



2021 Environmental, Social, and Governance Report

Myriad
genetics

Health. Illuminated.



Message from the CEO

Dear Stakeholders,

At Myriad Genetics, our mission is to advance health and well-being for all, empowering patients to take control of their health and enabling healthcare providers to better detect, treat, and prevent disease. But our commitments to patients, healthcare providers, teammates, partners, and shareholders go even further than that.

As a leader in genetic testing and precision medicine, Myriad Genetics has an important role to play in advancing health equity and social justice. We also recognize our responsibility to help address environmental challenges like climate change. We see business integrity and good governance as core elements of the way we work. These topics are squarely aligned with our purpose and values. For more than 30 years, Myriad has worked to be a force for good in the world. As we look to the future, our engagement with the communities we serve and our role as a responsible corporate citizen have never been more important.

This is our first environmental, social, and governance (ESG) report. It outlines our approach to managing a set of issues that are central to who we are and what we do as a caring, ethical, and sustainable company. This includes diversity, equity, and inclusion, environmental performance, and the safety, health, and well-being of our teammates.

With this report, we seek to convey our engagement with these topics, how we manage our performance, data and information about how well we are doing, and our plans for continuous improvement. I view this as the beginning of a meaningful conversation with our stakeholders about our ESG efforts and how we can remain transparent and accountable.

This report comes on the heels of the most difficult operating environment any of us has ever seen. Throughout the COVID-19 pandemic, our 2,300 teammates—together with tens of thousands of doctors, nurses, genetic counselors, nurse practitioners, and other healthcare workers—demonstrated courage and determination. We are grateful to the entire healthcare community for their extraordinary efforts in tough times.

I am inspired by how Myriad Genetics is delivering on our promise of illuminating the path to better health through genetic insights, and motivated by the work in front of us. I want to thank our teammates for their dedication and our customers for their partnership. I also want to acknowledge our shareholders and investors for their confidence. We will keep striving to earn it every day.



A handwritten signature in black ink, appearing to read 'Paul J. Diaz', written in a cursive style.

Paul J. Diaz
President and CEO
Myriad Genetics

About Myriad Genetics

Myriad Genetics (NASDAQ: MYGN) is a leading genetic testing and precision medicine company dedicated to advancing health and well-being for all. Myriad develops and commercializes genetic tests that help assess the risk of developing disease or disease progression and guide treatment decisions across medical specialties where genetic insights can significantly improve patient care and lower healthcare costs.



31 years of innovation

Myriad Genetics was founded in 1991, ten years before the human genome was sequenced. Our scientists have contributed to breakthroughs that have revolutionized the diagnosis and treatment of a growing number of diseases, including various cancers.

With collaborators around the world, Myriad scientists were involved in the discovery of several important disease-causing genes, including:



BRCA1 and BRCA2 genes associated with hereditary breast and ovarian cancer



p16 cell cycle control gene that increases the risk of developing a variety of cancers



PTEN tumor suppressor gene that is involved in the development of many cancers



ELAC2 prostate cancer gene

Myriad's work in the field of genetics has contributed to the well-being of humanity through innovations such as the first FDA-approved genetic test for cancer risk and the first sequencing of the rice genome, which revealed ways to increase crop yields, decrease pest infestation, and potentially improve crop management.



We remain committed to advancing the science of precision medicine as we develop products and services to help create a healthy society and address the needs of patients, healthcare providers, and communities.

Our focus

We are focused on developing and enhancing best-in-class products that help drive better health outcomes, expanding health equity and access for people of all backgrounds, and improving the patient and provider experience. Myriad applies its expertise across three core areas:

- Oncology
- Women's Health
- Mental Health

Our values



Collaborative

We contribute to a greater cause, and partner to achieve shared goals. Our openness encourages ideas and individuals to thrive.



Innovative

We lead with a bold, imaginative, and purpose-driven approach. We adapt to stay ahead and light the way.



Inclusive

We seek missing perspectives and strive to make all feel like they belong. We embrace diversity, equity, and inclusion, and invite all to hold us accountable.



Caring

We listen, learn, and look for new ways to help each other and our communities. We work in service of care providers and patients, defining our success through theirs.



Committed

We're driven by challenges standing in the way of progress, and remain diligent, determined, and accountable to embrace change.

Our vision

As a leader in genetic testing and precision medicine, we provide insights that help people take control of their health, and enable healthcare providers to better detect, treat, and prevent disease.

Empowering patients with answers and insights for better health

Total patients tested through 2021:

3.2 million MyRisk™
Hereditary Cancer Test

2.2 million Prequel® + Foresight®
Prenatal Screen Carrier Screen

1.7 million GeneSight®
Mental Health Medication Test

200,000 MyChoice® CDx + Prolaris®
Myriad HRD Companion Diagnostic Test Prostate Cancer Prognostic Test

Revenue

(in millions)

Year Ended December 31,

Molecular Diagnostic Revenue:	2021	2020	Change
	(unaudited)		
Hereditary Cancer	\$ 316.3	\$ 284.4	\$ 31.9
Tumor Profiling	120.9	58.4	62.5
Prenatal	106.8	74.5	32.3
Pharmacogenomics	93.7	58.7	35.0
Autoimmune	28.2	35.7	(7.5)
Other	0.5	1.8	(1.3)
Total Molecular Diagnostic Revenue	666.4	513.5	152.9
Pharmaceutical and Clinical Service Revenue	24.2	43.6	(19.4)
Total Revenue	690.6	557.1	133.5

Product Categories

Hereditary Cancer - MyRisk™, BRACAnalysis®, BRACAnalysis CDx®

Tumor Profiling - MyChoice® CDx, Prolaris®, EndoPredict®

Prenatal - Prequel®, Foresight®

Pharmacogenomics - GeneSight®

Autoimmune - Vectra*

Other - myPath*

Pharma and clinical - RBM*, COVID-19 testing

**In 2021, we sold our Autoimmune Vectra testing business, Myriad RBM, Inc., and the Myriad myPath, LLC laboratory.*



Product lines and infographic data points



About this report

The work we do has an impact on the world around us, and we strive to continually adapt. The pursuit of sustainable progress is key to our commitment to corporate responsibility.

While we believe our net impact is positive—that the benefits we bring to society outweigh the effect we have on the environment—we are committed to disclosing how we are performing so stakeholders can assess our progress and share opportunities for improvements.

Material issues

For this report, we benchmarked our activities against others in our sector, conducted interviews, and considered the perspectives of internal and external stakeholders to determine the most relevant ESG-related topics for Myriad Genetics.

- Social responsibility and community engagement
- Diversity, equity, and inclusion
- Environmental footprint
- Corporate governance and business integrity
- Employee recruitment, training, and development
- Product access and affordability
- Data security and patient privacy
- Sustainable supply chain
- Innovation



MyRisk™ with RiskScore® for all ancestries

In 2021, Myriad launched a new version of its market-leading MyRisk Hereditary Cancer Test that, for the first time, offers women of all ancestries a personalized polygenic breast cancer risk assessment. To make this possible, we developed and validated the use of an enhanced method for determining polygenetic breast cancer risk assessments in women from a far more diverse set of ethnic backgrounds than was previously available.

MyRisk with RiskScore offers a breast cancer risk assessment designed to improve patient outcomes and help minimize healthcare disparities. Results are informed by a combination of genetic markers, clinical and biological variables, personal and family history, and ancestry-specific data. RiskScore is available at no additional cost to women who take the MyRisk test.



Patients



Serving all patients

Historically, genetic testing has not been available to all demographic groups. At Myriad Genetics, we are committed to broadening access to all patient populations and communities, regardless of individuals' socioeconomic status, ethnicity, body type, or other characteristics.

The recent launch of MyRisk with RiskScore for all ancestries is a significant milestone in the genetic testing and diagnostics industry. Until now, genetic testing was most often used by people of white, mainly European backgrounds, as this is where most research to date had been focused and where most of the relevant datasets were available. We also needed to account for the problem that genetic markers linked to breast cancer in one population may not convey the same risk across all populations. But far more people could—and now, can—benefit from our expanded technologies.

In addition to MyRisk with RiskScore for all ancestries, another example of our commitment to broadening access to our services is our Prequel Prenatal Screen with AMPLIFY technology. Genetic screening for expectant mothers is widely used to gain insight on genetic abnormalities and potential health issues in babies before birth. However, this technology often has not been available to women across all body types, particularly those with a high body mass index (BMI).

Our Prequel test helps overcome this limitation, as the AMPLIFY technology allows for screening of samples where the target DNA may be present in much lower concentrations. This means that many more women can now have a noninvasive screen as early as 10 weeks into their pregnancy to learn about their baby's chance of having a serious chromosomal abnormality.

In 2021, these efforts were recognized when the American College of Medical Genetics and Genomics changed its screening guidelines to make them ethnicity-agnostic for the first time.

Foresight, our expanded carrier screen, uses full-gene sequencing technology and enhanced analysis of certain genes to more accurately detect parents who are at risk of having children with severe genetic disease, regardless of their ancestry.



Helping bring closure to loved ones after 9/11

A little-known part of the response to the September 11, 2001 terrorist attacks is the role Myriad Genetics played in helping to identify the victims of this disaster and in the healing of our nation. Myriad provided genotyping assistance to the New York City Coroner's Office to help identify the victims and bring closure to their families.

A dedicated team of Myriad molecular biologists and informatics experts specializing in sample processing and kinship analysis worked with the New York State Police Forensic Laboratory. Over the course of this partnership, Myriad Genetics received and processed over 20,000 samples from the World Trade Center, resulting in hundreds of victims being identified.

Data-driven discovery and insights

Data-driven insights are vital to advancing scientific innovation and improving health outcomes. Myriad Genetics maintains close relationships with healthcare providers and health systems, academic centers, government agencies, and other collaborators to maintain the integrity and security of shared data for use in clinical care and scientific research.

- With our new suite of Precise Oncology Solutions, Myriad launched the Precise Treatment Registry available to all healthcare providers to help advance equitable patient care and accelerate the pace of precision cancer research. It combines targeted tumor, germline, and homologous recombination deficiency (HRD) genetic data, allowing physicians to access clinical insights on key patient populations. The registry enables clinicians to explore hypotheses in real time by analyzing diverse de-identified patient data involving ancestry, geography, cancer diagnosis, treatment outcomes and more. Open to all healthcare providers who register, the Precise™ Treatment Registry is powered by DNAnexus' secure cloud bioinformatics platform for scientific data analysis, collaboration, and discovery.
- Data from our women's health prenatal tests are securely entered into the ClinVar public database operated by the National Center for Biotechnology Information (NCBI), part of the National Institutes of Health (NIH), to help aggregate information about genomic variation and its relationship to public health.

- We contribute hereditary cancer data to the California and Georgia SEER registries, funded by the National Cancer Institute. The registries collect and publish cancer incidence, prevalence, and survival data.
- We share our expertise and classification advancements through hundreds of scientific publications to date, including specific variant classifications in addition to internal approaches to variant classifications and reclassifications. These studies are conducted in partnership with leading industry collaborators and are regularly published in peer-reviewed journals such as the Journal of the American Medical Association, Psychiatry Research, Annals of Oncology, Cancer Genetics, JCO Precision Oncology and others.
- Myriad Genetics has a lifetime commitment to provide patients who have received hereditary cancer test results with timely, up-to-date information on their gene variants. Through our work, we are learning more about genetics every day—some of which has a material impact on the millions of patients who have undergone our testing in the past.
- We share data and classifications relevant to specific medical requests. We also share data and research at major medical association meetings and industry conferences.



We value the trust patients and healthcare providers have placed in us. We continue to identify ways to further leverage our datasets as part of our mission to improve health and well-being for all, and enable healthcare providers to better detect, treat, and prevent disease.

Patient education

We engage with patients throughout their healthcare journey and provide them with information to help them and their healthcare providers make more informed decisions. This information includes comprehensive “Genetic Testing 101” resources on our website, insights from patients, frequently asked questions, and detailed information about our products.

We also have one of the industry’s largest number of genetic counselors on staff. Our Patient Education Program is an optional service that provides complementary access to one of Myriad’s certified genetic counselors to help patients better understand the test their provider is recommending.

Patient experiences

Myriad’s Patient Ambassador program is an opportunity for Myriad patients from all backgrounds to share their experiences with others. The role of each ambassador is to share their personal story about testing for a hereditary cancer syndrome. They do so to help motivate people with a strong family history of cancer to take charge of their health by talking to their healthcare professionals about their personal risk of developing cancer and whether hereditary cancer testing is appropriate for them.

Our ambassadors also engage with healthcare professionals to reinforce the importance of hereditary cancer risk assessment for patients of all ancestries, as well as to provide resources and guidance for incorporating precision medicine into their practice.

Our lifetime commitment

Our promise to our MyRisk patients is that we will support them for their lifetime with the latest data, updates, and new discoveries about genetic information. If we develop new insights about a particular gene or uncover information years after a patient is tested that may be relevant to that patient, we strive to communicate that information to the patient and their healthcare team so they can take appropriate actions.

Oncology

MyRisk™
Hereditary Cancer Test

Precise™ Tumor
Molecular Profile Test

MyChoice® CDx
Myriad HRD Companion Diagnostic Test

BRACAnalysis CDx®
Germline Companion Diagnostic Test

EndoPredict®
Breast Cancer Prognostic Test

Prolaris®
Prostate Cancer Prognostic Test

Women’s Health

MyRisk™
Hereditary Cancer Test

Prequel®
Prenatal Screen

Foresight®
Carrier Screen

Mental Health

GeneSight®
Mental Health Medication Test

Myriad Complete™

A customizable suite of services and solutions that makes the entire genetic screening and testing process easier and more efficient. From seamless workflow and EMR integration to online ordering, reporting, patient education and more, we provide support at every step.

Governance



Responsible governance

Good corporate governance, including business integrity, ethics, compliance, privacy, and performance, is of paramount importance. We take this responsibility seriously and strive to earn the trust of those who rely on us by always acting with integrity.

Board of Directors

The Board of Directors of Myriad Genetics is responsible for the long-term performance of Myriad Genetics. The Board considers its composition, diversity, capabilities, expertise, and experience in light of our business strategies, challenges, and opportunities. Eight of the nine members—including the Chair—are classified as “independent directors” as defined by The Nasdaq Stock Market LLC rules, and 44% of our Board members come from diverse gender, ethnic, and cultural backgrounds. At the end of 2021, the average tenure of our Board members was six years, with six of our nine directors having served for less than three years, representing fresh perspectives.

There are four Board committees at Myriad:

[Compensation and Human Capital Committee \(CHCC\)](#)

[Audit and Finance Committee \(AFC\)](#)

[Research and Product Innovation Committee \(RPIC\)](#)

[Nominating, Environmental, Social, and Governance Committee \(NESG\)](#)

Each committee is chaired by an independent director.

Governing policies

A variety of policies outline our expectations for employees, executives, and directors. The Code of Conduct provides guidance on a range of key topics, including anonymous reporting of concerns, fair competition and anti-trust, patient privacy, human rights and human trafficking, insider information, and conflict of interest.

For more information, visit investor.myriad.com/corporate-governance.

ESG-relevant Myriad policies

- Corporate Code of Conduct
- United States Compliance Guide on Interactions with Healthcare Professionals
- International Compliance Guide on Interactions with Healthcare Professionals and Government Officials
- Corporate Governance Principles
- Conflict of Interest
- HIPAA Privacy and Security Policy
- Employee Manual
- Business Continuity Plan
- Notice of Privacy Practices
- Insider Trading Policy

For other relevant policies please visit our [Corporate Governance Page](#).

ESG management

Our Board has primary responsibility for oversight of environmental, social, and governance and corporate responsibility matters and our management’s development and execution of an ESG strategy.

The Board has delegated certain targeted ESG responsibilities to its standing committees to assist in its ESG oversight duties. The NESG Committee is charged with regularly reviewing, evaluating, and making recommendations to the Board and management on our ESG strategies, practices, and initiatives. The NESG Committee reviews and provides guidance to the Board and management on our public disclosures with respect to ESG and corporate responsibility matters, and monitors ESG related trends, issues, concerns, and risks which could affect our business.

The CHCC regularly reviews human capital management matters, including our strategy, objectives, and practices in compensation, benefits, leadership development, diversity and equal opportunity, and human resource planning. The CHCC is also involved in considering—and where appropriate, integrating—ESG goals into our executive compensation programs. The AFC reviews and evaluates risks imposed by ESG matters on our business.

Each of these committees reports to the full Board on various ESG-related matters.

In addition, in 2021, we formed an Environmental, Social, and Governance Committee (the “ESG Committee”), which is comprised of leaders from across our organization, including the people team, commercial and laboratory operations, accounting, technology, compliance, legal, and communications. The ESG Committee is led by our President and Chief Executive Officer and is responsible for assisting our Board and senior management in setting our ESG priorities and recommending policies, practices, and disclosures that are aligned with those priorities.

Ethics compliance

Myriad’s Corporate Compliance & Privacy team is responsible to help support and enable good governance and business integrity in all we do. Each year, a company-wide compliance survey is distributed to assess the level of awareness and understanding of ethical business practices. The Compliance team also provides ongoing educational materials, support programs, and interactive compliance training. Participation is promoted and tracked to confirm that all employees are aware of up-to-date information. We also recently updated our Code of Conduct to make it simpler and easier to understand.

We are not aware of any material violations of our Code of Conduct during calendar year 2021.

Hotline/Contact information for Ethics/Compliance issues:



Hotline number:

866.685.8668



Online reporting form:

MyriadHotline.com

Myriad employees are encouraged to ask questions or report concerns to their supervisor, the People Team, the Legal department, Corporate Compliance & Privacy personnel, or the department’s compliance or privacy e-mail boxes, online reporting form, or Compliance Hotline.

Data privacy

The patient-specific genetic data that we handle daily is of the most sensitive, private, and fundamental nature. Guided by our [Privacy Policy](#), we handle this information with the utmost care and security to ensure that it is used properly and is accessible only to authorized people. We strive to comply with all applicable consumer privacy laws and regulations, such as the Health Insurance Portability and Accountability Act (HIPAA), the California Consumer Privacy Act (CCPA), and the General Data Protection Regulation (GDPR). We also require all employees to participate in annual HIPAA training, including how to securely handle personally identifiable information and personal health-related information.

In early 2022, our GeneSight® product achieved **HITRUST** certified status, a global and industry-leading standard for security and privacy control that provides organizations a comprehensive, flexible, and efficient approach to regulatory compliance and risk management. This certification indicates that Myriad's GeneSight product and ordering platform has met key regulations and industry-defined requirements and is appropriately managing risk. This achievement places Myriad Genetics in an elite group of organizations worldwide that have earned this certification.

We are currently engaged in efforts to obtain HITRUST certified status for all of our products, which we expect to obtain over the next two years.



Ethical marketing

All Myriad business units have defined processes and policies that govern the oversight and review of marketing materials to ensure fair balance and to verify that marketing claims are truthful and not misleading. Cross-functional teams regularly review and update marketing messages and materials for accuracy. These teams include representatives from several departments including marketing, medical affairs, laboratory, legal, compliance, payor markets and other groups.

All promotional materials must meet the following criteria:

- All claims are technically accurate and sufficiently supported by data
- Materials comply with applicable laws and regulations
- Communications can be fully understood by the intended audience
- Materials meet a high standard for quality and clarity



Responsible supply chain management

As a provider of critical healthcare and medical products and services, we must manage our suppliers and supply chain to the highest standards of quality and in compliance with all applicable laws and regulations. Because we operate in a highly regulated industry, all materials we use in our products must meet a range of quality and performance standards. If suppliers want to exchange materials or change production locations, they must notify Myriad to ensure that all regulations and expectations are fully met. In some cases, approval from the FDA is required.

In 2022, we plan to launch a Supplier Code of Conduct, which will outline the expectations we have for our suppliers, beyond price and quality, to ensure they are operating in ways that are consistent with our values and performance standards. Whenever vendors make changes to any product they provide to us, we work with our R&D teams and other internal resources to verify that the changes are consistent with the technologies we use and fit the performance and product standards we require.



Supporting diversity in genetic counseling



In 2021, Myriad announced its support for a new Genetic Counseling Program at Xavier University of Louisiana with a donation focusing on the advancement of healthcare equity, data, and informatics. Xavier has a strong science focus and is the nation's only historically Black and Catholic university. With this support, Myriad reaffirms its commitment to foster professional diversity in the genetic counseling field, reduce health disparities, and increase access to data-driven genetic insights.

Myriad's donation will support the initial development, launch, and ongoing operation of Xavier's Genetic Counseling Program, including student scholarships, internships, and joint initiatives.



Our team



People and culture

The strategic priorities of our People Team include:

- Supporting a culture of diversity, equity, and inclusion aligned with our company mission, vision, and values to drive company performance by creating opportunities and experiences for learning, development, and a sense of belonging for all.
- Attracting the best talent in a competitive market, and implementing diversity initiatives.
- Retaining key talent by improving employee engagement through competitive total rewards, development opportunities, and other resources that enhance the employee experience.
- Improving data and information with real-time dashboards that provide actionable insights to support talent decisions for business units and functional areas. In 2019, we launched a Culture Committee to help guide our organizational and people-focused initiatives. More recently, we established the Myriad Employee Experience Committee, an interdepartmental group that provides guidance and feedback to the People Team regarding talent development, diversity, equity and inclusion, employee retention, and international initiatives.



Diversity, equity, and inclusion

Embracing multiple perspectives, based on a rich variety of backgrounds, cultures, experiences, ethnicities, religions, gender identities, and other dimensions of diversity, provides us with a strategic advantage.

However, diversity alone is not enough. We must also strive to be inclusive of all people, creating a shared sense of safety and belonging and giving us all the freedom to be creative and contribute to the success of the company.

In 2021, we attracted and promoted top talent from diverse backgrounds across a range of business and enterprise functions. We conducted in-depth culture workshops with hundreds of teammates resulting in the creation of our core values.

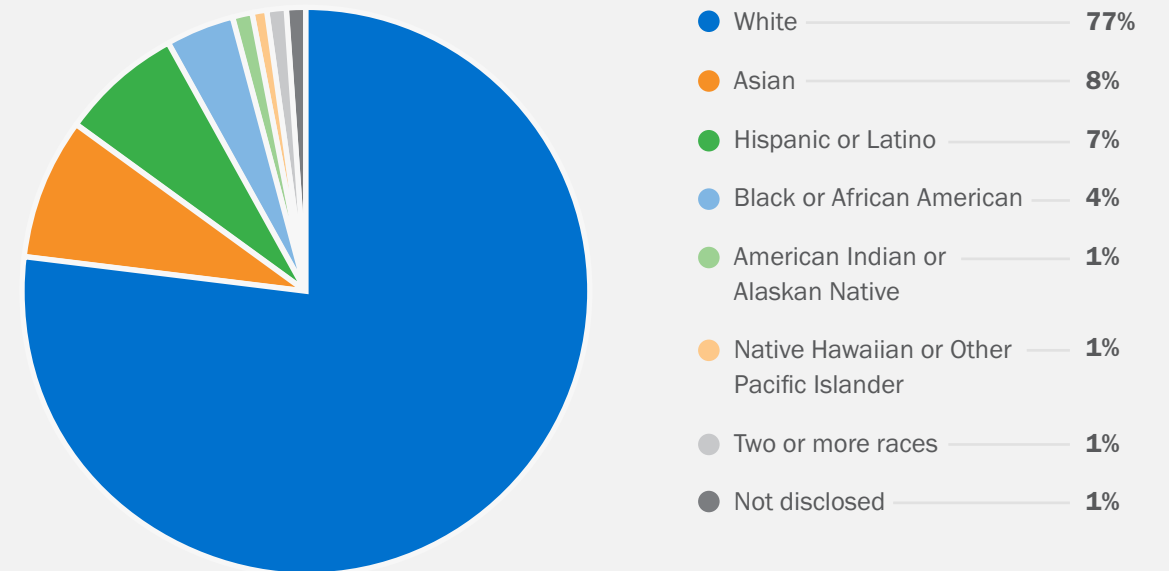
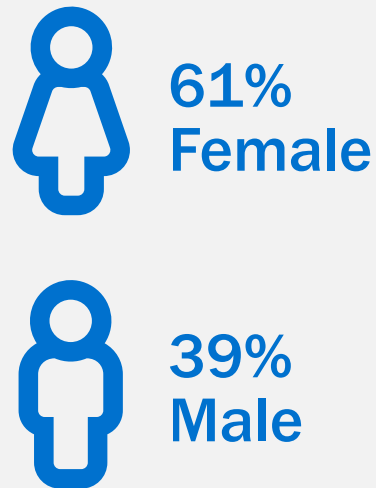
In 2022, we plan to launch a series of health equity webinars to introduce topics such as bias in medicine as well as provide training on recognizing and avoiding microaggression and bias.

Myriad Genetics was named among the Top Places to Work in Energage's Top Workplaces USA national list for 2022. This employer recognition program recognizes organizations across the country that have built exceptional workplace cultures. Additionally, Myriad was awarded by Women Tech Council for the 2022 Shatter List, recognizing innovative companies accelerating progress towards breaking the glass ceiling for women in tech.



Employee Demographics as of 12/31/2021

U.S. Employees



Employee Resource Groups

One way we support teammate diversity and inclusion is through Employee Resource Groups. These groups provide a community for people from shared backgrounds to connect, communicate, and support each other. In 2021, we launched three resource groups: Black Employees @ Myriad (BEAM); the Pride Alliance, which supports our LGBTQ+ colleagues and allies; and the Women Leadership Alliance, which supports our current and up-and-coming women in leadership roles. In 2022, we plan to launch additional groups.



Employee benefits

Myriad offers employees a comprehensive package of health, retirement, and well-being benefits. All full-time employees are offered health insurance (including vision and dental care), life insurance, short- and long-term disability insurance, vacation, sick time, and parental leave (both maternity and paternity) for the adoption or birth of a child. We also provide a 401(k)-retirement plan, student debt repayment, tuition reimbursement, and an employee stock purchase plan. Each Myriad location in the United States has a fitness center.

In 2021, in response to the pandemic we selected Spring Health as our partner to support the mental health of our teammates and their family members. We also provide access to Care.com to all teammates and instituted quarterly webinars on the topic of well-being.



One of the most important benefits we offer our teammates and their families is access, at no charge, to any of the tests that Myriad offers.

Recruiting top talent

When hiring new team members, we look for candidates that embody our values and embrace our mission.

We have a strong commitment to advancing representation of women in our industry. As of December 31, 2021, women made up 61% of our workforce and approximately 40% of leadership roles (Vice President and above) at Myriad.

When considering candidates for open positions, we seek a slate of individuals who reflect the diversity of our patient population. Our efforts to identify diverse candidates are matched by our goal of having a diverse panel of Myriad team members who interview potential employees.



Learning and development

When they join Myriad, new employees attend an orientation that familiarizes them with our mission, values, products, systems, and processes. New hires are introduced to our Code of Conduct and rigorous expectations regarding ethics, compliance, privacy, and other key matters.

Managers are offered introductory and developmental leadership courses that focus on people management and communication skills. Our sales teams have training programs that build a strong familiarity with our products and technologies so they can effectively represent Myriad and convey the benefits of our portfolio.

In South San Francisco, Myriad Genetics employees are eligible to apply to a nine-month program to obtain licensure as a Clinical Genetic Molecular Biologist Scientist (CGMBS) by the State of California. Trainees are mentored one-on-one by licensed individuals and complete onsite classwork and practical lab training, ending in a series of clinical examinations. Licensed scientists receive increased compensation and are more qualified to make decisions within the lab. Our employees currently have a 100% pass rate for this program.

We are in the process of expanding our professional development programs. In early 2022, we hired a Learning and Development director to oversee all employee development programs.

Flexible and remote working

The COVID-19 pandemic required a pivot to a work-from-home arrangement for many of our employees. To make that transition easier, we provided a stipend to our team to purchase equipment such as desks, chairs, and other home-office materials.

This experience demonstrated that remote and hybrid work models are viable for many of our team members. Not only does the option of working remotely provide significant flexibility, it allows us to recruit new employees without being limited to the geographical areas where we have physical locations. Now we can recruit from a much wider talent pool, helping us achieve our goal of hiring the best and brightest talent.

Gender pay equity



This past year, we performed an analysis of our compensation programs from a gender pay perspective to better understand where we can improve and address any gender pay disparities among our workforce. Our analysis showed no systemic differences between the compensation given to men and women once experience, job responsibilities, tenure, and other customary normalizations were considered.

Employee engagement



We measure and monitor feedback from our people in several ways, including an annual employee engagement survey.

We actively engage our colleagues in reinforcing our values, enhancing the virtual work experience, and helping our teammates grow. Many employees indicated that overall, they were satisfied with their work and the leadership at Myriad, through statements such as “My job makes me feel like I am part of something meaningful,” “My manager helps me learn and grow,” and “My manager cares about my concerns.”

Our 2021 engagement survey showed that our teammates are eager to learn, develop their teams, and enhance our efficiency to improve the employee, patient, and customer experience.

Employee health and safety

Ensuring the health and safety of our employees is a top priority. We take substantial measures to protect employees from unnecessary risks, hazardous materials, and dangerous operating conditions. We handle all chemical and biological waste according to all applicable laws, regulations, and best practices, and provide personal protective equipment—such as protective (and prescription, where needed) safety goggles, lab coats, and gloves—to our lab employees.

Our commitment to safety has been further advanced since the start of the COVID-19 pandemic. We remain proactive in efforts to protect the health and well-being of our teams and ensure business continuity for the patients and providers who depend on us.

During the pandemic, staff essential to running laboratory operations and others who needed to be onsite were swiftly moved to staggered schedules to reduce exposure across shifts. We provided routine testing for on-site employees, personal protective equipment to whoever needed it, and in some cases, bonuses to employees who did not have the option of working from home.

Our IT team rapidly developed and implemented remote working systems, including all necessary digital infrastructure for employees whose jobs allowed them to work remotely. We provided equipment, communication allowances, and other benefits that helped employees stay productive and engaged.



Environment



Protecting the environment

Minimizing our environmental impact on the world is consistent with our values. While we are confident our environmental footprint is generally modest, we actively seek ways to reduce the impact we do have in a sustainable manner.

Green Team

Several years ago, a group of committed Myriad employees mobilized to do more to protect the environment through recycling, increasing the efficiency of our operations, and eliminating unnecessary waste. This group founded the Myriad “Green Team,” which has since become a pillar of our environmental efforts, engaging employees across our business in its activities and participating in events that benefit local communities.

Our communities and the environment

Caring for the environment is a core company value as well as a personal value of many of our employees who feel a deep connection to the outdoors and the natural world. This past year, Myriad employees participated in:

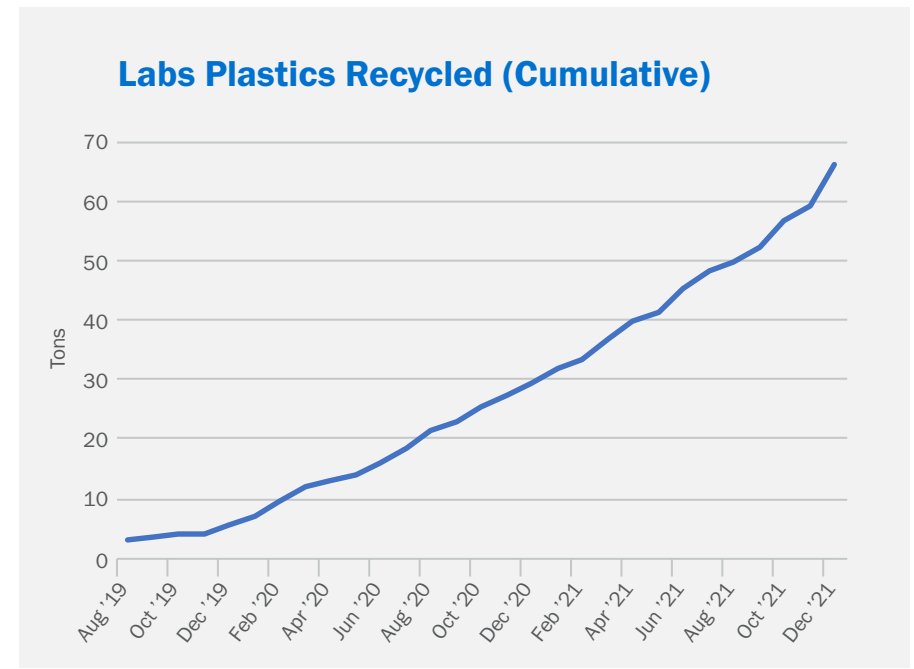
- Cleanup events at Great Salt Lake and Jordan River Nature Center as part of Ocean Conservancy’s International Coastal Cleanup
- Annual Earth Day celebrations and plant exchange



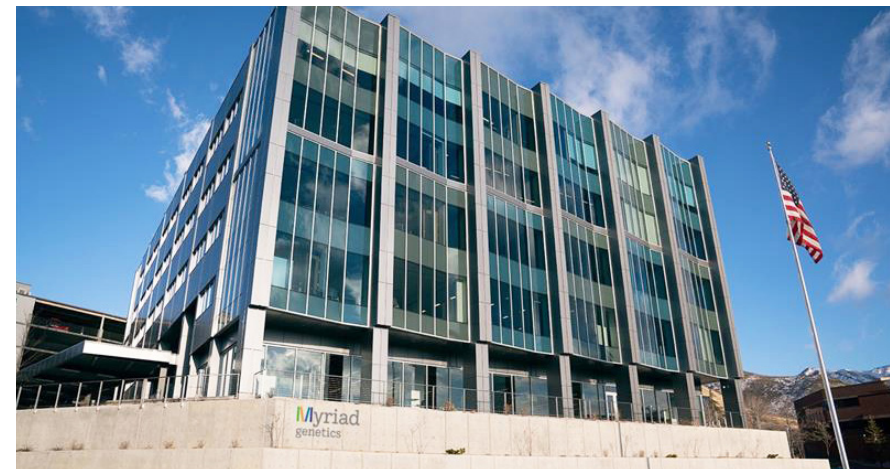
Taking on plastics

One area of focus is the use of plastics in our laboratories. Samples, reagents, and other materials involved in genetic test processing are stored and shipped in plastic containers. Previously, these items were discarded into regular laboratory waste bins. The Green Team and laboratory staff developed a program to recycle used plastics, including pipet tip boxes, sample plates, reagent bottles, and consumable labware, diverting them from landfills and incinerators. Since 2019, we have recycled almost 70 tons of plastic from our Salt Lake City laboratories.

The Green Team also leads efforts to expand recycling throughout our offices and reduce single-use plastics and disposable materials.



Green buildings and infrastructure



As we expand our operations, we do so with efficiency and environmental responsibility in mind.

With new builds and renovations, we collaborate closely with construction and design teams to make buildings and landscaping more sustainable with more environmentally responsible and renewable materials.

Across all our facilities, we partner with our property owners to find opportunities to incorporate energy efficiency, water efficiency, and renewable energy generation. For example, our new Myriad Support Center in Salt Lake City was designed with environmentally friendly features including a 495-kilowatt photovoltaic solar energy system that provides electricity for portions of our campus. In addition, we have installed a highly efficient cooling system that allows us to cool our facility using



less energy and cost. We also partnered with the building owner and the University of Utah to install bioswales to collect and treat our stormwater as part of a larger environmental remediation project to revitalize the nearby Red Butte Creek.

At our major campuses in Salt Lake City and South San Francisco, we have electric vehicle charging stations available for electric and hybrid vehicles. We also provide reimbursement for employees to ride public transportation in Salt Lake City and encourage ridesharing apps to reduce private car usage.

Labs of the Future

As we improve the sustainability and operational capacity of our current laboratory facilities, our leading design concept is the “Lab of the Future” —a model for the design and operation of state-of-the-art genetic testing. This model represents the learning and ongoing iteration of over eight years of research, engineering, and optimization.

We are implementing new sequencing capabilities powered by advanced robotics and data analytics and instrumentation customized to process clinical samples and deliver timely results. In August 2022, Myriad will start construction on a new LEED-certified Silver facility in South San Francisco at the Nexus on Grand biotech center scheduled for completion next year. The new lab will be named the Walter Gilbert Research and Innovation Center in honor of Myriad co-founder and Nobel laureate Walter Gilbert who retired from the Board in 2020 after 30 years of service to our company.

Building on the best practices from our current state-of-the-art laboratory in South San Francisco, which utilizes space more efficiently than a typical genetic testing laboratory, we have started construction of a new molecular diagnostics lab in west Salt Lake City. It will incorporate advanced technological tools and capabilities that enable streamlining and expansion of automated

laboratory operations. In the new facility, three automated robotic machines will be able to test multiple batches simultaneously and we forecast that we will be able to process approximately 2,500 samples per day. The modular design of the robots will allow them to adapt to rapid advances in sequencing methodology, with scalability to support millions of samples per year. The robots will also feature automated liquid handling and waste treatment, reducing waste volume and the need for plastics.

This system of automated sample handling allows for dynamic scheduling of samples and tests and provides clear chain of custody and end-to-end sample tracking, all of which contributes to improved turnaround times, reduced costs, and ultimately better, faster, and more accurate results for patients.



Looking ahead

As we transform and grow, we recognize the opportunity to further integrate environmental performance, efficiency, and sustainability into our operations.

We plan to provide additional public disclosures regarding our environmental performance to our stakeholders and are actively exploring options for conducting this analysis in accordance with climate-relevant sustainability metrics. In future reports, we expect to provide a clear picture of how we are doing and where we need to improve.



World-class products & facilities

- Build best-in-class facilities to support talent sourcing and retention
- Establish sites for development, future M&A
- Design scalable, environmentally responsible spaces



Forward-thinking people strategy

- Reignite our high-performance culture
- Enhance workforce capabilities
- Create career advancement opportunities
- Increase integration between sites



Cutting-edge automated platform

- Unify software and hardware platforms
- Improve efficiency, standardize operations, faster assay development
- Advance high-throughput NGS operations in SLC

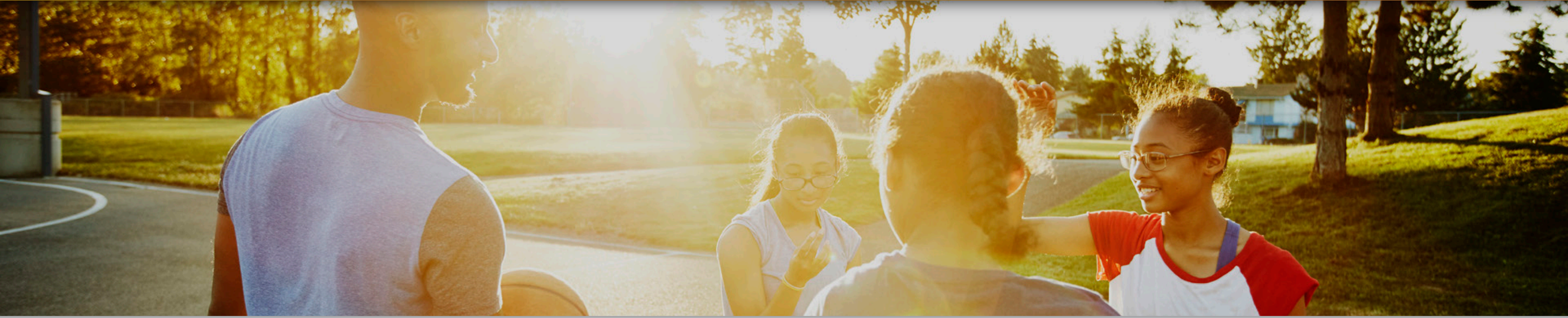
Prequel prenatal screening test with AMPLIFY technology

Myriad is committed to making our tests available to as many patients as possible, regardless of ethnic background or body type. For example, the Myriad Prequel Prenatal Screen is a noninvasive prenatal screen that uses cell-free DNA (cfDNA) to determine if a pregnancy is at an increased risk for common chromosomal abnormalities, such as Down syndrome.

Previously, women with a high body mass index (BMI) were not always able to utilize this approach to prenatal testing due to the concentrations of cfDNA in their test samples sometimes occurring below the threshold for accurate screening. Now, with Myriad's AMPLIFY technology, patients with high BMI scores can take advantage of this easier, non-invasive prenatal testing protocol.



Community



Community involvement

Through our philanthropic and community support, we believe that we build greater value for patients, healthcare professionals, shareholders, and the communities where we live and work. Our support encourages a community of caring and sharing that helps our team be more engaged in their work and their communities.

Philanthropy and volunteerism

Myriad provides financial support to nonprofit organizations. Our employees share their expertise in the communities where we operate. We match employee donations to qualified nonprofits and support them as they participate in charity and health advocacy events such as Breast Cancer Walks and other activities across the United States.

We provide financial support to organizations whose missions and values are aligned with ours. This past year, the Myriad team participated in fundraisers for Utah Food Bank and International Rescue Committee in Salt Lake City, matching employee donations 1:1.

Additional organizations we have supported include:

- National Medical Association
- Society for Women's Health Research
- Tigerlily Foundation
- BreastCancer.org
- American Cancer Society
- University of Utah
- Xavier University
- Boris Henson Foundation
- Bright Pink
- Zero



In 2022, we plan to strategically expand our philanthropic efforts, with the goal of maximizing the impact of our donations and ensuring that our investments fully align with the needs of our communities and our employees.



86,000+
eligible patients

\$49 million+
assistance

In 2021, we provided financial assistance to over 86,000 eligible patients under our programs, with the value of that assistance exceeding \$49 million.

Patient assistance and affordability

We are committed to improving overall healthcare quality and increasing access to diagnostic testing for uninsured and underinsured populations by offering robust financial assistance, free testing, and direct pay options to those in need.

But if patients are currently uninsured, underinsured, have restrictive policies that won't fully cover our services, have high deductibles, or otherwise need additional financial support—we may be able to help.

Advocacy

Myriad collaborates with and supports patient advocacy and support organizations where we can make a positive difference in addressing complex health challenges, providing education about diagnostic testing, and improving the quality of life for patients. In 2021, we participated in the Mask Up for Mammograms campaign, an initiative to encourage women to continue their preventative care routines safely throughout the pandemic. We also sponsor a mobile mammogram van and breast cancer prevention program in Louisville, Kentucky to bring care services to traditionally underserved communities.

Pricing and billing transparency

Myriad Genetics is committed to pricing and billing transparency. We have approximately 300 employees dedicated to partnering with commercial and government payors in areas of prior authorization, billing, medical policy, and reimbursement. We also provide a list charge for each of our tests to patients, providers, and payors. Recently, we have put in place new solutions to address patient and provider expectations on price transparency and affordability for our prenatal and hereditary cancer tests. We also have taken steps to equip providers and patients with more accurate pricing information at the point of service and enhanced affordability programs to enable them to make the best decisions for the health and well-being of each patient. Additionally, our patient accounts teams proactively and reactively communicate with patients regarding their insurance coverage and bills, including estimates of out-of-pocket costs and direct-pay options.

Scholarships

Myriad provides financial support for academic scholarship and education at undergraduate and post-graduate levels at the University of Utah.

For more information on our financial assistance programs, please visit our [Financial Assistance website](#).



Material issues index

This index reflects where particular data and information can be found regarding material issues for Myriad Genetics. This list is based on a materiality assessment and what we deemed to be our most relevant issues from two sectors (Healthcare Delivery and Biotechnology-Pharmaceuticals) as defined by the Sustainability Accounting Standards Board (SASB). Due to the nature of our business, we determined that a hybrid approach—cross-referencing these two SASB sectors—was most appropriate for our company and the way we bridge across the domains of medical product development and patient care.

Topic	SASB Indicator	Location
Governance		Pages 13-17
Data Security/Patient Privacy	HC-DY-230a.2	Page 16
Business Ethics and Ethical Marketing	HC-BP-510a.2	Pages 15-16
Sustainable Supply Chains		Page 17
Innovation		Pages 9-11
Diversity and Inclusion		Page 21
Employee Recruitment, Training and Development	HC-BP-330a.1	Pages 19-24
Environmental Footprint (incl. climate risks)	HC-DY-130a.1 HC-DY-150a.1	Pages 25-28
Community Engagement		Pages 30-32
Product Affordability and Pricing	HC-DY-240a.1 HC-DY-270a.1 HC-DY-270a.2 HC-BP-240a.1	Page 32

Forward-looking statements and other matters

This report contains forward-looking statements that reflect Myriad Genetics' views about future events as of the date of this report, including information about its ESG goals and planned ESG policies, programs, and initiatives. Words such as “expect,” “could,” “would,” “believe,” “plan,” “seek,” “will,” “positions,” “strategies,” “opportunities,” “target” and similar expressions, and variations thereof, identify forward-looking statements, which are not historical in nature. These statements are not guarantees of future conduct, policy, or results and are subject to certain risks, uncertainties, assumptions, and other factors, many of which are beyond our control and difficult to predict. Such factors include those risks described in our filings with the United States Securities and Exchange Commission, including our most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q. Consequently, the actual results or conduct of our activities, including the development, implementation, or continuation of any policy, program, or initiative discussed or forecasted in this report, may differ materially in the future. Except as required by applicable law, we disclaim any obligation to update any statements in this report should circumstances or management's expectations, opinions, or beliefs change. This report also contains ESG and other operational data that have not been audited by a third-party.

As used in this report, the terms “Myriad Genetics,” “Myriad,” “company,” “our,” “we,” and “us” may refer to Myriad Genetics, Inc. and/or one or more of its consolidated subsidiaries. All of these terms are used for convenience only and are not intended as a precise description of any of these separate entities. Any comments or feedback on this report can be directed to esg@myriad.com.

This report contains quantitative data and qualitative information regarding these topics where available for Myriad Genetics as a whole, covering the 12-month period ending December 31, 2021.