



**EXACT  
SCIENCES**

**2021  
ESG REPORT**

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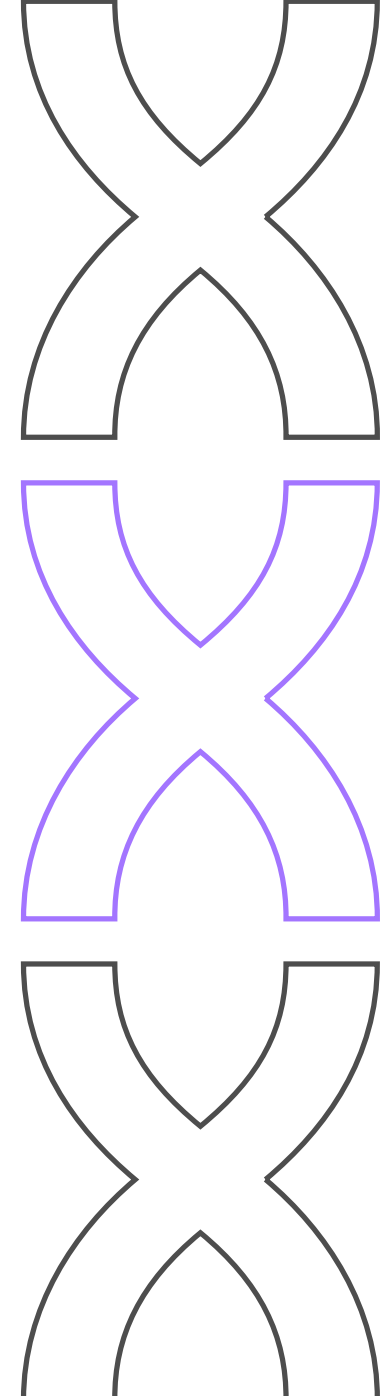
## NOTE TO READERS

Our 2021 ESG report covers our process for, and progress in, addressing environmental, social, and governance topics that are relevant to Exact Sciences and our stakeholders.

This report covers 2021 information primarily for our U.S. operations, which includes 97% of our employees, and has been informed by the standards established by the Sustainability Accounting Standards Board (SASB). Our disclosure against the SASB standards is provided in the appendix of this report.

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**We aim to eradicate cancer and the suffering it causes through tests that help prevent cancer, detect it earlier, and guide treatment**



# LETTER FROM OUR CHAIRMAN AND CEO

Our mission is to eradicate cancer through tests that help prevent cancer, detect it earlier, and guide treatment. For most cancers, a diagnosis in early stages means a much better chance of survival than a diagnosis in late stages. Our team is developing tests that help detect most cancers in earlier stages, as well as recurrence of cancer before detectable with the most sensitive imaging. We plan to change the way people screen for, are diagnosed with, and treat cancer. Our core values of integrity, innovation, accountability, quality, and teamwork ensure we work toward our goal in a sustainable way.

The policies and programs described in this report are important components of our sustainability initiative: to facilitate cancer prevention and smarter cancer care. The work we do every day is aimed at eliminating the suffering cancer causes to create a more enduring, cancer-free world for future generations. The success of Exact Sciences would reduce the economic and social burden of cancer care around the world.

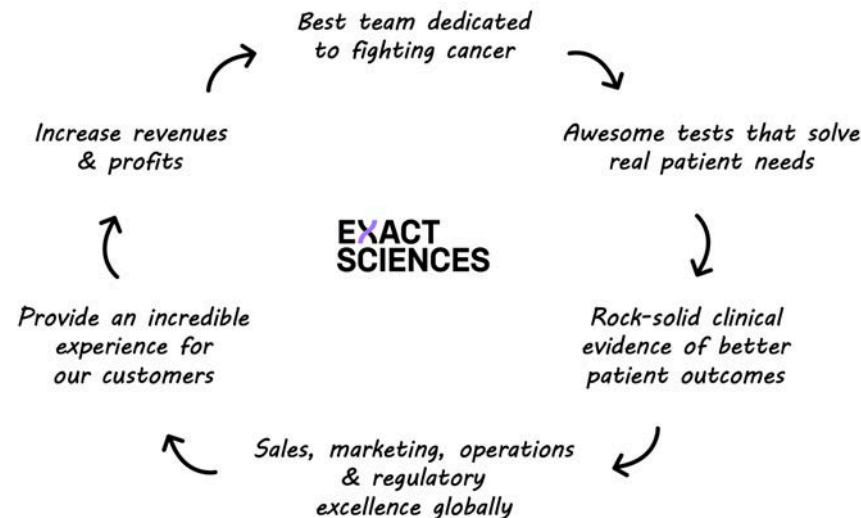
In this report, we highlight our key sustainability focus areas, which are:

- human capital,
- community engagement,
- business ethics,
- product quality,
- access to health care, and
- environmental stewardship.

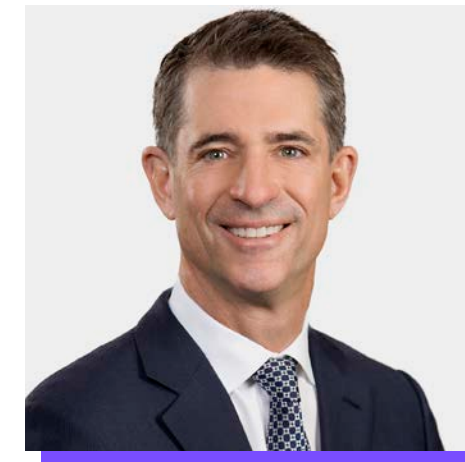
We are committed to taking care of the patients we serve, their health care providers, our employees, supporting the communities in which we work, behaving ethically, making our services accessible broadly, and protecting our environment.

We're focused on making our current advanced cancer diagnostic tests – Cologuard<sup>®</sup>, Oncotype<sup>®</sup>, and Oncomap<sup>™</sup> – and our pipeline tests – the biggest, boldest, and highest impact opportunities in cancer diagnostics – available to more people around the world. We have brought together a talented team dedicated to this vision, and we achieved a lot together in 2021, including:

- testing almost 4 million people and growing Screening and Precision Oncology revenue by nearly 30%,
- generating over \$1 billion in Cologuard revenue, the first diagnostic test to reach that milestone,
- exceeding \$500 million in Precision Oncology revenue for the first time,
- adding new tests to support hereditary cancer testing, liver cancer surveillance, and comprehensive genomic tumor profiling for advanced cancer, and
- producing evidence to support tests solving real patient needs.



We aim to create a sustainable company based first on having the best team dedicated to developing advanced tests that solve patient needs, proven by clinical trials with strong outcome evidence, a superior commercial organization, high customer satisfaction, and increasing revenue and profits. We aim to achieve profitability in 2024, with sustainable profit growth afterwards. The best people want to work for a company pursuing an audacious goal like eradicating cancer, and our sustainability and strong governance culture helps us attract and retain them.



Kevin Conroy



## EXACT SCIENCES AT A GLANCE IN 2021

**6,500+**

employees dedicated to defeating cancer

**Great Place to Work™**

certified for the 3rd consecutive year

**25,251**

total GHG emissions (mtCO2e)

**54%**

workforce gender diversity

nearly

**4 million**

people tested with advanced cancer tests and for COVID-19

**90+**

countries where we support patients

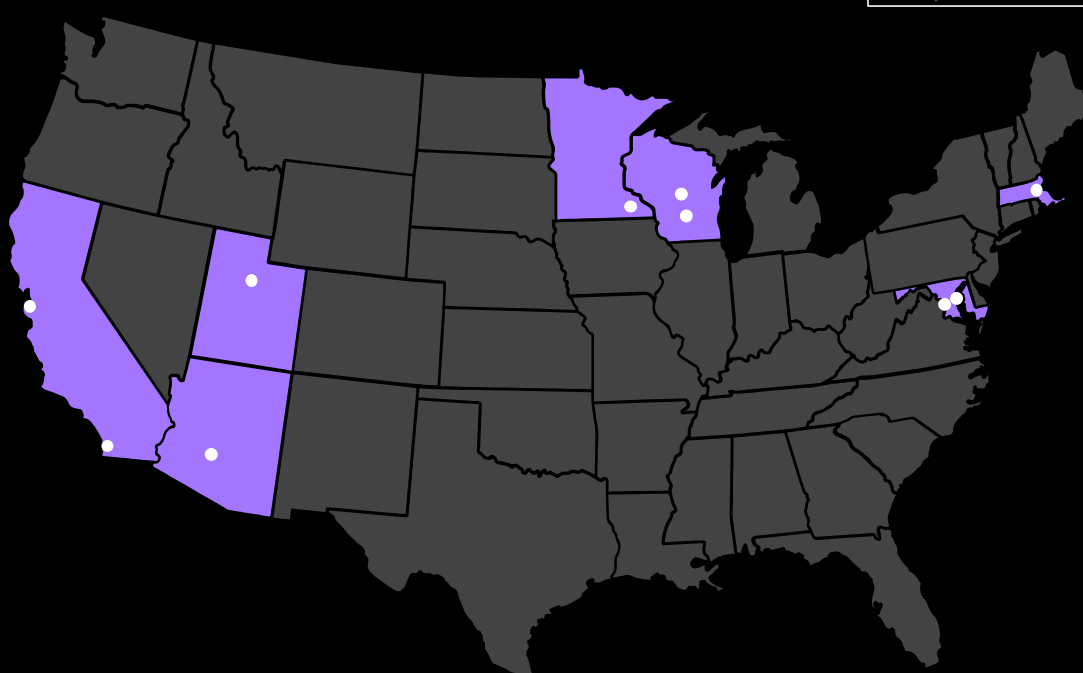
**\$8M**

in donations and educational and research grants

**4,800+**

hours of volunteer service

**40+** locations globally



## BUSINESS OVERVIEW

**\$1.77B**

2021 revenue

**55%+**

3-year compounded annual growth rate

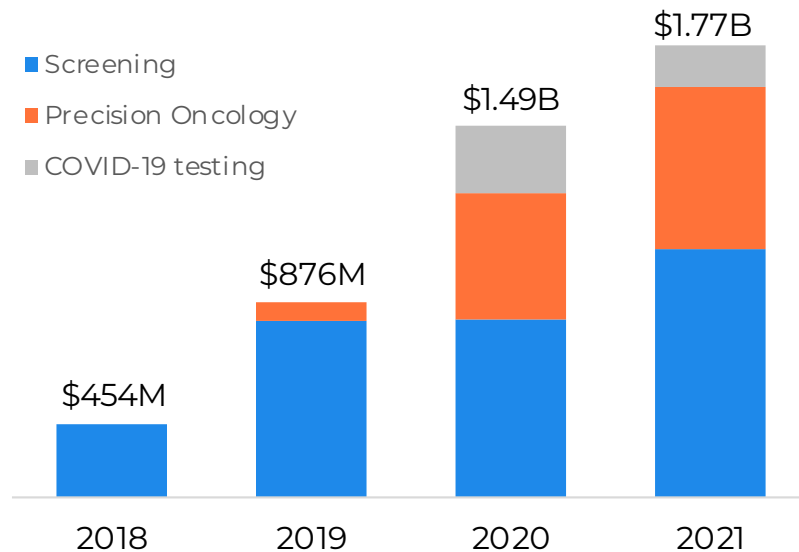
**\$1.1B**

R&D investments over last 3 years, or 26% of revenue

**2024**

profitability target

Note: profitability target is estimate for full-year adjusted EBITDA



Note: 2019 includes partial year of Precision Oncology revenue due to Genomic Health acquisition closing in Nov. 2019

## SCREENING



Cologuard is the first and only FDA-approved, non-invasive, multi-target, stool-based colorectal cancer screening test. There are nearly 110 million Americans at average risk for colorectal cancer who should be screened regularly. Today, an estimated 46 million of them are not up to date with screening recommendations.

Cologuard has helped screen more than 8 million people since it was made available and has captured about 5 to 10 percent of the addressable market. Our long-term goal is to help meaningfully impact colon cancer screening rates, eradicate this terrible disease, and capture at least 40% of the market with Cologuard, which equates to about \$7 billion in annual revenue.

Source: U.S. Census data; Division of Cancer Prevention and Control, Centers for Disease Control and Prevention (2021); Exact Sciences estimates

## PRECISION ONCOLOGY



The Oncotype portfolio of genomic tests provides personalized insights about a patient’s tumor, allowing them to make treatment decisions with greater confidence. Tailoring treatments to the individualized biology of each patient has the potential to improve outcomes and reduce health care costs by eliminating unnecessary and ineffective treatments.

The landmark TAILORx and RxPONDER trials used the Oncotype DX Breast Recurrence Score® test to define, with precision, the individual benefit of chemotherapy and risk of recurrence for early-stage breast cancer patients. For men diagnosed with low-, intermediate-, and high-risk localized prostate cancer, the Oncotype DX Genomic Prostate Score® (GPS™) test measures the expression of certain genes in prostate cancer cells to help guide treatment decisions at diagnosis. We also offer two therapy selection tests, Oncomap™ and Oncomap ExTra™, for patients with advanced or rare cancers, which utilize comprehensive genomic profiling panels.

EXACT  
SCIENCES

Changing lives across  
the cancer continuum,  
from screening to  
therapy selection

# TAKING CARE OF THE PEOPLE WE SERVE

We plan to change the way people screen for, are diagnosed with, and treat cancer. We're focused on making our current advanced cancer diagnostic tests – Cologuard, Oncotype, and Oncomap – available to more people around the world.

## IMPROVING QUALITY OF LIFE WITH



for every 1 million patients  
screened with Cologuard

**318K**

years of life are gained

by the end of 2021,  
we screened more than

**7.5M**

people with Cologuard

Health economic models show  
Cologuard can lead to a:

**65%** reduction in colorectal  
cancer incidence

**73%** reduction in colorectal  
cancer mortality



## EVERETT'S STORY

**When I was born** on the predominantly African American east side of the river in Waterloo, Iowa, and raised in the area, most of my family members did not live to see old age. The health disparities that existed then and now in my community are painfully evident. I have lost too many people I love to very treatable cancers and preventable diseases. My grandparents died in their 50s. My father was 57 when he died and my mother in her 60s. Most of my uncles passed around the same age.

My loved ones did not get screened for cancer or have access to the preventive care that I do. And even though I'm now 55, and I should know better, I was on track to repeat my family's health history. As a busy executive whose days are filled by the minute, I told myself that I couldn't make the time for a colonoscopy. And as the years passed, I kept making excuses.

In 2021, I became Chief Commercial Officer for Exact Sciences. During my first week with the company, I heard our CEO Kevin Conroy speak about the work we're doing to catch cancer early and the difference that makes in treatment outcomes and quality of life.

**That's when it hit me: there was no excuse for me to avoid taking charge of my own health. I had to get screened for colorectal cancer.**

My three daughters are now young adults, and my youngest was just a newborn when my father passed away. He missed so much of their lives, and I did not want to make the same mistake. I want my daughters to see me as an old man with grandkids running around — I want to have the experiences I missed with my parents and grandparents.

I took my wife on this cancer screening journey with me — she is 54 and a busy physician who had also put off getting a colonoscopy. We both did a home screening with Cologuard, a non-invasive stool test, and it couldn't have been easier. Cologuard comes with a returnable kit that you leave on your doorstep for UPS to collect.

Less than two weeks later, my wife and I were in our living room when we received our Cologuard results by email. My test came back negative. I breathed a sigh of relief and made plans to do another home screening in three years. But my wife's test was positive. She quickly connected with her doctor to schedule a follow-up colonoscopy, a step she admitted she would have continued delaying if it were not for Cologuard. To say we are happy she did the Cologuard test is an understatement. During her follow-up colonoscopy, they discovered a pre-cancerous lesions in my wife's colon that had already grown to 4 centimeters in size. These pre-cancerous adenomas may become cancer over time and are surgically removed to prevent the disease from ever happening.

**I was a believer in Cologuard, now I am an evangelist.**

I'm sharing my family's story because there are nearly 46 million people who have not been screened for colorectal cancer. There is no better time to talk to your doctor about getting screened than now. But we know that having "your doctor" is not a given, especially in places like where I grew up. Most of my relatives don't have a primary care physician — they call my wife when they feel sick. Doctors can be intimidating to Black people, so their "doctor" often ends up being the emergency room.



**Everett Cunningham**  
Chief Commercial Officer at Exact Sciences

One of the positive trends to emerge from the pandemic is the growing acceptance and reach of telemedicine, which can make it easier for people to consult with a doctor and get access to potentially life-saving screenings. I have cousins in Waterloo who work hourly jobs, and they can't afford to take two days off for a colonoscopy, which is why we're working to expand access to and awareness of Cologuard.

Colorectal cancer does not have to be a death sentence — catching it in a pre-cancerous stage or at stage I is completely different than catching it in stage IV. You might feel healthy and look healthy, but that does not mean you can afford to delay screening. My wife runs every day and is healthier than she was when we met in college 37 years ago, and yet her test was positive, and they found a pre-cancerous lesion. You can take control by getting screened, and you can do it from the convenience of your home.

**There's too much to miss out on.**

## USING GENOMIC INFORMATION TO PERSONALIZE BREAST CANCER TREATMENT

### About the **oncotype DX**<sup>®</sup> Breast Recurrence Score test

The Oncotype DX Breast Recurrence Score test is proven to predict the likely benefit of chemotherapy – as well as the risk of distant recurrence – for patients who are newly diagnosed with early-stage invasive breast cancer.

It's also the only genomic test classified as “preferred” by the National Comprehensive Cancer Network (NCCN<sup>®</sup>) Clinical Practice Guidelines in Oncology for breast cancer, with the highest level of evidence for node-negative and postmenopausal node-positive patients.

The American Society of Clinical Oncology (ASCO<sup>®</sup>) guidelines also strongly recommend use of the Oncotype DX Breast Recurrence Score test in node-negative and the majority of node-positive early-stage breast cancer patients.

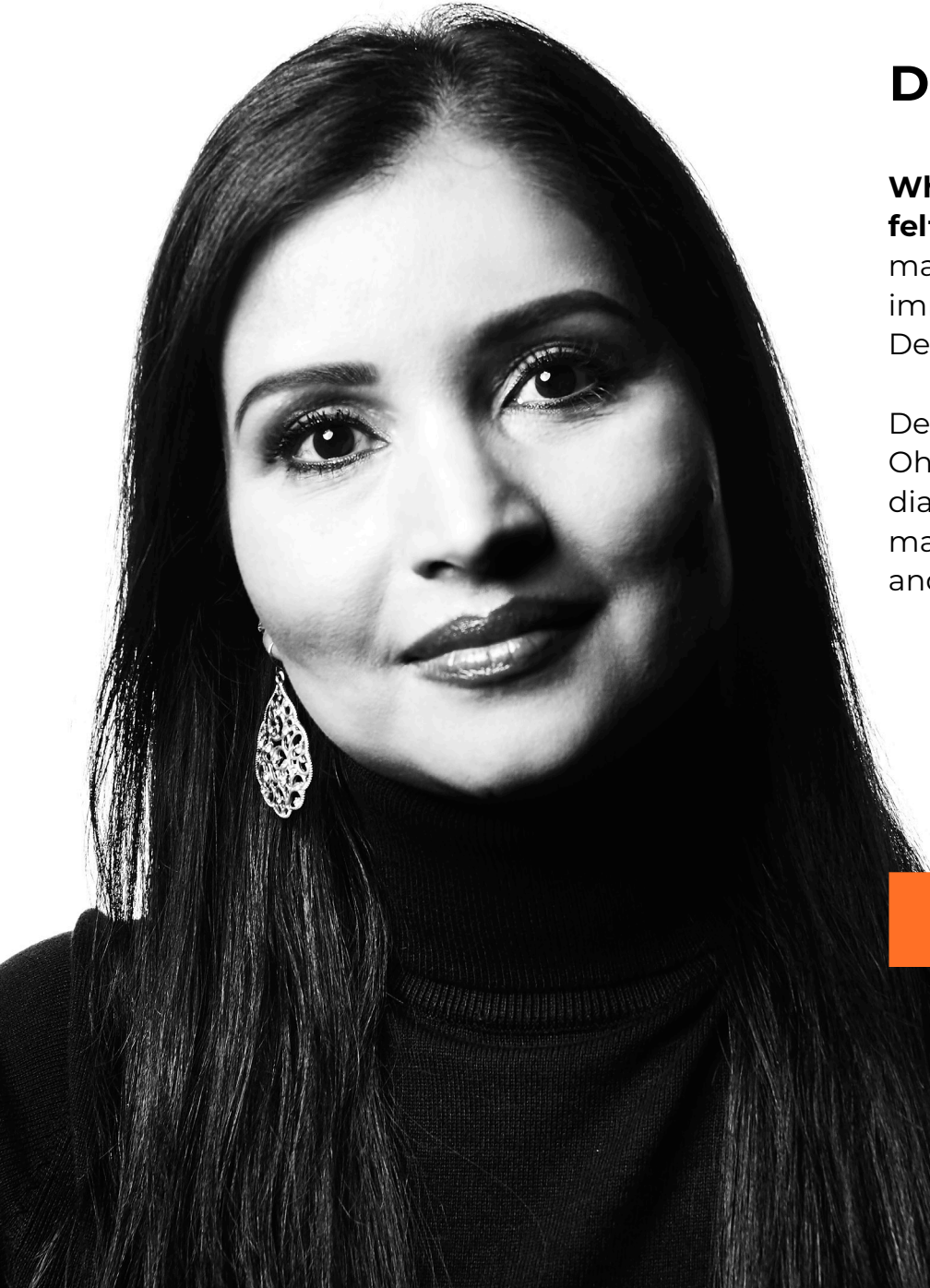
Results from the independent **TAILORx** and **RxPONDER** trials showed

**80%** of patients do not benefit from chemotherapy\*

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

**1M+** patients from unnecessary chemotherapy treatments

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



## DEEPA'S STORY

**While on spring break with her family, Deepa felt pain in the right side of her chest.** After a mammogram revealed a mass in her breast, she immediately got an ultrasound and biopsy. At 41, Deepa was diagnosed with invasive breast cancer.

Deepa was a new breast surgeon faculty member in Ohio. Like most patients, she was devastated by her diagnosis. She faced the same decisions her patients make – whether to get a lumpectomy or mastectomy and whether to use chemotherapy or not.

**Dr. Deepa Halaharvi, breast cancer survivor**

**“All of this has allowed me to gain a unique perspective from being a breast cancer surgeon and breast cancer patient. Now I know what it’s like to face cancer. I have walked in my patients’ shoes.”**

After her mastectomy, the pathology results showed that she had a 1.5 cm tumor. Deepa immediately knew that she would need the Oncotype Dx Breast Recurrence Score test. Based on her clinical features, Deepa guessed that she would have an Oncotype DX Recurrence Score of 10.

The results came back with a Recurrence Score of 18, meaning her benefit from chemotherapy would be low, and she decided not to proceed with the therapy.

Her experience as a patient reminded her there are real people behind the statistics doctors give to patients. Deepa prioritizes calling her patients as soon as their results are available because she understands their anxiety when waiting for answers. Deepa makes sure her patients engage in a shared decision-making process about treatment and **are empowered to ask the right questions when they see a medical oncologist.**



## SUPPORTING THE FIGHT AGAINST COVID-19

What started as a mission to take care of our employees during the early days of the COVID-19 pandemic quickly grew into an opportunity to serve our communities. More than 1,000 people from our R&D, lab, IT, and operations teams collaborated to develop, secure FDA emergency use authorization, and launch a scalable COVID-19 testing solution.

By the end of 2021,  
we completed more than



**3.7M**  
**COVID-19 tests**

and delivered results to all



**50 states**





## OUR VALUES

Sustainability is embedded within our core values



**TEAMWORK**



**INTEGRITY**



**QUALITY**



**INNOVATION**



**ACCOUNTABILITY**

## OUR KEY SUSTAINABILITY FOCUS AREAS

### Human Capital

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

### Business Ethics

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We expect every employee to practice the highest standards of conduct in every business relationship within the company and with our customers, business partners, competitors, and the community in which they work.

### Access to Health Care

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

### Community Engagement

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The grit and determination that drives our business is the same spirit we apply to helping our communities. With engaged citizens and responsible companies, we believe communities can find solutions to the issues they face and foster potential for the next generation.

### Product Quality

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

### Environmental Stewardship

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We are committed to operating our business and facilities and to producing our products in a manner that respects and protects human health and the environment.

# HUMAN CAPITAL

## Our approach

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

**We are taking action through several social initiatives to foster employee loyalty.**

## These actions include:

- Making Exact Sciences a Great Place to Work
- Enhancing our industry-leading compensation and benefits
- Offering best-in-class wellness benefits
- Expanding leadership coaching and development programs
- Promoting inclusion and diversity
- Creating a safe place to work



## SATISFACTION & ENGAGEMENT

### Our approach

We believe in creating an employee experience that helps people identify meaning and purpose in their work, feel valued for their contributions, and have a sense of belonging. Measurement is a critical step in understanding our employees' experience and identifying areas of opportunity. Results from anonymous employee surveys guide managers in developing action plans to optimize team engagement and performance.

### Measuring engagement

We conduct an annual, anonymous employee survey administered by Gallup to help measure the overall engagement and satisfaction of our team. In 2021, 85% of employees participated in the Gallup survey. We also conduct several 'pulse' surveys throughout the year to ensure we are sustaining a motivating, fun, and rewarding workplace culture.

### Our action plan

We continue investing in people and tools to address employee feedback. We believe this will help maintain a positive culture and improve employee loyalty.

## RESULTS & RECOGNITION

We have consistently achieved high employee engagement scores by investing in our communities and internal talent. Exact Sciences was Great Place to Work certified for the third year in a row in 2021, with 88% of survey participants saying that Exact Sciences is a great place to work (compared to 90% in 2020 and 92% in 2019).

**94%** I'm proud to tell others I work here

**93%** I feel good about the ways we contribute to the community

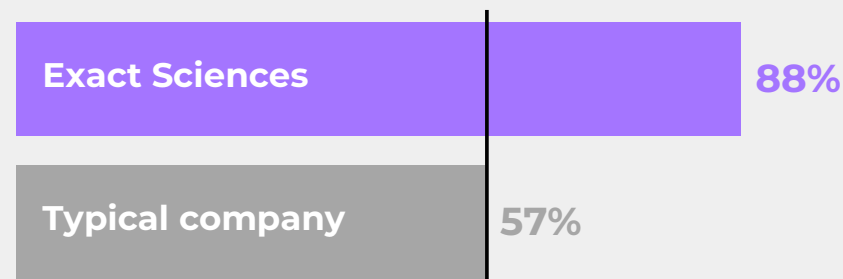
**93%** When you join the company, you are made to feel welcome

**92%** Our facilities contribute to a good working environment

**92%** I am able to take time off from work when I think it's necessary

**88%**

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



Source: Great Place to Work 2021 Employee Engagement Study



## FORTUNE

[Best Workplaces in Health Care & Biopharma™ 2021](#)

[Best Workplaces for Millennials™ 2021](#)



## COMPENSATION & BENEFITS

### Our approach

We are committed to improving and maintaining the health and well-being of our employees. Our comprehensive total rewards program provides industry-leading compensation and benefits to inspire a sense of ownership in our company's success and meet the needs of our diverse, global workforce. We launched new time-away policies and core benefits in 2021 to enhance our nationally-recognized wellness offerings.

#### FINANCIAL BENEFITS

- Restricted Stock Units (RSU) [new hire & annual awards]
- 401(k) retirement plan with discretionary company match
- Employee Stock Purchase Plan (ESPP)
- Deferred compensation plan
- Tuition reimbursement program
- Short- and long-term disability
- Life and AD&D insurance
- Business travel accident
- Commuter benefits
- Adoption assistance
- Charitable donation match program
- Prepaid legal services
- Pet insurance discounts
- Auto & home insurance discounts

#### HEALTH BENEFITS

- Medical & prescription coverage
- Dental plan options
- Vision plan options
- Health Savings Account (HSA) with employee and employer contributions
- Flexible Spending Accounts (FSA)
- Accident and critical illness benefits

#### WELL-BEING BENEFITS

- Annual Health Risk Assessment (HRA) program
- Employee Assistance Program (EAP) available 24/7
- Wellness points program
- Fitness reimbursement program
- Fitness classes
- Mentor program
- Care.com premium membership
- Tobacco cessation support
- Blood drives
- Flu shot clinics
- Onsite dining (at select locations)
- Mother's & well-being rooms
- Milk Stork for traveling breastfeeding moms

#### WORK LIFE BALANCE

- Paid vacation days
- Sick time off
- Volunteer time off
- Parental leave
- Family caregiver leave
- Personal leave
- Bereavement time off
- Jury or witness duty time off
- Time off to vote
- Military leave
- FMLA & other federal, state, municipal leaves
- Flexible working arrangements, including hybrid or remote options



## WELLNESS PROGRAMS & RECOGNITION

### Our approach

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

### Wellness awards



Exact Sciences was named among America's Healthiest Companies in 2021 by the Wellness Council of America (WELCOA), a nationally respected resource for healthy, high-performing workplaces. We received the Platinum Well Workplace Award, the highest award given by WELCOA, reflecting our leadership and innovation in workplace health.



We received Gold level recognition from the American Heart Association's Workplace Health Achievement Index, which recognizes companies that implement quality workplace health programs and display a culture of best health practices.





## CAREER DEVELOPMENT & FEEDBACK

### Our approach

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

### Annual review process

Our annual review process, referred to as the Exact Journey, begins with collaborative goal setting at the beginning of the year and ends with an annual performance discussion. To set goals, employees work with their direct manager to connect the priorities of the company to their specific duties. Once goals are set, employees and their managers have quarterly check-ins. This involves ongoing discussions assessing progress toward individual goals and key engagement drivers, which vary by quarter and business priorities. At the end of the year, each employee completes a self-assessment, reflecting on their progress and achievements, and defining what they view as their strengths, aspirations, and development opportunities. Their manager then completes an assessment, which is followed by an engaging discussion focused on personal growth and teamwork. The goal-setting process restarts each year. The program applies to all full-time and part-time Exact Sciences employees who perform work responsibilities at Exact Sciences.

We also offer a variety of assessments, such as a leadership 360 survey, to gain insights that support development.

Thanks, in large part, to our training and development investments, we filled 34% of our open positions with internal candidates in 2021. In the last quarter of 2021, that rate was 39%.



## LEARNING & DEVELOPMENT PROGRAMS

### Employee training programs

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

Senior leadership, in conjunction with human resources, is responsible for ensuring that all employees, including contractors and consultants, have the appropriate education, training, competency, and credentials.

Our training and development team provides technical training to our operational employees for roles such as specimen processing and customer service. More than 5,700 in-person and 19,800 online courses were completed by our operations team members during 2021. We also have a commercial effectiveness team that is responsible for ensuring employees in sales promote Exact Sciences products to health care professionals accurately and effectively. Throughout the year, new and experienced members of our commercial team completed more than 100,000 hours of live training.

Our organizational development and functional training teams create opportunities for personal growth, professional development, and career mobility. From facilitated workshops and podcasts, to eLearning modules and succession planning, we have invested in the internal capabilities to meet our employees at any stage of their career growth and development. Many of these courses can be completed through our online Learning Universe platform.

In 2021, more than 886,000 courses were completed on Learning Universe by employees around the world.

### Leadership training programs

We expect our leaders to build the best teams, have a clear vision, and demonstrate humility and will. To support the ongoing development of our leaders, we continue to expand our one-on-one leadership team, and group coaching opportunities. We partnered with 57 leadership teams on their own team development. Over the past year, we added Strategic Planning, Coaching Skills for Leaders, A Leader's Role in Inclusion, and Leadership Connections webinars.

We also hosted a Leadership Connect Summit for our senior leaders to network, develop and refine their leadership capabilities, as well as learn more about various areas of our business. A series of webcasts were created to cascade the key learnings from the summit to all employees in the company.

### Education & professional development reimbursement

Exact Sciences offers financial support to approved employees who participate in externally-sponsored educational and professional development courses that meet specific criteria. We contributed over \$800,000 in education and professional development reimbursement to enhance employees' skills and knowledge related to our business during 2021.

## INTERNSHIP & DEVELOPMENT PROGRAMS

### Internship program

Our paid internship program introduces Exact Sciences' mission-driven culture to young professionals. A program that started with 2 interns in 2013 now introduces more than 120 young professionals from across the country to Exact Sciences each year.

Our internship program includes a "Career Exploration Pathways" program so interns not only gain experience in their own team or functional area, but also learn from other departments and functions. Summer interns also take part in team-based projects and present their ideas to company leadership. This aspect of the program is designed to provide real-world experience and help students explore the breadth of careers in the health care industry before they graduate from college.

### Apprenticeship program

In 2021, Exact Sciences started its first State of Wisconsin registered apprenticeship program to invest in our future talent needs and improve access to economic opportunity. The apprenticeship program includes facilities maintenance opportunities and a partnership with the State of Wisconsin Department of Workforce Development and Madison College to support the program infrastructure.

### Mentorship program

Exact Sciences launched an organization-wide mentoring program in 2021. Over 20% of our employees enrolled in the program, resulting in more than 1,000 hours of mentoring. The mentoring program connected employees across work functions and locations globally.



## INCLUSION & DIVERSITY

### Our approach

We believe creating a diverse and inclusive culture across all levels of our organization is necessary to support our core values. We are committed to approaching our inclusion journey with purpose and empathy. Our talent strategy and inclusion team is responsible for developing and implementing our inclusion and diversity programs with oversight by our EVP, Human Resources.

We took many actions in 2021 to:

**BUILD A BETTER EXACT SCIENCES,  
DRIVE HEALTH EQUITY, AND  
CREATE STRONG COMMUNITIES.**

### These actions include:

- Expanding and promoting inclusion and diversity training programs
- Increasing access to employment opportunities for diverse populations
- Creating campaigns to improve awareness and access to cancer screenings among diverse populations
- Providing \$480,000 to 28 organizations supporting gender and racial equity

Gender diversity	Women	Men
<b>Board of Directors</b>	44%	56%
<b>Leadership positions</b> (Director level and above)	42%	58%
<b>Workforce</b>	54%	46%

Ethnic/racial diversity	White	Non-white
<b>Board of Directors</b>	89%	11%
<b>Leadership positions</b> (Director level and above)	81%	19%
<b>Workforce</b>	72%	28%

## INCLUSION & DIVERSITY TRAINING PROGRAMS

### Respectful workplace training

Our inclusion training is open to all employees, offering an opportunity to learn in a supportive and safe space where we can build empathy and create a sense of belonging. In 2021, more than 2,000 of our employees participated in a Respectful Workplace course.

#### Courses offered:

Facilitated discussions on **racism**

Facilitated discussions on **unconscious bias**

Creating an **inclusive culture**

**Understanding** gender, gender expression, and gender identity

We also launched a training course called, “A Leader’s Role in Inclusion.” We thoughtfully designed this course to provide leaders the chance to connect with peers, uncover common challenges, and reflect on their responsibilities in creating an inclusive climate for their teams.

## STORIES ABOUT US

We created a podcast series, “**The Respectful Workplace: Stories About Us**” to provide a platform for employees to share their unique inclusion experiences. Our 35 podcast episodes feature Exact Sciences employees and were listened to more than 3,000 times during 2021.



## OCCUPATIONAL HEALTH & SAFETY (OH&S)



### **Our approach**

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

### **OH&S oversight**

We have dedicated OH&S resources that work closely with all business units and functions to establish and implement health and safety programs and policies. To ensure accountability and involvement, we established local safety committees comprised of managers, supervisors, and employees, focused on safety culture and compliance. These committees meet frequently to drive health and safety awareness and continuous improvement. Specific areas of committee responsibility include:

- Hazard inspections
- Risk assessments
- Safety metric and incident reviews
- Safety-related engagement activities

### **OH&S Management System**

Exact Sciences has developed and implemented a company-wide Health and Safety Management System to ensure compliance with all health and safety programs, policies, procedures, and laws. As part of our OH&S Management System, we undertake the following on a regular basis:

- Compliance audits
  - Internal audits covering federal, state, and regional regulations
  - Internal inspections of clinical laboratories
- Risk assessments for people, property, and environment
- Employee training



# OCCUPATIONAL HEALTH & SAFETY TRAINING & METRICS

## Health & safety training

Eliminating injuries and focusing on the well-being of our employees makes us more competitive by increasing productivity, enhancing employee engagement, improving retention, and reducing health care costs. We provide tools and training to help achieve our goal of zero injuries, incidents, and fatalities.

All employees, including part-time employees and contractors, receive training on:

- Health & safety management
- Incident reporting
- Safe use of equipment
- Chemical safety
- Electrical safety
- Personal protective equipment (PPE)
- Fire safety
- Emergency response
- Blood-borne pathogens safety
- Ergonomics
- Safety committees/engagement opportunities

Additional training is provided for specific roles including, but not limited to, annual training for all employees who may:

- Handle hazardous waste
- Perform equipment maintenance – training includes an annual review of all energy control procedures
- Drive a forklift or other powered industrial truck
- Be exposed to high voltages of electricity – training includes annual electrical safe work practices training
- Perform work that creates sparks and open flames
- Perform work in confined spaces
- Be exposed to fall hazards
- Handle, store, and dispose of dry ice
- Work with hazardous chemicals and/or blood or other bodily fluids

All work-related near misses, injuries, or illnesses, however slight, must be reported as soon as reasonably possible to the department leader. We deeply regret to report that one employee fatality occurred during 2021 in a road accident while traveling to visit a customer. Our employees' safety is our top priority, and we are evaluating ways to enhance our safety programs going forward. No employee or contractor fatalities occurred during 2019 or 2020.

## OCCUPATIONAL HEALTH & SAFETY (OH&S) METRICS

	Total recordable incident rate*			Days away restricted time		
	2019	2020	2021	2019	2020	2021
<b>Total</b>	0.62	0.51	0.62	0.45	0.41	0.47
<b>Lab</b>	1.29	1.03	1.26	0.32	0.96	0.96
<b>Other</b>	0.41	0.05	0.2	0.17	0.05	0.12

\*per 200,000 hours worked

## OCCUPATIONAL HEALTH & SAFETY PROGRAMS



### Chemical safety

Exact Sciences has developed and implemented a chemical hygiene plan for use in laboratories. The plan includes procedures for:

- Determining employee exposure
- Controlling chemical exposure — this includes exploring opportunities to substitute traditionally used chemicals with chemicals that are less hazardous, and reducing the amount of chemicals needed for a lab experiment through microscaling

All new employees must complete training on the chemical hygiene plan, and affected employees must review the chemical hygiene plan on an annual basis.



### Hazard communication

Exact Sciences has developed and implemented a hazard communication program. The program was developed to ensure that the hazards of all chemicals used at the facility are evaluated, and that information concerning their hazards is transmitted to employees. All personnel are trained on chemical exposures (actual or potential), related risks at the facility, and the appropriate protective measures available to them.

All employees who work with hazardous chemicals must complete annual training on the hazard communication program.



### Emergency preparedness

Exact Sciences has developed and maintains a dedicated emergency preparedness program, which outlines the steps and guidelines for handling any site emergency. Emergency preparedness procedures are described in the Environmental, Health, and Safety Handbook, and include procedures to follow in the event of:

- Chemical spills
- Slips, trips, and falls
- Exposure to bloodborne pathogens
- Electrical safety risks
- Evacuation

We have developed and implemented a medical responder program, which includes performing drills and testing our emergency notification system.

We have appointed evacuation sweepers and coordinators, who receive regular training on emergency preparedness procedures.

# COMMUNITY ENGAGEMENT

The grit and determination that drives our business is the same spirit we apply to helping our communities. With engaged citizens and responsible companies, we believe communities can find solutions to the issues they face and foster potential for the next generation.

## Our approach

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

## Highlights from our 2021 community involvement include:

- Partnering with local organizations to create career opportunities for diverse populations
- Contributing over 4,800 volunteer hours through paid volunteer time off
- Raising more than \$1.3 million during our annual United Way giving campaign





## COMMUNITY PARTNERSHIPS

### United Way campaign

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In 2021, we continued our annual tradition of holding a workplace giving campaign through United Way. During the campaign, employees donated more than \$650,000. Exact Sciences matched each dollar donated by employees, which led to the team raising \$1.3 million to support chapters around the world. To recognize the generosity of our employees, Exact Sciences received the United Way of Dane County People's Choice Award.

### Employee sponsorship

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Our corporate giving program allows employees to request funds for community organizations they are passionate about. In 2021, we provided 25 unique U.S. nonprofit organizations with a corporate gift through this program.

### Maydm

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We partnered with Maydm, a Madison-based community organization focused on educating girls and youth of color about STEM career opportunities. Last year, we employed 4 high school summer interns, helping them gain real world experience in data science, IT infrastructure, and engineering.

### Posse Foundation

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Exact Sciences hosted two Posse Foundation career fairs in 2021, introducing first-generation college students and college students of color from Wisconsin and Illinois to Exact Sciences internship and career opportunities.

### Goodman Community Center

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We partnered with Goodman's TeenWorks program in Madison to share insights into employee journeys and careers at Exact Sciences. Our culinary team hosted a panel for students interested in culinary careers.

**During 2021,  
employees contributed**

**4,800+** volunteer hours to  
170 organizations

**and Exact Sciences contributed**

**\$8M** in donations and educational  
and research grants



## CREATING ECONOMIC OPPORTUNITIES FOR DIVERSE TALENT

### Our partnership with the Urban League of Greater Madison (ULGM)

Exact Sciences continued its partnership with the Urban League of Greater Madison (Wisconsin), enrolling 66 trainees in the ULGM Career Academy throughout 2021. Nearly 200 trainees have participated in the program since it was launched in 2018, with 90% of participants receiving job offers.

Our partnership with the ULGM was highlighted to the U.S. Department of Commerce, where senior leadership from Exact Sciences and ULGM held a briefing on the program. The program was well received with both parties agreeing to work toward potential future engagement.

We also committed \$500,000 to the ULGM's \$25.3 million Black Business Hub project and plan to lease space inside the building once it's constructed.

“Exact Sciences and the Urban League of Greater Madison share a goal to **empower individuals and create positive economic change**. Together, our organizations operate a job training academy that helps upskill job seekers and support career transitions. We are excited to build upon this program with Exact Sciences as a founding tenant of the Urban League's Black Business Hub, scheduled to open in 2023.”

– Dr. Ruben Anthony, Urban League CEO



Sketch of the Black Business Hub located on South Park St. in Madison, WI



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

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

[Code of Business Conduct and Ethics](#)

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



## COMPLIANCE PROGRAMS

Exact Sciences has created and implemented a comprehensive corporate compliance program to maintain the highest professional and ethical standards.

The Exact Sciences compliance organization, led by the company's Chief Compliance Counsel and supported by internal audit and legal, ensures that regular reviews and audits are performed across our organization to assess compliance with our Code of Business Conduct and Ethics and all related ethics policies. Our Chief Compliance Counsel is responsible for implementation and compliance with our bribery and corruption program. We have an active Compliance Committee, comprised of senior officers and cross-functional leaders. The Committee meets quarterly, receives updates on various compliance and privacy projects and matters, and maintains communication with personnel at all levels of the company. The Compliance Committee updates the board quarterly, with a more in-depth presentation done annually.

We conduct various monitoring and auditing activities across all business operations in partnership with internal audit, finance, and legal. We use technology and automated tools to monitor and report on compliance matters.

All Exact Sciences employees receive training on the Code of Business Conduct and Ethics, as well as other legal and compliance policies and processes when they join the company. We expect our employees to read, understand, and abide by the requirements in the Code to ensure ethical business practices and compliance throughout our organization. Additionally, Exact Sciences' program includes measures to ensure compliance with all applicable laws prohibiting foreign public and private bribery or corruption.

Exact Sciences' compliance program provides training on a wide variety of topics. All employees receive annual training on anti-bribery and anti-corruption, conflicts of interest, anti-harassment, data protection and privacy, and other policies and procedures that outline how they are expected to conduct their day-to-day responsibilities.

Exact Sciences' Compliance Committee supports legal and ethical conduct throughout the company. Employees have an obligation to report any conduct that they, in good faith, believe violates laws, corporate policies, and/or the Code of Ethics on Interactions with U.S. Health Care Professionals. There are various avenues available to seek advice on ethical behavior and to report concerns related to violations of such behavior.

## RESPONSIBLE INTERACTIONS WITH HEALTH CARE PROFESSIONALS

Exact Sciences is committed to exchanging information with health care professionals in an ethical and responsible way, keeping the best interests of patients at the forefront. The company has established mandatory standards that all staff members, consultants, contract workers, and temporary staff must follow when interacting with health care professionals and other customers. See our [Code of Conduct on Interactions with Health Care Professionals](#).

Exact Sciences maintains 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 health care professionals and the public with information regarding the benefits and risks of its products
- Obtain feedback and advice about its 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 with health care professionals 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 clear and truthful communications.

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

The Chief Compliance Counsel is responsible for developing, operating, and monitoring compliance with our Code of Conduct on Interactions with Health Care Professionals. The Chief Compliance Counsel reports to the Board of Directors and the Chief Legal Officer, who reports to 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.



## REPORTING A CONCERN

Exact Sciences has established various ways for individuals to raise concerns regarding the conduct of company officials or ethical, legal, or other issues related to the way the company is conducting its business. One avenue for raising such issues, the Integrity Alertline, is described below. Additional avenues are identified in our Code of Business Conduct and Ethics.

Exact Sciences takes all reports to the Integrity Alertline seriously and has a process in place to handle all reports on a case-by-case basis.

The Exact Sciences Integrity Alertline is available to report any conduct or action which is, or may appear, inconsistent with applicable law, Exact Sciences policies, the Code of Business Conduct and Ethics, or Exact Sciences' values. The Alertline provides a means of filing a report anonymously (where permitted by applicable law) 24 hours a day, seven days a week, to a third-party service provider ensuring a caller's confidentiality. Exact Sciences will not retaliate against any employee who reports a complaint or concern in good faith. The Alertline is available to all employees, contractors, and third parties, who can dial the Alertline directly at 1-800-93-ALERT or go to [exactsciences.alertline.com](https://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.

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

Exact Sciences maintains standard procedures for escalating and investigating whistleblower 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 action it decides is appropriate.



## CYBERSECURITY & DATA PROTECTION RISK MANAGEMENT

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

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

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



## SUPPLIER MANAGEMENT

### Our approach

We engage in reasonable due diligence to ensure compliance with all applicable laws during the supplier selection process. We screen our direct materials suppliers according to governing quality system standards, including compliance with the Modern Slavery Act of 2015. Additionally, no conflict minerals as defined by the Dodd-Frank Act are included in our product or manufacturing process.

To support economic empowerment, we seek relationships with suppliers owned by members of vulnerable, marginalized, or under-represented social groups, including businesses that are veteran owned, disabled owned, woman owned, LGBTQIA+, small disadvantaged, or operating in Historically Underutilized (HUB) zones.

### Purchasing controls, including supplier service and quality agreements

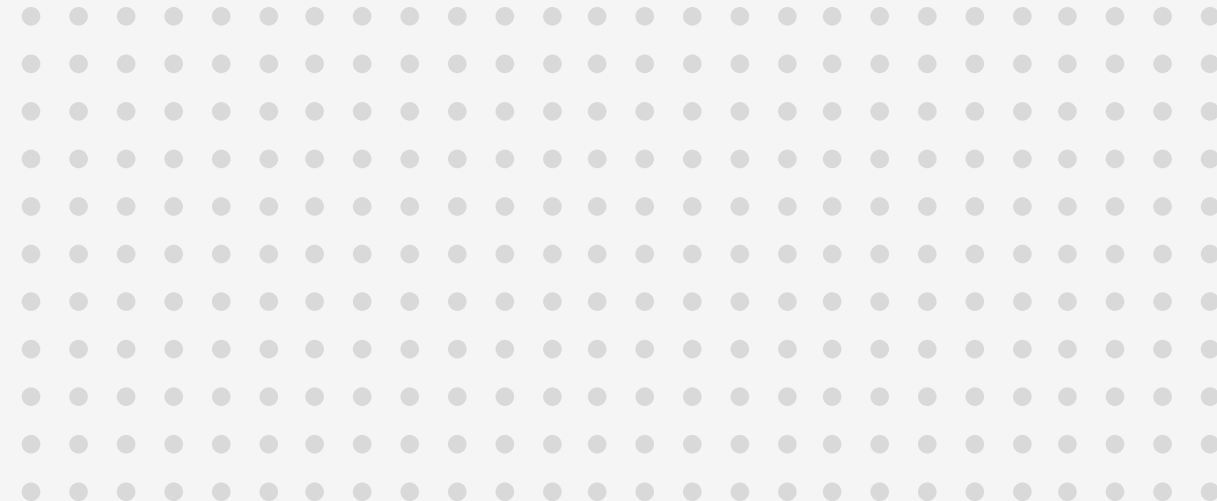
Suppliers, contractors, and consultants are assessed and selected on the basis of their ability to meet the requirements of the quality system and specific quality assurance requirements. All critical suppliers must sign a quality agreement, and suppliers are assessed, inspected, and audited on their ability to meet quality requirements.

## HUMAN RIGHTS

### Our approach

We have adopted several human rights policies or provisions that support our commitment to our employees, patients, business partners, and communities. This includes policies prohibiting child labor, forced labor, discrimination, and harassment in the workplace.

The Modern Slavery provision within our Code of Business Conduct and Ethics states our commitment to ensuring no forced labor, modern slavery, or human trafficking occurs anywhere in our business or supply chains. Employees are obligated to report potential or suspected violations of laws prohibiting forced labor, modern slavery, or human trafficking by Exact Sciences, our personnel, or any of our suppliers to our Chief Compliance Officer or to our General Counsel.



## BOARD OVERSIGHT

Our Board of Directors provides oversight and receives updates on policies and risks associated with corporate governance and sustainability at least annually.

These include:

- X ENVIRONMENTAL AND SOCIAL AFFAIRS
- X LEGAL AND REGULATORY COMPLIANCE
- X CLINICAL RESEARCH STANDARDS
- X INFORMATION SECURITY
- X DIVERSITY, EQUITY, AND INCLUSION
- X PRODUCT QUALITY AND SAFETY
- X CULTURE, TALENT, AND HUMAN CAPITAL
- X PRODUCT DEVELOPMENT
- X SHAREHOLDER FEEDBACK
- X EXECUTIVE COMPENSATION

Sustainability is embedded within the activities of each of our board committees.



### HUMAN CAPITAL

Culture, talent, and human capital

Diversity, equity, and inclusion

Executive compensation



### CORPORATE GOVERNANCE AND NOMINATING

Environmental and social affairs

Legal and regulatory compliance



### AUDIT AND FINANCE

Product quality and safety

Product development

Laboratory and business operations

Information security

Legal and regulatory compliance



### INNOVATION, TECHNOLOGY, AND PIPELINE

Product development

Clinical research standards

## ADDRESSING SHAREHOLDER FEEDBACK

During 2021, we implemented a proactive outreach program to gather feedback from our shareholders on environmental, social, and governance matters. We intend to continue our proactive and constructive shareholder engagement efforts going forward and to consider shareholder perspectives with respect to our ESG program and practices. During the summer and fall of 2021, we reached out to 30 of our top shareholders, collectively holding approximately 70% of our outstanding common shares. We held meetings with 9 of these shareholders, representing approximately 25% of our outstanding common shares.

Katherine (Kay) Zanotti, Board member and Chair of the Human Capital Committee, led the shareholder engagement effort along with members of our management team, including representatives from finance, human resources, legal, and investor relations. The engagement meetings focused primarily on our executive compensation program. We also discussed our corporate strategy and environmental, social, and governance priorities that are important to our shareholders.

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

Sustainability focus areas	Key feedback from shareholders	How we have responded
<b>Environmental</b>	<b>Positive feedback on our efforts to date, would like to see more climate-related disclosures and targets</b>	Established 2021 as our baseline year for reporting consolidated energy management, greenhouse gas emissions, and water usage data. Actively working to establish consolidated waste management data and plan to use 2022 as our baseline year for reporting.
<b>Social</b>	<b>Very positive views on our human capital efforts, gender diversity metrics well-received, would like other diversity metrics</b>	Shared gender and ethnic/racial diversity metrics provided at the board of director, leadership, and total workforce levels for the first time.
<b>Governance</b>	<b>Constructive feedback on executive compensation, bonus philosophy, long-term incentive plans, and over-boarding policy</b>	Our Human Capital Committee took several actions in 2021 based on shareholder feedback. Please see the next page for more details.



## ADDRESSING SHAREHOLDER FEEDBACK - GOVERNANCE

Key feedback from shareholders	How we have responded
<p><b>Payouts under the short-term incentive plan should be based primarily on objective, pre-determined targets</b></p>	<p>In 2021, our Human Capital Committee approved changes to our annual incentive bonus program to minimize discretion in favor of a formulaic approach, which was reaffirmed in 2022.</p>
<p><b>More of the CEO's compensation should be performance-based</b></p>	<p>In 2021, one-half of our CEO's equity compensation was comprised of performance share units (PSUs), whereas in 2020 he did not receive any PSUs.</p> <p>For the 2022 long-term incentive opportunity provided to our CEO, the Human Capital Committee determined to further increase the ratio of PSUs from 50% to 60%, with the remaining 40% delivered in the form of restricted share units (RSUs).</p> <p>The Human Capital Committee approved the issuance of RSUs to Kevin Conroy, CEO, and Jeff Elliott, CFO and COO, in lieu of one-half of their base salary for 2022, per their request. The RSUs vest in 11 monthly installments from February 2022 through December 2022.</p> <p>Additionally, and per their request, the Human Capital Committee approved the issuance of PSUs to Kevin Conroy and Jeff Elliott in lieu of one-half of their bonus opportunity for 2022. The amount of the PSUs that ultimately vest, if any, will be equal to the percentage of the bonus opportunity that is paid to bonus plan participants, based on the achievement of corporate goals established for such plan.</p>
<p><b>A greater percentage of long-term incentives should be performance-based</b></p>	<p>In 2021, performance-based equity accounted for approximately 1/3 of long-term incentives for our executives, on average, and 50% of long-term incentives for our CEO, which increased to 60% in 2022.</p> <p>Effective 2021, we no longer grant time-based stock options as part of our long-term incentive mix.</p> <p>Beginning with 2022 equity grants, the Human Capital Committee approved an increased use of performance-based equity awards subject to multi-year performance metrics. These are designed to reward long-term financial and scientific/product development performance aligned, with the interests of our shareholders.</p>
<p><b>Improve short- and long-term incentive programs description and transparency</b></p>	<p>Our 2021 proxy statement reflects enhanced disclosures to improve transparency and clarity around our compensation program design and payout determinations.</p>
<p><b>Continued integration of ESG goals into incentive plans</b></p>	<p>Our 2021 bonus plan continued to include a diversity metric, and the Human Capital Committee approved the addition of a mentorship objective to our 2022 bonus plan.</p>
<p><b>Performance metrics should closely align with shareholder interests</b></p>	<p>The Human Capital Committee added a profitability metric for the 2022 annual incentive plan and a total shareholder return modifier to the 2022 PSU program to more closely align incentives with our shareholders.</p>

## CLINICAL RESEARCH

### Our approach

We believe in generating high-quality scientific evidence during the development process to demonstrate the clinical utility of our tests. We have completed or are working on more than 220 clinical studies, generating evidence for tests that support patients before and throughout their cancer diagnosis and treatment.

### Clinical study programs and standards

We have policies and procedures that govern and describe the ethics of conducting clinical studies at Exact Sciences, including topics such as obtaining informed consent, respect for potential and enrolled subjects, and fair subject selection, among others.

### Addressing diversity

We have initiatives underway to help improve the diversity of enrollees in our clinical studies. We provide transportation services when needed, translated materials for research participants, and procedure coverage for the uninsured when appropriate. We also utilize Veterans Affairs and Federally Qualified Health Centers and increase accessibility with decentralized approaches in some studies. We updated our feasibility questionnaires to better understand site-level populations during site selection. We currently measure our demographics across active studies and have plans to enhance our future studies by diversifying patient populations through both study design and site selection.

**220+** completed & ongoing  
clinical studies

**160K+** cumulative  
people enrolled

**6** New England Journal of  
Medicine publications

### Our scientific collaborations



MAYO CLINIC



JOHNS HOPKINS  
UNIVERSITY



tgen  
AN AFFILIATE OF City of Hope



City of  
Hope



## CLINICAL RESEARCH PROGRAMS & STANDARDS

We design and conduct all clinical studies in accordance with the general principles set forth in the International Ethical Guidelines for Biomedical Research Involving Human Subjects (by the Council for International Organizations for Medical Sciences), USFDA Title 21 CFR §11, 50, 54, 56, 812, & 814, the Declaration of Helsinki (World Medical Association) and ICH GCP E6 (R2). Good Clinical Practice (GCP) is an international ethical and scientific quality standard that is provided by the International Council on Harmonization (ICH). Compliance with this standard provides public assurance that the rights, safety, and well-being of research participants are protected and that the clinical study data are credible.

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

For each clinical study executed by clinical affairs at Exact Sciences, a master Informed Consent Form template is required to be written following informed consent standards and, as applicable, in compliance with:

- Informed Consent Elements (76 FR 44512, July 26, 2011)
- 21 CFR 50. Protection of Human Subjects. pp. 340-352.
- DHHS FDA CDER CBER ICH. (2018). Guidance for Industry –E6 (R2) Good Clinical Practice: Integrated Addendum to ICH E6 (R1)
- Any other country-specific regulations (e.g., Health Canada) which may be applicable to the conduct of the clinical study

Following internal approval of the Informed Consent Form template, it is submitted to our central IRB for final approval before adoption. Consent templates also provide information regarding the rights of research participants. Consent forms provide relevant contact information in the event of a concern or complaint. Exact Sciences clinical studies are managed by the clinical affairs team. All employees on our clinical affairs team are required to take a clinical research ethics overview course and GCP training. We have an established Monitoring and Quality Audit System, which require the conduct of studies by investigator sites and contracted vendors to be observed by qualified clinical monitors. Separately, Exact Sciences does not undertake any animal testing or outsource any animal testing to any third party.



## CLINICAL RESEARCH DATA SHARING

The Exact Sciences Clinical Research Data Sharing Policy confirms the following:

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

Data may be available from two years and ending four years after publication. Data may be shared with researchers who provide a methodologically sound proposal to achieve the aims outlined in the approved proposal.

Clinical studies are posted to public databases as required by law. Trial results, including the results of terminated trials where required, are published to [clinicaltrials.gov](https://clinicaltrials.gov).





# PRODUCT QUALITY

## Our approach

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

## Our commitment to quality

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

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

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

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





## QUALITY MANAGEMENT SYSTEM

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

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

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

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

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

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

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

## QUALITY MANAGEMENT SYSTEM PROGRAMS

Our product QMS includes, but is not limited to, the following responsibilities, procedures, instructions, and records:

### **Board and management responsibility**

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

Our Chief Laboratory Officer is part of the executive leadership team and is responsible for implementing, maintaining, and reporting on the performance of the QMS.

The management representative is responsible for:

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

Executive leadership reviews the organization's QMS at least annually to ensure its continuing suitability, adequacy, and effectiveness. This review includes assessing opportunities for improvement and the need for changes 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 Quality System 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 by the Quality Lead Auditors at least once during a two-calendar year period.

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

### **Employee training**

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

We offer 2,131 quality-pertinent courses and 17 computer-based training courses on a broad array of regulatory and compliance topics. There were 187,333 trainings completed by 6,339 employees in 2021, including 2,249 new employees. At a minimum, some aspects of GMP training are required annually.



# QUALITY MANAGEMENT SYSTEM

## Risk management

A risk-based approach is applied to the QMS through appropriate procedures, throughout the product life cycle, from development through post-production. Product and process risk assessments are a requirement of the Risk Management Procedure. The Exact Sciences risk management procedure 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 which directly and indirectly affect product quality are identified and carried out under controlled conditions which may include, but are not limited to:

- Documented procedures defining the manner of production, servicing, environmental conditions, and equipment maintenance
- Compliance with reference standards/codes and quality activities which may affect product quality

Activities include inspection and testing of incoming materials, in-process materials, and finished products.

## Labeling and packaging controls

Labeling and packaging control measures include:

- Handling, storage, and distribution of product
- Safety data sheets for products accessed by patients

## Product monitoring

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

- Feedback gathered from processes, work operations, quality audit reports, and complaints, or potentially reportable events, which may come from a variety of sources, including:
  - External – concerns received by customer support or service functions, journal articles, news media, direct communication via trade shows, regulatory bodies, meetings or sales contact with customer
  - 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

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

## CORRECTIVE & PREVENTIVE ACTION

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

The program provides a formalized method for:

- Analyzing processes, work instructions, concessions, quality audit reports, quality records, service records, complaints, returned product, and other sources of quality data to identify existing and potential causes of nonconforming product or other quality issues
- Investigating the cause of nonconformities or other quality issues relating to product, processes, and the quality system
- Identifying the action(s) needed to correct and prevent recurrence of nonconforming product and other quality issues
- Verifying or validating the corrective and preventive action to ensure that such action 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 on identified quality issues as well as corrective and preventive actions for management review

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

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

All Exact Sciences employees, including part-time and temporary employees, are authorized to initiate CAPA requests. All potential adverse events are reviewed for reporting to the FDA under the Medical Device Reporting (MDR) regulation, and to competent authorities outside the U.S. in accordance with the respective reporting requirements. MDRs are publicly searchable (with certain exceptions, as confirmed on the MAUDE website) via the FDA Manufacturer and User Facility Device Experience (MAUDE) database. There have been no adverse events that would require Exact Sciences to submit an MDR since the beginning of 2021.

# ACCESS TO HEALTH CARE

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

## **Our approach**

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





## ACCESS TO TESTS

The Cologuard test is an accurate, non-invasive, patient-friendly screening test for the early detection of colorectal cancer and pre-cancer. It is the only FDA-approved, stool DNA screening option for colorectal cancer. Cologuard is indicated to screen adults 45 years of age and older who are at average risk for colorectal cancer by detecting certain DNA markers and blood in the stool. Cologuard is included in the American Cancer Society's colorectal cancer screening guidelines and the recommendations of the U.S. Preventive Services Task Force (USPSTF) and National Comprehensive Cancer Network. In 2021, the USPSTF updated its colorectal cancer screening guidelines and lowered the recommended starting age for screening asymptomatic, average-risk patients from 50 to 45.

Cologuard is covered by Medicare and most major commercial insurers. Today, approximately 95% of all Cologuard patients pay nothing out of pocket for screening. To achieve this, we pursued a variety of strategies to maximize commercial payer coverage, including the utilization of cost effectiveness data demonstrating the case for Cologuard reimbursement. Eligible patients who are actively enrolled in any State Medicaid program can access Cologuard. No payment will be expected from the patient unless the plan requires a co-pay. We also have a patient support team providing informational resources to patients who have questions about Cologuard, including insurance coverage.

The Oncotype portfolio of genomic tests provides physicians and patients with personalized insights about a patient's tumor, allowing them to make treatment decisions with a greater degree of confidence.

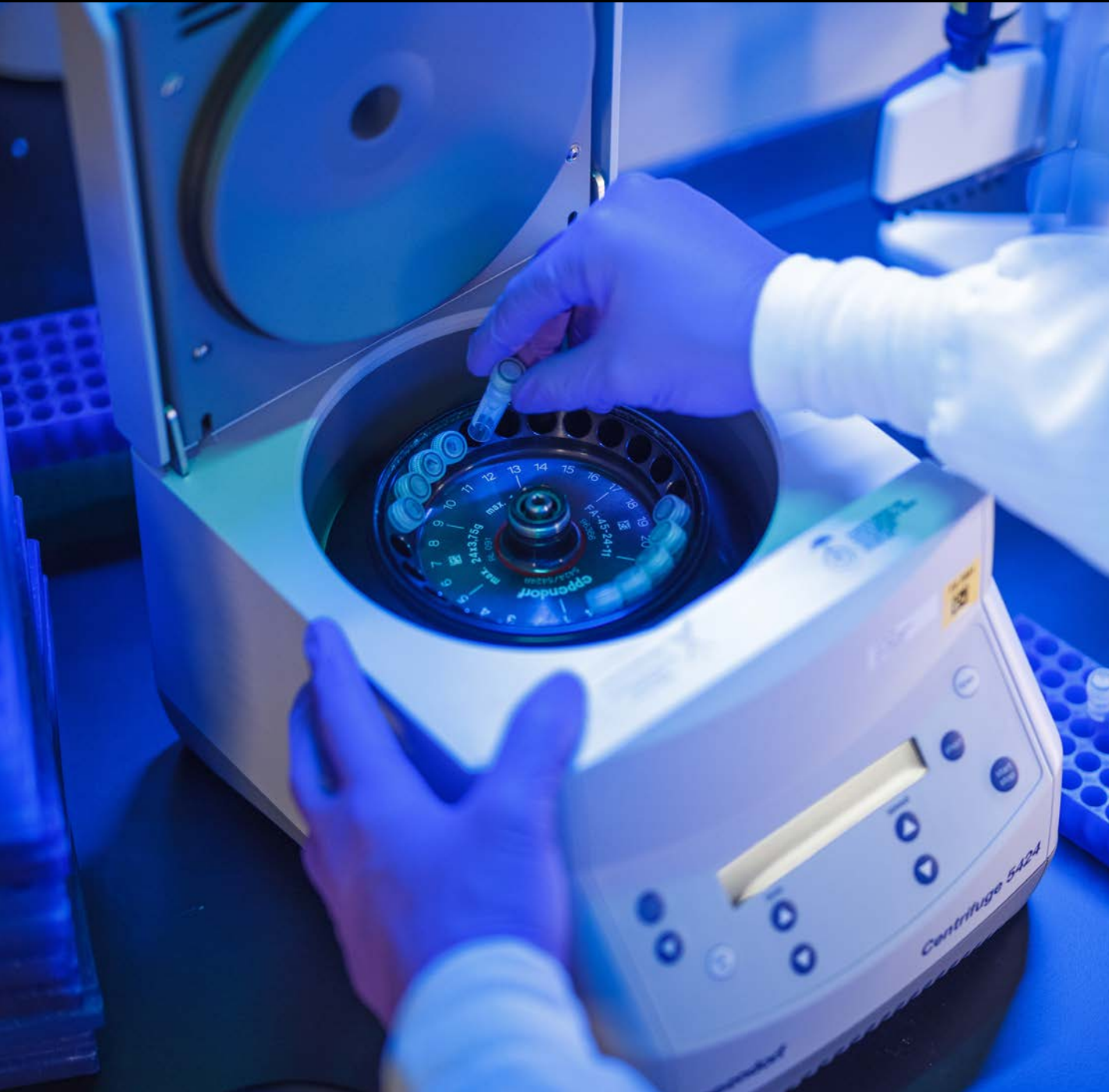
Tailoring treatments to the individualized biology of each patient's tumor has tremendous promise to improve outcomes for people with cancer, and the potential to reduce health care costs by eliminating unnecessary treatments.

The landmark TAILORx and RxPONDER trials used the Oncotype DX Breast Recurrence Score test to define, with precision, the individual benefit of chemotherapy and distant rate of recurrence for early-stage breast cancer patients. For men diagnosed with low- or high-risk localized prostate cancer, the Oncotype DX Genomic Prostate Score (GPS) test measures the expression of certain genes in prostate cancer cells, combined with clinical factors, to help guide treatment decisions at the time of a patient's diagnosis.

We also offer two therapy selection tests for patients with advanced or rare cancers. The Oncomap test delivers rapid, comprehensive tumor profiling to recommend targeted and immuno-therapies or clinical trials for patients with advanced, metastatic, refractory, relapsed, or recurrent cancer. The Oncomap ExTra test is a comprehensive genomic profiling test, including both whole-exome (DNA) and whole-transcriptome (RNA) sequencing across approximately 20,000 genes.

The Oncotype portfolio of tests are covered by Medicare and many commercial insurance plans and available to patients who are enrolled in a Medicaid program.

Exact Sciences takes every viable step to make testing affordable, available, and accessible, and we offer financial assistance programs for eligible patients with financial hardship.



## PREVENTION > GENETICS

In December 2021, Exact Sciences acquired PreventionGenetics, a genetic testing laboratory, to complement its advanced cancer diagnostics portfolio and support entrance into hereditary cancer testing. PreventionGenetics provides the clinical lab, expertise, and foundational technology necessary to accelerate the availability of hereditary cancer testing and help more patients understand their inherited risk of cancer to catch it earlier and treat it more effectively.

PreventionGenetics is a CLIA-certified and CAP-accredited clinical DNA testing laboratory, providing more than 5,000 predefined genetic tests for nearly all clinically relevant genes, additional custom panels, and comprehensive germline whole exome and whole genome sequencing tests. With a goal to improve lives through genetic testing, PreventionGenetics offers tests spanning decades of life including proactive health and wellness, cancer risk and screening, pediatric and adult-onset rare diseases, and others. These high-quality genetic tests are supported by deep sequencing capabilities and more than 100 peer-reviewed publications.



## EDUCATING MORE PEOPLE ABOUT THE POWER OF EARLIER DETECTION

Black and Hispanic Americans are more likely to be diagnosed with colorectal cancer at later stages due in part to lower screening access.

Today, Black Americans are

**20% more likely**

to be diagnosed with colorectal cancer  
and are

**40% more likely**

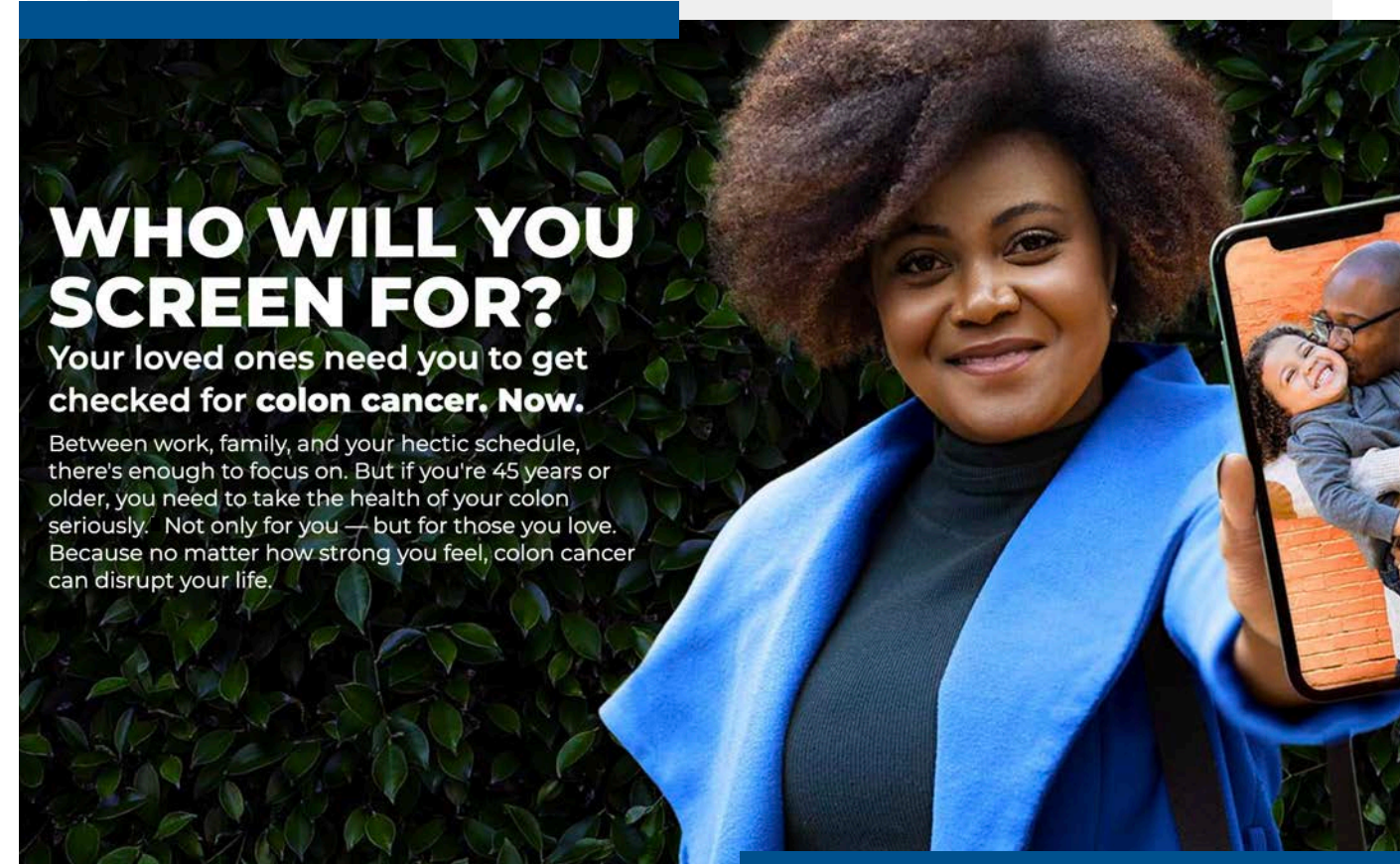
to die from it.

Exact Sciences launched the “Screening Has Meaning” campaign in 2021 to improve awareness of colorectal cancer screening for Black and Hispanic populations. We encouraged people to learn more about why screening matters, who should get screened, and how to get screened through radio and billboard advertisements in English and Spanish.

### WHO WILL YOU SCREEN FOR?

Your loved ones need you to get  
checked for **colon cancer. Now.**

Between work, family, and your hectic schedule, there's enough to focus on. But if you're 45 years or older, you need to take the health of your colon seriously. Not only for you — but for those you love. Because no matter how strong you feel, colon cancer can disrupt your life.





A close-up portrait of actor Jamie Foxx, looking directly at the camera with a serious expression. He has a full beard and is wearing a dark t-shirt. The background is a mix of black and yellow geometric shapes.

**Take Control  
and get  
screened  
for colon cancer**

**Jamie Foxx  
for Stand Up To Cancer**



**EXACT  
SCIENCES**

## **PARTNERING WITH STAND UP TO CANCER® TO RAISE COLORECTAL CANCER SCREENING AWARENESS**

### **Public awareness campaign**

Exact Sciences is partnering with Stand Up to Cancer (SU2C®) to help improve colorectal cancer screening rates and increase early detection and prevention across America.

Exact Sciences provided a \$10 million grant, funding the SU2C PSA campaign featuring Academy Award® winner, Jamie Foxx, which launched in March of 2021.

In 2021, the Jamie Foxx SU2C PSA aired on television 127,354 times to a potential audience of 782 million people, as well as 71,389 radio airings with 307 million gross impressions.

### **The new Dream Team**

Our grant also helped create a colorectal cancer “Dream Team” of researchers. The team is focused on providing free colorectal cancer screenings to community health clinics in at-risk minority and medically underserved communities. The team’s research will aim to develop better approaches to colorectal cancer screening, starting in Milwaukee, Los Angeles, Boston, and South Dakota.

## COLOGUARD CLASSIC

Every year, Exact Sciences sponsors the Cologuard Classic golf tournament in Tucson, Arizona as part of the PGA TOUR Champions. It's one of the primary ways Exact Sciences raises awareness of colorectal cancer and the importance of screening. It's also an opportunity to bring colorectal cancer advocacy groups, patients, survivors, and caregivers together to celebrate progress made fighting colorectal cancer and discuss ways to do even more.

More than 100 colorectal cancer patients, survivors, and caregivers participated virtually or in person in what has become one of the most unique and powerful events on the PGA TOUR Champions. Fourteen survivors, patients, and caregivers played in the pro-am, golfing alongside players competing in the tournament.

All 81 professional golfers in the field competed on behalf of a colorectal cancer patient, survivor, or caregiver. The players wore ribbons that included the name of the honoree they represented. Ten of the nation's leading colorectal cancer advocacy groups nominated individuals to participate.

The tournament also raised \$50,000 in donations for colorectal cancer screening and awareness initiatives in the Tucson area. In its fourth year with Exact Sciences as the title sponsor, the Cologuard Classic has quickly evolved into a major event in the advocacy community.

### THE COLOGUARD CLASSIC'S MISSION:

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



**Screening with Cologuard changed the course of my life. The work Exact Sciences does matters so much to people – thank you for what you do.**

— Scott

### IMPACT ON PATIENTS – SCOTT'S STORY

At 53 years old, Scott had a list of reasons he put off screening for colon cancer. He was worried about the bowel prep and invasive nature of a colonoscopy. Scott also felt healthy and took care of himself by exercising and eating right, so he didn't understand why he needed to prioritize screening.

In February 2020, Scott attended the Cologuard Classic in Tucson, Arizona, where he learned about Cologuard. He liked that Cologuard was an easy test he could use at home, allowing him to get screened without taking time out of his busy schedule for an invasive procedure.

During a routine visit to his health care professional, Scott and his doctor decided Cologuard was the right screening option for him. Scott felt comfortable using Cologuard because he could complete the test from the safety of his own home amidst the COVID-19 pandemic. He received a positive result from his Cologuard test, and during his follow-up colonoscopy, a tumor was found. After having surgery, Scott found out it was stage I colon cancer. He recalls the days following surgery as some of his hardest, as he worried what his diagnosis meant for himself and his family.

Scott underwent treatment for his cancer and at a follow-up appointment several months later, his doctor found no signs of disease. Now, he's back doing what he loves: golfing, hiking, and spending time with friends and family. Scott has made it his personal mission to encourage others to get screened when they're eligible, and believes if he can help just one person, it's all worth it.



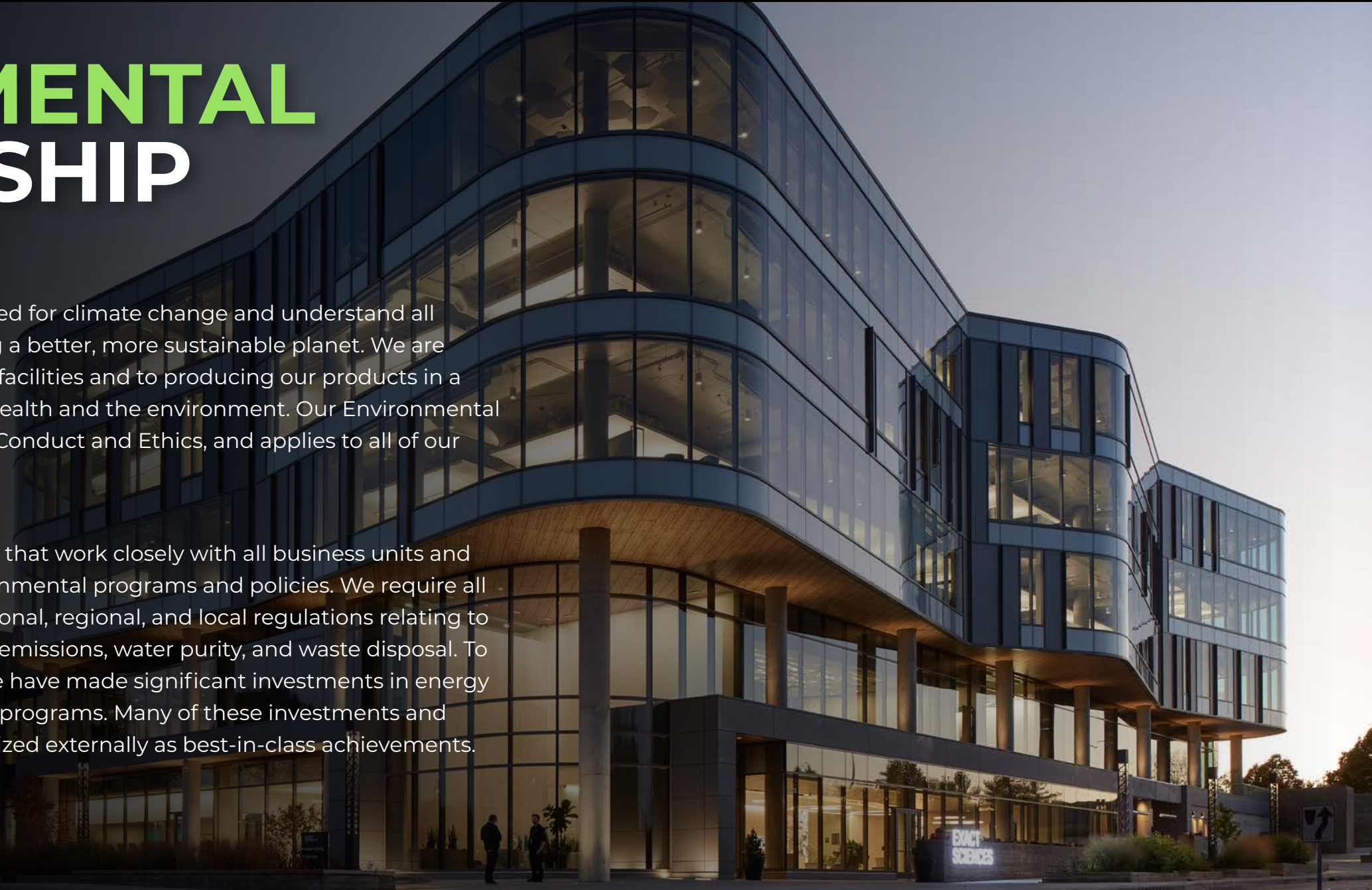
# ENVIRONMENTAL STEWARDSHIP

## Our approach

We recognize the science supporting the need for climate change and understand all companies can play a greater role in creating a better, more sustainable planet. We are committed to operating our businesses and facilities and to producing our products in a manner that respects and protects human health and the environment. Our Environmental Policy is embedded in our Code of Business Conduct and Ethics, and applies to all of our global locations.

## Our Environmental Management System

We have dedicated environmental resources that work closely with all business units and functions to establish and implement environmental programs and policies. We require all operations to maintain compliance with national, regional, and local regulations relating to the environment, such as those affecting air emissions, water purity, and waste disposal. To decrease our impact on the environment, we have made significant investments in energy efficiency, recycling, and water conservation programs. Many of these investments and associated improvements have been recognized externally as best-in-class achievements.





## GREENHOUSE GAS EMISSIONS

### Our approach

Our goal is to operate and produce our products in a sustainable manner which minimizes our impact on the environment. We have and will continue to upgrade our infrastructure and processes to make them more sustainable.

For the first time, we are voluntarily reporting our GHG emissions, with 2021 as our baseline year. Our reporting is aligned with the GHG Protocol Corporate Standard on an operation control basis to provide consistency and transparency, and include Scope 1 (Stationary Combustion and Mobile Sources) and Scope 2 (Purchased and Consumed Electricity).

2021	Total (mtCO <sub>2</sub> e)
Scope 1: stationary combustion	3,319
Scope 1: mobile sources	8,712
Scope 2: purchased electricity	13,221
<b>Total GHG emissions</b>	<b>25,251</b>

Note: GHG emissions calculated using EPA SGECC V7 tool and include metered sources for owned property and operating leases with 100% control.

## ENERGY MANAGEMENT

### Our approach

We established consolidated energy data management and reporting in 2021, and plan to use 2021 as our baseline year for ongoing progress measurement. To date, we have focused on the following energy efficiency opportunities:

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

2021	
<b>Total electricity consumed (kWh)</b>	22,589,724
<b>Total gas consumed (therms)</b>	624,860
<b>Total energy usage (MMBTU)</b>	139,562
<b>Total electrical renewable energy</b>	22.3%
<b>Total renewable energy</b>	12.3%

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

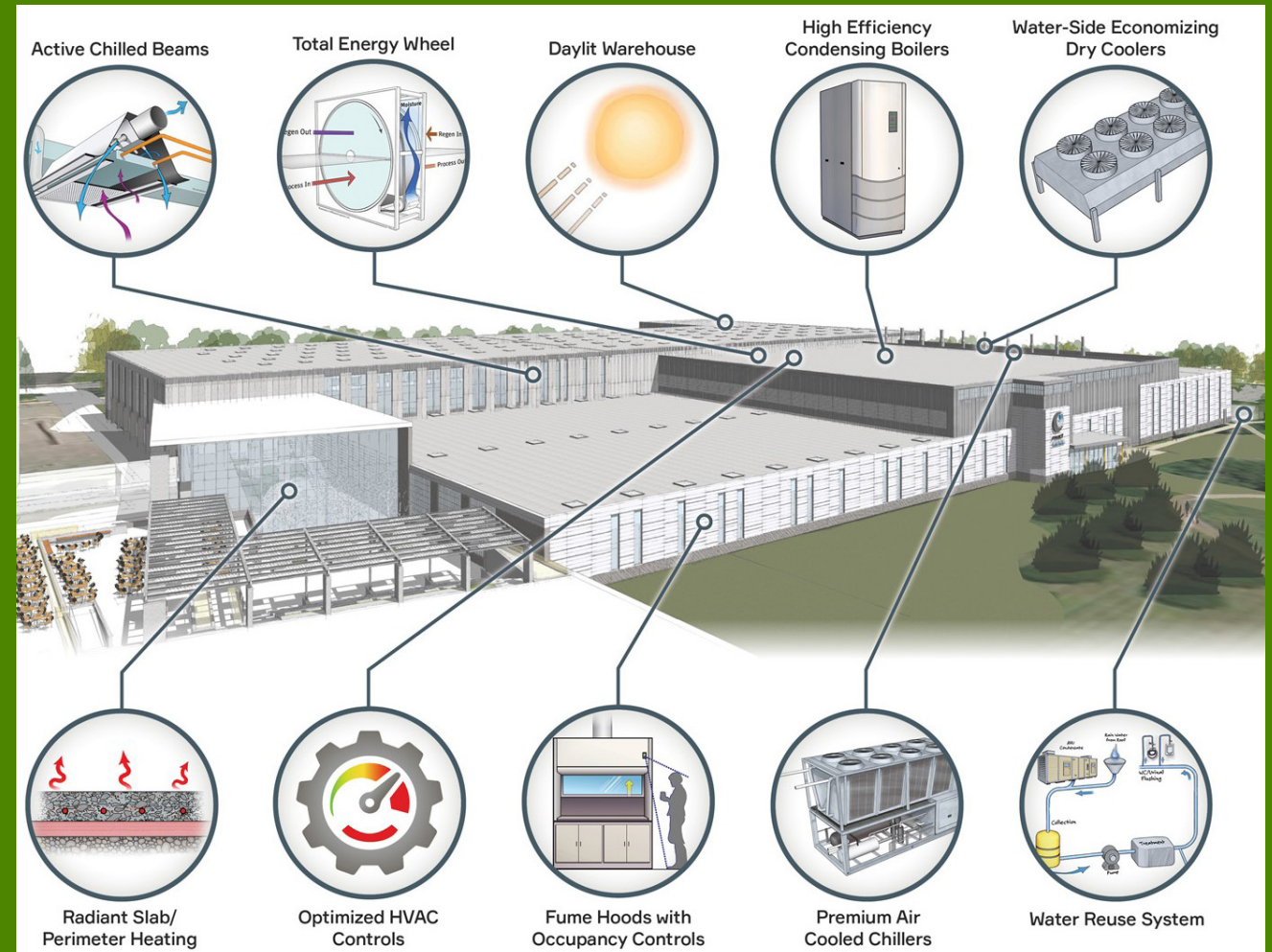
## ASHRAE TECHNOLOGY AWARD

In October 2021, our Discovery Campus Lab in Madison, Wisconsin was selected to receive a First Place ASHRAE Technology Award. The ASHRAE Technology Awards program recognizes outstanding achievement in the design and operation of energy efficient buildings. The project achieved 39% energy reduction versus the LEEDv4 ASHRAE 90.1-2010 Appendix G baseline, and metered kBtu/SF/yr data is 50% less than the ASHRAE climate zone 6, “Labs for the 21st Century” benchmark.

Innovative energy reduction design elements:

- Energy and water metering throughout the building to capture major end uses and allow for monitoring and improvement
- Water modeling showing that 98% of flush fixtures and site irrigation usage is offset via rainwater harvesting and reuse system
- Blower coil units manage the sensible load for equipment-driven spaces, which achieves the intent and energy performance of chilled beams while avoiding water piping above critical equipment

**Key energy conservation measures contributed to significant savings in the final design including:**



## WATER MANAGEMENT

### Our approach

We established consolidated water usage data management and reporting in 2021, and plan to use 2021 as our baseline year for ongoing progress measurement. To date, we have focused on water reduction and recycling opportunities including:

- Low flow fixtures
- Leak detection systems
- Water reclamation
- Rainwater capture

In 2021, our Madison, Wisconsin locations achieved 2021 Climate Champion recognition for our water conservation and innovative recycling solutions including:

- Actively managing our water softeners and winter salt use to reduce chloride in local lakes
- Implementing a water softener brine recovery system
- Installing a new clinical lab waste processing and recycling system that uses 90% less water than the previous system

2021

**Total water usage\* (gals)**

12,566,331

\*Note: 28% of total water usage is estimated based on square footage and space type for unmetered locations.

## WASTE MANAGEMENT

### Our approach

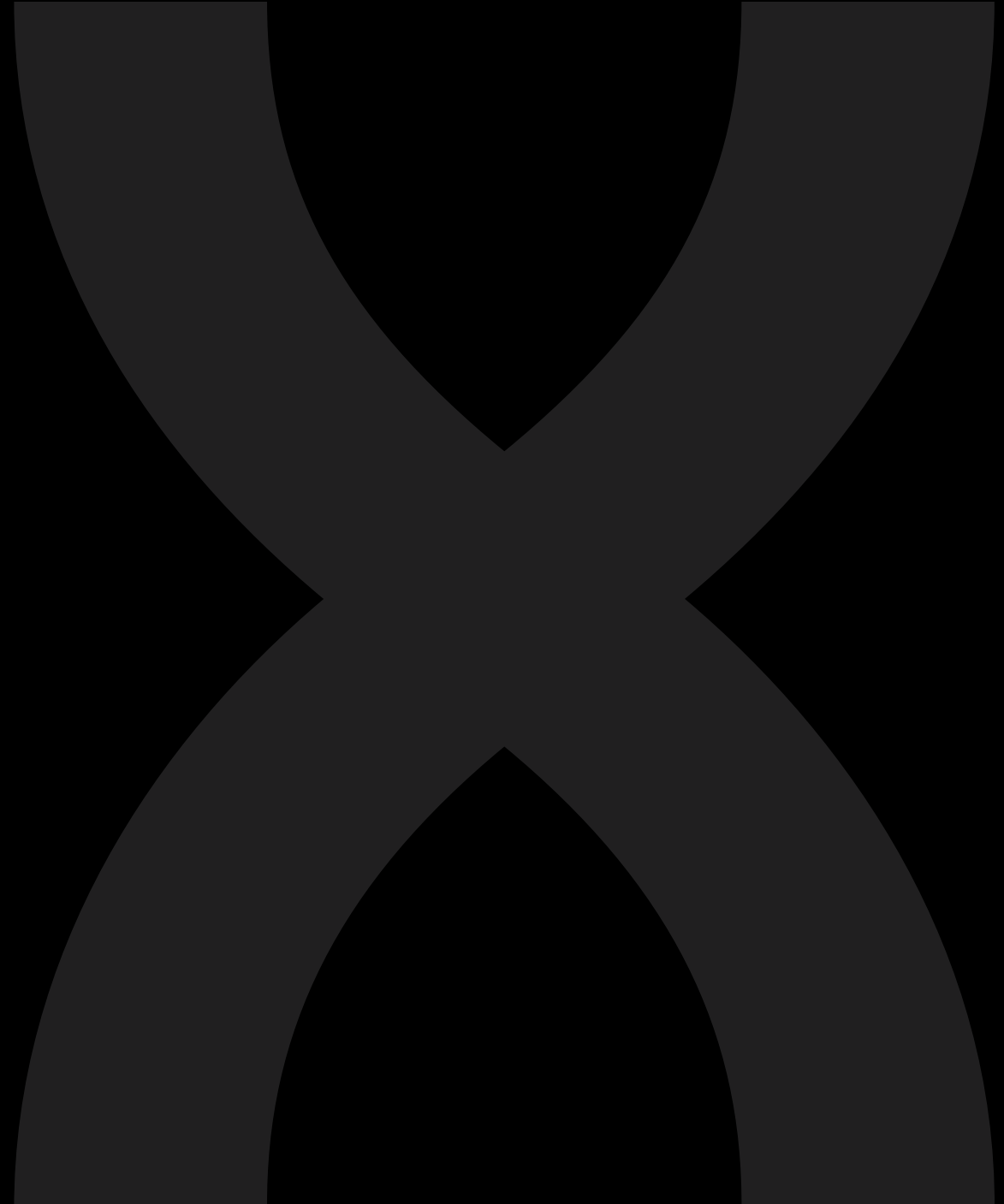
We have established waste disposal guidelines and training to ensure proper categorization, disposal, and recycling of waste streams. We are actively working to establish consolidated waste data and reporting, and plan to use 2022 as our baseline year for ongoing progress measurement.

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

- Recycling nearly 80% of our hazardous waste associated with our Cologuard sample collection and testing processes, which equates to more than 95,000 pounds of waste diverted from landfill
- Recycling lab wastes including cardboard, styrofoam, gloves, and masks
- Switching to reusable and/or compostable dishware
- Installing biodigesters for aerobic digestion in our large kitchen facilities
- Implementing a process to decontaminate and recycle Cologuard plastic lab waste; information on this system can be found [here](#)



# APPENDIX



## EXACT SCIENCES 2021 SUSTAINABILITY ACCOUNTING STANDARDS

The following tables provide data and information for Exact Sciences utilizing the Sustainable Accounting Standards Board (SASB) Health Care Delivery standard, which we believe best represents the nature of Exact Sciences' operations. We also include indicators from the Biotechnology and Pharmaceuticals standard. The data represents full-year 2021 performance.

Category	Code	Accounting Metric	Information
<b>Energy Management</b>	HC-DY-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 22,589,724 kWh of electricity, 624,860 therms of natural gas (2) 77.7% (3) 22.3%
<b>Waste Management</b>	HC-DY-150a.1	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Not reported For more information, see: <i>Waste Management</i>
	HC-DY-150a.2	Total amount of: (1) hazardous and (2) nonhazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Not reported For more information, see: <i>Waste Management</i>
<b>Patient Privacy &amp; Electronic Health Records</b>	HC-DY-230a.1	Percentage of patient records that are Electronic Health Records (EHR) that meet "meaningful use" requirements	Not reported For more information, see: <i>Cybersecurity and Data Protection Risk Management</i>
	HC-DY-230a.2	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	We have technical, administrative, and physical safeguards in place to help protect against unauthorized access to, use, or disclosure of patient and employee information and data we collect and store For details, see: <i>Cybersecurity and Data Protection Risk Management</i>
	HC-DY-230a.3	(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI2	Not reported For more information, see: <i>Cybersecurity and Data Protection Risk Management</i>
	HC-DY-230a.4	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	Material legal, regulatory, and monetary issues are disclosed in our annual 10-K and quarterly 10-Qs

## EXACT SCIENCES 2021 SUSTAINABILITY ACCOUNTING STANDARDS

Category	Code	Accounting Metric	Information
<b>Access for Low-Income Patients</b>	HC-DY-240a.1	Discussion of strategy to manage the mix of patient insurance status	Exact Sciences takes every viable step to make testing affordable, available, and accessible, and we offer financial assistance programs for eligible patients with financial hardship  For details, see: <i>Access to Tests</i>
	HC-DY-240a.2	Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	Not applicable – Exact Sciences provides laboratory testing services
<b>Quality of Care &amp; Patient Satisfaction</b>	HC-DY-250a.1	Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.2	Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	Not reported
	HC-DY-250a.3	Hospital-Acquired Condition (HAC) Score per Hospital	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.4	Excess readmission ratio per hospital	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-250a.5	Magnitude of readmissions payment adjustment as part of the Hospital Readmissions Reduction Program (HRRP)	Not applicable – Exact Sciences provides laboratory testing services
<b>Management of Controlled Substances</b>	HC-DY-260a.1	Description of policies and practices to manage the number of prescriptions issued for controlled substances	Not applicable – Exact Sciences provides laboratory testing services
	HC-DY-260a.2	Percentage of controlled substance prescriptions written for which a prescription drug monitoring program (PDMP) database was queried	Not applicable – Exact Sciences provides laboratory testing services
<b>Pricing &amp; Billing Transparency</b>	HC-DY-270a.1	Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	Not applicable – Exact Sciences provides laboratory testing services  For details, see: <i>Access to Health Care</i>
	HC-DY-270a.2	Discussion of how pricing information for services is made publicly available	We have a Patient Support Team providing informational resources to patients who have questions about our products and services, including insurance coverage  For details, see: <i>Access to Tests</i>
	HC-DY-270a.3	Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	Not reported



## EXACT SCIENCES 2021 SUSTAINABILITY ACCOUNTING STANDARDS

Category	Code	Accounting Metric	Information
<b>Employee Health &amp; Safety</b>	HC-DY-320a.1	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) Rate	(1) 0.62 per 200,000 hours worked (2) 0.47
<b>Employee Recruitment, Development &amp; Retention</b>	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	Not reported
	HC-DY-330a.2 HC-BP-330a.1	Description of talent recruitment and retention efforts for health care practitioners	We are committed to providing safe and healthy work environments for our employees, where equal opportunity and diversity in thought, experience, perspective, and background are commonplace; note, we do not employ health care providers  For details, see: <i>Human Capital</i>
<b>Climate Change Impacts on Human Health &amp; Infrastructure</b>	HC-DY-450a.1	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	For details, see: <i>TCFD Disclosure</i>
	HC-DY-450a.2	Percentage of health care facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	Not applicable – Exact Sciences provides laboratory testing services
<b>Fraud &amp; Unnecessary Procedures</b>	HC-DY-510a.1	Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	Material legal and regulatory issues are disclosed in our annual 10-K and quarterly 10-Qs
<b>Ethics</b>	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Employees involved in sales and marketing receive regular compliance training on the laws, regulations, and codes that govern interactions with physicians and other customers, on the promotion of our products, and on our Code of Business Conduct and Ethics For details, see <i>Business Ethics</i>
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	See our <a href="#">Code of Conduct on Interactions with Health Care Professionals</a>

## EXACT SCIENCES 2021 SUSTAINABILITY ACCOUNTING STANDARDS

Category	Code	Accounting Metric	Information
<b>Safety of Clinical Trial Participants</b>	HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	<p>We design and conduct all clinical studies in accordance with the general principles set forth in the International Ethical Guidelines for Biomedical Research Involving Human Subjects (by the Council for International Organizations for Medical Sciences), USFDA Title 21 CFR §11, 50, 54, 56, 812, &amp; 814, the Declaration of Helsinki (World Medical Association), and ICH GCP E6 (R2)</p> <p>For details, see: <i>Clinical Research Programs &amp; Standards</i></p>
<b>Activity Metrics</b>	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	<p>As of 2021, we screened more than 7.5 million patients with Cologuard and nearly 1.5 million patients with Oncotype. We also completed more than 3.7 million COVID-19 tests</p> <p>For details, see: <i>Taking Care of the People We Serve</i></p>
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<p>Not applicable – Exact Sciences provides laboratory testing services</p> <p>(1) See <a href="#">Our Tests</a> on our website to learn more</p> <p>(2) See <a href="#">Our Pipeline &amp; Data</a> on our website to learn more</p>

## EXACT SCIENCES 2021 TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

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

### Governance

#### a) Board oversight

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

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

#### b) Management role

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

We have dedicated environmental resources that work closely with all business units and functions to establish and implement environmental programs and policies, and 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.



## EXACT SCIENCES 2021 TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

### Strategy

#### a) Climate-related risks

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

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

#### b) Impact on strategy

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

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

#### c) Climate resilience

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

### Risk Management

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

## EXACT SCIENCES 2021 TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

### Metrics

#### a) Metrics

We established consolidated energy data management and reporting in 2021, and plan to use 2021 as our baseline year for ongoing progress measurement.

We are voluntarily reporting our GHG emissions for the first time this year, which will set 2021 as our baseline. Our reporting is aligned with the GHG Protocol Corporate Standard on an operation control basis to provide consistency and transparency and include Scope 1 (Stationary Combustion and Mobile Sources) and Scope 2 (Purchased and Consumed Electricity).

#### b) Scope 1 and Scope 2 GHG emissions\*

Scope 1 emissions (2021):

- stationary combustion – 3,319 mt CO<sub>2</sub>e
- mobile sources – 8,712 mt CO<sub>2</sub>e

Scope 2 emissions (2021):

- purchased electricity - 13,221 mt CO<sub>2</sub>e

\*GHG emissions calculated using EPA SGEV V7 tool and include metered sources for owned property and operating leases with 100% control.

#### c) Targets

Exact Sciences is evaluating a carbon reduction goal now that it has completed its first GHG inventory.

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