



ESG REPORT UPDATE

2024

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Introduction

In 2023, we released our [inaugural Environmental, Social, and Governance \(ESG\) report](#), outlining our commitment to ESG and responsible business practices. This supplemental report serves as a continuation of our journey, offering data and progress updates related to some key topics and initiatives discussed in our 2023 ESG report. Please refer to our 2023 ESG report for additional information, including our overall approach with respect to various ESG topics. Through this supplemental report, we aim to reinforce our dedication to transparency, sustainability, and continuous improvement while demonstrating our efforts to integrate ESG principles into our business operations.

Unless otherwise stated, this report covers fiscal years 2022, 2023, as well as some key activities that occurred through May 2024.

Advancing our ESG Program

Our ESG commitments:



Providing meaningful work and development opportunities to our employees



Striving to recruit, hire, and retain a talented and diverse team of people who align with our values and fostering a diverse, inclusive, and equitable workplace



Conducting our business with the highest professional and ethical standards and operating with integrity and mutual respect



Maintaining a well-developed environmental, health, and safety program, which is reinforced through rigorous policies, education, and engagement of our employees and internal and external periodic audits




Making it easy and affordable to complete our tests



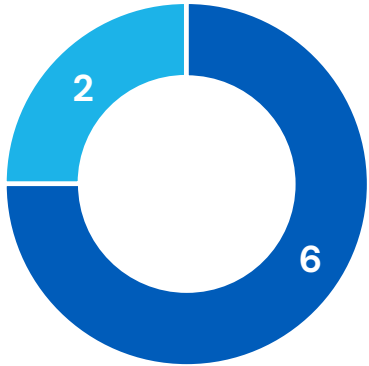
Investing in environmental sustainability and responsible supply chain operations

Recent achievements:

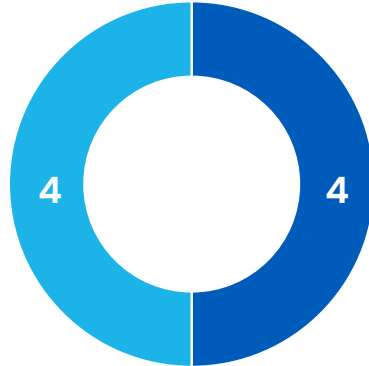
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- Evaluating enterprise-wide greenhouse gas (GHG) emissions data for Scopes 1, 2 and 3
 - Committed to establish GHG reduction targets in line with the Science Based Targets Initiative (SBTi)
 - Initiated development of a Supplier Code of Conduct to set ESG standards and expectations for our suppliers and vendors
 - Ongoing emphasis on diversity & inclusion efforts:
 - Global workforce comprised of approximately 55% women and 61% racially/ethnically diverse employees as of December 31, 2023
 - 36% of director level and above positions self-identified as racially/ethnically diverse and 42% self-identified as women
 - Women currently hold half of the independent director seats on the Board
 - Added a Neurodiversity employee resource group to our Diversity Network Alliance (DNA) to help further promote a diverse and inclusive workplace, engage employees from varied backgrounds, and provide a collective voice around shared issues
 - Expanded commercial plan coverage resulting in Guardant360 now being covered by all major U.S. commercial health insurers and exceeding 300 million covered lives

Board Composition

Independent

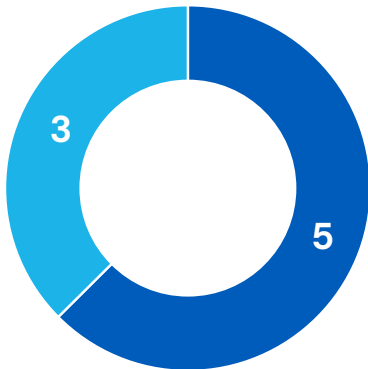


Diversity



■ Independent ■ Non-Independent ■ Diverse ■ Non-Diverse

Tenure



■ 1-5 years ■ 6-10+ years

Board composition metrics are as of May 2024.



Independence

75%

6 of 8 directors are independent



Gender Diversity

38%

3 of 8 directors are female



Racial/Ethnic Diversity

38%

3 of 8 directors are members of traditionally underrepresented racial/ethnic groups, as defined by current U.S. census racial/ethnic categories



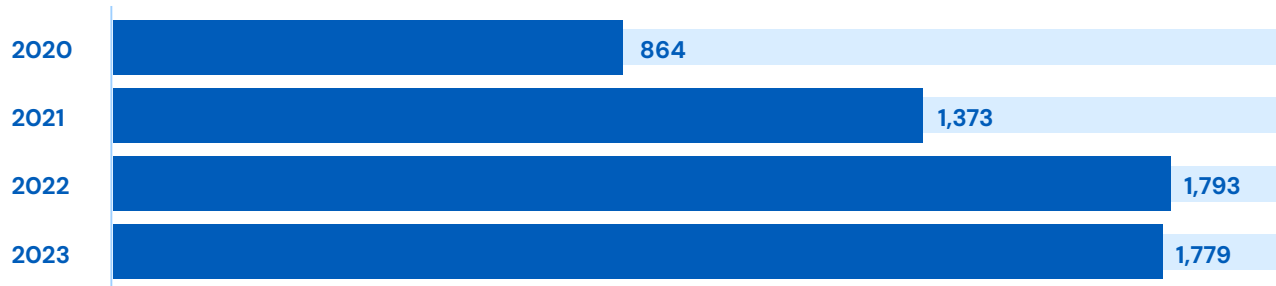
Tenure

3.5 years

Average tenure of directors

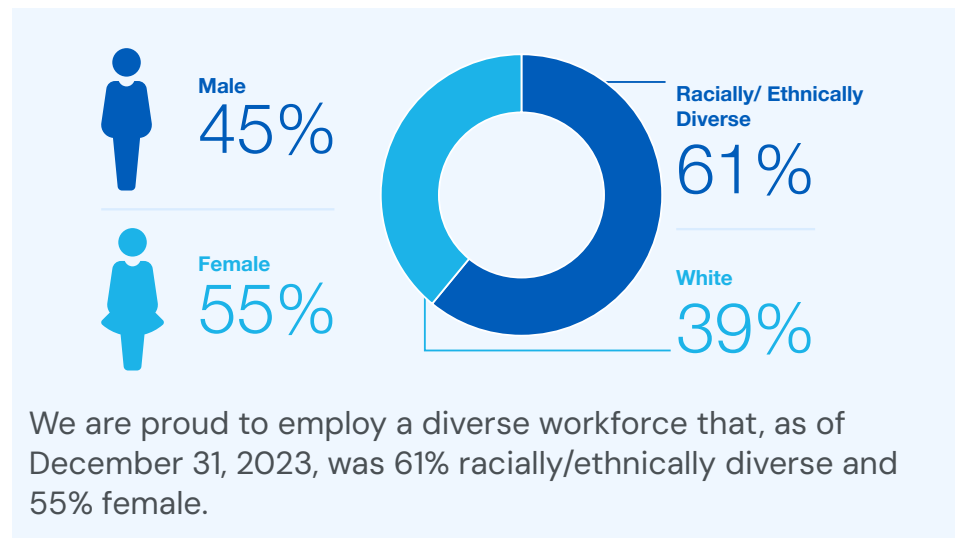
Workforce Demographics (Global)

Employee Headcount

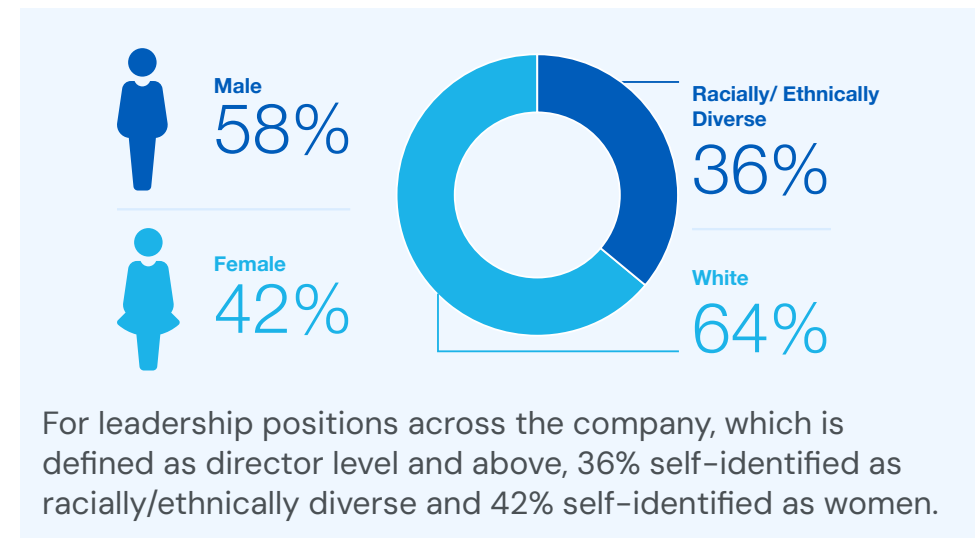


As of December 31, 2023, we had 1,779 employees, 1,768 of which are full-time employees and approximately 1,655 of which are in the U.S., with the remainder in Asia, Europe and Canada.

Workforce



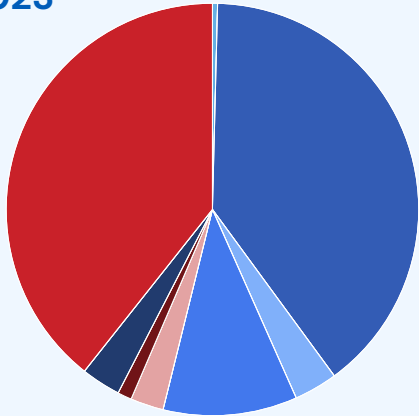
Leadership



Gender diversity metrics are as of December 31, 2023 and calculated on the basis of those employees who responded as female or male.

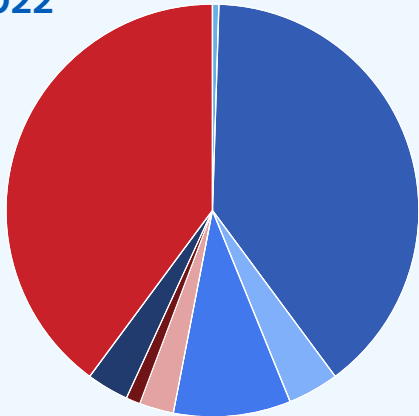
Workforce Demographics (U.S.)

2023



- American Indian or Alaska Native: 0.4%
- Asian: 39.5%
- Black or African American: 3.4%
- Hispanic or Latino: 10.5%
- I do not wish to answer: 2.6%
- Native Hawaiian or Other Pacific Islander: 1.1%
- Two or More Races: 3.1%
- White: 39.3%

2022



- American Indian or Alaska Native: 0.5%
- Asian: 39.4%
- Black or African American: 4.0%
- Hispanic or Latino: 9.2%
- I do not wish to answer: 2.7%
- Native Hawaiian or Other Pacific Islander: 1.1%
- Two or More Races: 3.3%
- White: 39.9%

Data as of December 31, 2023 based on employees who have self-identified their race and ethnicity. Totals may not add up to 100% due to rounding.



SASB Disclosure Metrics

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. Guardant is classified officially by SASB in the Biotechnology & Pharmaceuticals Industry. We have also chosen to add relevant sections from the industry categories of the Medical Equipment and Supplies Sustainability Accounting Standard. Data below covers calendar years 2023 and 2022.

Topic	Accounting Metrics	Data/Response 2023	Data/Response 2022	SASB Code
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0	Refer to Guardant 2023 ESG report, page 40	HC-BP-270a.1
	Description of code of ethics governing promotion of off-label use of products	Refer to Guardant 2023 ESG report, page 40	Refer to Guardant 2023 ESG report, page 40	HC-BP-270a.2
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	0	0	HC-BP-510a.1
	Description of code of ethics governing interactions with health care professionals	Our Business Code of Conduct and Ethics underpins our compliance program and establishes our expectations for honest and ethical conduct for the entire organization. We also follow guidance from the U.S. Department of Health and Human Services Office of Inspector General on interactions with healthcare professionals.	Refer to Guardant 2023 ESG report, page 39	HC-BP-510a.2

Topic	Accounting Metrics	Data/Response 2023	Data/Response 2022	SASB Code
Product Safety	(1) Number of recalls issued, (2) total units recalled	0	0	HC-MS-250a.1
	Products listed in any public medical product safety or adverse event alert database	<u>Reported in the FDA Manufacturer and User Facility Device Experience (MAUDE) database</u>		HC-MS-250a.2
	Number of fatalities associated with products			HC-MS-250a.3
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0	0	HC-MS-250a.4
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	(1) We currently perform our tests in our laboratories located in Redwood City, California, and San Diego, California. Our Redwood City laboratory is certified pursuant to the Clinical Laboratory Improvement Amendments of 1988, or CLIA, accredited by the College of American Pathologists, or CAP, permitted by the New York State Department of Health, and licensed in California and four other states. Our San Diego laboratory is CAP-accredited, CLIA-certified, and licensed in California. We have also received CAP accreditation and In Vitro Diagnostic		

Topic	Accounting Metrics	Data/Response 2023	Data/Response 2022	SASB Code
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality	<p>sample processing approval from Japan's Ministry of Health, Labour and Welfare for our laboratory in Japan. In order to maintain CAP accreditation, we are subject to survey for compliance with CAP standards every two years.</p> <p>(2) Each of our top suppliers, collectively representing around 90% of our annual procurement spend, has achieved certification to the ISO 13485 quality management system standard.</p>	Refer to Guardant 2023 ESG report, page 20	HC-MS-430a.1
	Description of efforts to maintain traceability within the distribution chain	Guardant has implemented a range of systems and processes to maintain traceability of our products for sample tracking and quality control purposes. Upon receipt at a Guardant facility, all raw materials are inspected and electronically tagged for product identification, including part numbers, lot numbers, and expiration dates.	Refer to Guardant 2023 ESG report, page 21	HC-MS-430a.2
	Description of the management of risks associated with the use of critical materials	All our suppliers are assessed using a risk-based system to ensure that we closely oversee our suppliers (and the material we receive from them) that have a critical impact on the quality of our products.	Refer to Guardant 2023 ESG report, page 20	HC-MS-430a.3

Notable Recognition

We are proud to have been recognized for our efforts to advance our ESG program and be a top employer.



We're honored to be named a Great Place to Work–Certified™ company by Great Place To Work US! At Guardant Health, our culture is our top priority, and we strive every day to put our people and our patients first. Thank you to our mission-driven team who contributed their feedback and helped us achieve this recognition.



In 2023, Guardant Health was featured in the Best Places to Work in IT list and we're honored to be among the top mid-sized organizations in benefits, career development, DEI, future of work, training, retention and more.



We're honored to be recognized as one of Fast Company's Most Innovative Companies in Biotech for 2024.

MSCI
ESG RATINGS



In 2024, Guardant Health received a rating of A (on a scale of AAA–CCC) in the MSCI ESG Ratings assessment.



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Forward-Looking Statements

This report contains forward-looking statements within the meaning of federal securities laws, including statements regarding the potential utilities, values, benefits and advantages of Guardant Health's liquid biopsy tests or assays, which involve risks and uncertainties that could cause the actual results to differ materially from the anticipated results and expectations expressed in these forward-looking statements. These statements are based on current expectations, forecasts and assumptions, and actual outcomes and results could differ materially from these statements due to a number of factors. These and additional risks and uncertainties that could affect Guardant Health's financial and operating results and cause actual results to differ materially from those indicated by the forward-looking statements made in this report, and include those discussed under the captions "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operation" and elsewhere in its Annual Report on Form 10-K for the year ended December 31, 2023 and in its other reports filed with or furnished to the Securities and Exchange Commission. The forward-looking statements in this report are based on information available to Guardant Health as of the date hereof, and Guardant Health disclaims any obligation to update any forward-looking statements provided to reflect any change in its expectations or any change in events, conditions, or circumstances on which any such statement is based, except as required by law. These forward-looking statements should not be relied upon as representing Guardant Health's views as of any date subsequent to the date of this report.

The information and opinions contained in this report are provided as of the date of this report and are subject to change without notice. Guardant Health does not undertake to update or revise any such statements. This report represents current Guardant Health policy, practices and intent and is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved, or endorsed by Guardant Health, and no representation, warranty, or undertaking is made by Guardant Health as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to Guardant Health's business or operating results.

