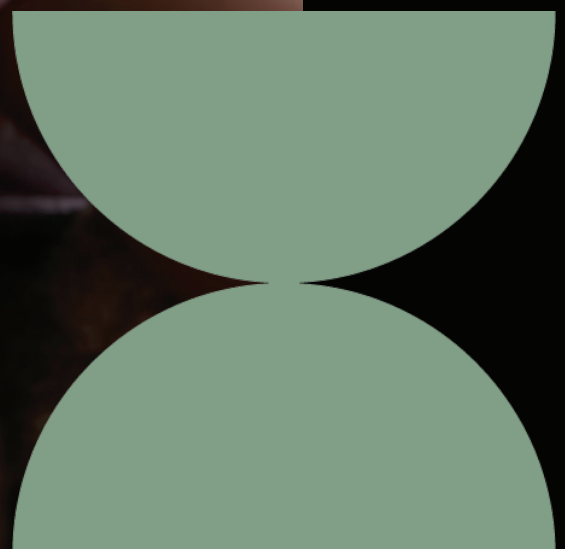




2023
Corporate
Responsibility
Overview



bionano™

At Bionano, we strive to elevate health and wellness for all people through customer-centered innovations that transform the way the world sees the genome.

We believe that Bionano offers solutions to look at the genome in an entirely new way, complementing some existing methodologies and replacing others. We believe the Bionano lens will help researchers answer critical questions about cancers, genetic diseases and help the genomics community collectively take a step forward in our understanding of the genome. Bionano's optical genome mapping (OGM) solutions provide our customers with the ability to see more.

By completely transforming the way the world sees the genome, we believe we can strive to reveal the full continuum of genomic variation, and help answer those critical questions.



Governance

Our Board of Directors sets high standards for Bionano employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance and ethical practices. Our Board, together with management, strives to maintain a culture of compliance that inspires our people at all levels to act ethically and legally in their business decisions and day-to-day duties. This is fundamental to carrying out our mission.

Zero Tolerance for Bribery and Fraud

Bionano is committed to complying fully with applicable anti-corruption and anti-bribery laws. Our Code of Business Conduct and Ethics prohibits our employees and our agents and business partners from, knowingly or unknowingly, compromising our values or violating the Foreign Corrupt Practices Act (FCPA), UK Bribery Act or similar anti-corruption laws. Among other topics, the policy prohibits bribery and offers guidance around acceptable behavior under applicable law, as well as guidance as to record-keeping practices.



Governance

Support for Speaking Up

A healthy, inclusive culture is one in which all employees feel comfortable and confident speaking up regarding potential violations of any law, rule or regulation. We encourage and expect employees to report misconduct or behavior that they believe is at odds with our values. We seek to provide a supportive, open culture so that positive behavior is expected and accepted. We invite our people to ask questions, seek guidance and report suspected violations using any of the following methods:

- Speaking to their supervisor
- Utilizing our confidential third-party online whistleblower hotline

All complaints filed through our whistleblower hotline are investigated by our General Counsel and reported to the Audit Committee of our Board. We pledge to protect employees who step forward to report suspected violations. We are committed to non-retaliation for reports made in good faith and forbid any retaliation against employees who, acting in good faith on the basis of a reasonable belief, report suspected misconduct.



Governance

Vendor Selection

Bionano seeks to operate our business in line with our values, and we seek to do business with organizations that share those values. Furthermore, because we engage an extensive network of vendors and organizations to conduct our business, the scope of our impact extends far beyond the walls of our offices and labs. We believe that we can effect positive change by holding our business partners, vendors and suppliers to the same values we embrace. Our standard form of contracts requires our suppliers to conduct their business in compliance with all applicable laws and regulations as well as our applicable guidelines and policies.

Ethical Marketing

We recognize the importance of ethical marketing and interactions in developing and marketing new products and solutions. We are committed to adhering to applicable standards of conduct as they become relevant for our organization. Bionano is a research use only genomic analysis company.



Human Capital

Diversity, Equity and Inclusion

We are committed to providing an inclusive, diverse and equitable environment for all employees, and increasing representation of underrepresented populations at our company, particularly in leadership roles. We track our gender and racial/ethnicity diversity data to ensure progress over time and performance relative to our industry.

Our Board of Directors reflects our commitment to diversity. Three of our nine directors are female, with one board member self-identifying as "Asian" and one self-identifying as "Hispanic or Latinx," as disclosed in our 2023 Proxy under the Board Diversity Matrix.

We are deepening our commitment to diversity, equity, belonging and inclusion during 2023 as we launch the first Bionano Employee Resource Group, which supports our female and female-identifying employees and their allies.

Recruitment and Onboarding

As Bionano grows and hiring keeps pace, we remain committed to recruiting individuals who complement our existing teams. To achieve our mission of solving meaningful problems, we recruit diverse top talent from a range of backgrounds, industries and experiences.

When it comes to onboarding, we strive to make all new joiners feel welcomed and help them develop a sense of belonging. Our personalized onboarding experience includes:

- An onboarding cohort and sessions with operations, finance and IT
- Meet-and-greets with senior leaders

Employee Engagement and Retention

We are committed to providing a welcoming, collaborative work environment in which people can thrive.

We believe that it is important to listen to our employees and understand their concerns. We use both formal and informal methods for gathering input. In addition to frequent manager/employee check-ins, we conducted a Future of Work survey, which gave employees the opportunity to describe our company culture, how they have seen it in action, and how they would like to see it change as Bionano continues to grow.

Survey responses and findings were presented to management to inform the development of annual goals and a summary of responses and resulting activities shared with all employees in an open discussion forum. The findings informed decisions regarding onsite work, onboarding practices, collaboration technology and employee engagement events and all-company meetings. In 2023, we will continue to evolve our employee listening strategy from an annual survey to regular pulse checks in order to create a feedback-to-action loop, celebrate team milestones and continue to leverage our strengths.

Professional Development and Corporate Culture

In a challenging, changing industry, we are committed to advancing the skills of our people. We invest in their professional development through competitive salary and benefits, formal leadership training, workshops and access to specialized career programming. In 2022, we offered a wide range of learning and development opportunities and resources including professional development workshops for employees at all levels. Additionally, employees have access to tuition reimbursement to support their continuous development.

Keeping employees informed about company strategy, objectives and progress is vital to maintaining an informed and engaged workforce. We continue to convene our employees in quarterly town hall meetings to discuss corporate initiatives, share scientific breakthroughs, recognize new joiners and celebrate each other's contributions and accomplishments. Our companywide meetings and events are vital in developing cohesion, nurturing our culture and keeping employees united on our shared values and purpose.

Benefits

We invest in the well-being of our people so they can be at their best.

Our people invest their passion and effort in our mission, and we invest in their well-being today and in the future. We provide what we consider to be a competitive mix of long- and short-term incentives including competitive salaries, incentive compensation and 100% participation in our equity programs. All employees are offered robust health, dental and vision insurance benefits. To promote financial well-being, we offer flexible spending accounts, life, AD&D and disability insurance, and 401(k) retirement savings with a company match of up to 5%.

Pay Equity

Bionano is committed to equal pay for equal work. This means compensating the talented professionals who drive innovation at Bionano the same way for the same work, regardless of race, gender or other status. We conduct regular reviews of pay levels across all comparable roles to ensure men, women and employees from underrepresented racial and ethnic groups are paid equally to their counterparts for roles requiring similar levels of contribution, experience, and skill. We analyze new hire offers and existing employee promotions to ensure internal pay equity while maintaining competitiveness with the external job market.

Community Outreach

Giving back to our community has been a key part of our culture from the beginning. We believe that we have a responsibility to improve the broader communities we touch. We are committed to making a difference for our stakeholders, a group that will grow and diversify as we mature. To date, our focus has been on key stakeholder groups:

- Current and future individuals impacted within our focus areas in oncology and genetic diseases
- The next generation of scientists and future Science, Technology, Engineering and Math (STEM) leaders

As we grow and evolve, we hope our impact will grow as well. We intend to stay committed to initiatives that are closest to us — connecting to our corporate purpose.

Community Support Areas and Initiatives

As a genome analysis company, we are focused on providing tools and solutions for researchers exploring areas including cancers and genetic diseases. Bionano and its employees participate in events that raise funds and awareness for a variety of causes including genetic testing and research as well as support for newborns in the neonatal intensive care unit (NICU) and their families.

Bionano looks for opportunities to inspire young people who are the future of our industry. In 2022, Bionano launched our STEMinist initiative, in partnership with Ignite Worldwide, a nonprofit dedicated to expanding the presence of girls and non-binary youth in the STEM talent pool through exposure to careers, STEM education and mentorship.



Health and Safety

Employee Safety

Bionano has an unwavering commitment to safety at work and a goal to achieve an accident- and injury-free workplace. We take steps to protect our laboratory personnel from the potential hazards associated with their work environment. Specifically, we have a series of relevant procedures and programs including injury and illness prevention program training, chemical hygiene and hazard communication training, as well as bloodborne pathogens and exposure control plan training. We require that all laboratory personnel who work with laboratory chemicals receive training on these plans. In addition, all company employees are required to take place in an annual safety training overseen by our facilities department.

COVID-19 Pandemic Response

In response to the COVID-19 pandemic, we undertook initiatives to ensure the health and safety of our workforce and continuity of our operations. We implemented safety protocols at our facilities, taking into consideration national and local public health guidelines. Throughout the pandemic, much of our workforce operated remotely, whenever possible. We provided our team personal protective equipment, weekly PCR COVID-19 testing and enacted distancing measures to ensure the safety of employees who continued to work on-site.

