



# Corporate Social Responsibility

2024 REPORT



We save lives by improving patient care.



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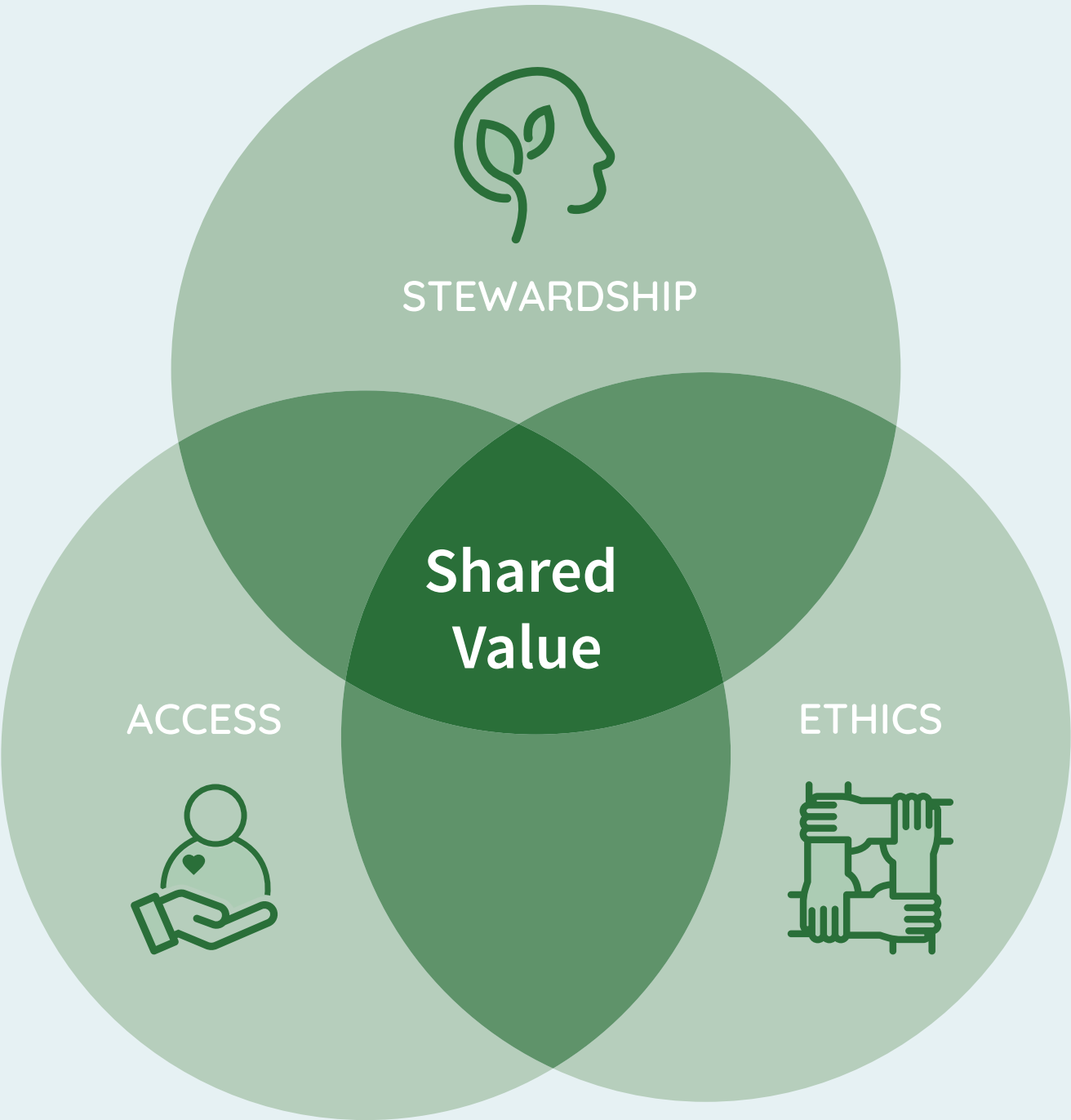
At NeoGenomics our mission is to save lives by improving patient care.

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## FORWARD LOOKING STATEMENTS

This report includes forward-looking statements, which are statements other than statements of historical facts. These statements include, but are not limited to, statements related to our plans, objectives, expectations and growth drivers related to our products and tests as well as statements regarding CSR related topics including, for example, targets and goals; the impact of continuing to monitor, manage, and report on the environment and related efforts to mitigate harm; and the ability of our oversight and management of CSR matters to achieve long term success for all stakeholders.

Each forward-looking statement contained in this report is subject to a number of risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. Applicable risks and uncertainties include, among others, the impact of new and existing laws and regulations and other general market, political, economic, and business conditions and the risks identified under the heading “Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2024, filed on February 29, 2025, and subsequent quarterly reports on Form 10-Q, and our other filings with the Securities and Exchange Commission. We caution you not to place undue reliance on the forward-looking statements contained in this report. You are encouraged to read our filings with the SEC, available at [www.sec.gov](http://www.sec.gov) and on our website at [www.ir.neogenomics.com](http://www.ir.neogenomics.com), for a discussion of these and other risks and uncertainties. The forward-looking statements in this report speak only as of the date hereof (unless another date is indicated), and we undertake no obligation to update or revise any of these statements. Our business is subject to substantial risks and uncertainties, including those referenced above. Investors, potential investors, and others should give careful consideration to these risks and uncertainties.



# A Message from Our CEO

I am proud to present our Corporate Social Responsibility (CSR) report, outlining our progress throughout 2024 and into 2025. This report builds on the foundation we set in our inaugural CSR report published in March 2024, showcasing our advancements and reaffirming our commitment to being good corporate citizens.

At NeoGenomics, we believe we can save lives by improving patient care. Our mission fuels our drive to democratize precision medicine, providing academic level care to all cancer patients, regardless of where they choose to be treated. Our CSR principles are guided by our belief that delivering on our vision to improve patient care over the long-term requires advancing a higher standard of 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 serve a broad range of providers and patients, including community and academic hospitals, oncologists, and pathologists with a broad menu of over 500 tests dedicated exclusively to oncology. Our work makes a lasting impact on our people and our communities. In 2024, we performed testing for nearly 700,000 patients across over 4,000 ordering accounts.

With the support of our Board and Executive Team, our employees played a crucial role in advancing our sustainability commitments and enhancing our role in our communities. I am pleased to share some highlights in this report:

- Eliminated foam inserts from our test kits, reducing our waste footprint
- Continued the migration of our fleet to hybrid vehicles to improve air quality
- Implemented a volunteer paid time off program to empower employees to participate in their local communities
- Expanded leadership training and support to employees to enable career growth and progression at NeoGenomics

I look forward to sharing additional updates with you as our CSR program continues to evolve.



**Tony Zook**  
Chief Executive Officer  
NeoGenomics, Inc.







# Our Company

NeoGenomics is focused exclusively on Oncology diagnostic testing and democratizing precision diagnostics regardless of where a patient chooses to be treated. We offer a broad menu with over 500 tests across diagnostics, therapy selection, and Minimal Residual Disease (MRD) to enable timely and accurate results for patients and providers in the community oncology setting.

We are more than just a lab. We are expert partners, focused on precision oncology. By putting humans at the heart of what we do, we discern the essential solutions that empower informed decisions that save lives and improve patient care. We embrace what works and innovate for the future, pushing the boundaries of innovation so that we can answer the questions of today and tomorrow. Why? Because our success is measured by what matters most — the lives we impact.

Our business is structured into two components: the Clinical Services division, which accounts for ~90% of our total revenue, 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 Non-Clinical division, which accounts for the remaining ~10% of our

total revenue, comprises Pharma Services and Oncology Data Solutions. This division 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.

### What We Stand For:

- Ensuring access to affordable precision medicine across community oncology
- Nurturing our people and our communities
- Integrating environmental stewardship
- Operating ethically

### Our Values

**QUALITY | INTEGRITY | ACCOUNTABILITY**  
**TEAMWORK | INNOVATION**



# At a Glance

2,400

Teammates dedicated to serving patients

~700,000

Patients served in 2024

\$661 million

FY2024 Revenue

500 +

Tests available through our broad menu

4,000+

Ordering accounts across hospitals and cancer centers

# Mission

We save lives by improving patient care.

# Vision

We are committed to becoming the world’s leader in oncology testing, a pharmaceutical partner in drug development, and an informatics partner providing uncompromising quality, exceptional service, and innovative solutions.





# CSR at NeoGenomics

We are committed to the ongoing integration of Environmental, Social, and Governance (ESG) considerations into our Corporate Social Responsibility decision making. By implementing a strategic approach to ESG, we can more holistically evaluate the wide-ranging issues that affect our business and our key stakeholders. We periodically evaluate our performance within the context of our industry, peers, global reporting frameworks, and third-party rating and ranking methodologies. Our reporting is informed by industry-specific ESG topics as identified by the Sustainability Accounting Standards Board (SASB).

We systematically identified and prioritized ESG topics through a materiality assessment to better position us to address topics that matter most to our business and our stakeholders. We have identified the following key stakeholders based on their impact on our business activities: patients; employees; clinicians; 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. Efforts towards integration of sustainability values is a ongoing process of disclosure and improvement. We expect our business to continuously evolve to help meet the changing needs and circumstances of our world.

Our highest-priority topics are listed alphabetically below and are covered in more detail in the pages that follow.

- Business ethics
- Customer privacy
- Data and cybersecurity
- Environmental stewardship
- Legal and regulatory environment
- Product quality and safety
- Recruitment, development, and retention

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 have identified five where we believe we can make the biggest impact.







# Our Key Sustainability Focus Areas

## 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.

## 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.

## 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.

## Environmental Stewardship

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

## 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.

## 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.

## Recruitment, Development and Retention

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





# Corporate Responsibility

We take our commitment to advance corporate sustainability best practices very seriously. Our sustainability strategy begins by identifying our key stakeholders and then engaging to understand the sustainability issues that matter to them and the impact those issues have on our business. By identifying key business risks and opportunities and incorporating them into the Company’s strategy, the Company continues to implement specific and broad-based 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-level Oversight

The Board retains oversight responsibilities for integration sustainability activities and risks into the overall Company strategy and enterprise risk management.

## Nominating and Corporate Governance Committee

1. Oversees the company’s programs and public disclosures relating to sustainability.
2. Oversees initiatives relating to sustainability and climate change impacts.
3. Oversees compliance and government risks and those related to ethics and culture.
4. Coordinates with other Board committees on sustainability matters, to facilitate strong Board-level CSR oversight.

## Audit and Finance Committee

Oversees compliance, legal, regulatory and cybersecurity risks to the Company’s financial statements and results.

## Culture and Compensation Committee

Oversees human capital management.

## Compliance Committee

Oversees compliance with laws and regulations applicable to our business.

## Executive Leadership Team (ELT)

- Cross-functional executive-level decision makers
- Prioritize initiatives and support implementation and integration of CSR strategy, programs, and reporting efforts
- Help monitor ongoing developments related to sustainability matters
- The ELT meets monthly

## CSR Core Team

- Led by the Head of CSR
- Members include representatives from Procurement, Facilities, Legal, Compliance, and People and Culture
- Supports executive management and the Executive Leadership Team by providing subject matter expertise and executing CSR initiatives



# Our Commitment to 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 our 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 2024, 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.

NeoGenomics encourages and supports community involvement and corporate philanthropy. We have launched our Volunteer Paid Time Off program (VPTO) to encourage and support employee engagement in our communities. 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.





# Our Commitment to Communities

## American Cancer Society

The American Cancer Society is dedicated to improving the lives of people with cancer and their families through advocacy, groundbreaking research, and comprehensive patient support—ensuring everyone has the opportunity to prevent, detect, treat, and survive cancer. From 2021 to 2025, we were proud to continue to host Relay for Life of Greater Lee County at our headquarters. We also expanded our support of Making Strides Against Breast Cancer, extending sponsorships to several of our lab locations, including Carlsbad, Tampa, Research Triangle Park, and Houston.

## Volunteering with Purpose

Since launching our Volunteer Paid Time Off (VPTO) program, our team members have contributed over **300 hours** toward meaningful missions around the world. From local community outreach to global humanitarian efforts, VPTO has empowered employees to support causes they're passionate about — demonstrating our collective commitment to making a difference beyond the workplace.

## Florida Gulf Coast University

We're proud of our growing partnership with Florida Gulf Coast University (FGCU), located near our headquarters in Fort Myers, Florida. Together, we're creating meaningful opportunities for students through "Day in the Life" shadowing experiences and micro-internships across our Commercial, Laboratory, and Corporate teams. We also act as the clinical site for FGCU's Molecular Certificate Program and are expanding credit-bearing internship opportunities across our modalities to further support hands-on learning and career development. In addition, we support FGCU's science programs by regularly donating our retired lab equipment, providing students with access to advanced tools that enhance their educational experience.

## Local Community Hospitals

At each of our Leadership meetings, team members have the opportunity to participate in meaningful give-back activities that support cancer patients in our local communities. In 2025, we proudly donated teddy bears to more than **200 patients** at Golisano Children's Hospital in Fort Myers, Florida, and Children's Hospital of Orange County (CHOC) in Southern California.







# Ensuring Access

## Affordable Precision Medicine Across Community Oncology

Our promise is to enable the highest care for our patients. We believe all patients, regardless of location, socioeconomic status, ethnicity and race, should have access to the best care possible. As such, we ensure our testing is available, accessible, and affordable for patients.

NeoGenomics is proud to be in-network with over **300 national payors**, covering more than 300 million lives. This represents approximately 80% of Americans. 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 an up-front patient benefits check and prior authorization assistance to help ensure there are no unexpected financial obligations.

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.

### 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.

80% of cancer patients are treated in the community setting. We bring innovative, next-generation testing to otherwise underserved communities to ensure patients and their providers have the information they need to make more informed cancer care decisions that improve patient outcomes.





# Our People

## Where Passion Meets Purpose

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.

## Employee Engagement and Satisfaction

Following a high degree of change in 2023, we focused on our employee satisfaction in 2024. Our 2024 annual Employee Engagement Survey yielded an improvement in survey results in 27 out of 31 metrics. We believe the impact we make starts with the people who make it happen, which is why our People and Culture team developed a Promise to Our People framework to guide our organization.

## A Promise to Our People

### Purpose

To provide our team members with a purpose-driven mission in which every teammate has the opportunity to save lives by improving patient care through the exceptional work they perform.



### Culture

To cultivate a vibrant, collective culture as ONE NEO, where every team member is empowered to:



**O**wn outcomes proactively

**N**avigate together toward a shared vision

**E**volve excellence through innovation

### Career

To be committed to continuous growth, providing our team members with development opportunities that align with their career aspirations. At Neo, we encourage each other to learn, develop, and thrive every day.





# Our People

## Wage Level, Pay Equity, and Employee Retention

Our Culture and Compensation Committee and 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, merit-based and meet our goals of attracting, retaining and motivating highly skilled teammates.

### [Culture and Compensation Committee Charter](#)

Our ratio of median base pay for male to female teammates is 1.19:1, and our median base pay for non-person of color (POC) to POC-teammates (US-based only) is 1.27:1.

We acknowledge the necessity to further our work to achieve parity in these ratios, and we will continue to work with consultants to ensure we are taking appropriate steps to close the gender and race wage gaps.

We previously 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 to the 50<sup>th</sup> percentile for their market.

## Employee Hiring and Retention

In 2024, we hired 432 new teammates across the business. These new hires span both the United States and the United Kingdom, and primarily represent new teammates in our Operations or Commercial space.

Based on the outcomes of our annual Employee Engagement survey we introduced several People and Culture initiatives intended to drive employee engagement, collaboration and enhance skills.

As a result of these efforts, voluntary employee turnover dropped to **10.2%** in 2024, down from **13%** in 2023. For employees who choose to disclose gender, the voluntary turnover rate was **9.2%** for males and **10.3%** 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 works 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





# Career Development Programs

## Hiring Our Heroes

Since its launch in March 2019, our Hiring Our Heroes (HoH) program has supported transitioning veteran service members for over five years, demonstrating a strong track record. The program has welcomed 46 fellows, who consistently bring valuable skills to our organization. This sustained engagement highlights the program's impact in both supporting our veterans and enriching our workforce. Hiring Our Heroes Fellows have consistently proven to be incredibly valuable assets, seamlessly integrating into our teams and delivering significant contributions. Once their fellowship concludes, they become available for direct hire.

## Leadership Summits

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.

## Trainee Program

Since launching our comprehensive trainee program in 2020, we have hired and trained over 80 individuals who have become Histologists and/or Clinical Laboratory Scientists upon graduation. As a commitment to our CSR principles, we have enrolled over 50% of our cytogenetics program students from local universities. We also provide onsite clinical laboratory rotations for trainees, contributing to their professional development.

To encourage participation upon reaching the university level, we lead STEM summer camps where our team members engage local K-12 students in educational activities and expose them to the work being done in our laboratories.



*"The Hiring our Heroes Program allowed me to prove to myself. I had the right temperament and skills to work in a field and environment completely different to what I had experienced my whole adult life. That opportunity also allowed my leaders and coworkers during that time to realize the opportunities and value-added Veterans bring to corporate America."*

– **Joe Pereira**, Associate Director, Business Continuity and Physical Security, Aliso Viejo and Major, USMC, ret.



*"NeoGenomics' focus on growth and innovation has really shaped my career in the best way. I've had the chance to lead meaningful projects, work with awesome teams, and get involved in things like NeoCareers Month — all of which have helped me grow and make an impact. The support there and the emphasis on development have pushed me to become a stronger leader while giving back to the community."*

– **Noel Ramirez**, Solutions Engineering Manager, Fort Myers



*"The Clinical Laboratory Trainee program at NeoGenomics has been a game-changer for my career. The hands-on training and mentorship have equipped me with cutting-edge skills in oncology diagnostics, allowing me to grow professionally while contributing to life-changing oncology testing every day."*

– **Christine Garcia**, Clinical Laboratory Technologist, Fort Myers



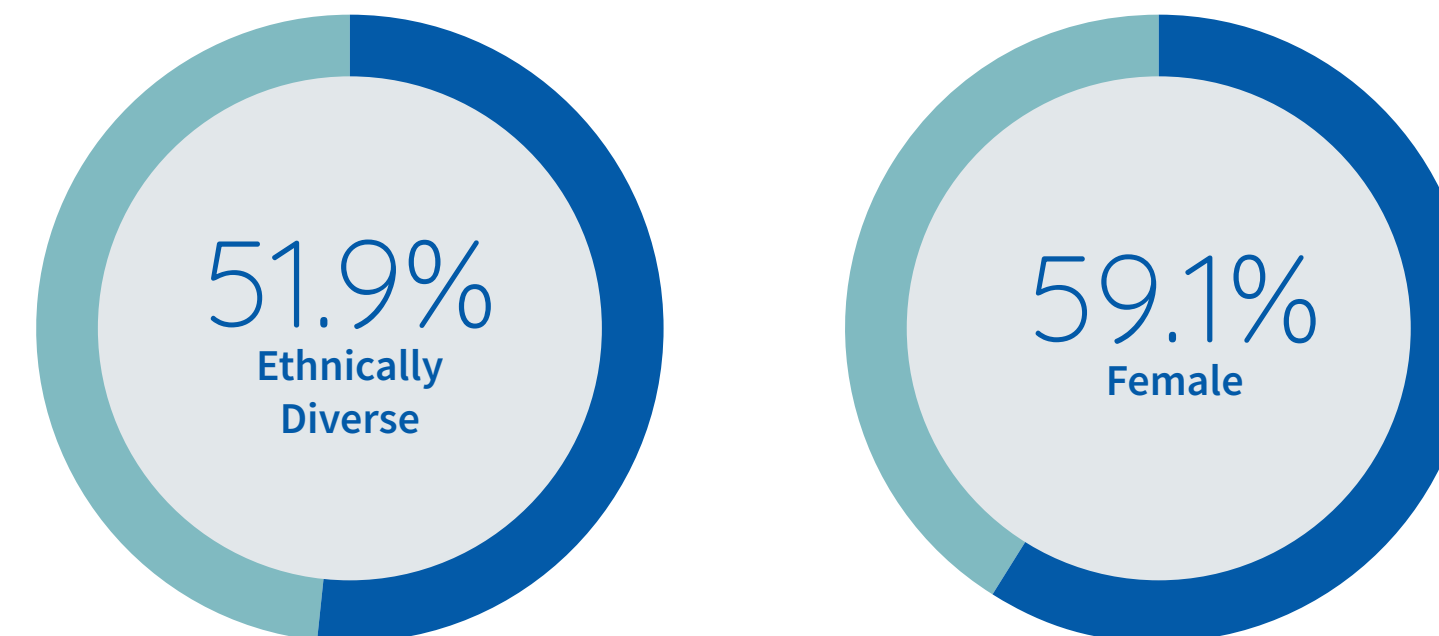
# Inclusivity and Belonging

NeoGenomics remains committed in our efforts of ensuring a diverse and inclusive workforce, and we are proud that teammates feel a sense of belonging. 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 a culture where everyone feels they belong and can do their best work.

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.

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, 2024, women make up **59.1%** of our global workforce, and **50.7%** of the supervisory or higher positions are held by women. With regard to the Company's top two management tiers, **43.2%** of our executive team and our vice presidents are women and **44.4%** of our independent Board of Directors are women. Ethnicity is also strongly represented: **51.9%** of our workforce is ethnically diverse.





# Inclusivity and Belonging

## Belonging

Now in its second year, the Diversity, Equity, Inclusion, and Belonging (DEIB) Council advances the conversation around DEIB and supports the integration of these initiatives across the organization. Guided by the motto **“cancer doesn’t discriminate and neither do we,”** the Council’s mission is to foster an inclusive environment that respects all individuals, welcomes diverse perspectives, and promotes collaboration for impactful engagement and productivity.

The Council advises executive leaders on policies and initiatives that cultivate an inclusive culture aligned with Neo’s values. It actively gathers input from team members across the company to promote belonging and enhance the overall employee experience. In doing so, it lays a strong foundation for the ongoing and future DEIB efforts at Neo.

The Council is a group of teammates serving one-year terms, each representing different backgrounds, tenures, ethnicities, genders, sexual orientations, disabilities, neuro diversities, ages, economic backgrounds, caregiver responsibilities and more within the organization. Council members meet regularly to identify what is needed to build a more inclusive culture, recommend DEIB initiatives, and consult on their design and rollout to ensure effectiveness and responsiveness to our diverse workforce.

In 2024, the DEIB Council made immediate, tangible contributions to the company, including:

- Consulting on the Leadership Essentials series, adding psychological safety as a core component of leader training to support DEIB principles.
- Supporting career development efforts for teammates seeking advancement at Neo.
- Partnering with People & Culture to integrate Leadership Attributes into performance reviews for all people leaders, improving how leadership effectiveness is evaluated.
- Championing and launching Volunteer Paid Time Off, enabling teammates to participate in community initiatives aligned with their values.





# 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. Any NeoGenomics employee is welcome to participate in any ERG.



**Wellness@NEO:** Focused on Physical, Emotional, Financial, and Social, the mission is to create an environment at NeoGenomics, where Wellness is enhanced, and Work and Life are integrated



**LGBTQ@NEO:** Promoting an accepting environment for all people, regardless of sexual orientation or gender identity, through education, support, social action, advocacy, and celebration of the LGBTQ community.



**Women and Allies@NEO:** This group welcomes and encourages employees of any gender to join and strives to foster awareness, respect, and inclusion for women in community and professional opportunities.



**W.E. S.T.A.N.D.@NEO:** Short for "We Stand Together Against Negativity and Discrimination", the group connects Neo's diverse community to increase awareness and education of the history, culture, and challenges for the BIPOC community, plotting a path forward toward a more inclusive world with a focus on recruitment, retention, engagement, and learning.



**Veterans@NEO:** Fostering an environment that provides opportunities for community building and professional development of our employees with military service.



**NeoGreen:** Dedicated to environmental sustainability, the group is committed to upholding sustainable solutions that build trust with our employees, clients, and stakeholders while striving to minimize our environmental impact to benefit the global communities where we operate.



**Generations@NEO:** Fostering teamwork and communication among generations to support a continuous inclusive culture for collective success through networking, education, and mentoring for professional development and retaining talent across all generations.





# 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.

## Volunteer Paid Time Off

In 2025, we initiated our VPTO program for all team members. The purpose of VPTO at NeoGenomics is to encourage and support giving back to our local communities.

By offering paid time for volunteering, we demonstrate our shared commitment to social responsibility, empower one another to contribute to causes we care about, and foster a culture of community engagement. This program reflects our values and reinforces our collective dedication to creating a workplace that prioritizes both professional growth and personal fulfillment.

*VPTO can be used to volunteer with any 501(c) nonprofit organization that aligns with NeoGenomics' mission to advance cancer diagnostics, patient care, and community well-being. Team members have spent time with organizations focused on healthcare, cancer research, and patient support, as well as educational initiatives that promote science, technology, and medicine.*

### Financial

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

### 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 breast milk 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
- Kudos points program
- Fitness credits
- Fitness classes
- Onsite dining (at select locations)
- Wellness rooms for nursing, meditations, or prayer



6,247.96 **GHG**  
(mt CO2e)

17,296,345.75 **Electricity**  
(KWh)

4,814,523 **Water usage**  
(gallons)

1116.64 **Waste non-hazardous**  
(tons)

151.84 **Waste hazardous**  
(tons)

105.57 **Waste medical**  
(tons)

367.15 **Waste Recycled**  
(tons)

27% **% Waste Recycled**

# Environmental Stewardship

## 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.

Built in 2021, our headquarters in Fort Myers, Florida includes a laboratory, warehouse and administrative facility. 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 Counsel, 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 also operate wet labs in Southern California, Houston, Raleigh, New Jersey, and Cambridge, UK. We are working to enhance our laboratory systems by implementing one single laboratory information management (LIM) system and improving automation to minimize manual labor, which would reduce the amount of waste generated and resources consumed.

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.





# Environmental Stewardship

## GHG Emissions

At NeoGenomics, we strive to conduct operations with sustainability in mind and take actions to mitigate 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.

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. In addition to the company investment in Electric Vehicle charging stations at multiple facilities across US sites.

We have completed a greenhouse gas inventory assessment across Scope 1 and 2 for 2024 operations at all our sites.\* We are evaluating measures and resources required to report Scope 3 emissions in future reports, as well as for setting Science Based Targets initiative (SBTi) reduction targets.



METRIC TONS (MT) CO2E	2024 ALISO VIEJO	2024 FORT MYERS	2024 HOUSTON	2024 RTP	2024 CAMBRIDGE	2024 LA JOLLA	2024 NASHVILLE	2024 TAMPA	2024 PHOENIX	2024 CARLSBAD	2024 FRESNO	2024 CHICAGO	2024 TOTAL
Emissions: Scope 1	371.41	200.96	21.91	169.05	5.04	0.26	6.02	–	–	–	–	5.97	780.63
Emissions: Scope 2	892.87	3063.66	833.48	452.27	60.71	59.83	15.35	22.70	7.89	48.52	6.06	3.98	5,467.33
Total Emissions: (Scope 1 + 2)	1,264.28	3,264.62	855.39	621.32	65.75	60.09	21.37	22.70	7.89	48.52	6.06	9.95	6,247.96

- Scope 1:** Direct release of greenhouse gases from sources owned or controlled by NeoGenomics
- Scope 2:** Emissions from the generation of electricity, steam, heat, or cooling purchased by NeoGenomics
- Scope 3 (Not Calculated):** Employee commuting, business travel, upstream distribution, waste disposal, purchased goods and services

\*GHG calculations based on Greenhouse Gas Protocol Corporate Standard 2015





# Environmental Stewardship

## Water Use

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.

## Energy Management

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 properties in California, Arizona, Georgia, and a 150K square foot LEED headquarters property in Florida.

## 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 monitor our waste disposal practices and will establish baseline data for goal setting and reporting.

Initiatives to manage waste responsibly include:

- Recycling or treating of >60% of hazardous waste
- Diversion of non-hazardous lab waste out of landfills and into waste-to-energy recovery
- Training and procedures for employees to distribute waste for proper disposal

## Logistics

We currently deploy 47 courier vehicles across our sites (excluding Ramsey, New Jersey which we acquired in April 2025). Of these 47 vehicles, 25 are hybrids. As cars age out or need to be replaced, they are replaced with hybrids when available, with our goal being to reach 100% of our fleet being hybrid.

## Materials

Collection kits are a large contributor to waste. That's why we have made the decision to move away from foam inserts to SBS 34pt. board inserts. By the end of 2025, we expect NeoGenomics kits will be entirely free from foam.



# Business Ethics

## Corporate Governance

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 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. We also seek to have a diverse Board as to experience, gender, race, and ethnicity, but we do not have a formal policy with respect to diversity. To augment our Board’s strategic competencies, we also consult with experts in specialized areas such as sustainability 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 eight 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 2025, 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 30 in the appendix.

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

## Our Board

Our Board has established five committees that are comprised of independent directors.

In April 2024, the Innovation, Technology, and Pipeline Committee was established to provide input on the Company’s Research & Development programs, its technology, and relevant scientific advances, as well as implementing appropriate advisory and thought leader interactions.

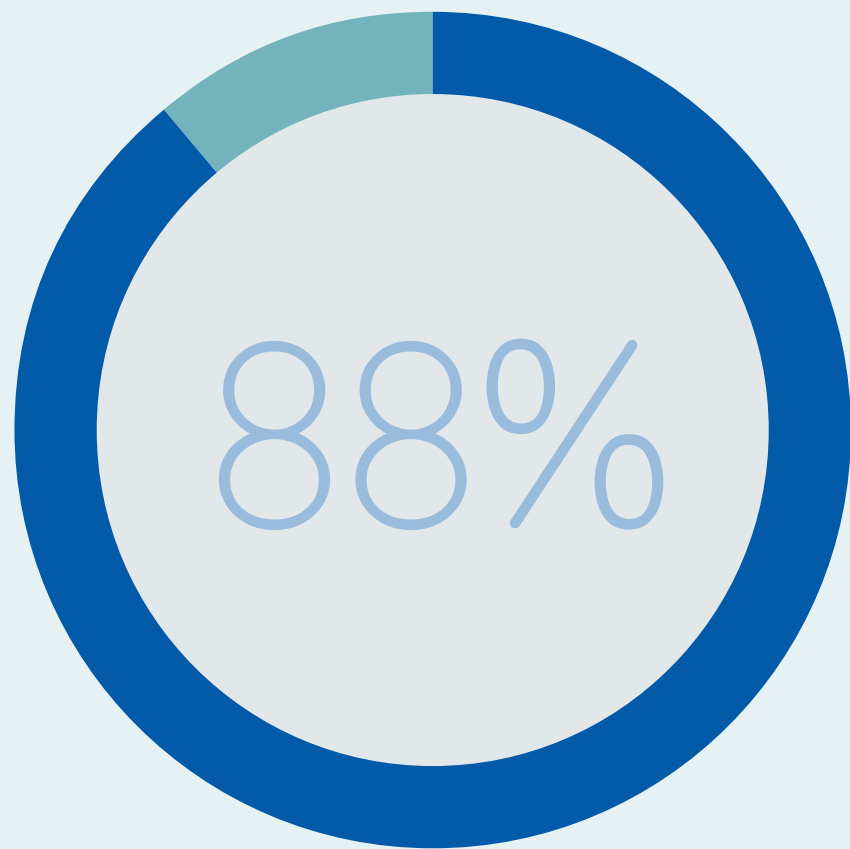
Please refer to each committee charter below for more information.

- [Audit and Finance](#)
- [Culture and Compensation](#)
- [Nominating and Corporate Governance](#)
- [Innovation, Technology, and Pipeline](#)



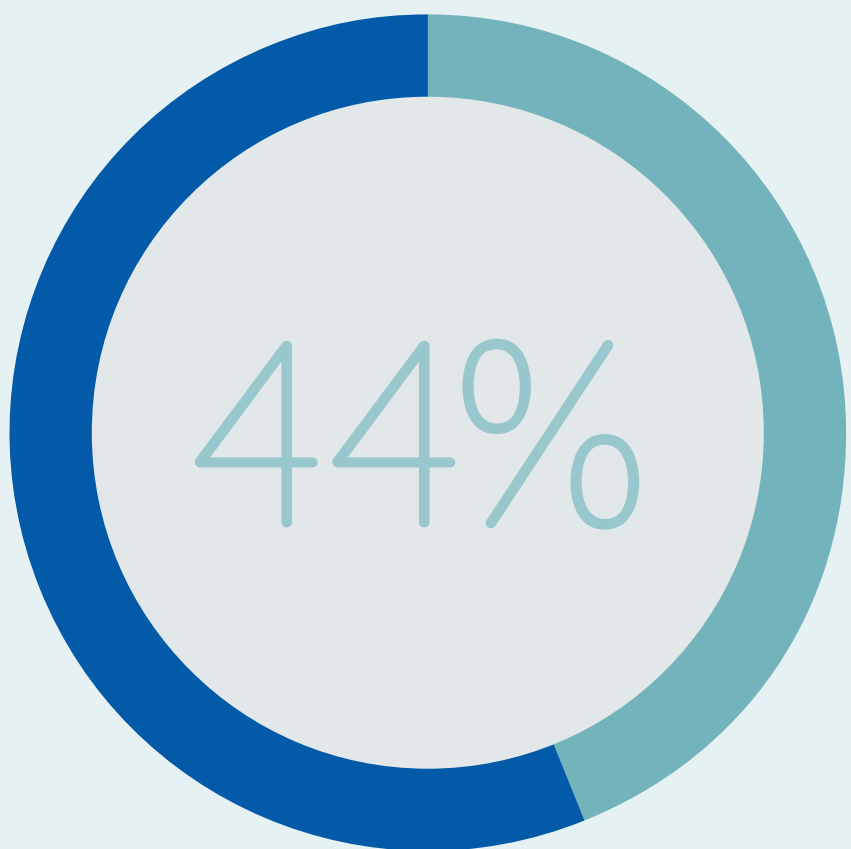
# Business Ethics

## Board Statistics (as of April 2025)



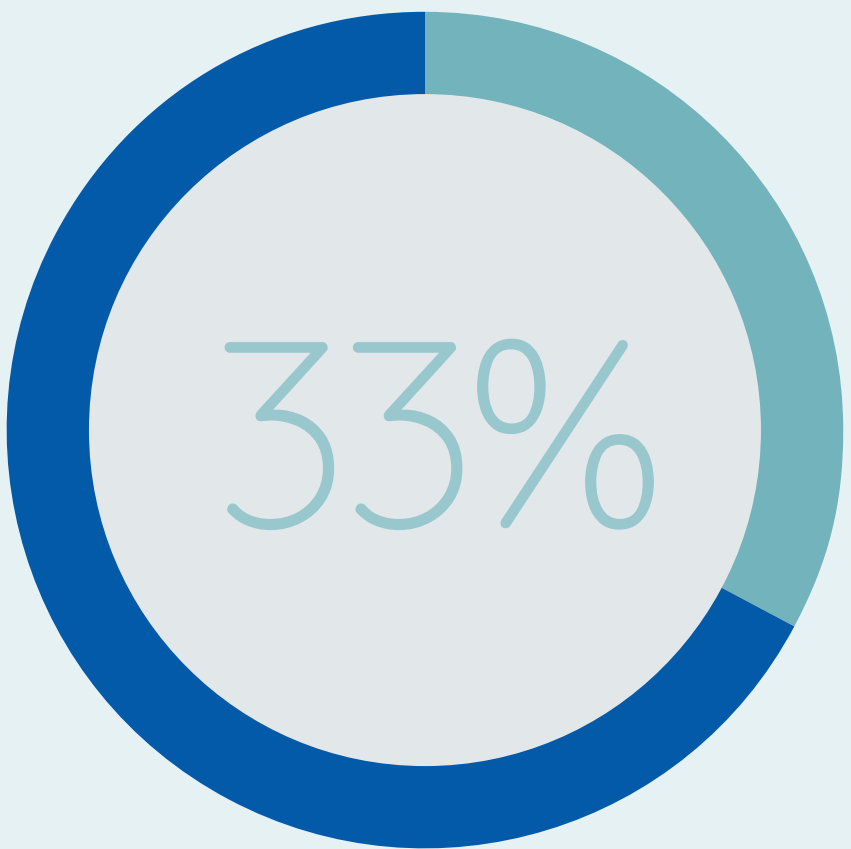
● Independent    ● Non-Independent

8 of 9 directors are independent




● Female    ● Male/Other

44% (or 4 out of 9) identify as female



● Racially diverse

33% (or 3 of 9) identify as racially diverse



Average Tenure:

**4.2 years**



# Business Ethics

## 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 Chief Innovation Officer with a dotted line to the Chief Executive Officer for Quality-related issues. Our network of laboratories in the USA and Cambridge, UK, are all 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.





# Business Ethics

## Quality 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, Ramsey, New Jersey, and Cambridge, United Kingdom.

In 2024, we had six Occupational Safety and Health Administration (OSHA) recordable injuries and no Environmental Protection Agency (EPA) reportable incidents, with a Total Recordable Incident Rate (TRIR) of 0.57.

## 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 2024, Neo teammates completed over 350,000 courses, averaging nearly 140 courses per person. These courses include the required compliance, privacy, EH&S, HR, and continuing education courses.

## 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.





# Business Ethics

## Our Reputation

Our reputation is our foundation. 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 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, Ethics Point, 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.



# Business Ethics

## Risk Management

Our Board of Directors 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:** business continuity, cybersecurity, IT systems, market access
- **Strategic risks:** competitive landscape, new products, shareholders and stakeholders, supply chain management
- **External risks:** natural disasters, climate change, 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.

## 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

## Sustainability Accounting Standards Board (SASB)

CATEGORY	CODE	ACCOUNTING METRIC	RESULT
Energy Management	HC-DY-130a.1	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	1. 17,296,345 kWh of electricity, 56,331 gallons of gasoline, 48,845 therms of natural gas, 8,775 gallons of diesel 2. 100% 3. 0%
Waste Management	HC-DY-150a.1	Total amount of medical waste, percentage: 1. Incinerated 2. Recycled or treated 3. Landfilled	93.83 metric tons of medical waste: 1. Incinerated – 100% 2. Recycled – 0% 3. 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 – 149.11 metric tons total a. Incinerated – 23.2% b. Recycled – 61.9% c. Landfilled – 14.5% 2. Non-hazardous waste – 1116.64 metric tons total a. Incinerated – 0.0% b. Recycled – 24.6% c. Landfilled – 75.4%



# Appendix

EEO-1 Report (as of December 31, 2024)

	WORKFORCE DEMOGRAPHICS														
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												Total Col A-N
			MALE						FEMALE						
	Male	Female	White	Black	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Job Categories	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
1.1 Executive or Senior Level Officials and Managers	3	2	29	0	0	3	0	0	18	1	0	3	0	0	59
1.2 First or Mid Level Officials and Managers	24	22	69	4	0	30	0	1	84	11	2	34	0	3	284
2 Professionals	20	29	106	10	0	61	2	2	153	19	2	76	0	5	485
3 Technicians	54	114	91	21	1	96	0	3	172	38	2	162	1	7	762
4 Sales Workers	1	5	35	1	0	1	0	0	29	2	0	0	0	0	74
5 Administrative Support Workers	30	71	27	9	1	27	0	4	105	27	3	49	0	6	359
7 Operatives	9	3	23	6	0	7	0	0	2	1	0	0	0	0	51
8 Laborers and Helpers	1	0	1	0	1	1	0	0	0	0	0	1	0	0	5
9 Service Workers	2	0	0	0	0	0	0	1	0	1	0	0	0	0	4
(Blank)	0	1	1	2	0	1	0	0	2	1	0	2	0	0	10
Total	144	247	382	53	3	227	2	11	565	101	9	327	1	21	2,093



# Appendix

## 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. (As of December 31, 2024)

Competencies/Attributes	Lynn Tetrault	Elizabeth Floegel	Neil Gunn	Alison Hannah	Steve Kanovsky	Michael Kelly	David Perez	Chris Smith	Felicia Williams	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/Cybersecurity		•				•			•	
Research & Development			•	•			•			•
Medical/Scientific Affairs				•						
Sustainability	•				•					
Public Policy/Regulatory Affairs	•			•	•		•	•		•
PUBLIC COMPANY BOARD EXPERIENCE										
Board of Similar/Larger Size (Lab or Healthcare Company)	•			•		•		•		
Audit/Finance		•				•	•		•	•
Culture & Compensation	•		•		•	•	•			•
Nomination/Governance			•	•	•	•			•	
Innovation & Technology			•	•			•			
Compliance		•		•	•		•			
PERSONAL										
Board Tenure in years	9	1	1	9	7	4	2	2	0	1
Current Public Boards (other than NeoGenomics)	2		1	1		3		1	2	1
Age (as of November 2024)	62	49	64	64	62	68	65	62	59	64
Gender	Female	Female	Male	Female	Male	Male	Male	Male	Female	Male
Other Diversity						Yes	Yes		Yes	



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