

RESPONSIBLE BUSINESS REPORT

20
24

EXACT
SCIENCES

Together,
**we're shaping the
future of cancer
detection and
treatment.**

MARTIN
Molecular
Residual Disease





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REPORTING OUR PROGRESS

Our 2024 Responsible Business Report highlights initiatives that support responsible business operations, including governance and oversight. Unless otherwise specifically stated, this report covers Exact Sciences' global operations and performance in the fiscal year ending December 31, 2024.

The content has been informed by leading sustainability reporting frameworks such as the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). All data included in this report has been reviewed by our internal accounting team but has not been externally verified.



I. INTRODUCTION



LETTER FROM OUR CHAIRMAN & CEO

At Exact Sciences, we are driven by a singular purpose: to help eradicate cancer by preventing it, detecting it earlier, and guiding personalized treatment. Our portfolio of innovative tests empowers patients, health care professionals, and health systems with reliable, life-changing insights. We are there for every stage of cancer care, ensuring that patients and their health care providers get the answers they need when it matters most.

In 2024, we tested over 4.6 million patients for cancer and rare diseases – a milestone made possible by our world-class team. We also made meaningful strides forward in each of our key pipeline programs and next generation screening tests, including Cologuard Plus™, Oncodetect™, and Cancerguard™. This will power years of growth and profitability and deepen our leadership in diagnostics, and help eradicate cancer by preventing it, detecting it earlier, and guiding personalized treatment.

Our work extends beyond cancer testing—it makes a lasting impact on people, communities, and the planet. Thanks to the dedication of our colleagues, Exact Sciences has earned recognition as a Great Place to Work® for six consecutive years.

We take our duty to operate responsibly seriously, embedding sustainable and ethical practices into everything we do. Our commitment to responsible business is anchored in six priorities:

- **Access to health care** – We seek to expand the reach of our tests globally and ensure access for eligible patients by working with health care partners and developing initiatives like our Patient Assistance Program, which helped over 42,400 patients receive assistance in 2024.
- **Human capital** – We foster a collaborative, purpose-driven culture and continue to invest in our talent programs by enhancing our leadership training and development offerings.
- **Business ethics** – We act with integrity, transparency, and accountability in everything we do. Our policies are designed to guide our colleagues, suppliers, and partners in doing what is right for both our business and the communities we serve.

- **Product quality** – Through our rigorous Quality Management System (QMS) controls and corresponding employee training, we ensure the highest standards of reliability in our tests so that patients and health care providers trust our results.
- **Environmental stewardship** – We continue to reduce our environmental impact by adopting sustainable practices and have been working to implement an environmental management system in 2025 to further enhance the resiliency of our operations.
- **Community engagement** – We support and strengthen the communities where we live and work through our robust employee volunteering and donation programs.

This report details our progress in these areas, but our work is never done. We actively engage with teammates and stakeholders to find new ways to enhance our impact.

The road ahead is full of opportunities to continue building a healthier, more sustainable world. I am deeply grateful to all Exact Sciences teammates for their unwavering commitment to our purpose, and to our stakeholders for their trust and partnership. I am excited about what we will accomplish together.

Together, we will lead with purpose, innovate with integrity, and make a lasting difference.

Thank you for your continued support.

KEVIN CONROY
Chairman & CEO

ABOUT EXACT SCIENCES

Exact Sciences is a leading provider of cancer screening and diagnostic tests, empowering patients and health care professionals to take life-changing action sooner.

With a comprehensive portfolio focused on early detection and treatment guidance, we deliver smarter, more informed answers to help improve patient outcomes globally.

Our purpose

We exist to help eradicate cancer by preventing it, detecting it earlier, and guiding personalized treatment.

Our mission

We will help reduce cancer mortality by 30%, be ranked as a top place to work, and become a Fortune 100 company.

Our 2024 priorities

- Magnify our impact
- Bring our portfolio to life
- Focus on our people and customers





BY THE NUMBERS

Our workplace

7,000+

GLOBAL EMPLOYEES
dedicated to defeating cancer



25
cities



42
locations



6

CONSECUTIVE
YEARS

certified as a Great
Place To Work®

Our impact



4.6M+

test results
delivered



120

countries where
we support
patients



430K+

global network
of ordering
providers



14K+

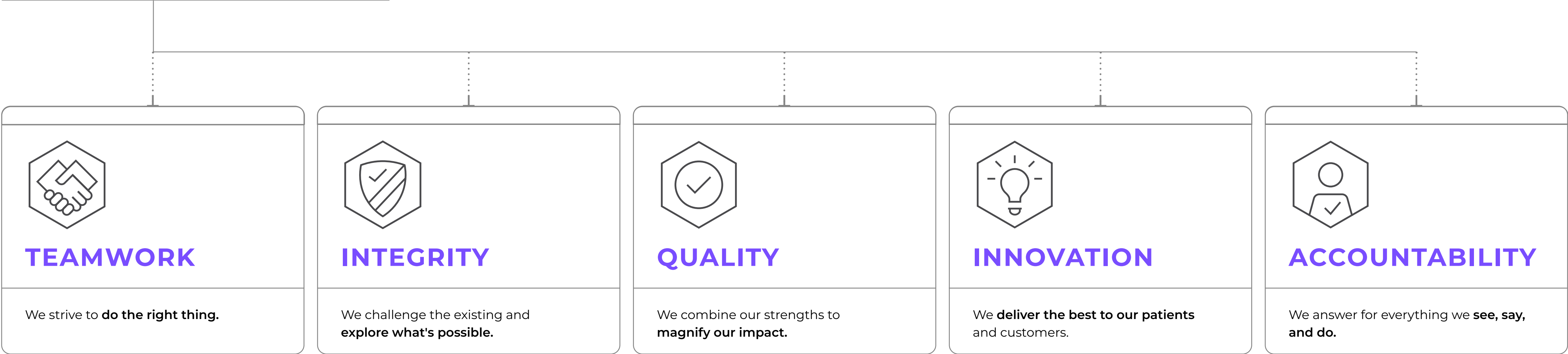
hours of
volunteer service



46%

of total waste
recycled

OUR CORE VALUES



RESPONSIBLE BUSINESS HIGHLIGHTS

We are working to solve the biggest problems in cancer care. With our advanced research and development expertise, we will help bring the next wave of life-changing tests to patients.

KEY PIPELINE PROGRAM PROGRESS IN 2024

Colorectal cancer (CRC) screening

- Announcing the publication of Cologuard Plus™ test results from the pivotal BLUE-C study in *The New England Journal of Medicine*
- Presenting performance data for our blood-based CRC screening test at the European Society for Medical Oncology Congress

Molecular residual disease (MRD)

Advancing the development of Oncodetect®, our MRD test, by working to enhance it through novel technology and a robust evidence generation program

Multi-cancer early detection (MCED)

Sharing new evidence from the ASCEND-2 study supporting Cancerguard™, our blood-based multi-cancer early detection test, at the European Society for Medical Oncology Congress

2024 FINANCIAL PERFORMANCE

\$2.76B

total revenue
11% core growth
year-over-year (Y/Y)

70%+

gross margins

\$323M

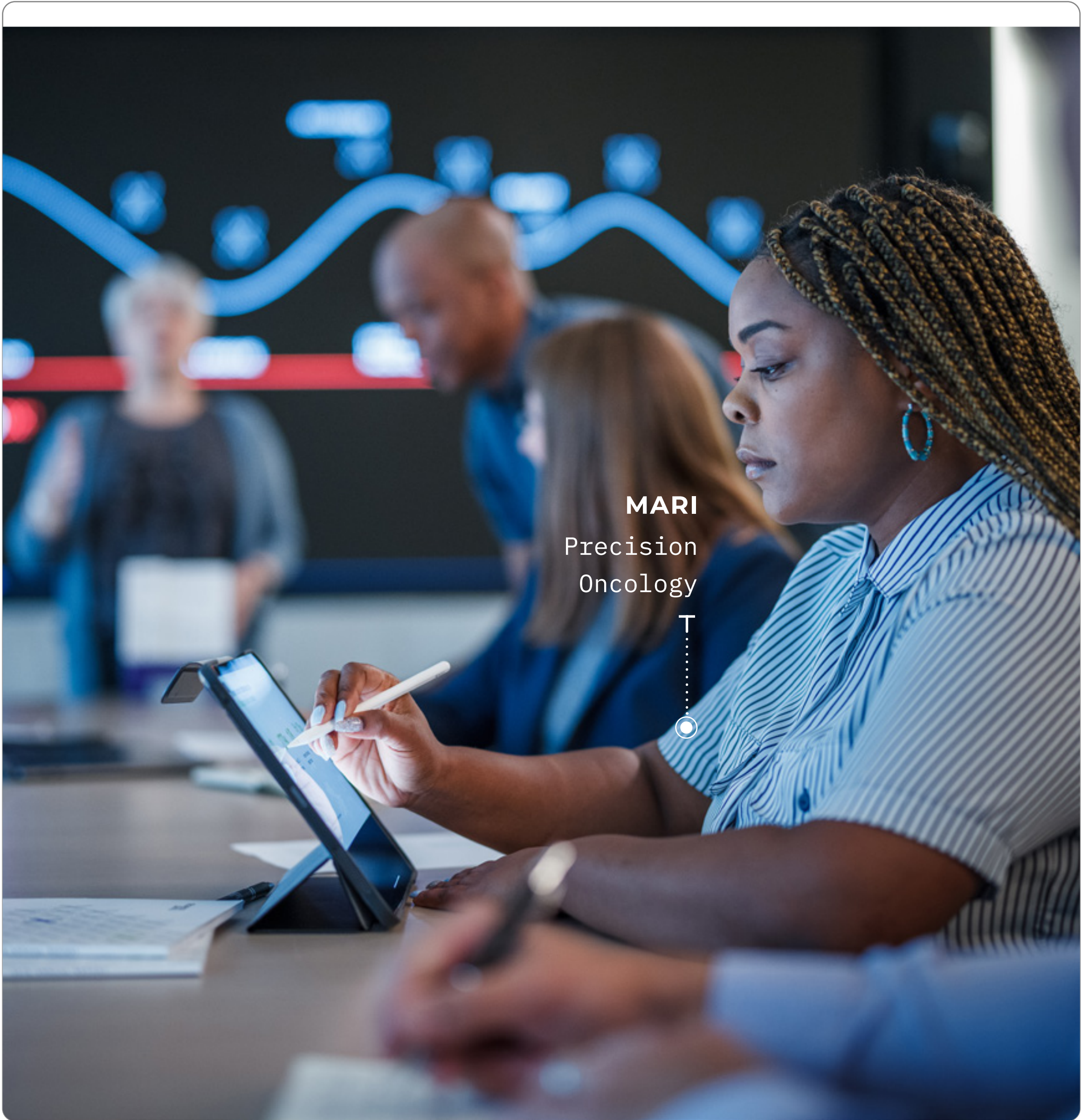
adj. EBITDA

\$655M

Precision Oncology
revenue

\$2.1B

Screening
revenue



2024 MILESTONES AND ANNIVERSARIES

In 2024, we celebrated three major anniversaries while making meaningful progress in our pipeline programs. With groundbreaking science, strong partnerships, and a deep sense of purpose, we're reimagining what's possible for patients and their families

FEBRUARY

Launch of the
Riskguard® test

With our hereditary cancer test, we aim to help patients take control of their health with genetic risk assessment for multiple cancer types.

riskguard®

MARCH

BLUE-C clinical trial
data publication

The landmark study results, published in *The New England Journal of Medicine*, reinforce the clinical performance of the Cologuard Plus™ test.

BLUE-C
clinical trial

JULY

MCED test
IDE approval

An investigational device exemption (IDE) from the FDA enables the use of our multi-cancer early detection (MCED) test in development in a real-world evidence study.

MCED

cancerguard™ ex

"The Cancerguard™ Ex test is currently in development"

JUNE

PreventionGenetics
20-year anniversary

This month marked two decades of PGnome® and PGxome® being leaders in genomic testing, helping providers diagnose genetic conditions with clarity.

20 YEARS
PREVENTION
GENETICS

APRIL

Oncotype DX Breast
Recurrence Score®
20-year anniversary

We commemorated 20 years of helping breast cancer patients make informed treatment decisions by evaluating chemotherapy benefit and recurrence risk.

oncotype dx®
Breast Recurrence Score

AUGUST

Falcon Registry
study launch

This real-world evidence study will collect critical data for evaluating the future impacts of MCED testing.

FALCON
Registry



ColoGuard 10-year
anniversary

We celebrated a decade of innovation in colorectal cancer (CRC) screening and the test that's helped millions take proactive steps in early detection.



OCTOBER

FDA approval of
Cologuard Plus

Our next-generation CRC screening test offers patients even more accurate detection.

cologuard plus™

EXACT
SCIENCES

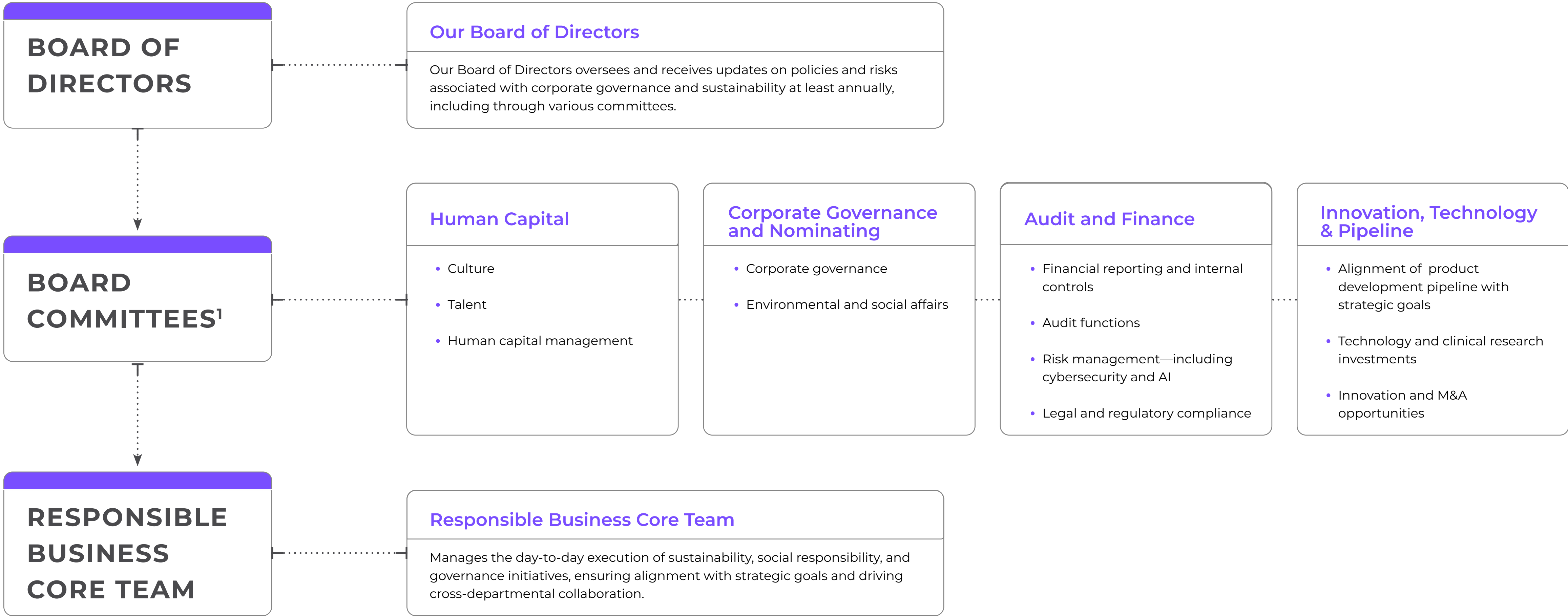
From risk to remission,

**We deliver full-spectrum
cancer screening and tests
designed to impact lives.**

LIZ
Histology



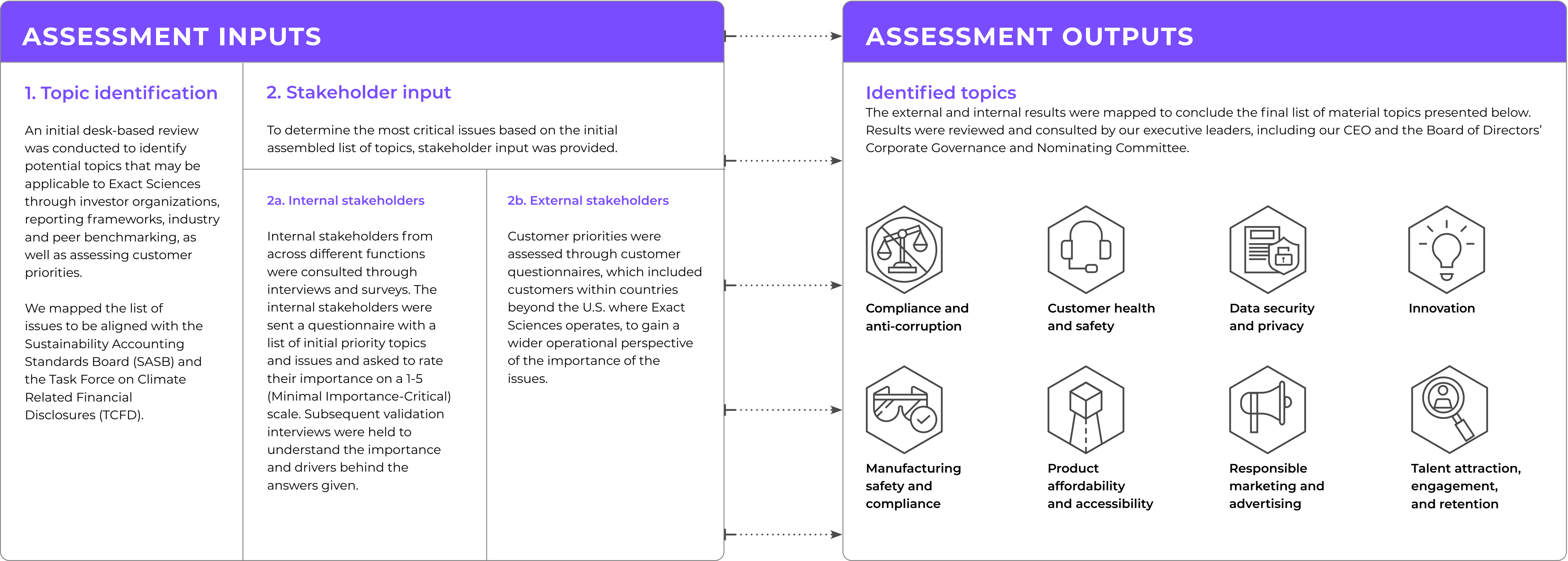
RESPONSIBLE BUSINESS OVERSIGHT



1. Bullets listed in the 'Board Committees' section are the specific topics overseen by each relevant committee

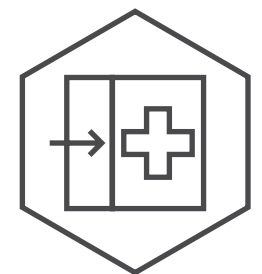
MATERIALITY ASSESSMENT

In 2023, Exact Sciences conducted a formal materiality assessment to determine which non-financial issues are most important to key stakeholders. The results informed our business impact strategy and align it more closely with our business and stakeholder priorities. The priority topics that were identified inform our programs, related initiatives, and reporting, allowing us to continually enhance our disclosures and respond to the stakeholder expectations.



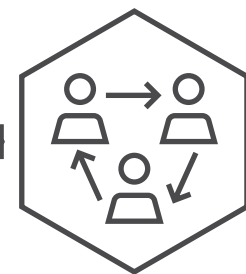
SUSTAINABILITY FOCUS AREAS

Our sustainability focus areas guide our responsible business strategy and are informed by our materiality assessment and strategic priorities to ensure our programs and initiatives are aligned with our business mission and drive shareholder value.



Access to health care

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



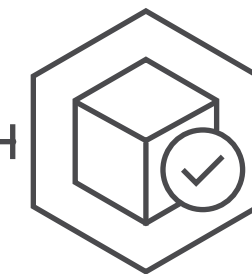
Human capital

We are dedicated to fostering a safe, healthy, and collaborative work environment where everyone feels valued and empowered.



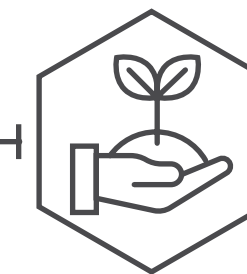
Business ethics

We expect every board member, 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.



Environmental stewardship

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



Community engagement

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

01

INNOVATIVE HEALTH CARE

JAN

Oncotype DX® Patient

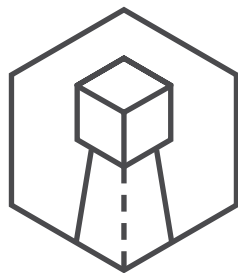


Changing lives one test at a time.

INNOVATIVE HEALTH CARE

Our patient-centered approach

By 2050, the number of cancer cases is predicted to increase to 35 million based solely on projected population growth.¹ We're developing tests that help patients and health care professionals detect cancer earlier and make informed treatment decisions. Through advocacy partnerships and a focus on inclusive care, we ensure every patient—regardless of background—has the opportunity to take action for their health.



Our teams work to break down barriers to care and improve test access and affordability.

1. Global Cancer Facts & Figures, 5th edition. Atlanta: American Cancer Society, Inc. 2024.

OUR INNOVATIVE PRODUCTS

Backed by decades of rigorous research and clinical validation, the Cologuard® and Oncotype DX Breast Recurrence Score® tests are trusted tools that help health care professionals detect cancer earlier and guide treatment decisions with greater confidence.

COLORECTAL CANCER (CRC)

The third-most commonly diagnosed cancer and the second leading cause of cancer death in the United States.^{1,2}

COLOGUARD

A convenient, noninvasive screening test that helps detect CRC even in early stages when it's more treatable.^{3,4,5*}



BREAST CANCER

The most commonly diagnosed cancer and the second-leading cause of cancer death in women worldwide.⁶

ONCOTYPE DX BREAST RECURRENCE SCORE TEST

A genomic test for early-stage breast cancer that helps determine individual chemotherapy benefit and recurrence risk, facilitating personalized care.



* Based on 5-year relative survival

1. Siegel RL Miller KD, Wagle NS, Jemal A. Cancer statistics, 2023. *CA Cancer J Clin*. 2023;73(1):17-48.

2. American Cancer Society. Cancer Facts & Figures 2025. Atlanta: American Cancer Society; 2025.

3. Imperiale TF, Ransohoff DF, Itzkowitz SH, et al. Multitarget stool DNA testing for colorectal-cancer screening. *N Engl J Med*. 2014;370(14):1287-1297.

4. Cologuard Physician Brochure. Exact Sciences Corporation. Madison, WI.

5. American Cancer Society. Survival rates for colorectal cancer. Accessed <https://www.cancer.org/cancer/types/colon-rectal-cancer/detection-diagnosis-staging/survival-rates.html>.

6. American Cancer Society. Global Cancer Facts & Figures. 5th ed. Atlanta, GA: American Cancer Society; 2024.



LIL CG
Official
Cologuard
mascot

IMPROVING QUALITY OF LIFE WITH COLOGUARD®

Screening and diagnosing colorectal cancer (CRC)

Approximately 55 million people between ages 45 and 85 remain unscreened for CRC. When diagnosed in stage 1, nine out of 10 people survive at least five years.¹ When it is diagnosed in stage 4, only one out of 10 people survives at least five years.¹ Unfortunately, more than half of patients are diagnosed at a late stage. Earlier detection is critical.

By the end of 2024,
we delivered 18M+ Cologuard
test results to date.

Health economics models show that Cologuard can lead to:

65% reduction in CRC incidence ²	73% reduction in CRC mortality ²	318K life-years gained for every 1 million patients screened ²
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94% early-stage cancer sensitivity ^{2*}	42% precancer sensitivity ^{2*}
A collection of items from a Cologuard testing kit, including a white box with the Cologuard logo, a white bucket, a small vial, a collection device, and a sample collection kit.	
Sample Cologuard testing kit	
• Easy to use • Noninvasive • 24/7 support	• No sedation • No time off work • No preparation

1. Siegel RL , Giaquinto AN , Jemal A . Cancer statistics, 2024. CA Cancer J Clin. 2024; 74(1): 12-49. doi:10.3322/caac.21820
2. Imperiale TF et al., N Engl J Med (2014); Gagrath ZD et al., ASCO GI Cancers Symposium (2022); numbers presented here based on modeling analysis performed on Jan. 13, 2022 using point estimates of performance, CRC AIM Natural History version 1.0.5, and CRC-AIM Screening version 1.0.9; simulated a population of 2M individuals screened between ages 45 & 75 with mt-sDNA 1.0 every 3 years – reported results per 1M screened.
*. For stage I and II cancers; 92% sensitivity overall, 87% specificity

TIM'S STORY

At 46, Tim felt the best he had in years.

With his youngest about to graduate high school, the devoted husband and father of four realized it was time to focus on himself again. He started eating better, working out and went to his yearly physical.

At the check-up, his doctor recommended a colonoscopy to screen for colorectal cancer (CRC). Tim wasn't interested, so his doctor suggested the Cologuard® test, a noninvasive option. Tim agreed to give it a try.

To his shock, his result was positive, and a follow-up colonoscopy confirmed stage III colon cancer.

About 70% of people diagnosed with CRC have no family history of the disease.¹

"Never in a million years did I think this would be my life. I had no family history and no symptoms," Tim recalls.

With his family in mind, he began surgery and chemotherapy right away.

"My chemotherapy nurse told me I made the best decision of my life by screening when I did," Tim says.

Today, Tim is cancer-free and enjoys watching his kids graduate, pursue careers, and start their own families. He's passionate about encouraging others to get screened, too.

"I tell everyone now—**don't wait**. Even without family history or symptoms, just get screened. There's nothing more important."

Many who are diagnosed with CRC have no symptoms and are diagnosed only through screening, just like Tim.²

1. NCI. Genetics of colorectal cancer (PDQ) - health professional version. Accessed April 6, 2023. https://www.cancer.gov/types/colorectal/hp/colorectal-genetics-pdq#_235_toc

2. CDC. Colorectal (colon) cancer: what can I do to reduce my risk of colorectal cancer? Last reviewed: February 23, 2023. Accessed April 6, 2023. https://www.cdc.gov/cancer/colorectal/basic_info/prevention.htm



TIM
Cologuard patient

"Never in a million years did I think this would be my life. I had no family history and no symptoms."

WATCH TIM'S STORY 

This story reflects one individual's experience. Not every person will have the same treatment, experience, outcome, or result. Cologuard is prescribed by your health care provider. Talk to your health care provider about available screening options and whether Cologuard may be right for you. There are potential risks associated with the Cologuard test and it may not be appropriate for all patients. For more information about the risks, talk to your health care provider or visit Cologuard.com/risk-information for more information.

oncotype dx[®]
Breast Recurrence Score



Sample Oncotype DX testing kit

USING GENOMIC INFORMATION TO
PERSONALIZE BREAST CANCER TREATMENT

Global recognition

The Oncotype DX Breast Recurrence Score[®] test is the only genomic test proven to predict a patient's individual benefit from chemotherapy. The test 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 chemotherapy¹

In 2024, the Oncotype DX Breast Recurrence Score test provided

~206K

patients with life-changing information to guide their breast cancer treatment plans

To date, the Oncotype DX Breast Recurrence Score test has spared

~1.5M

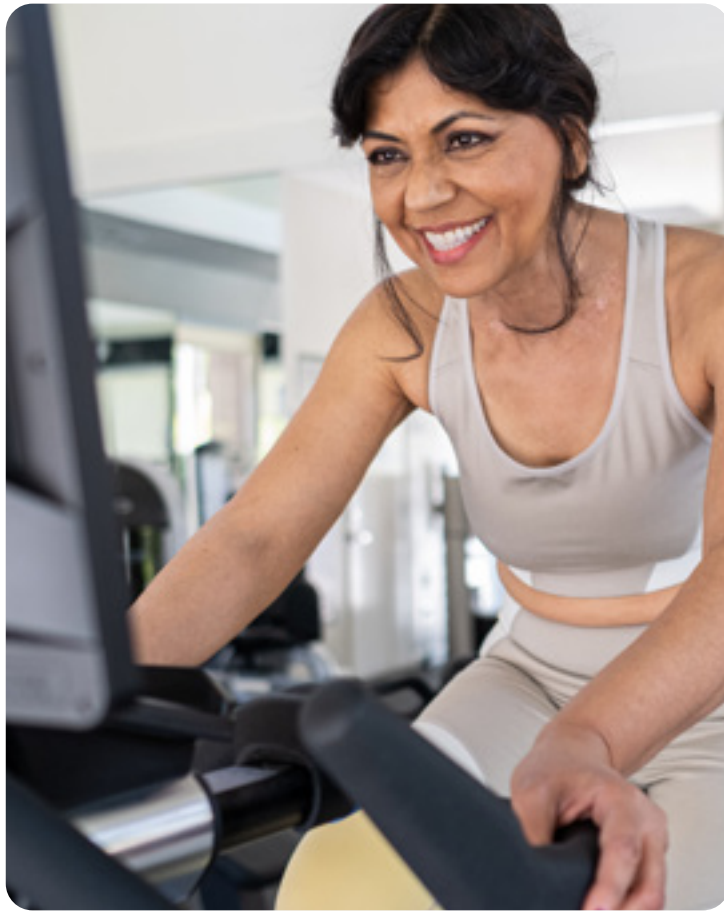
patients from unnecessary chemotherapy treatment globally

1. 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.

PUNITA'S STORY

After years of healthy check-ups, Punita was blindsided when her mammogram came back positive.

A successful professional and mother, Punita had recently returned to school to advance her career. Busy balancing work, studies, and raising her son, she never imagined cancer would disrupt her life.



After her breast cancer diagnosis, Punita's doctor recommended the Oncotype DX Breast Recurrence Score® test to understand the likelihood that the cancer would return and whether she may benefit from chemotherapy. Her score was low—just 6—giving her the confidence to forgo chemotherapy.

Instead, she had surgery and more than a year of adjuvant treatment. “Knowing I didn't need chemotherapy allowed me to continue living my life,” Punita says. She finished her certificate program, landed a new job, and even threw her son a big graduation party.

As she recovered, Punita realized her family's cultural silence about health had kept her from understanding her own cancer risk. “I never knew breast cancer ran in my family until I shared my diagnosis,” she says. “That's when I learned a relative had died from it. Our silence about health kept us from making proactive decisions.”

This realization led Punita to embrace her diagnosis in a new way. “I used to be embarrassed to talk about my diagnosis,” she recalls. “Now I can't wait to share my story, especially with other South Asian women. Cancer can affect anyone, so people need to hear our voices.”

Punita's experience taught her that knowing your risk and the right test can make all the difference. Now, she's passionate about getting others to talk more openly about health.

A woman with dark hair, wearing a bright yellow blazer over a leopard-print top, is smiling and standing outdoors in front of green foliage.

→ PUNITA
Oncotype DX Breast
Recurrence Score patient

"Knowing I didn't need chemotherapy
allowed me to continue living my life."

WATCH PUNITA'S STORY

This story reflects one individual's experience and is not clinical, diagnostic, or treatment advice for any particular patient. Not every person will have the same treatment, experience, outcome, or result. The Oncotype DX Breast Recurrence Score® test is prescribed by a health care provider and is for individuals with stage I-III A hormone receptor-positive (HR+), HER2-negative (HER2-) breast cancer.

ACCESS TO HEALTH CARE

Our approach

Everyone deserves access to quality health care. That’s why we 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 flagship tests.

How we create access

- We help those who are uninsured or under-insured complete our tests at little to no cost through our Patient Assistance Program.
- We partner with Federally Qualified Health Centers, rural and tribal clinics, and correctional facilities to reach underserved communities.
- We promote cancer education and health literacy through targeted outreach and campaigns.
- We provide funding for colorectal cancer screening initiatives in hard-to-reach populations through our [FOCUS Program](#).



96% of all Cologuard tests are covered

EXPANDING HEALTH ACCESS

We're committed to making our tests accessible and affordable for all. Through broad insurance coverage, financial assistance, and personalized support, we help patients overcome financial barriers to cancer care.

Broad coverage through Medicare and Medicaid

Our Cologuard®, Oncotype DX®, and OncoExTra® tests are covered by health care solutions and plans. Eligible Medicaid patients can receive these tests at **no cost**.

Medicare

State Medicaid
programs

Most health
plans

In-network with most insurance providers

Exact Sciences' laboratory providers are in-network with most health plans, including:

- United Healthcare
- Aetna
- Elevance
- Cigna
- Humana

Cologuard is covered by most health plans, and our Oncotype DX and OncoExTra tests are covered by many as well.

Targeted financial assistance

Our Patient Assistance Program supports eligible patients with little to no out-of-pocket costs for Exact Sciences testing. Designed for individuals at or below 400% of the Federal Poverty Level, the program reduces paperwork by accepting documentation from other assistance programs. Once approved, patients are covered for 365 days with the option to reapply annually. In 2024, **more than 42,400 patients used the Patient Assistance Program** to receive Exact Sciences testing.

Personalized patient support

Our dedicated patient support team is available to assist patients with questions about testing, insurance coverage, and financial assistance. Whether navigating Medicare, Medicaid, or private insurance, patients receive the guidance they need to access our tests with confidence.

Visit our website to learn more about our [Cologuard](#), [Oncotype®](#) and [OncoExTra®](#) tests.

HEALTH ACCESS INITIATIVES

Expanding our patient reach

Exact Sciences ensures every patient has easy to follow instructions to complete their Cologuard® test. In 2024, we translated Cologuard support materials into twelve different languages to better serve our growing patient base.

Serving communities with limited access to care

In communities with limited options for medical care, we're partnering with local clinics to improve access to colorectal cancer screening (CRC). In 2024, we increased Cologuard orders in rural communities and tribal clinics, including Indian Health Services locations. We also helped more than 300,000 patients access Cologuard testing through Federally Qualified Health Centers (FQHCs)—community clinics dedicated to caring for those with limited access to health care. By equipping these clinics with access to testing and with evidence-based screening strategies, we're making it easier to get screened and empowering more patients to take charge of their health.

Bringing cancer screening to correctional facilities

We partner with correctional facilities across the United States to bring CRC screening to incarcerated populations. The initiative began with the Connecticut Department of Correction and has quickly expanded into nine other states. Cologuard is helping overcome logistical barriers and has made it possible to screen more than 1,500 patients. This program reflects Exact Sciences' commitment to ensuring that all people have access to care.

Advancing health literacy and cancer education

Helping people understand the importance of cancer screening is a key part of our community outreach. In 2024, our teams attended 42 local events, reaching nearly 9,000 individuals with educational materials and interactive resources, including our inflatable colon exhibit.

We also re-launched our Screening Has Meaning campaign, delivering culturally tailored education across the U.S. This campaign helps individuals understand the importance of CRC screening and access the care they need.

Uniting forces to tackle challenges in cancer screening

Exact Sciences co-hosted the first Innovation Summit with advocacy group Fight CRC, bringing together researchers, health care professionals, patient advocates, community health workers, and industry partners—all working to advance CRC screening in their own ways. For the first time, we gathered these voices to find common ground, share expertise, and tackle persistent challenges to screening. Together, they developed eight action plans—including a rural colonoscopy task force, a community outreach code of ethics, and streamlined workflows to reach populations with low screening rates. The Summit reflects Exact Sciences' ability to convene, inspire, and drive meaningful change.



SPOTLIGHT ON HEALTH LITERACY EDUCATION

O'Neal Cancer Center Community Dissemination Institute

We sponsored the University of Alabama-Birmingham's O'Neal Cancer Center Community Dissemination Institute, which brought together 450 community health advisors from Alabama and Mississippi to focus on CRC education. Our team led sessions on screening guidelines and shared educational toolkits to help advisors bring clear, trusted information back to their communities, many of which face some of the highest CRC rates in the country. This work expands local capacity for cancer education and strengthens early detection efforts where they're needed most.

FOCUS PROGRAM

Since its launch in 2022, Exact Sciences' Funding Opportunities for CRC Screening Uptake Strategies (FOCUS) Program has supported 93 colorectal cancer (CRC) screening initiatives across the United States. The program focuses on clinic and community projects to improve screening rates through systems change and to reduce barriers to follow-up screening colonoscopies.

The comprehensive program emphasizes health access, community collaboration, evidence-based interventions, and data tracking and reporting. Grantees receive technical training, including an orientation, quarterly learning collaborative calls, and one-on-one support, to ensure success.

Exact Sciences is dedicated to making a difference in the battle against CRC by working closely with community and industry partners through the FOCUS Program. By allocating resources to initiatives at the community level, we aim to effectively reach and serve the most vulnerable patients.

To date, the FOCUS Program has awarded more than \$5.3 million. In 2025, it will fund even more screening initiatives, furthering its commitment to enhancing access to preventive care across local communities.

“The FOCUS program was a great opportunity for us to increase CRC screening rates in our community. And then at the same time, create policy changes and workflows within the Federally Qualified Health Center, which was an important thing for us to have accomplished.”
–MARIPOSA COMMUNITY HEALTH CENTER

FOCUS GRANTEE SPOTLIGHT

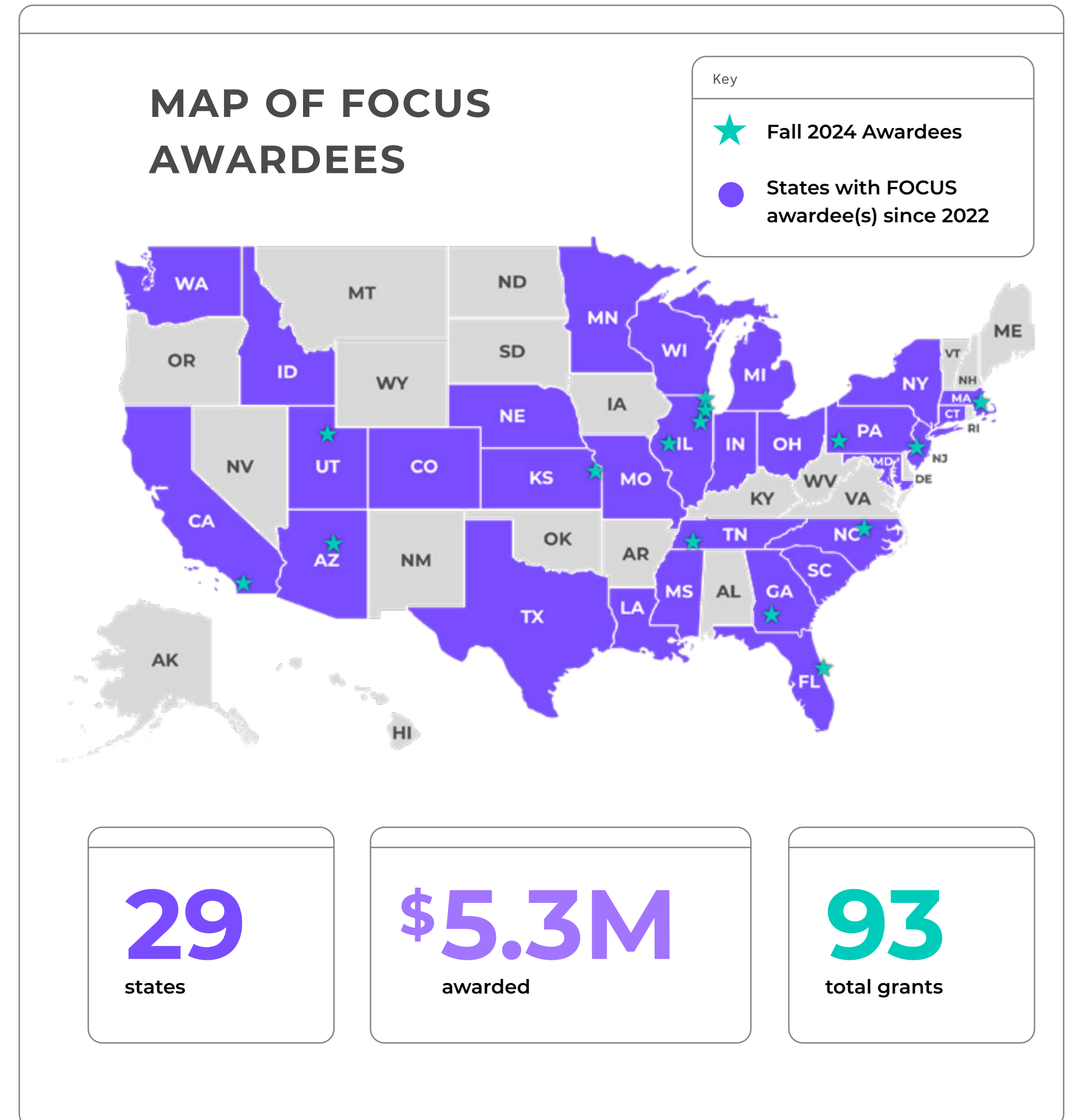
When Mariposa Community Health Center joined the FOCUS program in 2022, they set out to address a pressing challenge in their community: too many lives lost to CRC, particularly among patients with type II diabetes in Santa Cruz County, Arizona.

What began as a focused intervention quickly became a transformative effort to expand screening access for all eligible patients in their care. With support from the FOCUS program, Mariposa redesigned workflows, strengthened cross-team collaboration, and introduced innovative tools to reach more people—especially those who may be outside of traditional health care networks.

Understanding that access is everything, Mariposa met patients where they were:

- Noninvasive test kits for those unable to complete colonoscopies
- Home delivery of kits by trusted community health workers (CHWs)
- Personalized education and support in patients' homes
- Screening options tailored to coverage and cost, including Cologuard® and FIT kits

These changes helped patients access the health care support they needed and to take charge of their health on their own terms.



02 EMPOWERING OUR EMPLOYEES

KEVIN
Research



JOE
Wellness

Our people make it possible.

EMPOWERING OUR EMPLOYEES

Our approach

Our talented employees drive our success. We focus on creating a safe, healthy, and collaborative work environment. Our dedication to our employees shows in our comprehensive approach to attracting, engaging, developing, and retaining top talent, which includes:

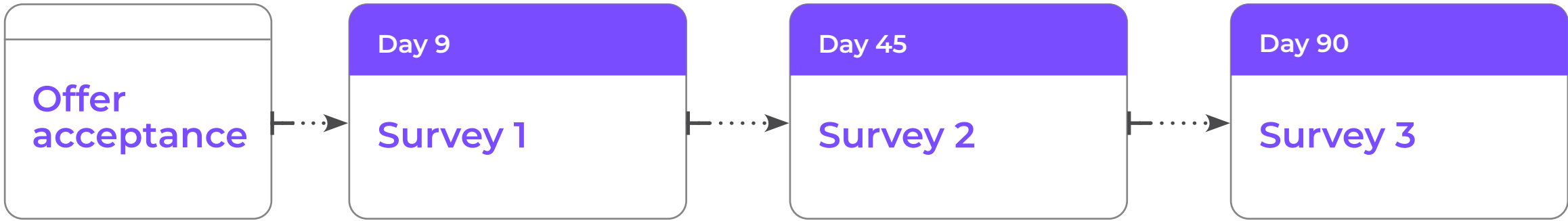
- Competitive compensation and benefits, ensuring Exact Sciences remains a certified Great Place To Work®
- Enhanced recruiting and onboarding processes for the seamless integration of new hires
- Leadership and development programs for future leaders and ongoing professional growth
- Innovative wellness benefits that support employee health

RECRUITING THE BEST TALENT

Being an employer for all is the foundation of our recruiting strategy. We proactively reach out to top candidates and advertise to a broad group of talented individuals.

We consistently review and measure our hiring plans to strengthen our talent recruitment pipelines. Candidate and hiring manager surveys show a meaningful increase in our Net Promoter Score (NPS) results. We improve these scores by making thoughtful adjustments to our processes based on candidate feedback.

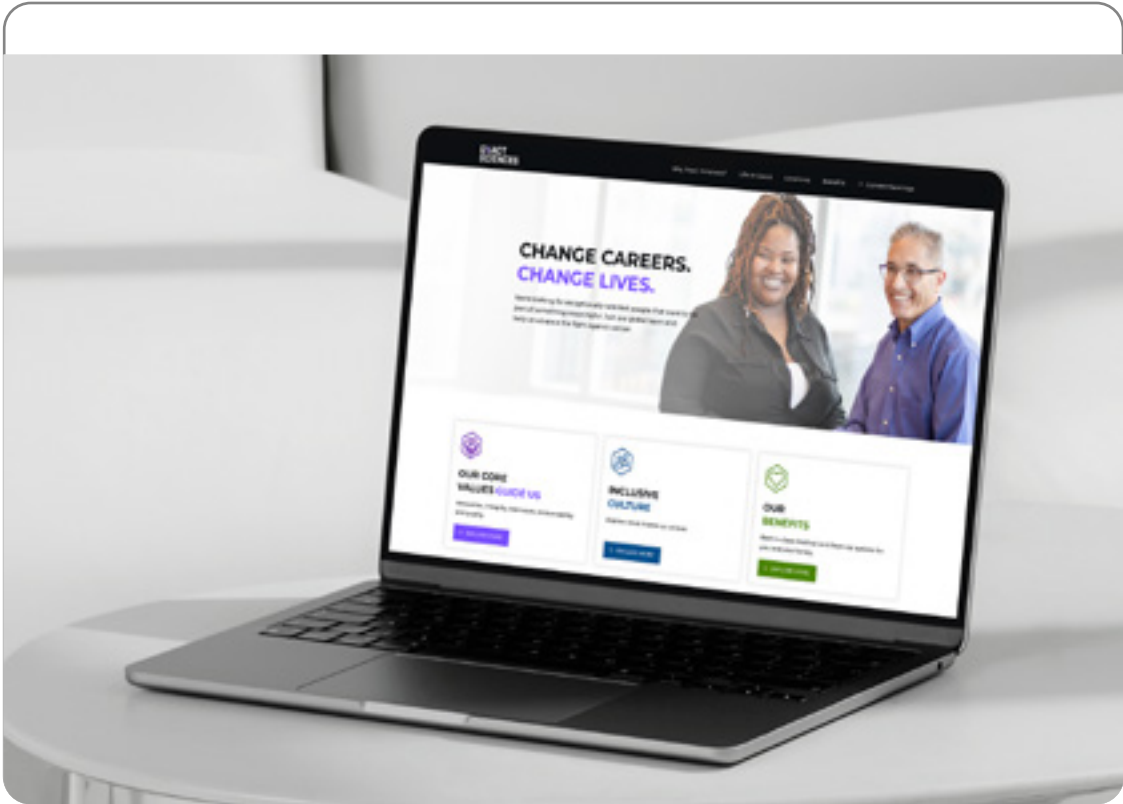
We measure the effectiveness of our hiring processes through a variety of metrics, such as offer acceptance rates. Once hired, employees complete onboarding surveys at nine, 45, and 90 days, as well as candidate and hiring manager satisfaction surveys. Our Human Resources and Operations teams receive reports and recommendations based on feedback from these surveys, helping them make informed improvements to the hiring experience. We also conduct exit surveys and identify opportunities for improvement.



BUILDING OUR TALENT PIPELINE

As our business grows and evolves, so does our need for talent. We develop the talent we already have for future roles and elevate the job pools in our communities.

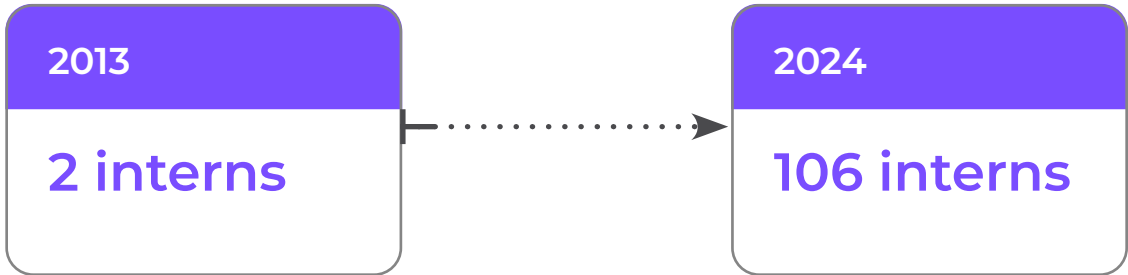
Our resilient talent pipeline supports future hiring needs using candidate sourcing tools. Through the talent community feature on our careers website, interested individuals can submit their resumes to be considered for future positions that match their skills and capabilities.



KIM
Travel and Expense

INTERNSHIPS AND UNIVERSITY PARTNERSHIPS

We invest in future talent through our paid internship program, offering meaningful and practical work related to a student’s interests. 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 106 interns in 2024, addressing capacity needs and expanding the engagement and reach of our early career talent pipeline.

Interns acquire experience and knowledge through project work, cross-functional learning, networking, and leadership development opportunities. We utilize the Handshake platform to market all our internship positions, curating opportunities for candidates based on their skills and interests.



“I joined Exact Sciences as an intern in June 2023. I was immediately given the opportunity to learn, grow, and take on leadership roles. After graduating college, I began a full-time role with the Advocacy team. I have truly become empowered to broaden my skill set and expand the reach of programs I work on. I am grateful for my amazing internship experience and look forward to continuing to grow within my current role!”

– **TANVI,**
Advocacy and
Alliances Coordinator



MENTORS AND ATHLETES

As part of our university relations efforts, we host in-person and virtual career mentorship sessions for early talent across the country. These workshops include guidance on resume writing, best practices for interviewing, tips for leveraging a LinkedIn profile, and more.

Through our Exact Sciences Athletes program, we partner with student-athletes from University of Wisconsin-Madison in a Name, Image and Likeness (NIL) program. Athletes engage with our company through social media outreach, community service, career exploration at Exact Sciences, and more. The program reaches new audiences and cultivates future talent, benefiting the community by keeping its students in Madison after graduation.



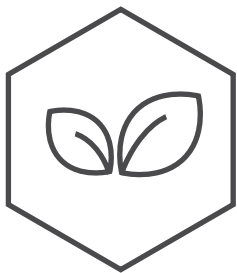
PROMOTING EMPLOYEE WELLNESS

We believe that promoting employee well-being enhances productivity, engagement, and retention. We offer a comprehensive wellness program aimed at enhancing mental, physical, social, and financial health.

WELLNESS PROGRAMMING

Our Health Risk Assessment (HRA) program involves biometric screenings, health assessment questionnaires, and options for preventive care visits or coaching sessions. WellRight, our wellness platform, provides access to tools including fitness programming, wellness points for completing activities, and an Employee Assistance Program

(EAP) with counseling and support services. Employees can participate in wellness challenges and events designed to promote healthy habits and team engagement. We offer on-site and virtual fitness classes, nutrition-focused dining options, tobacco cessation support, and community-supported agriculture (CSA) initiatives.



WellRight
wellness
program



Wellness
challenges
and events



Community-
supported agriculture
(CSA) initiatives



Nutrition-focused
dining options



Tobacco cessation
support



The Wellness Council of America (WELCOA) has recognized Exact Sciences as one of America’s Healthiest Companies for four consecutive years. This award reflects our leadership and innovation in workplace health.



Introduced Mindfulness-Based Stress Reduction (MBSR) programs
to promote stress awareness, emotional regulation, and intentional response

Launched Mindstream™
a digital platform within our Employee Assistance Program, providing live and on-demand sessions to support mental fitness and life skills

Added Connect with Care to our annual health risk assessment
offering incentives for completing a preventive care visit, cancer screening, or two well-being coaching sessions

Implemented Heartwise in global campus cafeterias
to promote heart-healthy eating by clearly identifying options that meet recommended nutritional guidelines

Rolled out a Financial Wellness Checkup with Fidelity
offering personalized financial guidance and tools

COMPENSATION AND BENEFITS

We prioritize our employees' well-being by offering competitive total rewards, including base pay, short- and long-term incentives, and programs for health, wellness, time off, and retirement, all tailored to a wide range of needs. Our career development opportunities match talent with business priorities, enhancing organizational agility and fostering individual growth.



FINANCIAL BENEFITS

- Competitive base pay
- Bonus and sales incentive programs¹
- Retirement plans such as 401(k)³
- Life and AD&D insurance⁴
- Employee Stock Purchase Plan (ESPP)
- Non-qualified deferred compensation plan



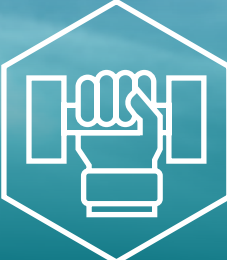
HEALTH BENEFITS

- Medical, dental, and vision insurance²
- Employee Assistance Program (EAP)
- Health Savings Account (HSA) and Flexible Spending (FSA)
- Family planning
- Accident and critical illness benefits



WORK-LIFE INITIATIVES

- Paid vacation and personal days
- Bereavement leave
- Volunteer time off
- Commuter benefits
- Parental leave⁵
- Flexible work environments
- Restaurant pass¹



WELL-BEING BENEFITS

- Meal allowances and subsidized dining
- Fitness reimbursements and offerings
- Health Risk Assessment Program (HRA)
- On-site gym/sports facilities
- Mother's and well-being rooms
- Community impact opportunities supported by paid volunteer time off



ADDITIONAL BENEFITS

- Tuition reimbursement
- Identity theft protection
- Insurance discounts
 - Pet insurance
 - Auto insurance
 - Home insurance
- Legal support
- Mobility assignments

Note: Eligibility for certain benefits may differ based on factors such as work location, regulatory requirements, full-time or part-time status, hours worked, length of service, etc. As benefit programs vary by country, this is a representative list and more specific information on our total rewards offerings can be found [here](#).

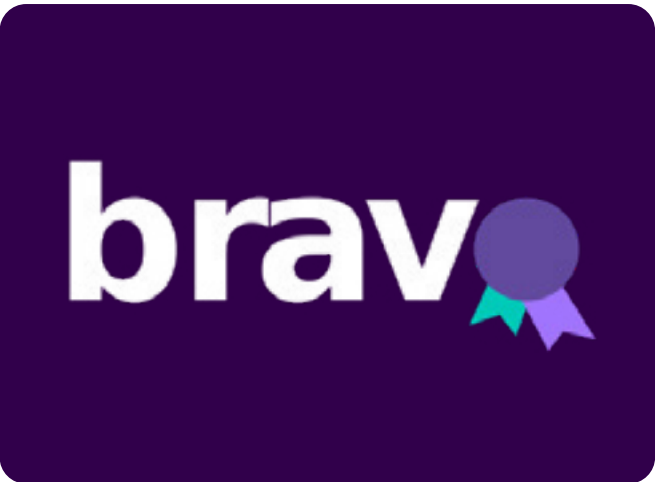
1. France-based employees are offered competitive pension benefit, vacation and parental leave, voluntary health & restaurant discount program | 2. Japan-based employees are offered enhanced health insurance association benefit, supplemental medical insurance, defined contribution pension and enhanced long term disability coverage to facilitate phased return to duty. | 3. Switzerland-based employees agreed to new pension provider that provides enhanced investment services, tools and resources. | 4. In 2024, we hired employees in Poland for the first time. Our market-competitive benefits package included statutory and voluntary pension benefits, medical, life, AD&D, and LTD insurance benefits plus a facility fitness card (sports benefit). | 5. Employees in the US receive disability leave and extended employer paid benefits up to 20 weeks.



The 2024 Employee Awards

EMPLOYEE RECOGNITION

We celebrate our employees’ accomplishments, both big and small.



BRAVO

Bravo, our employee recognition platform, allows employees to express appreciation for colleagues who embody our values, drive objectives, and go above and beyond in their contributions to our success. The platform hosts various recognition programs, such as peer-to-peer and leader-led appreciation, as well as service awards. Everyone in the company can see the awards and celebrate, and employees can redeem points for a wide array of items and gift cards.



ANNUAL EMPLOYEE AWARDS

For more than a decade, we’ve celebrated employee achievements in the areas of teamwork, innovation, leadership, community impact, and commitment to our mission through our Annual Employee Awards program. All employees can nominate colleagues for these awards. Our leadership team honors and recognizes these outstanding individuals in company-wide communications and celebrations.



EMPLOYEE APPRECIATION EVENTS

Each year, we hold multiple employee appreciation events to celebrate our teams’ hard work, dedication, and achievements. These events often involve team-building activities or social gatherings that help strengthen relationships among employees. Our events in the past year included an outing to watch the Madison Mallards baseball team as well as a team celebration party at The Sylvee.

ENSURING A SAFE WORK ENVIRONMENT

We prioritize providing safe and healthy working conditions for our employees, contractors, and visitors.

Health and safety

Our commitment to health and safety is reflected within our Health and Safety Policy, which is part of our [Code of Business Conduct and Ethics](#) and applicable across all our global locations.

Occupational Health & Safety (OH&S) oversight

To ensure accountability and engagement, we have established local safety committees consisting of managers, supervisors, and employees. These committees meet regularly to promote a culture of safety and continuous improvement. They are responsible for conducting hazard inspections, risk assessments, reviewing safety metrics and incidents, and engaging in safety-related activities.

OH&S management system

Our comprehensive Health and Safety Management System ensures compliance with all health and safety programs, policies, procedures, and legal requirements. As part of this system, we conduct regular internal compliance audits covering federal, state, and regional regulations. We also perform inspections of clinical laboratories, risk assessments for people, property, and the environment.

Health & safety training

We also perform inspections of clinical laboratories and risk assessments for people, property, and the environment. All work-related near misses, hazards, injuries, or illnesses, no matter how minor, must be reported to the department leader as soon as possible.

All employees, including part-time staff and contractors, receive training on health and safety management, incident reporting, safe equipment use, chemical safety, and blood-borne pathogen safety. Annual training is provided for specific roles, including those handling hazardous waste, performing equipment maintenance (including an annual review of all energy control procedures), operating forklifts or other powered industrial trucks, working with high-voltage electricity (including annual electrical safe work practices), performing tasks that create sparks and open flames, working in confined spaces, being exposed to fall hazards, handling, storing, and disposing of dry ice, and working with hazardous chemicals and/or blood and other bodily fluids.

OH&S METRICS

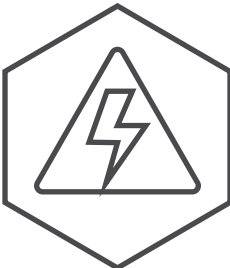
	Total Recordable Incident Rate (TRIR)	Days Away Restricted Time (DART)	Near Miss Frequency Rate (NMFR)	Workplace fatalities
2024	0.37	0.26	4.7	0
2023	0.49	0.33	5.21	0
2022	0.41	0.25	4.04	0
2021	0.62	0.47	NR	1
2020	0.51	0.41	NR	0
2019	0.62	0.45	NR	0

EMERGENCY PREPAREDNESS

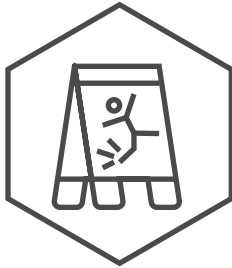
We have a dedicated emergency preparedness program that outlines the steps and guidelines for handling any site emergency. Emergency preparedness procedures are described in our Environmental Health and Safety Handbook and include procedures to follow in the event of:



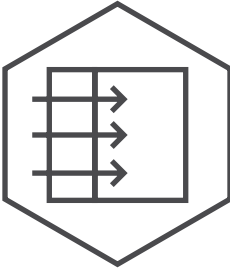
Chemical spills



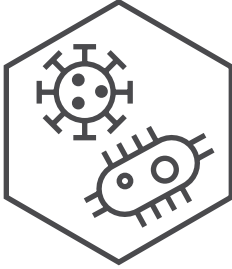
Electrical safety risks



Slips, trips, and falls



Evacuation



Exposure to blood-borne pathogens



Location-based risks
(earthquakes, tornadoes, etc.)

We also have a medical first aid program to assist those in need of medical assistance before public services arrive. We have appointed evacuation sweepers and coordinators who receive regular training on emergency preparedness procedures.



OH&S IN ACTION: EARTHQUAKE PREPAREDNES

In October 2024, employees at our California locations participated in an earthquake safety drill hosted by ShakeOut. The hands-on event tested our earthquake training and reinforced key emergency response procedures.

During the drill, our emergency response teams led building evacuations, responded to simulated injuries, and worked together to provide care—showcasing strong teamwork and quick thinking to ensure realistic, effective training. Our Crisis Management and Business Continuity teams also tested key systems like emergency communications and our leaders’ capacity to make good decisions under pressure.

The exercise brought in teams from across the company, including Information Technology, Business Continuity, Human Resources, Corporate Affairs, Lab Operations, Security, Environmental Health and Safety, and Facilities.

After the drill, teams debriefed to share lessons learned and identify areas for improvement. We plan to repeat these drills annually to improve our processes and keep our people safe.



TINA

Accessioning

FOSTERING A SUPPORTIVE WORKPLACE

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.

Open-door culture

We value a transparent workplace culture built on accountability and engagement, where employees feel comfortable to speak up and share feedback. We provide an anonymous reporting line for raising concerns about any instances of potential unethical behavior and policy violations, or any other issues that may affect the integrity of our organization.

Onboarding

We design our onboarding process to be both informative and exciting, ensuring our newest hires immediately feel welcomed and connected to our mission. Through our in-person Day One experience, we instill a sense of purpose in new employees as they begin their journey as cancer fighters.

Employee inclusion

We provide equal opportunity in all aspects of employment and do 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. We require all employees to complete discrimination and harassment training.

The Human Capital Committee of our Board of Directors oversees and monitors our policies and strategies relating to culture, talent, and human capital management, ensuring all programs align with our business strategy and objectives. Our EVP, Human Resources oversees our talent strategy on a day-to-day basis.

In support of our efforts to make Exact Sciences a great place to work for all, we offer Employee Inclusion Networks. These voluntary, employee-led groups are open to all Exact Sciences employees and provide opportunities for networking, career development, mentorship, and professional growth.

DEVELOPING AND RETAINING TOP TALENT

We develop and grow our world-class talent by delivering meaningful learning and growth experiences, ongoing feedback, mentorship, skills training, and internal mobility opportunities. Thanks to our investment in training and development, we were able to fill 29% of all our positions, including entry-level, with internal candidates in 2024. This demonstrates our commitment to building an efficient talent pipeline that develops people internally and provides opportunities for career growth.



MENTOR PROGRAM

Our mentor program gives employees the opportunity to tap into the talent, skills, and experiences of their peers. This program supports the growth and development of our employees, increases talent retention, enhances our inclusive culture, and encourages partnership and collaboration across the business.

25%

of employees
are enrolled in the
mentorship program

8,547

active mentorship
connections



program satisfaction rating of 4.4 out of 5 stars
from both mentors and mentees



"I joined the mentor program to help build my professional skills and further my career development. I created an agenda for each of our six monthly meetings with the goal of improving my public speaking skills, which I hoped would advance my ability to share ideas in a team meeting setting. My mentor did a great job of giving me different methods to improve these skills and I continued working with my mentor after the mentorship was over. We built a strong bond and my mentor continues to be there to support me!"

– CHEIKH, Guest Experience Specialist



SHORT-TERM ASSIGNMENT (STA) PROGRAM

Our STA program allows employees to apply for and work in other roles or departments for short periods of time (typically three to four months). STAs become available when a manager has a short-term staffing need, such as coverage for a parental leave, projects with defined end dates, or to prove a new concept. The program helps us fill these staffing needs quickly and efficiently so that we can continue to meet critical business objectives.

Employees on an STA can build relationships with peers outside of their regular teams, and often come away from the experience feeling like they've found another group within Exact Sciences that supports them.

174

employees completed STAs in 2024



"After spending most of my career in the lab, I joined the STA program to support the Workplace Giving Campaign, which gave me the opportunity to explore new career paths. This helped me identify my strengths and areas for growth, and ultimately led me to my current role as a Sample Sourcing Specialist, where I coordinate the different processes involved with sample procurement."

– MINA, Biorepository Sample Sourcing Specialist

LEARNING OPPORTUNITIES

LEADERSHIP TRAINING

We invest in developing our leaders to strengthen decision-making, foster a positive culture, and build a strong talent pipeline. Our leadership development resources include one-on-one and group coaching opportunities, an enterprise-wide mentorship program, and quarterly Leadership Forum webinars. In 2024, 1,221 leaders participated in at least one leadership development offering.

In 2024, we introduced a new resource on our employee intranet called Leading at Exact Sciences. This all-in-one resource page provides everything leaders need to excel, including guides for attracting and hiring talent, skill-development workshops, and a wide variety of toolkits for change management, career conversations, and living our core values.

One of the most significant opportunities for leadership development is our annual Leadership Connect Summit. In 2024, 443 senior leaders from across the company gathered in Madison, Wisconsin, to network, gain deeper insights into various areas of the business, and refine their leadership capabilities.

1,221

leaders participated in at least one leadership development offering

443

senior leaders participated in the annual Leadership Connect Summit

LEARNING PROGRAMS

We believe that growth is measured in profits or projects completed, and in the way we continue to evolve and grow. In the past year, we expanded the learning programs available to all employees, introduced innovative platforms, and encouraged teammates to embrace continuous development.

All Exact Sciences employees have free, unlimited access to LinkedIn Learning, which is a library of 16,000+ courses and other learning resources to help them on their professional development journey. Additionally, we offer courses on a wide variety of topics on our Learning Universe platform, where employees can choose from a calendar of instructor-led workshops, regulatory/compliance standard operating procedures and training, and on-demand professional development courses.

We also support employees who wish to further their skills and education externally. 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 2024, we contributed more than \$1.4 million to education and professional development reimbursement for our employees.

16,000+

LinkedIn Learning course offerings available for all Exact Sciences employees

MEASURING OUR SUCCESS

Measurement is an essential step in evolving our programs and ensuring they reflect our employees' priorities. We regularly assess the effectiveness of these programs through surveys to better understand our employees' experiences and identify areas of opportunity.

MEASURING SATISFACTION

We conduct the Gallup Q12® employee engagement survey annually to anonymously measure the overall engagement and satisfaction of our team.

In 2024, 83% of employees completed this survey.

In 2024, our Gallup Q12 survey informed us that our ratio of engaged employees to actively disengaged employees is 9.83:1. This well surpasses the national ratio, which is 1.8:1¹

Throughout the year, we 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 to identify opportunities for improvement.

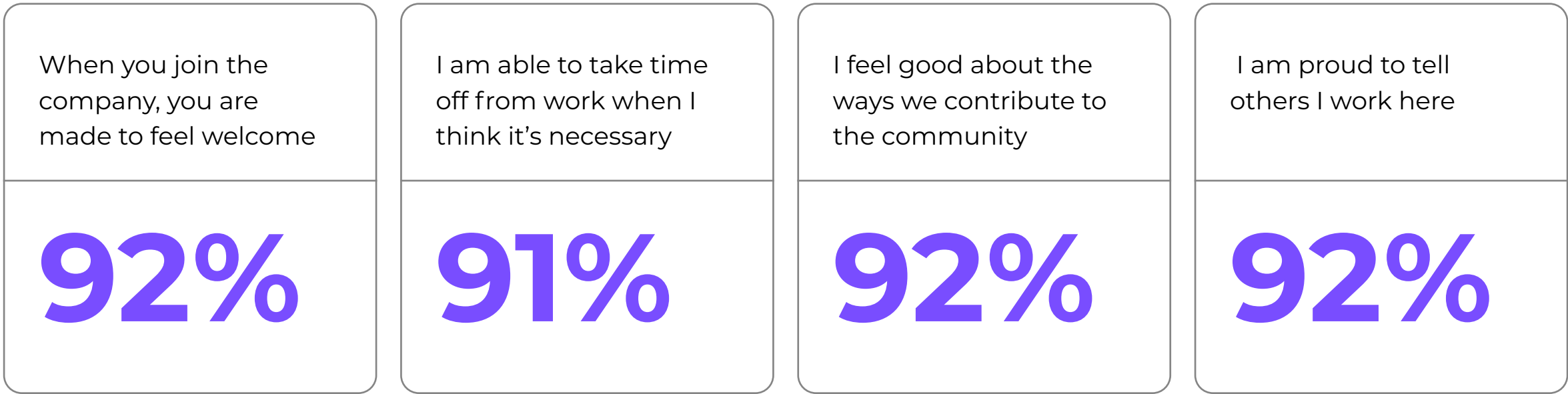


THE RESULTS

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 2024, including being certified as a Great Place To Work® for the sixth consecutive year.



In the 2024 Great Place To Work survey, our team members **agreed** with these statements at high rates:



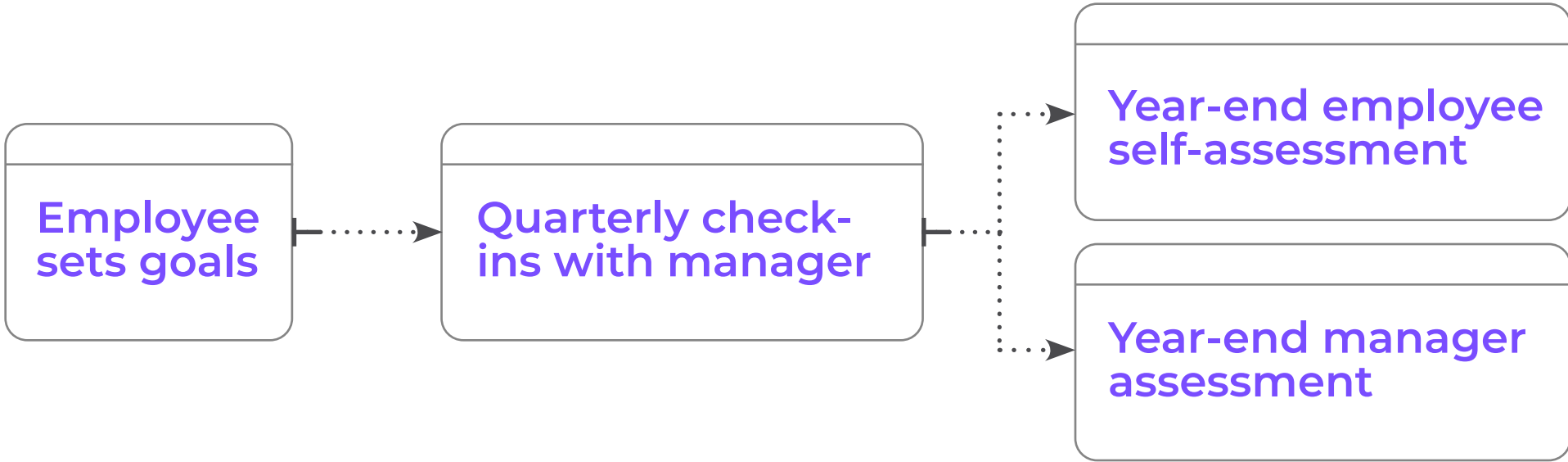
1. <https://www.gallup.com/workplace/643286/engagement-hits-11-year-low.aspx>

PLANNING FOR OUR FUTURE

To ensure continued growth and innovation, we assess our current talent and plan for future workforce needs. These efforts align individual goals with company priorities, provide valuable feedback and development opportunities, and create clear pathways for career advancement. By investing in our employees' growth, we set the stage for sustained success and competitiveness in the years to come.

ANNUAL REVIEW PROCESS

Our ongoing feedback process, referred to as the Exact Journey, begins with collaborative goal setting at the start of the year and ends with an annual performance discussion. Employees work with their managers to connect the company priorities to their individual roles. Once goals are set, employees and their managers hold quarterly check-ins to review progress and key engagement drivers. At year-end, employees complete a self-assessment, reflecting on their progress and achievements, and defining their strengths, aspirations, and development opportunities. Managers then provide their assessment, followed by a collaborative discussion focused on personal growth and teamwork. The goal-setting process then restarts for the next year.



The program applies to all full-time and part-time employees who perform work responsibilities at Exact Sciences. In 2024, 79% of employees completed all steps in the annual process.

We offer a variety of additional assessments based on leadership level, 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 development initiatives and identifies the resources needed to leverage our talent in support of our current and future business needs.



03

BUSINESS ETHICS





MARVIN
Accessioning

Integrity at every level.

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

Our policies

- [Code of Business Conduct and Ethics](#)
- [Code of Conduct on Interactions with U.S. Health Care Professionals](#)
- [Code of Conduct on Interactions with European Health Care Professionals](#)
- [Vendor Code of Conduct](#)
- [Human Rights and Labor Policy](#)

COMPLIANCE PROGRAM

We created and implemented a comprehensive corporate compliance program to maintain the highest professional and ethical standards. Our compliance function is led by our Chief Compliance Officer (CCO) and supported by other business divisions, 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 our related ethics policies, including our adherence to the International Anti-Bribery Policy. Our CCO is responsible for implementing and ensuring compliance with our anti-bribery and anti-corruption program.

We have an active Compliance Committee, composed 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 CCO updates the Audit and Finance Committee of the Board regularly.

All marketing and advertising materials are subject to an extensive medical, legal, and regulatory review before they are published. Members of our global team who create or share materials about our products are trained to comply with the review process. Approved materials are stored in a dedicated content management platform with controls in place to ensure that only current, compliant materials are used.

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 annually to read, understand, sign off, 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 and are required to sign-off 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.

We have adopted measures to deter non-compliance such compliance onboarding for all new employees globally, annual trainings on our codes of conduct and other more job-specific topics.

RESPONSIBLE INTERACTIONS

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](#), which covers interactions and arrangements with Health Care Professionals, including remuneration, meets compliance with applicable law and our Company policies.

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 and the MedTech Europe (MedTech) Code of Ethical Business Practice. The AdvaMed and MedTech codes were developed to address interactions with health care professionals that are specific to the medical technology industry. The codes provide 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 of the codes' provisions.

Our CCO is responsible for developing, operating, and monitoring compliance with our Code of Conduct on Interactions with Health Care Professionals. Our CCO reports to the Board of Directors and the General Counsel, who reports to our Chief Executive Officer and to the Board. 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 is the Integrity Alertline. Employees may also report violations or address questions about ethics issues to a supervisor or department head, the Chief Compliance Officer, and/or the General Counsel.

We take all reports received through 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 that is, or may appear, inconsistent with applicable law, Exact Sciences policies, the Code of Business Conduct and Ethics, or Exact Sciences' values. The Integrity 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 Integrity Alertline is available to all employees, contractors, and third parties, who can dial the Integrity 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. We conduct an annual

Integrity Alertline awareness campaign, featuring posters at all physical locations globally.

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 reports may be anonymous.

Employees are required to complete training and sign off 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 Integrity Alertline, as well as our non-retaliation policy. Information about the Integrity 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 corrective action.

CYBERSECURITY AND DATA GOVERNANCE

Protecting the privacy of our patients' and employees' information and the security of our systems and networks has been — and will continue to be — 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 of patient and employee information and additional data we collect and store. Our comprehensive cybersecurity and data privacy programs include, among other aspects, vulnerability management, incident management, security operations, data access and storage protocols, architecture and engineering, governance, risk management, and compliance. Our commitment is demonstrated by maintaining certifications such as HITRUST, ISO/IEC 27001, and ISO/IEC 27701.

Governance of cybersecurity program

Consistent with our Board of Directors' risk management and oversight structure, our Audit and Finance Committee (AFC) has primary responsibility for overseeing our risk management practices, programs, and policies related to data privacy, data protection, and cybersecurity. Our AFC regularly discusses the company's major risk exposures with management, legal counsel, and the internal audit department.

The Chief Information Security Officer (CISO) provides the AFC with quarterly updates about our cybersecurity program and material risks, including updates on cybersecurity practices and projects designed to strengthen internal cybersecurity and data protection.

Additionally, our AFC oversees the process by which our

Board of Directors is informed of risks facing the company and coordinates with our legal counsel to ensure our Board of Directors receives regular risk assessment updates from management.

Our separate Artificial Intelligence Council, which includes the CISO, oversees adherence to AI ethical principles and regulatory requirements, and the establishing of policies regarding the Company's development and utilization of AI systems, including generative AI tools.

Our process for identifying, assessing, and managing risks related to cybersecurity is incorporated into our Enterprise Risk Management ("ERM") process. The Risk Management team meets at least annually with cybersecurity leadership to discuss identified cybersecurity-related risks and the potential likelihood and severity of each risk. We also work with third-party service providers to notify us in the event of a cybersecurity incident within their systems, and annual reviews are conducted on the Company's critical third-party vendors.

Employee training

We take compliance seriously and invest in resources to support our employees in understanding the regulations and standards in which we operate. Upon hiring, onboarding, and annually thereafter, employees receive privacy training covering key regulatory obligations, such as the Health Insurance Portability and Accountability Act (HIPAA) and the European Union General Data Protection Regulation (GDPR). 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 where 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. See our [Human Rights and Labor Policy](#).

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 opportunities at Exact Sciences are qualifications, performance, skills, tenure, and experience.

International trade partners

We 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.

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.

Modern slavery

We endeavor to conduct our business ethically and with integrity in all our commercial relationships. Our Modern Slavery Statement highlights our key activities to ensure that no forced labor, modern slavery, or human trafficking occurs anywhere in our business or supply chains. We are compliant with The UK Modern Slavery Act 2015 and other laws applicable in various jurisdictions around the world where we operate. 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 Officer or to the company’s General Counsel.

Freedom of association & 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.

SUPPLIER MANAGEMENT

We maintain 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 contractual 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, to 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 a wide range of suppliers and vendors, including smaller businesses or those that are operating in Historically Underutilized Business (HUB) Zones. Additionally, no conflict minerals, as defined by the Dodd-Frank Act, are included in our product or manufacturing processes.



CLINICAL RESEARCH

Our approach

High-quality scientific evidence demonstrates the clinical validity and utility of our tests. With more than 295 clinical studies completed or underway, our teams generate evidence for tests that support patients before, throughout, and after their cancer diagnosis and treatment.

295+

clinical studies completed
or underway

39K+

cumulative
participants enrolled

Programs and standards

Our policies and procedures govern the ethical conduct of clinical studies, which include topics such as obtaining informed consent, ensuring respect for participants, selecting participants fairly, and more. Our governance and management structures and processes include periodic study reviews, vendor management, and controlled document approvals to maintain rigorous oversight by senior management through each study. Studies undergo a risk assessment process in line with ICH GCP E6 R (2), which is an iterative process continuing throughout the study.

Our Clinical Monitoring team performs clinical trial qualification, training, and monitoring visits according to established monitoring plans. Meanwhile, our Clinical Data Operations team continuously reviews study data using predefined data management plans.

We design and conduct all clinical studies following the international codes and principles outlined 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. We adhere to Good Clinical Practice (GCP), as established by the International Council on Harmonization (ICH). By following these international ethical and scientific standards and monitoring our trials accordingly, we ensure the protection of participants' rights, safety, and well-being, while maintaining the credibility of our clinical study data.

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





For each clinical study sponsored by Exact Sciences, we develop an Informed Consent Form (ICF) template 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

Once reviewed by patient advocacy groups and internally approved, the ICF template is submitted to our central IRB for final approval before adoption. The consent form provides participants with detailed study information, their rights, and contact information for any concerns or complaints.

Clinical studies are managed by the Clinical Affairs team, all of whom are required to complete clinical research ethics and GCP training. We have established monitoring and quality control processes that ensure studies are conducted by experienced sites and vendors and observed by qualified clinical monitors and quality associates.

The Clinical Affairs team oversees all aspects of clinical trial design and execution within the organization and with partners. We conduct monthly internal portfolio reviews, attend vendor operational and executive governance meetings, and regularly review key performance indicators across projects. We implement specific processes to ensure proper oversight of clinical sites, study records, clinical supply, and vendors. In partnership with our Finance team, we maintain rigorous and comprehensive financial accountability of each study.

Exact Sciences does not conduct or outsource animal testing.

For more information or to participate in our clinical studies, visit [Clinical Studies](#) on our website.

Investing in inclusive research

Inclusivity is a top priority in our clinical research. To ensure research participants reflect the full diversity of the United States population, we prioritize enrollment based on U.S. Census benchmarks. We also provide transportation, translate materials, and provide procedure coverage for uninsured participants when needed. To further improve the accessibility of our studies, we use decentralized approaches to offer study participation to rural populations. We also partner with Veterans Affairs, Federally Qualified Health Centers, and community-based organizations. We have updated our feasibility questionnaires to better assess site populations during the selection process.

Data sharing

The Exact Sciences Clinical Research Data Sharing Policy confirms individual participant data that underlie the results reported in any publication after de-identification. This may include text, tables, figures, appendices, study protocols, statistical analysis plans, informed consent forms, and clinical study reports, as applicable.

Data is typically available from two to four years after publication. Researchers who submit a methodologically sound proposal aligned with the study's approved aims may receive the data.

Clinical studies are posted to public databases as required by law. Trial results, including those of terminated trials where required, are published on [ClinicalTrials.gov](#).

OUR CLINICAL RESEARCH 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 the Cologuard® test. 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 next-generation Cologuard Plus™ 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



BAYLOR SCOTT & WHITE

Exact Sciences and Baylor Scott & White (BSW) have entered an agreement to establish the Texas Multi-Cancer Early Detection (MCED) Registry program, including implementation of Exact Sciences' multi-cancer screening test within a subset of BSW primary care clinics.

As part of the program, Exact Sciences will generate real-world evidence related to multi-cancer testing in a clinical setting and provide comprehensive support to patients, ordering providers, and clinical staff. The program aims to provide about 50,000 testing opportunities over three years, helping optimize the clinical workflows of multi-cancer testing. The collaboration will also generate data to support discussions with regulatory agencies, payers, and guideline bodies.



BROAD INSTITUTE OF MIT AND HARVARD

Exact Sciences and Broad Institute have entered into a five-year sponsored research agreement and an exclusive license agreement to utilize Minor Allele Enriched Sequencing Through Recognition Oligonucleotides (MAESTRO) as its molecular residual disease diagnostic testing platform. MAESTRO is a next-generation circulating tumor DNA technology that can detect thousands of patient-specific mutations using minimal sequencing and advanced bioinformatics, creating a scalable test platform for enhanced detection of molecular residual disease.

Broad Institute is globally recognized for leading innovations in the field of genomics and next-generation sequencing methodology. MAESTRO was developed at Broad Institute's Gerstner Center for Cancer Diagnostics, which is focused on breakthrough innovations for significant unmet needs in cancer diagnostics.

PRODUCT QUALITY

Our approach

We have a patient-focused culture where employees strive to deliver the highest-quality 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 following these key principles:

- Focusing on customer needs and expectations to ensure high satisfaction with all products and services
- Promoting and sustaining continuous improvement in our quality and business processes to gain efficiencies and effectiveness
- 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](#) 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).

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 Quality Management System (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.

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
- 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-adds, 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 AND OVERSIGHT

Our product Quality Management System (QMS) includes, but is not limited to:

Board of Directors

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.

Executive management

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 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 quality lead auditors.

External audits for ISO 13485 compliance are conducted every year. Our most recent ISO 13485 surveillance was conducted by BSI in December 2024, resulting in a recommendation for continued certification. Regular FDA inspections to 21 CFR Part 820 – Quality System Regulation are also conducted. **Our seventh FDA inspection was completed in 2024 with no adverse findings, as with all our previous FDA inspections.**

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 3,500 quality-pertinent courses and 22 computer-based quality training courses covering many regulatory and compliance topics. At a minimum, some aspects of good manufacturing practice (GMP) training are required annually.

CORRECTIVE & PREVENTATIVE ACTION

As part of Exact Sciences' Quality Management System (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 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, 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.

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



There have been no adverse events that would require Exact Sciences to submit an MDR through the end of 2024.



QUALITY MANAGEMENT SYSTEM CONTROL

Risk Management

We have risk controls and relevant testing in place throughout the entirety of the product life cycle, which begins in the development stages and continues through postmarket surveillance. 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

We have procedures in place for implementation of corrective and preventive action throughout all operations affecting product quality. Designated individuals are assigned responsibility for initiating, coordinating, documenting, and monitoring the corrective action process. Our procedures 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 trend analysis

LAURA
Screening
Communications

04 ENVIRONMENTAL STEWARDSHIP



Rooted in responsibility.

ENVIRONMENTAL STEWARDSHIP

Our approach

We are committed to operating in a manner that respects and protects human health and the environment. We recognize the scientific consensus on climate-related risks and believe every company has a responsibility to contribute to a more sustainable future. To reduce our environmental footprint, we've invested in several water conservation, energy efficiency, and waste reduction initiatives. Many of these efforts have been recognized as best-in-class achievements for their impact and innovation.

Environmental policy and compliance

We have dedicated environmental teams that collaborate across all business units and functions to implement effective environmental programs and policies. These policies, which apply to all our locations globally, are embedded in our [Code of Business Conduct and Ethics](#) and require all operations to comply with national, regional, and local regulations including those affecting air emissions, water quality, and waste disposal.

We also comply with environmental regulations through self-assessments and third-party reviews, promptly addressing any identified gaps. These reviews employ a “fresh eyes” approach, which involves third-party consultants conducting regulatory audits that not only check compliance but also evaluate the effectiveness of our deployment and identify opportunities for improvement.

Environmental management and communication

Our environmental management efforts are supported by Environmental, Health, and Safety (EHS) site specialists at every Exact Sciences location, overseen by a global program team. We maintain open communication with internal and external stakeholders on environmental issues as they arise and actively consult with stakeholders to address environmental concerns. For significant visits, such as those by regulatory bodies, we ensure comprehensive communication to relevant parties. We plan to implement a formal Environmental Management System in 2025.

GREENHOUSE GAS EMISSIONS

We are committed to measuring and managing our carbon footprint to minimize our operational impact on the environment. We strive to operate and produce our products in a sustainable manner. We are continuously investing in infrastructure upgrades and sustainable process improvements.

Our greenhouse gas (GHG) emissions reporting aligns with the GHG Protocol Corporate Standard on an operational control basis to provide consistency and transparency, and it includes Scope 1, Scope 2, and Scope 3 emissions.

In 2024, we have added Scope 3 Transportation and Distribution emissions given the inherent materiality of this emissions source (clinical lab sample delivery to/from customers). 2024 emissions increases were associated with rising demand for our cancer tests.

GHG emissions (Mtons CO ² e)	2022	2023	2024
Scope 1 ¹	12,244	12,177	12,121
Stationary sources	4,082	4,086	3,577
Mobile sources	7,951	7,695	8,078
Refrigeration and AC	210	397	466
Scope 2 ¹			
Location-based purchased electricity	13,896	18,932	19,569
Market-based purchased electricity	13,018	17,957	18,821
Scope 3 ²	8,575	41,223	55,681
Business travel	7,120	5,002	6,348
Waste	1,456	1,928	762
Transportation & distribution	—	34,293	48,572

Scope	Mtons CO ² e	Mtons CO ²	Mtons N ² O	Mtons CH ⁴
Scope 1	4,675.57	4,670.27	2.91	2.39
Scope 2	18,820.97	18,820.85	0.07	0.05

1. 2024 Scope 1 and 2 emissions were calculated in compliance with [Greenhouse Gas Protocol \(GHGP\) Corporate Standard](#).
2. Scope 3 emissions provided by related suppliers with verified methodologies. Previous year reporting notes are documented within previous year reports.

WATER MANAGEMENT

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, recognizing the importance of water and its essential role in sustaining both environmental and social systems.

We are actively exploring ways to improve our operational water efficiency. Our initiatives include:

- Low-flow fixtures
- Leak detection systems
- Gray water/water reclamation
- Rainwater capture

Water (gals)	2022	2023	2024 ¹
Total water usage	19,119,796	18,601,446	16,923,802

1. 9.5% of total water usage is estimated based on square footage and space type for unmetered locations.

ENERGY MANAGEMENT

We are actively exploring ways to improve energy efficiency throughout our operations, helping to reduce costs, increase productivity, and lower our greenhouse gas (GHG) emissions. We also regularly audit our energy use to identify opportunities for improvement.

Key energy efficiency efforts include:

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

Energy	2022	2023	2024
Total electricity consumed (kWh)	22,457,850	32,154,754	35,753,914
Total gas consumed (therms)	762,967	767,784	670,059
Total energy usage (MMBTU)	152,923	186,490	189,003
Percentage grid electricity ²	29%	38%	30%

2. Percentage grid electricity is calculated in accordance with SASB (Sustainability Accounting Standards Board) guidelines.

WASTE MANAGEMENT

In 2024, our total waste volume increased due to rising demand for our cancer tests and increased onsite staffing. We have established waste disposal guidelines and training that ensure waste streams are properly categorized, disposed of, and recycled. We are constantly looking for opportunities to reduce our waste streams and increase recycling.

Our waste management, reduction, and recycling initiatives include:

- Recycling 94% of plastic waste from our Cologuard® sample collection and testing
- Recycling lab waste, including cardboard, styrofoam, gloves, and masks
- Switching to reusable and compostable dishware
- Launching composting programs in our kitchen facilities
- Implementing a waste-to-energy process to reduce landfilled waste for non-recyclable materials

2024						
Waste (U.S. Tons)	General	Plastic	Hazardous	Medical	Electronic	Total Waste
Landfill	1,379	–	146	23	–	1,548
Incinerated	1,719	–	117	11	–	1,847
Recycled	882	2,107	–	–	21	3,010
Composted	49	–	–	–	–	49
Total	4,030	2,107	263	33	21	6,454
% Recycled	22%	100%	0%	0%	100%	47%

EMPLOYEE-LED SUSTAINABILITY

Food waste finds a new future



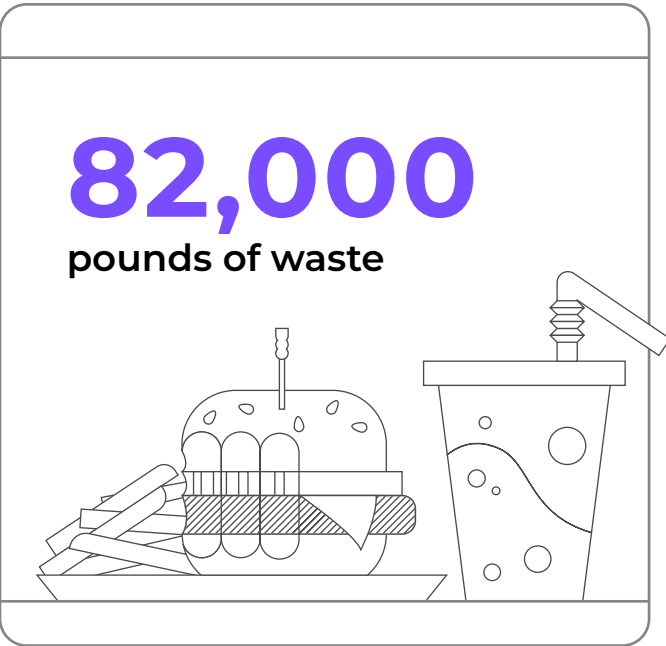
FOOD WASTE COMPOSTING

Our composting initiative began with an idea from a proactive Madison-based employee who wanted to divert food prep waste from landfills where it would contribute to harmful methane emissions. They sourced a commercial partner to collect and transform the waste into nutrient-rich soil.

Building on this success, we introduced composting bins to our dining areas and began sourcing fully compostable tableware to further reduce waste.

Impact

More than 82,000 pounds of food prep and dining area waste composted



From metal to meals



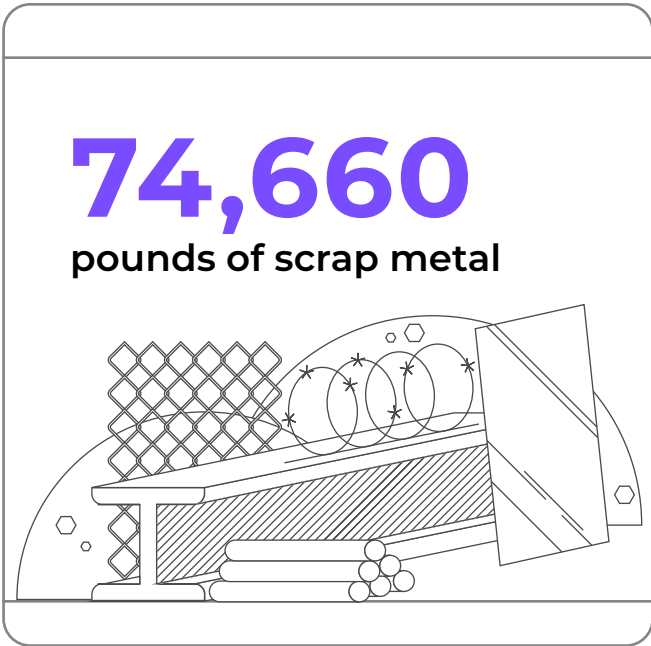
SCRAP METAL RECYCLING

An employee noticed an opportunity to recycle scrap metal that would normally be sent to landfills and took action. He began collecting and hauling scrap metal to a local scrap yard for recycling and donated the proceeds to a local food pantry.

As more teams joined the effort, it became increasingly difficult to transport the scrap metal. In response, the company installed a dedicated dumpster on campus to be picked up when filled, which is now used by on-site construction crews too.

Impact

Over 74,660 pounds of scrap metal recycled and more than \$2,000 in metal recycling proceeds donated to local food pantries



Tools for tomorrow's thinkers



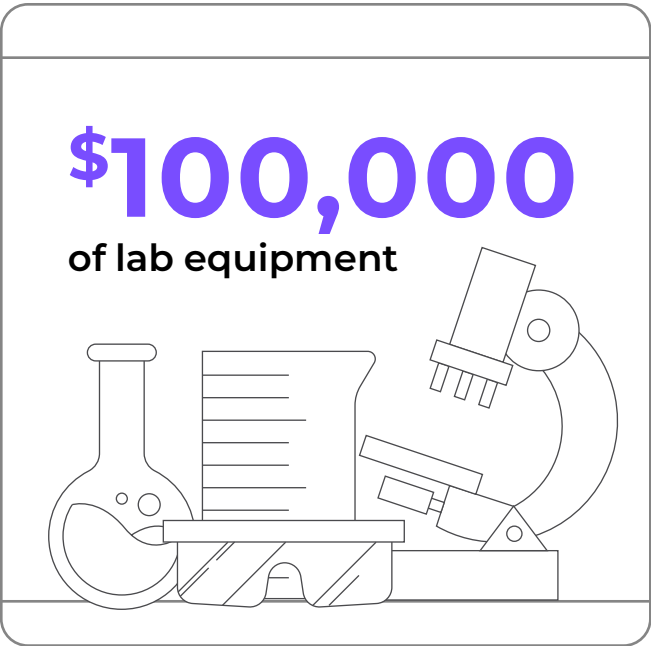
LABORATORY EQUIPMENT DONATION

Noticing decommissioned lab equipment being stored and discarded, a group of employees saw an opportunity to give it a second life.

They launched a program to donate decommissioned lab equipment to local nonprofits in Madison, Wisconsin and expanded the option to Redwood City, California, with one donation in San Diego, California. This program creates opportunities for students and non-profits to receive equipment that can provide valuable hands-on STEM learning opportunities.

Impact

More than \$100,000 of professional-grade lab equipment donated to non-profits



05

COMMUNITY ENGAGEMENT





Ties that strengthen us.

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. When communities have engaged citizens and responsible companies, we believe they can solve issues and create opportunities for future generations.

Our highlights from 2024

14K+

volunteer hours
logged through our
Volunteer Time Off
(VTO) program

\$5M+

donated to
community and
advocacy programs

8K+

Acts of Impact
in 19 days during our
annual workplace
giving campaign

\$784,314

generated
in charitable proceeds
through the Cologuard
Classic by Exact Sciences

EXPANDED

our VTO program
outside of the
United States

SUPPORTING COMMUNITY ENGAGEMENT

Being part of a community means showing up for it.

We work to advance cancer care, expand access to health services, and create economic opportunity in the many places we call home. That impact is powered by our people and the time they dedicate to community care.

VOLUNTEER INITIATIVES

To encourage giving back, we offer 16 hours of paid Volunteer Time Off (VTO) each year to all regular full-time, part-time, and intern employees. This time may be used to help out at a nonprofit or community organization of their choice. Whether it's stocking a food pantry, restoring local habitats, or supporting youth programs, we

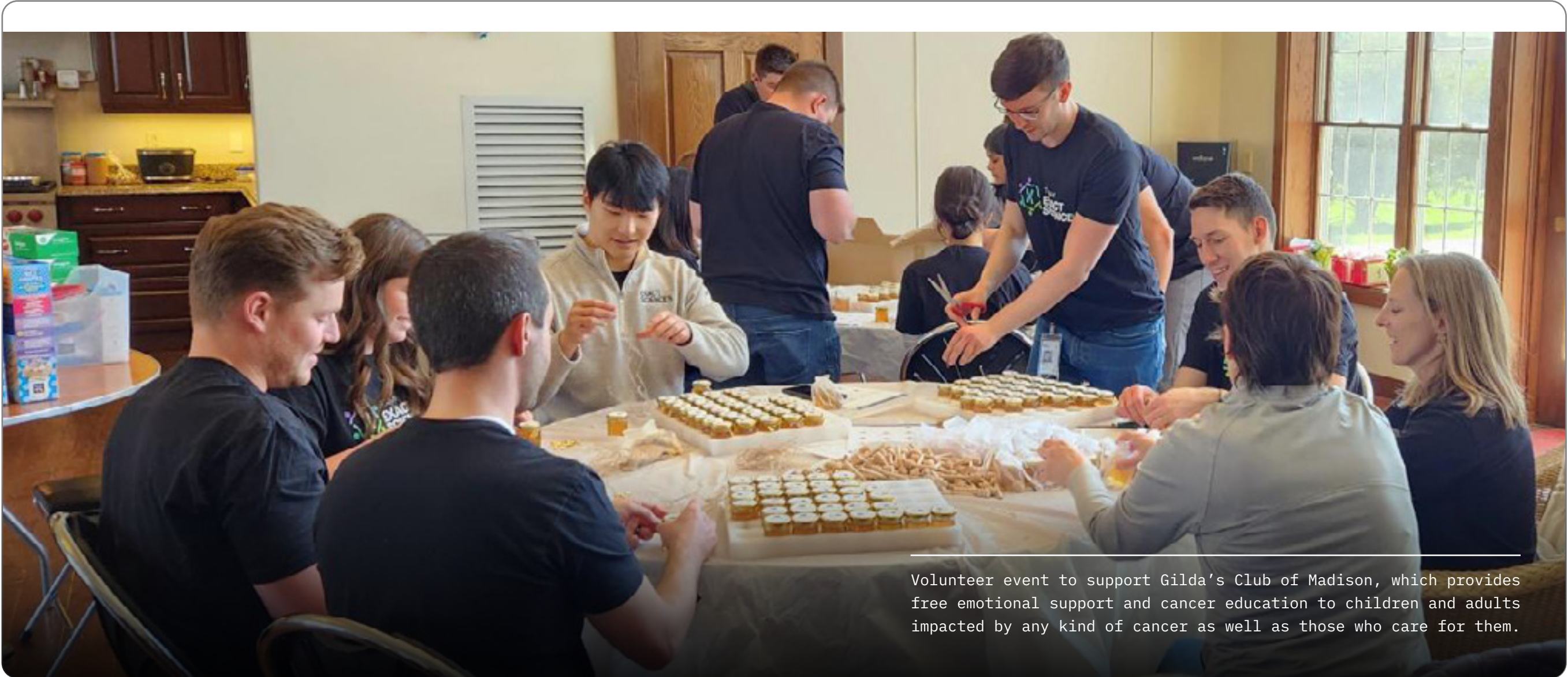
encourage nearly any effort that supports community well-being.

Our Corporate Impact and Community Relations team curates volunteer opportunities year-round in the communities where we operate. Through a dedicated intranet hub, individuals and teams can easily explore ways to get involved.

In 2024, more than 1,500 employees logged VTO hours — a 22% increase from 2023 — with participation rising to over 20% of our global workforce. This year also marked a milestone as we expanded our VTO program to employees outside of the United States.

112K+ potential hours

of annual VTO across all Exact Sciences employees. This equates to over 14,000 workdays, 2,800 workweeks, or 53.85 years of dedicated time.



FUELING HEALTHY COMMUNITIES

A healthier world begins with access to nutritious food. We proudly support organizations working to ensure everyone has the nourishment they need to thrive.



Madison Area Food Pantry Gardens Madison, Wisconsin

Through the growing season, Exact Sciences teams spend VTO hours supporting gardening and harvesting tasks. All produce grown is donated to local food pantries. In 2024, more than 130 employees volunteered over 220 hours in the gardens.



WayForward Resources Middleton, Wisconsin

We donated over 3,000 pounds of food from our Madison kitchens to WayForward Resources, which operates one of the busiest food pantries in Dane County, providing meals for local residents in need.



Second Harvest of Silicon Valley Bay Area, California

In 2024, we granted \$15,000 to Second Harvest of Silicon Valley, which works to end hunger in the Bay Area. Exact Sciences employees volunteered to sort and distribute donated food through curbside pick-up at food sites. With the combined teamwork of 28 Exact Sciences volunteers, we sorted over 8,000 pounds of food.



We strive to make a positive impact locally and globally through our corporate giving programs.

Acts of Impact workplace giving campaign

Employees asked for more ways to give back, and we listened. After launching our first Acts of Impact campaign in 2023, we brought it back in 2024 with an even bolder goal: 7,000 acts of impact, one for every person on our global team. Over 19 days, our employees showed up for their communities—far surpassing our goal by logging more than 8,500 acts of impact:



1,720
monetary
gifts



1,330
hours
volunteered
globally



2,214
holiday
cards



3,255
in-kind
donations

Onsite volunteering

We brought volunteering onsite with a menu of giveback options supporting our community partners. In 2024, more than 25 business meetings included these hands-on activities. One option alone led to the donation of 3,500 servings of homemade lasagna and 1,500 Thanksgiving meals—hand-prepared by our employees and Culinary team—for local nonprofits.



COLOGUARD CLASSIC

The Cologuard Classic by Exact Sciences golf tournament in Tucson, Arizona, is one of the many ways we raise awareness of colorectal cancer (CRC) and the importance of screening. Part of the PGA TOUR Champions, the annual event also serves as an opportunity to recognize those who have been affected by the disease.

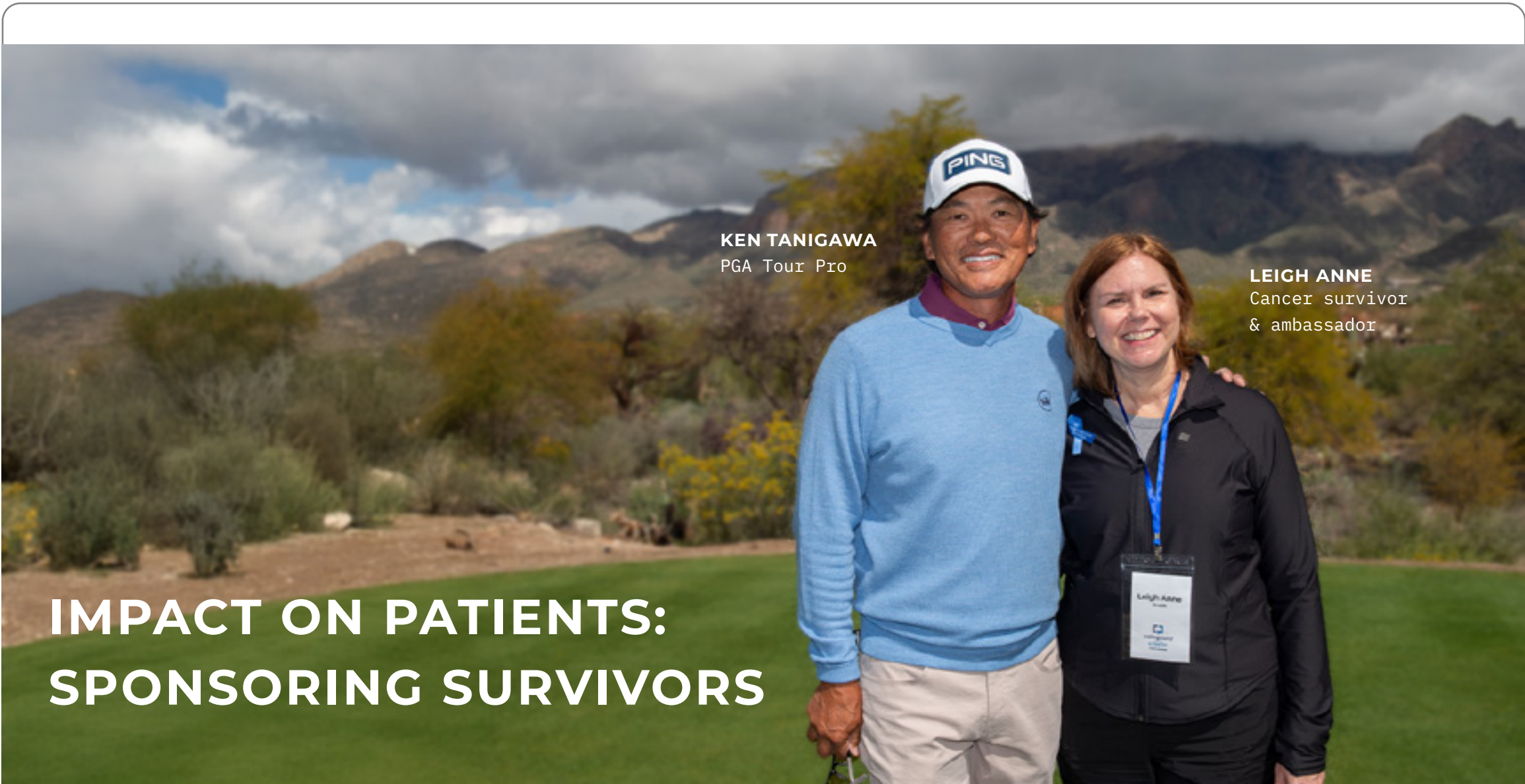
At the 2024 Cologuard Classic, over 300 CRC patients, survivors, caregivers, and advocacy representatives from 32 states participated virtually or in person. Many enjoyed the tournament from Survivor Central, the dedicated fan zone for CRC survivors, patients, and loved ones. Twelve survivors, patients and caregivers played in the pro-am, golfing alongside professionals competing in the tournament.



The Pairings with a Pro program, a Cologuard Classic tradition, honored CRC patients and survivors, and those lost to the disease. All 78 PGA TOUR Champions professionals wore a blue ribbon with an honoree's name, and many professionals were able to meet their honoree in person. Eleven of the nation's leading CRC advocacy groups nominated individuals to participate in the program.

We continue to partner with the Tucson Conquistadores, the tournament's host organization, to direct \$50,000 in donations to CRC 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.

Event sponsors



The Cologuard Classic by Exact Sciences has become one of the most sought-after destinations for those impacted by colon cancer. Each year, Exact Sciences proudly provides grants to CRC advocacy organizations to help offset the travel costs of patients and survivors attending the tournament.

New in 2024, the Sponsor a Survivor program provides an opportunity to help even more patients and survivors be part of this unforgettable event. Participating CRC advocacy groups identify recipients who might otherwise not be able to attend.

Ten survivors traveled to the 2024 tournament as part of this initiative, including an Indiana-based survivor named Leigh Anne. She says: "Folks like me get to be a part of this tournament. They get to be around other survivors and to network with them and to share stories, to meet the golfers, to be treated as though we're honored guests because of our ability to say we're cancer survivors. This allowed me the ability to come, despite other financial considerations, and to bring my husband and to enjoy this time with him."

Learn more about [sponsoring a survivor](#).

Leigh Anne, a Cologuard® patient ambassador and stage I CRC survivor, was paired with Ken Tanigawa, PGA TOUR professional, who wore a blue ribbon in her honor throughout the tournament



06 APPENDIX

EXACT SCIENCES 2024 SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

These tables provide data and information using the 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 2024 performance.

Category	Code	Accounting Metric	Information
Energy Management	HC-DY-I30a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 427,503 GJ, (2) 30.1%, (3) 0%
Waste Management	HC-DY-I50a.1	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	30.32 metric tonnes of medical waste (a) 30%, (b) 0%, (c) 70% For more information, see: Waste management
	HC-DY-I50a.2	Total amount of (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	(1) 89.76 metric tonnes of hazardous waste (a) 85%, (b) 0%, (c) 15% (2) 149.16 metric tonnes of nonhazardous waste (a) 20%, (b) 0%, (c) 80% For more information, see: Waste management
Patient Privacy & Electronic Health Records	HC-DY-230a.2	Description of policies and practices to secure customers' personal health data records and other personal data	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: Cybersecurity, privacy & data protection

Category	Code	Accounting Metric	Information
Patient Privacy & Electronic Health Records	HC-DY-230a.3	(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data (3) number of customers affected in each category, (a) personal data only and (b) personal health data	Not reported For more information, see: Cybersecurity, privacy & data protection
	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: Expanding health access
Quality of Care & Patient Satisfaction	HC-DY-250a.2	Number of Serious Reportable Events (SREs)	Not reported
	HC-DY-250a.3	Hospital-Acquired Condition (HAC) rates per hospital	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.6	Number of (1) unplanned and (2) total readmissions per hospital	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
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: Expanding health access
	HC-DY-270a.2	Discussion of how pricing information for services is made publicly available	Our dedicated patient support team is available to assist patients with questions about testing, insurance coverage, and financial assistance. For details, see: Expanding health access
	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

Category	Code	Accounting Metric	Information
Workforce Health & Safety	HC-DY-320a.1	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees ¹	(a) 0.37 (Number of OSHA recordable incidents) x 200,000 / (Total number of hours worked) (b) 0
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: 8%, involuntary: 8%
	HC-DY-330a.2 HC-BP-330a.1	Description of talent recruitment and retention efforts for health care practitioners	We are dedicated to fostering a safe, healthy, and collaborative work environment where everyone feels valued and empowered. For details, see: Empowering our employees
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 and (3) emergency preparedness and response	For details, see: TCFD Index
Fraud & Unnecessary Procedures	HC-DY-510a.1	Total amount of monetary losses as a result of legal proceedings associated with medical fraud	Material legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs.

1. The Total Recordable Incident Rate (TRIR) reported reflects 99.9% of our direct employees and is used to represent this group. The TRIR for contract employees is reported as 0.

Category	Code	Accounting Metric	Information
Business Ethics	HC-BP.510a.1	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 Business ethics
	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 following the international codes and principles outlined 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: Clinical research programs & standards
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Zero regulatory inspections that resulted in any actions. A BIMO FDA inspection in 2024 resulted in zero findings, actions, or observations.
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Not reported.
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 2024, we screened more than 18 million patients with Cologuard and tested nearly 1.8 million patients with Oncotype. For details, see: Innovative health care
	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 2024 TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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

GOVERNANCE
a) Board oversight Our Board of Directors provides oversight of climate-related risks and opportunities, and receives updates on associated policies and risks at least annually. Specific oversight of climate-related risks and opportunities 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-related risks and opportunities. Our senior managers and executives brief the full Board annually regarding the results of our annual enterprise risk assessment, climate-related risks, and annually reviews our business continuity planning, which is affected by climate-related risks and opportunities with the Audit and Finance Committee. Our senior managers and executives also brief the Board and its committees, as needed, throughout the year on issues directly and indirectly related to climate-related risks and opportunities.
b) Management role Our CEO and other leaders have executive oversight of our approach to climate-related risks and opportunities. 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 climate-related risks and opportunities pose minimal material risk to our business, we have identified both physical and regulatory 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. Weather conditions 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 the business, strategy, and financial planning 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. 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 that 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-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) Climate-related metrics in line with strategy and risk management	
We voluntarily initiated Scope 1 and 2 GHG emissions reporting in our 2021 report and added material Scope 3 emissions reporting in our 2022 report. Our reporting is aligned with the GHG Protocol Corporate Standard on an operational control basis to provide consistency and transparency.	
b) Scope 1, 2, and 3 GHG metrics ⁽¹⁾	
Scope 1 emissions (2024)	• Stationary combustion – 3,577 Mtons CO²e • Mobile sources – 8,078 Mtons CO²e • Refrigeration and AC – 466 Mtons CO²e
Scope 2 emissions (2024)	• Location-based purchased electricity – 19,569 Mtons CO²e • Market-based purchased electricity - 18,821 Mtons CO²e
Scope 3 emissions (2024)	• Business travel – 6,348 Mtons CO²e • Waste – 762 Mtons CO²e • Transportation & distribution - 48,572 Mtons CO²e
c) Climate-related targets and performance targets	
In close collaboration with our operations management, we are assessing feasibility of setting specific targets and developing strategies to reach them.	

1. Scope 1 and 2 emissions were calculated in compliance with Greenhouse Gas Protocol (GHGP) Corporate Standard

CORE REVENUE RECONCILIATION

GAAP

Twelve months ended December 31.

(In thousands)	2024	2023	% Change
Screening	\$2,103,868	\$1,864,701	13%
Precision Oncology	654,999	629,110	4%
COVID-19 Testing	—	5,955	(100)%
Total	\$2,758,867	\$2,499,766	10%

NON-GAAP

Twelve months ended December 31.

(In thousands)	2024 ⁽¹⁾	2023 ⁽¹⁾	% Change	Foreign Currency Impact ⁽²⁾	Core Revenue ⁽³⁾	% Change ⁽³⁾
Screening	\$2,103,868	\$1,864,701	13%	—	\$2,103,868	13%
Precision Oncology	647,380	620,821	4%	\$507	\$647,887	4%
Total	\$2,751,248	\$2,485,522	11%	\$507	\$2,751,755	11%

(1) Excludes revenue from COVID-19 testing, the divested Oncotype DX Genomic Prostate test, and the Resolution Bioscience acquisition.

(2) Foreign currency impact is calculating the change in current period non-U.S. dollar denominated revenue using the prior year comparative period exchange rates.

(3) Excludes revenue from COVID-19 testing, the divested Oncotype DX Genomic Prostate Score test, the impact of foreign currency exchange rate fluctuations, and the Resolution Bioscience acquisition.

ADJUSTED EBITDA RECONCILIATION

(In thousands)	2024
Net loss	\$(1,028,857)
Interest expense ⁽¹⁾	27,016
Income tax benefit	(7,304)
Investment income, net	(39,558)
Depreciation and amortization	214,859
Stock-based compensation ⁽²⁾	254,930
Acquisition and integration costs ⁽³⁾	1,172
Impairment of long-lived and indefinite-lived assets ⁽⁴⁾	869,460
Gain on sale of asset and divestiture related costs ⁽⁵⁾	(9,200)
Restructuring and business transformation ⁽⁶⁾	18,537
License agreement termination ⁽⁷⁾	25,843
Legal settlement ⁽⁸⁾	(3,500)
Adjusted EBITDA	\$323,398
Adjusted EBITDA margin	12%

(1) Interest expense includes a net gain recorded of \$10.3 million from the settlement of convertible notes. The gain represents the difference between (i) the fair value of the consideration transferred and (ii) the sum of the carrying value of the debt at the time of the exchange.

(2) Represents stock-based compensation expense and 401(k) match expense. The Company matches a portion of Exact Sciences employees' contributions annually in the form of the Company's common stock.

(3) Represents acquisition and related integration costs incurred as a result of the Company's business combinations. Acquisition costs represent legal and professional fees incurred to execute the transaction. There were no acquisition costs incurred for the year ended December 31, 2024. Integration-related costs represent expenses incurred outside regular business operations, specifically relating to the integration of businesses acquired through a business combination. This includes any gain or loss on contingent consideration liabilities, severance and accelerated vesting of stock awards, and professional services. The remeasurement of the contingent consideration liabilities resulted in a gain of \$3.3 million for the year ended December 31, 2024. The Company also incurred severance costs and professional service fees which were not significant for the year ended December 31, 2024. The majority of the professional service fees relate to the integration of information technology systems.

(4) Represents impairment charges on the Company's long-lived and indefinite-lived assets. This primarily includes an impairment charge recorded related to the in-process research and development asset acquired as part of our acquisition of Thrive. This also includes impairment charges recorded on building leases and corresponding leasehold improvements at certain of our domestic facilities.

(5) Relates to the sale of the intellectual property and know-how related to the Company's Oncotype DX Genomic Prostate Score test to MDxHealth SA in August 2022 and the subsequent Second Amendment to the Asset Purchase Agreement related to the sale in August 2023. For the year ended December 31, 2024, this represents the remeasurement of the associated contingent consideration.

(6) Includes costs associated with the Company's business transformation program intended to consolidate operations, achieve targeted cost reductions, and focus resources on its key strategic priorities. For the year ended December 31, 2024, this primarily includes severance costs and accelerated stock-based compensation expense related to the closure of domestic facilities and related consulting services.

(7) Represents termination related charges incurred due to the termination of the Company's license and sponsored research agreements with The Translational Genomics Research Institute related to its Targeted Digital Sequencing technology, which resulted in the recognition of termination related charges in the second quarter of 2024.

(8) Represents income received in connection with a settlement with counterparties related to the Medicare Date of Service Rule Investigation.

RESPONSIBLE BUSINESS REPORT

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.

INVESTOR CONTACT

Derek Leckow
Exact Sciences Corp.

e: investorrelations@exactsciences.com
p: +1 608-893-0009

MEDIA CONTACT

Steph Spanos
Exact Sciences Corp.

e: sspanos@exactsciences.com
p: +1 608-800-6648

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