Summary Plan Description for Leidos, Inc. ("Company")

Genomic Life Essential Genomics and Precision Cancer Genomics Employer Sponsored Program

This Summary Plan Description (SPD) is required by the Employee Retirement Income Security Act of 1974 (ERISA). This SPD is for Plan 555 sponsored by Leidos, Inc. (the "Company") as the Genomic Life Essential Genomics and Precision Cancer Genomics benefit. The Genomic Life Essential Genomics and Precision Cancer Genomics benefit program is paid for by employee premiums and Company contribution.

The Genomic Life™ Benefit

Genomic Life offers a suite of genetic testing, navigation and counseling (**Essential Genomics**) and comprehensive cancer support (**Precision Cancer Genomics**) to understand a member's predisposition to disease, ensure an accurate diagnosis, and obtain tailored treatment and resources, optimizing health and well-being. Genomic Life is not an insurance company; no offered program is an insurance policy.

Genomic Life programs **do not provide payment or reimbursement of payment for treatment costs of any kind.**
Genomic Life is not a medical service provider, does not provide medical treatment or health care clinical services, makes no medical referrals, issues no prescriptions, and provides no related medical advice.

What does coverage cost?

Genomic Life total monthly cost for employee only coverage, and employee and spouse/partner coverage is as follows:

	Employee Responsibility	Company Responsibility	Total Cost
Employee Only	$6.00	$6.00	$12.00
Employee + Spouse	$18.00	$6.00	$24.00

Eligibility

The programs and services are only available to members residing in the United States.

You are eligible for Essential Genomics and Precision Cancer Genomics if you are an enrolled Member in the Company's medical plan or if your employer has offered the Program to you. Your Spouse or Domestic Partner (if covered under the medical plan or if included in the employer's offering) is also eligible if you pay an additional premium (in accordance with the terms negotiated between your employer and Genomic Life).

Dependent children under the age of 18 are not eligible for Essential Genomics and Precision Cancer Genomics because the American Academy of Pediatrics (AAP) and the American College of Medical Genetics and Genomics (ACMG) has recommended against such predictive genetic testing in minors.

Dependent children age 18-26 are also not covered under the Program. However, the clinical navigation team will provide compassionate caregiver support, resources, and education for the enrolled Member, Spouse or Domestic Partner if you or your covered Spouse/Domestic Partner has a dependent child who has been diagnosed with cancer.

How the Essential Genomics benefit works

Participants receive navigation to the genomics that matters to them, offering insights into health and predisposition to disease. Note that dependents under age 18 do not receive genetic tests.

What is covered?

Features of Essential Genomics:

- Genetic Health Screen (GHS)
- Pharmacogenomics (PGx) Test
- Expanded Carrier Screening
- Post-Test Genetic Counseling
- Member Support
- Clinical Action Plan
- Peer-to-Peer Physician Consult
- Free Family Follow-up Testing Program
- Clinical Information Line
- Genomic Life Platform

Rooted in engagement and education, Genomic Life accelerates access to genomics to empower individuals to understand their health. Members receive ultra-personalized help navigating to the genomics that matter. The medically actionable genomic-based solutions uncover predisposition to cancer, cardiovascular disease, and drug reactions and produce a genetic baseline. The program harnesses these genetic insights to optimize health and improve outcomes. Some screenings are dependent on clinical appropriateness. Essential Genomics includes:

- **Genomic Navigation**

Members receive trusted answers and expert guidance to navigate a suite of genomic-based solutions that help prevent disease, diagnose a disease accurately, and tailor clinical support and treatment to your unique needs. This service involves a seamless experience when ordering tests, interpreting results, and creating a clinical plan with relevant resources.

- **Genetic Health Screen**

GHS is an accurate, medical-grade DNA test that analyzes genes to identify a predisposition to developing hereditary cancers, cardiovascular diseases, and additional conditions.

- **Pharmacogenomics (PGx) test**

The PGx test analyzes biomarkers on drug-gene interactions and efficacy. It helps uncover how an individual metabolizes and responds to medications. This knowledge helps reduce adverse drug reactions

and increase drug response. The Pharmacogenomics test is best suited for those members currently taking 5 or more medications, and/or initiating or changing medication for bleeding or clotting disorders, stomach acid, mental health, pain, OR high cholesterol.

- **Carrier Screening**

The Carrier Screening examines numerous genes to identify a potential risk of having a child affected by a recessive genetic disease. The carrier screening test is most clinically useful for those considering pregnancy within the next 24 months or expecting a child.

- **Post-Test Counseling**

Certified genetic counselors are healthcare professionals with specialized education and training in genetics. They collect family history and assess an individual for risk of an inherited condition. After a genetic test, a genetic counselor can help explain test results, answer questions, and review a clinical action plan that addresses the findings and informs the individual's physician and care plan.

- **Clinical Action Plan**

Individuals receive a report based on a test result. If positive, the plan offers clinically relevant knowledge based on the genetic variant(s), condition(s), and recommended next steps

- **Peer-to-Peer Physician Consult**

Genetic test experts will work with members' physicians to provide insights and interpret recommendations on tests and treatments.

- **Family Follow-up Testing Program**

Members who have a positive result on the Genetic Health Screen (GHS) can offer genetic testing to first-degree blood relatives. A physician needs to order the test within 150 days of your results.

How the Precision Cancer Genomics benefit works

Genomic Life helps prevent and manage cancer by combining the power of clinical-grade genomic testing with the personalized support of expert cancer care resources. Upon a cancer diagnosis, an employee has access to an oncology navigator who will personalize treatment and receive support and expert resources for shared decision-making.

- **Oncology Navigation**

Members receive navigation services comprising high-touch support and high-tech services from a navigator specializing in oncology and patient advocacy. If diagnosed, a dedicated oncology navigator is assigned to the member-patient to create a personalized plan to empower the patient and ensure care continuity.

The navigator advocate will also prepare the patient and attend a clinical appointment via zoom to provide support and insights. Genomic Life will provide oncology navigation for a maximum of two years per cancer diagnosis. This service is only available to participants over the age 18 who have a history of cancer

(received successful treatment for cancer, is no longer receiving treatment for cancer, and is cancer free) and or active cancer (currently undergoing diagnostic testing or cancer treatment).

- **Diagnostic Inherited Cancer Panel**

The Multi-Cancer Panel analyzes genes associated with hereditary cancers across major organ systems, including:

- breast and gynecologic (breast, ovarian, uterine)
- gastrointestinal (colorectal, gastric, pancreatic)
- endocrine (thyroid, paraganglioma/pheochromocytoma, parathyroid, pituitary)
- genitourinary (renal/urinary tract, prostate)
- skin (melanoma, basal cell carcinoma)
- brain/nervous system
- sarcoma
- hematologic (myelodysplastic syndrome/leukemia)

The panel maximizes diagnostic yield for individuals with a personal or family history of mixed cancers affecting multiple organ systems.

- **Comprehensive Genomic Profiling (CGP)**

Upon diagnosis and where appropriate, CGP is one of the most advanced approaches to helping guide cancer treatment. This test analyzes the DNA of the tumor, examining hundreds of cancer-related genes that can help guide oncologists with:

- Targeted treatments
- Immunotherapies
- Clinical Trials

The CGP offers a clinically actionable integrated report that includes tissue and molecular analysis. This evidence-based genetic testing adheres to NCCN guidelines. Testing is subject to treating physician approval based on clinical need and necessity. Report results are delivered back to the treating physician via secured physician portal Complex cases may require additional time for report.

- **Focused Molecular Testing**

The rapid diagnostic guidance system involves assays that include biomarker assessments that evaluate KRAS, BRAF, and EGFR for the presence of activating mutations that guide therapeutic assessment.

- **Pharmacogenomics (PGx) Test for Cancer**

This pharmacogenomic test helps providers identify which medications and dosages may work best for oncology patients by analyzing a patient's DNA to predict their response to cancer drugs.

It covers over 350 medications, including chemotherapies, targeted cancer agents, and medications used in supportive care to treat comorbid conditions, including nausea, pain, anxiety, depression, and more.

- **Expert Pathology Review**

An additional pathology review helps ensure an accurate diagnosis and informs a personalized treatment plan.

- **Peer-to-Peer Physician Consult and Molecular Tumor Board**

Genetic test experts will work with members' physicians to provide insights and interpret recommendations on tests and treatments. Specifically, the team will work with oncologists on how the tumor should be sequenced.

- **Clinical Trial Education**

Oncology Navigators offer insight and education regarding clinical trials.

- **Member Support, Genomic Education, and Cancer Information Line**

Member and family can talk with Genomic Life as to answer questions about the program, genetic tests, disease-related education (e.g., cancer), disease prevention strategies, or caregiving guidance.

Remember, Genomic Life's services and oncology navigation focus on precision medicine and current cancer guidelines. Genetic testing is subject to treating physician approval based on clinical need and necessity. During the intake process, the clinical team works with members to receive information, releases, and authorizations that may be necessary to access features and services.

When does coverage begin?

Coverage begins on the first of the month following enrollment due to a new hire or newly eligible event. For employees that elect coverage during Open Enrollment, coverage will begin on January 1 of the following year. The Company is responsible for sending your enrollment request to Genomic Life.

When does coverage end?

- Upon the Company's cancelation of the Genomic Life benefit offering; or
- Upon the end date of the employee's employment with the Company; or
- Upon the end of eligibility for the employee; and
- For spouses/domestic partners, when the employee's coverage ends

When coverage ends as described above, all services will end at the end of the month following the event (e.g., the last day of the month following your employment termination), and you will no longer be eligible to continue with the program.

Are the results private?

Your genetic profile is private and protected. We only collect and process personal information for legitimate business purposes and as permitted by applicable laws. Genomic Life does not share identifiable information with Company. Members can access Genomic Life's Privacy Policy at Privacy Policy - Genomic Life https://www.genomiclife.com/about/policies/

Reminder: we ask that you take the test that is assigned to you to avoid recollection of saliva samples.

Contact Information

If you have any general questions about benefits, please contact Genomic Life by:

844-MYGENOME / 844-694-3666
(Customer Information Call Center)
Monday - Friday 6 a.m. - 6 p.m. PST

Genomic Life
3344 N. Torrey Pines Court, Suite 100
La Jolla, CA 92037

For more information on Genomic Life: call 844-694-3666, email memberservices@genomiclife.com, or visit www.genomiclife.com.

Who is responsible for the program, and will it be changed?

The Company, the sponsor of the Plan, has the general right to amend or terminate the Plan or any component benefit program under the Plan at any time. The Plan may be amended or terminated by a written instrument duly adopted by the Company or any of its delegates. Note, for this purpose, that a Master Services Agreement between the Company and Genomic Life does not make the program insurance or subject to insurance laws of the state. A contract with Genomic Life is how the benefits are provided, but Genomic Life is not the plan administrator or plan sponsor of the program.

What if I have a question regarding benefits?

If you have a question regarding your benefit, please contact Genomic Life directly. If you are unsure of your (or your dependent's eligibility, you should contact the Company directly.

Legal Information

Plan Sponsor:
Leidos, Inc.
1750 Presidents Street
Reston, VA 20190

Benefits are provided through a contract with Genomic Life:
Genomic Life
3344 N. Torrey Pines Court, Suite 100
La Jolla, California 92037
phone: 844-694-3666
fax: 619-717-6176

Important Disclaimer

Benefits hereunder are provided pursuant to an insurance contract or governing written plan document adopted by the Company. If the terms of this SPD conflict with the terms of such insurance contract or governing plan document, then the terms of the insurance contract or governing plan document will control, rather than this SPD document, unless otherwise required by law. Please consult with your Company's legal counsel for additional information as Genomic Life is unable to provide legal guidance.