



Veracyte ESG Report

2025





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About this report

This report includes Environmental, Social, and Governance (ESG) disclosures that are aligned with the Sustainability Accounting Standards Board (SASB) standards, which are maintained by the International Sustainability Standards Board of the IFRS Foundation. Under the Sustainable Industry Classification System® used by SASB, Veracyte is classified in the Biotechnology & Pharmaceuticals industry. Our disclosures in this report are also informed by certain SASB disclosure topics for the Medical Equipment & Supplies industry. Applicable disclosure topics and associated metrics are notated in this report with the corresponding SASB code.

Unless otherwise stated, the information contained in this report reflects work and progress during calendar year 2024 as well as some updates from early 2025. Reporting on other matters specific to financial performance of Veracyte, Inc. can be found in our periodic reports and filings with the U.S. Securities and Exchange Commission (SEC), including our most recent Annual Report on Form 10-K filed with the SEC on Feb. 28, 2025.



Forward-Looking Statements

This report includes forward-looking statements, which are statements other than statements of historical facts and statements in the future tense. These statements include, but are not limited to, statements related to our plans, objectives and expectations. These statements could also include: our expectations regarding our international expansion; the occurrence, timing, outcome or success of clinical trials or studies; the ability of our tests to impact treatment decisions; our ability to develop new tests, and the timeframes for development or commercialization; and our expectations with respect to our future research and development; as well as statements regarding ESG-related topics including, for example: targets and goals; our planned corporate governance initiatives; 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 ESG matters to achieve long term success for all stakeholders.

Accordingly, actual results could differ materially, or such uncertainties could cause adverse effects on our results. Forward-looking statements are based upon various estimates and assumptions, as well as information known to Veracyte as of the date of this report, and are subject

to risks and uncertainties, including, but not limited to, the impact of new and existing laws and regulations and other general market, political, economic, and business conditions. Actual results could differ materially from those predicted or implied, and reported results should not be considered an indication of future performance. Additionally, these forward-looking statements involve risks, uncertainties, and assumptions. Significant variation from the assumptions underlying our forward-looking statements could cause our actual results to vary, and the impact could be significant.

Additional factors that may impact these forward-looking statements can be found under the caption “Risk Factors” in our Annual Report on Form 10-K filed on February 28, 2025, as well as in other documents that we may file from time to time with the Securities and Exchange Commission. Copies of these documents, when available, may be found in the Investors section of our website at investor.veracyte.com. These forward-looking statements speak only as of the date hereof and, except as required by law, we specifically disclaim any obligation to update these forward-looking statements or reasons why actual results might differ, whether as a result of new information, future events or otherwise.



A Letter from Our CEO

I am proud to present our latest Environmental, Social, and Governance (ESG) report, highlighting the progress we have made in 2024 and into early 2025. This report showcases our continued commitment to responsible and sustainable business practices.

At Veracyte, patients are our purpose. Our work is grounded in our vision of transforming cancer care for patients all over the world. We do this by bringing meaningful actionable insights to clinicians, driving better health outcomes for patients, and creating greater economic value for global health systems. To date, our advanced genomic tests have helped guide care decisions for over 700,000 patients, and we continue to expand our reach across the cancer care continuum.

We are proud of the strides we've made to expand our impact. From broadening adoption of Afirma, to launching Decipher Metastatic, to advancing our MRD platform, to expanding our Percepta Nasal Swab study for lung cancer, our science continues to evolve to meet critical unmet needs. Our continued investment in our robust pipeline will further enable clinicians to make more confident diagnostic, prognostic and treatment decisions for additional cancer challenges.

As we invest to serve even more patients in the future, we remain committed to embedding sustainability into the core of our business. The means taking steps to reduce our environmental footprint through more efficient operations, supporting our people through a culture of inclusivity and collaboration, and upholding high standards of governance and transparency, among other efforts further discussed in this report. These principles will continue to strengthen the long-term value we create for patients, employees, clinicians, and other stakeholders.

I hope the information in this report provides insights into our commitment to and performance across key ESG initiatives. We encourage you to learn more about us and share your feedback. We believe in open and honest communication as we navigate our sustainability journey.

Sincerely,

Marc Stapley
CEO





■ ESG at Veracyte ■

We are committed to integrating Environmental, Social, and Governance (ESG) considerations into our decision making and strategic process. By implementing such a thoughtful approach to ESG, we can more holistically evaluate the wide-ranging issues that affect our business and our key stakeholders.

We continuously evaluate our ESG performance against 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 completed an assessment to identify and prioritize ESG topics that matter most to our business and our stakeholders. Our highest-priority ESG topics are listed alphabetically to the right and are covered in more detail in the pages that follow.

- Advancing Patient Access to Cancer Care**
- Corporate Governance**
- Cybersecurity & Data Privacy**
- Environmental Sustainability**
- Ethics & Compliance**
- People**
- Product Quality & Safety**
- Supply Chain Management**



ESG oversight

Our governance structure for ESG includes board-level oversight supported by a committee of executive decision makers and a cross-functional working group.



Board-level ESG oversight

Nominating and Corporate Governance Committee

- Oversee the company’s programs and public disclosures relating to ESG
- Oversee initiatives relating to sustainability and climate change impacts
- Coordinates with other Board Committees on ESG matters, to facilitate strong Board-level ESG oversight

Audit Committee

- Review and assess performance, risks, controls, procedures, and disclosures related to ESG matters

Compensation Committee

- Review and manage matters related to employee diversity, inclusion, and equity

Regulatory and Compliance Committee

- Review and assess the ethics and compliance program
- Assists the Board in oversight of risk management relating to compliance with healthcare, patient privacy, and data security laws and regulations

Executive-level ESG decision making

Corporate Responsibility and Compliance Committee (CRCC)

- A group of executive-level decision makers and other leaders
- Support implementation of Veracyte’s ESG strategy, programs, and reporting efforts
- Help monitor ongoing developments related to ESG matters. The CRCC meets quarterly

ESG Core Team

ESG Core Team

- Led by the Chief Financial Officer (CFO)
- Cross-functional working group from across the enterprise
- Supports executive management and the CRCC by providing subject matter expertise and executing ESG initiatives

Roles and responsibilities for our ESG Core Team include the following elements:

Strategy and Policy

Assist the CFO in setting the company’s overall ESG strategy, recommend policies and practices while also helping to ensure compliance with relevant regulations.

Implementation and Monitoring

Develop and oversee ESG initiatives in line with the established strategy, as well as monitor their effectiveness.

Communication

Oversee internal and external communications regarding the company’s ESG efforts, including the annual report and communications with employees, investors, and other stakeholders.

Staying Informed

Identify any emerging ESG issues that could impact the company, bring them to leadership’s attention, and recommend appropriate adjustments to policies, practices, and disclosures.

Site Visits

Conduct periodic visits to operating locations to observe operations firsthand and review ESG performance.

Monitoring Systems

Establish and maintain systems to monitor the company’s ESG performance.

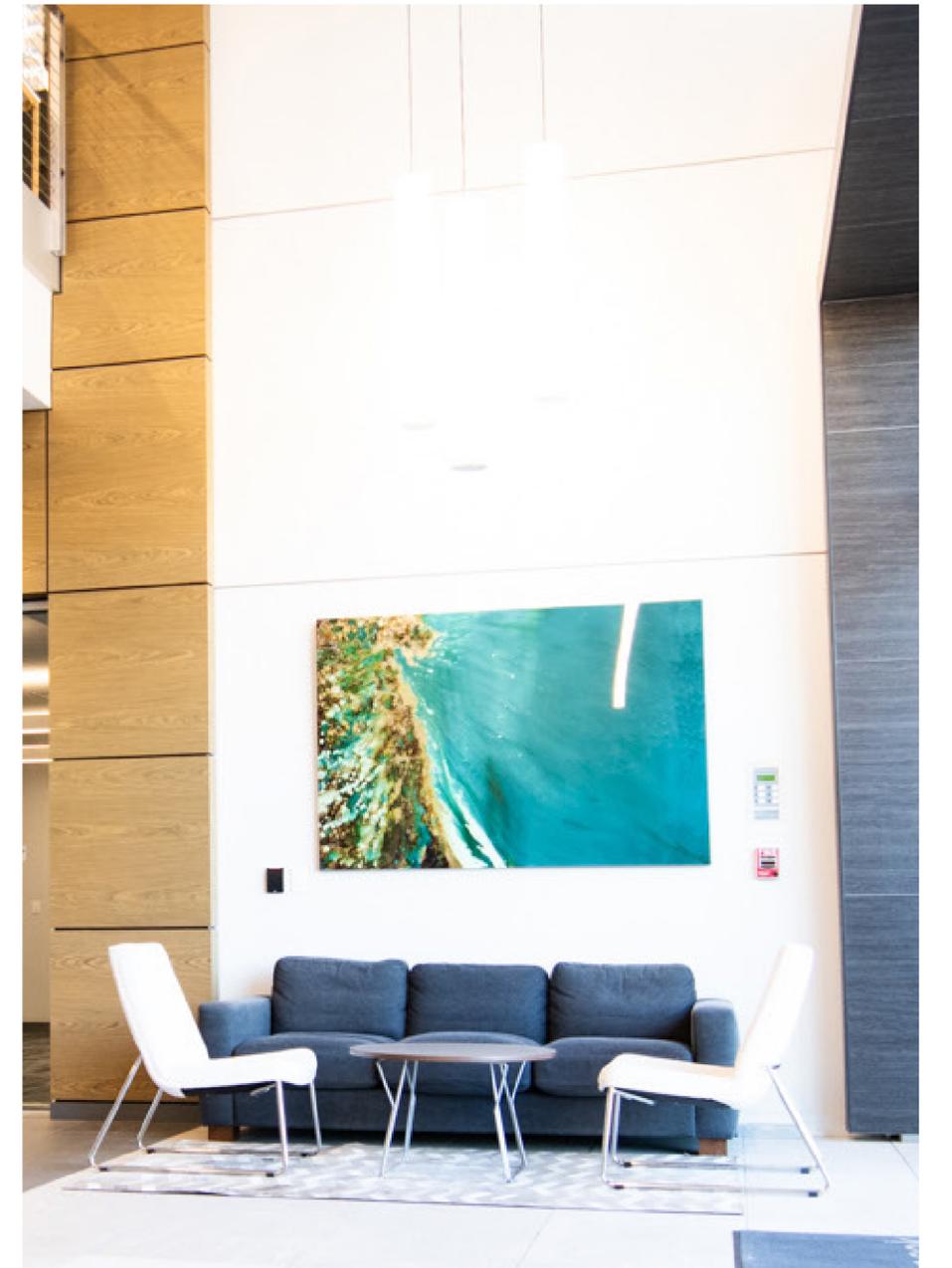
Stakeholder Engagement

Advise the CFO on ESG-related shareholder proposals and other significant stakeholder concerns.

Policy Review

Regularly review and recommend updates to the ESG Core Team Policy.

Learn more about our **board governance, member tenure, independence, and diversity.**





Advancing Patient Access to Cancer Care

Veracyte is a global diagnostics company transforming the way cancer is diagnosed and treated. We deliver high-value insights that help clinicians make confident decisions at pivotal moments—so patients can avoid unnecessary procedures and get to the right treatment faster.

Our advanced genomic tests address unmet needs across a range of cancers, including thyroid, lung, prostate, breast and bladder. By working closely with physicians and researchers, we ensure our innovations deliver real-world impact to whom it matters most.

With operations in the U.S. and an expanding global footprint, our tests are available through our centralized labs and international partners, making cutting-edge diagnostics more accessible to patients worldwide.

We have served over 700,000 patients worldwide, with tests offered in more than 30 countries, and our tests are currently being used in 35 clinical trials and are featured in over 500 publications.

>700k
Patients benefitted by our tests



>30
Countries where our tests are offered



35
Active Clinical Trials

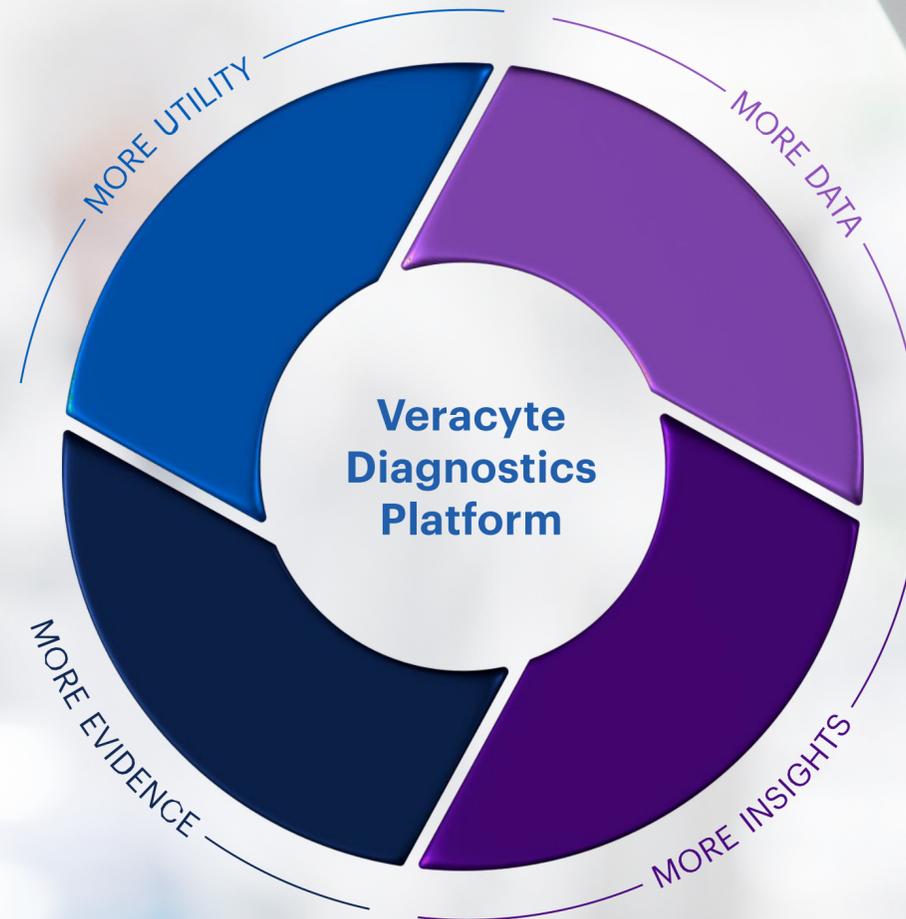


>500
Publications utilizing our tests



Veracyte Diagnostics Platform

The Veracyte Diagnostic Platform delivers diagnostic innovation that drives impact across the cancer care continuum. We take a data forward approach—leveraging broad genomic assays and clinical data to generate actionable insights when they matter most. Traditional diagnostic methods have long guided cancer care, but our platform offers a powerful alternative that creates a flywheel for evidence generation, elevated by Artificial Intelligence (AI)-assisted data mining. The success of our Decipher and Afirma tests showcases the strength of this approach, combining deep scientific rigor with real-world utility. Through our robust and efficient evidence-generation engine, we accelerate guideline inclusion, enable confident clinical decision-making, and unlock access through reimbursement. Together with our proven commercial execution, the Veracyte Diagnostic Platform positions us for durable growth and differentiated market expansion.



Strategic growth drivers to expand the reach of our platform

Our four strategic imperatives create a focus that allows us to impact more patients around the world.



Continue to **grow** US CLIA tests

Decipher

Afirma

Prosigna*



Serve more of the patient journey

MRD



Expand geographically

Prosigna IVD

Decipher IVD



Solve new cancer challenges

Percepta Nasal Swab



Balance growth with financial discipline

*Transcriptome-based laboratory developed test to provide Prosigna score and intrinsic subtypes, also referred to as Prosigna LDT



Continue to grow established tests

Afirma and Decipher remain the leaders in their respective markets for thyroid and prostate cancer testing.

Afirma is the market leader in molecular thyroid diagnostics, with an estimated 52% of market share and continued growth trajectory. Since 2011, Afirma tests have supported clinical decision-making for more than 350,000 patients, helping over 200,000 patients avoid unnecessary surgery when faced with an uncertain cancer diagnosis.

Decipher is the market leader in molecular diagnostics for prostate cancer prognosis and prediction, informing treatment decisions for more than 315,000 patients. With Decipher, we have expanded beyond prognosis and prediction of therapy response to treatment selection, avoidance of radical prostatectomy where applicable, and use in the metastatic population.

In addition, Prosigna, which provides prognostic testing for breast cancer in a Clinical Laboratory Improvement Amendments of 1988 (CLIA)-based setting, is expected to become commercially available in mid-2026.

Serve more of the patient journey

Our acquisition of C2i Genomics, which was completed in early 2024, expanded Veracyte's role across the cancer care continuum, extending from early diagnosis and risk assessment into treatment monitoring and recurrence testing.

Veracyte's minimal residual disease (MRD) testing platform utilizes a combination of whole-genome sequencing and AI to provide fast and accurate detection of residual cancer in a patient's blood sample. We plan to launch our first MRD test in muscle-invasive bladder cancer in the first half of 2026, with new indications introduced annually beginning in 2027. This will enable us to detect disease recurrence, supporting patients from diagnosis through treatment and remission.



Expand geographically

Veracyte is extending our global reach by developing in vitro diagnostic (IVD) versions of our tests, enabling them to be performed locally by laboratories and hospitals worldwide. This approach avoids the delays, costs, and logistical challenges of shipping samples internationally, while supporting compliance with country-specific regulations. We expect to complete product development for both Decipher PCR IVD and Prosigna NGS IVD over the next few years. We currently provide our tests in over 30 countries.

Solve new cancer challenges

With Percepta Nasal Swab, we aim to tackle new cancer challenges in lung cancer. In the US, approximately 15 million people are eligible for annual screening, of which only a small fraction are being screened today. Annually, around 1.6 million lung nodules are found incidentally with approximately 300,000 found via screening.

Percepta Nasal Swab is a novel, non-invasive genomic test for patients with identified lung nodules and who have a smoking history. The test is designed to improve risk assessment for these patients, which will help avoid unnecessary diagnostic procedures, reduce time and stress for low-risk patients, and support timely diagnosis and treatment for those who are high risk. We continue to make progress to bring this important test to patients and in September, we completed enrollment of our 2400 patient clinical utility trial, NIGHTINGALE.

Reaching more patients globally

We make our novel tests widely available through a flexible global model for test delivery. This includes leveraging our centralized CLIA-certified laboratory approach in the U.S. and providing IVD kits using a decentralized approach outside of the U.S. We drive success in both models by developing rigorous clinical evidence for our tests and securing their inclusion in local medical guidelines. This approach is designed to enable reimbursement from payers and the trust of clinicians to use our tests to help guide important patient care decisions.

Our highly trained sales team, with deep expertise in our tests and the disease areas they address, works closely with clinicians to ensure confident adoption and appropriate use—further expanding patient access across the U.S. Furthermore, our experienced, in-house claims processing and reimbursement specialists work with payers, clinician practices and patients to optimize reimbursement for our tests. This has resulted in hundreds of millions of people having access to our tests through Medicare or private insurers.

The Decipher Prostate test, already widely used for patients with localized disease, is now the only gene expression test available and covered by Medicare to inform treatment decisions for patients across the full continuum of prostate cancer risk.

State-of-the-art CLIA labs to perform our novel tests

We perform our tests in the United States at our centralized, CLIA-certified labs in South San Francisco and San Diego, California, supported by our cytopathology facility in Austin, Texas, and we report test results directly to the ordering clinician. This approach enables us to bill payers directly for our tests, which we believe relieves the burden on health care providers, helping to facilitate physician adoption. It also enables us to work directly with payers to secure payment, as well as coverage policies, which make further assists in making our tests even more accessible to patients.

Our state-of-the-art CLIA-certified labs enable us to extract and analyze extensive amounts of genomic data for each of our novel tests, enabling the highest level of quality and enabling rapid innovation for future tests. Collectively, we operate approximately 50,000 square feet of lab space and utilize the latest advancements in molecular diagnostic technologies including next-generation sequencing and lab automation robotics. This allows us to deliver more accurate, reliable results for referring physicians and their patients, while driving efficiencies that position us to scale and serve as many patients as possible.



Serving the global market with in vitro diagnostics (IVDs)

Once we have established strong clinical evidence and clinician adoption of our tests in the U.S., we create IVD tests that can be performed locally by laboratories and hospitals worldwide, expanding access to patients around the world.

This approach enables faster, more efficient patient results by avoiding the logistical challenges, including privacy concerns, added expenses, and risks to sample integrity associated with shipping specimens internationally. By offering our tests as IVDs outside the U.S., we bring critical diagnostic insights closer to clinicians and patients, helping them get answers sooner.

Today, our Prosigna® Breast Cancer Assay is available as an IVD in Europe and other key global markets including Germany, Spain, Sweden, Denmark, Switzerland, Norway, and the UK, as well as Israel. Next, we plan to finish the development of IVDs for Decipher® Prostate Genomic Classifier for prostate cancer on real-time quantitative PCR and our Prosigna test for breast cancer on next-generation sequencing.

Localized market access

Veracyte's team has extensive experience in successfully bringing transformational IVD tests to market in Europe and other regions.

We take a country-by-country approach to market access and reimbursement. This includes working with leading experts to secure our tests' inclusion in clinical guidelines and government health programs so that more patients can access them.

IVDR and per-country regulations

Countries may have different regulations governing the shipment of patient samples outside of their borders. Veracyte's approach of enabling our tests to be performed locally in countries worldwide helps ensure that our tests meet such regulations, including the European Union's In Vitro Diagnostic Regulation (IVDR), and can be made available to as many people as possible.

Veracyte Access Program

Veracyte is committed to ensuring that all patients have appropriate access to medically necessary testing. The Veracyte Access Program provides financial assistance to eligible patients who qualify on the basis of financial need based on household size and income. This program covers our Afirma and Decipher tests, and in the future will cover new tests introduced in the United States. Veracyte's molecular tests are used in the diagnosis and treatment of potentially fatal forms of cancer, and the patients who undergo these tests are more likely to be older or unable to work due to their health condition and to have extensive medical expenses.



Raising the bar on evidence generation

As we aspire to give patients everywhere access to better cancer care, we focus not only on making our tests widely available, but also on building clinical evidence for our solutions to drive reimbursement, physician adoption, and guideline inclusion.

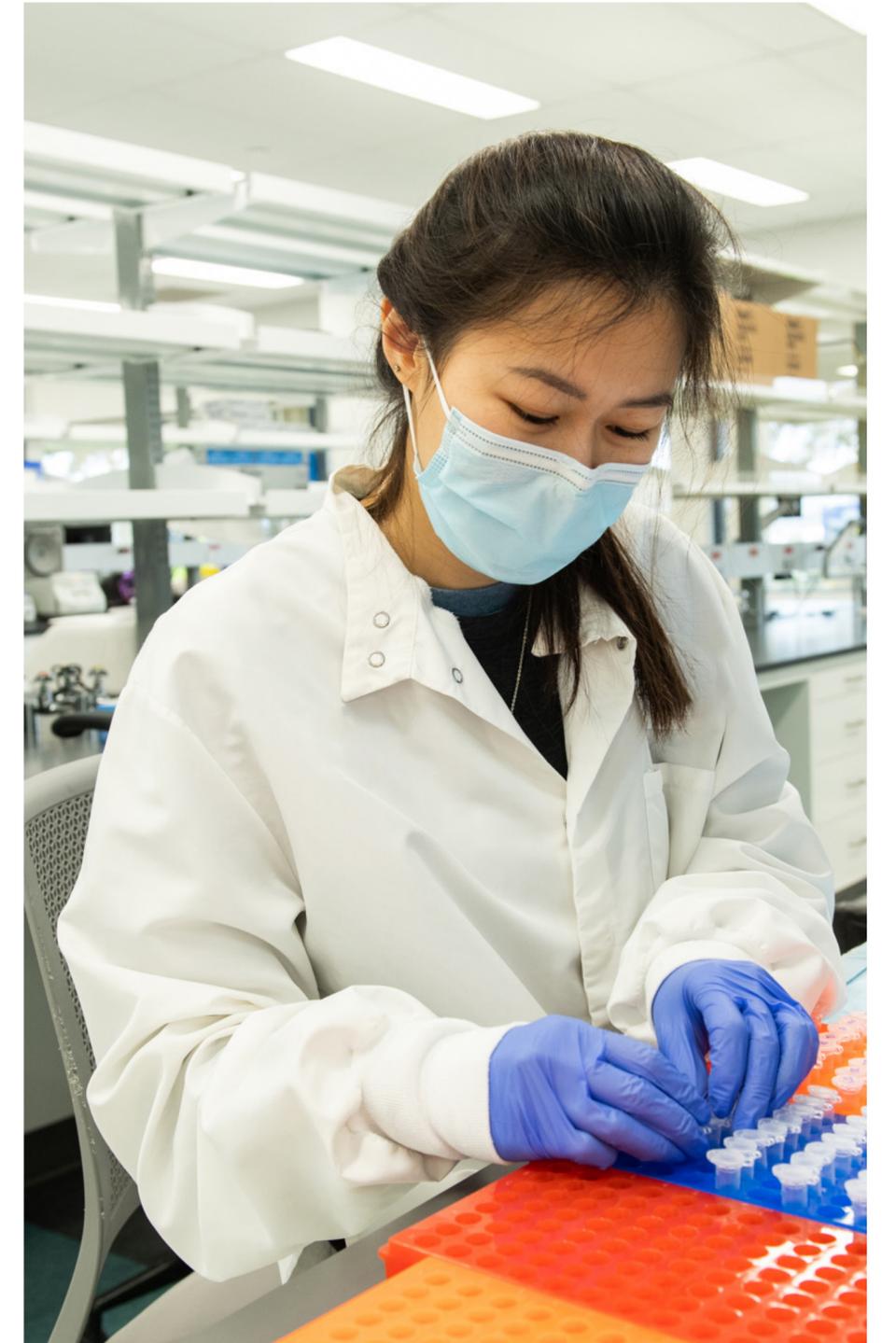
On the clinical side, we employ a rigorous multi-disciplinary innovation process designed to simplify decision-making for clinicians and improve patient outcomes. Our medical affairs and research teams focus intensely on understanding the patient journey, from risk stratification in symptomatic patients to treatment, identifying where more accurate and comprehensive information can positively improve care.

Our experienced clinical and medical teams work together with our scientific and commercial teams and key opinion leaders (KOLs) to drive repeated cycles of evidence development. With both prospective and retrospective studies over time, we produce the data needed to answer key clinical questions and drive adoption and guidelines. With our years of experience in market access and reimbursement, we work closely with Centers for Medicare and Medicaid Services (CMS) contractors and commercial payers to leverage this evidence and meet their requirements to demonstrate both the clinical benefit and clinical impact of our tests; together, the clinical utility.

Our Genomic Resource for Intelligent Discovery resource, or G.R.I.D., is a research use only tool that we make available to the oncology community that is used to fuel studies exploring new biomarkers, drive evidence generation for new indications, and expand what we collectively know about the cancers we serve. At the core of this approach is our proprietary framework for developing tests, the Veracyte Diagnostics Platform, which enables us to collect expansive data, generate novel insights and fuel evidence expansion, making it possible to serve more patients with our tests.

We invest significantly in research and development (R&D) activities to build robust scientific and clinical evidence for our solutions. To date, we estimate that researchers have published over 500 studies demonstrating the performance and clinical utility of our tests in peer-reviewed medical journals. We develop our tests using the same type of sample that is or will be used in clinical practice, collected through multicenter clinical trials.

R&D totals



Providing trustworthy results

We take pride in ensuring our products deliver high performance and clinical utility by building evidence across a broad range of studies.

We use a diverse set of patient samples to develop and train our machine learning algorithms to recognize patterns across an array of conditions that may be encountered in the clinic. We also leverage our network of practicing physicians and KOLs to determine where each test should be positioned in the clinical pathway, and what sample type and technology should be used. We subject our laboratory developed tests (LDT) and IVD tests to rigorous quality control processes, including compliance with third-party standards such as College of American Pathologists (CAP), ISO 13485, etc.

Our tests are redefining clinical practice standards and positively impacting the lives of physicians and patients worldwide. With a broad and growing portfolio, combined with our proven approach to evidence generation, reimbursement, and commercial execution, we are uniquely positioned to improve outcomes at critical moments in the cancer journey. We remain committed to expanding our global reach, delivering timely, actionable insights that empower clinicians and enable patients to achieve clarity and confidence faster.





■ Corporate Governance ■

Veracyte is committed to good corporate governance practices that strengthen the accountability of our management and Board of Directors and promote the long-term interests of our stakeholders. Our Board has established four committees, all members of which are independent. Learn more about each committee in the charters below.

Audit Committee

Nominating and Corporate Governance Committee

Compensation Committee

Regulatory and Compliance Committee



Governance and board highlights

We are committed to good corporate governance, which strengthens the accountability of our Board of Directors and promotes the long-term interests of our stockholders. The list below highlights our corporate governance and other board-related practices.

- Majority of directors are independent (eight out of nine current directors).
- Board leadership structure with an independent Chair of the Board of Directors.
- All Board of Directors committees, including our Regulatory and Compliance Committee, are composed only of independent directors.
- We are implementing a gradual declassification of the Board of Directors such that directors will be elected annually for one-year terms, commencing upon the expiration of the directors' then-current terms; beginning with our 2026 annual meeting of stockholders, all director nominees will stand for election for only one-year terms.

- Strong board-level ESG oversight in which our Nominating and Corporate Governance Committee oversees our ESG programs, including those related to corporate responsibility, as well as sustainability and climate change impacts, in collaboration with the Audit Committee, Compensation Committee, and Regulatory and Compliance Committee on certain ESG matters, as appropriate and as described in each respective committee charter.
- We provide annual reporting on corporate responsibility and sustainability initiatives. We employ comprehensive enterprise risk management practices, including oversight of cybersecurity, data privacy, legal, compliance and regulatory matters, ESG, and other critical evolving areas, such as AI.
- Independent directors conduct regular executive sessions.
- Directors maintain open communication and strong working relationships among themselves and have regular access to management.
- Directors conduct a robust annual Board of Directors and committee self-assessment process.
- We have a majority voting standard for uncontested elections of directors.

- Board of Directors has related party transaction standards for any direct or indirect involvement of a director or management in the company's business activities.
- Directors are expected to limit the total number of public company boards on which they serve to five (including Veracyte).
- Stock ownership guidelines for our executive officers and each member of our Board of Directors.
- Clawback policy that provides for the recoupment of certain executive officer incentive compensation in the event we are required to restate our financial statements.

We regularly review our corporate governance structure and evaluate emerging trends in governance best practices. Our most recent proxy statement, which includes additional details surrounding corporate governance at Veracyte and the latest matters subject to approval by our stockholders, can be viewed on our website at investor.veracyte.com/sec-filings.

Board diversity

The Nominating and Corporate Governance Committee evaluates and selects director candidates based on criteria such as independence, integrity, diversity of backgrounds and experiences, geography, financial skills and other expertise, and ability to act on behalf of all stockholders. The Nominating and Corporate Governance Committee believes that nominees for director should have experience, such as management, accounting, finance, marketing, or industry and technology knowledge that may be useful to our company and the Board of Directors; high personal and professional ethics; and the willingness and ability to devote sufficient time to effectively carry out their duties as a director. The Nominating and Corporate Governance Committee also believes that service as a director of other public companies provides experience and perspective that may be useful to our company and the Board of Directors.

Our company has no formal diversity policy for board members, but the Board and the Nominating and Corporate Governance Committee consider diversity of backgrounds and experiences when selecting nominees. As of April 29, 2025, two out of nine directors identified as female and two out of nine directors identified as being from underrepresented groups.

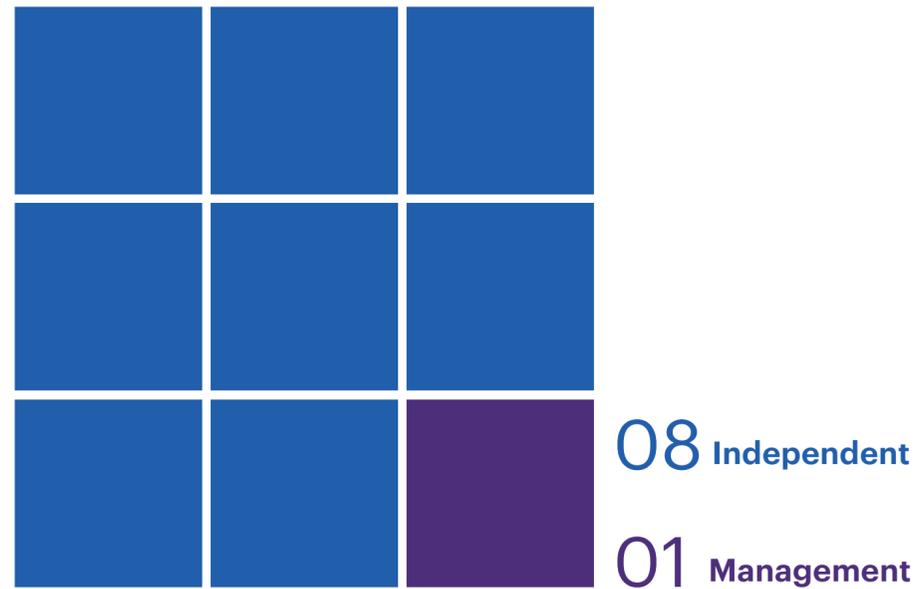
We also believe that our current Board of Directors composition represents an effective balance with respect to director tenure and age. Recent director additions provide the Board of Directors with fresh perspectives and diverse

experiences, while directors with longer tenure provide continuity and valuable insight into our business and strategy. The following charts provide information regarding the diversity of our Board of Directors as of April 29, 2025.



Board composition

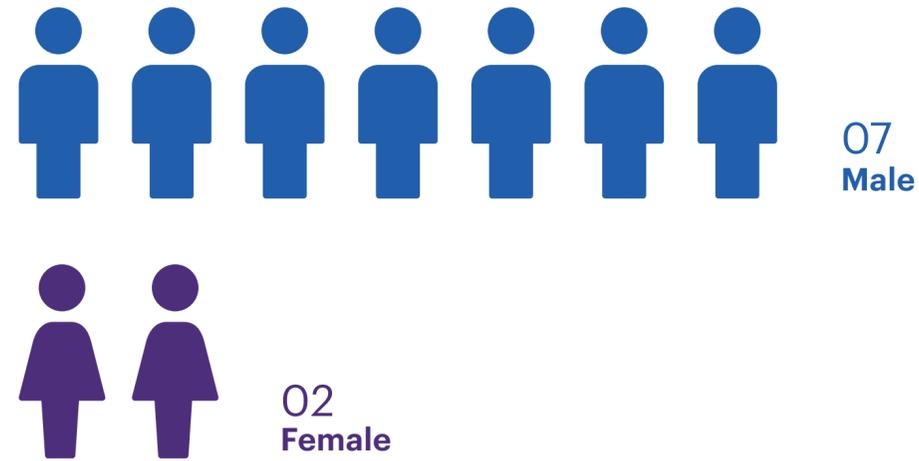
Director Independence



Director Tenure



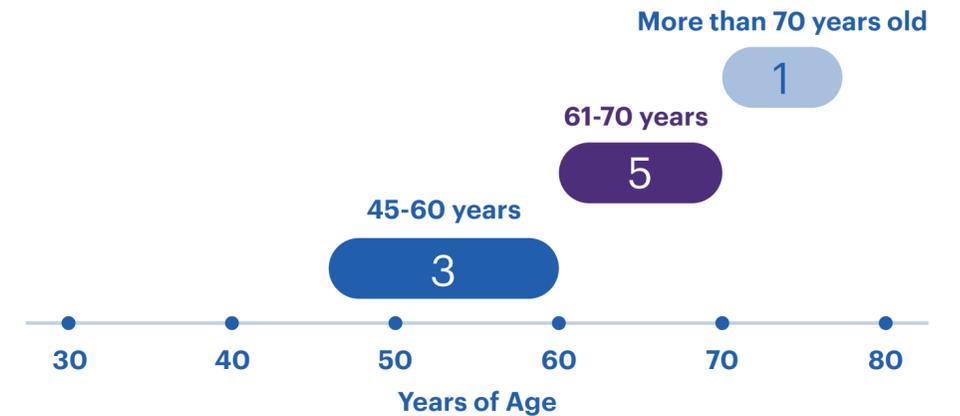
Gender Identity



Diversity



Director Age



Data provided as of April 29, 2025
*Director self identified as being from an underrepresented group



■ Ethics and Compliance ■

Veracyte is guided by strong values of responsibility and integrity. We are committed to conducting our business with the highest standards of ethics.

Our comprehensive compliance program, overseen by the Regulatory and Compliance Committee of Veracyte's Board of Directors, aligns with industry-specific voluntary guidance for ethics and compliance. The Regulatory and Compliance Committee regularly reviews management's compliance efforts and policies, which are designed to promote adherence to all relevant healthcare laws and regulations regarding promotional activities, Medicare reimbursement, and laboratory services. The committee also periodically reviews the company's enterprise risk management program, which includes risks relating to patient privacy, data and cyber security, and supply chain, among others, and ensures proper communication of compliance issues to the Board. In support of the Regulatory and Compliance Committee's oversight of our compliance program, representatives from Veracyte's legal, regulatory, quality, billing, and audit teams meet quarterly as part of an internal Corporate Responsibility and Compliance Committee.

Veracyte incorporates the most recent guidance from the U.S. Department of Justice and engages with external experts to assess the effectiveness of the compliance program and to identify areas for continual improvement as our organization matures.

Compliance policies and procedures

A key component of our compliance program is the Code of Business Conduct and Ethics (Code of Conduct), which outlines principles to guide all employees, officers, and directors in conducting themselves ethically. We expect our employees to uphold these principles and avoid even the appearance of improper behavior. Our Code of Conduct was most recently updated in 2022 and we are planning to complete the next update in 2026. All employees are required to annually acknowledge that they have received and read the Code of Conduct, and agree to comply with the principles contained within as well as Veracyte's related policies and procedures. Our Code of Conduct helps connect our expectations of our employees with company values. Beyond compliance obligations, our Code of Conduct defines the culture we strive to maintain—one of trust, transparency, honesty, and fair dealing among patients, physicians, competitors, and the public. We also have a separate Code of Ethics for Senior Financial Officers that specifically applies to our CEO, CFO, and other key management employees.

All employees are annually assigned mandatory compliance training programs on topics covered in our [Code of Business Conduct and Ethics](#). In 2024, more than 96% of employees completed required compliance trainings.

We have embarked on new training approaches globally, including town hall discussions and sales role-specific training. We deploy tailored training in response to incidents and questions from our employees. These ad-hoc trainings typically begin with the team in which the incident occurred, to prevent recurrence, and are later expanded to educate other teams who may benefit.

Building upon prior training rollouts, we continue to introduce new training courses to address evolving legal, regulatory, or compliance topics. In 2025, one area of focus has been strengthening our company culture of integrity by reinforcing our values, ensuring clear standards are communicated across levels, and leveraging and streamlining resources to make compliance more employee-friendly and engaging.

In addition to providing comprehensive training to our employees, we conduct periodic compliance audits to evaluate the effectiveness of our compliance program, policies, and procedures. We continually seek to advance our program as we grow as an organization.

Reporting ethics or compliance concerns

We maintain a Compliance and Business Ethics hotline and online portal, sometimes referred to as a ‘whistleblower hotline,’ providing employees and others with mechanisms to confidentially and anonymously (subject to local legal regulations) report any concerns about potential misconduct. Anonymous reports are shared with relevant parties upon receipt of a complaint. Reports are triaged by our Chief Compliance Officer and handled accordingly. We strive to triage complaints as soon as practicable upon receipt to address the issues raised and launch investigations as appropriate. If we are made aware of a policy violation through our hotline or otherwise, we evaluate, investigate, and take appropriate action up to and including termination of employment, if warranted.

In addition to raising awareness of our hotline, we provide various other ways for employees to report compliance concerns and potential violations of company policies, and we prohibit any form of retaliation to reports made in good faith. If an individual suspects or becomes aware of any action that he or she believes may be illegal, unethical, or inappropriate, the person is expected to immediately report the situation to the legal or compliance team, or to human resources. Employees are responsible for being aware of, and fully complying with, the corporate policies applicable to their activities, and to promptly report any suspected violations.

Anti-corruption and ethical interactions

SASB HC-BP-510a.1; SASB HC-BP-510a.2; SASB HC-BP-270a.1

Veracyte’s Global Anti-Bribery and Anti-Corruption Policy outlines the company’s policy of compliance with anti-corruption laws such as the U.S. Foreign Corrupt Practices Act (FCPA) and the OECD Anti-Bribery Convention. We strictly prohibit bribery of anybody, including foreign officials, public officials, physicians, researchers, clinicians, professors, and other third parties.

We permit employees to provide appropriate and modest meals, gifts, travel, and entertainment to private persons (excluding foreign or public officials) in good taste, related to a legitimate business purpose, properly recorded in the company’s books and records, of reasonable value (not lavish or excessive), and in accordance with the company’s Compliance and Ethics Manual. Employees are directed to always be sensitive to potentially unlawful activities, such as kickbacks or bribes. Our U.S. employees, including key employees who work with U.S. healthcare professionals and accounts, receive compliance training that covers appropriate interactions, anti-kickback provisions, and other U.S. governing laws. Our policies covering interactions with healthcare professionals reflect principles, standards, and

guidance provided to our industry by organizations such as the Advanced Medical Technology Association. Our internal compliance audits frequently focus on ethical interactions with healthcare professionals.

All employees are required to complete an annual anti-bribery and anti-corruption training through an online platform. Prior to engaging in new business relationships, employees must conduct risk-based due diligence on third parties, particularly with respect to anti-corruption laws. After due diligence is completed and risks are appropriately mitigated, a third party’s relationship with the company must be memorialized by a written contract that contains appropriate provisions for compliance with anti-corruption laws. We utilize an external technology platform to centralize and standardize our third-party due diligence process. Vendors are evaluated based on responses to a preliminary intake form, and higher-risk vendors are required to provide additional information for our determination of how to proceed. Information and attestations obtained from vendors regarding their compliance are stored centrally, and reviewed periodically, depending on risk level.

We comply with the U.S. No Surprises Act and describe our approach to protecting customers from surprise billing on our website at [veracyte.com/no-surprises-act](https://www.veracyte.com/no-surprises-act). We are committed to remaining compliant with applicable billing laws and regulations.

To date, Veracyte has not been subject to any legal proceedings associated with bribery, corruption, or false marketing claims.

Lobbying

We are not actively engaged in any lobbying or other engagement activities with politicians or public officials. We plan to adopt a relevant policy in the event these types of activities were expected to occur in the course of conducting our business.





■ Product Quality and Safety ■

Our commitment to product quality and safety is a fundamental part of our mission to address unmet clinical needs that stand in the way of better patient care. We adhere to applicable regulatory requirements and have implemented quality control processes to validate the safety and effectiveness of our diagnostic tests.

In the United States, we offer laboratory developed tests through our centralized Clinical Laboratory Improvement Amendments of 1988 (CLIA)-certified laboratories in South San Francisco and San Diego, California, supported by our cytopathology expertise in Austin, Texas.

Our IVD development is based on our quality management system (QMS) that has been established in South San Francisco, which complies with ISO 13485 and the EU In Vitro Diagnostic Medical Device Regulation (IVDR). Veracyte also participates in the Medical Device Single Audit Program (MDSAP). Through our QMS, we demonstrate compliance with safety and performance criteria applicable to the design, development, and post-market surveillance of our on-market IVD portfolio.

In early 2024, we completed the acquisition of C2i Genomics, Inc., which has an ISO 13485, ISO 27001, and ISO 27799-certified R&D center for IVD and Software as a Medical Device (SaMD) in Israel.

Oversight

Our executive management team is responsible for establishing and implementing our quality policy and objectives. Our Vice President of Global Quality & Regulatory Affairs promotes awareness of applicable regulatory and QMS requirements throughout the organization and reports improvement needs to the executive management team. All Veracyte employees perform their work in compliance with our quality procedures and strive for continuous improvement in all quality-related activities. Furthermore, the Regulatory and Compliance Committee of the Board of Directors oversees the company's compliance with applicable healthcare legal and regulatory requirements.

Quality management system (QMS)

SASB HC-MS-430a.1

We have designed our QMS to align with the regulatory and quality requirements applicable to the geographies in which we operate. Our policies enable a global approach to risk management and the ability to demonstrate both the clinical evidence and clinical benefit of our tests.

Our facility in South San Francisco is certified to support the design and development of IVD tests and participates in the MDSAP program in addition to being CLIA certified as a high complexity clinical laboratory. In addition, our facility in San Diego, CA is also CLIA certified as a high complexity clinical laboratory and maintains accreditation from the College of American Pathologists (CAP). Our Austin Laboratory is CLIA certified for cytopathology.

We manage our labs with a focus on operational excellence and continuous improvement. Our quality monitoring program helps ensure that lab operations meet applicable regulatory requirements. We use a systematic, analytical approach to deliver optimal outcomes for patients and referring physicians, while driving cost efficiencies and operational scalability. We conduct regular internal audits of our facilities to verify compliance with regulatory requirements, and we review our quality standards on an ongoing basis to implement the latest best practices.

Training

We strive to uphold the highest standards across our operations by maintaining a well-trained, committed, and engaged workforce. Our training program centers on our quality policy and objectives, which include operational excellence, robust design and development, and continuous improvement of our products, services, and processes. Using risk-based approaches, we deliver QMS and technical trainings tailored to job functions at least annually. Our internal training requirements for each role are designed to bridge the skills gap for new members of our workforce.

Clinical study programs and standards

SASB HC-BP-210a.1

We conduct clinical studies in accordance with applicable regulatory requirements and standards of the country and/or regions in which the study takes place. These include the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use:

Guideline for Good Clinical Practice (ICH GCP E6; hereafter, GCP). GCP is an international ethical and scientific quality standard for designing, conducting, recording and reporting trials that involve the participation of human subjects. Compliance with this standard provides public assurance that the rights, safety and well-being of trial subjects are protected, consistent with the principles that have their origin in the Declaration of Helsinki, and that the clinical trial data are credible. Additional standards followed by Veracyte include the International Ethical Guidelines for Biomedical Research Involving Human Subjects (Council for International Organizations for Medical Sciences), U.S. Food and Drug Administration Title 21 CFR §11, 50, 54, 56, 812, & 814, and ISO 20916 (In vitro diagnostic medical devices — Clinical performance studies using specimens from human subjects — Good study practice).

Consistent with GCP, we confirm that review and approval has been obtained for each clinical study prior to initiation by national and/or regional regulatory authorities where the study takes place, as well as from independent local ethics committees or institutional review boards. These independent reviews serve to ensure the protection of the rights, safety and well-being of human subjects involved in a trial and to provide public assurance of that protection, by, among other things, reviewing and approving or providing favorable opinion on the trial protocol, the suitability of the investigator(s), facilities, and the methods and material to be used in obtaining and documenting informed consent of the trial subjects.

Our Clinical Affairs team, or properly delegated individuals, manage all Veracyte clinical studies. These individuals are trained in GCP, applicable regulations and standards, as well as established internal standard operating procedures covering all phases of clinical study management.

Enrolling people from diverse backgrounds in clinical trials is key to ensuring that clinical trials are scientifically sound and represent the patients who will use the medical products. Veracyte proactively monitors the enrolled study participants with respect to race, ethnicity, age, gender, biological sex, geography and other relevant demographics, and encourages inclusion of populations that have historically low participation in clinical trials to support clinical trial results that are generalizable to the intended population. Our clinical research does not involve the use of any animals for testing purposes.

Traceability

SASB HC-MS-430a.2

Reagents and consumables for our LDT products remain within our laboratories for their entire lifecycle, and we utilize stringent inventory controls to manage their use in our operations. We have implemented an Enterprise Resource Planning (ERP) system to enable the traceability of product numbers, lot information and expiration dates. The system also tracks the status of inventory, providing proper verification and qualification for each item prior to use.

For our distributed IVD products, we have implemented comprehensive tracking procedures to monitor these products once they are distributed. The labelling of our IVD products complies with all applicable regulatory requirements, industry standards, and our internal guidelines.

Corrective action and prevention

SASB HC-MS-250a.1; SASB HC-MS-250a.2; SASB HC-MS-250a.3; SASB HC-MS-250a.4

Our customer services team records and assesses customer complaints in real time, and they escalate potential reportable events to our compliance professionals who determine whether an adverse event report or customer notification is necessary. This assessment is conducted in parallel with applicable root cause analysis in the scope of corrective and/or preventive actions. In 2024, we did not experience any product recalls or regulatory enforcement actions, none of our products were listed in any public medical product safety or adverse event alert database, and there were no fatalities associated with our products.





■ Supply Chain Management ■

We take pride in reliably delivering insights that can transform patient care through two complementary models. In the United States, we offer high-quality centralized LDTs, and outside of the United States, we distribute IVDs to laboratories and hospitals, enabling them to perform testing locally. We prioritize uninterrupted patient access by establishing robust processes to mitigate supply chain disruptions, delays, or shortages. Our domestic and global teams coordinate closely on manufacturing schedules and shipments, adapting operations as need to keep our global supply chain consistent and dependable.

Supplier Code of Conduct

We are committed to strengthening our supply chain management processes and standards across our global operations. To support this effort, we launched a Supplier Code of Conduct which sets expectations for our suppliers and business partners on key issues such as ethical business practices, social responsibility, environmental sustainability, and compliance with relevant laws and regulations. This Supplier Code of Conduct serves as a guiding framework for our suppliers, outlining key principles that underpin our collaborative partnerships.

We are taking steps to operationalize the Supplier Code of Conduct with key global suppliers. As part of this process, we have conducted an initial assessment of our top suppliers based on a variety of ESG criteria.

Supplier management

SASB HC-MS-430a.1

As we continue to grow the portfolio of IVD products we are committed to maintaining the utmost integrity within our extended supply chain. We evaluate the ability of our suppliers to meet our quality specifications in a timely and cost-effective manner. We require critical suppliers of reagents, equipment, and other materials and services related to testing to meet third-party standards such as ISO 13485, ISO 9001, and government agency audit or certification programs. More than 95% of our key suppliers participate in third-party audit or certification programs for quality assurance, control, or regulatory purposes.

When selecting and onboarding new suppliers, Veracyte requests completion of a comprehensive questionnaire to gather key information, including information related to ethical and social responsibility, to assist in the evaluation of the supplier or vendor's practices prior to formalizing the business relationship.

The ethical and social responsibility section of this questionnaire covers questions on labor conditions and human rights, environmental sustainability, corporate social responsibility activities, and sub-supplier assessments. Within our supplier onboarding questionnaire, suppliers are requested to acknowledge their willingness to adhere to the Supplier Code of Conduct.

Management of critical materials

SASB HC-MS-430a.3

While we procure many of the reagents and equipment used to perform our CLIA tests from sole suppliers, we have developed alternate sourcing strategies for certain materials, when possible, to mitigate potential shortages and supply chain pressures. Globally we collaborate closely with our contract manufacturers to seek to establish secondary suppliers for materials critical to the production of our IVD products, where possible. While certain critical materials for our IVD products cannot be changed without performing equivalency studies, we maintain adequate safety stock of these materials to avoid product backorders.

Looking ahead

As we continue to expand our scope to cover global diagnostic needs, we are taking steps to harmonize our supply chain management processes and standards across our global facilities. Our initiatives include streamlining procurement practices, enhancing logistical efficiency, and maintaining consistent quality control at every stage of production. Veracyte is committed to fostering sustainable and responsible business operations by emphasizing the importance of environmentally friendly practices, ethical sourcing, and fair labor standards throughout our supply chain, and we are expanding our collaboration with suppliers to achieve these goals.





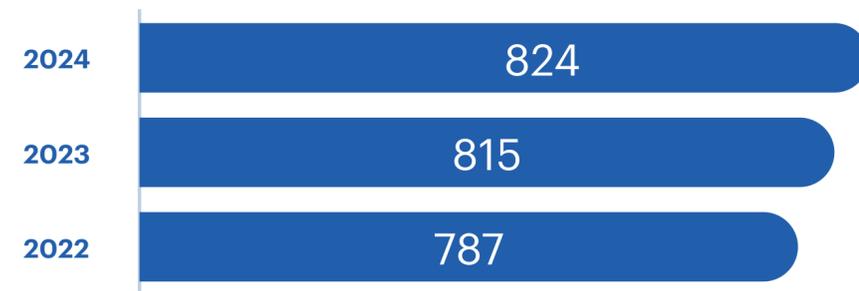
■ People

Exceptional cancer care begins with exceptional people

SASB HC-BP-330a.1

Veracyte’s commitment to improving patient care would not be possible without our world-class team. We are a global organization united by our mission to address unmet clinical needs that stand in the way of better patient care. We work together with urgency, compassion, and innovation to find better answers and make an impact.

Total Employees



Veracyte Values and The Veracyte Way



In early 2025, we introduced our refreshed Veracyte Values and launched “The Veracyte Way”, marking an important milestone in the evolution of our culture. Our updated values build on the foundation of our original Vera Values, established in 2022, and reflect the behaviors and mindset needed to drive our mission forward.

- We are stronger together**
We engage with empathy, align around what’s best for Veracyte, and celebrate as one team.
- We seek a better way**
We pursue bold ideas, embrace complexity, and keep pushing forward.
- We care deeply**
We show up with integrity, kindness, and respect for one another.
- We make it happen**
We act with urgency, deliver with excellence, and always find a way.

We continue to bring the Veracyte Way to life throughout the employee experience. Our formal, quarterly recognition program celebrates employees who exemplify our values and make a meaningful impact on their teams, customers, and patients. Honorees are selected through peer nominations and evaluated using clear criteria, including the specificity and scope of their impact, as well as the number of nominations received.

To ensure our values are embedded from the start, we’ve integrated them into our recruiting process by equipping hiring teams with guidance to assess candidates through a values-based lens. We have also reinforced our values visually through in-office infographics and digital distribution.

At Veracyte, patients are our purpose
- Marc Stapley, CEO

Investing in our workplace infrastructure

In 2024, we implemented a Human Resources Information System (HRIS) to modernize and centralize our human resources (HR) infrastructure. This transition aims to provide a more user-friendly experience for both employees and managers, enabling easier access to important information and improving overall efficiency in managing our workforce.

This platform transformation has improved operational efficiency by streamlining core HR processes, while also enhancing data accuracy and transparency. The HRIS will help enable real-time analytics across key areas including inclusion, compensation, and performance, providing leadership with critical insights to inform strategic workforce planning. Additionally, the platform strengthens our ability to monitor and advance recruiting and will help to retain top talent through more robust and consistent global workforce data.

Veracyte continues to leverage key tools to enhance our employee experience. Our recruiting software supports efforts to attract high-quality, diverse talent, while our employee onboarding platform helps new hires integrate smoothly into the company, understand the Vera Way, while enabling managers to deliver a more consistent onboarding experience. We use a benefits platform that offers expanded health and wellness options and gives employees greater control over managing their benefits.

Employee engagement and talent management

At Veracyte, we are committed to understanding and improving employee experience by actively seeking feedback and fostering a culture of growth. Supporting our employees' long-term success is central to our mission, and we invest in both personal and professional development through targeted training and education programs.

At the end of 2024, Veracyte's global workforce included 824 full-time employees. Attracting and retaining highly skilled scientists and support staff remains critical to the success of our commercial laboratory operations and compliance programs. We believe our overall employee turnover rate is consistent with industry benchmarks.

To deepen our understanding of employee sentiment, we launched an annual engagement survey in 2024 using a leading third-party platform that enables benchmarking against other organizations. Our survey deployed in October 2024 had a 72% participation rate, with top-scoring areas including pride in work, alignment with company values, and manager support. Survey results are reviewed by leadership and inform actionable improvements in communication and culture initiatives.

We provide a range of training programs—both general and role-specific—to support continuous learning and regulatory compliance. All employees have access to LinkedIn Learning modules, and we also launch several cohorts of manager training each year. These programs include performance management training for all employees, as well as compliance-focused modules for relevant teams on topics such as anti-kickback laws and the U.S. Health Insurance Portability and Accountability Act (HIPAA).

Talent pipeline development

In 2025, we kicked off a comprehensive talent pipeline development strategy designed to proactively forecast hiring needs and strengthen internal mobility. This strategic approach helps ensure we are prepared to meet the evolving demands of our business while supporting employees in their long-term career growth.

By aligning talent planning with organizational goals, we're better equipped to attract, retain, and develop the right talent at the right time. The strategy reinforces our commitment to sustainable growth, employee retention, and our overall readiness for the future.

NEXT leadership development cohort

To strengthen our leadership pipeline and enhance communication and collaboration, we launched the NEXT program in 2025 to support the growth of our leaders, Senior Director-level and above. Through quarterly meetings and an annual in-person leadership summit with the Veracyte Leadership Team, participants gain insights, skills, and connections to better navigate strategic challenges and lead with impact. NEXT plays a critical role in our succession planning efforts and ensures that our leaders are equipped to support Veracyte's continued growth and transformation.



Mentorship program expansion

In 2025, we significantly expanded our mentoring program to support career development and foster stronger connections across Veracyte. The program now includes over 120 active mentor-mentee pairs and incorporates quarterly feedback loops to continuously improve the participant experience. By facilitating cross-functional learning and personalized development, the mentorship program helps employees grow their careers while enhancing collaboration across teams. We believe this expansion of our mentorship program supports increased career mobility, stronger engagement, and improved retention.

VERA Cycle brings greater agility to the goal-setting process and gives leaders increased visibility into progress toward departmental objectives. It also creates structure for regular employee–manager check-ins, encourages more frequent and lightweight performance assessments, and supports a development-focused talent review process. These enhancements enable us to proactively identify low performers while also developing our high-potential talent. By fostering more frequent and meaningful conversations, we can better align individual contributions with evolving business needs and outcomes, thereby strengthening engagement, promoting accountability, and driving strategic workforce growth.

Performance management

In 2025, we launched “VERA” cycle, a redesigned performance management program that replaces the traditional annual review with a more dynamic, quarterly approach focused on continuous growth and feedback.

VERA stands for:

- **Valuing:** Recognizing and appreciating the hard work and contributions of employees.
- **Employee:** Focusing on the individuals who make up the organization and their personal achievements.
- **Results:** Acknowledging the tangible outcomes and impact of the employee’s efforts.
- **Achievements:** Celebrating the milestones, successes, and growth opportunities for employees.

Q1: Check-ins and Goal Setting

Q2: Mid-year development-focused check-ins

Q3: Check-ins; Peer and upward feedback; Promotion decisions

Q4: Self-assessments and manager summary; Year-end rewards and recognition

Inclusion at Veracyte

We believe Veracyte thrives when our teams reflect diverse backgrounds, experiences, and perspectives. By providing an inclusive work environment in which everyone feels valued and empowered to contribute, we strengthen our ability to innovate, collaborate, and make better decisions.

In 2024, we expanded our inclusion efforts through employee-led programming and improved infrastructure to measure impact more effectively. Our Employee Resource Groups (ERGs) continue to play a key role in building community voices across Veracyte:

MERGE ERG

Celebrates multicultural engagement and global perspectives. In 2024, MERGE hosted events such as Inclusive Storytelling, a Global Perspectives Panel, and a Values Alignment Workshop.

Veracyte Women’s Leadership (VWL) ERG

Focuses on empowering women across the organization. Recent programs included a Women in STEM Chat, Mentorship Mixer, and Leadership Roundtable.

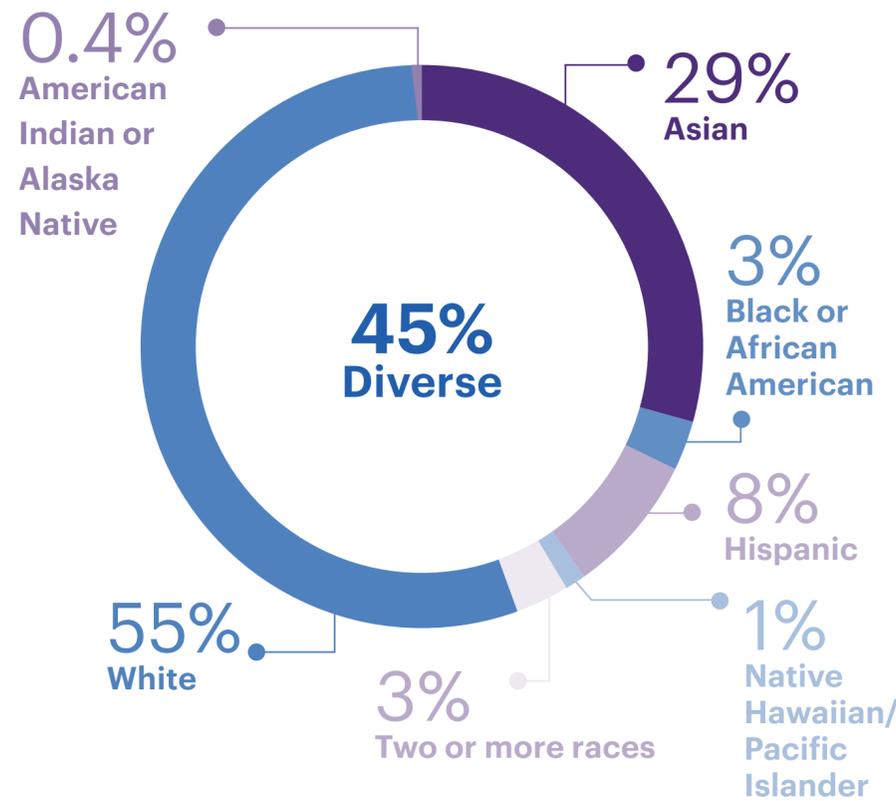
We recognize and raise awareness of various cultural observations identified throughout the year. We have also adopted protocols for working norms, taking into account best practices and etiquette for working across time zones and balancing the needs of onsite and remote workers.

All employees are invited to join our ERGs and are always invited to participate in all events sponsored by the ERGs.

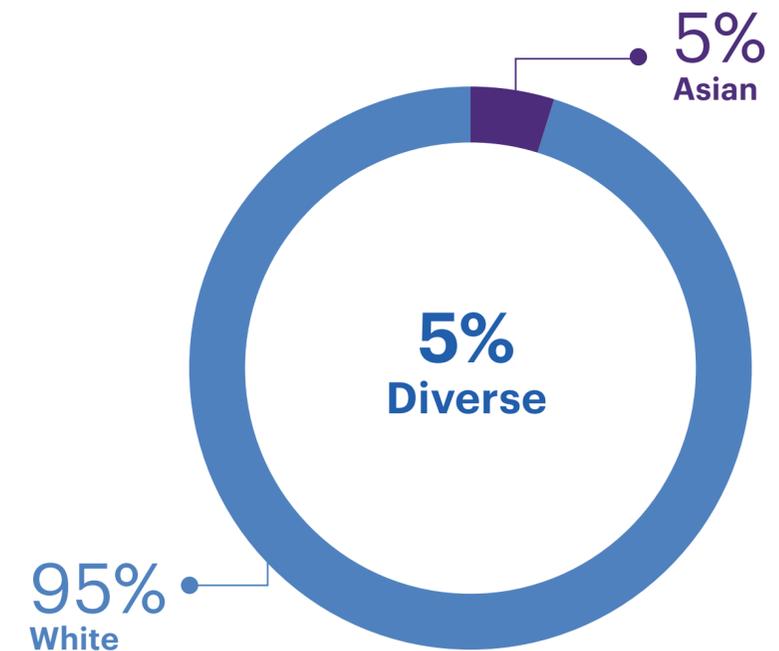
These activities deepen cultural awareness, broaden representation, and support employee inclusion regardless of background.

Race/Ethnicity*

All Employees



VP Level and Above



*As of December 31, 2024; U.S.-based employees

Gender*

All Employees



VP Level and Above



*As of December 31, 2024; global employees

Women comprised 56% of our employees and 37% at the Vice President level and above, as of December 31, 2024. Two of our nine directors identified as women, as of April 29, 2025. Additionally, as of December 31, 2024, 45% of our U.S. employees identified as non-White.

Our workforce diversity data is based on voluntary self-reporting by our employees, and the charts above reflect data for those employees who elected to provide it.

Benefits

We are committed to fostering the health and well-being of our employees. To achieve this, we have implemented a comprehensive benefits program for our employees. Our policies are highlighted below:

U.S. policies:

- Medical insurance
- Dental insurance
- Mental health and community support
- Vision insurance
- Paid time off

- Paid medical leave
- Paid sick leave
- Paid parental leave
- Basic life, voluntary life, and AD&D
- Short- and long-term disability
- 401(k) retirement plans with employer match
- Employee stock purchase plan (ESPP). All U.S. employees, including part-time and temporary employees, are eligible to participate in the ESPP
- Health savings account
- Flexible spending accounts (dependent and health)
- Commuter benefits
- Voluntary pet insurance
- On-site gym
- Tuition reimbursement

Our total compensation packages are designed to be competitive with local markets and are set using an independent third-party analysis. Beginning in 2024, we expanded our paid time off program to include winter and summer “shutdowns” to provide our employees the opportunity to reset and recharge. We also support programs and activities for our employees to focus on personal wellness, such as guided meditations and webinars on nutrition.

Anti-harassment

At Veracyte, we're dedicated to fostering a work environment where every individual feels respected and safe. Our commitment to anti-harassment and non-discrimination is fundamental to our culture. As an equal opportunity employer, we strictly prohibit any form of harassment or discrimination, treating all employees and applicants with fairness regardless of legally protected characteristics. It is our policy to treat all employees and applicants for employment equally with regard to all legally protected characteristics, including: sex, sexual orientation, gender (including gender identity and gender expression), marital status, race, religion, color, ethnicity, national origin or ancestry, physical or mental disability, pregnancy (including childbirth, lactation and related medical conditions), age, uniformed service member status, veteran status, genetic characteristics (including testing and information), or any other basis protected by federal, state or local law. Our leadership is committed to enforcing this policy across all aspects of our operations to ensure a respectful and inclusive environment for everyone.

We believe that education and clear policies are key to maintaining a harassment-free workplace. To this end, all employees complete mandatory annual anti-harassment training, and our people managers receive in-person Employment Law for Managers training to equip them with the knowledge and skills to lead with integrity. We provide tailored training through a learning management system, with separate modules for supervisors and non-supervisors.

Employee health & safety

We are committed to fostering a safe, healthy, and compliant workplace for all employees and visitors. Our Environment, Health & Safety (EHS) program continues to evolve to meet the needs of our growing global workforce and ensure alignment with regulatory standards, including the U.S. Occupational Safety and Health Act (OSHA).

All employees receive detailed health and safety training during onboarding and through annual refresher programs.

We have developed the following policies and procedures to provide guidance to protect the health and well-being of our employees. We regularly monitor our safety record across all locations to evaluate the effectiveness of our policies and procedures.

- Ergonomic Health & Safety Policy
- Illness & Injury Prevention Plan which includes a check-in and communication protocol for rare instances when personnel work alone, and a policy on personal items in the laboratories to reduce cross contamination and exposure risks

- COVID-19 Prevention & Response program
- International Air Transport Association (IATA)/U.S. Department of Transportation (DOT) training for personnel who manage packaging and transport of hazardous materials
- Tuberculosis (TB) Exposure Control policy for our South San Francisco lab personnel which includes general education around TB, as well as our protocols for providing preventative medical screenings and responding effectively to any potential or known personnel exposures to TB
- Dry Ice Management policy for all personnel receiving or handling dry ice
- UV Light Exposure Control policy for all lab personnel exposed to UV light

U.S. Safety Incidents Data

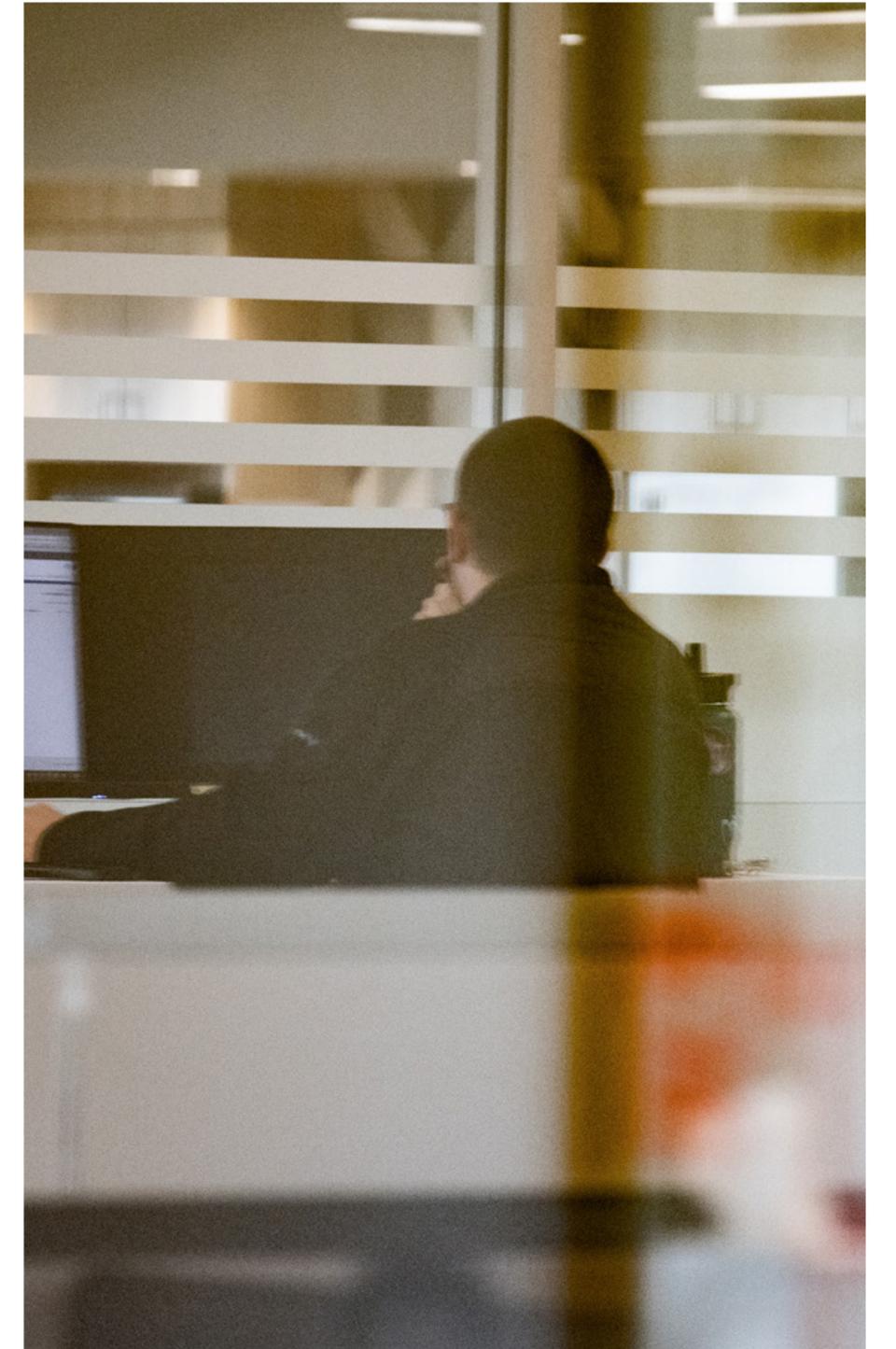
	2022	2023	2024
SAN DIEGO			
Total recordable incidents	10	16	1
Days away from work	2	18	0
Number of work-related fatalities	0	0	0
SOUTH SAN FRANCISCO			
Total recordable incidents	7	10	10
Days away from work	0	2	9
Number of work-related fatalities	0	0	0
AUSTIN			
Total recordable incidents	1	1	0
Days away from work	0	0	0
Number of work-related fatalities	0	0	0

Giving and community involvement

Our commitment to making a positive impact extends beyond our diagnostic testing. We believe in empowering our employees to make a difference. In 2024, our teams participated in a variety of community-focused activities.

We also continue to offer reduced-cost diagnostic testing through programs like the Veracyte Access Program and Decipher Assist Program to ensure more patients can benefit from our technologies.

Veracyte continues to support global causes, including The Red Cross and national Cancer Societies, and remains committed to contributing to the well-being of our communities. We're proud of the impact we've made and look forward to building on these efforts in the years to come.



Awards & accolades

We're proud to share that Veracyte is officially certified as a Great Place to Work in both the United States and Israel. This recognition is based on anonymous employee feedback gathered through an independent survey, with 77% of employees across the U.S., Israel, Canada, and Europe (excluding France) participating.

Key highlights from the survey include:

86% of respondents said Veracyte is a Great Place to Work.

We received especially high marks in the categories of **justice** and **fairness**, reflecting our commitment to equity and inclusion.

91% of respondents reported being proud to tell others they work at Veracyte.

In addition, Veracyte has been named one of the Fortune Best Workplaces in BioPharma™ 2025. We're honored to receive this recognition, reflecting our collaborative culture driving our mission.

[Veracyte's corporate recognitions](#) affirm the strength of our culture and our ongoing efforts to build a workplace where people feel valued, respected, and inspired to do their best work.





Cybersecurity and Data Privacy

We are committed to maintaining high standards for cybersecurity and data privacy. Our cybersecurity framework is designed to protect against evolving threats, while our privacy framework supports responsible and ethical use of data, and respect for patient privacy.

We recognize that the responsible use of data is essential to advancing innovation in diagnostics and precision medicine. As we develop and commercialize our diagnostic tests, we assemble and curate large amounts of data and clinical information in a lawful and fair manner to support research, new product development, and biopharmaceutical partnerships. Our data assets and biorepositories include genomic data, such as RNA, DNA, variant, fusion, immune-response data, and well-curated clinical, radiological, outcome, and other information. Our teams process, store, maintain, and transmit this critical information using robust physical, technological, and administrative cybersecurity controls.

Oversight

Our Board of Directors, Audit Committee, and executive management team share responsibility for overseeing cybersecurity risk, while every employee plays an active role in managing it. The Audit Committee receives quarterly reports and presentations on our cybersecurity program and regularly reviews the results of our cybersecurity testing and remediation plans. The Regulatory and Compliance Committee of the Board oversees our compliance with healthcare, patient privacy, and data security laws and regulations, including the Health Insurance Portability and Accountability Act (HIPAA).

We continue to invest in organizational resources to strengthen and evolve our cybersecurity and data privacy compliance programs. This includes implementing a privacy framework to support global scalability, extending privacy controls to address new AI laws and regulations, and updating relevant policies, procedures and notices to adapt to the volatile regulatory landscape.



Cybersecurity protocols

Safeguarding our systems, data, and the privacy of those we serve is a top priority. Our cybersecurity program follows the National Institute of Standards and Technology (NIST) cybersecurity framework and is supported by a combination of on-site, managed, and cloud-based systems. We employ rigorous measures to protect sensitive information from unauthorized access or disclosure, and we maintain cybersecurity risk insurance to help mitigate potential financial impacts from a breach.

Over the past three years, we have:

- Completed a comprehensive personal data inventory and mapping process to better track the collection, use, and disposal of personal data.
- Enhanced governance, risk, and compliance policies, working with external experts to embed these across our operations.
- Strengthened third party information security risk management and vulnerability management programs to better evaluate risks and implement safeguards.

Protecting personal information

Our cybersecurity procedures are designed to comply with HIPAA's privacy, security, and breach notification requirements. We safeguard all Protected Health Information (PHI) and Personally Identifiable Information (PII) in any form, ensuring its confidentiality, integrity, and availability. In 2023, we implemented a uniform HIPAA privacy policy across the company. All employees are required to certify that they have received and reviewed the policy on an annual basis.

Privacy and data governance

Guided by the NIST privacy framework and multiple legal requirements, Veracyte's global privacy program continues to evolve. In 2024, we launched a global privacy and data protection enhancement project—updating policies, training, and procedures. We also initiated enterprise-wide data transformation projects to advance our data strategy, strengthen governance, and support responsible use of emerging technologies, including Artificial Intelligence.

Training and awareness

We foster a culture of cybersecurity through continuous employee education. This includes:

- Monthly phishing simulations with targeted remedial training.
- Annual HIPAA and compliance program training for all staff.
- Mandatory interactive HIPAA training for new hires, with additional role-specific training for employees handling PHI.

We review these programs on an ongoing basis to identify opportunities to further strengthen our workforce's ability to prevent, detect, and respond to cyber threats.



Environmental Sustainability

We are committed to environmental stewardship by integrating sustainable practices into our operations and enhancing our monitoring of key environmental metrics

In addition to complying with all applicable regulations, we continuously seek opportunities to reduce our environmental impact. In particular, we have been focused on optimizing our waste management practices across our global facilities and operations. We continue to consolidate and review available data to more accurately track our consumption patterns and identify improvement opportunities.

Hazardous waste management

We comply with all relevant regulations and have implemented responsible practices surrounding the use, storage, and disposal of hazardous waste at our CLIA-certified laboratories, including biological materials and chemicals. We mitigate our employees' exposure to biohazardous material by directing them to properly dispose of such waste as it is generated, wear appropriate personal protective equipment, and attend mandatory training classes for handling of all biological materials. We have onboarded key personnel to oversee and train employees in leading practices for the packing and shipping of hazardous materials.

All employees with occupational exposure to hazardous materials are trained upon their initial assignment and annually thereafter.

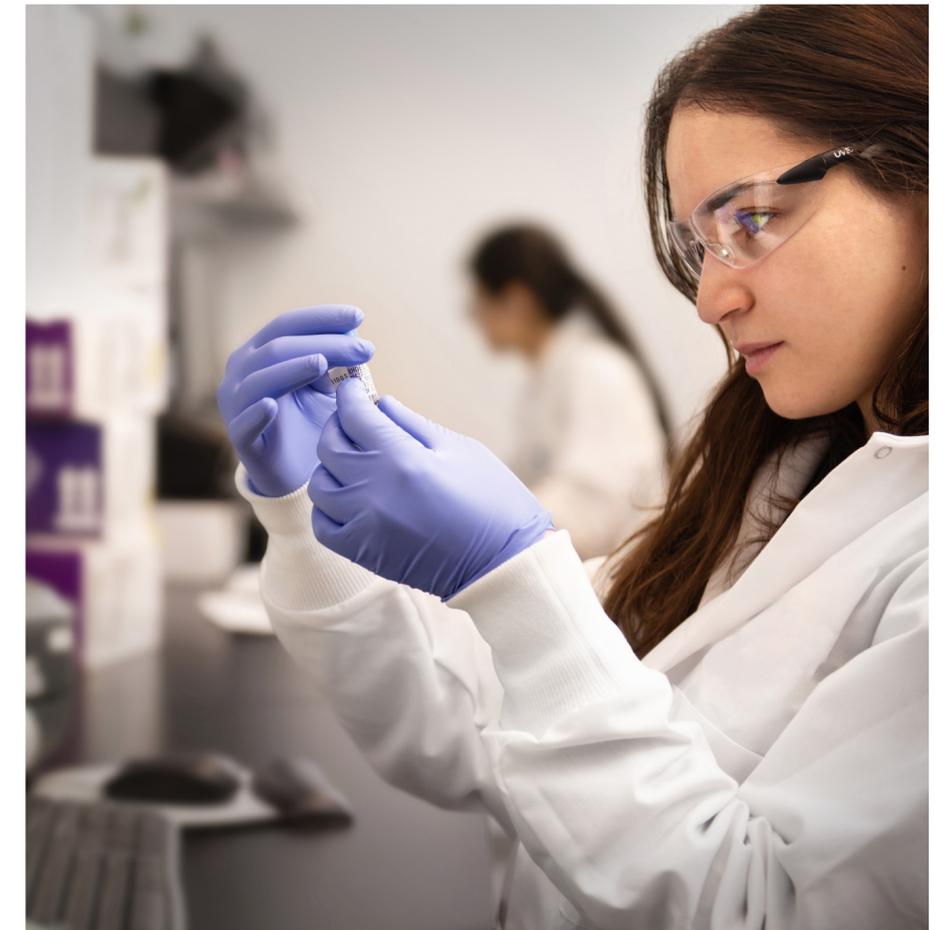
We have refined our chemical and medical waste management policies to ensure consistent and safe handling of hazardous waste across all our sites. Our goal is to provide clear guidance that helps personnel remain both safe and compliant.

At each facility, biohazardous waste is stored separately from other waste at the point of origin and disposed of using appropriate methods. Chemical and medical waste is collected by registered medical waste haulers and treated at approved off-site facilities.

Each of our CLIA-certified laboratories in the U.S. is classified as a small quantity generator of hazardous waste. As we continue to improve and to date, we have maintained full compliance and have not incurred any violations or penalties related to environmental regulations.

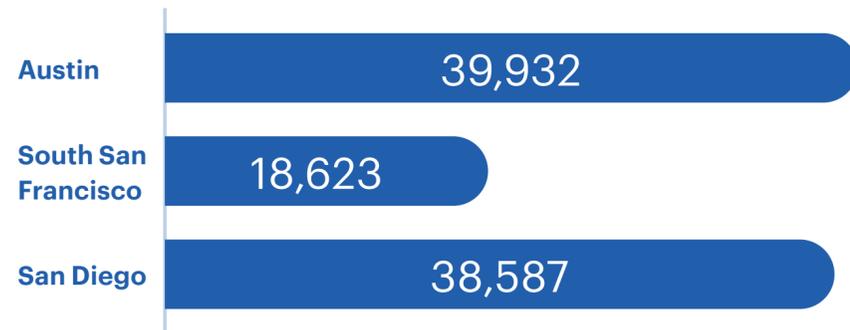
In addition, our Universal Waste Management policy provides guidance to all Veracyte employees or business partners responsible for universal waste handling and disposal. Universal waste is a lower-risk hazardous waste that exhibits hazardous characteristics but may be managed under less restrictive standards due to lower immediate risk to people and the environment.

To manage exposure to bloodborne pathogens and other potentially infectious materials, we have implemented strict exposure control plans to limit potential transmission. These plans cover the processing of patient specimens, handling of sharps (such as razor blades and scalpels), maintenance of contaminated equipment, and basic first aid. Across all our facilities, each employee is responsible for reporting to the facility's designated Health and Safety Officer any hazardous conditions, exposures to contaminated materials, or injuries.



2024 California and Texas Waste Disposal Data

Hazardous waste in pounds



In San Diego, in 2024, 96% of hazardous waste was recycled and diverted from landfill.

In South San Francisco, 70% of hazardous waste was recycled and diverted from landfill, and 30% was treated biological waste.

Waste reduction

Packaging and Waste Reduction

The secondary packaging for our IVD products is made from 100% recyclable and biodegradable corrugated cardboard. We actively recover materials generated during the IVD production process and continuously strive to minimize scrap and waste. Our contract manufacturers recycle the majority of cardboard used internally and received externally at our facilities. We are committed to responsible sourcing, procuring only the materials necessary for manufacturing and partnering with Forest Stewardship Council (FSC)-certified suppliers, ensuring the use of environmentally friendly raw materials. Our IVD products are delivered with ready-to-use reagents in plastic tubes, and we encourage customers to safely dispose of hazardous materials and recycle packaging components where possible.

Electronic Equipment Disposal Policy

In 2023, our EHS team collaborated with the IT department to develop an Electronic Equipment Decommissioning & Disposal Policy, applicable across all operational areas, including laboratories.

This policy ensures compliance with environmental regulations and confidentiality standards when decommissioning electronic equipment that handles Protected Health Information (PHI) and other sensitive business data.

CASE STUDY

Paperless Progress - Electronic Delivery of Diagnostic Test Reports

In support of our commitment to waste reduction, we are finding new ways to steer away from paper-based reporting by transitioning to electronic reporting. In 2023, we initiated a program to assist physicians in transitioning away from paper-based delivery of diagnostic test reports to electronic delivery channels such as email, fax, and our dedicated online portal.

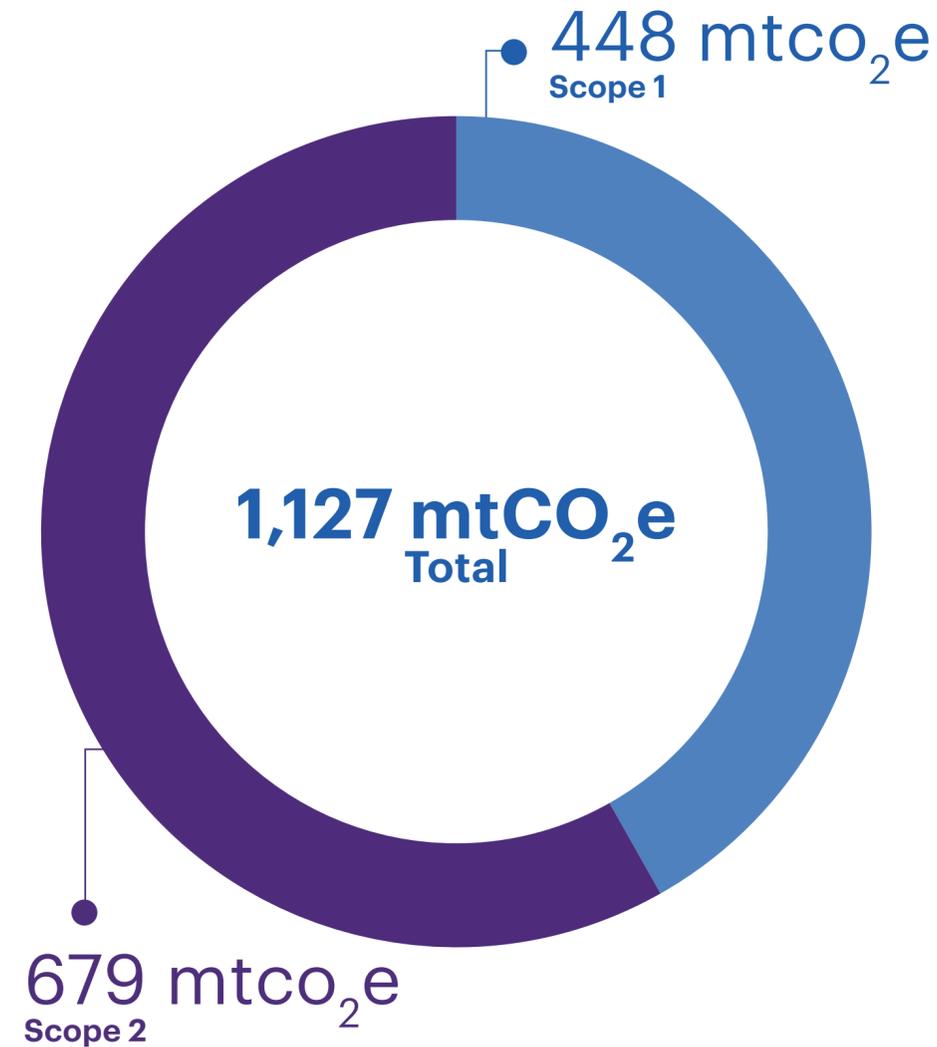
We estimate that we are able to reduce the number of paper-based reports needed annually by approximately 7,000, which translates into tens of thousands of dollars in cost savings related to delivery of paper reports. We continue to look for ways to reduce the need for paper report delivery.

Greenhouse gas emissions

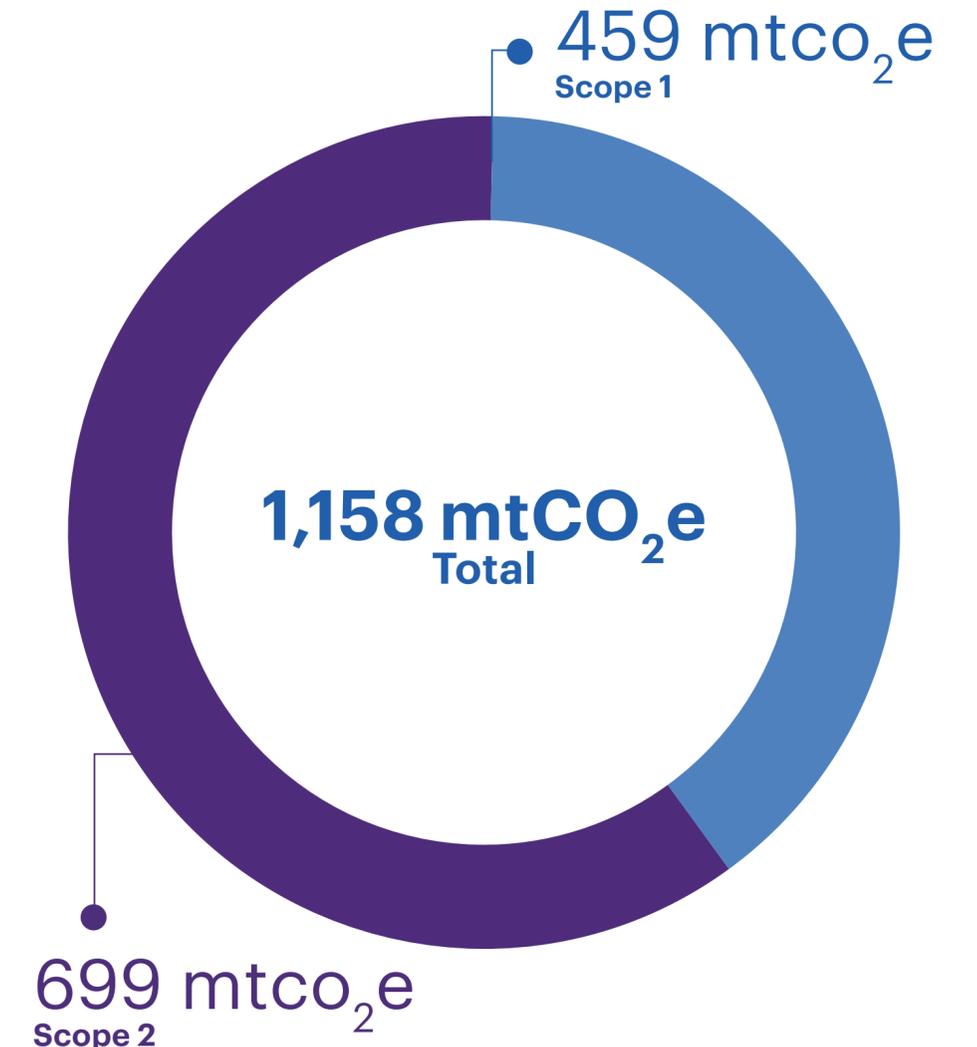
Veracyte prepares an annual inventory of greenhouse gas (GHG) emissions across our global operations to help us better understand our climate impact and inform our long-term reduction strategies. We have calculated Scope 1 and Scope 2 GHG emissions since 2023, and are in the process of completing calculations for Scope 3 emissions to better understand the broader environmental impact across our value chain. Veracyte remains committed to continuously improving our data collection and analysis processes, strengthening our ability to monitor emissions and track progress over time.

Our Scope 1 and Scope 2 GHG emissions for 2023 and 2024 are shown in the chart to the right.

GHG Emissions by scope 2023



GHG Emissions by scope 2024



Scope 1: Direct release of greenhouse gases from sources owned or controlled by Veracyte.

Scope 2: Emissions from the generation of electricity, steam, heat, or cooling purchased by Veracyte.



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