



ESG Impact Summary

June 2023

A Message from Jurgi Camblong, CEO and Co-Founder

From the start, our mission has been to **democratize data-driven medicine**. *What do we mean by that?*

We have built a platform, known as the SOPHiA DDM™ Platform, powered by artificial intelligence and machine learning to accelerate the adoption of information-sharing. Sharing this information by connecting the dots allows more organizations around the world to adopt precision medicine, thus making a positive impact on the lives of more people.

Our DNA is rooted in this mission, with our people who rally behind that mission, as a driving force. And much like the strands of a DNA helix, our people come together to create an impact across the globe.

This work would not be worthwhile without providing value for our stakeholders: the institutions and partners we work with, their patients, our investors, and of course, our employees. With integrity at our core, we do so in a thoughtful, compliant manner.

We have compiled this ESG Impact Summary, highlighting key areas in which we strive to create value every day. As we continue on our ESG journey, this summary marks our commitment to transparently manage and inform its audience on the impact of what we do. We look forward to continuing to share our progress in the future.



A stylized, handwritten signature in black ink, appearing to read 'J. Camblong'.

Dr. Jurgi Camblong, Co-Founder & CEO

Pillar	Mission	Performance indicators & Discussion
Innovation & Access Pioneering new solutions for broad application	Facilitate clinical research Leverage data-driven insights to advance research on new treatments	As of December 31, 2022, we have more than 466 peer-reviewed publications. These papers demonstrate how our solutions help drive insights and support scientists to enhance oncology and hereditary disease discoveries. We believe our technologies have the potential to revolutionize patient care across a multitude of health conditions.
	Enable data sharing Unlocking data-silos across the scientific community	Connecting institutions and enabling them to draw actionable results from the network effect inherent to our platform is key to advancing patient care. As of December 31, 2022, we serve more than 750 hospitals, laboratories and biopharma customers in more than 72 countries.
	Promote Access to Data-Driven Medicine Improve patient care on a global scale	We are proud to bring data-driven medicine to those who need it the most, across oncology, rare and inherited diseases, infectious diseases, cardiology, neurology, and other disease areas. Our solution has supported the analysis of 1.2 million genomic profiles as of December 31, 2022, leveraging our unique capabilities. In 2022 analysis volume increased 8.6% year over year to more than 264,000 analyses.
Protecting Patient Data Facilitate insight-sharing while protecting patient information	Strong information governance Build data protection and transparency into our corporate structure	We take the privacy of individuals seriously and pledge to respect the confidentiality of personal data and protected health information. We remain transparent, and we keep all data safe in accordance with our Code of Business Conduct and applicable data protection laws and regulations. For this purpose, we have implemented a global compliance plan, appointing a Data Protection Officer and a HIPAA Compliance Officer, and establishing a Data Protection Committee and an Information Security Committee.
	Embedded procedures Develop integrated data protection mechanisms	We have prepared and implemented global policies and procedures, including a data protection policy, a retention procedure, a data breach response plan, and standard operating procedures to address data subject's requests. We have guidelines in place and conduct training of appropriate personnel on data protection to ensure the security of processing activities. These policies and procedures are routinely reviewed and updated to ensure optimal patient privacy.
	Secure technology Ensure we are at the cutting-edge of software technology for patient data protection	Our data architecture has been built to ensure the pseudonymization of personal data processed. We take steps to ensure that personal data in our control is protected from misuse or accidental, unlawful or unauthorized destruction, loss, alteration, disclosure, acquisition, or access. To this effect, and to ensure an appropriate level of security we have also implemented ISO/IEC 27001:2013 standards with respect to technical and physical security. Our HIPAA standards are audited annually through a risk assessment performed by our Compliance and Information Security Departments. We put in place procedural, technical and physical security measures to safeguard the protected health information we receive.
Empowering our People Providing our people with the necessary tools to achieve our goals	Engaged employees Achieve best-in-class employee engagement	We actively assess employee engagement with surveys that include quantitative and qualitative information. The results from the surveys are interpreted and are used by our people management organization to focus on continuous improvement. We were pleased that 87% of our workforce participated in the 2022 survey and responses indicate strong satisfaction with management support, equality, and peer relationships.
	Personal development Enable our people to expand their knowledge, skills, and advance their careers	As part of our effort to continuously motivate and provide an environment for professional development of our employees, we support talent reviews and have created career ladders for all departments. In the past year, we were proud to advance the careers of 55 employees with promotions, 11% of our permanent workforce. We also provided training through our Learning@SOPHiA program, facilitating our people to complete 4,800 training hours.
	Employee diversity Nurture a diverse and inclusive workforce	We create work environments that preserve and value individuality and diversity. We believe that diversity in our workforce boosts employee engagement and creates an innovative, dynamic, and productive culture. As of December 31, 2022, we had 482 employees globally and our workforce's gender distribution of male/female/undisclosed was 59.8%/39.8%/0.4% respectively. Diversity at SOPHiA GENETICS is overseen by our Board's Nomination and Corporate Governance Committee.

Not for reporting purposes and only to be referred to in the full version.

Being a responsible corporate citizen

Ethics

Rooting business decisions in a true sense of integrity

We strive to place patients' care at the heart of all our decisions and have developed our Code of Business Conduct with this in mind. We have firm rules guiding our interactions with healthcare professionals, and measures and policies to prevent corruption, fraud, conflict of interest, anti-competitive behavior, and insider trading.

We stand strongly against any form of discrimination, and workplace harassment issues are dealt with firmly in accordance with our whistleblowing procedure and speak-up tool, marking our commitment to being a safe and inclusive workplace.

To ensure our partners also apply high ethical standards, we have a third-party risk management program, which includes a due diligence process for new partnerships. We also review partners in accordance with business conduct standards.

Governance

Leading by example

SOPHiA GENETICS' Board of Directors sets high standards for our employees, officers, and directors. The importance of sound corporate governance is implicit to our values of quality, precision, and robustness. It is the duty of the Board of Directors to serve as trustees for our shareholders and to oversee the management of the company's business. Seven out of eight of our Board members are independent, including our Chair. Our Board committees, namely the Audit Committee, the Compensation Committee, and the Nomination and Corporate Governance Committee, are each composed of three members and operate by their respective [charters](#).

As part of our commitment to developing our ESG efforts, our Board of Directors delegated ESG oversight to the Nomination and Corporate Governance Committee.

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SASB table

In building this report, alongside conducting our own assessment of the key material topics for the company, we referred to the SASB Industry-Specific Materiality Map for both the Software & IT Services and Biotechnology & Pharmaceuticals industries. In the table below, we have highlighted the main points of relevance to SOPHiA GENETICS' activities at this stage in the company's development.

Industry	Topic	SASB Code	Accounting Metrics
Software & IT services	Environmental Foot-print of Hardware Infrastructure	TC-SI-130a.1	Our current assessment is that our primary environmental impact comes from our server usage. On this matter, we benefit from having our servers hosted by Microsoft who have set bold net-zero targets (Microsoft Environmental Sustainability Report). We plan to further develop our environmental reporting capabilities in the coming years.
		TC-SI-220a.1	SOPHiA GENETICS implemented a global compliance plan in accordance with applicable laws and regulations, covering: <ul style="list-style-type: none"> The appointment of a Data Protection Officer; The appointment of a HIPAA Compliance Officer; The creation of a Data Protection Committee and an Information Security Committee, of which both the Data Protection Officer and the Information Security Director are members; The preparation of processes, guidelines, and other governance standards; Training of appropriate personnel on data protection; and The security of processing activities. <p>As part of our business activities, SOPHiA GENETICS processes different categories of data, including but not limited to (direct and indirect identifiable) personal data, such as biological material and associated data, imaging data, genomic data, clinical data, and statistical data. SOPHiA GENETICS implemented an IT data architecture enabling the encryption and pseudonymization of the personal data processed. A data mapping was performed to identify the data workflow of SOPHiA GENETICS' activities.</p>
	Data Privacy & Freedom of Expression	TC-SI-220a.2	SOPHiA GENETICS processes 99% of its users' data for secondary purposes.
	TC-SI-220a.3	As of December 31, 2022, no legal proceedings associated with user privacy have been initiated against SOPHiA GENETICS.	
	TC-SI-220a.4	As of December 31, 2022, no requests for user information from government or law enforcement agencies have been received. <ol style="list-style-type: none"> 0 0 0% - NA 	
Biotechnology & Pharmaceuticals	Recruiting & Managing a Global, Diverse & Skilled Workforce	TC-SI-330a.3	Percentage of gender group representation for (1) management (Director & above), (2) technical staff (Information Tech and Data Science), and (3) all other employees (Below Director & non-IT and Data Science): <ol style="list-style-type: none"> 66.2% male, 32.4% female, 1.4% did not disclose 81.6% male, 17.9% female, 0.5% did not disclose 39.5% male, 60.5% female, 0% did not disclose
		Business Ethics	HC-BP-510a.1
		HC-BP-510a.2	As part of our commitment to the patients of our customers, our Code of Business Conduct defines how we interact with healthcare professionals: "We build commercial relationships with our customers and more broadly with the healthcare community to offer data and analytics services linked notably to genomic and imaging solutions. We must never bribe or offer other forms of compensation to gain business we cannot win without that. We should all be very careful: what we might consider as courtesies in other sectors may not be appropriate when interacting with healthcare professionals. Our interactions with healthcare professionals are governed by internal rules based on U.S., E.U., Swiss standards and local requirements when stricter." See our Code of Business Conduct for more information.

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Cautionary Notice

This ESG Impact Summary is as per December 31, 2022 and contains information that has not been audited or otherwise validated by an external party. We have disclosed in this ESG Impact Summary and elsewhere certain non-IFRS measures. We believe that these non-IFRS measures provide useful information to investors and others in understanding and evaluating our ESG impact. However, the information in this ESG Impact Summary, including but not limited to non-IFRS measures, has limitations and should not be relied upon to make any investment decision in isolation or as a substitute for analysis of our financial results as reported under IFRS.

This ESG Impact Summary also includes forward-looking statements. All statements other than statements of historical facts contained in this ESG Impact Summary, including statements regarding our future results of operations and financial position, business strategy, products and technology, as well as plans and objectives of management for future operations in the area of ESG, are forward-looking statements. Forward-looking statements are based on our management's beliefs and assumptions and on information currently available to our management. Such statements are subject to risks and uncertainties, and actual results may differ materially from those expressed or implied in the forward-looking statements due to various factors, including those described in our filings with the U.S. Securities and Exchange Commission. No assurance can be given that such future results will be achieved. Such forward-looking statements contained in this ESG Impact Summary speak only as of the date hereof. We expressly disclaim any obligation or undertaking to update these forward-looking statements contained in this ESG Impact Summary to reflect any change in our expectations or any change in events, conditions, or circumstances on which such statements are based, unless required to do so by applicable law. No representations or warranties (expressed or implied) are made about the accuracy or completeness of any information contained in this ESG Impact Summary.

