



WHISTLEBLOWER POLICY

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Approved by:	James Xie, President and Chief Operating Officer

Change history

Date	Version	Created by	Description of change
9/16/2016	1.0	Accounting/Legal	New policy implemented
9/18/2023	1.1	Compliance, Legal Departments	Updated complaint reporting mechanism, other edits

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1. PURPOSE

The purpose of this policy is to address the reporting of potential misconduct and our policy prohibiting retaliation against reporting employees. Fulgent Genetics, Inc. (the "Company") is committed to promoting compliance with the laws, rules, and regulations that govern its business operations and to encouraging its employees to report unlawful conduct. Below are the procedures by which complaints regarding the Company's accounting, internal accounting controls, or auditing matters ("Accounting Matters") may be brought to the Company's Audit Committee, as well as the Company's policy prohibiting unlawful retaliation or discrimination against employees who submit such complaints.

2. PROCEDURE FOR SUBMITTING CONFIDENTIAL COMPLAINTS

Complaints regarding Accounting Matters may be submitted to the Company's Audit Committee through our contracted platform, ComplianceLine. Submissions by employees of concerns regarding questionable accounting, ethical, auditing, or other matters may be made **on an anonymous basis**. Complaints should be transmitted as follows:

Web Reporting Link: <https://app.mycompliancereport.com/report?cid=INFO>

Hotline Number: **1-844-787-9172**

When submitting a complaint, you are asked to provide as much detailed information as possible. Providing detailed, rather than general, information will greatly assist us in effectively investigating complaints. This is particularly important where an employee submits a complaint on an anonymous basis, as we may be unable to contact the reporting employee with requests for additional information or clarification. However, employees who submit anonymous complaints should do so in a manner that does not inadvertently suggest their identity (e.g., do not state "I know this because it is my job to approve accounts payable checks").

The Company is providing these anonymous reporting procedures so that the Company's employees may disclose genuine concerns without feeling threatened. As detailed below, the Company prohibits retaliation or retribution against any person who in good faith submits a report under this policy. Employees who choose to identify themselves when submitting a report may be contacted in order to gain additional information. To the extent practicable, the Company will keep confidential the identities of employees who choose to identify themselves when submitting a report.

All conversations, calls, and reports made under this policy in good faith will be taken seriously. However, employees who file reports or provide evidence that they know to be false or without a reasonable belief in the truth and accuracy of such information will not be protected by this policy and may be subject to corrective action.

3. POLICY PROHIBITING UNLAWFUL RETALIATION OR DISCRIMINATION

Our employees are our greatest asset, and our leaders are required to model ethical leadership and foster an environment where employees feel comfortable raising questions and concerns. The Company does not allow any form of retaliation against anyone who reports a concern in good faith or cooperates in an investigation. All employees, officers, and directors of the Company are bound by and must comply with this Policy.

The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate against any employee in the terms and conditions of employment based upon any lawful actions of such employee with respect to good-faith reporting of complaints regarding Accounting Matters or otherwise as specified in Sections 806 or 1107 of the Sarbanes-Oxley Act of 2002.

For example, this Policy prohibits adverse employment action against anyone who: (i) provides information or assists in an investigation of conduct, which the employee reasonably believes constitutes fraudulent or unlawful activities; (ii) files, testifies, participates in, or otherwise assists with a proceeding (with any knowledge of the Company) relating to an alleged violation of laws; (iii) provides truthful information to a law enforcement officer relating to the commission or possible commission of a criminal offense; or (iv) engages in any other conduct protected by law.

4. TREATMENT OF COMPLAINTS

Upon receipt of a complaint, the Compliance Department will (1) determine whether the complaint pertains to accounting matters and (2) when possible, acknowledge receipt of the complaint to the sender.

Complaints relating to accounting matters will be reviewed under Audit Committee's direction and oversight by such other persons as the Audit Committee determines to be appropriate. All other complaints will be reviewed under the oversight of the appropriate department or leadership, depending on the subject matter of the complaint and in accordance with our internal hotline category escalation list. For example, the Legal Department and the Compliance Department will jointly review complaints relating to regulatory and ethical issues; Legal and HR Department will review complaints relating to employment discrimination or sexual harassment; the Compliance Department will review complaints relating to client and vendor issues; the Legal Department, the Compliance Department, and the Chief Privacy Officer will review complaints related to privacy issues; etc.

The review may include a discussion of the complaint or concern with the reporting person, and any other investigation deemed appropriate and including other persons, management, or the Company's independent advisors. Confidentiality will be fully maintained if possible, consistent with the need to conduct an adequate review.

Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee.

5. REPORTING AND RETENTION OF COMPLAINTS AND INVESTIGATIONS

For complaints relating to accounting matters, the chairperson of the Audit Committee will maintain a log of all complaints, tracking their receipt, investigation, and resolution and shall prepare a periodic summary report thereof for the Audit Committee. For all other matters, the Compliance Department will maintain a log of all complaints, , tracking their receipt, investigation, and resolution. Copies of complaints and such log will be maintained in accordance with the Company's document retention policy.