ATTACHMENT F

VICTIM COMPENSATION PROGRAM

The duties and authority of the Independent Compliance Monitor (the "Monitor"), and the obligations of Magellan Diagnostics, Inc. ("Magellan" or "the Company") with respect to victim outreach, identification, and compensation are as described below. These processes and procedures shall govern the funding and administration of the Victim Compensation Fund, and such additional payments as may be required, as described in Paragraphs 6 through 9 of the Deferred Prosecution Agreement ("Agreement") with the United States Attorney's Office for the District of Massachusetts (the "Office").

General Principles

1. The Company agrees to pay victim compensation in connection with the Agreement and in lieu of court-ordered restitution in connection with its guilty plea to the FDCA Information (as defined in the Agreement).

Company's Payment Obligations

2. The Company agrees to establish a Victim Compensation Fund of at least $9,300,000 to compensate patients and/or minor patients' legal guardians who were harmed by the conduct described in the Statement of Facts between June 27, 2013 and May 31, 2017. The Company shall establish a dedicated bank account for the Victim Compensation Fund and make deposits to the account according to the following schedule: $3,000,000 shall be deposited no later than 15 days after the Effective Date of this Agreement; $3,000,000 shall be deposited no later than one year after the Effective Date of this Agreement; and $3,300,000 shall be deposited no later than two years after the Effective Date of this Agreement.

3. The Monitor shall evaluate victim compensation claims and shall make recommendations to the Office regarding the individuals who should receive payments from the Victim Compensation Fund and the compensation amounts that these individuals should receive. Only the Office shall be empowered to make final decisions regarding who should receive payments from the Victim Compensation Fund and the compensation amounts that these individuals should receive.

4. Should the Monitor recommend and the Office approve payment in excess of the amount in the dedicated bank account, the Company shall deposit additional funds into the dedicated bank account within 90 days of such determination in order to permit those claims to be paid.

5. The Company agrees to pay all costs, fees, and expenses incurred by the Monitor in connection with the claims administration process and any fees associated with the dedicated bank account. The Company may, with approval of the Monitor, use funds in the dedicated bank account to pay for reasonable costs associated with its notification obligations below, provided that any funds expended shall not diminish the Company's obligations pursuant to Paragraph 4.

Company's Victim Notification and Identification Obligations

6. Within 30 days of the Effective Date of the Agreement, the Company shall make a public notice on its website in a suitably prominent location, describing the Company's resolution with the Office and the availability of compensation for victims. The website shall include contact information for patients to seek additional information or to submit a claim. The Company shall coordinate with the Monitor on the manner of receiving and organizing claims or requests for information.

7. In addition, the Company will promptly initiate a patient identification program to affirmatively identify individuals who may have been harmed by the conduct described in the Statement of Facts. That program will include the following minimum elements:

a. The Company shall retain at least one fulltime employee ("FTE") whose responsibility will be to identify patients who may have been harmed by the conduct described in the Statement of Facts. The Company shall retain the FTE in this role for at least 24 months.

b. The FTE will review and analyze data and records of patients identified by the Office including but not limited to patients who (a) received venous blood lead test results from a LeadCare II, LeadCare Ultra, or LeadCare Plus device or (b) responded to FBI's victim identification survey in *United States v. Amy Winslow et al.*, Case No. 23-cr-10094-PBS.

c. The FTE will review and analyze information from the Company, including but not limited to customer complaints to identify patients who may have been harmed by the conduct described in the Statement of Facts.

d. The FTE will work directly with the Company's customers from the relevant period (*i.e.*, doctors, clinics, hospitals) and the 62 state and local Childhood Lead Poisoning Prevention Programs ("CLPPPs") to identify and contact potentially harmed individuals. If the Company customer or the CLPPP is not willing or able to identify the patients because of time or resource limitations, the Company will provide financial reimbursement and/or other assistance for patient identification purposes.

e. The Company will structure the FTE's compensation to incentivize timely completion of milestones designed, in consultation with the Monitor, to result in the

successful identification of patients who may have been harmed by the conduct described in the Statement of Facts.

f. The Company shall notify any patient who may have been harmed by the conduct described in the Statement of Facts and identified as a result of this program of the availability for victim compensation and the process for submitting claims. The Company shall also provide such patients with information about other forms of assistance or services that may be helpful under their individual circumstances.

8. The Company shall promptly and fully inform the Monitor of the steps the Company takes pursuant to Paragraphs 6–7. The Company shall implement the Monitor's reasonable recommendations concerning any modifications to the Company's notice and patient identification program designed to efficiently and effectively identify and notify patients who may have been harmed. Should the Company and the Monitor disagree as to any such recommendation, such parties shall attempt in good faith to reach an agreement within 30 days. In the event that the Company and the Monitor remain unable to agree as to such a recommendation at the conclusion of thirty days, the Company shall promptly consult with the Office. The Office may consider the Monitor's recommendation and the Company's reasons for not adopting the recommendation in determining whether the Company has fully complied with its obligations under the Agreement.

9. The Monitor shall provide quarterly updates to the Office regarding the status of the patient identification program.

Monitor's Role as Claims Administrator

10. The Monitor shall act as a claims administrator for the Victim Compensation Fund. In conjunction with the Company and the expert retained pursuant to Paragraph 13, the Monitor shall propose a compensation system—subject to approval by the Office—for patients who were

harmed by the conduct described in the Statement of Facts. The Monitor's proposed compensation system shall include all demonstrated pecuniary damages for harm suffered by patients or their legal guardian(s) as a result of delayed detection of lead poisoning or lead exposure.

11. The Monitor's proposed compensation system shall not include any non-pecuniary damages for harm suffered by patients or their legal guardian(s) as a result of delayed detection of lead poisoning or lead exposure.

12. The Monitor's proposed compensation system shall not include any purported attorney fees or other related legal costs incurred by any victim, and such fees/costs shall not be compensable from the Fund.

13. The Monitor shall retain a qualified expert on lead issues as a consultant to evaluate patient circumstances and compensation amounts to assist in evaluating claims.

14. Any individual (or individual's legal guardian) who believes he or she is entitled to compensation must submit a claim to the Monitor within two years of the Monitor being selected (the "Claims Period"). Only one claim may be submitted on behalf of a patient by the patient or any of his or her legal guardian(s).

15. The Monitor shall make recommendations to the Office regarding individuals who should receive payments from the Victim Compensation Fund and the compensation amounts that these individuals should receive. The Monitor shall make its recommendations to the Office within 90 days of the conclusion of the Claims Period and shall identify any pending claims that the Monitor has not yet resolved. The Office shall review the Monitor's recommendations and shall make final determinations of disbursements from the Victim Compensation Fund within 90 days of receiving the Monitor's recommendations. The Office shall notify the Company and the Monitor of its final determinations. The Company shall then have 90 days to make disbursements

to victims from the dedicated bank account (the "Victim Payment Period") or, to the extent the Company reasonably believes that a determination by the Office is inconsistent with the terms of the DPA or the compensation framework contemplated by Paragraph 10, seek review by the Judge to whom the matter is assigned.

16. Any individual who receives compensation under the Victim Compensation Fund shall agree, as a condition of receiving payment from the Victim Compensation Fund, that any future recovery, payment, settlement, or compensation received from the Company for the same harm addressed by the Victim Compensation Fund (e.g., from a Federal or State civil proceeding or other source) shall be reduced by the amount the individual received from the Victim Compensation Fund by executing the acknowledgement included as Attachment F-1.

Disposition of Unused Victim Compensation Funds

17. Any portion of the Victim Compensation Fund that (a) has not been paid out to victims at the conclusion of the Victim Payment Period and (b) is not subject to a pending claim submitted to the Monitor, shall be paid to CLPPPs. Any portion of the Victim Compensation Fund that is subject to a pending claim submitted to the Monitor shall remain in the dedicated bank account until the claim is fully resolved, after which the remaining funds, if any, shall be paid to CLPPPs. Under no circumstances shall any portion of the Victim Compensation Fund revert to the Company or its affiliates.

18. At the conclusion of the Victim Payment Period or resolution of all pending claims, whichever is later, the Monitor shall determine the amount, if any, of unused Victim Compensation Funds to be paid to CLPPPs. The Monitor shall determine—subject to approval by the Office—which CLPPPs are qualified to receive payments and the amount that each CLPPP should receive

from the remaining funds. The Company shall then have 90 days to disburse the remaining funds to CLPPPs as directed by the Monitor.