

FULGENT'S MODERN SLAVERY STATEMENT

This Statement is dated July 14, 2022 and describes the activities of Fulgent Therapeutics LLC and its consolidated subsidiaries, including Inform Diagnostics and CSI Laboratories (collectively, "FULGENT," "we," "us" and "our") to address slavery and human trafficking ("modern slavery") in our business and supply chains during the year ended 31 December 2021. We have published this Statement pursuant to the ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles, California Transparency in Supply Chains Act, the UK Modern Slavery Act, and the Australian Commonwealth Modern Slavery Act (each an "Act" and, together, the "Acts"). Not all of the entities in our consolidated group are subject to these Acts. However, we have prepared this Statement on a consolidated basis for the entire Fulgent group because we have common policies and compliance procedures relating to modern slavery across our business.

Our commitment to enhancing the health and well-being of people and the environment and contributing to the health and quality of life of the communities in which we live and work is grounded in the belief that everyone should be treated fairly and with dignity. As such, we are committed to operating responsibly and establishing and adhering to the highest ethical standards by implementing policies and procedures that mitigate the risk of modern slavery in our business and supply chains. Our approach to modern slavery compliance takes into account and consideration the principles of the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and other industry best practices as described below under the heading "Fulgent's Supplier and Vendor Code of Conduct and Ethics."

Overview

We provide consumers with flexible and affordable testing solutions for personalized medicine, including diagnostic genetic testing and cancer testing. We also offer laboratory diagnostics for the human medical diagnostics market, including COVID-19 testing solutions. We are CLIA and CAP certified.

We believe that the risk of modern slavery in our own business is remote. We have personnel policies, procedures, and training pertaining to, among other things, hiring practices, working hours, and workplace conduct that we believe mitigate this risk in our own business.

In addition, in 2021, as in prior years, our internal system to detect and monitor modern slavery among our suppliers and within our supply chain, has not identified any instances of modern slavery or human rights issues. Those internal mechanisms include a grievance reporting system along with our Ethics Hotline. Our ongoing monitoring of publicly available news sources has not yielded modern slavery or human rights concerns related to our suppliers or in our supply chain.

As discussed below, we have in place policies and procedures intended to mitigate these risks.

Fulgent's Code of Business Conduct and Ethics

We are committed to fulfilling our mission to provide consumers with flexible and affordable testing solutions for personalized medicine and to create long-term value for our customers, employees, and shareholders by enhancing the health and well-being of people. An essential guiding principle of how we do this is by seeking to conduct our business with the highest ethical standards and in strict compliance with the laws and regulations of all jurisdictions in which we do business. In addition, our employees are expected to avoid any activity that might reflect adversely on us.

Our fundamental values and business principles are described in our Code of Business Conduct and Ethics (the "Code"), which applies to all of our employees worldwide and to the members of the Fulgent Therapeutics LLC's Board of Directors. Among other things, the Code describes our policy of equal employment opportunity and our commitments to provide a respectful workplace that is free from discrimination and unlawful harassment and free from recognized safety and health hazards, such as slavery. The Code takes a principles-based approach and is meant to be interpreted and followed in the context of applicable laws and regulations. Failure to comply with the Code and related Fulgent policies may result in disciplinary action up to and including termination of employment.

New employees are provided with a copy of the Code upon hire. A copy of the Code is also available to employees internally and is publicly available on our [website](#). In addition, our employees are required to certify compliance with the Code.

Fulgent's Supplier and Vendor Code of Conduct and Ethics

Our supplier and vendor-related principles are described in Fulgent's Supplier and Vendor Code of Conduct and Ethics (the "Supplier Code"), which applies to our suppliers, vendors, consultants, and contractors ("Suppliers") worldwide. The Supplier Code covers, among other things, labor and human rights issues, modern slavery, and child labor. The Supplier Code was developed based on the International Labour Organization's core conventions, the United Nations Guiding Principles on Business and Human Rights, and other industry best practices.

Among other things, the Supplier Code:

- (1) Includes limitations on working hours and child labor
- (2) Requires that clear and complete employment-related information be provided to workers
- (3) Prohibits charging recruitment fees to workers
- (4) Requires that workers receive at least the minimum wage and legally mandated

- benefits, be paid on a timely basis and that deductions, advances and loans from wages be made only as permitted by applicable law
- (5) Prohibits requiring workers to lodge deposits as a condition of employment or for other purposes,
 - (6) Indicates that suppliers' workplaces are expected to be free from harsh or inhumane treatment and discrimination
 - (7) Prohibits workers' freedom of movement from being restricted, and
 - (8) Requires that workers be free to organize and bargain collectively.

The Supplier Code reserves the right to perform vendor and supplier audits (including questionnaires). It explicitly addresses modern slavery and further notes that it is a guide and resource and is not intended to be all-encompassing. The Supplier Code takes a principles-based approach and is meant to be interpreted and followed in the context of applicable laws and regulations. Suppliers' failure to comply with the Supplier Code and related policies and practices may result in Supplier's removal from Fulgent's List of Approved Vendors.

Fulgent trains its relevant employees and executives on the Supplier Code. Fulgent also reserves the right to require Suppliers to take corrective action or to cancel outstanding orders. Key Suppliers are directed to a copy of the Code at the time of procurement. A copy of the Code is also publicly available on our website. In addition, our key Suppliers may be required to certify compliance with the Supplier Code.

Risk Identification, Assessment, Management, and Due Diligence

We expect our global business partners to conduct themselves in a manner consistent with the Supplier Code when acting for, on behalf of, or in the name of Fulgent. In addition, we have developed risk-based diligence and management processes, procedures and guidelines pertaining to our Suppliers. These processes, procedures, and guidelines are intended to, among other things, obtain assurance from Suppliers that they will conduct business in accordance with our principles, including our overall commitment to ethical and lawful business practices. As part of our compliance procedures, we have adopted provisions that allow for inclusion in our agreements a requirement for Suppliers to certify that they have reviewed and will comply with the Code. We also have adopted provisions providing that all services performed by key Suppliers are subject to audit by Fulgent in our sole discretion.

Supplier Relationships

We also seek to conduct business with Suppliers who adhere to ethical business practices, act in an environmentally responsible manner, encourage workplace health and safety, adopt good human resources policies and practices, and abide by all applicable laws. We predominantly use

suppliers located in the United States. For key Suppliers, we reserve the right to conduct on-site audits, or appropriate risk-based assessments, at our Suppliers' manufacturing sites located in regions that do not have a low prevalence of modern slavery based on publicly available third-party indicators. On an ongoing basis, we monitor publicly available news sources for any allegations of modern slavery or other human rights issues at our critical suppliers and partners. Under our internal procedures, any substantiated human rights concerns are to be investigated.

New Supplier Screening

Before our procurement team engages a new key supplier, we typically evaluate the supplier through a risk-based assessment process, which, depending upon the supplier's risk profile, may include steps to verify product supply chains to assess risk. The steps taken to assess risk at a supplier of materials or components may include a verbal discussion; a questionnaire; an audit of the supplier's facilities, quality systems, and business practices; or visits and reviews.

Performance Reviews

We seek continuous improvement in our supply chain. To that end, we may monitor the business performance of our key suppliers through periodic performance reviews and ongoing dialogue. As part of our performance reviews, we assess compliance with Fulgent standards. We also reserve the right to perform supplier audits.

Supplier Audits

We reserve the right to periodically audit key Suppliers to confirm their compliance with our standards. Audit findings and recommendations will be discussed with the Supplier. Suppliers are expected to satisfactorily address any identified issues and demonstrate that corrective action has been taken.

Supplier Agreements

Fulgent may incorporate anti-human trafficking provisions into its contracts with key suppliers. Additionally, for its key suppliers, Fulgent strives to address the issues outlined in the Supplier Code with key Suppliers at the start of the procurement process and to further incorporate appropriate language into vendor and supplier contracts relating to compliance with this Supplier Code.

Grievance Reporting Mechanism

Fulgent maintains a confidential hotline known as the "Compliance Hotline" through which employees, suppliers, and other third parties may report violations of the Code, the Supplier Code, and other matters. The contact information for the Fulgent Compliance Hotline is 1-844-787-9172

(United States).

The Fulgent Compliance Hotline is managed by an independent third-party vendor. Reporters can submit their questions and concerns with their names or anonymously, subject to local legal restrictions. When reporters submit concerns through the Fulgent Compliance Hotline, they receive an immediate acknowledgment of receipt and are able to track the status of their reported concerns. All incoming matters are reported to the Compliance team, regardless of how they are reported; and are tracked, triaged, and referred for review.

In addition, we have a separate Whistleblower Hotline and a Whistleblower Policy, which supplements our Code and the Supplier Code and is available on our [website](#). Our Whistleblower Policy clearly describes how any current or former employee or business partner may report ethical or other concerns. It also describes our strict non-retaliation policy and sets forth our commitment to the proper handling of all reported concerns.

Our Ongoing Commitment

We remain committed to respecting human rights across our business and to implementing policies and procedures that mitigate the risk of modern slavery in our business and supply chains. We will continue periodically to review our policies and procedures to identify and evaluate potential opportunities to further mitigate the risk of modern slavery in our business and supply chains.

Certification - UK Modern Slavery Act

Solely for purposes of compliance with the UK Modern Slavery Act, this Statement has been approved by the Fulgent Therapeutics LLC's Board of Directors and signed by a director of that entity, on August 1, 2022. Fulgent Therapeutics LLC is the only FULGENT entity potentially subject UK Modern Slavery Act.

Name: [Ming Hsieh](#)

Title: Chief Executive Officer



Certification - Australian Commonwealth Modern Slavery Act

Fulgent Therapeutics LLC submits this Statement pursuant to the Australian Commonwealth Modern Slavery Act. Solely for purposes of compliance with the Australian Commonwealth Modern Slavery Act. This Statement has been approved by the Fulgent Therapeutics LLC Board of Directors and signed by a director of that entity, on August 1, 2022.

Fulgent Therapeutics LLC is a distributor of the Fulgent products and provides the Fulgent services described earlier in this Statement or on its affiliated websites. Fulgent Therapeutics LLC has operations in Australia. As of July 9, 2022, Fulgent Therapeutics LLC has 452 employees. Fulgent Therapeutics LLC has an ownership interest in other entities, including Inform Diagnostics and CSI Laboratories.

FULGENT's supply chain is discussed earlier in this Statement. We believe the modern slavery risk inherent in supply chains for products of Fulgent Therapeutics LLC is that forced labor could occur without our knowledge in violation of our policies in the upper tiers of the supply chain. We seek to address this risk through the policies, procedures, and other measures described earlier in this Statement. We assess the effectiveness of the actions being taken to assess and address modern slavery risks through supplier performance reviews and audits, the findings of supplier performance reviews and audits, the implementation of any required corrective action plans, and by the number and type of complaints received through our grievance reporting mechanism.

Name: [Ming Hsieh](#)

Title: Chief Executive Officer


