



ESG REPORT 2023



Serving patients.
Saving lives.™

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FROM OUR CEO

To our patients, clinicians, teammates, investors, and other stakeholders:

At NeoGenomics (Neo), our mission is to save lives by improving patient care.

Our teammates are the heart of Neo and our success is because of their unwavering commitment to the role we play in cancer care and to the communities we serve. I am deeply appreciative of Neo's collaborative and inclusive culture which has enabled us to accomplish so much over the past 20 years. Our core values are Quality, Integrity, Accountability, Teamwork, and Innovation and they guide us each day on our path to serving 1 million patients annually by 2028. The best people want to work for a company pursuing a higher purpose, and our ESG efforts help us attract and retain them.

Our inaugural Environmental, Social and Governance (ESG) report marks a very important milestone in Neo's growth and evolution. In 2023, we set out to capture our ESG efforts in an inaugural report and strengthen our commitment to corporate social responsibility to build a solid foundation for long-term success. While doing this work, it quickly became apparent that ESG principles have been at the core of our work for some time now. For example, when we began the planning for our corporate headquarters in 2018, we thoughtfully designed the campus to achieve LEED status.

Neo's labs are driving transformation in cancer testing and have the potential to make a significant impact on a cancer patient's journey. We strive to provide healthcare providers with clinically actionable results and services that inform therapy selection. We also work closely with Pharma companies by providing valuable testing for their clinical trials and support these partnerships through all stages of drug development.

We are creating a more sustainable company delivering exceptional customer experience with advanced testing options. We are investing in our teammates' development and ensuring that every teammate's voice is heard and valued with the creation of our Diversity, Equity, Inclusion, and Belonging (DEI&B) Council. To support our mission and vision and underscore our strong corporate governance, we appointed three new Board members whose competencies and experiences reflect the nuances of the Cancer Diagnostics landscape. To further our environmental sustainability commitments, we are voluntarily reporting Scope 1 and 2 greenhouse gas emissions estimates and taking measures to increase the percentage of waste recycled in our laboratories. And from a community perspective, we are empowering our teammates to volunteer for local causes that matter to them, from assembling care packages for hospital patients, to organizing beach clean ups, to hosting the American Cancer Society's Relay for Life at our headquarters.

Our ESG Steering Committee will meet throughout the year to establish future ESG-related goals and measure execution against our current sustainability initiatives that will enhance the way we serve customers, patients, teammates and our communities.

I am more optimistic than ever about what lies ahead for NeoGenomics. I invite you to read through our report and learn more about our ESG initiatives, impact and sustainability goals.

Take care,

Chris Smith, CEO



OUR APPROACH TO THIS REPORT



NeoGenomics is ahead of the curve in transforming cancer care and is committed to helping healthcare providers bring medically necessary and appropriate treatments to their patients. Our ESG and sustainability principles are guided by our belief that delivering on our vision to improve patient care over the long-term requires advancing a higher standard for corporate responsibility for the benefit of our stakeholders. Furthermore, we believe that this broader view of corporate purpose better serves our stakeholders, ultimately creating long-term value.

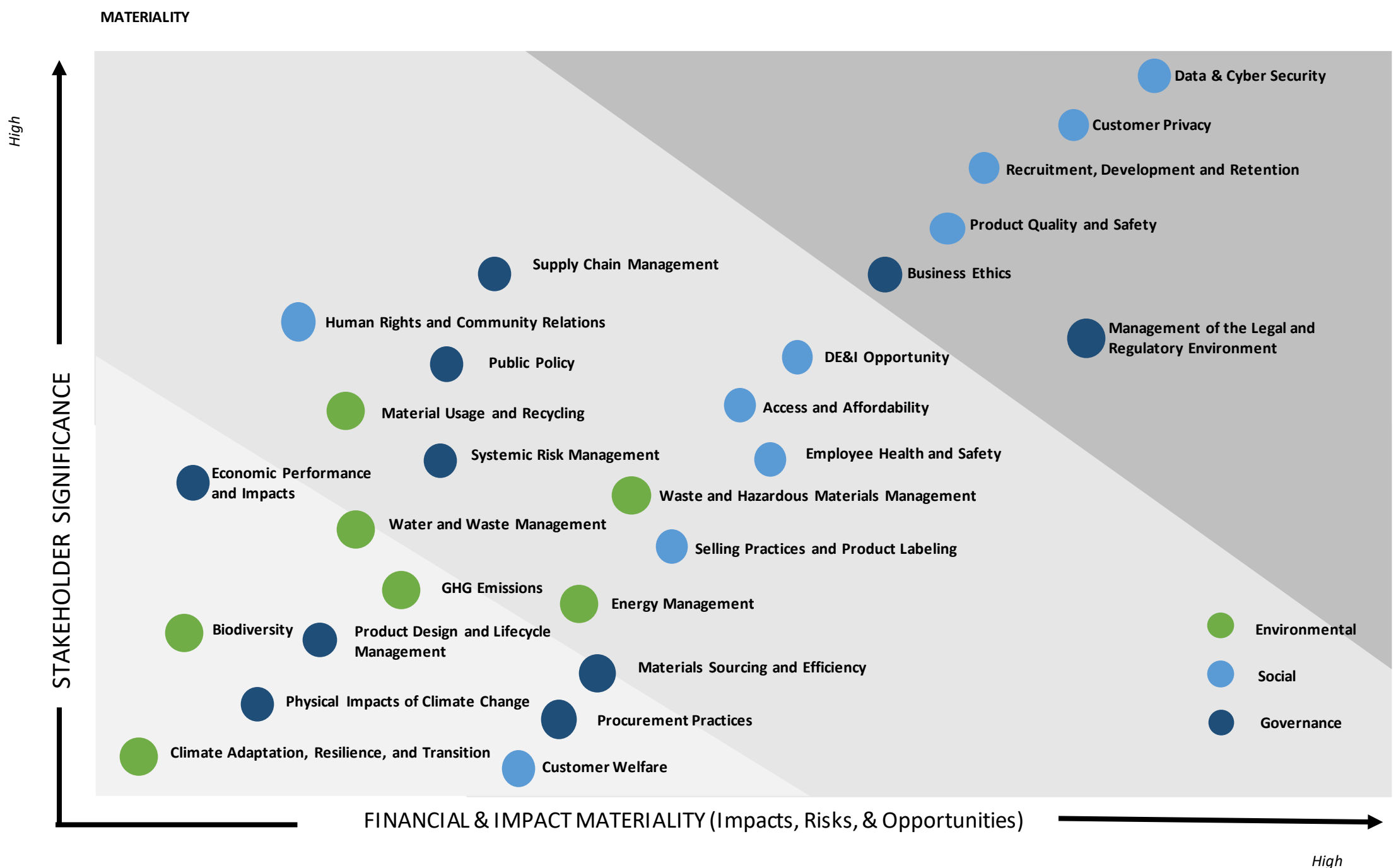
We have identified the following key stakeholders based on their impact on our business activities: patients; employees; customers; government agencies and regulators; shareholders; vendors and suppliers; community organizations and nongovernmental organizations. Our continued engagement with each of these stakeholders helps ensure we are meeting their expectations and advancing our efforts to operate responsibly.

Our inaugural 2023 ESG Report covers our process for, and progress in, addressing environmental, social and governance topics that are relevant to NeoGenomics and our stakeholders. This report covers information from the 2023 fiscal year primarily for our U.S. operations, which includes ~97% of our employees, and has been informed by the standards published by the World Economic Forum (WEF), Sustainability Accounting Standards Board (SASB), Task Force on Climate-Related Financial Disclosures (TCFD), and International Sustainability Standards Board (ISSB). With our first ESG report, we make our initial disclosures on core ESG metrics across four categories: Planet, People, Governance, and Prosperity.

Efforts towards integration of ESG values is a continuous process of disclosure and improvement. We expect our business to continuously evolve to help meet the changing needs and circumstances of our world.

MATERIALITY

In October and November 2023, NeoGenomics conducted its first double materiality assessment using Socialsuite's technology platform. Through a process of engagement and analysis, we identified 27 sustainability areas, and prioritized 6 key topics (identified in dark grey area of matrix below), in which we significantly impact the economy, people and/or the environment as well as pose the most significant risks and opportunities to our business. This materiality assessment informs our decision-making and helps us prioritize sustainability topics and metrics. These topics have been endorsed by our leadership and our Board of Directors.



The United Nations Sustainable Development Goals (SDGs) represent the international community's plan of action for "people, planet and prosperity." The 2030 Agenda for Sustainable Development, adopted by all UN Member States in 2015, provides a shared blueprint for peace and prosperity for the planet and its people. Of the 17 SDGs, we identified five where we believe we can make the biggest impact.



ABOUT NEOGENOMICS

Our Business

Our Governing Purpose

NeoGenomics at a Glance

Our Key Sustainability Focus Areas

2023 Highlights

Our Promise to Patients

Our Commitment to Our Communities

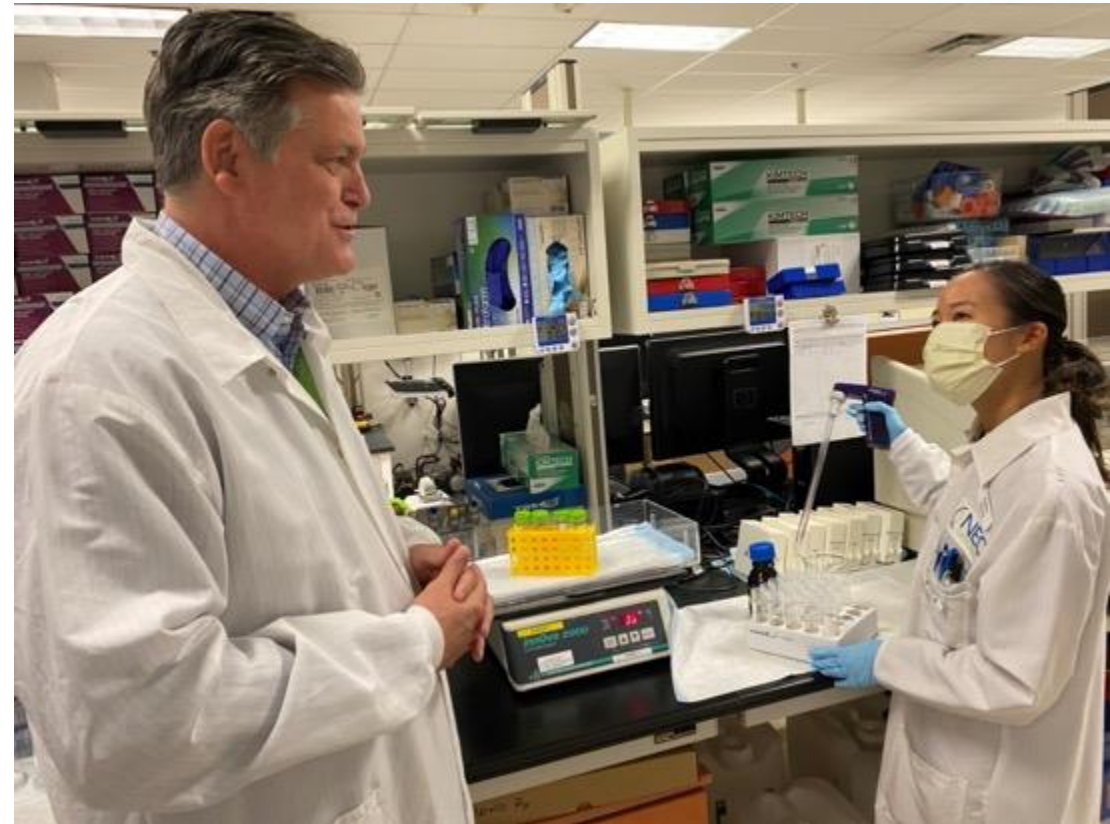
OUR BUSINESS

At NeoGenomics, we are unified around our mission: We save lives by improving patient care.

For over 20 years, we have brought oncology diagnostics testing and professional interpretation of laboratory test results to cancer patients and their physicians through our network of cancer-focused testing laboratories in the US and Europe.

We aspire to become the world's leader in cancer testing, information, and decision support by providing uncompromising quality, exceptional service, and innovative solutions.

We manage the Company through two operating divisions, Clinical Services and Advanced Diagnostics, which is supported by our Enterprise Operations team.



The Clinical Services division includes community-based pathology and oncology practices, hospital pathology labs, reference labs and academic centers. Clinical Services offers clinical cancer testing, interpretation and consultative services, molecular and NGS testing, and comprehensive technical and professional service offerings.

The Advanced Diagnostics division is comprised of Pharma Services, Research and Development, and Informatics. Advanced Diagnostics supports pharmaceutical firms in their drug development programs by supporting clinical trials and research, providing comprehensive testing services to complement oncology programs from discovery to commercialization. We are continuing to develop and broaden our informatics and data-related tools to leverage our unique market position and oncology expertise to help our stakeholders solve real-world problems such as identifying patients for clinical trials or providing clinical decision support tools for healthcare providers.

The Enterprise Operations team owns the end-to-end laboratory operations process. The integrated approach begins with procurement of inventory and continues through medical services analysis on the back end, and includes operational strategic agility, IT, Quality and Regulatory, and lab automation and digitization.



OUR GOVERNING PURPOSE

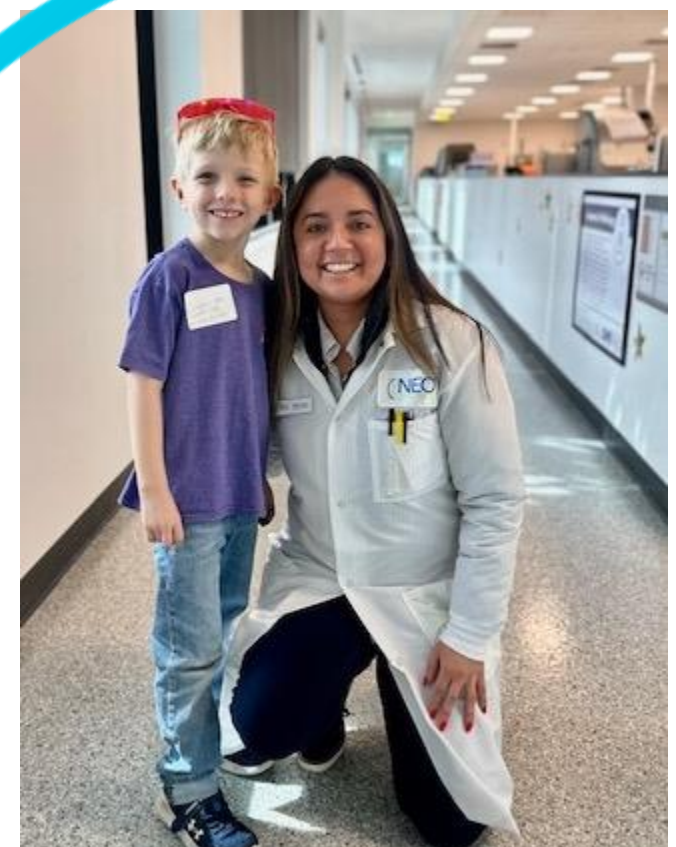
We take our commitment to advance ESG and corporate sustainability best practices very seriously. Our ESG and sustainability strategy begins by identifying our key stakeholders and then engaging to understand the ESG and sustainability issues that matter to them and the impact those issues have on our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

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

Board Oversight

Neo's Board and Executive Leadership Team are committed to ongoing ESG stakeholder engagement and transparency. The Board retains oversight responsibilities for integration of ESG activities and risks into the overall Company strategy and enterprise risk management. While our ESG charter sits with the Nominating and Corporate Governance Committee, Board committees oversee specific sustainability areas.

- Audit and Finance Committee oversees compliance, legal, regulatory and cybersecurity risks to the Company's financial statements and results.
- Nominating and Corporate Governance Committee oversees compliance and government risks and those related to ethics and culture.
- Culture and Compensation Committee oversees human capital management.
- Compliance Committee oversees compliance with laws and regulations applicable to our business.



NEOGENOMICS AT A GLANCE

2,100+

Teammates dedicated to serving patients

600+

Tests available to patients

600,000+

Patients tested in 2023

70

Net Promoter Score reflecting our focus on customer satisfaction

~1,200,000

Tests processed in 2023

4,000+

Ordering accounts across hospitals and cancer centers

59.9%

Workforce gender diversity

4,717 Metric tons Co2e

Scope 1 and Scope 2 GHG emissions at key laboratories

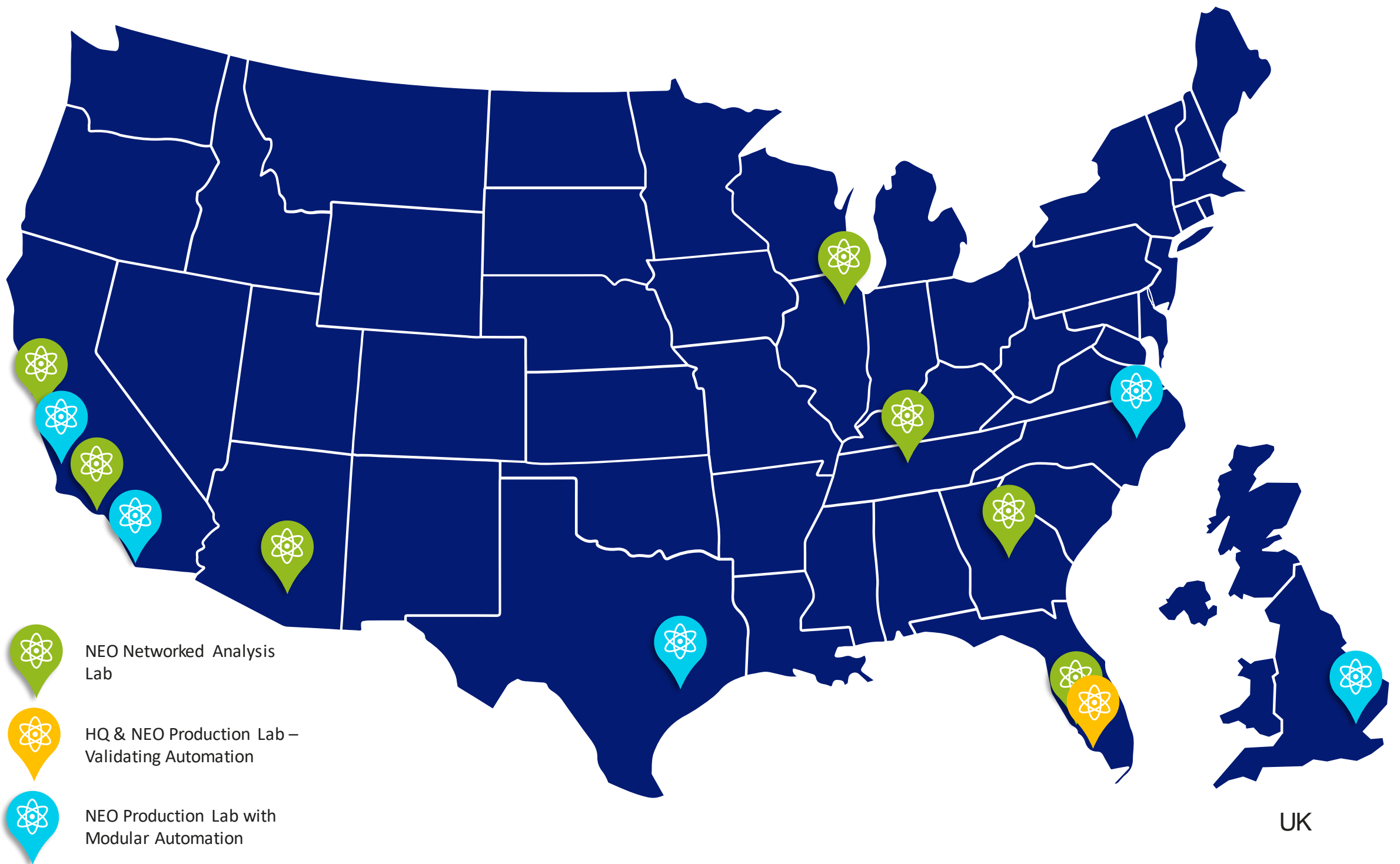
260,000+

Compliance and continuing education courses completed by teammates



73% of Neo teammates say their lives have been impacted by cancer

NEOGENOMICS AT A GLANCE



OUR VALUES



QUALITY



INTEGRITY



ACCOUNTABILITY



TEAMWORK



INNOVATION

OUR KEY SUSTAINABILITY FOCUS AREAS

Data and Cybersecurity

We are committed to ensuring privacy-forward, secure systems designed to protect the sensitivity of our business while upholding the rights of the patients we serve.

Customer Privacy

We adhere to relevant data protection laws, provide transparency and choice to patients regarding the handling and use of their data, and invest in leading technologies designed to secure the data we maintain.

Recruitment, Development and Retention

We communicate openly to engage people and foster the innovating and collaborative culture we seek, where our teammates are given equal opportunity for experiences, growth, and perspectives. We believe teammate retention improves customer satisfaction.

Product Quality and Safety

We know that patients' lives depend on us, and our clients place great trust in us. We are committed to exceeding customer expectations and complying with applicable regulatory, Quality Management Systems, and accreditation standards.

Business Ethics

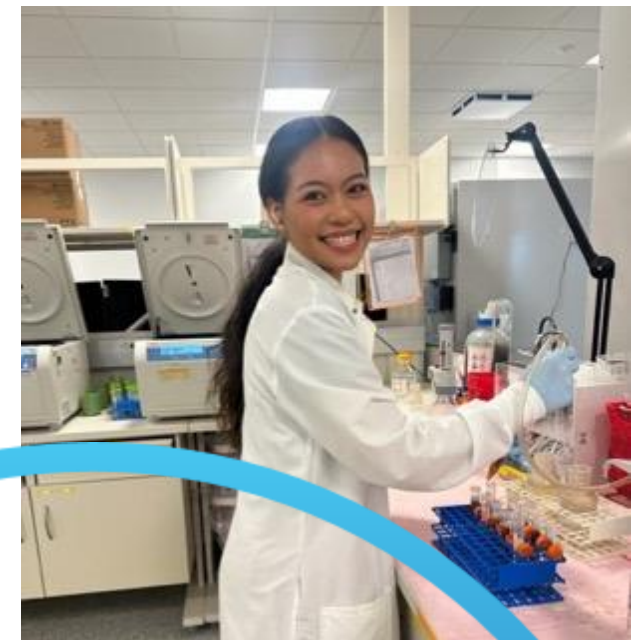
We expect every teammate to make ethically sound decisions and demonstrate integrity and transparency in their business relationships. By putting our ethics and values at the foundation of what we do, we create an accountable culture that improves our decision-making, adaptability and reliability.

Legal and Regulatory Environment

We engage with regulators and trade associations when there is potential for long-term business, environmental and social impacts, keeping patients and our stakeholders front of mind when making decisions.

Environmental Stewardship*

We are working to minimize our environmental impact and are committed to operating our business in a manner that respects our planet and protects human health.



*While not identified as a key topic in our Materiality Assessment, Environmental Stewardship is an internal priority

2023 HIGHLIGHTS

We launched 12 new or upgraded assays for Clinical use

We served over 600,000 unique patients in 2023 and processed approx. 1.2 million tests on our way to serving 1 million patients annually by 2028.

We expanded our Board of Directors with the appointment of three new independent board members with more than 50 years of executive experience in digital technologies, global marketing, and molecular diagnostics.

We announced an Informatics collaboration to advance population-scale, definitive hematological research and generative AI solutions with a dataset covering more than one million patient lives across over 1,000 oncology clinics.

We introduced NeoAccess™ and NeoSeek™ software solutions to support providers in their clinical decisions and inform their patients with up-front benefits checks, as well as identify patients who may be biomarker eligible for a new therapy or clinical trial.

We doubled the size of our sales team over 18 months to increase coverage and reach more patients and providers.

OUR PROMISE TO OUR PATIENTS

Our promise is to enable the highest care for our patients.

NeoGenomics specializes in precision oncology and is committed to providing access to uncompromising quality and exceptional service to the patients we serve. We believe all patients, regardless of socioeconomic status, ethnicity and race, should have access to the best care possible.

As such, we offer a patient financial assistance program that is based on federal poverty guidelines. All patients may apply for financial assistance. We work with patients and providers to help ensure that our billing process is simple and provides access to high-quality diagnostic services.

NeoGenomics is proud to be in-network with over 300 national payors, covering more than 300 million lives. We have a broad network of insurance contracts and value-based relationships designed to provide patients with exceptional in-network and cost-effective services that advance patient care. We provide patients with information about our broad insurance coverage, payment options, and billing cost estimates. We offer oncologists our software solution, NeoAccess, which includes up-front patient benefits check and prior authorization assistance to help ensure there are no unexpected financial obligations.

300+ payors within the US

300M+ covered lives in the US



Patient Privacy

NeoGenomics is committed to connecting patients with life altering therapies and trials. We believe that, together, with our partners, we can help patients with cancer today and the next person diagnosed tomorrow. In carrying out these commitments, NeoGenomics adheres to relevant data protection laws, provides transparency and choice to patients regarding the handling and use of their data through our [Notice of Privacy Practices](#), and has invested in leading technologies designed to secure the data we maintain.

OUR COMMITMENT TO OUR COMMUNITIES

NeoGenomics supports the communities in which our customers and teammates live and work. Our community outreach is focused on better understanding patient needs by working with advocacy groups, sponsorship of patient focused conferences and events, and listening and learning from patients directly.

We partner with patient advocacy groups and members in the oncology community to broaden understanding of the needs of these patient populations and incorporate their perspectives in our business processes and overall corporate culture. Through our partnership with oncology advocacy groups, we participate in charitable and other community activities that embody our values and demonstrate our commitment to these communities.

In 2023, we proudly supported a variety of organizations spanning the local to national level. We know the importance of planting roots in our communities and offer our teammates opportunities to engage with organizations that align with their interests and our corporate objectives.



American Cancer Society (ACS)

The American Cancer Society is improving the lives of people with cancer and their families by combating cancer through advocacy, research, and patient support, to ensure that everyone has an opportunity to prevent, detect, treat, and survive cancer. In 2023, we were proud to host Relay for Life for Greater Lee County, support Making Strides Against Breast Cancer, and sponsor the Cattle Barron's Ball.



Ronald McDonald House Charities (RMHC)

Ronald McDonald House Charities® of Southwest Florida creates, finds and supports programs that directly improve the health and well-being of children and their families in Charlotte, Collier, Glades, Hendry, and Lee counties. RMHC provides lodging, meals, and other supportive services for families with children receiving medical treatment. Our teammates have hosted cooking nights to feed the families staying at the local Ronald McDonald House.



Florida Gulf Coast University (FGCU)

FGCU is a premier university in Ft. Myers, Florida. We are involved in several initiatives to support the students in our community, including enrolling 50% of our 32 cytogenetics program students from FGCU. We also award two Foundation Scholarships annually, and sponsor Beta Gamma Sigma recognizing the Top 10% of students across all business majors.

OUR COMMITMENT TO OUR COMMUNITIES

NeoGenomics encourages and supports community involvement and corporate philanthropy. As part of our social wellness program, we partner with VolunteerMatch Virtual Volunteer Opportunities and with Project Helping, a mental wellness organization that creates meaningful social and accessible volunteer experiences to help people improve their mental wellness through service.

Each year we also provide corporate giving to organizations that are aligned with our purpose and values. During 2023 we made a variety of charitable donations and supported education grants, research grants, and scholarship programs.



PEOPLE AND CULTURE

Our People

Diversity, Equity, Inclusion

Belonging and DEIB Council

Employee Resource Groups

Employee Benefits

Wage Level, Pay Equity, and Employee Retention

Employee Health and Safety

Product Quality

OUR PEOPLE ARE OUR GREATEST ASSET

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

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

Teammate Development

NeoGenomics hosts several annual leadership events to develop our teammates and support their career growth. These events include the Supervisor Summit for our front-line leaders, the Directors' Retreat, and the Senior Leadership Team planning session. The structure of the events is tailored to outcomes that establish and support a vibrant leadership cohort, build leadership skills and share best practices. Following these events, attendees are expected to cascade key initiatives and support messaging to their direct reports.

We are proud to offer a comprehensive trainee program that aligns with our commitment to ESG principles. Among the highlights of our trainee program, we:

- Have hired and trained over 80 individuals since 2020 as part of our Trainee Program. These Trainees graduate and become Histologists and/or Clinical Laboratory Scientist.
- Serve as an Accreditation Partner for the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS).
- Enroll 50% of our 32 cytogenetics program students from local universities
- Provide onsite clinical laboratory rotations for trainees, contributing to their professional development
- Lead STEM summer camps where our team members engage K-12 students in educational activities



DIVERSITY, EQUITY, INCLUSION

NeoGenomics remains committed in our efforts of ensuring a diverse and inclusive workforce, and we are proud that teammates feel a sense of belonging. Diversity is having a seat at the table, inclusion is having a voice, and belonging is having that voice be heard. In a 2023 company-wide survey, 89% of our teammates shared their opinion and their voice was heard. While placing the value of people at the heart of our organization, we challenge ourselves to be more inclusive with our teams, clients, and community. We strive to create an environment where culture engenders growth and innovation. We are champions of diversity and inclusion and take action to create an equitable culture where everyone belongs.

We believe that a diverse and inclusive workforce where diverse perspectives are recognized and respected positively impacts our performance and strengthens our culture. We continually strive to promote a workplace in which people of diverse race, ethnicity, veteran status, marital status, socio-economic level, national origin, religious belief, physical ability, sexual orientation, age, class, political ideology, gender identity and expression participate in, contribute to, and benefit equally.

Employee Demographics



Our commitment to maintaining an excellent workplace includes investing in ongoing opportunities for teammate development in a diverse and inclusive environment. Diversity in gender and ethnicity is well-established within our workforce. As of December 31, 2023, women make up 59.9% of our global workforce, and of the 17.8% of our workforce that is in supervisory or higher positions, 50.8% are female. With regard to the Company's top two management tiers, 44.4% of our executive team and our vice presidents are women and 33.3% of our independent Board of Directors are women. Ethnicity is also strongly represented: 53.5% of our workforce and 22.2% of our independent Board of Directors are ethnically diverse.



- White (44%)
- Asian (25%)
- Hispanic or Latino (19%)
- Black or African American (7.2%)
- Two or more races (1.4%)
- Native Hawaiian or Pacific Islander (0.6%)
- American Indian or Alaska Native (0.2%)
- Declined to Answer (2.4%)

BELONGING

In 2023, we formed the Diversity, Equity, Inclusion, and Belonging (DEIB) Council to elevate the discussion around DEIB and assist in integrating DEIB initiatives throughout the organization. The mission of the Council is to foster an inclusive environment that treats others with respect, listens to and encourages different thoughts, and embraces collaboration for engagement and productivity. Its purpose is to strengthen the organization by encouraging acceptance of varied perspectives and celebrating our differences while we work together to transform patient care.

The Council is tasked with establishing alignment of our DEIB initiatives with the mission of NeoGenomics while leveraging our collective diversity of thought, perspectives and experiences to cultivate innovation and a culture of continuous improvement. The Council will help reinforce the foundation for Neo's DEIB mindset and activities, present and future.

The Council is a group of teammates serving one-year terms, each representing different backgrounds, tenures, ethnicities, genders, sexual orientations, disabilities, neurodiversities, ages, economic backgrounds, caring responsibilities and more within the organization. Members meet to discuss what is being actioned on DEIB across NeoGenomics, how the initiatives are being incorporated and provide advice on future opportunities.

**Diversity is having a seat at the table,
inclusion is having a voice, and belonging is
having that voice be heard.**



Employee Engagement and Satisfaction

Our 2023 annual Employee Engagement Survey yielded an 89% participation rate, up from 63% in 2022. There was a large degree of change throughout NeoGenomics in 2023, and we are proud that we saw net improvement in Employee Happiness (“Teammates are happy at work”) and Employee Engagement (“High passion for the work we do”).

EMPLOYEE RESOURCE GROUPS (ERGs)

To foster an inclusive and representative environment at Neo, our teammates have created voluntary, teammate-led organizations that bring together individuals with shared interests, backgrounds, and characteristics. These groups serve as a platform for teammates to connect, collaborate, and support one another in various aspects. These ERGs contribute to a positive workplace culture by fostering inclusivity, providing support networks, and addressing the diverse needs and interests of teammates within Neo. Each group plays a crucial role in creating a more collaborative and supportive work environment. Neo currently offers 7 ERGs, including:

Wellness@Neo: focused on promoting and supporting teammate well-being through health challenges, mental health awareness campaigns, and resources for maintaining a healthy work-life balance



LGBTQ@Neo: provides a supportive community for LGBTQ teammates by advocating for inclusivity, awareness, and equality within the workplace and may engage in activities that celebrate diversity.



NeoGreen: focused on promoting environmental sustainability in our offices and communities through eco-friendly practices, organizing green initiatives, and raising awareness about environmental issues



Veterans@Neo: designed to support and connect teammates with military backgrounds and offer resources for transitioning into civilian work.



Generations@Neo: focused on bridging generational gaps in the workplace through knowledge-sharing sessions, mentorship programs, and initiatives to promote understanding and collaboration among teammates of different generations.



Women & Allies@Neo: focused on empowering women in the workplace by providing a platform for professional development, mentorship and networking opportunities while also engaging allies in supporting gender equality.



WE STAND@Neo: dedicated to connecting Neo's diverse community by fostering networking and professional development and increasing awareness of the history, culture, and challenges of the black & brown community.



EMPLOYEE BENEFITS



NeoGenomics Laboratories offers competitive pay and benefit programs designed to attract and retain our team members who share our commitment to providing exceptional services.

Our benefit plans are designed to promote and maintain good health, to provide for retirement, to help meet the cost of illness and accident, and to provide financial security for our team members and beneficiaries. All full-time teammates are eligible for coverage beginning the first of the month following hire date.

In February of 2024, ahead of World Cancer Day, NeoGenomics signed the *Working with Cancer* pledge. As a signatory, we strive to create a workplace that provides a more supportive, and recovery-forward culture at work for people with cancer.

Financial

- 401(k) retirement plan with discretionary company match
- Employee Stock Purchase Plan (ESPP)
- Tuition reimbursement program
- Student loan debt contributions
- Short- and long-term disability
- Life and AD&D insurance
- Commuter benefits
- Employee referral bonus
- Onsite electric vehicle charging

Health

- Medical, dental and vision plans with telehealth options
- Health Savings Account (HSA) with employee and employer contributions
- Flexible Spending Accounts (FSA)
- Accident and critical illness benefits
- Flu vaccine clinics
- Milk Stork breastmilk shipping for traveling mothers

Work Life Balance

- Paid vacation days
- Sick time off
- 8 paid holidays
- Jury duty time off
- Bereavement time off
- Parental leave
- Backup childcare assistance
- Flexible work accommodations

Well-Being

- Employee Assistance Program (EAP)
- Kudos points program
- Fitness credits
- Fitness classes
- Onsite dining (at select locations)
- Wellness rooms for nursing, meditation and prayer

WAGE LEVEL, PAY EQUITY and EMPLOYEE RETENTION

Our Culture and Compensation Committee of the Board of Directors is responsible for reviewing and approving compensation of NeoGenomics’ directors, officers and teammates. We strive to ensure that the compensation philosophy is focused on providing compensation and benefits that are competitive and meet our goals of attracting, retaining and motivating highly skilled teammates. Our philosophy also reflects considerations of factors including gender and pay equity, inclusion and diversity, and alignment with our corporate culture.

Our ratio of median base pay for male to female teammates is 1.16:1, and our median base pay for non-person of color (POC) to POC-teammates (US-based only) is 1.26:1. We acknowledge the necessity to further our work to achieve parity in these ratios, and we will continue to work with independent consultants to ensure we are taking appropriate steps to close the gender and race wage gaps.

In 2023, we completed a comprehensive review of wage level and pay equity for our teammates working in our labs. Following this review, we increased the pay for many who were being paid below market rates, bringing them closer the 50th percentile for their market.

[Culture and Compensation Committee Charter](#)

Ratio of Median Base Pay Male to Female	Ratio of Median Base Pay Non-POC to POC– US Only*
1.16 : 1	1.26 : 1

Employee Hiring and Retention

In 2023, we hired 414 new teammates, of which 53.8% were female, 42.5% were male, and 3.6% chose not to disclose. Of the 391 US-based new hires, 49.3% were racially diverse.

Based on the outcomes of our 2022 Employee Engagement Survey, we introduced several People and Culture initiatives throughout 2023. As a result of these efforts, voluntary employee turnover dropped to 13% for the year. For employees who choose to disclose gender, the voluntary turnover rate was 12.8% for males and 12.9% for females.



EMPLOYEE HEALTH AND SAFETY

We are committed to providing a safe and healthy workplace for our teammates. We train our teammates to follow our protocols, rules, policies, procedures and practices. We also require them to report accidents, injuries, and unsafe equipment, practices or conditions in accordance with our health and safety policies.

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

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



Employee Training

All Neo teammates are required to complete a robust suite of trainings on regulations, policies and standard operating procedures during the onboarding process. Beyond onboarding and throughout their time at Neo, teammates are assigned compliance- and safety-based trainings and are invited to participate in enrichment training opportunities. In 2023, Neo teammates completed over 260,000 courses, averaging nearly 125 courses per person. These courses include the required compliance, privacy, EH&S, HR, and continuing education courses.

Oversight and Compliance

Our Quality group controls standard operating procedures, and the EH&S, Quality, Facilities, and Laboratory directors and personnel review and approve policies at least annually. Our health and safety program includes consent forms, employee safety reports, incident investigations, and injury logs.

Our laboratories are College of American Pathologist (CAP)-accredited and Clinical Laboratory Improvement Amendments (CLIA)-certified. As a leading clinical oncology diagnostics reference lab, we aim to comply with all local, state and federal regulations. We currently conduct annual EH&S quality and safety inspections at our labs in Fort Myers, Florida, Aliso Viejo, California, Raleigh/Durham, North Carolina, Houston, Texas, La Jolla, California, and Cambridge, UK.

In 2023, we had 9 Occupational Safety and Health Administration (OSHA) recordable injuries and 0 Environmental Protection Agency (EPA) reportable incidents, with a Total Recordable Incident Rate (TRIR) of 0.41.

PRODUCT QUALITY

Quality Policy

NeoGenomics is committed to the highest levels of quality by seeking to provide exceptional professional services, offering a wide array of assays that are fit for their intended uses, meeting or exceeding applicable regulatory and ISO requirements, and continually improving our processes to help meet organizational and customer expectations.

Advancing Personalized Medicine: We are committed to advancing the field of personalized medicine. Our objective is to provide clinicians with actionable insights into each patient's unique cancer profile, allowing for tailored treatment strategies that can optimize outcomes and minimize side effects.

Accelerating Research and Drug Development: We collaborate with pharmaceutical companies and researchers to support the development of innovative cancer therapies to accelerate the discovery of novel drug targets and biomarkers, ultimately improving the prospects for cancer patients worldwide.

Enhancing Clinical Care: We aim to improve the overall quality of cancer care. Our objective is to provide accurate, timely, and comprehensive diagnostic information that helps clinicians make more informed decisions about treatment options, leading to better patient outcomes.

Global Reach: We are dedicated to expanding our global footprint and ensuring that our innovative diagnostics can be accessible to patients and healthcare providers around the world. Our objective is to be a trusted partner in the fight against cancer, regardless of geographic location.

Continuous Innovation: We are committed to staying at the forefront of technology and innovation in oncology diagnostics. Our objective is to continually invest in research and development to bring the latest advancements in genomics and molecular profiling to the healthcare community.

Quality Throughout Our Business

The Quality team works independently of Operations. The Quality and Regulatory group report to the Vice President of Quality who reports to the President of Enterprise Operations with a dotted line to the Chief Executive Officer for Quality-related issues. Our network of laboratories in the USA and Cambridge, UK, all are overseen by the same executive management team, abide by the same quality standards, utilize the same People & Culture, Legal, IT and facilities departments; use the same document control system, Laboratory Information Systems, equipment qualification and assay validation processes.

The Quality Management System is outlined in an established Quality Manual, which also includes our Quality Policy and Quality Objectives established at relevant functions and levels. All lab-based teammates are required to read and understand the Quality Manual and the training is documented within the electronic document management system. This document is periodically reviewed for appropriateness. Quality Operations meetings are held where metrics and any process related deviations are shared with leadership to ensure the objectives are meeting established metrics and are consistent with the expectation of the Quality Manual.

We have a defined process in place for documenting deviations, performing issue reviews, documenting Corrective and Preventive Actions (CAPAs) and investigating systemic deficiencies. Both CAPA and Issue Reviews are documented using modules within a validated quality management software system. Use of these modules allows for interactive collaboration at each step in the process. NeoGenomics Issue Review and CAPA processes are based on a defined risk-based assessment. Management Review, conducted annually, includes a review of CAPAs and Complaints.

ENVIRONMENT & SUSTAINABILITY

Pursuing Environmental Stewardship

GHG Emissions Inventory

Energy and Water

Waste Management

PURSuing ENVIRONMENTAL STEWARDSHIP

We are committed to playing an active role in creating a better, more sustainable planet. We recognize the need for companies to support initiatives to conduct sustainable operations and respect human health and the environment. We recognize that in our work to improve patient testing, we must also contribute to a stable climate, clean water supplies, and clear skies. A healthy environment and stable climate create a strong foundation to better withstand and prevent threats to human health.

NeoGenomics complies with applicable local, state and federal environmental policies, laws, and regulations, and expects our suppliers and contractors to do the same.

In 2021, we opened a new headquarters in Fort Myers, Florida, which includes a new laboratory, warehouse and administrative facilities. We completed the design and construction of our new headquarters in accordance with the Sustainable SITE initiative that ensures that a project's natural environment is valued and respected throughout the building process. Additionally, we utilize low-emitting materials, energy and water efficient design, and utilize GS-42 certified janitorial and sustainable pest services. As a result, we are proud of NeoGenomics' achievement of Leadership in Energy and Environmental Design ("LEED") certification for this facility. Developed by the U.S. Green Building Council, LEED is the most widely used green building rating system in the world and an international symbol of sustainability achievement. Our environmental efforts also focus on improvements in our waste, water and energy management.

We believe that sustainability is every teammate's responsibility. To further that, we promote and maintain a culture of sustainability and environmental responsibility, led by our Employee Resource Group, NeoGreen, that empowers teammates to drive sustainability projects throughout our operations.



GHG EMISSIONS

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

NeoGenomics has completed a greenhouse gas inventory assessment across Scope 1 and 2 for 2023 operations at our Headquarters in Fort Myers, Florida as well as our laboratory in Aliso Viejo, California. These two sites, when combined, process approximately 70% of our testing volume. In 2024, we plan to expand our tracking to include several other of our testing sites and include the data in subsequent reports.

Metric Tons (mt) Co2e	Aliso Viejo, CA	Fort Myers, FL	2023 Total
Emissions: Scope 1	401	135	536
Emissions: Scope 2	1,053	3,128	4,181
Total Emissions (Scope 1 + 2)	1,454	3,263	4,717

- Scope 1: Generators, Natural Gas, Vehicles, Refrigeration
- Scope 2: Purchased electricity

Our actions to date include positive impact from our Flex and Remote work models providing reduction of commuting vehicles, and sites energy and water usage across our global network. Additionally, we have invested in Electric Vehicle charging stations at multiple facilities across our US sites.

GHG Targets for 2024

We have identified the following GHG-related goals for 2024:

- Gather data from additional NeoGenomics laboratory locations for enhanced assessment of Scope 1 and Scope 2 GHG emissions in 2024 report
- Review data and commit to submitting Science-Based Targets (SBTi)



Note: Refrigeration and HVAC data included in 2023 Scope 1 emissions calculations are estimations deemed reasonable for the type of HVAC units and cooling systems used in our buildings.

ENERGY and WATER

Energy

We have implemented monitoring of energy usage with the intention to establish baseline data for goal setting and reporting purposes. Our strategic real estate plan supports the reduction of greenhouse gas emissions and utilizes sustainable US and International properties, including LEED US Properties in California, Arizona, and Georgia, and a 150K square foot LEED headquarters property in Florida.

Energy	Aliso Viejo, CA	Fort Myers, FL	2023 Total
Electricity Usage (kWh)	4,182,515	8,227,090	12,409,595
Gasoline (Gallons)	32,104	9,475	41,579
Natural Gas (Therms)	14,272	0	14,272
Diesel (Gallons)	1,351	6,600	7,951

We have identified the following energy-related goals for 2024:

- Implement energy efficient improvements through optimization of HVAC programming in our Headquarter building management system
- Conduct weekend workplace assessment to identify opportunities for further energy reductions

Water

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

Water	Aliso Viejo, CA	Fort Myers, FL	2023 Total
Total freshwater withdrawn (gallons)	2,131,052	872,700	3,003,752



We have identified the following water-related goals for 2024:

- Implement an educational campaign across the organization to encourage water conservation among personnel

WASTE MANAGEMENT

We have established waste disposal guidelines and waste training to ensure proper categorization, disposal and recycling of waste. We collect consolidated waste data to help monitor our waste disposal practices and will establish baseline data for goal setting and reporting. Initiatives implemented to manage waste responsibly include recycling of >85% of hazardous waste, diversion of non-hazardous lab waste out of landfill and into waste energy recovery, and training and procedures for teammates to distribute waste for proper disposal.

Aliso Viejo, CA

Waste (metric Tons)*	Non-Hazardous	Hazardous	Medical	Total Waste
Landfill	608.3	0.0	0	608.3
Incinerated	119.0	0.5	37.9	157.5
Recycled	127.6	77.1	0	204.7
Total	854.9	77.6	37.9	970.5
% Recycled	15.0%	99.4%	0%	21.1%

Fort Myers, FL

Waste (metric Tons)*	Non-Hazardous	Hazardous	Medical	Total Waste
Landfill	135.2	0.0	0	135.2
Incinerated	14.9	14.0	24.6	53.5
Recycled	95.9	9.4	0	105.3
Total	246.0	23.3	24.6	293.9
% Recycled	39.0%	40.3%	0%	36.0%

We have identified the following waste-related goals for 2024:

- Conduct site waste management assessment in partnership with Aliso Viejo municipal waste vendor to identify opportunities to improve organizational waste practices and increase recycling percentages
- Implement an educational campaign across the organization to encourage best waste management practices among personnel

GOVERNANCE AND TRANSPARENCY

Corporate Governance and Board of Directors

Business Ethics

Compliance

Risk Management and Cybersecurity

Other Governance

CORPORATE GOVERNANCE AND BOARD OF DIRECTORS

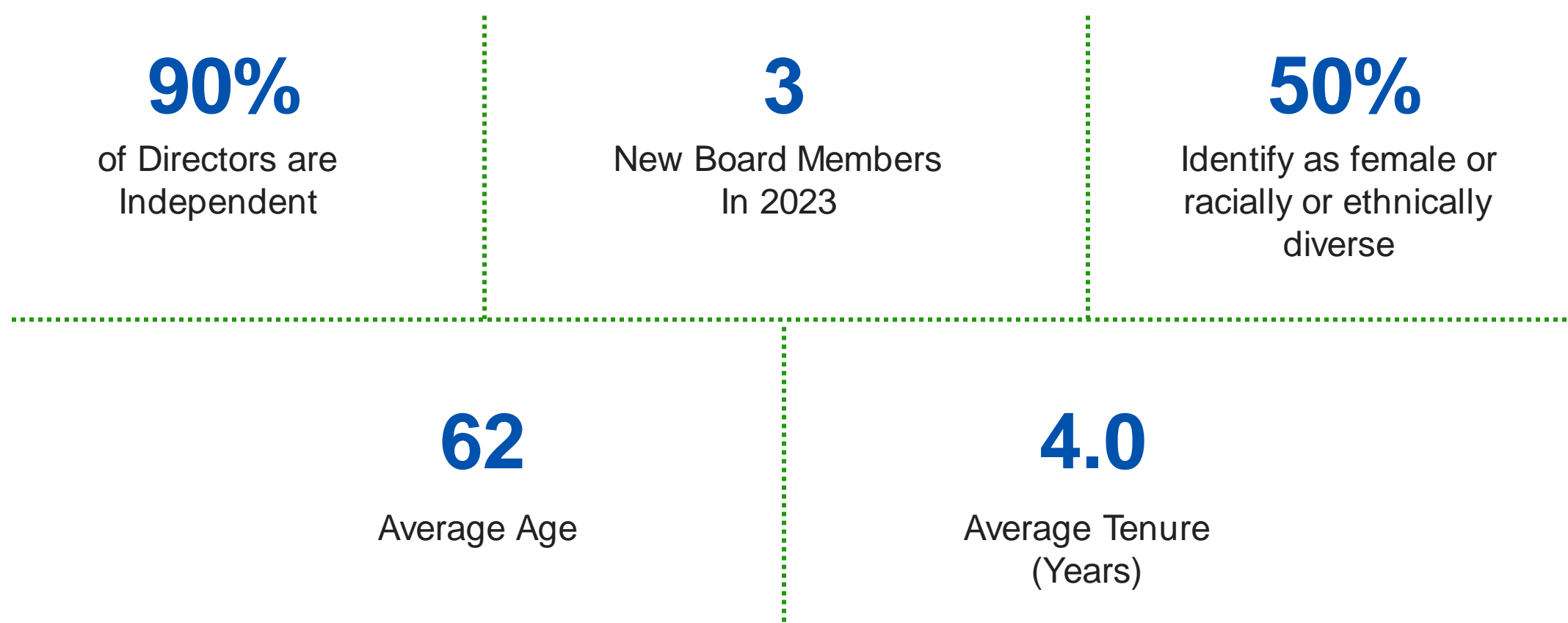
Neo's Board of Directors and management team believe strong corporate governance is vital to the welfare of the Company, our teammates, and our stakeholders. We strive to conduct our business in accordance with the highest ethical standards. Our Board's leadership, combined with how we manage risk, implement ethics compliance, and enable privacy and data security, is crucial for our long-term success. The Board continuously evaluates its leadership structure and considers the evolving needs of the business and interests of our stockholders.

We seek to have a Board that represents diversity, equity, and inclusion as to experience, gender, race, and ethnicity, but we do not have a formal policy with respect to diversity. We also seek to have a Board that reflects a range of talents, ages, skills, character, and expertise, particularly in the areas of leadership, operations, risk management, accounting and finance, strategic planning and the areas most important to us and our corporate mission, sufficient to provide sound and prudent guidance with respect to our operations and interests. To augment our Board's strategic competencies, we also consult with experts in specialized areas such as ESG and executive compensation to provide the relevant skills to support the Company's long-term strategy.

All Board committees are comprised of independent directors, and they meet regularly without management. The Board and Committees complete annual self-evaluation surveys and continuously evaluate director capacity, including updating corporate governance guidelines to limit the number of public boards our directors can sit on. Four of our nine independent directors joined the Board within the last three years.

We pay attention to the tenure and competencies of our Board members. When considering refreshment, we focus on key risks and opportunities for our business. Our newest members bring skills that immediately impact our business, including diagnostic experience, financial and salesforce acumen, and cybersecurity knowledge. We believe that these skills align with our key sustainability focus areas, including product quality and safety, customer privacy and data security, and business ethics. In 2024, our Directors will participate in an ESG and sustainability workshop to enhance their skill and knowledge in accordance with our focus areas. A full matrix of Board competencies can be found on page 45 in the appendix.

For more information on our Board, please see the [Governance](#) section of our website.



BUSINESS ETHICS

Code of Conduct

Our reputation is our most important asset. We always strive to do the right thing. We are professional and honest in our relationships and treat one another with fairness and respect. We hold ourselves to the highest legal, ethical and performance standards, and are committed and dedicated to maintaining outstanding compliance processes and practices.

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

Anti-Bribery and Corruption

Under the Code of Conduct, NeoGenomics maintains an Anti-Bribery and Corruption program to identify, screen and onboard applicable international vendors. Through this onboarding process, the vendor must submit required information that allows our application, Diligent, to assess the vendor's risk (based on predetermined criteria) which will then determine the cadence of recertification. Each approved vendor is also actively screened against any media or sanction hits designed to ensure that neither the vendor or its ownership are under scrutiny related to Anti-Bribery rules or regulations.

Insider Trading

Our directors, officers, and employees who have access to material, nonpublic information about the Company are not permitted to use or share that information for stock trading purposes or any other purpose except in the conduct of our business. All Directors, Officers, and Employees are required to comply with our Insider Trading Policy and are prohibited from trading in the Company's stock during certain "black out" periods.



COMPLIANCE

Compliance and Ethics Program

Neo has implemented a robust Compliance & Ethics Program, which is overseen by our Board of Directors, to support compliance with the myriad of international, federal, and state laws, regulations, and governmental guidance applicable to our business. Our program employs a risk-based approach to the development and implementation of standards of conduct, training and education of teammates, monitoring and auditing Company practices, investigation, and response to reported or detected compliance issues.

Our Chief Compliance Officer prepares quarterly updates for the Board's Compliance Committee that meets regularly to discuss all compliance-related issues that may affect the Company. Neo reviews its policies and procedures as new regulations and interpretations come to light to comply with applicable regulations.

Our Compliance & Ethics Program reflects our Neo Values with a focus on Integrity, which states, "Our reputation is our most important asset. We always strive to do the right thing. We are professional and honest in our relationships and treat one another with fairness and respect. We hold ourselves to the highest legal, ethical and performance standards, and are committed and dedicated to maintaining outstanding compliance processes and practices."

Compliance Hotline

NeoGenomics is committed to an environment where open, honest communications are the expectation, not the exception. We want teammates to feel comfortable in approaching their supervisor or management in instances where they believe violations of policies or standards have occurred.

Neo provides a hotline, hosted by a third-party hotline provider, EthicsPoint, for teammates who wish to anonymously or confidentially report suspected violations of our codes of conduct, policies and procedures, or laws and regulations. Teammates are strongly encouraged to report suspected violations. The hotline does not replace other resources available to our teammates, including supervisors, managers, and human resources staff but is an alternative channel available 24 hours a day, 365 days a year. The Company does not allow any retaliation against any teammate who reports a compliance related issue in good faith.

RISK MANAGEMENT

Our Board is responsible for overseeing the overall risk management process. The responsibility for managing risk rests with the Executive Leadership Team while the entire Board and specified Board committees participate in the oversight process. Our Board's risk oversight process builds on management's assessment and mitigation process, which include reviews of:

- People risks: key skill shortage, succession planning, loss of key personnel
- Internal risks: natural disasters and climate change, cybersecurity, IT systems, market access
- Strategic risks: competitive landscape, new products, shareholders and stakeholders, supply chain management
- External risks: regulatory landscape, economic conditions, reimbursement

Managers identify and monitor these risks and elevate to the Executive Leadership Team regularly and quarterly to the Board. We've instituted business continuity planning and risk management processes to understand and manage risks related to our operations. Our Enterprise Operations team lead efforts relating to IT, and we have developed a formal business continuity plan based on an enterprise-wide assessment to identify critical business areas and processes that have the potential to impact overall business operations, our reputation, and quality, if disrupted. We review this plan annually to help ensure that all risks are identified and mitigated effectively.

Managing the Legal and Regulatory Environment

The FDA is currently considering changes that may include increased regulation of Lab Developed Tests (LDTs) by the FDA. NeoGenomics is a member of the American Clinical Laboratory Association ("ACLA"), which has been in active discussions with the FDA and Congress regarding the FDA oversight of LDTs. We closely monitor changes in legislation and take specific actions to identify and estimate the impact of changes in legislation whenever possible as regulatory changes can affect reimbursement for clinical laboratory services.



CYBERSECURITY

We collect protected health information (PHI) from patients, as well as personally identifiable information (PII) from patients, customers, and employees, in the ordinary course of our business. Ensuring the confidentiality of patient, customer, and teammate data is of utmost importance to NeoGenomics and its Board of Directors. We implement a range of technical, administrative, and physical measures designed to safeguard against unauthorized access, use, or disclosure of this information. These safeguards include robust measures such as awareness, vulnerability management, antivirus and malware protection, encryption, and access control.

Our comprehensive information security program is overseen by our Audit and Finance Committee, in alignment with the risk management and oversight structure set by our Board of Directors. This committee bears primary responsibility for supervising our data privacy, protection, and network security practices, including the implementation of relevant policies and procedures.

Regular updates on cybersecurity practices, policies, and ongoing projects aimed at enhancing internal cybersecurity and data protection are provided to our Audit and Finance Committee and Board of Directors by management. Additionally, potential cybersecurity threats are discussed in these forums to help ensure proactive mitigation strategies are in place.

U.S. teammates undergo Health Insurance Portability and Accountability Act (HIPAA) training upon onboarding and annually through our online Learning Universe platform. International teammates and those handling EU personal data receive General Data Protection Regulation (GDPR) training during onboarding and annually, while teammates not directly handling such data receive training on general global privacy and data protection principles.

Furthermore, all new hires receive California Consumer Privacy Act (CCPA) training, with annual training reserved for teammates involved in CCPA compliance. We also conduct ad-hoc privacy trainings as necessary to reinforce our commitment to data privacy and protection.



APPENDIX

APPENDIX 1:

World Economic Forum's (WEF) Stakeholder Capitalism Metrics

APPENDIX 2:

Sustainability Accounting Standards Board (SASB) Energy and Waste Disclosures

APPENDIX 3:

Board of Directors Core Competencies and Attributes Matrix

World Economic Forum (WEF) Stakeholder Capitalism Metrics

Governance

Governing purpose	
Accounting metric	Disclosure
<p>Setting purpose</p> <p>Corporate purpose statement</p>	<p>NeoGenomics, Inc. specializes in cancer genomic testing and information services, providing one of the most comprehensive oncology-focused testing menus in the world for physicians to help them diagnose and treat cancer. The Company’s Advanced Diagnostics Division serves pharmaceutical clients in clinical trials and drug development.</p> <p>Our vision brings together uncompromising quality, exceptional service, and innovative solutions. Each member of our team is committed to our mission: Save lives by improving patient CARE through Communication, Accuracy, Reliability, and Efficiency.</p> <p>NeoGenomics is committed to connecting patients with life altering therapies and trials. We believe that, together, with our partners, we can help patients with cancer today and the next person diagnosed tomorrow.</p>

Quality of governing body	
Accounting metric	Disclosure
<p>Governance body composition</p> <ul style="list-style-type: none"> • ESG-inclusive Board skills matrix • Board ESG competencies • Non-executive Directors and independence • Board gender and stakeholder diversity • Board social inclusiveness • Director tenure, commitments, obligations 	<p>The biographies of our Directors are available on our website. As of November 2023, nine of our ten Directors are independent and all represent a diverse background of experience, skills, and qualifications. With regard to gender and racial or ethnic diversity, 50% of our Directors are diverse (30% female and 20% racial/ethnic diversity). All four Board committees are composed solely of independent Directors.</p> <p>The Board features a balanced mix of short and long-tenured directors, and 6 of our Directors joined the Board within the last three years. As of February 2024, the average tenure of our Directors is 4.0 years.</p> <p>The Board’s skills align with our mission, vision, and sustainability focus areas. For a Board skills matrix, see page 46.</p>

Governance continued

Stakeholder engagement	
Accounting metric	Disclosure
<p>Material issues impacting stakeholders</p> <ul style="list-style-type: none"> Stakeholder mapping Stakeholder consultation Analysis of material issues captured Feedback material issues to stakeholders Ongoing stakeholder consultation 	<p>Neo conducted its first materiality assessment in Q3'2023. Through a process of engagement and analysis, we identified 27 sustainability areas, and prioritized 6 key topics, in which we significantly impact the economy, people and/or the environment as well as pose the most significant risks and opportunities to our business. This materiality assessment informs our decision-making and helps us prioritize sustainability topics and metrics for public reporting. These topics have been endorsed by our leadership and our Board of Directors.</p> <p>Our 2023 Key Sustainability Focus Areas determined by the materiality assessment include: data and cyber security; customer privacy; recruitment, development and retention; product quality and safety; business ethics; and management of the legal and regulatory environment. While not identified as a key topic in our materiality assessment, environmental stewardship is an internal priority.</p> <p>We meet with our stakeholders regularly throughout the year for their input and opinions and take their feedback into account.</p> <p>See page 6, ESG Report 2023</p>
Anti-Corruption	
Accounting metric	Disclosure
<p>Anti-Corruption Practices</p> <ul style="list-style-type: none"> Initiatives to combat corruption Policies and procedures Anti-corruption training Number and nature of corruption-related incidents 	<p>Neo complies with anti-corruption laws that govern our operations in the countries in which we do business and require directors, officers, employees, agents, consultants, contractors, business partners, and other third parties to act on Neo's behalf and comply with such laws. Generally, these laws prohibit bribery, directly or indirectly, of foreign government officials (including employees of foreign government-owned entities), political parties, or candidates to obtain some improper business advantage.</p> <p>Under the Code of Conduct, NeoGenomics maintains an Anti-Bribery and Corruption program to identify, screen and onboard applicable international vendors. Through this onboarding process, the vendor must submit required information that allows our application, Diligent, to assess the vendor's risk (based on predetermined criteria) which will then determine the cadence of recertification. Each approved vendor is also actively screened against any media or sanction hits to ensure that neither the vendor or its ownership are under scrutiny related to Anti-Bribery rules or regulations.</p> <p>In 2023, we had no corruption-related incidents reported.</p> <p>See page 33, ESG Report 2023</p>

Ethical behavior	
Accounting metric	Disclosure
<p>Mechanisms to protect ethical behavior</p> <ul style="list-style-type: none"> Whistleblower policy Mechanisms to report unethical behavior Mechanisms to seek advice about ethical behavior 	<p>Neo provides a hotline, hosted by a third-party hotline provider, EthicsPoint, for employees who wish to anonymously or confidentially report suspected violations of our codes of conduct, policies and procedures, or laws and regulations. Employees are strongly encouraged to report suspected violations. The hotline does not replace other resources available to our employees, including supervisors, managers, and human resources staff but is an alternative channel available 24 hours a day, 365 days a year. The Company does not allow any retaliation against an employee who reports a compliance related issue in good faith.</p> <p>All employees and managers participate in annual hotline and non-retaliation training, and are reminded of their additional options for reporting unethical behavior, such as direct conversations with their manager.</p> <p>See page 34, ESG Report 2023</p>

Risk and opportunity oversight	
Accounting metric	Disclosure
<p>Risk framework and processes</p> <ul style="list-style-type: none"> ESG-inclusive risk and opportunity assessment ESG-inclusive risk management system Board oversight of ESG risks/opportunities Identify emerging non-traditional (ESG) risks Climate change and data stewardship explicitly integrated and addressed 	<p>The Board is responsible for overseeing the overall risk management process. Risk is managed by the Executive Leadership Team, with at least quarterly updates to the entire Board and specified committees.</p> <p>The risk assessment and mitigation process reviews four categories of risk, which incorporate numerous subcategories: people risks, internal risks, strategic risks and external risks.</p> <p>See page 35, ESG Report 2023</p>

Planet

Climate change	
Accounting metric	Disclosure
<p>Greenhouse Gas (GHG) emissions</p> <ul style="list-style-type: none"> • Understanding of GHG Reporting Standard • GHG emissions inventory: Scope 1, 2, and 3 • GHG emission reduction targets/initiatives • GHG targets in line the Paris Agreement 	<p>Total GHG emissions for our two key testing sites in 2023 were 4,717 MtCO₂e, including Scope 1: 536 MtCO₂e, and Scope 2: 4,181 MtCO₂e.</p> <p>Emissions are based on two sites which combined process approximately 70% of our testing volume. In 2024, we will expand our tracking to include several other of our testing sites and will include the data in subsequent reports.</p> <p>Upon review of Scope 1 and 2 emissions for all sites, we will establish emission reduction targets and initiatives in line with the Paris Agreement and validated by SBTi.</p> <p>See page 28, ESG Report 2023</p>
<p>TCFD Implementation</p> <ul style="list-style-type: none"> • Understanding TCFD requirements • Identifying actions for TCFD implementation • Setting a max 3-year implementation timeline • Progressing TCFD implementation and reporting 	<p>We are reviewing our Scope 1 and 2 emissions across various sites. Once we have a complete understanding, we will identify actions for TCFD implementation.</p>
Nature loss	
Accounting metric	Disclosure
<p>Land use and ecological sensitivity</p> <ul style="list-style-type: none"> • Operations inside or close to Key Biodiversity Areas (KBAs) • High Conservation Values (HCV) Assessment • Environmental/HCV management plans • Evidence of regular monitoring and reporting 	<p>Neo does not have any operational locations inside or close to Key Biodiversity Areas.</p>

Freshwater availability

Accounting metric	Disclosure
<p>Water consumption</p> <ul style="list-style-type: none"> • Megalitres of water withdrawn/consumed • Indicate if withdrawn from water-stressed areas • Estimation for full value chain • Monitoring and reporting process 	<p>Neo’s total freshwater withdrawal in 2023 was 3,003,752 gallons (11.37 megaliters), of which 2,131,052 gallons were withdrawn at our Aliso Viejo, CA site and 872,700 gallons were withdrawn at our Fort Myers, FL site.</p> <p>According to the Water Risk Atlas, our Fort Myers headquarters is located in a Low-Medium water risk area. Our lab in Aliso Viejo is located in an Extremely High water risk area, indicating that the water here is drawn from a water-stressed area.</p> <p>We have established monitoring of water usage for baseline data, goal setting and reporting purposes. We have implemented water reduction opportunities including low flow fixtures, automatic shut-off faucets and metered water.</p> <p>See page 29, ESG Report 2023</p>

People

Dignity and equality

Accounting metric	Disclosure
<p>Diversity and inclusion</p> <ul style="list-style-type: none"> • Diversity and inclusion policy/statement • List the relevant diversity breakdown indicators (ie. age, sex, ethnicity) • Provide diversity data sets for employees, management, board, contractors, etc. • Initiatives and policies to improve inclusion 	<p>While placing the value of people at the heart of our organization, we challenge ourselves every day to be more inclusive with our teams, clients, and community. We create an environment where culture engenders growth and innovation. We are champions of diversity and inclusion and take action to create an equitable culture where everyone belongs.</p> <p>Diversity in gender and ethnicity is well-established within our workforce. As of December 31, 2023, women make up 59.9% of our global workforce, and of the 17.8% of our workforce that is in supervisory or higher positions, 50.8% are female. With regard to the Company’s top two management tiers, 44.4% of our executive team and our vice presidents are women and 33.3% of our independent Board of Directors are women. Ethnicity is also strongly represented: 53.5% of our workforce and 22.2% of our independent Board of Directors are ethnically diverse.</p> <p>See page 19, ESG Report 2023</p>
<p>Pay equality</p> <ul style="list-style-type: none"> • Priority areas of pay equality • Pay equality for men/women • Pay equality for minor/major ethnic groups • Policies promoting pay equality 	<p>Neo’s ratio of median base pay for male to female employees is 1.16:1, and our median base pay for non-POC to POC-employees (US-based only) is 1.26:1. We acknowledge the necessity to further our work to achieve parity in these ratios.</p> <p>See page 23, ESG Report 2023</p>

Health and well-being

Accounting metric	Disclosure
<p>Health and safety</p> <ul style="list-style-type: none"> Health and safety statistics (work related injuries/rate of fatalities) Access to non-occupational medical and healthcare services 	<p>Neo reported 9 Occupational Safety and Health Administration (OSHA) recordable injuries and 0 Environmental Protection Agency (EPA) reportable incidents, with a Total Recordable Incident Rate (TRIR) of 0.41 for the year 2023.</p> <p>See page 24, ESG Report 2023.</p>

Skills for the future

Accounting metric	Disclosure
<p>Training provided</p> <ul style="list-style-type: none"> Staff training and development Average hours of training per employee Average training expenditure per employee 	<p>In 2023, employees completed over 260,000 courses, averaging nearly 125 courses per employee.</p> <p>These courses include the required compliance, privacy, EHS, HR, and continuing education courses.</p> <p>See page 24, ESG Report 2023</p>

Prosperity

Employment and wealth generation

Accounting metric	Disclosure
<p>Absolute number and rate of employment</p> <ul style="list-style-type: none"> Total number and rate of new employee hires Total number and rate of employee turnover Both split out by age group, gender, other indicators of diversity and region 	<p>As of December 31, 2023, Neo had approximately 2,100 full time equivalent employees and contracted pathologists.</p> <p>Neo added 414 new employees in 2023. Voluntary employee turnover rate was 13%</p>
<p>Economic contribution</p> <ul style="list-style-type: none"> Total monetary value of financial assistance received from government(s) EVG&D split out 	<p>Neo's financial statements are included in our 2023 10-K filing, beginning on page 53.</p>

Innovation of better products and services

Accounting metric	Disclosure
<p>Total R&D expenses</p> <ul style="list-style-type: none"> Research and development (R&D) costs 	<p>Our research and development expenses were \$27.3 million for the year ended December 31, 2023.</p>

Sustainability Accounting Standards Board (SASB) Energy and Waste Management Disclosures

Category	Code	Accounting Metric	Result
Energy Management	HC-DY-130a.1	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable	1) 12,409,595 kWh of electricity, 41,579 gallons of gasoline, 14,272 therms of natural gas, 7,951 gallons of diesel 2) 100% 3) 0%
Waste Management	HC-DY-150a.1	Total amount of medical waste, percentage: a) Incinerated b) Recycled or treated c) Landfilled	62.5 metric tons of medical waste a) Incinerated - 100% b) Recycled - 0% c) Landfilled - 0%
Waste Management	HC-DY-150a.2	Total amount of: 1) hazardous and 2) non-hazardous pharmaceutical waste, percentage a) incinerated, b) recycled or treated, and c) landfilled	1) Hazardous waste – 101.0 metric tons total a) Incinerated – 14.5% b) Recycled – 85.5% c) Landfilled – 0.0% 2) Non-hazardous waste – 1,100.9 metric tons total a) Incinerated – 12.2% b) Recycled – 20.3% c) Landfilled – 67.5%

BOARD OF DIRECTORS CORE COMPETENCIES AND ATTRIBUTES MATRIX

Summary of Director Core Competencies and Attributes

Our Board of Directors provide effective and strategic oversight to support the best interests of our Company and its stockholders.

The following chart summarizes the core competencies and attributes represented on our Board.

Competencies / Attributes	Lynn Tetrault	Bruce Crowther	Alison Hannah	Steve Kanovsky	Michael Kelly	Elizabeth Floegel	Chris Smith	Neil Gunn	David Perez	Tony Zook
COMPLIANCE CONSIDERATIONS										
Independent Director	•	•	•	•	•	•		•	•	•
Financial Expertise		•			•		•		•	
EXPERIENCE (Senior Executive Level)										
Recent or current public company (CEO/COO/CFO/GC)	•	•	•	•	•	•	•	•	•	•
International Operations	•		•	•	•	•	•	•	•	•
Health Care	•	•	•	•	•	•	•	•	•	•
Laboratory Industry		•	•	•			•	•	•	
Molecular			•					•		
Genetics			•					•		
Oncology			•				•	•		•
Digital Informatics								•		
Diagnostics	•		•	•			•	•	•	•
Pharmaceutical Industry	•		•	•	•	•				•
STRATEGIC COMPETENCIES										
Financial (Reporting, Auditing, Internal Controls)	•	•			•		•			•
Strategy/Business Development/M&A	•	•	•	•	•	•	•	•	•	•
Human Resources/Organizational Development	•	•					•		•	•
Legal/Governance/Business Conduct	•	•		•					•	
Sales/Marketing						•	•	•	•	•
Risk Management	•	•		•	•	•	•		•	•
Information Technology		•			•	•				
Public Policy/Regulatory Affairs	•	•	•	•			•		•	•
PUBLIC COMPANY BOARD EXPERIENCE										
Board of Similar/Larger Size (Lab or Healthcare Company)	•	•	•		•		•		•	
Audit/Finance		•			•	•			•	•
Culture & Compensation	•	•		•	•			•	•	•
Nomination/Governance		•	•	•	•			•		
Compliance		•	•	•		•			•	
PERSONAL										
Current Public Boards (other than NeoGenomics)	1	2	1		3			1		
Age (as of November 2023)	61	71	63	61	67	48	61	63	64	63
Gender	Female	Male	Female	Male	Male	Female	Male	Male	Male	Male
Other Diversity					Yes				Yes	

Serving patients.



Saving lives.™

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