



# 2022 ESG Report



# Table Of Contents

## Message from Chairperson & CEO 03

## Purpose and Scope 04

## About Fulgent 05

- Our Mission and Values
- Customer Welfare
- Our Services

## Sustainability 10

- Our Approach to ESG
- United Nations Sustainable Development Goals
- Risk Management

## Stakeholder Engagement 14

- Shareholder Engagement
- Materiality Assessment

## Governance 16

- Oversight
- Executive Management Team
- Business Ethics
- Legal & Compliance
- Information Security & Data Privacy

## Our People 24

- Diversity, Equity & Inclusion
- Workforce Metrics
- Training & Career Management
- Employee Engagement & Benefits
- Health & Safety

## Environmental Impact 29

- Climate Risk
- Energy & Emissions
- Conservation
- Sustainable Procurement

## Sustainability Accounting Standards Board (SASB) 34

## Appendix 37

# A Message from Our Chairperson & CEO

*In this era of unprecedented healthcare challenges, companies must step up to help improve socioeconomic conditions for patients, employees, and consumers. Fulgent's mission has always been to develop flexible and affordable diagnostics and therapeutics that improve the everyday lives of those around us. To that end, in 2022, we continued to focus on creating value for our stakeholders, while fostering stronger environmental and social values.*

*Despite global challenges seen in the last several years, our robust team of over 1,000 talented employees enabled us to continue providing outstanding service to our customers and achieving our environmental, social, and governance (ESG) objectives. In particular, I am proud of our employees and leaders' dedication in supporting Fulgent's efforts to combat the pandemic. We provided extensive testing and vaccination services across many communities while ensuring access for underserved and unhoused individuals and high-quality care for all.*

*In 2022, our leadership closely reviewed its structure in an effort to ensure appropriate resources were allocated to ESG issues. We broadened our ESG impact, implemented new policies and procedures, bolstered our compliance and corporate governance practices, and focused on privacy and cybersecurity measures. Simultaneously, we strengthened the diversity of our leadership both at the Board and executive levels, while diversifying our talent pipeline through recruitment and advancement support efforts.*

*We are encouraged by last year's achievements, but we acknowledge that this is only the beginning of our ESG journey. As we look ahead, Fulgent is committed to focusing on long-term ESG goals that align with our mission and values. Our vision is to provide transformative healthcare solutions that create value for all our stakeholders. For us, this translates into advancing science and medical technology through innovation, product development, and refining our talent strategy and initiatives to attract and retain minority talent across all operations.*

*We are ready for a successful 2023!*



**Ming Hsieh**

CHAIRPERSON OF OUR BOARD OF DIRECTORS AND CHIEF EXECUTIVE OFFICER

# Purpose and Scope

This is the inaugural ESG Report published by Fulgent Genetics, Inc. We are proud to tell our corporate story, demonstrate the impact of our ESG efforts, and build upon our positive ESG impact on patients, suppliers, communities, employees, and the planet.

This Report covers Fulgent's performance, both qualitative and quantitative, in the context of operations relating to ESG themes for the calendar year of 2022. Some data includes results from 2021 as a reference point.

In connection with our company policies, annual reporting, and our website, this report illustrates Fulgent's efforts to integrate sustainability throughout the organization. Our **Form 10-K** and the **Proxy Statement** offer further details on our governance and financial reporting. This report has been prepared in alignment with guidelines set by the Sustainability Accounting Standards Board (SASB). Furthermore, Fulgent's sustainability management and reporting is propelled by our 2022 commitment to the Sustainable Development Goals (SDGs) set forth by the United Nations.

**We invite stakeholders to learn more about Fulgent by visiting [our website](#) or contacting us by mail, phone, or email:**

## General Contact:



4399 Santa Anita Avenue, El Monte, CA, 91731



(626) 350-0537



[info@fulgentgenetics.com](mailto:info@fulgentgenetics.com)

## Forward-Looking Statements

This presentation contains forward-looking statements, which are statements other than those of historical facts and which represent the estimates and expectations of Fulgent Genetics, Inc. (the "Company") about future events based on current views and assumptions. Examples of forward-looking statements made in this presentation include, among others, those related its anticipated growth and positioning, addressable market estimates, the Company's mission and strategies, the success of its business model and strategy, anticipated future revenue and guidance, evaluations and judgments regarding the Company's business, products, technologies, plans regarding development and launch of potential future products, and any businesses the Company may seek to acquire or has acquired, including statements regarding Inform Diagnostics, CSI Laboratories, and any potential synergies, legal and policy compliance, security, corporate objectives, ongoing efforts, goals, missions, and strategy. The Company's views and assumptions on which these forward-looking statements are based may prove to be incorrect. As a result, matters discussed in any forward-looking statements are subject to risks, uncertainties and changes in circumstances that may cause actual results to differ materially from those discussed or implied by any forward-looking statements. Important factors that could cause actual results to differ materially from those implied by forward-looking statements are disclosed under "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in the Company's reports filed with the Securities and Exchange Commission ("SEC"), including its annual report on Form 10-K filed on February 28, 2023, and other reports it files from time to time. Because of these factors, you should not rely upon forward-looking statements as predictions of future events. The forward-looking statements in this presentation are made only as of the date hereof, and, except as required by law, the Company assumes no obligation to update any forward-looking statements in the future. The company's reports filed with the SEC, including its annual report on Form 10-K for the year ended December 31, 2022 filed with the SEC on February 28, 2023 and the other reports it files from time to time, including subsequently filed quarterly and current reports, are made available on the company's website upon their filing with the SEC. These reports contain more information about the company, its business and the risks affecting its business, as well as its results of operations for the periods covered by the financial results included in this press release.

# About Fulgent

Founded in 2011, Fulgent has evolved into a premier, full-service genomic testing company built around a foundational technology platform. Our purpose is to provide physicians with clinically actionable diagnostic information to improve the overall quality of patient care.

Our proprietary technology platform enables us to integrate sophisticated data comparison and suppression algorithms, adaptive learning software, and advanced genetic tools with laboratory processes. This allows us to offer a broad and flexible test menu while maintaining accessible pricing, high accuracy, and competitive turnaround times.

Since the launch of our first commercial genetics tests, focused on rare pediatric diseases in 2013, Fulgent's capabilities have rapidly grown into an unrivaled offering of more than 18,400+ single gene tests, 900+ disease tests, whole genome sequencing, whole genome copy number variation analysis, mitochondrial sequencing, and CLIA/CAP quality sequencing services.

Fulgent's tests are used by clinicians to identify various cancers, cardiovascular diseases, neurological disorders, and more. Through these capabilities, we provide expansive options for test customization and clinically actionable results.

We believe providing a wide variety of effective, flexible testing options in conjunction with best-in-class service and support can redefine the way medicine is managed for patients and clinicians alike.

**Our Technology Enables**

- 18,400+ Single Gene Tests
- 900+ Diseases Tests

We currently operate 7 CLIA-certified and CAP-accredited labs across the United States. that surpass the highest standards of diagnostic testing. All specimens are processed at our U.S. laboratories, and all data analysis is performed on private and secure servers.

We continue to grow and expand our capabilities and harness our collective expertise to create a unique and comprehensive offering. In 2021, we acquired CSI Laboratories, a front runner in anatomic pathology and hematology on the East Coast with over 25 years in the industry. Last year, we expanded our business through two new acquisitions: Inform Diagnostics, a leading anatomic pathology and hematology laboratory on the West Coast, and Fulgent Pharma Holdings, Inc., an independent clinical-stage therapeutics development company focused on the development of innovative cancer treatments.

Our dedicated and growing team of employees is a source of pride. They continuously work to expand our testing solutions and consistently provide the highest quality of care and accuracy. Through our merging fields of expertise, and hardworking team we aim to become a fully integrated precision medicine company.



## Facility Standards, Certifications and Accreditations

In an effort to ensure we are operating with the highest quality and excellence, we adhere to and comply with certain standards, certifications, and accreditations. Each of the following licenses and accreditations add value to our products and provide a guarantee of quality performance and efficiency:

### Clinical Laboratory Improvement Amendments (CLIA) License

- [Temple City License \(2021-2023\)](#)
- [Houston License \(2020-2022\)](#)

### Pennsylvania Clinical Laboratory Permit

- [Temple City License \(2022-2023\)](#)
- [Houston License \(2021-2022\)](#)

### California Clinical Laboratory License

- [Temple City License](#)
- [Houston License](#)

### Rhode Island Laboratory License

- [Temple City License \(2019-2022\)](#)
- [Houston License \(2021\)](#)

### College of American Pathologists (CAP) Accreditation

- [Temple City License \(2021-2023\)](#)
- [Houston License \(2021-2023\)](#)

### Maryland Medical Laboratory License

- [Temple City License](#)
- [Houston License](#)

### New York State Clinical Laboratory Permit

- [Temple City License](#)



## Our Mission

Our mission is to develop flexible and affordable diagnostics and therapeutics that improve the everyday lives of those around us.



## Our Values

### Innovation

By merging the fields of genetics, molecular biology, and computer science, we pursue excellence in clinical diagnostics, therapeutic development, and data analysis.

### Customer Service & Commitment

Our dedicated team of customer support staff is available to answer questions quickly and accurately, so physicians can spend more time with what's really important: patients

### Quality & Efficiency

As a CLIA-certified and CAP-accredited lab, quality controls are built into our procedures at every step, and multiple lab directors oversee all clinical procedures and analysis.

### Our People

We support our employees by providing them with the resources for personal and professional growth while fostering an inclusive culture where differences are celebrated.

## Customer Welfare

Our customers come first. Our team works around the clock to expand our services and capabilities to serve more people in our communities. In 2022, top initiatives included:

- Opening a new CLIA-certified lab that supports comprehensive cancer testing services
- Increasing the number of molecular diagnostic test offerings
- Supplementing current NGS capabilities with a full line of pathology services
- Launching Fulgent Oncology's Lumera product line
- Developing and launching the Monkeypox detection assay



## Access & Affordability

At Fulgent, our top priority is the health of patients. We believe no one should have to sacrifice their health due to financial considerations or reasons. We work hard to provide every patient access to quality genetic testing, regardless of their economic status. We provide numerous flexible and affordable pay options which include the following:

- We accept all commercial insurance plans
- We offer cash pricing at a discounted rate to make our tests more accessible to all
- We offer financial assistance resources based on various criteria for patients who are insured with commercial insurance but need additional financial help
- We offer a Self-Pay option for patients who do not meet insurance coverage policies for testing, have high-deductible plans, or have no insurance coverage
- Our Compassionate Care Program offers financial assistance and no-interest payment plans for patients in the U.S. with no medical insurance and limited financial resources

For more information on our pricing options and financial resources please visit our [website](#)

## Our Services

- [Genes & Panels](#)
- [Known Mutation](#)
- [Genomic Testing](#)
- [Hereditary Cancer](#)
- [Carrier Screening](#)

- [Oncology](#)
- [Lab Services](#)
- [Newborn Genetics](#)
- [COVID-19 & Infectious Disease](#)
- [Anatomic Pathology](#)

### Test categories

- [Single Genes](#)
- [Disease Panels](#)
- [Genomic Tests](#)
- [Carrier Screening](#)
- [Cancer Focus Tests](#)
- [Cancer Comprehensive Tests](#)
- [Known Mutation Tests](#)
- [Repeat Expansion Tests](#)

For more information regarding our products and services please visit our [website](#).

### Strategic Partnerships and Recognitions

- Recognized by Department of Defense as a Patriotic Employer
- Ranked 38 in Deloitte's 2022 Technology Fast 500



“Fulgent’s testing capabilities enables us to accelerate research, while improving clinical care for PD. We are proud to partner with Fulgent on some of our largest studies including the Parkinson’s Foundation’s PD GENERation study, global Phase 3 precision medicine trials and the Global Parkinson’s Genetics Program (GP2).”

As a result of these efforts clinicians, patients, family members and care partners are empowered to make more informed decisions about their clinical care. Approximately 3 out of 4 patients who receive Fulgent’s genetic test through the Parkinson’s Foundation reside in a medically underserved community according to US census standards.

Additionally, we are impressed by Fulgent’s ability to keep up with the Parkinson’s community’s increasing interest in genetic testing. Fulgent has successfully scaled up with our testing demands over the past 2 years and has consistently retained its 3-week turn-around time to return results.”



## Our Approach to ESG

Fulgent is committed to operating sustainably. We have dedicated the last several years to establishing the proper foundations and internal functions that will enable us to monitor and grow our ESG strategy.

- These efforts include:**
- Placing our ESG efforts and initiatives under the preview and oversight of the Nominating and Governance Committee
  - Crafting and implementing policies that outline commitments and establish internal processes
  - Establishing an ESG working group made up of members of our Executive Team and Senior Management members across various departments

We seek to ensure our ESG strategy is effectively integrated into the company's overall business strategy by presenting all ongoing efforts, achievements, and challenges to the Board at quarterly meetings. These meetings give all Directors the ability to discuss and approve initiatives.



## In 2022 we focused on the following aspects:



### Enhancing and Promoting our Policies:

- Revised our Code of Business Conduct and Ethics to include human rights, labor rights, and conflict minerals.
- Publicly disclosed our Climate Change Policy, Supplier Code of Conduct, Modern Slavery Statement, and our 2021 Corporate Responsibility Disclosure Report.



### Tracking our Environmental Impact:

- Conducted our first Greenhouse Gas (GHG) inventory report.
- Worked to monitor and reduce our carbon footprint.
- Integrated acquisitions and updated the GHG baseline accordingly.



### Engaging Stakeholders:

- Completed our inaugural materiality assessment.
- Conducted an ESG roadshow and implemented a formal shareholder engagement program.

## Our ESG Journey



# United Nations Sustainable Development Goals

We understand the importance of the United Nations' mission to create a more sustainable world for all. In 2022, we began to identify and map the Sustainable Development Goals (SDGs) that are most material to Fulgent and interlinked with our sustainability ambitions and corporate mission. There are four SDGs we believe, as a company, we can play a prominent role in today and in the future.

## Sustainable Development Goals



**3 GOOD HEALTH AND WELL-BEING**  
 Ensure healthy lives and promote well-being for all, at every stage of life.

- We work to provide patients access to a variety of different types of quality genetic testing, regardless of one's economic status.



**8 DECENT WORK AND ECONOMIC GROWTH**  
 Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.

- Our workforce is one of our greatest assets. We support our employees by ensuring they are provided with the resources they need to thrive both personally and professionally



**5 GENDER EQUALITY**  
 Achieve gender equality and empower all women and girls.

- We are dedicated to empowering women within our workforce and students through training opportunities, hiring practices, educational initiatives and third-party partnerships.



**13 CLIMATE ACTION**  
 Take urgent action to combat climate change and its impacts.

- We are committed to being good stewards of the environment. We continue to work to monitor our footprint and investment in projects focused on improving environmental performance.

## Risk Management

We encounter many risks that can affect our survival and growth. It is important for us to understand and implement the basic principles of risk management at all levels of the organization to help mitigate the impact of these risks on our business operations. We utilize a qualitative problem-solving approach that assesses and ranks risks for effective resolution.

### Our risk analysis process covers four phases:

- Risk identification
- Risk assessment
- Setting corrective and mitigation actions
- Defining and implementing preventive measures

Note: Specific risk procedures are detailed within the report under their respective sections, including climate, sustainable procurement, and information security.



## Our Shareholders

In Q4 2022, we launched a stockholder engagement program to discuss our ongoing efforts and progress around ESG. As part of this process, we sought meetings with a diverse range of investors at various levels of holdings including 79% of the ownership associated with our top 10 investors. Through this program, our executive and senior leadership team met with the governance and stewardship professionals from our investors.

Topics discussed included, but were not limited to:

- Environmental disclosures
- Human capital initiatives
- Corporate governance

Going forward, we expect to build on our engagement program and maintain an open dialogue with our shareholders.

## Our Employees

In 2022, Fulgent conducted a total of 26 employee engagement surveys that covered a variety of different topics.

Additionally, each department conducts periodic employee reviews and offers ongoing career development support and training programs. Our employees know that their voices are heard and that they have the resources they need to prosper. For more information regarding how we engage with and support our employees, please refer to the “Our People” section of this report.

## Our Customers

Our customers are our top priority. Offering crucial support through our various testing processes is incredibly important to our team. We maintain an open forum to collect feedback and monitor overall satisfaction in order to provide the highest quality of service possible.

2022 Customer Satisfaction Overall Ranking



## Our Suppliers

In 2022, we created a formal **Supplier Code of Conduct** and **Modern Slavery Statement**. We are in the process of implementing these policies.

We have designed a supplier questionnaire to track suppliers' initiatives such as environmentally-friendly operations, human rights protections, and data security protections. We also strive to collect key metrics including minority, women, and veteran-owned suppliers so we can better understand how Fulgent supports diverse businesses.

We appreciate our suppliers and their ongoing partnerships. It is important to us that we continue to uphold relationships with those who equally value working towards a more sustainable future. For more information regarding our procurement process, please refer to the “Environmental Impact” section of this report.

# Materiality Assessment

In 2022, we conducted our first comprehensive ESG materiality assessment informed by thorough research, benchmarking, and engagement with key stakeholder groups. Performing a formal ESG materiality assessment enables us to align our strategy and action plans with the interests of our stakeholders. It provides a reference point for strategy formulation as we continue to progress our sustainability roadmap and establish targets in the coming years. The Materiality Assessment helps us achieve the following:

- Refine Fulgent’s ESG strategy
- Understand expectations of stakeholders (including investors and ESG rating organizations)
- Identify business opportunities to support growth, innovation, and risk mitigation

## Results

The top material topics for our stakeholders and internal management team are:

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Business Ethics</li> <li>• Data Privacy &amp; Security</li> </ul> | <ul style="list-style-type: none"> <li>• Diversity, Equity &amp; Inclusion</li> <li>• Health, Safety &amp; Wellness</li> </ul> |
|--|--|

For more information regarding our materiality assessment, please refer to the appendix of this report.

## Material Topics Identified



### Environmental

- Carbon Emissions
- Pollution & Waste
- Water



### Social

- Diversity, Equity & Inclusion
- Health, Safety & Wellness
- Human Capital Development & Labor Management
- Product Lifecycle Management
- Product Safety & Quality
- Social Impact



### Governance

- Business Ethics
- Corporate Governance
- Data Privacy & Security

## Oversight

Fulgent's Board is responsible for the oversight of business affairs of the Company, determination of the Company's long-term strategy and objectives, and management of the Company's risks. Our directors exercise their best judgment, based off personal knowledge and expertise, to act in the best interests of the Company and its stockholders. To fulfill that obligation, directors are dependent on the honesty and integrity of the Company's senior executives and its outside advisors and auditors. Our Board has recently undergone a Board refreshment process. We welcome and value the expertise of our newest directors, Dr. Michael Nohaile and Reggie Groves. We are always interested in new talent and diverse perspectives that will enrich Fulgent's strategy and success.



**Ming Hsieh**

**CHAIRPERSON OF THE OUR  
BOARD OF DIRECTORS AND  
CHIEF EXECUTIVE OFFICER**



**Linda Marsh**

**INDEPENDENT  
DIRECTOR**



**Dr. Michael Nohaile**

**INDEPENDENT  
DIRECTOR**



**Reggie Groves**

**INDEPENDENT  
DIRECTOR**

## Committees

In an effort to ensure integrity, due process, and transparency in our operations, the Board has established the following committees:

- Audit Committee
- Compensation Committee
- Nominating and Governance Committee.

It is within the purview of the Board to add new committees or remove existing committees as deemed necessary to fulfill the Board's primary responsibilities. Each committee will perform its duties as assigned by the Board in compliance with the Company's bylaws and such committee's charter.



A summary of the Committees' duties is outlined below

### Audit Committee

The Audit Committee oversees the integrity of the Company's financial statements, the Company's compliance with legal and regulatory requirements, information security and data privacy compliance, the independent auditor's qualifications and independence, and the performance of the Company's independent auditors. It also produces an annual report for inclusion in the Company's proxy statement.

### Compensation Committee

The Compensation Committee is responsible for the Board's execution of executive compensation and produces an annual report for inclusion in the Company's proxy statement.

### Nominating Committee

The Nominating Committee identifies individuals qualified to become members of the Board and recommends proposed nominees for Board membership. It nominates directors to serve on each committee of the Board to provide ESG oversight at all levels.

# Executive Management Team

Our success depends in part on the skills, expertise, diverse experiences, and diligent performance of our executive management team and leaders. The continued efforts and dedication of these individuals play a critical role in the day-to-day management of our operations, advancing our technologies, and implementing a successful business strategy. We are grateful for the leadership and ingenuity our team has provided and continues to provide at Fulgent.



**Ming Hsieh**

CHAIRPERSON OF OUR BOARD OF DIRECTORS AND CHIEF EXECUTIVE OFFICER



**Paul Kim**

CHIEF FINANCIAL OFFICER



**Dr. Harry Gao**  
LAB DIRECTOR AND CHIEF SCIENTIFIC OFFICER  
M.D., Ph.D., D.A.B.M.G., F.A.C.M.G.



**James Xie**

PRESIDENT AND CHIEF OPERATING OFFICER



**Brandon Perthuis**

CHIEF COMMERCIAL OFFICER



**Dr. Lawrence Weiss**

CHIEF MEDICAL OFFICER



**Natalie Prescott**

VP, GENERAL COUNSEL



**Ellen Tsui**

VP, HUMAN RESOURCES

# Business Ethics

## Corporate Governance Guidelines

We take our responsibility to the Company’s stakeholders seriously. The Board has developed corporate governance practices to help oversee management and business operations.

## Code of Business Conduct and Ethics

At Fulgent Genetics, we endeavor to conduct our affairs in accordance with all applicable laws, rules, and regulations of the jurisdictions in which we operate. Our Code of Business Conduct and Ethics applies to each employee, officer, and non-employee director, including the Company’s principal executive officer, principal financial officer, principal accounting officer or controller, and persons performing similar functions.

Our Chief Financial Officer serves as the Compliance Officer providing executive oversight to all policies and procedures relating to the Code. All employees are expected to read, become familiar with, and comply with the ethical standards described in this Code. We encourage employees to talk to supervisors, managers, the Compliance Officer, or other appropriate personnel if unsure about the best course of action to take in a particular situation.

## Code of Ethics for Senior Financial Officers

In addition to the Code of Conduct, we expect Senior Financial Executives to follow a Supplemental Code of Ethics in an effort to ensure accuracy and timely action in the Company’s financial disclosures and reporting.

The CEO and all Senior Financial Officers are responsible for full, fair, accurate, timely, and accessible disclosures that Fulgent files with, or submits to, the Securities and Exchange Commission, and in other public communications. This also applies to laws, rules, and regulations of federal, state, and local governments and other private and public regulatory agencies that affect the conduct of Fulgent’s business and Fulgent’s financial reporting.



## Whistleblower Policy

To further promote adherence to the **Code of Business Conduct and Ethics**, the Company enacted a **Whistleblower Policy** to protect anonymous concerns with a confidential reporting system that includes a dedicated website, email, and phone number. The Chair of the Audit Committee is responsible for tracking receipt, investigation, and resolution of all complaints as well as reporting periodically to the Committee.

The purpose of this policy is to address the reporting of potential misconduct and our policy prohibiting retaliation against reporting employees.

Upon receipt of a complaint, the Audit Committee undertakes the following steps:

- (1) Determine whether the complaint pertains to Accounting Matters and;
- (2) When possible, acknowledge receipt of the complaint to the sender.

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

 <http://www.openboard.info/FLGT/>

 [FLGT@openboard.info](mailto:FLGT@openboard.info)

 844-421-4761

	2021	2022
Reports related to whistleblower procedure	0	0
Whistleblowing procedure activated	0	0

## Legal and Compliance

In 2022, we bolstered our legal department with new hires and implemented several new policies and procedures, including:

- Supplier Code of Conduct
- Supplier Questionnaire
- Record Retention Policy
- Various HIPAA Policies
- Modern Slavery Statement

### Percent of Employees who Completed Ethics Training in 2022

Insider Training  
(New Hires)



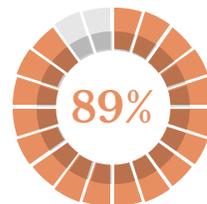
Fulgent

Workplace Ethics  
(New Hires)



Fulgent

Code of Conduct



Fulgent

### Employee Ethics Training

Required Training	Frequency
HIPAA	Annual
Anti-Harassment	Biennial
Code of Conduct	Annual
Insider Trading	Annual
Conflict of Interest	Biennial
Competition in Business: Anti-Bribery and Antitrust	Biennial
FCPA (Foreign Corruption Practices Act)	Biennial

	2021	2022
Legal/Regulatory Fines Relating to Ethics Issues	\$0	\$0
Bribery, Corruption and Anti-Competition Violations	0	0
Settlements Relating to Bribery, Corruption and/or Anti-Competition	0	0

# Information Security and Data Privacy

## Information Technology Department

In 2022, we focused on enhancing our cybersecurity and strengthening our data privacy protocols. We actively implemented new advanced security measures and rolled out more frequent training initiatives to alert our employees to data attacks and security breaches. Our IT Department stays up-to-date with protocols through regular training and reviews of data security and privacy risks. Key updates are shared with the Board and discussed at quarterly board meetings.

### In 2022, we took the following steps

- Implemented a cybersecurity program with a combination of security controls, procedures, teams, and remedial plans to reduce cybersecurity risk and recover data in the event of an attack
- Scanned networks weekly for any software vulnerabilities
- Upgraded email security to Abnormal Integrated Cloud Email Security (ICES) and used behavioral AI to block business email compromise attacks, detect phishing attacks that impersonate requests, block ransomware, and block spam with high efficacy
- Retained a third-party vendor to perform data mapping and HIPAA security risk assessment
- Enacted the NIST Cybersecurity Framework
- Applied SOC for Information Technology General Controls (ITGC).
- Utilized SOC2 Type 2 compliance, an Internal Controls report capturing how a company safeguards customer data and how well those controls are operating
- Increased employee training with the KnowBe4 Security Awareness Training modules

## The NIST Cybersecurity Framework



### Identify

Asset management, governance, and risk assessment.



### Protect

Access control, training and awareness, security, and protective technology.



### Detect

Continuous security monitoring for anomalies and events.



### Respond

Response planning, communications, and mitigation.



### Recover

Improvement planning and strategy communications.

## Data Security & Privacy Training

Required Online Training	Frequency	For whom the course is required
GDPR (EU General Data Protection Regulation)	Annual	All Fulgent Employees
Data Security and Privacy	Annual	All Fulgent Employees
Data Security and Privacy Post Course Assessment	Annual	All Fulgent Employees

### We comply with the following policies and procedures to manage patient data:

- [Privacy Policy](#)
- [California Privacy Policy](#)
- [EEA/UK/Switzerland Privacy Notice](#)
- [Patient Account Portal Addendum](#)
- [Terms of Service](#)
- [HIPAA Policy](#)



# Our People

At Fulgent, we are united by a shared goal to help transform healthcare and improve the everyday lives of those around us. Our employees' hard work and dedication enables us to make a difference in the lives of others.

We see our workforce as one of our greatest assets. Supporting our employees and providing them with the resources they need to thrive is central to our ability to deliver our mission. We will continue to foster an inclusive culture where everyone is valued and encouraged to grow and develop professionally.

Our policies and corporate culture demonstrate our commitment to inclusivity. We regard diversity and inclusion as a business imperative that supports our goals to attract, engage, and retain top talent – all of which have a significant impact on our bottom line and ability to grow.

Our commitment to providing a healthy working environment results in a continuous investment in training and engagement opportunities, which enables our employees to maintain highest health and safety standards.



Fulgent  
Therapeutics LLC



Fulgent (China)

## Diversity, Equity and Inclusion (DEI)

We are committed to building and maintaining an environment where differences are celebrated, and all employees are treated with dignity and respect. It is important to us that all team members have the freedom to express their opinions and thoughts respectfully. We are proud to share that no discrimination or harassment incidents were reported in 2022.

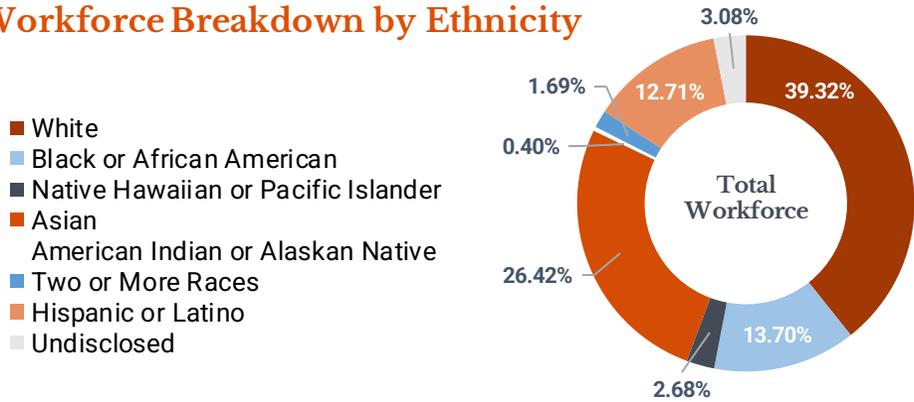
Additionally, this past year we initiated an affirmative action plan for all our locations and established strategic targets to increase the number of women and minority personnel across all aspects of our business. As part of this ongoing goal, we are fostering more inclusive environments and opportunities within the talent pool pipeline. These efforts have included participating in career fairs, focusing on minority groups and veterans, establishing the UC Irvine and SEC/Acc Collaboration, and holding an exhibit at the American Biomedical Research Conference for Minority Students.

As we look ahead to 2023, we plan to continue to increase our involvement with minority organizations including the Society for Advancement of Chicanos/Hispanics and Native Americans in Science, Out in STEM, Black Women in Science and Engineering, and Women in STEM.

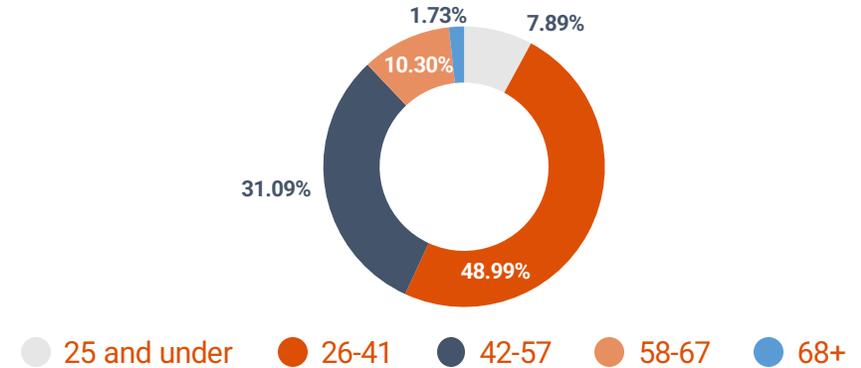


# Workforce Metrics

## Workforce Breakdown by Ethnicity

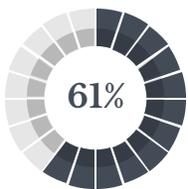


## Workforce Breakdown by Age



## Ethnic Minority

### Workforce



### Senior Leadership

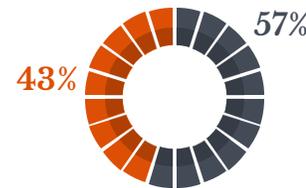


### The Board

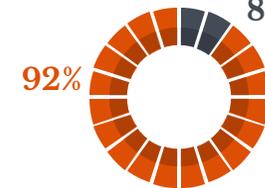


## Workforce Breakdown by Gender

### Workforce



### Senior Leadership



### The Board



Male Female

# Training and Career Management

We continuously align education, training, and development opportunities across the Company in an effort to ensure common standards and universal access for all employees. Our goal is for every employee to feel encouraged and supported in doing their best, perfecting their talents, and gaining new knowledge, skills, and experience needed to progress through their career effectively.

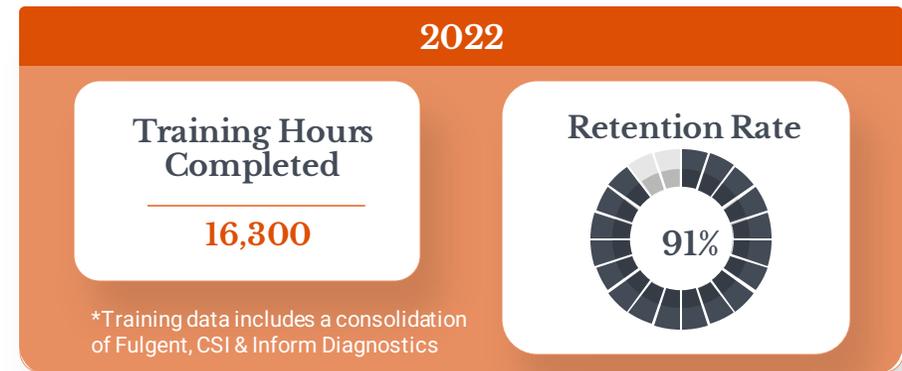
We encourage and incentivize the professional and personal development of every Fulgent employee with reimbursement for qualified educational expenses. Our employees stay current on a diverse range of topics crucial to our operations with online annual trainings and assessment reviews on performance. To promote career opportunities, Fulgent has established the CGMBS Program, IT Certification Program, and a CE allowance of up to \$2500 per year.



## Employee Engagement and Benefits

At Fulgent, we want to understand our employees. We value employee engagement and send out regular employee feedback. In 2022, Fulgent conducted a total of 26 employee engagement surveys. Additionally, we provide substantial benefits including but not limited to:

- Health insurance and other medical benefits
- Holiday pay and vacation accrual
- Paid sick leave
- Reimbursement for qualified educational expenses upon completion of undergraduate, graduate, post-graduate, professional training, or licensure courses from accredited colleges, universities, and professional organizations
- 401(k) matching
- Transit Allowance Program which provides monthly allowance to employees who commute to work via public transit (bus, commuter train, or light-rail)
- Child Care Allowance Reimbursement Program



## Health and Safety

A safe and healthy environment is fundamental to our vision. Fulgent follows all federal, state, and local safety and health rules and laws. Our management team is dedicated to providing any resources needed to promote and monitor our Injury and Illness Prevention Program (IIPP). We designed our IIPP in full compliance with all applicable occupational safety and health regulations and Cal/OSHA requirements (CCR Title 8, Section 3203).

In order to promote compliance with this policy and maximize our efforts to provide a safe and secure workplace, we have established a variety of security measures and safety practices including the oversight of a designated IIPP administrator.

The program administrator works hard in an effort to ensure Fulgent facilities remain safe, clean, and hazard-free. Employees are expected to do their part in an effort to ensure safe work environments. If an employee observes an unsafe work condition, he or she is required to report it to his or her supervisor immediately without fear of retaliation.

In addition, Fulgent conducts safety assessments, monitors safety trends, and reviews safety-related incidents at a minimum every quarter. A full comprehensive review is conducted annually.

We pride ourselves on maintaining a low work-related injury or illness rate. In 2022, seven reported workplace injuries occurred. In 2023, we strive for zero work-related injuries or illnesses.

For more information, please see our **Health and Safety Policy**.

Required Online Training	Frequency
<b>General Lab Training</b>	
Hazards Communication	Every 3 years
Bloodborne Pathogens	Annual
Lab Safety	Annual
IATA	Biennial (Selected staff only)
GCLP (Good Clinical Lab Practices)	Annual
<b>Specific Training</b>	
Operation of Biosafety Cabinets	As Warranted
Operation and Maintenance of Lab Equipment	As Warranted
Operation and Maintenance of Pipettes	As Warranted

# Environmental Impact

At Fulgent, we prioritize a holistic view of protecting and preserving our precious natural resources. Our commitment to environmental stewardship is demonstrated through sustainable operations and investment in projects improving environmental performance.

## Climate Risks

Combating climate change is of paramount importance and is clearly outlined within our **Climate Policy**. We strive to incorporate climate-related risk assessments as part of our leadership team's agenda. Our Board provides general oversight of energy management, climate risk and opportunities, strategy and performance. The Board's oversight includes calculating yearly GHG emissions inventory, monitoring our progress and goals, and approving energy savings and climate-related projects.

Through our climate-related risk assessments we have identified the following as potential risk factors:



### Emerging regulations

New climate-related regulations are inevitable and will impact businesses to varying degrees depending on their industry and operations. We will continue to expand efforts to monitor emerging trends and manage our GHG emissions in an effort to ensure the Company is well prepared for future compliance.



### Physical risks

Climate change will increase the frequency and intensity of extreme weather events and may pose risk to Fulgent's physical assets. We mitigate these risks by assessing the vulnerability of our physical assets to extreme weather and implementing emergency preparedness and response plans.



### Reputational risks

With increasing transparency and climate awareness, a poor ESG performance can lead to reputational risks. Fulgent intends to mitigate this risk by outperforming our major competitors in terms of climate disclosures and performance.



### Supply chain disruptions and business continuity

No business is immune to climate related risks, and that includes our suppliers. Given the potential for climate-related risks to impact our supply chain more severely in the coming years, Fulgent mitigates this risk with integrated energy and climate-related criteria in our supplier assessments.

# Energy and Emissions

Fulgent is committed to calculating and disclosing our Scope 1 and Scope 2 GHG emissions on an annual basis. We will strive to continuously reduce our carbon footprint through opportunities such as energy optimization, carbon offsets, and renewable energy either generated onsite or purchased through contractual instruments (e.g., renewable energy certificates).

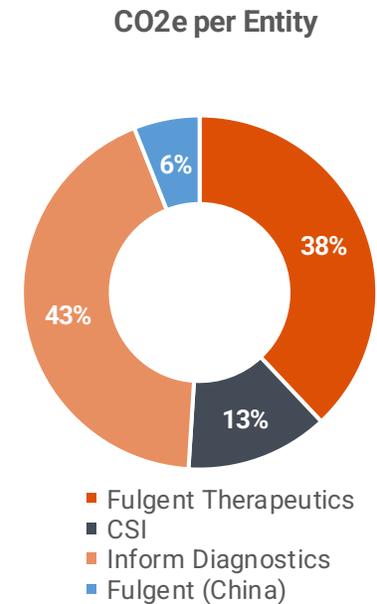
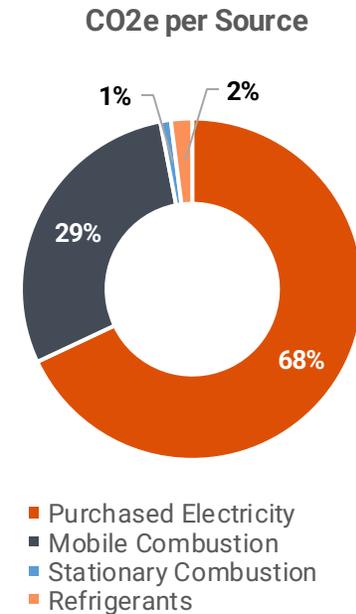
In 2022, we conducted our **first greenhouse gas inventory**, and reported our 2021 emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. If feasible, it is our aim to set science-based targets that are in alignment with the thresholds outlined by the Intergovernmental Panel on Climate Change (IPCC). If Fulgent commits to science-based targets, we will disclose and submit our targets to the science-based targets initiative (SBTi) for verification.

Our GHG reduction targets will be based on intensity metrics, rather than absolute emissions, to allow operations to grow, while still improving performance and eventually achieving carbon neutrality. After setting GHG targets, we will assess company operations for specific opportunities to improve overall energy and GHG performance.

We will commit to transparency by measuring and disclosing our progress towards these targets by comparing it to our benchmarking 2021 data. In 2022, we saw an increase in emissions compared to 2021 (3101 tCO2e) as a result of our recent acquisition of Inform Diagnostics which currently contributes to about 43% of our 2022 inventory. To maintain consistency overtime, we have considered entire year data for Inform Diagnostics irrespective the actual closing date of the acquisition.

## 2022 GHG Inventory Report Results

Scope 1 CO2e Emissions:	<b>2,130 tCO2e</b>
Scope 2 CO2e Emissions:	<b>4,433 tCO2e</b>
<b>Total Scope 1 and 2 tCO2e Emissions:</b>	<b>6,562 tCO2e</b>

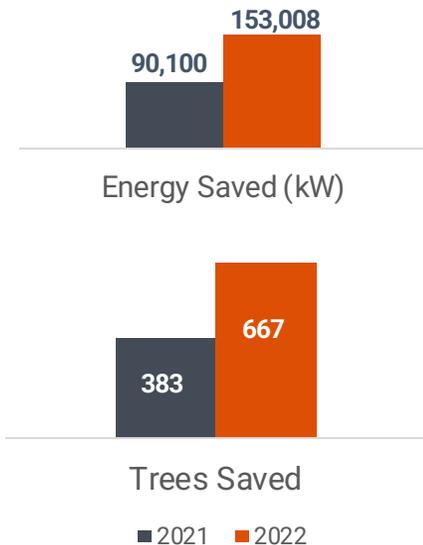


# Conservation

Throughout the years we have focused on implementing measures to help reduce our environmental impact. This year we saw an increase in waste production and water usage as a result of our most recent acquisitions, reflecting the overall growth in our operations from prior years. We responded by enhancing our conservation efforts and took steps to increase the use of renewable energy sources. The numbers below depict aggregated totals across Fulgent's operations.



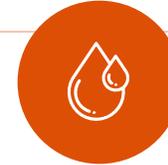
## Conservation



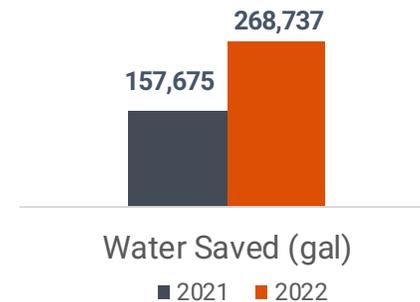
## Waste



In 2022,  
**143,291** pounds were recycled  
**206,697** pounds of medical waste was disposed of



## Water



**16,905** CCF of water was consumed



## Renewable Energy Initiatives

Currently, Fulgent's energy mix does not include renewable energy sources. However, ongoing initiatives are in place to transition to renewables including our Campus Solar Panel Project which is expected to be completed in Q4 2023.

Additional cleaner energy initiatives include:

- In 2022, we added 12 free EV chargers at our El Monte office location
- Remodeled our El Monte warehouse to be LEED Silver certified (Expect to be complete Q2 2023)
- Implemented battery-operated facilities department tools, forklift, and campus EV cart.

\*Numbers do not include entities that are apart of Fulgent (China)

\*Totals were calculated using all available data. Data for various metrics were not available for all facilities. See appendix for breakdown of available data by facility.

# Sustainable Procurement

Our **Supplier and Vendor Code of Conduct** and **Ethics Policy** are intended to ensure our vendor and supplier relationships, an essential aspect of our success and sustainable growth, align with our mission to positively impact patients' lives and the world around us. This enables us to codify our policies regarding Human Rights, Business Ethics, Health and Safety, and Data Privacy to our vendors.

Our Supplier Code of conduct applies to all our suppliers. We expect suppliers to review the Supplier Code periodically in an effort to ensure proper compliance throughout our working relationship. Additionally, Fulgent monitors suppliers for compliance by conducting an annual survey of top suppliers, performing a review, and/or requesting a Supplier Audit when deficiencies are identified. We require our suppliers to observe basic sustainability standards and operate in a socially and environmentally responsible manner. Our agreements may contain certain additional ESG requirements and policies suppliers must follow.



## Procurement Process

We believe a consistent and thorough procurement process is key to effective vendor and supplier relationships. Our process involves four stages. We start by selecting suppliers based on their capability to provide the required service in accordance with Fulgent's requirements. The supplier is then registered and classified according to our risk management process. Registration includes completing the Vendor Control Form as soon as there are plans to make the first purchases that are of significance to the operation (e.g., for clinical validation or other purposes signifying short-term commitment at the least). The next step is to set in place the contractor agreement and conduct business. The final phase occurs once the supplier starts working with Fulgent. We evaluate vendors based on the following criteria:

- Quality and accuracy of service
- Problem solving behavior
- Capabilities to provide service according to requirements
- Creditworthiness
- Timeliness of communication
- Service orientation
- Reachability
- Timeliness of delivery
- Prices
- Relevance
- Product quality

Finally, the Quality Representative summarizes our findings based on the criteria listed and indicate whether the vendor performance is "Satisfactory" or "Unsatisfactory" on the List of Approved Vendors. We report any issues or nonconformance identified that impacted the quality and/or patient safety of Fulgent's services.

## Monitoring Supply Chain Risk

We determine the risk level of a supplier by the criticality of its impact on Fulgent’s testing services. The defined risk level also determines our action in qualifying suppliers. It is the responsibility of the Quality Manager to work in tandem with the purchasing staff to identify critical components and to qualify suppliers appropriately using the Vendor Control Form as Level 1, Level 2, or Level 3 (high, medium, or low risk, respectively).

- **High-risk vendors and suppliers (L1)** are those that are difficult to replace and directly impact operations or product/service quality provided to Fulgent’s clients.
- **Medium-risk vendors and suppliers (L2)** may be difficult to replace and may impact product/service quality provided to Fulgent’s clients.
- **Low-risk vendors and suppliers (L3)** are easily replaceable and minimally impact product/service quality provided to Fulgent’s clients.

Additionally, suppliers undergo initial evaluations and verification of applicable certificates. Examples include CAP/CLIA or ISO Certifications (e.g., ISO 9001, ISO 13485, ISO 15489, ISO 27001). We also take other criteria specific to the product, equipment, or service into consideration during registration. Suppliers likely to be classified as L3 are tracked in the Fulgent Operations Vendor List only. However, standard purchasing procedure for all purchases for the laboratory operations still requires management approval prior to all purchases.



\*Note all data reported in the SASB table reflect only Fulgent at the parent-company level except for the Energy Management and Waste Management disclosures which reflect an aggregated total of Fulgent, CSI and Inform Diagnostic.

Industry Sector: Health Care Delivery Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Disclosure
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	HC-DY-130a.1	See page 30 & 31. 100% of our energy consumed is grid electricity. Currently 0% is from renewable energy.
Waste Management	Total amount of medical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Metric tons (t)	HC-DY-150a.1	See page 31 of this report for total amount of medical waste.
	Total amount of: (1) hazardous and (2) non-hazardous pharmaceutical waste, percentage (a) incinerated, (b) recycled or treated, and (c) landfilled	Metric tons (t), Percentage (%)	HC-DY-150a.2	We are currently in the process of developing the proper procedures to gather and track this data going forward.
Patient Privacy & Electronic Health Records	Percentage of patient records that are Electronic Health Records (EHR) that meet "meaningful use" requirements	Percentage (%)	HC-DY-230a.1	100% of Fulgent's test results are recorded through Electronic Health Records.
	Description of policies and practices to secure customers' protected health information (PHI) records and other personally identifiable information (PII)	n/a	HC-DY-230a.2	See page 22 of this report or visit our <a href="#">website</a> for more information.
	(1) Number of data breaches, (2) percentage involving (a) personally identifiable information (PII) only and (b) protected health information (PHI), (3) number of customers affected in each category, (a) PII only and (b) PHI	Number, Percentage (%)	HC-DY-230a.3	At the parent-company level, Fulgent has not experienced any data incident.
	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	Reporting currency	HC-DY-230a.4	\$0
Access for Low-Income Patients	Discussion of strategy to manage the mix of patient insurance status	n/a	HC-DY-240a.1	See page 8 of this report or visit our <a href="#">website</a> for more information.
	Amount of Medicare Disproportionate Share Hospital (DSH) adjustment payments received	Reporting currency	HC-DY-240a.2	Not applicable to our business.

Industry Sector: Health Care Delivery Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Disclosure
Quality of Care & Patient Satisfaction	Average Hospital Value-Based Purchasing Total Performance Score and domain score, across all facilities	Number	HC-DY-250a.1	Not applicable to our business.
	Number of Serious Reportable Events (SREs) as defined by the National Quality Forum (NQF)	Number	HC-DY-250a.2	Not applicable to our business.
	Hospital-Acquired Condition (HAC) Score per hospital	Number	HC-DY-250a.3	Not applicable to our business.
	Excess readmission ratio per hospital	Ratio	HC-DY-250a.4	Not applicable to our business.
	Magnitude of readmissions payment adjustment as part of the Hospital Readmissions Reduction Program (HRRP)	Reporting currency	HC-DY-250a.5	Not applicable to our business.
Management of Controlled Substances	Description of policies and practices to manage the number of prescriptions issued for controlled substances	n/a	HC-DY-260a.1	Not applicable to our business.
	Percentage of controlled substance prescriptions written for which a prescription drug monitoring program (PDMP) database was queried	Percentage (%)	HC-DY-260a.2	Not applicable to our business.
Pricing & Billing Transparency	Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	n/a	HC-DY-270a.1	Not applicable to our business. See page 8 of this report or visit our <a href="#">website</a> for more information.
	Discussion of how pricing information for services is made publicly available	n/a	HC-DY-270a.2	Not applicable to our business. See page 8 of this report or visit our <a href="#">website</a> for more information.
	Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	Number, Percentage (%)	HC-DY-270a.3	Not applicable to our business. See page 8 of this report or visit our <a href="#">website</a> for more information.

Industry Sector: Health Care Delivery Topic	Accounting Metric(s)	Unit of Measure	SASB Code	Disclosure
Employee Health & Safety	(1) Total recordable incident rate (TRIR) and (2) days away, restricted, or transferred (DART) rate	Rate	HC-DY-320a.1	1) 0 deaths, 0 cases with days away from work, 9 cases with job transfers or restrictions and 2 other recordable cases 2) 167 days away from work, 361 days of transfer of restrictions
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	Rate	HC-DY-330a.1	1) Total voluntary turnover rate: 8.84% 2) Total Involuntary turnover rate: 26.26% No physicians on staff.
	Description of talent recruitment and retention efforts for health care practitioners	n/a	HC-DY-330a.2	See page 27 of this report.
Climate Change Impacts on Human Health & Infrastructure	Description of policies and practices to address: (1) the physical risks due to an increased frequency and intensity of extreme weather events and (2) changes in the morbidity and mortality rates of illnesses and diseases, associated with climate change	n/a	HC-DY-450a.1	1) See page 29 of this report. 2) Fulgent does not track data that is focused specifically on illness and diseases associated solely with climate change.
	Percentage of health care facilities that comply with the Centers for Medicare and Medicaid Services (CMS) Emergency Preparedness Rule	Percentage (%)	HC-DY-450a.2	Not applicable to our business.
Fraud & Unnecessary Procedures	Total amount of monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud under the False Claims Act	Reporting currency	HC-DY-510a.1	At the parent-company level, Fulgent has had \$0 monetary losses as a result of legal proceedings associated with Medicare and Medicaid fraud.

Activity Metric(s)	Unit of Measure	SASB Code	Disclosure
Number of (1) facilities and (2) beds, by type	Number	HC-DY-000.A	Not applicable to our business.
Number of (1) inpatient admissions and (2) outpatient visits	Number	HC-DY-000.B	Not applicable to our business.

## Materiality Assessment Process

- 01.** Identified applicable ESG issues using past stakeholder engagement results, researching peers and benchmarking against the GRI standards, SASB standards, and MSCI's ESG Health Care industry materiality map.
- 02.** Conducted internal interviews with employees and members of our senior leadership team and surveyed key third-party stakeholders and suppliers in an active effort to gather feedback and validate the ESG topics identified.
- 03.** Analyzed and prioritized the various problem areas based off stakeholder responses and information inputs.

## Definitions of Top Material Topics

### Business Ethics

Business ethics help us build long-lasting, solid reputations, and financial success. By behaving in accordance with a high ethical standard, we can strengthen the drive to succeed internally among executives, management teams, and staff. Furthermore, we can attract and keep investors who prefer working with companies that align with their own standards of ethical behavior.

### Data Privacy

In order to work effectively the safety of information is paramount. Implementing a data protection plan provides a safeguard. As the amount of data stored and created increases, so does the importance of data protection. Data breaches and cyberattacks can cause devastating damage. We proactively protect data and regularly update our protective measures.

### DEI

We understand that embracing the principles of diversity, equity, and inclusion (DEI) is essential for employee engagement and success. It enables us to achieve a high level of business performance through greater intersectionality and insights into potential blind spots.

### Health & Safety

Our duty is to protect our workers. We aim to provide a work environment where all feel welcome and secure.

## COVID-19 Management

We take our responsibility to safeguard our employees' health and well-being seriously. In response to the COVID-19 Pandemic, we initiated our own guidance for all our employees in tandem with the IIPP and CDC procedures. Our efforts ensured all Fulgent's operations were compliant with the requirements stated within the guidance procedure.

At Fulgent, we offer our appreciation to all our employees whose hard work was essential throughout the pandemic. We began offering personalized programs for organizations in need of mass coronavirus testing soon when the first cases began to appear in the US, after receiving FDA EUA-authorization for molecular diagnostic testing. These programs allowed Fulgent to administer and oversee testing for various communities including schools and workplaces.

Our high-quality service and 24-48 hour turnaround time made Fulgent's COVID-19 test one of the most efficient screening tests available. We also assisted in the rollout process of an online portal where admins could oversee testing and participants could view their results in real time.

# 2022 EEO-1

## Number of Employees

Job Categories	Race/Ethnicity														Total
	Male							Female							
	Hispanic or Latino	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	Hispanic or Latino	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/SR Officials & Managers	0	12	1	0	14	0	0	0	5	0	1	7	0	1	41
First/Mid Officials & MGRS	2	24	4	0	10	0	1	7	30	23	4	10	1	1	107
Professionals	14	61	5	3	47	1	1	13	42	6	9	53	0	2	257
Technicians	30	38	33	5	39	0	1	26	94	42	3	43	0	3	357
Sales Workers	1	13	2	0	8	0	0	1	13	0	0	1	0	2	41
Administrative Support	14	15	9	1	8	0	3	19	49	23	1	26	2	2	172
Service Workers	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
<b>Total</b>	<b>61</b>	<b>163</b>	<b>54</b>	<b>9</b>	<b>126</b>	<b>1</b>	<b>6</b>	<b>67</b>	<b>233</b>	<b>84</b>	<b>18</b>	<b>140</b>	<b>3</b>	<b>11</b>	<b>976</b>

There is an additional total of 18 female and 13 male employees who have identified as undisclosed

# Environmental Data

## Conservation Metrics

	Fulgent Therapeutics									CSI		Inform Diagnostics					Total	
Facility ID	FT-Monte01	FT-Monte02	FT-Temple01	FT-ATL01	FT-Puente01	FT-HOU01	FT-HOU02	FT-HOU03	FT-HOU04	CS-Juniper01	CS-Alpharetta 01							
Location	El Monte, CA	El Monte, CA	Temple City, CA	Atlanta, GA	La Puente CA	Houston TX				Jupiter, FL	Alpharetta, GA	Phoenix, AZ	Newark, NJ	Columbia, MD	Needham, MA	Irving, TX	New York, NY	
Water Saved (gal)	14,280	N/A	60,074	N/A	N/A	37,380				N/A	N/A	0	N/A	N/A	156,030	973	0	<b>268,737</b>
Trees Saved	35		146			91						1			381	3	10	<b>667</b>
Landfill Saved (yd3)	6		26			18						0			67	0	0	<b>117</b>
Kilowatts Saved (kW)	8,160		34,328			21,360						N/A			89,160	N/A	N/A	<b>153,008</b>
Recycling (lbs.)	4,080		17,164			10,680						65,280			99	44,580	275	1,133

## Water

Water (CCF)	1040	17	1513	N/A	137	N/A				N/A	1107	1412	N/A	N/A	1161	10,345	173	<b>16,905</b>
-------------	------	----	------	-----	-----	-----	--	--	--	-----	------	------	-----	-----	------	--------	-----	---------------

## Waste

Biohazardous (lbs.)	831	N/A	166,130	N/A	N/A	3,895				245	15,896	4,440	N/A	N/A	7,280	5,780	2,200	<b>206,697</b>
---------------------	-----	-----	---------	-----	-----	-------	--	--	--	-----	--------	-------	-----	-----	-------	-------	-------	----------------

\*Availability of data was dependent on the type of lease of each facility and the utility management provided by various third-party vendors.