



## Diversity, Equity and Inclusion Statement

### Commitment Statement

Castle Biosciences is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion (DEI). We are a company whose mission is improving health through innovative tests that guide patient care. Keeping people first – patients, clinicians, employees and investors – highlights a critical part of the patient-centric work we do.

### Our Values

**EXCITEMENT-** We remain excited by the possibilities that come with transforming disease management.

**COLLABORATION-** We foster an inclusive, authentic environment, built on teamwork and diversity of thought.

**INTEGRITY-** We demand relentless honesty in every situation and respect in every interaction.

**INNOVATION-** As a science-based company, we focus on breaking barriers, accepting unconventional thinking and inviting challenges to the status quo.

**TRUST-** Everything we do begins and ends with trust.

**EXCELLENCE-** We strive for constant improvement and maintain an unwavering commitment to our patient-focused vision.

We embrace and appreciate our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

This statement sets out the key principles that guide our DEI efforts.

### Scope and Responsibilities

This statement applies to all Castle Biosciences employees, officers, directors, vendors, consultants, contractors and other third parties that we engage in the course of our business.

The Audit Committee of Castle's Board of Directors reviews and discusses with management the Company's Environmental, Social and Governance (ESG) risk management, strategy, initiatives and policies, and provides oversight with respect to their effectiveness. This includes our work in the area of DEI.

### Approach to Diversity, Equity and Inclusion

Castle Biosciences' DEI initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing cultivation of a work environment built on the premise of equity and belonging for employees of all backgrounds. We are committed to maintaining:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation that enables the representation of all groups and employee perspectives.

- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.
- Equitable policies, processes and practices.

All employees of Castle Biosciences have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that promotes inclusion and belonging in the workplace, at work functions on or off the work site, and at all other company-sponsored events.

Our DEI strategy and programs hinge upon three core pillars:

1. Recruiting a diverse workforce
2. Building a culture of inclusion
3. Promoting transparency

To ensure we are cultivating an authentic company culture, we will take the following actions:

- Conduct annual diversity awareness/unconscious bias training
- Monitor diversity data, including compensation data
- Offer mentorship programs or networking groups
- Support employee resource groups

### **Discrimination, Harassment and Bullying**

We are committed to providing a workplace free from discrimination, harassment, bullying and any other forms of unwelcome or improper conduct.

Castle Bioscience prohibits all forms of discrimination, harassment or bullying of employees by other employees, supervisors or third parties for any reason. This includes, but is not limited to, unwelcome or improper conduct related to an individual's race, color, religion, sex (including pregnancy, sexual orientation, gender identity or transgender status), age, national origin, genetic information, marital status, political affiliation, disability, status as a parent, protected veteran status, or a person's relationship or association with a protected veteran, or any other category protected under federal, state or local law. Violation of this policy may result in disciplinary action, up to and including immediate termination of employment.

Non-employees are also covered by this policy. We prohibit harassment, discrimination, or retaliation of employees in connection with their work by directors, vendors, consultants, contractors and other third parties that we engage in the course of our business.

### **Reporting Inappropriate Conduct**

Employees who believe they have been subjected to any kind of discrimination that conflicts with our diversity statement should seek assistance from a supervisor, Human Resources, or the Company's Compliance Officer. If at any time an employee wishes to report any violations of, or concerns related to, this statement, but feels uncomfortable speaking with a supervisor, Human Resources or the Company's Compliance Officer, they are encouraged to report any such violations or concerns to Castle's independent hotline. Calls placed to the hotline will be answered by a third-party service provider unaffiliated with Castle Biosciences and will remain anonymous to the extent permitted by applicable law. Whether an individual chooses to speak with their supervisor or report a complaint through Castle's compliance hotline, they should do so without fear of any form of retaliation. We will take prompt disciplinary action against any employee who retaliates against another, up to and including termination of employment.

We take allegations of discrimination and harassment seriously. We will investigate any reports of discrimination, harassment or other unwelcome or improper conduct and take prompt action in response. The Company will protect the confidentiality of employees reporting suspected violations to the extent permitted by law and consistent with any associated investigation.

## **Affirmative Action**

This statement reaffirms Castle Biosciences' belief and commitment in equal employment opportunity (EEO) for all employees and applicants for employment in all aspects of employment.

The Company has developed and maintained a written Affirmative Action Program (AAP). The Company's President and Chief Executive Officer supports the AAP and urges each employee to commit to carrying out the intent of the AAP and this statement. The Company maintains an audit and reporting system to determine overall compliance with its EEO mandates. The EEO Administrator oversees the AAP development, modification, implementation, effectiveness and reporting requirements, and conducts management updates.

Castle Biosciences will strive to ensure all aspects of employment, including recruitment, selection, job assignment, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal or unethical discrimination based upon race, color, religion, sex (including pregnancy, sexual orientation, gender identity or transgender status), age, national origin, genetic information, marital status, political affiliation, disability, status as a parent, protected veteran status, or a person's relationship or association with a protected veteran. Regular review helps ensure compliance with this policy.