published an essay on her website titled, “[Why NOT me?](#)”

In the essay, the co-founder of Stand Up To Cancer revealed that she had been diagnosed with breast cancer on June 21, 2022 — the first day of summer and her eighth wedding anniversary.

After losing her husband, Jay Monahan, to colon cancer in 1998 and her sister, Emily, to pancreatic cancer, Couric had been diligent with medical appointments and screenings. But like for so many people, the pandemic had skewed her sense of time. She was six months overdue for her mammogram.

Couric had been planning to film her appointment and share it on social media as a reminder for other women to schedule theirs too.

But when her radiologist, Dr. Susan Drossman, was examining her left breast, she asked Couric to stop filming. Dr. Drossman biopsied the concerning spot with a promise that she'd be in touch.

The next day, Couric got the news: **It was cancer.**

“I felt sick, and the room started to spin. What does this mean? Will I need a mastectomy? Will I need chemo? What will the next weeks, months, even years look like?” Couric remembered.

Further testing revealed that Couric's tumor was early-stage, hormone receptor-positive, HER2-negative breast cancer with clean lymph nodes.

That made Couric a candidate for Exact Sciences Oncotype DX testing to help personalize her treatment plan. Her Breast Recurrence Score of 19 meant she could avoid chemotherapy and its side effects, and the chance of her cancer returning was very low, bringing her clarity about the steps forward.

“Throughout the process, I kept thinking about two things: how lucky I was to have access to such incredible care since so many people don't. And how lucky I was to be the beneficiary of such amazing technology,” Couric wrote.

Couric underwent three weeks of radiation. After she finished treatment, she appeared on the TODAY show to urge women to schedule their mammograms and to inquire about further testing — such as breast ultrasounds — if they are told they have dense breasts.

“Isn't it amazing that science has come so far that we're able to get that kind of test to determine what we need to do?” Couric said.

“Knowledge is power. The more you know, the more you can do.”



RAISING AWARENESS TOGETHER

Since 2020, Exact Sciences has sponsored content with Katie Couric Media to raise awareness and understanding of Exact Sciences and the rapidly changing world of cancer care, including:

[Three Generations of Breast Cancer](#), in which Katie Couric discusses the Oncotype Breast Recurrence Score with a patient

[Your Top Cancer Questions, Answered](#) with Exact Sciences Chief Medical Officer, Dr. Rick Baehner

[My Parents and Grandparents Never Got Cancer Screenings — That Cycle Ends with Me](#) by Exact Sciences Chief Commercial Officer, Everett Cunningham

GUIDING TREATMENT DECISIONS FOR MORE WOMEN AROUND THE WORLD

Our Precision Oncology team tested a record number of patients with our Oncotype DX Breast Recurrence Score test in 2022, providing life-changing information to more than 175,000 women globally.

We have an opportunity to impact even more lives by making Oncotype DX easily accessible to women in Japan. Breast cancer is the most common cancer in Japanese women, with more than 90,000 new cases diagnosed annually.

Our dedicated team plans to launch Oncotype DX in Japan during 2023, helping personalize breast cancer treatment for many more patients.



SUPPORTING THE FIGHT AGAINST COVID-19

What started as a mission to take care of our employees during the early days of the COVID-19 pandemic quickly grew into an opportunity to serve our communities. Our skilled R&D, lab, IT, and operations teams collaborated to quickly develop, secure FDA emergency use authorization for, and launch a scalable COVID-19 testing solution.

By the end of 2022,
we completed more than



4.5M
COVID-19 tests

and delivered results to all



50 states



MATERIALITY

In 2023, Exact Sciences partnered with a leading professional services firm to determine which non-financial issues are most material to key stakeholders.

External stakeholders

The assessment was conducted in accordance with globally recognized frameworks and standards, including the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD), to ensure its completeness and alignment with best practices in sustainability reporting. To determine the most critical issues according to our external stakeholders, an independent third party reviewed information from these frameworks, proactive requests from our customers, and information provided by our proxy peers.

Internal stakeholders

To determine the most critical issues according to our internal stakeholders, an independent third party conducted interviews of our executive leaders, members of our operations teams, and our Chair of the Corporate Governance and Nominating Committee. Each leader rated 29 issues on a scale of minimal to critical importance.

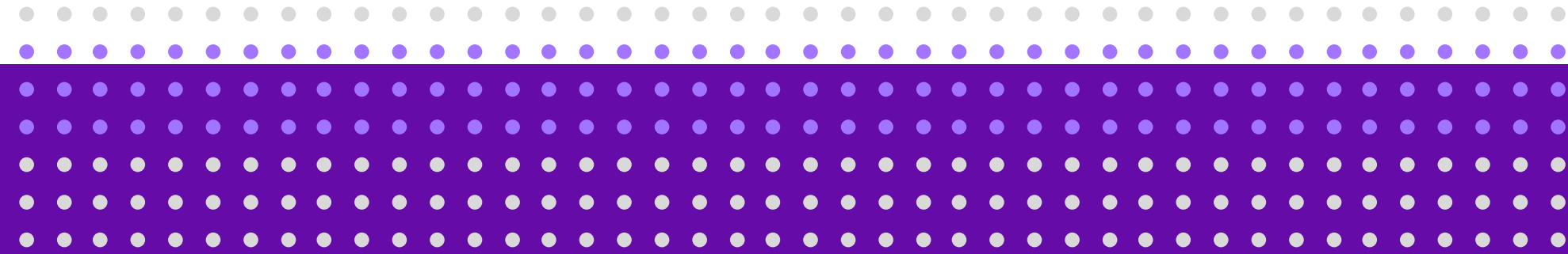
Results and next steps

The external and internal results were then mapped onto a Materiality Matrix. Results were presented to and reviewed by our executive leaders, including our CEO and the Board of Directors’ Corporate Governance and Nominating Committee.

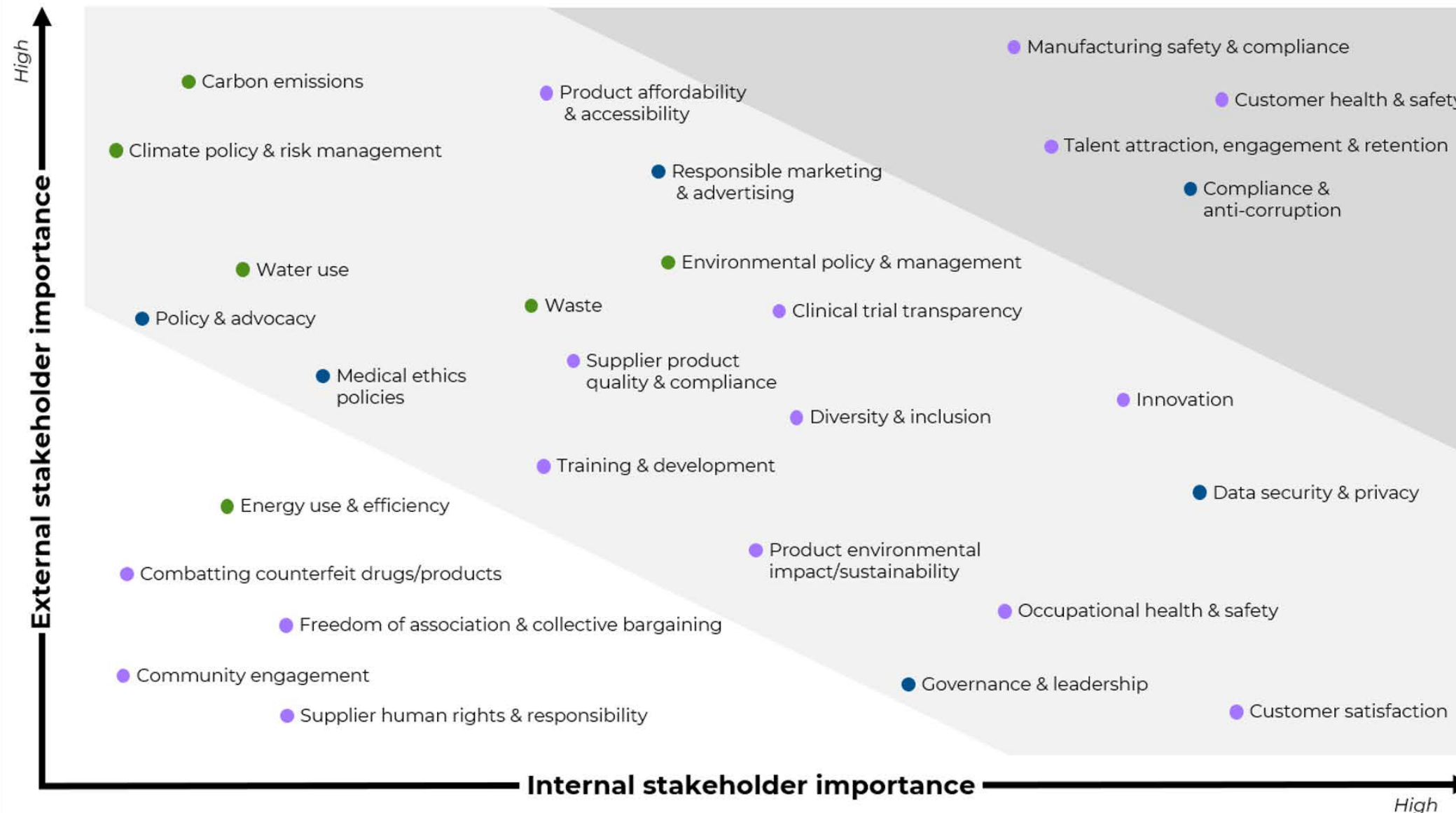
The assessment showed our most material non-financial topics. The issues that are of greatest impact to our business and stakeholders include:

- Manufacturing safety & compliance
- Customer health & safety
- Talent attraction, engagement & retention
- Compliance & anti-corruption

We are committed to reporting on these topics and continually enhancing our disclosures. This report outlines our policies surrounding, approach to managing, and other initiatives related to each of these areas. We also address other topics to further demonstrate our commitment to sustainable practices.



MATERIALITY



OUR VALUES

Sustainability is embedded within our core values



TEAMWORK



INTEGRITY



QUALITY



INNOVATION



ACCOUNTABILITY

OUR KEY SUSTAINABILITY FOCUS AREAS

Human capital

We are committed to providing safe and healthy work environments for our employees, where equal opportunity and diversity in thought, experience, perspective, and background are commonplace.

Community engagement

We are committed to creating lasting, positive change within the communities we serve. With engaged citizens and responsible companies, we believe communities can find solutions to the issues they face and foster potential for the next generation.

Business ethics

We expect every director, officer, employee, and supplier to practice the highest standards of conduct in every business relationship within the company and with our customers, business partners, competitors, and the communities in which we work.

Product quality

We are committed to meeting customer requirements and complying with applicable regulatory, laboratory accreditation, and quality management system standards.

Access to health care

We relentlessly pursue smarter solutions providing the clarity to take life-changing action earlier, and our goal is to make our tests easily accessible to patients and health care professionals.

Environmental stewardship

We are committed to operating in a manner that respects and protects human health and the environment.

HUMAN CAPITAL

Our approach

We are committed to providing safe and healthy work environments for our employees, where equal opportunity and diversity in thought, experience, perspective, and background are commonplace.

We have many initiatives to help attract, engage, develop, and retain our employees.

These initiatives include:

- Improving our recruiting and onboarding processes
- Enhancing our industry-leading compensation and benefits
- Offering best-in-class wellness benefits
- Ensuring Exact Sciences remains a Great Place To Work®
- Expanding leadership and employee development programs
- Promoting diversity and inclusion training programs
- Ensuring the safety of all employees



TALENT ATTRACTION & ONBOARDING

Our approach

We rely on the vision and expertise of our employees to provide life-changing, smarter answers when they're needed most. We regularly evaluate and evolve our strategy for attracting, hiring, and retaining top talent to ensure we have the best team to help achieve our mission.

Recruitment initiatives

We continue to strengthen our talent community, with the goal of understanding where the best talent is in the market. Our recruiting strategy is rooted in our commitment to recruit and hire diverse talent. In order to find the best talent, we partner with a SaaS-based diversity recruitment company that complies with the Office of Federal Contract Compliance Programs (OFCCP); all external postings are posted to this local job network. We also work with our financial planning and analysis team to track our headcount forecast. The goal is to take the future forecast and build a sourcing strategy that will drive inclusive talent pipelines.

We are also developing new ways to track the diversity of internal and external applicants, allowing us to evolve

and extend our reach early in the hiring process. To hold ourselves accountable, we track diversity slates across all roles and customize our reporting, giving us data insights into the diversity of our applicant pools at the requisition level. We also invested in a CRM that will house diverse talent pipelines, which we can use to meet future hiring needs.

We're also dedicated to improving our recruitment process and have started incorporating feedback from surveys and recommendations provided by candidates. By leveraging these insights, we will continue to innovate our talent strategy and attract the most suitable candidates for each role at the right time. We believe that day one is critical in establishing deep connections and instilling a sense of purpose and excitement in new employees as they begin their journey as cancer fighters.

Measuring recruitment efforts

We measure the effectiveness of our hiring process through a variety of metrics, such as time to hire and offer acceptance rates. Once an employee is hired, we conduct onboarding surveys at 9 days, 45 days, and 90 days, as well as candidate and hiring manager satisfaction surveys after the hiring process is complete.

Overall, the survey results indicate candidates gain a clear understanding of their position responsibilities, as well as the company's mission and core values. Our human resources leadership and operations teams receive reports and recommendations based on feedback from these surveys, helping them make more informed improvements to the hiring experience.

When an employee chooses to leave voluntarily, we also conduct exit surveys to help us better understand their reason for leaving and identify areas of opportunity for improvement throughout employment.

Onboarding initiatives

In 2022, we began a comprehensive project to enhance our onboarding process for new employees. Drawing on industry best practices and analyzing our own onboarding survey results, we reimagined the first 90 days of employment with a focus on the day one experience. The primary goals of this new approach were to inform, connect, and excite our newest hires.

By restructuring the onboarding curriculum with these goals in mind, we created a fresh and engaging experience that allows employees to fully grasp our mission and their role in fulfilling it. We believe that day one is critical in establishing deep connections and instilling a sense of purpose and excitement in new employees as they begin their journey as cancer fighters.

COMPENSATION & BENEFITS

Our approach

We are committed to providing a market-competitive total rewards program that inspires ownership in our success and meets the needs of our diverse, global workforce. Our total rewards program includes competitive compensation, comprehensive benefits, work-life initiatives, and employee recognition programs. We expanded our core benefits and increased U.S. starting wages in 2022 to enhance our total rewards program.

FINANCIAL BENEFITS

- Competitive base pay
- Bonus and sales incentive programs
- Retirement plans such as 401(k) with discretionary company match
- Employee Stock Purchase Plan (ESPP)
 - Expanded to 9 additional countries*
- Restricted Stock Units (RSU) [new hire & discretionary annual awards]
- Income protection
 - Life and AD&D insurance
 - Short- and long-term disability
 - Supplemental disability
- Business travel accident
- Tuition reimbursement program
- Prepaid legal services
- Identity theft protection services
- Pet insurance discounts
- Auto and home insurance discounts
- Commuter benefits

* New in 2022

HEALTH BENEFITS

- Medical and prescription plans
- Dental plan options
 - Added in U.K.*
- Vision plan options
- Health Savings Account (HSA) with employer contribution
- Family formation, including adoption and fertility support assistance*
- Flexible Spending Accounts (FSA)
- Accident and critical illness benefits
- Tobacco cessation support
- Flu shot clinics
- Hospital Indemnity benefits*
- Travel for abortion coverage*

WORK-LIFE INITIATIVES

- Paid vacation days and national holidays
- Paid personal time off
- Paid sick time
- Maternity, adoption, paternity, and parental leave
- Dependent care or child illness leave
- Volunteer time off
- Bereavement time off
- Jury or witness duty time off
- Voting time off
- Military leave
- FMLA & other federal, state, municipal leaves
- Flexible working arrangements, including hybrid and remote options
- Electric vehicle lease*

WELL-BEING BENEFITS

- Health Risk Assessment (HRA) program with benefit credit towards medical plan contributions
- Employee Assistance Program (EAP)
 - Mental health
 - Financial literacy
 - Legal support
 - Childcare placement assistance
- Holistic wellness incentive program
- Fitness reimbursement program
- Fitness classes
- On-site sports facilities
- Blood drives
- Milk Stork for traveling breastfeeding moms
- At select locations:
 - Subsidized dining
 - Meal allowances
 - Mother’s and well-being rooms

WELLNESS PROGRAMS & RECOGNITION

Our approach

The purpose of our wellness programs is to positively impact the mental, physical, social, and financial well-being of our employees through inclusive programming rooted in empathy, compassion, and trust. Consistent with our core values of integrity, teamwork, accountability, innovation, and quality, we provide a unique, best-in-class experience that is authentic and collaborative. The wellness team at Exact Sciences works hard to foster a culture of care and compassion to help our employees and communities live happy, healthy, and full lives.

Enhancing accessibility to our wellness offerings

We recognize wellness looks different for everyone. That's why we're committed to supporting each employee's unique journey toward well-being through a holistic approach that includes best-in-class programming. In response to feedback from our team members, we developed a new internal wellness platform in 2022 to make it easier for everyone to access our wellness offerings. This online and app-based platform, which we launched early in 2023, provides a centralized location for employees to learn about and engage with our program. It features a wide range of resources designed to promote a healthy lifestyle, including expanded wellness coaching options and personalized dashboards that offer meaningful experiences to support well-being.



We were recognized as one of America's Healthiest Companies by the Wellness Council of America (WELCOA), a nationally-respected resource for healthy, high-performing workplaces. We received the Platinum Well Workplace Award, the highest award given by WELCOA, reflecting our leadership and innovation in workplace health.



SATISFACTION & ENGAGEMENT

Our approach

We believe in creating an employee experience that helps people identify meaning and purpose in their work, feel valued for their contributions, and have a sense of belonging. Our leaders are critical in our pursuit to maintain a thriving workplace. They are supported by many engagement and team building tools and resources.

Open door culture

To ensure all employees feel their voices are heard, leaders are trained to build trusting, empathetic relationships and encourage their direct reports to bring feedback or grievances to them at any time. Employees also know that they always have access to a skip-level manager and human resources to voice their concerns.

Measuring satisfaction

Measurement is an essential step in understanding our employees' experiences and identifying areas of opportunity. Annually, we conduct the Gallup Q12® employee engagement survey, which helps us anonymously measure the overall engagement and satisfaction of our team. In 2022, Exact Sciences had world-class participation with 92% of employees completing the survey. Throughout the year, we also conduct short 'pulse' surveys to ensure we are sustaining a motivating, fun, and rewarding workplace culture. We also conduct exit surveys to help us understand why employees have departed and identify opportunities for improvement. More information about the surveys we conduct can be found on the following page.

Engagement initiatives

Leaders use survey results to develop and evolve action plans that help continuously improve team engagement and performance. Using key insights and survey trends, a company-wide action plan is also developed and executed to maintain a positive culture and improve employee loyalty.

RESULTS & RECOGNITION

Consistently high employee engagement scores demonstrate that we are cultivating an uplifting culture where our people are learning, thriving, and expanding their capabilities. Exact Sciences received wide recognition as an employer of choice in 2022, including being Great Place To Work® certified for the fourth consecutive year.

2022 Great Place To Work® survey results

95% When you join the company, you are made to feel welcome

95% People here are treated fairly regardless of their sexual orientation

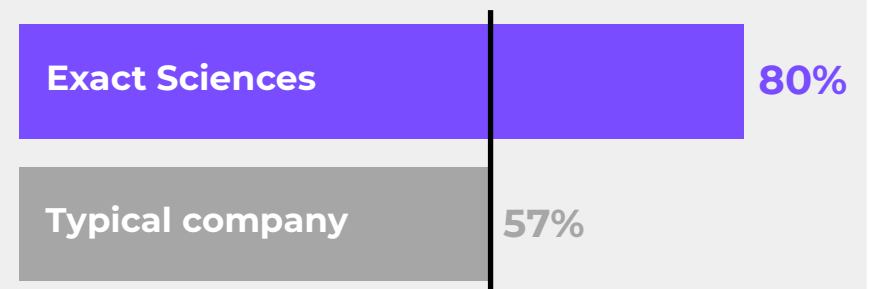
91% I feel good about the ways we contribute to the community

90% I am able to take time off from work when I think it's necessary

89% I am proud to tell others I work here

80%

of employees at Exact Sciences say **it is a great place to work** compared to 57% of employees at a typical U.S.-based company.



FORTUNE
[Best Workplaces Biopharma](#)

Forbes
[Best-in-State Employer](#)

glassdoor
BEST PLACES TO WORK 2022
[Best Places to Work](#)

MEASURING AND IMPROVING EMPLOYEE ENGAGEMENT

Survey name	Survey design	Purpose	Actions taken
Great Place To Work®	A 60-question survey sent to all U.S. employees annually	Provides data and insights into employee trust, relationships, and company culture; Great Place to Work® certification helps attract top talent and showcases our culture to external stakeholders	Engagement team recommends company-wide strategies and solutions for improving company culture; leaders review feedback and use data to inform leadership style and development plan
Gallup Q12®	An annual 12-question set sent to all employees globally	Evaluates what employees want and need to thrive in the workplace and improve performance; results allow leaders to know which needs are being met and identify opportunities to improve employee engagement	Company-wide focus areas are identified and high-level response plan is developed; leaders receive individual results to interpret, share, and act on survey feedback; Human Resource Business Partners (HRBPs) support leaders in sharing results and developing an action plan
Gallup Pulse	A 3 to 5 question survey conducted intermittently for all employees globally	Provides leaders with critical feedback and information to measure progress on the identified focus areas from the Gallup Q12® survey	Engagement team reports key insights to executive leadership team; leaders are able to access specific results for their teams to inform actions accordingly
Top Workplace	A proprietary survey from Energage conducted annually	Identifies Top Workplaces in primary markets across the U.S. – Top Workplace list inclusion supports local recruitment efforts	Exact Sciences uses inclusion/exclusion on Top Workplace list to inform engagement efforts
Onboarding	A short survey administered to new hires at 9, 45, and 90 days	Uncovers opportunities for improvement in the employee onboarding experience	Engagement team prepares quarterly reports for human resources leadership and operations teams and suggests recommendations to improve overall experience
Exit	A short survey administered upon voluntary exit from Exact Sciences employment	Describes the reasons employees are leaving the company and identifies areas for improvement	Engagement team shares quarterly reports of exit trends and aggregate data insights with key stakeholders; human resources team shares with relevant leadership audiences

EMPLOYEE TESTIMONIALS



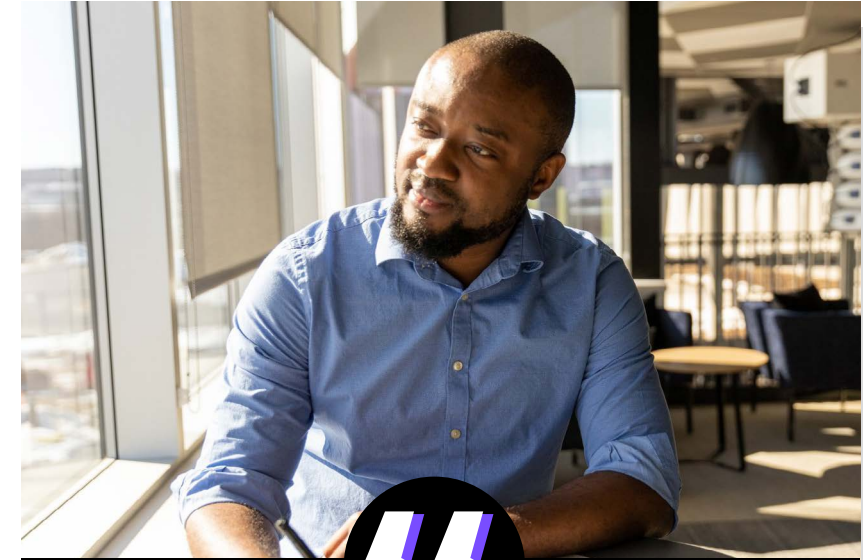
I chose to work at Exact Sciences for the people, the mission, and their **commitment to building an early career talent pipeline program.**

— DOMONIQUE | UNIVERSITY RELATIONS
& EARLY TALENT PIPELINE PROGRAM MANAGER



The mission of Exact Sciences means a lot to me because I've had family members affected by cancer. **Working on a goal to eradicate cancer is very exciting and rewarding for me personally.**

— KONG | SENIOR MANAGER, RESEARCH & DEVELOPMENT



We offer volunteering time off to individuals here and also play a role with United Way of Dane County to create positive change in the community. I'm excited that at Exact Sciences **we are playing a major role in advanced cancer diagnostics.**

— UZOMA | SUPERVISOR, SPECIMEN PROCESSING

RECOGNIZING TEAM MEMBERS

Our people are key to achieving our mission to eradicate cancer and the suffering it causes, and we strive to celebrate their accomplishments — big and small. We provide a variety of recognition programs to celebrate individuals throughout the year and encourage our team members to utilize these channels.

EXcel program

Our EXcel platform allows employees to express appreciation for colleagues and teams who embody our company values, drive company objectives, and go above and beyond in their contributions to the company's success.

Through the program, employees can nominate peers for various awards, recognizing exceptional work that goes beyond expectations, such as taking on stretch assignments or contributing to projects outside of their roles. These awards are visible to everyone in the company, and some carry points that can be redeemed for a wide range of items and gift cards.

Annual employee awards

We see tremendous accomplishments made each year by Exact Sciences employees. For over a decade, we've continued our tradition of celebrating peer-nominated achievements in the areas of teamwork, innovation, leadership, community impact, and commitment to our mission by recognizing our team members with annual employee awards.

All employees are invited to nominate a colleague for these awards. Our leadership team reviews the nominations and selects the award recipients. These outstanding individuals are honored at a company-wide meeting, where they receive recognition from our leadership team and are celebrated for their achievements.

Circle of Excellence (COE)

Our sales team dedicates themselves to educating health care professionals about the advantages and uses of our tests, ensuring the best possible care for patients. Every year, the top performers receive recognition through our prestigious COE award, which highlights their hard work and dedication to our mission.



Lab and Customer Service Weeks

Our laboratory and customer care teams play a pivotal role in ensuring our patients receive exceptional service. During nationally recognized weeks like Lab Week and Customer Service Week, we express our gratitude for their hard work and invaluable contributions.

This includes offering catered meals, distributing branded items, highlighting their contributions at a company-wide level, expressing gratitude through messages from our leadership team, engaging them in games and contests, and externally acknowledging their accomplishments.

CAREER DEVELOPMENT & FEEDBACK

Our approach

One of the most important aspects of career development is receiving feedback. We utilize a variety of tools to facilitate developmental feedback and career progression.

Annual review process

Our ongoing feedback process, referred to as the Exact Journey, begins with collaborative goal setting at the beginning of the year and ends with an annual performance discussion. To set goals, employees work with their manager to connect the priorities of the company to their individual job. Once goals are set, on at least a quarterly basis, employees and their manager complete check-in discussions to review progress toward individual goals and key engagement drivers, which vary by quarter and business priority.

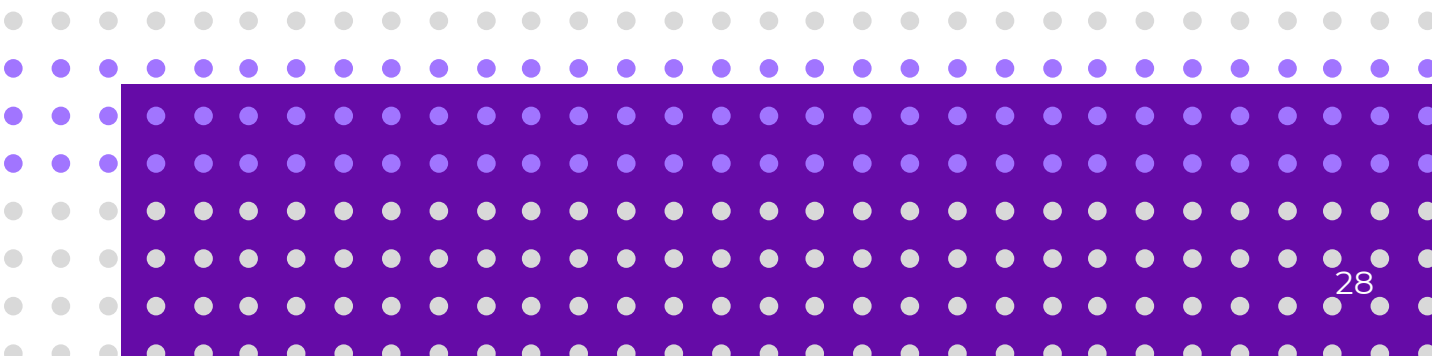
At the end of the year, each employee completes a self assessment, reflecting on their progress and achievements, and defining what they view as their strengths, aspirations, and development opportunities. Their manager then completes an assessment, which is followed by an engaging discussion focused on personal growth and teamwork. The goal-setting process restarts each year. The program applies to all full-time and part-time employees who perform work responsibilities at Exact Sciences. Over 92% of employees completed all steps in the annual process in 2022.

Development assessments

We also offer a variety of assessments based on leadership levels, such as a leadership 360-degree feedback survey, CliftonStrengths®, and DiSC® to gain insights that support development. Assessments are a crucial tool for measuring the effectiveness of our development activities. By comparing before and after results, we gather valuable data that informs our decision-making process, development initiatives, and resources needed. This allows us to identify behavior and capabilities gaps and ensure that our solutions are tailored to improve organizational effectiveness and achieve our strategic goals.

Results

Thanks to our significant investment in training and development, we were able to fill 36% of all our positions, including entry-level, with internal candidates in 2022. This demonstrates our commitment to developing people and providing opportunities for career growth. Promoting talent from within the company increases employee loyalty and job satisfaction. Additionally, it leads to cost savings due to reduced recruitment expenses and increased employee retention.



CAREER DEVELOPMENT PROGRAMS



I enjoyed learning about my mentee, and a bit about myself during the mentoring process. Our meetings kept me focused on listening intently, asking guided questions, and building a supportive work relationship. I'm fortunate we connected through this program, and I feel a strong sense of shared purpose as a result.

- Cory, Human Resources, mentor

HIGHLIGHT

Mentorship program

In 2021, we launched an organization-wide mentorship program to:

- Support the growth and development of our employees
- Increase talent retention
- Enhance our inclusive culture
- Increase partnership and collaboration across the business

The Human Capital Committee of our Board of Directors included a mentorship objective in our 2022 annual incentive plan. In 2022, nearly 50% of our employees participated in the program, resulting in 4,600 hours of active connections across work functions and locations globally.

Internship program

Our paid internship program offers meaningful and practical work related to a student's field of study and/or career interests. To qualify for our program, interns must be enrolled full-time in a post-secondary school, adult education, college, or certificate/training program. Our internship program has grown from 2 interns in 2013 to 144 interns in 2022.

Benefits of the program include:

- Providing interns experience and knowledge through project work, cross-functional learning, networking, and leadership development opportunities
- Filling capacity needs with interns who complete meaningful work
- Expanding, engaging, and retaining our diverse early talent pipelines



My internship experience at Exact Sciences was fantastic. The mission made me feel like the work I was doing was making a difference. The projects I was given allowed me to learn the company and industry while using relevant concepts from my coursework. At the end of my internship, I was offered a full-time role and was eager to continue contributing to the fight against cancer. - Joe, Investor Relations

HIGHLIGHT

Short-term Assignment program (STA)

Our STA program allows employees to apply for and work in other roles or departments for short terms (typically 3-4 months). STAs are available when a manager has a short-term staffing need such as coverage for employees on parental leaves, projects with defined end dates, or to prove a new concept. In 2022, more than 110 employees completed STAs.

Benefits of the program include:

- Helping us meet critical business and customer needs
- Providing an opportunity for employees to learn new skills and network across the company
- Filling short-term staffing needs quickly and efficiently



I'm grateful I received this opportunity because it allowed me to grow personally and professionally in ways I don't think I otherwise could have. I was offered a full-time position on the team I completed my STA with, and I'm excited to continue learning and sharing my experience with others who want to grow within the company.

- Kass, Organizational Development

HIGHLIGHT

Apprenticeship program

We continued our State of Wisconsin registered apprenticeship program, allowing us to invest in our future talent needs and improve access to economic opportunity. The apprenticeship program includes facilities maintenance opportunities and a partnership with the State of Wisconsin Department of Workforce Development and Madison College.

LEARNING & DEVELOPMENT PROGRAMS



Employee training programs

We invest significant resources to develop the talent needed to achieve long-term success. We implemented a comprehensive employee training program through platforms such as our Learning Universe and LinkedIn Learning, that includes all full-time, part-time, and temporary employees. The training offerings range from general topics, such as decision-making and active listening, to role-specific topics to help employees be successful. Senior leadership, in conjunction with human resources, is responsible for ensuring that all staff, including contractors and consultants, have the appropriate education, training, competency, and credentials. We create opportunities for personal and professional growth and career mobility for all employees. We invested in developmental capabilities to meet our employees at any stage of their career and help them grow.

Average training hours per employee	Global
Leader	30.0
Individual contributor	26.9
Overall average	26.7
Global total annual training hours	329,587



Leadership training programs

We have a leadership training program to support employees aspiring to be in leadership roles. Our leadership development programs include Exploring People Leadership, Navigating Conflict & Difficult Conversations, A Leader's Role in Inclusion, and Situational Leadership. We also encourage our emerging leaders to explore our Leadership Essentials offerings.

For those already in leadership roles, we expect them to build the best teams, have a clear vision, and consistently demonstrate humility and the will to achieve our mission. To foster their growth, we expanded our one-on-one coaching and group coaching opportunities. We have also partnered with leadership teams to develop customized training programs, added courses to our Leadership Essentials offering on strategic thinking, launched an enterprise-wide mentorship program, and created Leadership Forum webinars. In 2022, 80% of our leaders participated in at least one leadership development workshop, executive coaching, and/or mentor program.

Our 2022 Leadership Connect Summit brought together more than 370 leaders from across the company. The summit allowed them to network, gain deeper insights into various areas of our business, and provided opportunities to develop and refine their leadership capabilities.



Education & professional development reimbursement

We offer financial support to all full-time and part-time employees, with manager approval, who participate in externally-sponsored educational and professional development courses that meet specific criteria. In 2022, we contributed nearly \$1.2 million to education and professional development reimbursement to enhance employees' skills and knowledge related to our business.

DIVERSITY, EQUITY, & INCLUSION (DEI)

Our approach

We believe diversity in thought, experience, perspective, and background within our team is necessary to support our core value of innovation. We are firmly committed to providing equal opportunity in all aspects of employment and will not discriminate in any employment decision because of a person’s race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, genetic information, veteran status, or any other basis prohibited by applicable law.

DEI oversight

Our talent strategy and inclusion team, led by our EVP, Human Resources, is responsible for developing and implementing our inclusion and diversity programs. The Human Capital Committee of our Board of Directors oversees and monitors our policies and strategies relating to culture, talent, and human capital management, including DEI.

In 2022, we created a more inclusive workplace by:

- Addressing well-being with a focus on mindfulness and mental health support
- Solidifying trust by seeking and responding to employee feedback
- Sharing unique stories and experiences from our employees
- Targeted financial support with community organizations

We also developed a new strategic framework to embed inclusive practices into our business strategy. This framework enables us to move beyond awareness and act on issues of diversity, equity, and inclusion in an organized and sustainable way. In 2023, we plan to launch inclusion councils at the executive level and company-wide, as well as create supported employee community/ networking groups

Respectful workplace training

Inclusion training is offered to all employees to create a supportive and safe space where we can build empathy and create a sense of belonging. Upon hire or prior to 2022, all employees were required to complete a discrimination and harassment training, as well as a course regarding creating a respectful workplace. We are working on a required annual training on these topics, while currently offering optional courses on topics such as Facilitated Discussions on Racism, Facilitated Discussions on Unconscious Bias, Creating an Inclusive Culture, and Understanding Gender, Gender Expression, and Gender Identity. In 2022, we also launched a training course called, “A Leader’s Role in Inclusion.”

Stories About Us

We continued our podcast series, “The Respectful Workplace: Stories About Us” to provide a platform for employees to share their unique inclusion experiences. These podcasts were listened to more than 1,500 times during 2022. We also created a live discussion Q&A series to expand on topics such as mental health awareness and the importance of sickle cell blood donation.

Gender	Women	Men	Ethnic/racial diversity	White	Non-white
Board of Directors	40%	60%	Board of Directors	90%	10%
Leadership positions (Director level and above)	43%	57%	Leadership positions (Director level and above)	86%	14%
Workforce	54%	46%	Workforce	72%	28%

OCCUPATIONAL HEALTH & SAFETY (OH&S)

Our approach

We are committed to providing safe and healthy working conditions for our employees, contractors, and visitors, as well as conducting all operations and activities in a manner that protects human health and quality of life. Our Health and Safety Policy is embedded in our Code of Business Conduct and Ethics and applies to all of our locations globally.

OH&S oversight

We have dedicated OH&S resources that work closely with all business units and functions to establish and implement health and safety programs and policies. To ensure accountability and involvement, we established local safety committees comprised of managers, supervisors, and employees focused on safety culture and compliance. These committees meet frequently to drive health and safety awareness and continuous improvement. They are responsible for hazard inspections, risk assessments, safety metric and incident reviews, and safety-related engagement activities.

OH&S management system

We have a company-wide Health and Safety Management System to ensure compliance with all health and safety programs, policies, procedures, and laws. As part of our OH&S management system, we regularly complete internal compliance audits covering federal, state, and regional regulations, as well as inspections of clinical laboratories, risk assessments for people, property, and environment, and employee training.

Health & safety training

Eliminating injuries and focusing on the well-being of our employees better positions Exact Sciences by increasing productivity, enhancing employee engagement, improving retention, and reducing health care costs.

We provide tools and trainings to help achieve our goal of zero injuries, incidents, or fatalities. All work-related near misses, injuries, or illnesses, however slight, must be reported as soon as reasonably possible to the department leader.

All employees, including part-time employees and contractors, receive training on topics such as health & safety management, incident reporting, safe use of equipment, chemical safety, and blood-borne pathogens safety.

Annual training is provided for specific roles including, but not limited to, employees who handle hazardous waste; perform equipment maintenance (includes an annual review of all energy control procedures); drive a forklift or other powered industrial truck; may be exposed to high voltages of electricity (includes annual electrical safe work practices); perform work that creates sparks and open flames; perform work in confined spaces; may be exposed to fall hazards; handle, store, and dispose of dry ice; and work with hazardous chemicals and/or blood or other bodily fluids.

OH&S metrics

	Total Recordable Incident Rate (TRIR)*	Days Away Restricted Time (DART)*	Near Miss Frequency Rate (NMFR)*	Workplace Fatalities
2022	0.41	0.25	4.04	0
2021	0.62	0.47	N/R	1
2020	0.51	0.41	N/R	0
2019	0.62	0.45	N/R	0

*Includes U.S. operations only, which represented 96% of our global employee base as of December 2022 32

EMERGENCY PREPAREDNESS

We have a dedicated emergency preparedness program that outlines the steps and guidelines for handling any site emergency. Emergency preparedness procedures are described in our Environmental Health and Safety Handbook and include procedures to follow in the event of:

- Chemical spills
- Slips, trips and falls
- Exposure to blood-borne pathogens
- Electrical safety risks
- Evacuation
- Location-based risks (earthquakes, tornadoes, etc.)

We also have a medical responder program that includes performing drills and testing our emergency notification system. We have appointed evacuation sweepers and coordinators, who receive regular training on emergency preparedness procedures.

HIGHLIGHT

OH&S in action: earthquake preparedness

In October 2022, all employees at our California facilities participated in an earthquake safety program hosted by [ShakeOut](#). This emergency response event provided an opportunity to test our earthquake preparation and training.

During the live drills, our emergency response teams conducted employee evacuations and provided assistance to employees with simulated injuries. Our crisis management and business continuity teams also tested various incident response capabilities, such as emergency communications and leadership decision making. The drills involved cross-functional participation, including information technology, business continuity, human resources, corporate affairs, lab operations, security, environmental health and safety, and facilities teams.

After the event, our teams gathered to share lessons learned and identify opportunities for improvement. We plan to continue these drills on an annual basis to stay prepared and improve our processes.





COMMUNITY ENGAGEMENT

Our approach

We are committed to creating lasting, positive change within the communities we serve. Our employees take pride in supporting community initiatives. With engaged citizens and responsible companies, we believe communities can find solutions to the issues they face and foster potential for the next generation.

Highlights from 2022 include:

- Contributing over 10,000 volunteer hours through Volunteer Time Off (VTO)
- Donating more than \$8 million to community and advocacy programs
- Raising over \$1 million during our annual United Way workplace giving campaign
- Generating \$720,000 in charitable proceeds through the Cologuard Classic

COMMUNITY PARTNERSHIPS

Being part of the community means getting involved. We offer employees paid volunteer time off to work with nonprofit organizations of their choice. We support individuals and organizations making a difference by advancing cancer care, creating economic opportunity and addressing health equity.



FIGHTING FOOD INSECURITY

We recognize the significance of nourishing communities, particularly during challenging times. We believe that no community can prosper unless its members are adequately fed. We are proud to support organizations that work towards alleviating food insecurity and hunger.

Second Harvest Foodbank

Exact Sciences employees volunteer for Second Harvest Foodbank of Southern Wisconsin, sorting donated food and repacking bulk food items, providing meals for those in need. We also granted \$10,000 to Second Harvest, which is working to end hunger in southwestern Wisconsin.

Nutrition on Weekends

Our PreventionGenetics team supports the Nutrition on Weekends (NOW) program in Marshfield, Wisconsin, providing healthy, easy-to-prepare food for children experiencing food insecurity on weekends.

Badger Prairie Needs

We donate food from our kitchens in Madison to the Badger Prairie Needs Network, which operates one of the busiest food pantries in Dane County, providing meals for local residents in need.



CORPORATE AND EMPLOYEE GIVING

As part of our commitment to supporting communities in need, Exact Sciences is dedicated to corporate giving programs that help address social and environmental challenges. Through these initiatives, we strive to make a positive impact both locally and globally, especially in moments of crisis.

United Way

During 2022, we continued our annual tradition of holding a workplace giving campaign through United Way. During the campaign, employees donated nearly \$450,000. Exact Sciences matched each dollar donated by employees and gave an additional corporate gift, which led to the team raising nearly \$1.1 million to support chapters around the world. To recognize the long-standing support of our employees, Exact Sciences received the United Way of Dane County Centennial Celebration Award.

American Red Cross

We partnered with the American Red Cross to provide aid when Hurricane Ian hit Florida in 2022. We also donated funds to support the cause. In a similar initiative to assist those impacted by the conflict in Ukraine, we collaborated with the International Committee of the Red Cross and offered a dollar-for-dollar match of employee donations. The joint effort raised funds to provide vital support to affected communities.



TRANSFORMING THE FACE OF STEM

By supporting educational programs in science, technology, engineering, and math (STEM), we created opportunities to increase awareness and education, and to celebrate the field. Our support for STEM education programs may help cultivate the next generation of leaders in science and technology.

Science Club for Girls

Science Club for Girls addresses the gender and diversity gap in STEM fields by promoting enthusiasm, confidence, and literacy in STEM. The nonprofit provides STEM activities for K-8 girls, offers mentoring and leadership opportunities for high school girls, and facilitates adult mentorship and role modeling by women in STEM.

Through employee volunteer programs and donations, we supported the creation of STEM supply kits for an eight-week, hands-on club program in fall 2022.

Wisconsin Science Festival

As part of the week-long, statewide Wisconsin Science Festival, our team members set up pipetting stations at a Madison expo for students to try out a common laboratory task.

COLOGUARD CLASSIC

Exact Sciences sponsors the annual Cologuard Classic golf tournament in Tucson, Arizona as part of the PGA Tour Champions. It's one of the many ways we raise awareness of colorectal cancer and the importance of screening. It's also an opportunity to recognize those who have been affected by the disease.

At the 2022 Cologuard Classic, nearly 150 colorectal cancer patients, survivors, caregivers, and advocacy representatives participated virtually or in person. Fifteen survivors, patients and caregivers played in the pro-am, golfing alongside players competing in the tournament.

All 80 professional golfers in the field competed on behalf of a colorectal cancer patient, survivor, or caregiver. The players wore ribbons that included the name of the honoree they represented. Nine of the nation's leading colorectal cancer advocacy groups nominated individuals to participate.

We continued to partner with The Tucson Conquistadores, the tournament's host organization, to direct \$50,000 in donations to colorectal cancer screening and awareness initiatives in the Tucson area. The group has delivered more than \$3 million to youth athletic programs since the 2018 Cologuard Classic, the first tournament with Exact Sciences as title sponsor.

THE COLOGUARD CLASSIC'S MISSION:

**RAISE AWARENESS OF THE IMPORTANCE OF EARLY
DETECTION OF COLORECTAL CANCER THROUGH
SCREENING AND RECOGNIZE THOSE THAT HAVE
BEEN AFFECTED BY THE DISEASE.**



HIGHLIGHT



IMPACT ON PATIENTS: ROB'S STORY

With golf pro and Cologuard ambassador Jerry Kelly by his side, Jack Andringa played the same course his father, Rob Andringa, did two years earlier. The 2020 pro-am, which Rob played with Jerry, was one of the last moments Rob's family remembers him seeming healthy. He died a few months later of colorectal cancer.

After being diagnosed at age 49 with stage IV, inoperable, incurable colon cancer, Rob battled the disease for two and a half years. With his three children and wife, Christi, he made the most of each day, soaking up moments and using his story to emphasize the importance of colorectal cancer screening and early detection.

"Had we known earlier, Rob would be alive," Christi said. "Even now, as hard as it is for the kids and for me, we're still grateful. And Rob taught us that. Through his journey, we're all stronger."

Playing at the Cologuard Classic, first with Rob and later with his son, was deeply meaningful to Kelly. He wears the Cologuard brand on the PGA Tour Champions circuit and uses his platform to raise awareness around screening.

"It's our job to absolutely carry that on," said Kelly, who at the 2022 Cologuard Classic wore custom shoes bearing Rob's name. "It's Rob's legacy."

Jack agreed. "It's an honor to be down here—support my dad, support my family, but also push the cause that Cologuard has. It couldn't have been more inspiring just being out there, knowing that we're here for a good cause."

BUSINESS ETHICS

Our approach

We believe that conducting business ethically is critical to our near- and long-term success. Quality, integrity, accountability, innovation, and teamwork are the foundation upon which we build our reputation and our competitive excellence.

We expect every director, officer, employee, and supplier to practice the highest standards of conduct in every business relationship within the company and with our customers, business partners, competitors, and the communities in which we work.

Our culture and policies are designed to help employees do what is right for our business, the environment, and society.

[Code of Business Conduct and Ethics](#)

[Code of Conduct on Interactions with Health Care Professionals](#)

[Vendor Code of Conduct](#)

[Human Rights and Labor Policy](#)



COMPLIANCE PROGRAMS

We created and implemented a comprehensive corporate compliance program to maintain the highest professional and ethical standards. Our compliance organization is led by our Chief Compliance Counsel and supported by other key functions, such as internal audit and legal. Regular reviews and audits are performed across our organization to assess compliance with our Code of Business Conduct and Ethics and all related ethics policies, including our Anti-Bribery Policy. Our Chief Compliance Counsel is responsible for implementing and ensuring compliance with our bribery and corruption program.

We have an active Compliance Committee, comprised of senior officers and cross-functional leaders. The Committee meets quarterly, receives updates on various compliance and privacy projects and matters, and maintains communication with employees at all levels of the company. The Chief Compliance Officer updates the Audit and Finance Committee of the Board regularly, with a more in-depth presentation done annually.

Compliance training

We regularly conduct various monitoring and auditing activities across all business operations in partnership with internal audit, finance, and legal. We use technology and automated tools to monitor and report on compliance matters. All Exact Sciences employees receive training on the Code of Business Conduct and Ethics, as well as other legal and compliance policies and processes when they join the company. We expect our employees to read, understand, and abide by the requirements in the Code to ensure ethical business practices and compliance throughout our organization. Additionally, Exact Sciences' program includes measures to ensure compliance with all applicable laws prohibiting foreign public and private bribery or corruption.

Exact Sciences' compliance program provides training on a wide variety of topics. All employees receive annual training on anti-bribery and

anti-corruption, conflicts of interest, anti-harassment, data protection and privacy, and other policies and procedures that outline how they are expected to conduct their day-to-day responsibilities.

Exact Sciences' Compliance Committee supports legal and ethical conduct throughout the company. Employees have an obligation to report any conduct that they, in good faith, believe violates laws, corporate policies, and/or the Code of Conduct on Interactions with Health Care Professionals. There are various avenues available to seek advice on ethical behavior and to report concerns related to violations of such behavior, and we have a strict anti-retaliation policy for individuals who raise concerns in good faith.

RESPONSIBLE INTERACTIONS WITH HEALTH CARE PROFESSIONALS

We are committed to exchanging information with health care professionals in an ethical and responsible way, keeping the best interests of patients at the forefront. We have established mandatory standards that all staff members, consultants, contract workers, and temporary staff must follow when interacting with health care professionals and other customers. Our Code of Conduct on Interactions with Health Care Professionals is available publicly [here](#).

We maintain collaborative relationships with health care professionals, where appropriate, in order to:

- Develop new products
- Determine appropriate and beneficial uses for products
- Support medical research and other educational, scientific, and charitable activities
- Provide professionals and the public with information regarding the benefits and risks of our products
- Obtain feedback and advice about our products from medical experts

In addition to requiring that all interactions with health care professionals and other customers comply with applicable laws, we seek to ensure that our interactions consistently meet or exceed industry guidelines. We ensure the integrity of our promotional materials by following a robust internal review process grounded in the principles of truthful, accurate, and non-misleading communications.

We voluntarily comply with and fully support the Advanced Medical Technology Association (AdvaMed) "Code of Ethics on Interactions with U.S. Health Care Professionals." The AdvaMed Code was developed to address interactions with health care professionals that are specific to the medical technology industry. The Code provides firm guidance on such interactions, including the use of promotional materials, grants and consulting arrangements, meals and entertainment, continuing medical education, clinical practice guidelines, and sales and marketing training for company representatives. Exact Sciences adheres to all the provisions of the Code.

Our Chief Compliance Counsel is responsible for developing, operating, and monitoring compliance with our Code of Conduct on Interactions with Health Care Professionals. Our Chief Compliance Counsel reports to the Board of Directors and the General Counsel, who reports to our Chief Executive Officer and to the Board of Directors. Employees involved in sales and marketing receive regular compliance training on the laws, regulations, and codes that govern interactions with physicians and other customers, on the promotion of our products, and on our Code of Conduct on Interactions with Health Care Professionals. We have a dedicated field relations program, and our compliance professionals conduct field rides with staff to answer questions, reinforce training, and address concerns from our commercial team.

REPORTING A CONCERN

We have established various ways for individuals to raise concerns regarding the conduct of company officials or ethical, legal, or other issues related to the way the company is conducting its business. One avenue for raising such issues, the Integrity Alertline, is described below. Employees may also report violations or address questions about ethics issues to a supervisor or department head, the Chief Compliance Counsel, and/or the General Counsel.

We take all reports to the Integrity Alertline seriously. Each case that is raised is assigned to an investigator who reviews the information submitted with the concern. The case is then assigned to the appropriate function for resolution, which may include further interviews or other investigative work as deemed necessary.

The Exact Sciences Integrity Alertline is available to report any conduct or action which is, or may appear, inconsistent with applicable law, Exact Sciences policies, the Code of Business Conduct and Ethics, or Exact Sciences' values. The Alertline provides a means of filing a report anonymously (where permitted by applicable law) 24 hours a day, seven days a week, to a third-party service provider, ensuring a caller's confidentiality. Exact Sciences will not retaliate against any employee who reports a complaint or concern in good faith. The Alertline is available to all employees, contractors, and third parties, who can dial the Alertline directly at 1-800-93-ALERT (or a local number if outside the U.S.) or go to exactsciences.alertline.com to enter their concern through a web portal. A concern can be reported or a question can be asked in any language via the telephone line by asking for a translator. The webform is available in multiple languages. Calls are not recorded and IP addresses are not retained.

If the issue or concern relates to Exact Sciences' financial statement disclosures, accounting practices, internal controls or auditing matters, or possible violations of the federal securities laws or the rules or regulations promulgated thereunder, employees are required to promptly report it pursuant to the procedures set forth in the Company's Whistleblower Policy. In accordance with Exact Sciences' Whistleblower Policy, such report may be anonymous.

Employees are required to complete training on our Code of Conduct during new hire and annual refresher training. These trainings include reference to obligation to raise concerns, including the process to use the Alertline, as well as our non-retaliation policy. Information about the Alertline is available in multiple locations on our company intranet.

Exact Sciences maintains standard procedures for escalating and investigating concerns. Such investigations are handled in a manner that is as confidential as possible under the circumstances. The company determines if misconduct has occurred and takes the appropriate action.

CYBERSECURITY, PRIVACY, & DATA PROTECTION

Protecting the privacy of our patients' and employees' information and the security of our systems and networks is a top priority for Exact Sciences and our Board of Directors. We have technical, administrative, and physical safeguards in place to help protect against unauthorized access to, use of, or disclosure of patient and employee information and data we collect and store. In addition, our comprehensive information security program includes, among other aspects, vulnerability management, antivirus and malware protection, file integrity monitoring, encryption, and access control.

Consistent with our Board of Directors' risk management and oversight structure, our Audit and Finance Committee has primary responsibility for overseeing our risk management practices, programs, policies, and procedures related to data privacy, data protection, and network security. Management provides our Audit and Finance Committee and our Board of Directors with updates about cybersecurity practices, programs, policies, and procedures and the status of projects designed to strengthen internal cybersecurity and data protection. Our Board of Directors and Audit and Finance Committee also discuss potential cybersecurity and data protection threats.

U.S. employees receive Health Insurance Portability and Accountability Act (HIPAA) training during new hire onboarding and annually via our online Learning Universe platform. International employees and U.S. employees that handle EU personal data receive General Data Protection Regulation (GDPR) training in Learning Universe during new hire and annual refresher training. U.S. employees that do not directly handle such data receive training on general global privacy and data protection concepts. All new hires receive California Consumer Privacy Act (CCPA) training upon hire and annual training is reserved for employees involved in handling inquiries or compliance with CCPA. Additional ad-hoc privacy trainings are provided as needed.

HUMAN & LABOR RIGHTS

Our approach

We are committed to complying with applicable labor and employment laws wherever we and our suppliers, vendors, and contractors operate, and adhering to and promoting our Human Rights and Labor Policy. We base our commitments on the International Labor Organization Conventions (ILO), the United Nations Universal Declaration of Human Rights, the United Nations' Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Our Human Rights and Labor Policy is posted publicly [here](#).

Anti-harassment and non-discrimination

Exact Sciences promotes a workplace that values differences and an environment that is inclusive of all people and their unique abilities. Discrimination on the basis of race, religion, color, age, gender, sexual orientation, gender identification or expression, national origin, citizenship, marital status, disability, veteran status, or any other category or characteristic protected by applicable law is prohibited and will not be tolerated under any circumstances.

We also prohibit retaliation against any individual who in good faith reports discrimination or asserts their right to be free from such discrimination.

The basis for recruitment, hiring, placement, development, training, compensation, and advancement at Exact Sciences are qualifications, performance, skills, tenure, and experience.

Freedom of association and collective bargaining

Drawing on provisions of the ILO Conventions 87 and 98, we are committed to complying with applicable laws regarding the rights of employees to join organizations or bargaining groups for representation and to engage in collective bargaining.

International trade partners

We may engage the services of, or require our suppliers, vendors, and contractors to engage the services of a third-party inspection firm to ascertain that the international supplier, vendor, or contractor is in compliance with fair labor standards and safety.

Modern slavery

We endeavor to conduct our business ethically and with integrity in all our commercial relationships, and to ensure that no forced labor, modern slavery, or human trafficking occurs anywhere in our business or supply chains. The UK Modern Slavery Act 2015 and other laws applicable in various jurisdictions around the world prohibit forced labor, modern slavery, and

human trafficking. Employees who become aware of any potential or suspected violation of such laws involving Exact Sciences, its employees, or any of its suppliers, vendors, or contractors, must report it to the Company's Chief Compliance Counsel or to the Company's General Counsel.

Work hours, wages and benefits

We strive to fully comply with all applicable wage, work hours, overtime, and benefits laws as well as the terms of applicable collective bargaining agreements.

Guidance and reporting for employees

Any employee who believes a conflict arises between the language of our policies and the laws, customs, and practices of the employee's work location, who has questions about our policies, or who would like to confidentially report a potential violation of our policies, can raise those questions and concerns with local management, human resources, or anonymously. No reprisal or retaliatory action will be taken against any employee for raising their good faith concerns. We will investigate, address, and respond to the concerns of employees, and take appropriate corrective action in response to any verified violation.

SUPPLIER MANAGEMENT

In October 2022, we developed and adopted a [Vendor Code of Conduct](#) based on industry codes of conduct, International Labor Organization Conventions, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights. The Vendor Code of Conduct is part of our standard terms and conditions, and we require all suppliers and vendors to agree to it before onboarding.

Achieving shared sustainability goals with suppliers and vendors

We expect each of our suppliers and vendors to fully conform with the laws, rules, and regulations of the countries and states where it operates, conform to the requirements of our Vendor Code of Conduct, and to communicate these requirements to its own suppliers, vendors, and subcontractors. We expect our suppliers and vendors to be able to demonstrate compliance with the Vendor Code of Conduct on request. We will consider a supplier or vendor's conformance with these requirements when making sourcing and procurement decisions.

To support economic empowerment, we seek relationships with suppliers and vendors owned by members of vulnerable, marginalized, or under-represented social groups, including businesses that are veteran owned, disabled owned, woman owned, LGBTQIA+, small disadvantaged, or operating in Historically Underutilized (HUB) zones. Additionally, no conflict minerals, as defined by the Dodd-Frank Act, are included in our product or manufacturing processes.



BOARD OVERSIGHT

Our Board of Directors oversees and receives updates on policies and risks associated with corporate governance and sustainability at least annually, including through various committees.

These include:

- X **EXECUTIVE COMPENSATION**
- X **CULTURE, TALENT, AND HUMAN CAPITAL, INCLUDING DEI**
- X **ENVIRONMENTAL AND SOCIAL AFFAIRS**
- X **LEGAL AND REGULATORY COMPLIANCE**
- X **SHAREHOLDER FEEDBACK**
- X **CLINICAL RESEARCH STANDARDS**
- X **INFORMATION AND CYBERSECURITY**
- X **RISK MANAGEMENT**
- X **PRODUCT QUALITY AND SAFETY**
- X **PRODUCT DEVELOPMENT**
- X **LABORATORY AND BUSINESS OPERATIONS**

Sustainability is embedded within the activities of each of our Board of Directors’ committees.



HUMAN CAPITAL

- Culture, talent and human capital, including DEI
- Executive compensation
- Shareholder feedback



CORPORATE GOVERNANCE AND NOMINATING

- Environmental and social affairs
- Legal and regulatory compliance
- Shareholder feedback



AUDIT AND FINANCE

- Risk management
- Product quality and safety
- Laboratory and business operations
- Information and cybersecurity
- Legal and regulatory compliance



INNOVATION, TECHNOLOGY, AND PIPELINE

- Product development
- Clinical research standards

ADDRESSING SHAREHOLDER FEEDBACK

Our approach

We value our shareholders' opinions and feedback and are committed to maintaining an active dialogue to understand their priorities and concerns. We believe that ongoing engagement builds mutual trust and alignment, and is essential to our long-term success. Through conversations with our shareholders, we gain valuable perspectives which are conveyed to the full Board of Directors and relevant committees of the Board of Directors.

Shareholder outreach program

During 2021, we implemented an annual proactive outreach program to gather feedback from our shareholders on environmental, social, and governance matters. Following our annual meeting of shareholders in 2022, we offered our top 30 shareholders, collectively holding approximately 70% of our outstanding shares, an opportunity to engage with management and our Board of Directors. We met with shareholders representing approximately 20% of our outstanding shares.

Our Board of Directors led the shareholder engagement effort along with members of our management team, including representatives from finance, human resources, legal, and investor relations. The meetings focused primarily on our governance practices and approach to culture, talent, and human capital. We also discussed our corporate strategy and other environmental, social, and governance issues that are important to our shareholders.



INCORPORATING SHAREHOLDER FEEDBACK

We have made improvements in our environmental, social, and governance programs and disclosures to incorporate valuable feedback we receive from our shareholders, including:

Sustainability focus area	Key feedback from shareholders	How we have responded
ESG strategy	Positive feedback on ESG reporting efforts to date; would like to see a materiality assessment conducted	Completed a materiality assessment in partnership with an independent third party and shared results with our Board of Directors and on page 17 of this report; actively working to incorporate results into sustainability reporting
Environmental	Very positive feedback on climate-related disclosures; establishing baseline targets well-received; would like to see long-term targets considered	Expanded climate-related disclosures by establishing 2022 as our baseline year for reporting consolidated waste management data and added Scope 3 greenhouse gas emissions; continue to assess a carbon reduction target suitable for our expanding operations
Social	Positive views on human capital efforts; retention disclosures considered best-in-class; would like to see more granularity in DEI disclosures	Included diversity and skills/qualifications matrices for our Board of Directors in our 2023 Proxy Statement ; plan to make annual EE0-1 filings publicly available
Governance	Engaging discussion about corporate governance practices; commended executive compensation improvements; suggested moving to a declassified board structure	Included a management-sponsored proposal to declassify our Board at the 2023 annual shareholder meeting; Board of Directors approved the proposal and unanimously recommends that shareholders approve; see our 2023 Proxy Statement

CLINICAL RESEARCH

Our approach

We believe in generating high-quality scientific evidence during the product development process to demonstrate the clinical utility of our tests. We have completed or are currently working on more than 275 clinical studies. These studies help generate evidence for tests that support patients before, throughout, and after their cancer diagnosis and treatment.

Clinical study programs and standards

We have policies and procedures that govern and describe the ethics of conducting clinical studies at Exact Sciences. These include topics such as obtaining informed consent, respect for potential and enrolled participants, fair participant selection, and many others. Visit our [website](#) to learn more about, or participate in, our clinical studies.

Investing in inclusive research

Our clinical studies target enrollment according to U.S. Census benchmarks to assure that the patients enrolled are reflective of the U.S. population. We provide transportation services when needed, translate materials for research participants, and help with procedure coverage for the uninsured when appropriate. We also increase accessibility with decentralized approaches and utilize Veterans Affairs, Federally Qualified Health Centers, and community-based organizations in some studies. We updated our feasibility questionnaires to better understand site-level populations during site selection. We currently measure our demographics across active studies, and have plans to enhance our future studies by diversifying patient populations through study design and site selection.

275+

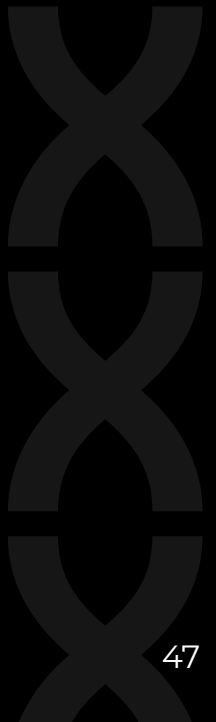
completed & ongoing
clinical studies

292K+

cumulative
people enrolled

6

New England Journal of
Medicine publications



OUR COLLABORATIONS

Mayo Clinic

We have a long-standing collaborative relationship with scientists and clinicians at Mayo Clinic in Rochester, Minnesota. Our relationship is built on a shared philosophy and an open exchange of ideas.

In 2009, Kevin Conroy and Dr. Graham Lidgard of Exact Sciences met with Dr. David Ahlquist of Mayo Clinic to discuss a novel approach for colorectal cancer screening. Together, they created Cologuard. The team is now headed by Dr. John Kisiel, a gastroenterologist and researcher at Mayo Clinic's Rochester campus, and includes many dedicated colleagues in their clinical research labs.

Over a decade of research collaboration between the teams at Mayo Clinic and Exact Sciences resulted in the discovery of a new panel of highly discriminant methylation markers. These markers have been incorporated into the second-generation Cologuard test, along with fecal hemoglobin, to enhance its accuracy.

Johns Hopkins University

Our collaboration with Johns Hopkins University stems from our acquisition of Thrive Earlier Detection. Thrive's innovative multi-cancer screening technology was pioneered by a team of researchers from the Johns Hopkins University School of Medicine, including:

- Dr. Bert Vogelstein: a pioneer in cancer genomics and the first scientist to elucidate the molecular basis of a common human cancer
- Dr. Nickolas Papadopoulos: an expert in cancer diagnostics and the development of diagnostic tests
- Dr. Kenneth W. Kinzler: an expert on the molecular and genetic analysis of human cancer

TGen, an affiliate of City of Hope

We entered a multi-year collaboration with TGen following our acquisition of Ashion Analytics in 2021. TGen's expertise will be critical in developing differentiated advanced cancer tests and establishing the clinical evidence necessary to drive adoption.

TGen became a part of City of Hope in 2016 to accelerate the speed at which scientists and medical staff convert research discoveries into cures for patients. City of Hope is a National Cancer Institute-designated comprehensive cancer center and a founding member of the National Comprehensive Cancer Network, making it a national leader in advancing research and treatment protocols.



CLINICAL RESEARCH PROGRAMS & STANDARDS

We design and conduct all clinical studies in accordance with the general principles set forth in the International Ethical Guidelines for Biomedical Research Involving Human Subjects (by the Council for International Organizations for Medical Sciences), USFDA Title 21 CFR §11, 50, 54, 56, 812, & 814, the Declaration of Helsinki (World Medical Association), and ICH GCP E6. Good Clinical Practice (GCP) is an international ethical and scientific quality standard that is provided by the International Council on Harmonization (ICH). Compliance with this standard provides public assurance that the rights, safety, and well-being of research participants are protected, and that the clinical study data are credible.

Additionally, every clinical study must be reviewed by national and/or regional regulatory authorities, as well as independent local ethics committees (EC) or institutional review boards (IRB) in the countries where the study takes place. The purpose of the independent review is to ensure that risks for clinical study participants are responsibly managed and the risk to benefit ratio is as favorable as possible. The IRBs and ECs have the authority to approve, modify, or stop clinical studies.

For each clinical study sponsored by Exact Sciences, an Informed Consent Form template is written following recognized standards:

- Informed Consent Elements (76 FR 44512, July 26, 2011) 21 CFR 50. Protection of Human Subjects.
- FDA Guidance for Industry: E6 (R2) Good Clinical Practice: Integrated Addendum to ICH E6 (R1) (2018)
- Any other country-specific regulations (e.g., Health Canada) which may be applicable to the conduct of the clinical study

Following internal approval of the Informed Consent Form template, it is submitted to our central IRB for final approval before adoption. Consent templates provide information regarding the study and the rights of research participants. Consent forms also provide relevant contact information in the event of a concern or complaint.

Exact Sciences clinical studies are managed by the clinical affairs team. All employees on our clinical affairs team are required to take a clinical research ethics overview course and GCP training. We have established monitoring and quality processes, which require the conduct of studies by investigator sites and contracted vendors to be observed by qualified clinical monitors and quality associates.

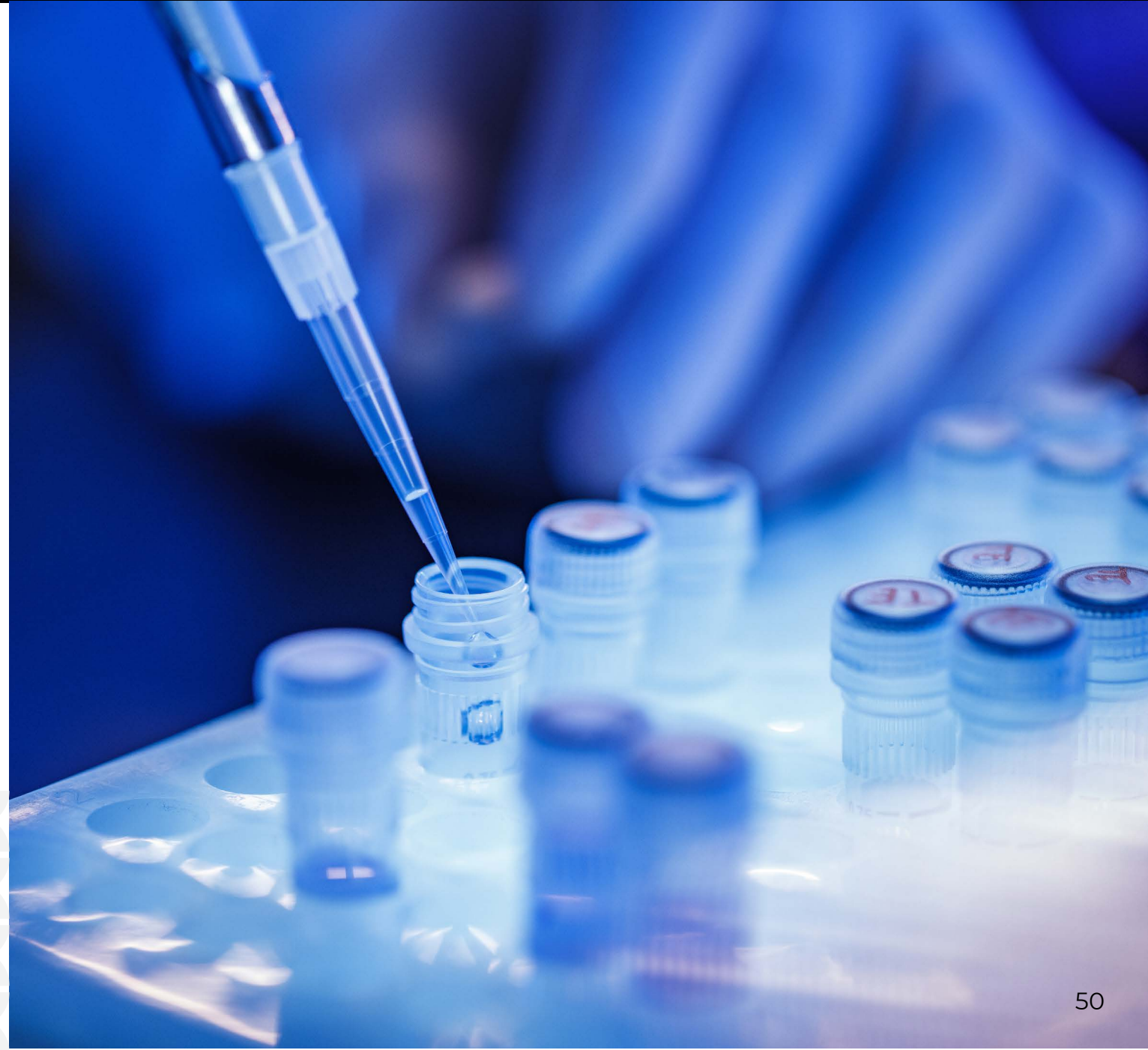
Exact Sciences does not undertake any animal testing or outsource any animal testing to any third party.

CLINICAL RESEARCH DATA SHARING

The Exact Sciences Clinical Research Data Sharing Policy confirms individual participant data that underlie the results reported in any publication of any Exact Sciences clinical study may be shared after deidentification. This may include text, tables, figures and appendices. The study protocol, statistical analysis plan (when applicable), informed consent form (when applicable), and clinical study report (when applicable) may also be shared.

Data may be available from two years and ending four years after publication. Researchers who submit a methodologically sound proposal aligned with the approved aims are eligible to receive the data.

Clinical studies are posted to public databases as required by law. Trial results, including the results of terminated trials where required, are published to clinicaltrials.gov.





PRODUCT QUALITY

Our approach

We have a patient-focused culture where employees strive to deliver the highest-quality health care. We are committed to meeting customer requirements and complying with applicable regulatory, laboratory accreditation, and Quality Management System (QMS) standards.

Our commitment to quality

Employees of Exact Sciences implement quality practices into every process by maintaining these key principles:

- Intently focusing on customer needs and expectations to ensure high satisfaction with all products and services
- Always promoting and sustaining continuous improvement in our quality and business processes to gain efficiencies and effectiveness
- Rigorously complying with laws and regulations pertaining to the quality, safety, and performance requirements in every country where our products and services are offered

Our Quality Policy is available [here](#).

The Quality Policy extends to all contractors, sub-contractors, and temporary labor. Suppliers are required to comply with Good Manufacturing Practice (GMP) regulations, enforced by the U.S. Food and Drug Administration (FDA), and have their own Quality Policy, which is reviewed during qualification and subsequent monitoring (as described in our QMS).



PRODUCT QUALITY



We are committed to leading the industry with advanced science and quality product development. We fully comply with all regulations governing our technologies, from early discovery through product realization. Documentation of these practices is recorded and implemented within our QMS.

Exact Sciences' QMS intends to assure our design, development, manufacturing, and distribution activities produce consistently high-quality products that meet or exceed our customers' requirements. This is achieved through the preparation and effective implementation of documented procedures, instructions, and internal and external reviews.

The Exact Sciences QMS provides guidance and best practices based on the current editions of:

- Food and Drug Administration (FDA) Code of Federal Regulations 21 CFR Part 820 – Quality System Regulation
- ISO 13485, Medical Devices – Quality Management Systems
- EC Directive 98/79/EC of the European Parliament and of the Council on In Vitro Diagnostic Medical Devices
- In-Vitro Diagnostic Regulation (IVDR) (EU) 2017/746

Exact Sciences' QMS is applied wherever work is being done to design, develop, produce, store, distribute, install, and/or service finished devices. The QMS is certified independently to global industry standards. While some certifications are not required by regulation, we embrace them as value-added, driving operational excellence.

All facilities that design, develop, produce, store, distribute, install, and/or service finished devices intended for human use are certified to the ISO 13485, Medical Devices – Quality Management Systems standard.

The objective of our quality policy, QMS, and all related processes and procedures is to identify potential hazards and minimize their risks.

QUALITY MANAGEMENT SYSTEM OVERSIGHT & TRAINING

Our product Quality Management System includes, but is not limited to, the following:

Board of Directors and management oversight

Our Audit and Finance Committee oversees quality management and our Chief Executive Officer and Chief Laboratory Officer provide periodic updates on quality matters to our full Board of Directors. Our Audit and Finance Committee receives an annual risk assessment describing compliance with quality requirements and risks associated with manufacturing and lab practices and performance.

Our Chief Laboratory Officer is part of the executive leadership team and is responsible for the QMS, including:

- Ensuring that processes needed for the QMS are established, implemented, and maintained
- Reporting to executive leadership on the performance of the QMS and any need for improvement
- Reviewing the suitability, adequacy, and effectiveness of the QMS with executive leadership through management reviews conducted at defined intervals
- Ensuring the promotion of awareness, training, and remediation of regulatory, quality, and customer requirements throughout the organization
- Chairing management review meetings, sending notifications to stakeholders and executive leadership, and documenting attendance and outcomes

Executive leadership reviews the organization's QMS at least annually to ensure its continuing effectiveness. This review includes assessing opportunities for improvement to the QMS, including the Quality Policy and quality objectives. Exact Sciences' employees, individually and collectively, are responsible for understanding, communicating, implementing, and maintaining the QMS at all levels of the organization, and ensuring that the requirements of Exact Sciences' QMS are fulfilled.

Quality audits

Each element of Exact Sciences' QMS is audited internally at least once during a two-year period by the quality lead auditors.

External audits for ISO 13485 compliance are conducted every year. Our most recent ISO 13485 surveillance was conducted by BSI in October 2022, resulting in a recommendation for continued certification. Regular FDA inspections to 21 CFR Part 820 — Quality System Regulation are also conducted. **Our fifth FDA audit was completed in 2021 with no adverse findings.**

Employee training

The product quality employee training program, governed by Exact Sciences' Employee Training Policy, applies to all Exact Sciences employees, including full-time, part-time, and temporary employees who perform work responsibilities at Exact Sciences.

We offer more than 2,400 quality-pertinent courses and 20 computer-based training courses covering many regulatory and compliance topics. At a minimum, some aspects of good manufacturing practice (GMP) training are required annually.

QUALITY MANAGEMENT SYSTEM CONTROLS

Risk management

A risk-based approach is applied to the QMS through appropriate procedures used throughout the product life cycle, from development to post-production. Product and process risk assessments are a requirement of the Exact Sciences risk management procedure, which complies with the ISO 14971 Medical Devices, Application Of Risk Management To Medical Devices standard.

Product identification and traceability

Procedures are maintained for identifying each product by suitable means, starting from receipt and during all stages of production and delivery.

Production and process controls

Production and servicing processes that directly and indirectly affect product quality are identified and carried out under controlled conditions, which may include but are not limited to:

- Documented procedures describing the manner of production, servicing, environmental conditions, and equipment maintenance
- Compliance with reference standards/codes and quality activities

Control activities also include inspection and testing of incoming materials, in-process materials, and finished products.

Labeling and packaging controls

Labeling and packaging control measures include:

- Development and approval of compliant product labeling and label artwork, including Unique Device Identification (UDI)
- Certificate of Analysis (CoA) or Certificate of Conformance (CoC) for manufactured products
- Handling, storage, and distribution of product
- Safety data sheets for products accessed by patients

Product monitoring

Procedures for implementation of corrective and preventive action throughout all operations affecting product quality include:

- Feedback gathered from processes, work operations, quality audit reports, and complaints, or potentially reportable events, which may come from a variety of sources, including:
 - External: concerns received by customer support or service functions, journal articles, news media, direct communication via trade shows, regulatory bodies, meetings or sales contact with customers
 - Internal: product release testing or other evaluation, including trending that suggests the product is not meeting established claims
- Complaint handling procedures — the quality team reviews customer feedback, escalates relevant feedback through the complaints process, and provides, at a minimum, quarterly reports for management review; any protected confidential health information contained in quality records is subject to Exact Sciences' Data Privacy Policy
- Recalls and field action procedures — the recall and field action process consists of four phases: (1) preparation, (2) implementation, (3) follow-up, and (4) close-out; the implementation phase includes procedures for recall communications
- Post-market surveillance including benefit-risk determination, performance evaluation, summary of safety and performance, reporting, usability and safety of the device, and trending

Designated individuals are assigned responsibility for initiating, coordinating, documenting, and monitoring the corrective action process.

CORRECTIVE & PREVENTIVE ACTION

As part of the Exact Sciences QMS, we have developed and maintain a dedicated Corrective and Preventive Action (CAPA) program, which confirms the procedures for a product safety event.

The program provides a formalized method for:

- Analyzing processes, work instructions, concessions, quality audit reports, quality records, service records, complaints, returned product, and other sources of quality data to identify existing and potential causes of nonconforming product or other quality issues
- Investigating the cause of nonconformities or other quality issues relating to product, processes, and the quality system
- Identifying the action(s) needed to correct and prevent recurrence of nonconforming product and other quality issues
- Verifying or validating the corrective and preventive action to ensure it is effective and does not adversely affect the finished device
- Implementing and recording changes in methods and procedures needed to correct and prevent identified quality issues
- Ensuring that information related to quality issues or nonconforming product is disseminated to those directly responsible for assuring the quality of such product or the prevention of such issues
- Submitting relevant information about identified quality issues as well as corrective and preventive actions for management review

The program is overseen by the Quality Review Board, composed of management representatives from quality, operations and regulatory affairs. The Quality Review Board:

- Reviews and accepts or rejects CAPA requests
- Documents the rationale for CAPA rejection
- Appoints CAPA owners
- Approves CAPA plans, establishes the hazard and priority level of the identified problem, monitors the progress of open CAPAs, and approves closure when effectiveness checks have been successfully completed

All Exact Sciences employees, including part-time and temporary employees, are authorized to initiate CAPA requests. All potential adverse events are reviewed for reporting to the FDA under the Medical Device Reporting (MDR) regulation and to competent authorities outside the U.S. in accordance with the respective reporting requirements. MDRs are publicly searchable (with certain exceptions, as confirmed on the MAUDE website) via the FDA Manufacturer and User Facility Device Experience (MAUDE) database.



There have been no adverse events that would require Exact Sciences to submit an MDR since the beginning of 2022.

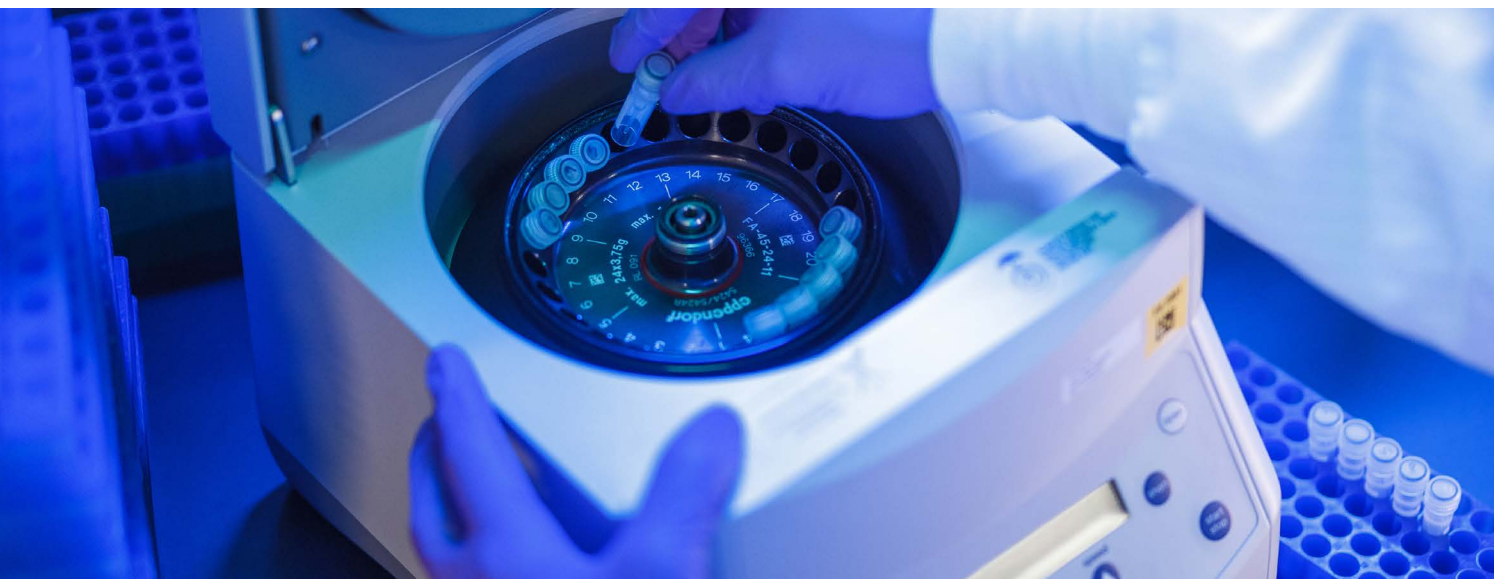
ACCESS TO HEALTH CARE

We relentlessly pursue smarter solutions providing the clarity to take life-changing action earlier, and our goal is to make our tests easily accessible to patients and health care professionals.

Our approach

We go above and beyond to make it easy and affordable to complete our tests. Our pursuit of smarter solutions — providing the clarity to take life-changing action earlier — is fueled by the success of Cologuard and Oncotype DX, our two leading product brands.





ACCESS TO TESTS

We ensure our testing is available, accessible and affordable for patients. Exact Sciences' laboratory providers are in-network with many health plans, including UnitedHealthcare, Elevance (formerly Anthem), Humana, Aetna and Cigna. Regardless of network status, Exact Sciences has tools to help assist patients in gaining access to our services.

Cologuard is covered by Medicare and most health plans and state Medicaid programs. Today, more than 95% of all Cologuard patients pay nothing out of pocket for their screening test. To achieve this, we pursue a variety of strategies to maximize insurance coverage, including demonstrating the case for Cologuard as the most cost-effective option to screen patients for colorectal cancer. Eligible patients who are actively enrolled in any state Medicaid program can access Cologuard testing without cost (unless their coverage requires a small co-pay). We also have a patient support team providing informational resources to patients who have questions about Cologuard, including insurance coverage inquiries and the availability of financial assistance. More information can be found [here](#).

Our Precision Oncology portfolio of tests, including Oncotype DX and OncoExTra, are covered by Medicare and many health plans, and available to patients enrolled in a Medicaid program. For eligible patients receiving these tests, we offer financial and other assistance under our Genomic Access Program (GAP), which helps patients navigate and understand the insurance and billing process. The GAP assists with obtaining prior authorizations, billing insurance, appealing denied claims, and providing flexible payment options when necessary. More information can be found [here](#).

HEALTH EQUITY INITIATIVES

New guidance for colonoscopies following a positive Cologuard result

Further implementation of Affordable Care Act (ACA) guidelines and revised regulations adopted by the Centers for Medicare and Medicaid Services (CMS) during 2022 made it clear that a colonoscopy following a positive non-invasive, stool-based colorectal cancer screening test should be considered part of the screening process. These policy changes require Medicare and most commercial insurers to cover colonoscopy after a positive Cologuard test without cost to the patient (under most insurance plans). Cancer advocacy organizations led the effort to eliminate out-of-pocket cost barriers to screening. Together, the American Gastroenterological Association, the American Cancer Society Cancer Action Network, and Fight Colorectal Cancer formed a coalition of advocacy groups and industry partners, including Exact Sciences, to improve these policies for patients. For most patients, these financial protections took effect starting January 1, 2023, helping remove financial barriers and make colorectal cancer screening more accessible.

Providing grants to remove screening barriers faced by medically underserved populations

During 2022, we provided \$2 million in grants to the American Gastroenterological Association, the Colorectal Cancer Alliance, the American College of Preventive Medicine, the Prevent Cancer Foundation, and many others to support innovative programming with the purpose of removing barriers to colorectal cancer screening for medically underserved populations. We also donated more than \$2 million worth of Cologuard kits to the Colorectal Cancer Alliance, the Kentucky Department for Health and Family Services, and others to support pilot programs aimed at increasing colorectal cancer screening in underserved communities.

Expanding access through policy change

We are the founding supporter of Fight Colorectal Cancer's Catalyst program, an effort which aims to remove barriers to screening through policy change. We joined FightCRC in the launch of a new CEO Industry-Advocacy Roundtable that aims to expand Centers for Disease Control and Prevention (CDC) colorectal cancer screening programs and ensure that uninsured colorectal cancer patients have a pathway to treatment.

Addressing equitable access to screening

We implemented a policy for eligible Medicaid patients to ensure these patients had access to no-cost Cologuard screening, regardless of whether their state program or plan covered the test.

Closing the screening gap with program orders

We worked with Oschner Health in Louisiana to identify people in their system who were not up to date with colorectal cancer screening recommendations. Together, we screened nearly 5,000 people for colorectal cancer. More than 3,700 individuals, or nearly 80%, had never been screened for colorectal cancer before. We have many programs like this one to help more people get screened, targeting those who have been resistant to screening in the past.

A FOCUS ON HEALTH EQUITY

Black Americans are at the highest risk of developing colorectal cancer and have the highest mortality rate, followed by Hispanic Americans with the second-highest death rate.

In 2022, we launched the Funding Opportunities for CRC Screening Uptake Strategies (FOCUS) program to support community initiatives dedicated to increasing access to colorectal cancer screening and affordable follow-up colonoscopies after positive screening tests. Eligible applicants include community organizations, health care clinics, Federally Qualified Health Centers, to colorectal cancer advocacy groups with a 501(c)(3) designation.

Awardees utilize the funds to implement evidence-based and informed intervention strategies proven to increase colorectal cancer screening rates. These strategies include supporting the screening recovery after COVID-19, improving clinic practices to assist patients with the screening process, working with pharmacists to increase access to screening options, and enhancing patient navigation efforts.

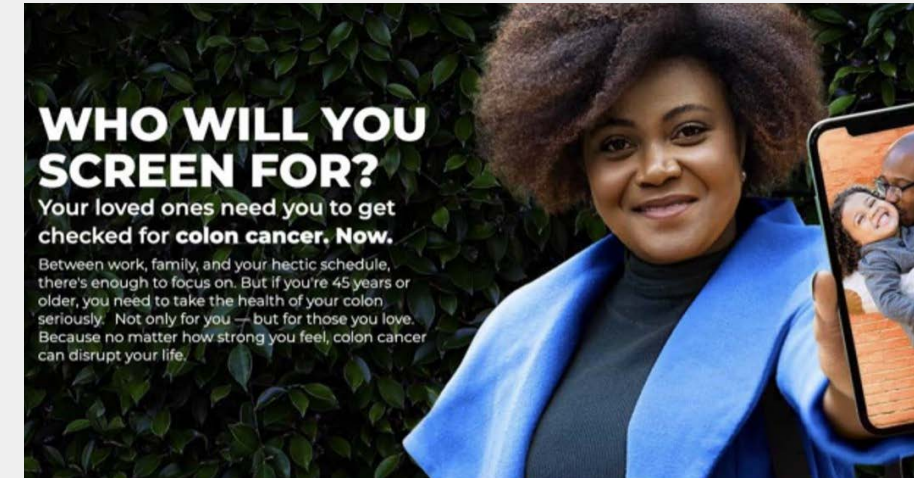
Source: Jemal et. al, J Clin Oncol. (2015), American Cancer Society. Colorectal Cancer Facts & Figures (2022)

EDUCATING MORE PEOPLE ABOUT THE POWER OF EARLIER DETECTION

Achieving health equity in access to cancer care is critical to improve outcomes for individuals and the public health of our communities. Cancer disproportionately impacts vulnerable and underserved communities. Exact Sciences is committed to understanding and eliminating the barriers that prohibit fair and equitable cancer outcomes.

Increasing awareness and education within these communities is one of the key pillars of our access and health equity strategies. Our “Screening Has Meaning” campaign continues to help improve awareness of the importance of colorectal cancer screening for Black and Hispanic populations. We partner with trusted community groups to provide education and awareness about the importance of screening, as well as access to testing. To ensure access, we provide educational materials in English and Spanish.

As a global leader in cancer diagnostics, we recognize the role we must play in advancing all aspects of health equity, and we are dedicated to serving all patients — from hereditary risk and prevention to screening for, detecting, and treating cancer. Our goal is to ensure that all patients have a fair and equal opportunity to be healthy and cancer free.





ENVIRONMENTAL STEWARDSHIP

Our approach

We are committed to operating in a manner that respects and protects human health and the environment. We recognize the science supporting the need to address climate change and understand all companies must play a greater role in creating a better, more sustainable planet. Our Environmental Policy is embedded in our [Code of Business Conduct and Ethics](#) and applies to all our global locations.

Our Environmental Management System

We have dedicated environmental resources that work closely with all business units and functions to establish and implement environmental programs and policies. We require all operations to maintain compliance with national, regional, and local regulations relating to the environment, such as those affecting air emissions, water purity, and waste disposal.

To decrease our impact on the environment, we have made investments in energy efficiency, recycling, and water conservation programs. Many of these investments and associated improvements have been recognized externally as best-in-class achievements.



GREENHOUSE GAS EMISSIONS

Our approach

We are committed to measuring and managing our carbon footprint to reduce our operational impact on the environment. Our goal is to operate and produce our products in a sustainable manner. We have and will continue to upgrade our infrastructure and processes to make them more sustainable.

Our greenhouse gas (GHG) emissions reporting is aligned with the GHG Protocol Corporate Standard on an operation control basis to provide consistency and transparency, and includes Scope 1, Scope 2, and Scope 3 (new in 2022).

GHG emissions (metric tons CO ₂ e)	2021	2022
Scope 1	12,031	12,244
Stationary sources	3,319	4,082
Mobile sources	8,712 ¹	7,951
Refrigeration and AC	NR	210
Scope 2 - purchased electricity	13,221	13,896
Scope 3	NR	21,589
Business travel	-	16,011
Waste	-	1,456
Transportation & distribution	-	4,123
Total Scope 1 & 2 GHG emissions	25,251	26,140

Note: 2021 Q1 mobile source emissions were estimated based on Q2-Q4 actuals due to pandemic related travel limitations. Scope 1 and 2 emissions were calculated using EPA SGEC V7 tool and include metered sources for owned property and operating leases with 100% control in the U.S., U.K., and Germany. Scope 3 emissions provided by related suppliers with verified methodologies. NR - not reported in 2021

WATER MANAGEMENT

Our approach

We acknowledge the growing and complex water challenges faced around the world and the potential impact of water scarcity on communities. Our operational water use is relatively low, and we strive to make mindful decisions surrounding our usage. We recognize the critical importance of water and its essential role in sustaining both environmental and societal systems.

During 2022, our water consumption increased due to several factors, including higher demand for our innovative cancer tests, an increase in team members working on-site, and the opening of our new research and development center in San Diego. We are actively exploring ways to improve efficiency in our operations. To date, we have focused on water reduction and recycling opportunities including:

- Low flow fixtures
- Leak detection systems
- Water reclamation, including gray water
- Rainwater capture

Water (gals)	2021	2022
Total water usage	14,744,349	19,119,796

Note: 23% of total water usage is estimated based on square footage and space type for unmetered locations. 2021 usage was recalculated in 2022 based on updated information from our utility provider

ENERGY MANAGEMENT

Our approach

We continually take steps to reduce our overall energy consumption to reduce costs, increase productivity, and reduce GHG Emissions. We periodically audit our energy usage and related systems to identify opportunities for improvement.

To date, we have focused on energy efficiency opportunities including:

- Automation control system optimizations
- High efficiency motors, chillers, boilers, and other mechanical equipment
- Primary/secondary pumping systems
- Heat recovery systems
- Variable speed drives and pumping
- Geothermal heating and cooling
- LED lighting
- Intelligent lighting system controls
- LEED certification programs

Energy	2021	2022
Total electricity consumed (kWh)	22,589,724	22,457,850
Total gas consumed (therms)	624,860	762,967
Total energy usage (MMBTU)	139,562	152,923
Total electrical renewable energy	22.3%	22.6%
Total renewable energy	12.3%	11.3%

Note: Total electricity and gas consumed include metered sources for owned property and operating leases with 100% control

HIGHLIGHT



ENERGY EFFICIENCY IMPROVEMENT PROJECT

In 2022, our facilities engineering team reprogrammed our rooftop chillers to increase the efficiency of our heating, ventilating and air-conditioning equipment. Our engineers experimented to identify the lowest energy method of operations. We now run multiple chillers at an efficient low-load state instead of running the fewest number of chillers at high-load. The new approach reduced our annual electricity usage by 126,000 kWh and provided \$18,000 per year in energy cost savings — a 20% improvement for our cooling system.

WASTE MANAGEMENT

Our approach

To ensure proper categorization, disposal, and recycling of waste streams, we have implemented waste disposal guidelines and training. We established consolidated waste reporting in 2022, and plan to use 2022 as our baseline year for ongoing progress measurement.

To date, we have focused on waste management, reduction, and recycling opportunities including:

- Recycling over 94% of the plastic waste associated with our Cologuard sample collection and testing processes, equating to more than 2.5 million pounds of plastic waste diverted from landfill in 2022
- Recycling lab wastes including cardboard, styrofoam, gloves, and masks
- Switching to reusable and/or compostable dishware
- Installing biodigesters for aerobic digestion in our large kitchen facilities

Waste (U.S. tons)	General	Hazardous	Medical	Electronic	Total Waste
Landfill	2,067	10	27	-	2,104
Incinerated	-	1	12	-	13
Recycled	1,741	63	-	2	1,806
Total	3,808	74	39	2	3,922
% Recycled	46%	86%	0%	100%	46%



2022 Chelsea Santucci Greenovation Award

We received the Chelsea Santucci Greenovation Award from Kimberly-Clark Professional for efforts taken to reduce the company's environmental impact in 2021 and 2022. In 2022, we diverted approximately 11,199 pounds of waste from landfills, finishing 12th in North America and 1st in Wisconsin for pounds diverted.

The RightCycle™ Program

We were recognized for participating in The RightCycle Program, the first large-scale recycling program for non-hazardous lab, cleanroom, and industrial Personal Protective Equipment (PPE). The program is designed to help pharmaceutical companies, research laboratories, and manufacturing facilities reduce their solid waste streams by helping them recycle nontraditional waste, such as apparel items, gloves, shoes, covers, masks, and safety eyewear.

APPENDIX

EXACT SCIENCES 2022 SUSTAINABILITY ACCOUNTING STANDARDS

The following tables provide data and information for Exact Sciences utilizing the Sustainable Accounting Standards Board (SASB) Health Care Delivery standard, which we believe best represents the nature of Exact Sciences' operations. We also include indicators from the Biotechnology and Pharmaceuticals standard. The data represents full-year 2022 performance.

Category	Code	Accounting Metric	Information
Energy Management	HC-DY-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 22,457,850 kWh of electricity, 762,967 therms of natural gas (2) 77.4% (3) 22.6%
	HC-DY-150a.1	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	39 U.S. tons of medical waste (a) 31% (b) 0% (c) 69% For more information, see: <i>Waste Management</i>
Waste Management	HC-DY-150a.2	Total amount of (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	(1) 74 U.S. tons of hazardous waste (a) 1% (b) 86% (c) 13% (2) 3,808 U.S. tons of nonhazardous waste (a) 0% (b) 46% (c) 54% For more information, see: <i>Waste Management</i>
Patient Privacy & Electronic Health Records	HC-DY-230a.1	Percentage of patient records that are Electronic Health Records (EHR) that meet "meaningful use" requirements	Not reported For more information, see: <i>Cybersecurity and Data Protection</i>
	HC-DY-230a.2	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	We have technical, administrative, and physical safeguards in place to help protect against unauthorized access to, use, or disclosure of patient and employee information and data we collect and store For details, see: <i>Cybersecurity and Data Protection Risk</i>

Category	Code	Accounting Metric	Information
Patient Privacy & Electronic Health Records	HC-DY-230a.3	(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	Not reported For more information, see: <i>Cybersecurity and Data Protection Risk</i>
	HC-DY-230a.4	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	Material legal, regulatory, and monetary issues are disclosed in our annual 10-K and quarterly 10-Qs
Access for Low-Income Patients	HC-DY-240a.1	Discussion of strategy to manage the mix of patient insurance status	Exact Sciences takes every viable step to make testing available, accessible, and affordable and we offer financial assistance programs for eligible patients with financial hardship For details, see: <i>Access to Tests</i>
	HC-DY-240a.2	Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	Not applicable – Exact Sciences provides laboratory testing services
Quality of Care & Patient Satisfaction	HC-DY-250a.1	Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.2	Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	Not reported
	HC-DY-250a.3	Hospital-Acquired Condition (HAC) Score per Hospital	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.4	Excess readmission ratio per hospital	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.5	Magnitude of readmissions payment adjustment as part of the Hospital Readmissions Reduction Program (HRRP)	Not applicable – Exact Sciences provides laboratory testing services
Management of Controlled Substances	HC-DY-260a.1	Description of policies and practices to manage the number of prescriptions issued for controlled substances	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-260a.2	Percentage of controlled substance prescriptions written for which a prescription drug monitoring program (PDMP) database was queried	Not applicable – Exact Sciences provides laboratory testing services
Pricing & Billing Transparency	HC-DY-270a.1	Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	Not applicable – Exact Sciences provides laboratory testing services For details, see: <i>Access to Health Care</i>

Category	Code	Accounting Metric	Information
Pricing & Billing Transparency	HC-DY-270a.2	Discussion of how pricing information for services is made publicly available	We have a Patient Support Team providing informational resources to patients who have questions about our products and services, including insurance coverage For details, see: <i>Access to Tests</i>
	HC-DY-270a.3	Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	Not reported
Employee Health & Safety	HC-DY-320a.1	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) Rate	(1) 0.41 per 200,000 hours worked (2) 0.25
Employee Recruitment, Development & Retention	HC-DY-330a.1	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	(a) Not applicable – Exact Sciences does not employ physicians (b) Not applicable – Exact Sciences does not employ health care practitioners (c) Voluntary: 14.8%, involuntary: 11.8%
	HC-DY-330a.2 HC-BP-330a.1	Description of talent recruitment and retention efforts for health care practitioners	We are committed to providing safe and healthy work environments for our employees, where equal opportunity and diversity in thought, experience, perspective, and background are commonplace. Note, we do not employ health care practitioners For details, see: <i>Human Capital</i>
Climate Change Impacts on Human Health & Infrastructure	HC-DY-450a.1	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	For details, see: <i>TCFD Disclosure</i>
	HC-DY-450a.2	Percentage of health care facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	Not applicable – Exact Sciences provides laboratory testing services
Fraud & Unnecessary Procedures	HC-DY-510a.1	Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	Material legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs

Category	Code	Accounting Metric	Information
Ethics	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Employees involved in sales and marketing receive regular compliance training on the laws, regulations, and codes that govern interactions with physicians and other customers, on the promotion of our products, and on our Code of Business Conduct and Ethics. For details, see <i>Governance and Business Ethics</i>
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	See our Code of Conduct on Interactions with Health Care Professionals
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	We design and conduct all clinical studies in accordance with the general principles set forth in the International Ethical Guidelines for Biomedical Research Involving Human Subjects (by the Council for International Organizations for Medical Sciences), USFDA Title 21 CFR §11, 50, 54, 56, 812, & 814, the Declaration of Helsinki (World Medical Association), and ICH GCP E6. For details, see: <i>Clinical Research Programs & Standards</i>
Activity Metrics	HC-DY-000.A	Number of (1) facilities and (2) beds, by type	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-000.B	Number of (1) inpatient admissions and (2) outpatient visits	Not applicable – Exact Sciences provides laboratory testing services
	HC-BP-000.A	Number of patients treated	As of 2022, we screened more than 10 million patients with Cologuard and tested nearly 1.7 million patients with Oncotype. We also completed more than 4.5 million COVID-19 tests. For details, see: <i>Taking Care of the People We Serve</i>
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Not applicable – Exact Sciences provides laboratory testing services (1) See Our Tests on our website to learn more (2) See Our Pipeline & Data on our website to learn more

EXACT SCIENCES 2022 TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

We strive to provide transparency on our climate change risk management. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders, which we have used to guide our reporting.

Governance

a) Board oversight

Our Board of Directors provides oversight of sustainability, including climate change-related issues, and receives updates on associated policies and risks at least annually. Specific oversight of environmental issues is the responsibility of the Corporate Governance and Nominating Committee, which reviews the company's principles, programs, and practices on sustainability topics, including those related to climate change.

Our senior managers and executives brief the full Board annually regarding the results of our annual enterprise risk assessment, including risks related to climate change, and annually reviews our business continuity planning, which is affected by climate change-related issues, with the Audit Committee. Our senior managers and executives will also brief the Board and its committees, as needed, throughout the year on issues directly and indirectly related to climate change.

b) Management role

Our CEO and other leaders have executive oversight of our approach to environmental matters, including climate and energy. The executive team regularly discusses product development and innovation, including the environmental impacts of current and future products.

We have dedicated environmental resources that work closely with all business units and functions to establish and implement environmental programs and policies. We require all operations to maintain compliance with national, regional, and local regulations relating to the environment, such as those affecting air emissions. To decrease our impact on the environment, we have made investments in energy efficiency, including the use of renewables, among other actions. Our environmental policy is embedded in our Code of Business Conduct and Ethics and applies to all global locations.

Strategy

a) Climate-related risks

While we believe that climate change-related issues pose minimal material risk to our business, we have identified climate-related risks that may affect us over the short, medium, and longer term. These include:

- Physical risks: extreme weather, including the possibility of flooding or other weather-related damage, may impact our operations and the ability of our employees to reach our physical locations. This same weather may also impact patients, medical practices, and other providers (who are our customers).
- Regulatory risks: although we are not a significant user of energy or emitter of greenhouse gases, regulations to limit climate change may lead to increases in certain operating and commodity costs.

b) Impact on strategy

Our leadership team is committed to considering the potential risks and opportunities climate change may pose to our business. Exact Sciences regularly evaluates ways to reduce the resource needs of our operations, and the direct and indirect environmental impacts of the supply, manufacturing, use, and disposal of our products.

We recognize that all companies must play a role in creating a better, more sustainable planet. We are committed to operating our businesses and facilities and producing our products in a manner that respects and protects human health and the environment.

c) Climate resilience

Our senior managers and executives monitor changing regulatory requirements and other impacts to our business. Our goal is to operate and produce our products in a sustainable manner which minimizes our impact on the environment. Our energy management approach has focused on efficiency opportunities such as automated control system optimization, high-efficiency equipment, and heat recovery systems. This allows us to operate efficiently while reducing our energy usage.

Risk Management

Our executive leadership team and Board of Directors are focused on effectively managing our strategic and business risks, including climate change-related risks. The process to identify, manage, and integrate climate risk is embedded in our standard risk management approach. We identify, monitor, assess, and communicate these risks to help inform our operating and investment decisions. Our Board of Directors administers its risk oversight function directly and through various board committees, regularly discussing the company's major risk exposures and risk management activities, including precautionary plans for disaster protection.

Metrics

a) Metrics

We voluntarily reported our GHG emissions for Scope 1 and 2 for the first time in 2022, which set 2021 as our baseline year for measurement. This year, we added the emissions from refrigeration and AC to our Scope 1 emissions and reported our Scope 3 emissions for the first time. Our reporting is aligned with the GHG Protocol Corporate Standard on an operation control basis to provide consistency and transparency.

b) Scope 1, 2, and 3 GHG emissions*

Scope 1 emissions (2022):

- Stationary Combustion – 4,082 mt CO₂e
- Mobile Sources – 7,951 mt CO₂e
- Refrigeration and AC – 210 mt CO₂e

Scope 2 emissions (2022):

- Purchased electricity – 13,896mt CO₂e

Scope 3 emissions (2022):

- Business Travel – 16,011 mt CO₂e
- Waste – 1,456 mt CO₂e
- Transportation & Distribution – 4,123 mt CO₂e

*Scope 1 and 2 GHG emissions calculated using EPA SGEV V7 tool and include metered sources for owned property and operating leases with 100% control in the U.S., U.K., and Germany. Scope 3 emissions provided by related suppliers with verified methodologies.

c) Targets

Exact Sciences is evaluating setting a carbon reduction goal as it expands its tracking of overall emissions.

Cologuard is a registered trademark of Exact Sciences Corporation in the U.S. and other countries. Oncotype, Oncotype DX, Oncotype DX Breast Recurrence Score, and OncoExTra are trademarks of Genomic Health, Inc. in the U.S. and other countries.

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