Equal Employment Opportunity Policy Statement

It is the policy of Quest Diagnostics to comply with all applicable federal, state and local laws governing nondiscrimination in employment and to ensure equal opportunity in all terms, conditions, and benefits of employment or potential employment.

Quest Diagnostics prohibits discrimination and harassment against any employee or applicant for employment because of race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other legally protected status.

Quest Diagnostics has established an EEO Compliance Program under Section 503 of the Rehabilitation Act of 1973 ("Section 503"), and the Vietnam Era Veteran's Readjustment Assistance Act of 1974 ("VEVRAA"). Quest Diagnostics ensures that applicants and that employees are treated without regard to their race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other legally protected status. Quest Diagnostics has established an audit and reporting system to allow for effective measurement of its affirmative action activities.

To implement this policy, Quest Diagnostics will:

> (1) Recruit, hire, train and promote qualified persons in all job titles, without regard to race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other legally protected status;
> (2) Ensure that employment decisions are based only on valid job requirements; and
> (3) Ensure that all personnel actions and employment activities such as compensation, benefits, promotions, layoffs, return from layoff, Quest Diagnostics sponsored programs, and tuition assistance will be administered without regard to race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity, or any other legally protected status.

Employees and applicants for employment will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in (1) filing a complaint, (2) opposing any act or practice made unlawful by, or exercising any other right protected by, any Federal, State or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA or (3) assisting or participating in an any investigation, compliance evaluation, hearing, or any other activity related to the administration of any Federal, State or local law requiring equal opportunity, including Section 503 and the equal opportunity provisions of VEVRAA.

If you feel that you and/or a co-worker's rights under this policy have been violated at any time, you may contact any of the following sources to register your complaint:

> • Your direct Supervisor;
> • Your Supervisor's manager;
> • The Director of your Department or Operational Group;
> • The Human Resources Service Center;
> • The CHEQline 1-800-650-9502; or
> • The on-line reporting service at www.mycompliancereport.com Access ID: QDI.

If you reside in New York and want to report a claim of sexual harassment, you are also encouraged to complete the Complaint Form for Reporting Sexual Harassment in New York.

Quest Diagnostics will protect the confidentiality of all complaints to the extent possible. All complaints will receive a prompt, thorough, and impartial investigation. The Company will take immediate and appropriate corrective action, including termination of employment, when it determines a violation has occurred. Company policy prohibits retaliation against employees who raise good faith complaints. Any occurrences of retaliation for registering a complaint may be reported to one of the sources mentioned above.

James E. Davis, CEO and President reaffirms support for the EEO policy and the EEO Compliance Program and delegates overall responsibility for the implementation of the equal employment opportunity activities to the Chief Human Resources Officer.

SVP, Chief Human Resources Officer
April 9, 2025