

## ESG and Our Corporate Purpose

From the beginning, Castle Biosciences was driven by a desire to help patients receive the best care possible. Our founders believed that the traditional methods to determine cancer patients' treatment pathway decisions could be improved by harnessing the biology of their tumors. Through this belief, Castle was born. We are committed to this vision of keeping people first and are motivated by our continuous efforts to evolve and improve patient outcomes.

Our patient-centric focus has helped in delivering on our commitment to give patients access to potentially life-changing information. Our efforts reinforce this commitment, and we regularly review ways to enhance and deliver on our engagements with patients, clinicians, employees and investors. Below is a summary of notable updates of our recent actions:

Building the Castle Culture			
	<b>Recruiting a Balanced Workforce</b>	60%	of employees Vice President level and above are women <sup>1</sup>
	<b>Building a Culture of Performance</b>	<1%	Regrettable Turnover <sup>2</sup>
	<b>Promoting Transparency</b>	86%	of employees are “engaged” or “enthusiastically engaged” in the culture at Castle, according to our third annual employee engagement survey

## Notable Highlights

	<p><b>Cyber Security:</b> Our Director of Cyber Security &amp; Infrastructure, along with Castle executive management and Board of Directors, has developed a formal Cyber Incident Response Plan to establish the strategic framework for organizational roles, responsibilities and actions to prepare for, respond to and coordinate recovery from events or cyber-incidents involving or affecting Castle’s computing environment. The Cyber Incident Response Plan is a strategic plan for operational coordination and execution among Castle departments, operating units and facilities. It applies to all Castle employees, non-employees, business partners and other persons and/or organizations that perform business functions for the operating units of Castle. It further applies to devices housing Castle information, including devices owned by employees, non-employees and business partners. The Cyber Incident Response Plan sets the strategic direction for how Castle responds to everyday cyber events and how and when incidents are escalated into coordinated response activities. To date, Castle has not experienced any reportable attacks or breaches reportable under the Security and Exchange Commission’s Cybersecurity Disclosure rules.<sup>3</sup> The Audit Committee of Castle’s Board of Directors oversees risk assessment and management of the Company’s cyber security program.</p> <p>Further, in 2024, Castle became a member of Health-ISAC (Health Information Sharing and Analysis Center), a trusted global community and member forum for coordinating, collaborating, and sharing vital physical security and cyber threat intelligence and best practices.</p>
	<p><b>Company Culture:</b> As of September 30, 2024, we had more than 80% of employees involved in human capital training programs, including trainings related to behavioral styles, leadership and <i>The 7 Habits of Highly Effective People</i>. Further, in 2024, we launched our pilot employee resource group program. The initial group, Women in Leadership, has more than 85 employee members. We expect to extend our employee resource group program in 2025.</p>

<sup>1</sup> As of year-to-date 9/30/2024

<sup>2</sup> As of year-to-date 9/30/2024

<sup>3</sup> As of 9/30/2024

## Key Data

Employees	Unit	2023	2022	2021
Total employees	Number	610	543	345
<b>Diversity, Equity &amp; Inclusion</b> (data is self-reported)				
Women in overall workforce	Percentage	64	65.7	64.6
Total employee racial / ethnic diversity				
White	Percentage	65	74.2	64.3
Asian	Percentage	6	7.2	4.6
Black or African American	Percentage	3	2.9	3.5
Hispanic or Latino	Percentage	21	11.6	7.2
Two or more races	Percentage	5	4.1	20.4
Women in executive positions (executive director or regional business director level and above)	Percentage	39	35.5	35.7
Racial / ethnic diversity in executive positions (executive director or regional business director level and above)	Percentage	28	19.4	25.0
<b>Employee Engagement</b>				
Employee participation in engagement survey	Percentage	95	89	86
Employee engagement score	Percentage	86	81	83
Regrettable turnover	Percentage	2	2.9	1.8
<b>Employee Health &amp; Safety</b>				
Health & safety training hours per employee (lab employees only)	Hours	Approx. 15	Approx. 16	Approx. 8
Number of incidents (lab employees only)	Number	6	6	2
Days away, restricted or transferred (DART) cases (lab employees only)	Number	0	1	0
<b>Data Security &amp; Privacy</b>				
Employees who received training on data security and privacy	Percentage	100	100	100
<b>Ethics &amp; Compliance</b>				
Employees who received training on compliance, fraud, waste and abuse	Percentage	100	100	-
<b>Board of Directors</b>				
<b>Board Independence &amp; Diversity</b>				
Total board members	Number	8	8	8
Independent board members	Number	7	7	7
Independent board chair	—	Yes	Yes	Yes
Female board members	Number	3	4	4
Racial/ethnic board diversity	Percentage	12.5% <sup>4</sup>	-	-

<sup>4</sup> As of 2024 Annual Meeting