

OraSure Cares



About This Report

Here at OraSure, our employees play a critical role in fulfilling our mission and vision to transform health through powerful insight. All of our colleagues play a role in empowering people to discover healthier lives by creating effortless tests, collection kits, and services. As a good corporate citizen, OraSure believes it is our responsibility to be mindful of our environmental impact and to conduct our business with the highest integrity.

We strive to consistently deliver value to our customers, invest in our employees, deal fairly and ethically with all stakeholders, and create better outcomes in the communities where we live, work, and offer our products.

We produced our first “OraSure Cares” ESG report in 2022 and are proud to once again share our efforts this year. In this report, you will see a snapshot of the many ways that we are preserving the environment, empowering our people, modeling integrity and positively impacting the communities that we serve and in which we are located.

We hope you enjoy learning about our efforts.

Table of Contents

About This Report	2
A Letter from Our CEO	3
Get to Know OraSure	4
Our Approach to ESG	5
2022 ESG Highlights	6-7
2022 ESG Focus	8
Environmental & Sustainability	9-15
Sustainability Pillars	10-11
2022 Milestones	12
Sustainability Project in 2022	13
Sustainability Metrics of 2022	14
Looking Ahead: Goals for 2023	15
Culture, People and Community	16-26
Our LIVE IT Culture	16
Our People	17-18
EEO Policy	19
2022 Data	20
Women in Business	21
Diversity, Equity & Inclusion	22-23
Supporting Our Community	24-25
Volunteerism	26
Corporate Governance	27
Forward Looking Statement	28



A Letter from Our CEO

At OraSure, our strengths align with where healthcare is going. We innovate effortless solutions that help connect people to high-quality and affordable healthcare, wherever they are. Every day, our products make a positive impact on improving global health as we meet the needs of our patients, customers, employees and shareholders while also engaging in the communities in which we live, work and provide care.

Today, our engagement also includes meaningful contributions to Environmental, Social and Governance (ESG) progress. This report is where we publicly share what we are doing now and how we will continue to make ESG improvements. It is where we showcase the ways in which we empower people to live and discover healthier lives by creating effortless tests, collection kits, and services. It is also where we take you behind the scenes to see what we are doing to improve the communities we serve and to become a more sustainable and socially-responsible company.

Within the OraSure family of companies, we are committed to doing what is right for our employees, our customers, our communities, our environment, and our world at large. You will see specific examples of how we are executing on this commitment as you look through this report.

Last year was the first year we published an ESG report. In doing so, we gained a clear line of sight to areas where additional progress could be made. We focused on those areas in 2022 – and have goals to continue improving in 2023 and beyond.

Our organization as a whole has gone through a tremendous period of growth, change, and relentless hard work during the last six months, and even more so in the last 2+ years. Through it all, we upheld our work to protect the environment, our people, and our communities, while creating value for our shareowners.

OraSure is filled with people who genuinely care about global health. As their leader, I am pleased to share their accomplishments with you – and I am excited about what the future holds and what we can achieve together.

I look forward to the next phase of our journey together!

Carrie Eglinton Manner

President and Chief Executive Officer

Get to Know OraSure

All of our employees are on a mission to transform health through powerful insight. Together with its wholly-owned subsidiaries DNA Genotek, Diversigen, and Novosanis, OraSure provides customers with end-to-end solutions that encompass tools, services and diagnostics.

OraSure is headquartered in Bethlehem, PA, and is a leader in the development, manufacture and distribution of point-of-care diagnostic and collection devices and other technologies designed to detect or diagnose critical medical conditions.

The Company's innovative products include rapid tests for COVID-19, HIV, Hepatitis C, and Ebola, as well as substance use, and products in development that measure adherence to HIV medications. OraSure's portfolio of products is sold globally to various clinical laboratories, hospitals, clinics, physicians' offices, community-based organizations and other public health organizations, research, and academic institutions, distributors, government agencies, commercial and industrial entities and consumers. OraSure's products enable healthcare providers to deliver critical information to patients, empowering them to make decisions to improve and protect their health.

Ottawa, Canada is home to DNA Genotek, where colleagues develop pioneering products that are able to stabilize multiple types of DNA or RNA samples for years at ambient temperature. Their self-collection products for saliva, gut, oral and vaginal samples are designed to

maximize reach and access to samples, enabling academic research, genetic testing, and direct-to-consumer applications. Today, DNA Genotek products are marketed worldwide and support thousands of customers as they achieve breakthroughs in genomic research, in diagnostics laboratories, in the pharmaceutical industry, in livestock and animal genomics, and in personal genomics.

In New Brighton, Minnesota, you will find colleagues who focus on science-driven, customized solutions for metagenomics sequencing, bioinformatics, and statistical analysis for the study of the microbiome. Diversigen's customers include microbiome scientists in pure and applied fields from industry and academia. They serve researchers in pharmaceutical and agriculture R&D, environmental monitoring, cosmetics development, pet nutrition, direct-to-consumer testing, and other industries.

Colleagues at Novosanis in Belgium are responsible for the development and manufacture of a device that collects first-void urine samples in humans that is used for certain urological cancers and sexually-transmitted infections.

No matter where they work around the world, all of our colleagues play a role in empowering people to discover healthier lives by creating effortless tests, collection kits and services. We enable people all over the globe – from mega-metropolises in the United States to small villages in sub-Saharan Africa – to get answers about their health, ultimately helping them lead healthier lives.



4 locations
around the globe



Trailblazing work in
developing effortless tests
and collection devices



Empowering the global
community to improve
health and wellness

Our Approach to ESG

OraSure is committed to being a socially-responsible corporate citizen. Not only is it critical to our long-term success, but it is a core component of who we are as a company. Our ability to positively effect change is powered by the innovative tools, services and diagnostics we deliver to the market, and by being a responsible business and manufacturer and ethical employer. We honor and respect our responsibility to our national and local community, our environment, our customers, and our employees.

We support the United Nations Sustainable Development Goals and use the 17 pillars they set forth as a guide to help us be a socially-responsible corporate citizen. These are the goals we best exemplify now:



2022 ESG Highlights

HIV Efforts Around the Globe

OraSure is proud to be an innovator in the field of HIV, and a global leader in driving simple point-of-care testing and awareness. Our OraQuick® HIV Self-Test is sold for use by individuals in certain foreign countries at a lower cost to meet the needs of those markets. Sub-Saharan Africa is one of those markets. We are part of the Unitaid/PSI HIV Self-Testing Africa (STAR) Initiative that is recognized as a successful example of policy impact. Our international diagnostics marketing team in 2022 initiated HIV self-testing awareness days at universities in Kenya and Uganda that included influencers and celebrities. The events were remarkably successful. Also of note internationally, our OraQuick® HIV Self-Test also became available in the United Kingdom, Germany, France, Italy, Spain, and Portugal in 2022.

Here in the U.S., we participated in the annual New York City AIDS Walk in May. We have a long history of participating

in this popular annual event and spreading the word about the importance of knowing your HIV status.

We also were selected to provide our OraQuick® In-Home HIV tests in support of the Centers for Disease Control and Prevention's (CDC) "Together Take Me Home," HIV self-test program, which supplies tests to communities not equitably reached by HIV testing services across the United States.

We were also invited to be a founding member of the U.S. Business Action to End HIV, a new coalition of businesses committed to accelerating progress to end HIV in the U.S. by 2030 as part of the White House's commemoration of World AIDS Day.



We rang the closing bell for the Nasdaq Stock Market on December 1 in honor of World AIDS Day. The U.S. Government's theme for this year's World AIDS Day was "Putting Ourselves to the Test: Achieving Equity to End HIV," to emphasize the importance of uplifting marginalized and vulnerable communities who bear the brunt of the burden of HIV in the country.

Health equity is a significant priority across the globe, and our technologies are valuable tools for reducing health inequities that cause harm to underserved populations at home and abroad.

Multomics: Our Mission Continues

Many people are familiar with the genome and the microbiome, but the "omes" don't end there. Each "omics" field has limitless potential, and when viewed together, multiomics lets us integrate and analyze massive amounts of data to potentially impact prevention, improve diagnostics, and more effectively treat complex diseases such as cancer and diabetes. At OraSure, we made some exciting advances in our "omics" work in 2022.

For example, we launched a new service to provide metatranscriptomic sequencing and analysis of gut microbiome samples. Changes in the function of the gut microbial community can be associated with disease onset and aging, as well as the effectiveness of interventions such as diet and pharmaceuticals.

We were also granted de novo authorization from the U.S. Food and Drug Administration (FDA) for the OMNIgene®-GUT Dx (OMD-200) microbiome collection device which allows for the non-invasive collection of human fecal samples and the stabilization of DNA from the bacterial community for subsequent assessment of the microbiome profile.

Furthermore, we have a history of helping people, but did you know we help pets, too? A new collaboration we have with Mars Petcare will help researchers better understand pet health. As part of the project, our scientists are sequencing microbiome samples from cats and dogs of all breeds and breed makeups in efforts to improve pet care.



2022 ESG Highlights

Improving Women's Health

We are dedicated to delivering tests and collection devices that are exceptionally easy to use and can be utilized at the lowest level of acuity – often right at home, and our user-friendly, self-sampling urine-collection Colli-Pee® device is a prime example. Cervical cancer is the fourth most common cancer worldwide, leading to more than 300,000 deaths per year. Nine out of ten cervical cancers are caused by the human papillomavirus or HPV. While screening can reduce 50 percent of premature deaths, non-attendance rates are high. Studies have shown that women prefer urine as a sample type for HPV testing in comparison to brush-based cervical-vaginal self-sampling methods. We are excited about the future role our Colli-Pee® device may play in improving cost-effective HPV screening access, as well as the patient experience for women around the globe.

Also on the women's health front, our OMNIgene®-Oral saliva collection device will soon be available for use in a third-party kit to help diagnose endometriosis. This condition is notoriously difficult to diagnose, and delayed diagnosis leads to poor outcomes and decreased quality of life for women who suffer with this painful, and sometimes fertility-compromising, disease.



Lehigh Valley. Not only does this facility allow us to make tests in the United States to combat COVID-19, but it will help us to respond quickly and efficiently if – or when – another pandemic emerges. It has spurred innovation and helped us build important capabilities across our organization – including in quality, process improvement, and automation. This super factory would not be possible if it weren't for the support of our government officials. We are so grateful to be part of the national Build Back Better strategy and proud of the work we do to keep our nation and communities safe.

Unveiling Our Super Factory

In the fall of 2022, we opened our new “super factory” on Opus Way in Bethlehem Township, PA. This facility has enabled us to dramatically increase the number of tests that we can produce. Within the 139,000 square feet, we will have the installed capacity to produce more than 100 million tests right here in the

Fighting Infectious Disease

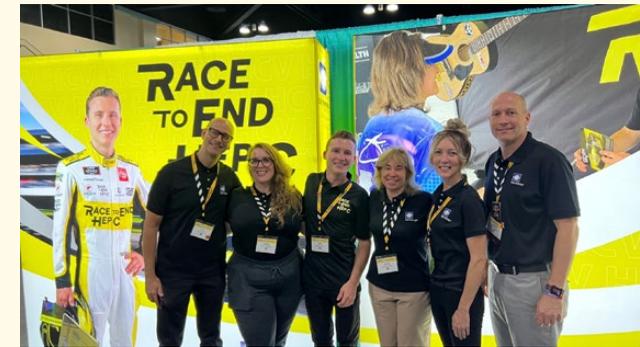
Our commitment to fighting infectious disease does not stop with HIV.

Our collaboration with the Will Rodgers Liver Health Foundation drives awareness of the importance of individuals knowing their Hepatitis C status. OraSure is proud to sponsor their Race to End Hep C efforts, which gives individuals at select NASCAR events access to free HCV testing, using our OraQuick® HCV Rapid Antibody Test that gives results in just minutes.

We are also proud to partner with Biomedical Advanced Research and Development Authority (BARDA) via an \$8.6 million contract to develop a 2nd generation Ebola test and help prevent the spread of a disease which impacts some of our most vulnerable global communities. OraSure's OraQuick® Ebola Rapid Antigen test is the only test today with a de novo authorization from the FDA and has been used extensively for Ebola cadaver testing in Africa.

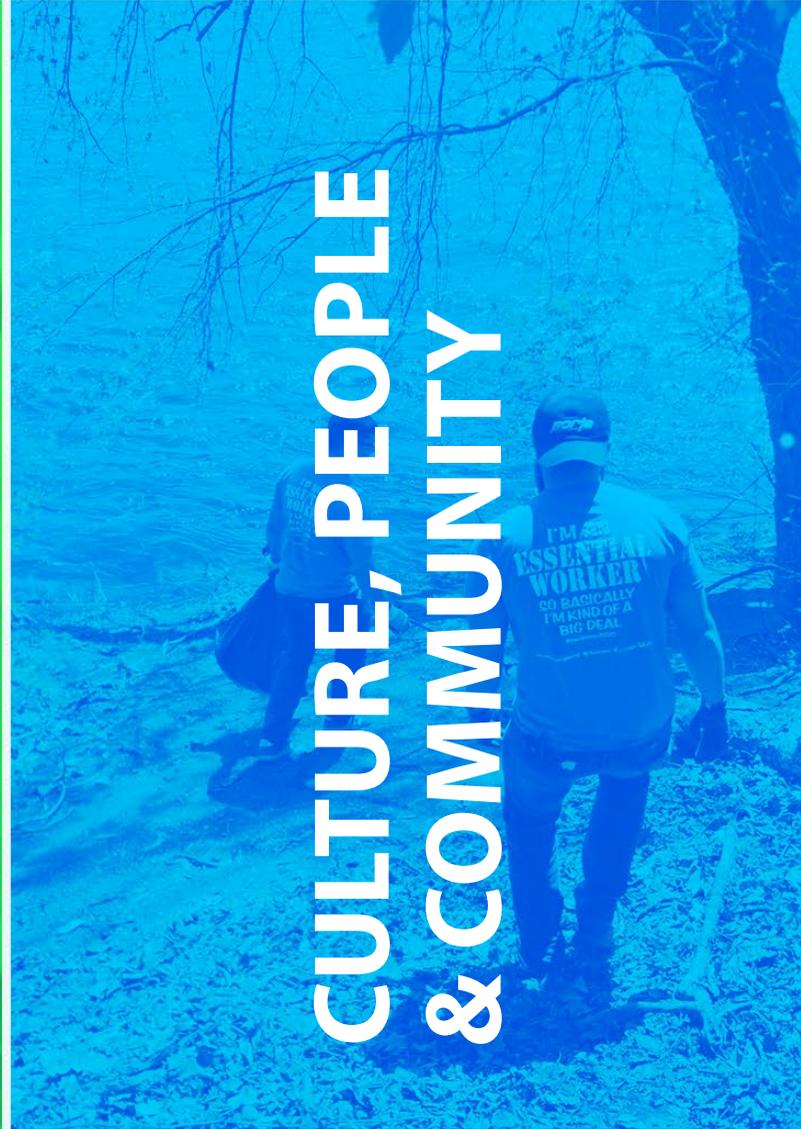
Since 2020, we have been leveraging our expertise in infectious disease testing and molecular sample collection to help the international fight against COVID-19. The Company's portfolio of COVID-19 tests and collection kits all feature easy, convenient, pain-free self-collection, and help increase access to testing, while alleviating the burden on the healthcare system and minimizing exposure risks. OraSure's IntelliSwab® COVID-19 Rapid Test is manufactured in Bethlehem, PA, and gives the United States home-grown capacity to respond to the COVID-19 pandemic, as well as help prepare for the next one.

Whether it be our response to the HIV epidemic, our work to counter the global COVID-19 pandemic, our commitment to Hepatitis C testing, or the work we do on Ebola, OraSure has increasingly partnered with the federal government to counter some of the largest public health challenges we face across the globe.



2022 ESG Focus

CLICK EACH PILLAR TO LEARN MORE



Environmental & Sustainability

We recognize that the long-term health of our business is directly connected to the health of the planet, local communities, and our employees. We are identifying and adopting sustainable practices to reduce our global environmental footprint, reuse and repurpose resources, and inspire action in others. Sustainability is a company priority and is considered as a factor in every business decision.

We have an employee-led Sustainability Initiative consisting of employees from across the organization and directly tied into our executive leadership team. Our initiative aims to identify and evaluate opportunities for improvement, then implement the most impactful solutions. Together with our leaders, our employee focus on Sustainability is imbedding environmental awareness into our company culture at every level.



As a company, we aim to minimize impact on the environment through efforts to improve in the following ways:

- Examine every company process to incorporate environmental sustainability practices while minimizing process impact.
- Eliminate wastefulness and conserve resources in business processes.
- Encourage employees to consider sustainability in their decisions.



Sustainability Pillars

HOW ORASURE VIEWS SUSTAINABILITY



1 Reducing Material Waste

- Continuously seeking to reduce usage of plastics and other high-impact materials in packaging, labeling, devices, and operations
- Identifying and implementing manufacturing and operations process improvements that result in scrap reductions
- Responsible waste management, including maintaining recycling and composting services at our facilities and complying with all local regulations on disposal of any hazardous waste produced from our laboratory and manufacturing operations



2 Reducing Carbon Emissions

- Quantifying all sources of carbon emissions following a validated greenhouse gas protocol (The Greenhouse Gas Protocol, A Corporate Accounting and Reporting Standard)
- Monitoring and reducing specific sources of carbon emissions: Energy usage (electricity), digital carbon footprint, reducing corporate travel impact
- Purchase carbon credits to offset emissions from essential business travel

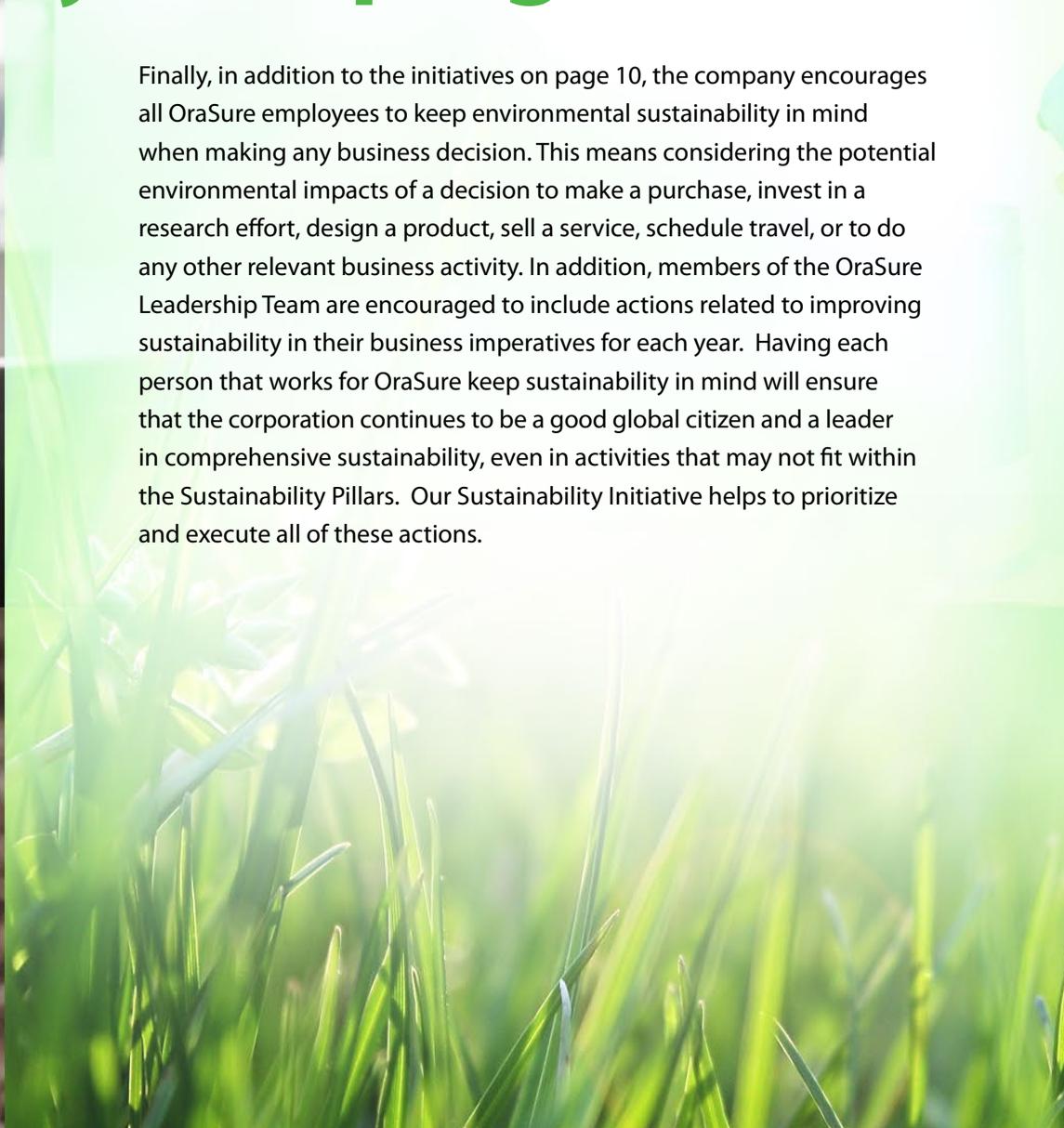


3 Raising Awareness

- Creating a culture of environmental awareness that encourages employees to consider the environmental impacts of their decisions (both in their jobs and in their daily lives)
- Using annual company-wide Earth Day clean-up and other opportunities to engage within our communities
- Maintaining a dedicated initiative that aims to demonstrate the importance of prioritizing sustainability for all employees and identify specific actions that can be applied to our business

We Are Always Keeping Sustainability in Mind

Finally, in addition to the initiatives on page 10, the company encourages all OraSure employees to keep environmental sustainability in mind when making any business decision. This means considering the potential environmental impacts of a decision to make a purchase, invest in a research effort, design a product, sell a service, schedule travel, or to do any other relevant business activity. In addition, members of the OraSure Leadership Team are encouraged to include actions related to improving sustainability in their business imperatives for each year. Having each person that works for OraSure keep sustainability in mind will ensure that the corporation continues to be a good global citizen and a leader in comprehensive sustainability, even in activities that may not fit within the Sustainability Pillars. Our Sustainability Initiative helps to prioritize and execute all of these actions.



2022 Sustainability Milestones

- Manufacturing programs that reduced our scrap rates from 30% to less than 1% over the course of 2022 resulting in net savings of 3.5 tons of plastic
- The purchase of carbon-free energy for our corporate headquarters and some Bethlehem-based manufacturing sites
- The introduction of an on-site composting program at our Ottawa and Minneapolis locations to reduce material waste
- Sponsored company-wide neighborhood and site clean-up events during Earth Day 2022
- Completed Amazon web service migration initiative lowering our digital footprint and using approximately one-third less electricity by our servers
- Purchased 232 tons of carbon offsets against corporate air travel
- Engaged an advisory firm to create a Greenhouse Gas (GHG) Emissions Inventory Report for our Bethlehem, PA, sites covering emissions for the 2021 calendar year, which provides us with a data-focused foundation for effective management of our GHG emissions.



Special Sustainability Project in 2022

At the end of 2022, we received FDA approval for a new packaging and labeling configuration for IntelliSwab®, our rapid COVID-19 test. The packaging changes deliver meaningful sustainability improvements via product and supply chain changes.

IntelliSwab®
COVID-19 RAPID TEST

IntelliSwab® will deliver meaningful sustainability improvements via product and supply chain changes in 2023 and beyond.



*These numbers were based on projected IntelliSwab® volume as of December 31, 2022.

1. Plastic reduction – ~230 MT, Paper reduction – ~8,300 MT, Pallet efficiency (truck) – ~750 MT, Air to Ocean – 10,000 MT 2. 17,472 units per truckload to 37,440 units per truckload 3. Air = 500g CO₂ per metric ton of freight per km, Ocean = 10 - 40 grams of CO₂ per kilometer 4. 3.6 grams reduced per kit * ~23M Kits 5. 450g lighter shipper, 25g lighter unit box, and 15g lighter IFU/Reference Card Source: Kearney, EPA Waste Reduction Model (WARM. <https://www.epa.gov/warm>), SourcingHub

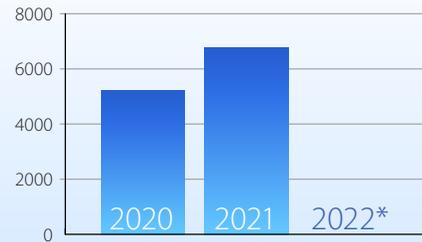
Key Sustainability Metrics of 2022

Our usage of utilities reflects our growth as a company. There is a notable change in our usage of utilities during the height of the COVID pandemic in 2020 when most colleagues were working remotely. Then, in 2021 and 2022, many people returned to work, and we ramped up manufacturing of IntelliSwab®, our COVID-19 test.

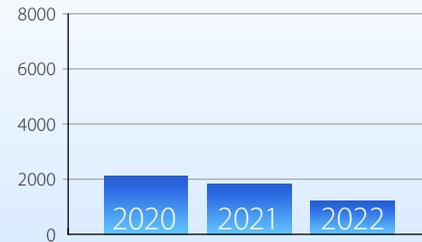
OraSure Technologies Water Usage
(All consumption values are cubed meters)



Ottawa Water Usage
(All consumption values are cubed meters)



New Brighton Water Usage
(All consumption values are cubed meters)

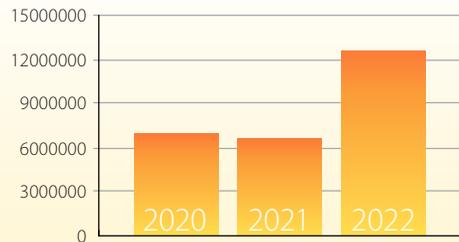


Total Water Usage

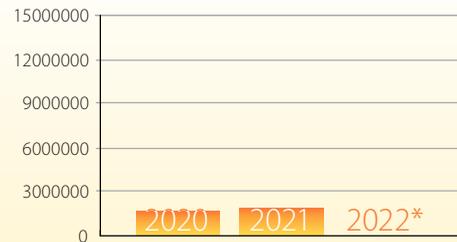
2020: 11,779
2021: 14,521
2022: TBD*



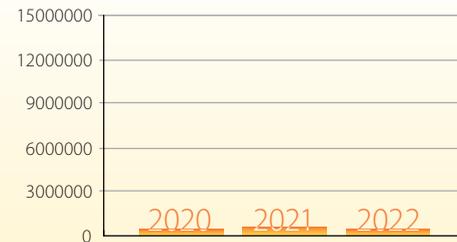
OraSure Technologies Electric Usage
(kWh)



Ottawa Electric Usage
(kWh)



New Brighton Electric Usage
(kWh)

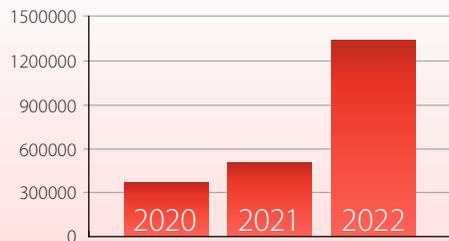


Total Electric Usage

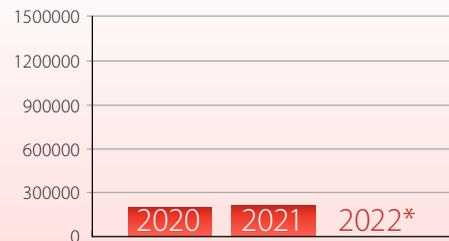
2020: 8,948,287
2021: 8,699,262
2022: TBD*



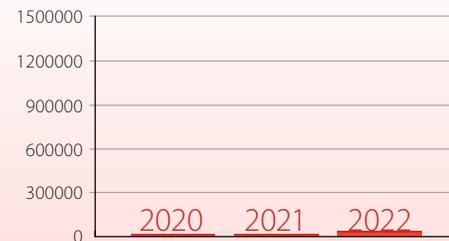
OraSure Technologies Gas Usage
(cubic meters)



Ottawa Gas Usage
(cubic meters)



New Brighton Gas Usage
(cubic meters)



Total Gas Usage

2020: 560,328
2021: 704,895
2022: TBD*



Looking Ahead: Goals for 2023



- Track annual greenhouse gas emissions and explore science-based targets
- Identify and update areas of the production process to emit less waste
- Continue to push for reduction in packaging across our portfolio of products
- Reduce the frequency of air freight transportation for manufacturing components
- Track and develop best practices to reduce the organization's digital carbon footprint
- Educate employees on how they can contribute to improving sustainability
- Encourage green commuting, such as carpooling and riding a bicycle to work

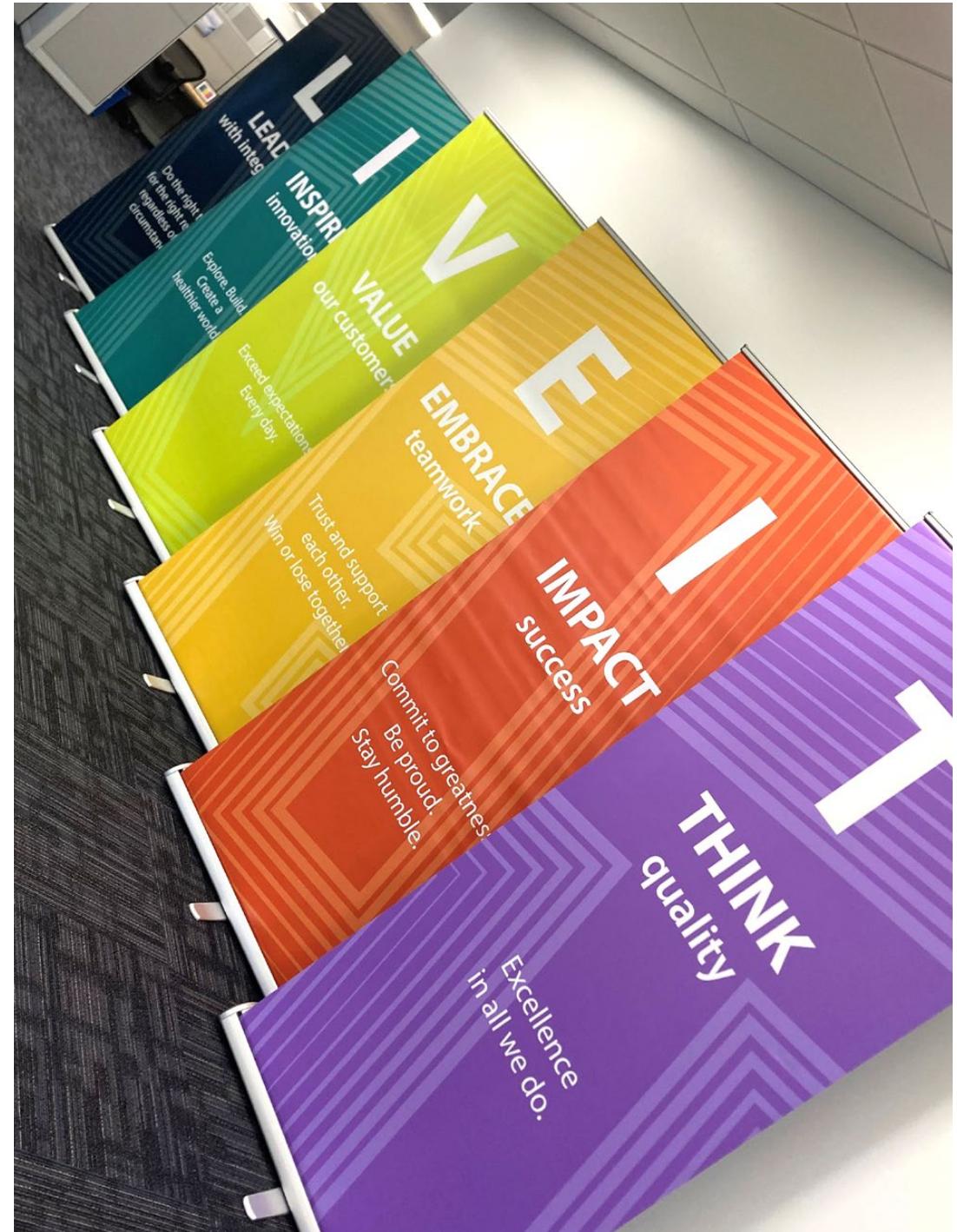


Our LIVE IT Culture

At OraSure, we are pioneering new paths to health and wellness. Our mission to transform health through powerful insight is what drives us. Behind that drive is our LIVE IT culture.

- **LEAD with integrity** — Do the right thing for the right reasons. Regardless of the circumstances.
- **INSPIRE innovation** — Explore. Build. Create a healthier world.
- **VALUE our customers** — Exceed expectations. Every day.
- **EMBRACE teamwork** — Trust and support each other. Win or lose together.
- **IMPACT success** — Commit to greatness. Be proud. Stay humble.
- **THINK quality** — Excellence in all we do.

These core values are at the foundation of our company, and we hold our colleagues accountable for exemplifying them. New colleagues learn about these values as part of their onboarding process. All colleagues are evaluated, coached, and recognized against these standards in performance reviews and as part of ongoing development. Every day, everyone is expected to demonstrate LIVE IT behaviors in their daily work.



Our People

Here at OraSure, all of our colleagues play a role in empowering people to discover healthier lives by creating effortless tests, collection kits and services. Communication and collaboration are critical to making this happen.

Here's how we do it:

We engage frequently, broadly, and candidly. Our President and Chief Executive Officer, Carrie Eglinton Manner, is committed to open lines of communication throughout the organization. In addition to our 'open door' policy at all sites, we have created new virtual forums such as 'Carrie's Corner', where people can ask questions and offer suggestions. Employees can choose whether to do so using their name or anonymously.

We host employee roundtables, virtually and in-person, along with monthly Leadership Meetings and quarterly Team Meetings, so that all of our colleagues around the world can join the conversation.

Also new to the communications line-up in 2022 is a weekly message from senior leaders across the organization. Called 'Viewpoint,' this weekly communication is a way to celebrate wins, recognize those going above and beyond, and share professional insights, including development tips.

Like many workplaces, we continue to have a hybrid model of on-site and remote colleagues. Our onsite colleagues were energized by some fun holiday games spearheaded by our Human Resources team, including contests to find hidden pumpkins and elves. Our teams work hard every day and need time to re-charge. Favorite activities include innovation challenges, sharing a meal to celebrate milestone accomplishments, and other onsite team-building.

Bringing together colleagues who work in a hybrid environment helps build stronger, more collaborative teams. Smiling faces show the result.



Our People

Also of crucial importance, OraSure offers a comprehensive benefits program to meet the diverse needs of our valued employees. We regularly evaluate these programs to maintain an optimal package and contribute at least 80 percent of the cost of the premiums. We offer the choice of three medical PPO and two EPO plans and two levels of vision and dental coverage to all full-time regular employees and their eligible dependents.

We recognize the importance of disability and life insurance benefits to our employees, and it is company paid. Employees may also purchase additional life insurance coverage as well as long-term care insurance. Our Flexible Spending Account Plan allows employees to set aside pre-tax monies for eligible medical and/or dependent care expenses. OraSure offers generous 401K and retirement savings plans, and also provides Company-matching contributions.

In an effort to provide a wide range of benefits, OraSure offers the following additional benefits: paid time-off (PTO), employee service recognition, an employee referral program, group legal coverage, various employee discount plans, a corporate wellness program, an employee assistance program and job-related training programs.



Equal Employment Opportunity and Affirmative Action Statement of Policy

One of OraSure's core principles is to cultivate an environment of equal employment opportunity where we do not tolerate discrimination or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits, and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the Company.

The Company will continue to ensure that individuals are employed, and that employees are treated equally during employment, without regard to their sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected Veteran status, or any other characteristic protected by law in all employment practices.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our programs. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action.

OraSure and its subsidiaries are committed to ensuring equal employment opportunities for all. All employment decisions, policies and practices are in accordance with applicable federal, state and local anti-discrimination laws.

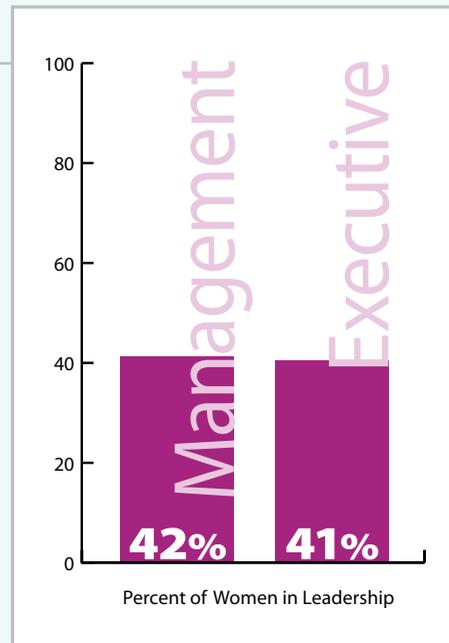


2022 Data

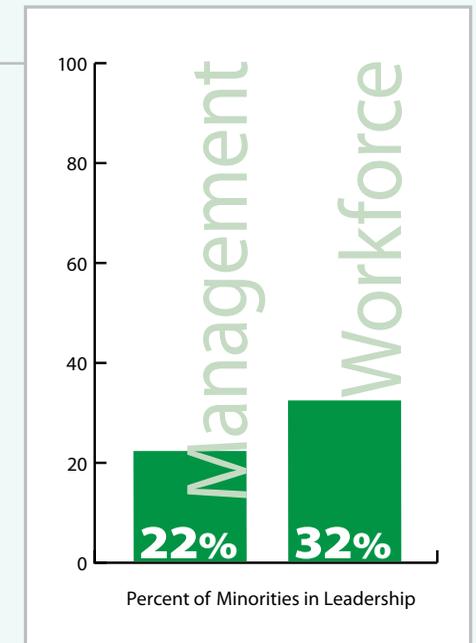


51% Total Females in the Workforce

49% Total Males in the Workforce



32% Total Minorities in the workforce



Women in Business

Of note, five of our ten Executive Leadership Committee members are female.



Michele Anthony
Senior Vice President, Controller
& Chief Accounting Officer



Trace Custer
Senior Vice President of
Quality & Regulatory



Carrie Eglinton Manner
President and CEO



Amy Steigerwalt
Senior Vice President of
Human Resources



Kathy Weber
Chief Product Officer

We have also been formally recognized as a "Winning" Company by Women on Boards 2020, now known as Women on Boards 50/50, for female board representation.

We currently have four females on our seven-member Board of Directors: Carrie Eglinton Manner, Mara G. Aspinall, Nancy J. Gagliano, MD, MBA, and Anne C. Whitaker (shown at right, clockwise from top left).

**50 WOMEN
50 ON BOARDS**



Celebrating women in science - International Women's Day

8 MARCH 2022

WE WOULD LIKE TO HONOR ALL THE WOMEN IN OUR ORGANIZATION
WE WANT TO SHARE THE STORY OF 5 WOMEN ON OUR TEAM

We're proud to celebrate International Women's Day every March.

In 2022, we produced a video and blog series highlighting the work of some outstanding female colleagues.

Diversity, Equity & Inclusion



The Diversity, Equity & Inclusion Council at OraSure strives to actively ensure that our workplace is one in which every employee can engage, contribute, and be their best. We believe a variety of perspectives are critical to achieving success, and that diversity, equity, and inclusion are key drivers to growth-based innovation and profitability. We aim to create a culture where all people feel valued, supported, and inspired to be themselves fearlessly, without judgement. At OraSure, we are committed to continuing to serve the interests of ALL people through our groundbreaking products that help people discover, know, understand, and own their health and wellness status. OraSure aims to create and foster a diverse, equitable, and inclusive workplace that reflects and contributes to the global communities in which we do business and the customers and partners we serve. This includes all communities impacted by our corporate presence.



Our DE&I Council hosts activities throughout the year that are widely attended across all company locations. For example, as part of June's Festival of Culture and Pride, our DE&I Council hosted an educational webinar featuring Shannon McKay of He She Ze and We, a non-profit organization that empowers families on the journey of gender identity through support, education, and advocacy.



Also in 2022, we hosted a webinar entitled "Leadership within Reach: Discussion & Insight from Minority Leaders" which included discussion about the joys and challenges of being a leader from a historically marginalized community. The panel of speakers discussed the importance of DE&I within an organization and the impact that mentorship, sponsorship, and allyship has had on their career success.

Diversity, Equity & Inclusion



The DE&I Council's monthly book club, hosted in conjunction with the company's Social Committee, aims to elevate historically marginalized voices and perspectives. The club seeks to proactively engage, understand, and draw on a variety of perspectives and experiences. The book club meetings are safe places for discussion and learning as we work together to become better allies. In the spirit of inclusion, books are reimbursed by the company. In 2022, we expanded the club discussion to include movies, too. Books and movies featured in 2022 include "Policing Black Lives" by Robyn Maynard, "Climate Change Is Racist: Race, Privilege and the Struggle for Climate Justice" by Jeremy Williams and "American Born Chinese" by Gene Luen Yang.



The DE&I Council also offers a Next Level Mentorship program designed to build our team members for future internal advancement opportunities and professional development, overall. This program was wildly successful in its pilot phase, and the mentees who "graduated" in 2022 highly recommend the program to individuals who want to build connections and grow as professionals.



Supporting Our Community

We are committed to making a positive difference in the world.

We focus on the following defined areas:

► OVERCOMING HEALTH CHALLENGES:

Funding priorities include support for organizations that provide HIV and Hepatitis C testing and care, and response to emerging health crises, such as life-threatening pandemics and epidemics. Examples in 2022 include supporting AIDS Walk New York, Race to End Hep C, and Building Health Online Communities.

► SCIENTIFIC EDUCATION & DISCOVERY:

Contributions in this area will support educational-related initiatives for students of all ages, with a focus on science, technology, engineering and math (STEM) programs, and career/college preparatory programs. Examples in 2022 include sponsorship of Girl Scouts of Eastern Pennsylvania.

► IMPROVING THE COMMUNITIES IN WHICH WE OPERATE:

We care about where we live and work and are committed to helping our communities thrive. Examples in 2022 include sponsorship of the Bethlehem Farmers' Market, Valley Youth House, Second Harvest Food Bank and others.



Organizations we supported in 2022

**AIDS WALK
NEW YORK**

Allentown
Rotary
Club

apri
35 YEARS OF SERVICE
AIDS PROJECT RHODE ISLAND

**AUNT
RITA'S**
FOUNDATION

BETHLEHEM
**Farmers'
Market**

BHOC

dabo
THE DETROIT ASSOCIATION OF
BLACK ORGANIZATIONS

girl scouts
of eastern
pennsylvania

A Proud Member of
The Chamber
GREATER LEHIGH VALLEY CHAMBER OF COMMERCE

HEALTH GAP
GLOBAL ACCESS PROJECT

HIV+HEP
POLICY INSTITUTE

HOUSINGWORKS

IrisHouse

**LATINO
COMMISSION
ON AIDS**

LEHIGH VALLEY **BUSINESS**
Women
OF INFLUENCE

N M I H
National Museum of Industrial History

**Second Harvest
FOOD BANK**
of the Lehigh Valley and Northeast Pennsylvania

VALLEY
**YOUTH
HOUSE**

WORLD CONFERENCE OF MAYORS, INC.

Volunteerism



Our colleagues are given eight hours of paid time off each year to give their time and talent to various community organizations and programs, including: Second Harvest Food Bank, Salvation Army Children's Services, Center for Animal Health and Welfare, Cops 'n' Kids Celebration of Reading Program and Boutique at the Rink, among others.

Every holiday season, we also hold various Adopt-a-Family campaigns at our global locations.



Corporate Governance Highlights

1. Executive compensation is market-driven with total compensation of our executives targeted at the 50th percentile of the Company's peer group.
2. Executive compensation is predominantly variable or performance-based; In order to incentivize growth, performance objectives for annual bonus pool funding target key financial measures and/or important strategic goals.
3. The Board's discretionary ability to adjust annual incentive bonus pool funding is limited to +/- 10% of pool amount in order to avoid excessive discretionary bonus pool adjustments.
4. No excise tax gross-up in any of our named executive officer employment agreements and no "single trigger" change-in-control severance in any of our new executive employment agreements.
5. Strong stock ownership/retention requirements for executives and directors.
6. Compensation recoupment policy or "clawback" policy, under which we may recover excess compensation paid to an executive if our financial statements are restated.
7. No hedging or pledging of our Common Stock is allowed by executives.
8. In addition to our Code of Business Conduct and Ethics, the Company has an Anti-Corruption Policy, a Policy on Interactions with Healthcare Professionals and other policies which further require honest, ethical and lawful behavior.
9. Stated policy that the Company believes the CEO and Chair of the Board roles should be separate.
10. 86% of Board members are independent, 71% identify as female or an underrepresented minority, and average Board tenure is 3.9 years.



Forward Looking Statement

This press release contains certain forward-looking statements, including with respect to products, product development activities, regulatory submissions and authorizations, revenue growth, cost savings, cash flow, increasing margins and other matters. Forward-looking statements are not guarantees of future performance or results. Known and unknown factors that could cause actual performance or results to be materially different from those expressed or implied in these statements include, but are not limited to: our ability to satisfy customer demand; ability to reduce our spending rate, capitalize on manufacturing efficiencies and drive profitable growth; ability to achieve the anticipated cost savings as a result of our business restructuring; ability to market and sell products, whether through our internal, direct sales force or third parties; impact of significant customer concentration in the genomics business; failure of distributors or other customers to meet purchase forecasts, historic purchase levels or minimum purchase requirements for our products; ability to manufacture products in accordance with applicable specifications, performance standards and quality requirements; ability to obtain, and timing and cost of obtaining, necessary regulatory approvals for new products or new indications or applications for existing products; ability to comply with applicable regulatory requirements; ability to effectively resolve warning letters, audit observations and other findings or comments from the U.S. Food and Drug Administration (“FDA”) or other regulators; the impact of the novel coronavirus (“COVID-19”) pandemic on the Company’s business, supply chain, labor force, ability to successfully develop new products, validate the expanded use of existing collector products, receive necessary regulatory

approvals and authorizations and commercialize such products for COVID-19 testing, and demand for our COVID-19 testing products ; changes in relationships, including disputes or disagreements, with strategic partners or other parties and reliance on strategic partners for the performance of critical activities under collaborative arrangements; ability to meet increased demand for the Company’s products; impact of replacing distributors; inventory levels at distributors and other customers; ability of the Company to achieve its financial and strategic objectives and continue to increase its revenues, including the ability to expand international sales and the ability to continue to reduce costs; impact of competitors, competing products and technology changes; reduction or deferral of public funding available to customers; competition from new or better technology or lower cost products; ability to develop, commercialize and market new products; market acceptance of oral fluid or urine testing, collection or other products; market acceptance and uptake of microbiome informatics, microbial genetics technology and related analytics services; changes in market acceptance of products based on product performance or other factors, including changes in testing guidelines, algorithms or other recommendations by the Centers for Disease Control and Prevention (“CDC”) or other agencies; ability to fund research and development and other products and operations; ability to obtain and maintain new or existing product distribution channels; reliance on sole supply sources for critical products and components; availability of related products produced by third parties or products required for use of our products; impact of contracting with the U.S. government; impact of negative economic conditions; ability to maintain

sustained profitability; ability to utilize net operating loss carry forwards or other deferred tax assets; volatility of the Company’s stock price; uncertainty relating to patent protection and potential patent infringement claims; uncertainty and costs of litigation relating to patents and other intellectual property; availability of licenses to patents or other technology; ability to enter into international manufacturing agreements; obstacles to international marketing and manufacturing of products; ability to sell products internationally, including the impact of changes in international funding sources and testing algorithms; adverse movements in foreign currency exchange rates; loss or impairment of sources of capital; ability to attract and retain qualified personnel; exposure to product liability and other types of litigation; changes in international, federal or state laws and regulations; customer consolidations and inventory practices; equipment failures and ability to obtain needed raw materials and components; the impact of terrorist attacks, civil unrest, hostilities and war ; and general political, business and economic conditions, including inflationary pressures. These and other factors that could affect our results are discussed more fully in our SEC filings, including our registration statements, Annual Report on Form 10-K for the year ended December 31, 2022, Quarterly Reports on Form 10-Q, and other filings with the SEC. Although forward-looking statements help to provide information about future prospects, readers should keep in mind that forward-looking statements may not be reliable. Readers are cautioned not to place undue reliance on the forward-looking statements. The forward-looking statements are made as of the date of this press release and OraSure Technologies undertakes no duty to update these statements.