



Corporate Responsibility Report Update

2026

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Introduction

Our annual Corporate Responsibility reports provide information about environmental, social, and governance (ESG) issues specific to our business. This 2026 Corporate Responsibility Report Update serves as a supplement to our 2025 Corporate Responsibility Report, offering data and progress updates related to some key topics and initiatives. Please refer to our [2025 Corporate Responsibility Report](#) for additional information, including more comprehensive discussion of our overall approach with respect to various ESG topics. Through our periodic reports, we aim to reinforce our dedication to transparency, sustainability, and continuous improvement while demonstrating our efforts to integrate principles of corporate responsibility into our business operations.

Information on our corporate governance, including the structure, diversity, and independence of our board of directors, approach to risk management, and executive compensation program can be found in our most recent Proxy Statement and our 2025 Form 10-K.

This report includes disclosures that are informed by the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology & Pharmaceuticals and Medical Equipment & Supplies industries. The SASB Standards, now part of the International Financial Reporting Standards Foundation, guide the disclosure of sustainability information by companies to their investors. Unless otherwise stated, this report covers the calendar year ending December 31, 2025, as well as some key activities that occurred in early 2026. All financial information is reported in U.S. dollars.

Advancing Our Corporate Responsibility Program

Our Corporate Responsibility Commitments:



Providing meaningful work and development opportunities for our employees



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



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



Maintaining a strong environmental, health, and safety program through robust policies, ongoing employee education and engagement, and periodic audits



Making it easy and affordable to complete our tests



Investing in environmental sustainability and responsible supply chain operations

Some Recent Achievement Highlights

- ◆ Comprehensive annual measurement of our greenhouse gas (GHG) footprint, including Scope 1, 2, and 3 GHG emissions.
- ◆ Received approval of near-term GHG reduction targets from the Science Based Targets Initiative (SBTi) in December 2025.
- ◆ Completed an assessment of climate-related risks and released a summary report in December 2025 aligned with recommendations from the Task Force on Climate-Related Financial Disclosures (TCFD).
- ◆ Ongoing emphasis on inclusion, belonging, and employee engagement efforts:
 - ◆ Global workforce comprised of approximately 53% women as of December 31, 2025.
 - ◆ Continued expansion of our DNA Groups (Employee Resource Groups), furthering our commitment to a diverse and inclusive workplace.
 - ◆ Launched Guardant Cares, a global volunteering program, which has generated over 1,000 employee volunteer hours since inception.
 - ◆ Introduced Guardant Heroes, an online recognition program, celebrating employees who are having a meaningful impact across the organization.



Our People & Culture

Inclusion & Belonging

At Guardant®, we are committed to fostering a culture of inclusion and belonging to help every employee feel welcome, supported, and part of something that matters. At the heart of this are our DNA Groups, where employees build community, share experiences, and celebrate what makes each of us unique – including CRU (Black culture), Neurodiversity Empowerment Alliance, Pride, Veterans, Women Inspirers Network and the newly launched Desi (Indian culture) group.

Employees connect with these communities through Guardant Connect, a new digital hub for stories and resources that deepen understanding and connection.



Driven by our people, we launched Guardant Cares, our employee volunteering program that connects our commitment to putting patients first with meaningful action in our communities. Below are some program highlights from 2025:

1,000+ Volunteer hours

300+ Causes supported

14 Onsite volunteering events, engaging 180+ volunteers

3,000+ in-kind donations for partner organizations



Investing in Our People

99% of employees engaged in voluntary Guardant Health University (GHU) learning experiences in 2025, reflecting a strong culture of continuous growth.

New GHU offerings include Artificial Intelligence (AI) training, Talent Performance workshops, and our In Focus Mini-Series, equipping employees with the skills needed to adapt, lead, and deliver in a rapidly evolving environment.

Advancing AI Readiness

We are building enterprise-wide AI capability to accelerate innovation and empower our teams to work smarter, move faster, and deliver greater impact. Grounded in our value to Blaze a Trail, our approach to AI enables employees to lead with curiosity, challenge conventional thinking, and shape the future of cancer care.



Scaling grassroots innovation through AI champions

Launched a cross-functional network of 20+ AI champions, accelerating adoption and embedding experimentation across teams.



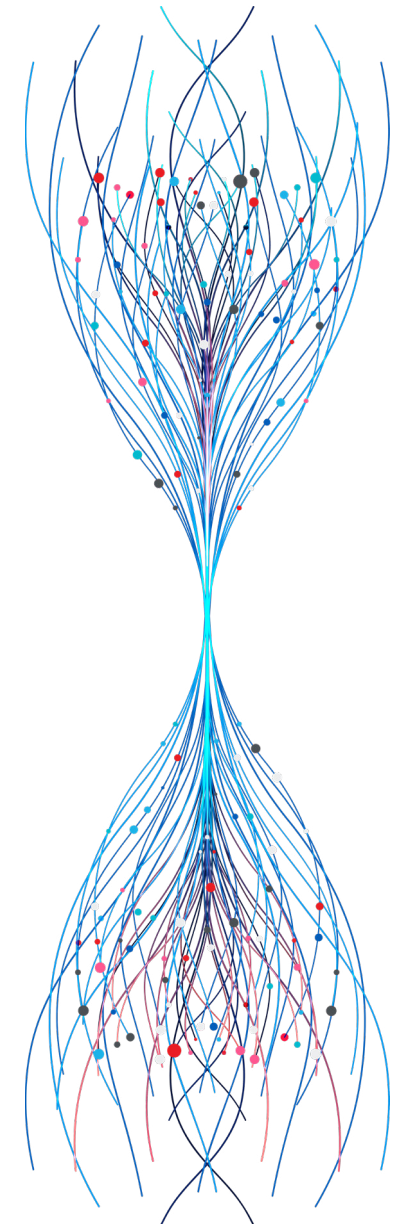
Embedding AI into everyday work

Integrated practical, daily AI skill-building to strengthen fluency, unlock efficiencies, and enable more innovative ways of working.



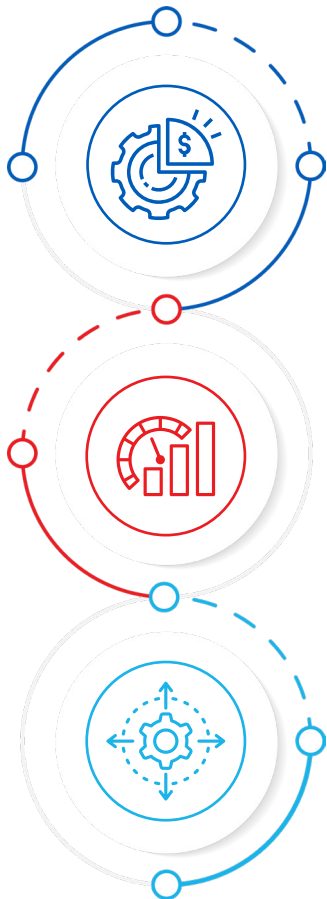
Driving adoption through structured learning

Rolled out various AI learning opportunities, achieving 61% employee participation in its first year, building a strong foundation for continued scale.



Performance & Recognition

We are building a high-performance culture where every employee's contribution is recognized, rewarded, and connected to our mission. In 2025, we strengthened our end-to-end performance and pay approach to drive greater clarity, equity, and accountability across the organization.



Advancing pay equity and performance integrity

We aligned rewards more closely with individual contributions, achieving calibrated performance ratings for all employees and 91% completion of performance self-assessments, reinforcing fairness and transparency in our performance and pay processes.

Aligning individual impact to enterprise priorities

91% of employees set individual contribution goals at the beginning of 2025, strengthening line-of-sight between individual contributions and Guardant's strategic direction.

Enabling a consistent, timely performance and pay rhythm

Year-end evaluations inform our holistic, performance-driven compensation decisions, ensuring employees receive timely and meaningful feedback and rewards tied to impact.



Consistent with employee feedback and aligned with our mission, we created our Guardant Heroes recognition program to further foster a culture that not only celebrates the big leaps but also acknowledges and appreciates the many small steps along the way.

The Guardant Heroes program recognizes employees who demonstrate our values and make a positive impact on patients, partners, and colleagues. Through a globally available online platform, employees can celebrate success stories and learn about the individuals who made these achievements possible.

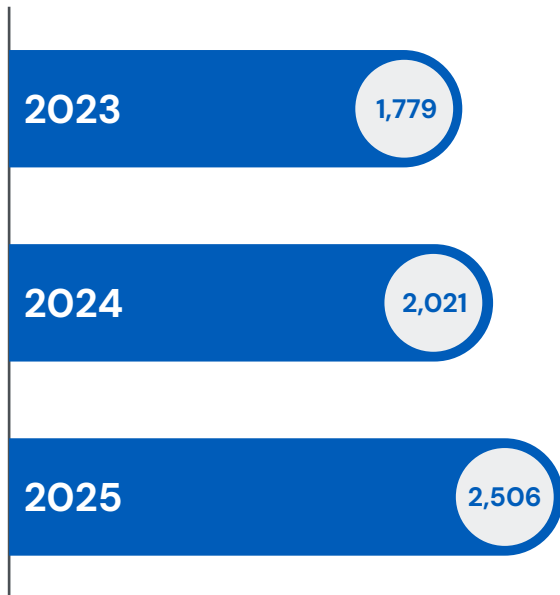
Since launching the Guardant Heroes program in August 2025, we have seen strong engagement, with the following highlights through year-end 2025:

90%
Platform
engagement

7,300+
Recognitions
given

Workforce Demographics (Global)

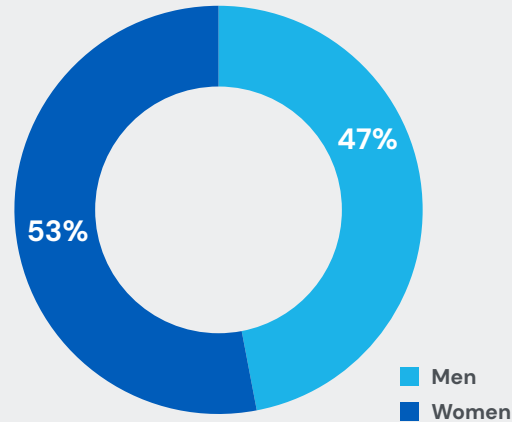
Employee Headcount



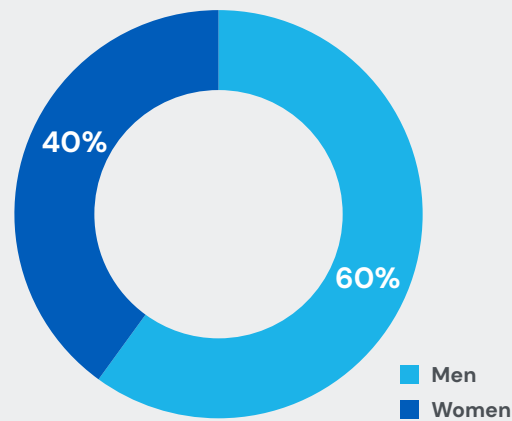
As of December 31, 2025, we had 2,506 employees, 2,490 of whom are full-time employees and approximately 2,278 of whom are in the U.S., with the remainder employed across Asia, Europe, and Canada.

Gender diversity metrics are as of December 31, 2025 and calculated on the basis of those employees who responded as men or women.

Workforce

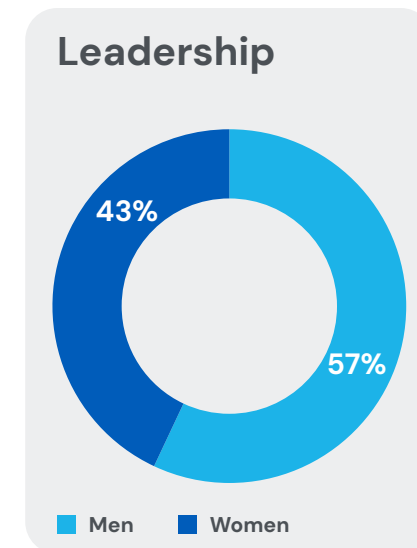
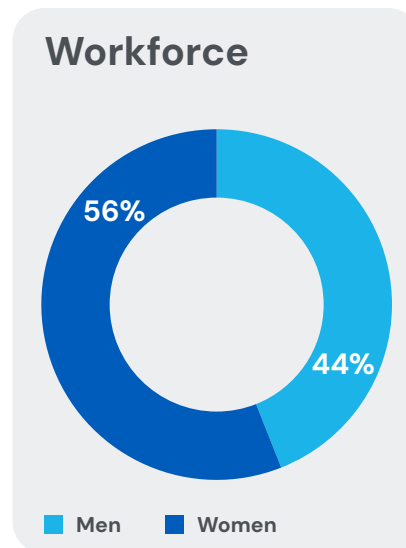


Leadership



Workforce Demographics (U.S.)

	2025	2024
American Indian or Alaska Native	0.3%	0.3%
Asian	31.0%	35.8%
Black or African American	4.7%	3.7%
Hispanic or Latino	10.6%	10.5%
Native Hawaiian or Other Pacific Islander	0.9%	1.0%
White	46.1%	42.8%
Two or More Races	3.7%	3.4%
Did not respond	2.6%	2.4%



Gender diversity metrics are as of December 31, 2025 and calculated on the basis of those employees who responded as men or women.

Data as of December 31, 2025 and December 31, 2024 respectively based on employees who self-identified their race and ethnicity. Totals may not add up to 100% due to rounding.

Climate & Greenhouse Gas Emissions

We continue to strengthen our GHG measurement practices and climate-related disclosures. We established 2023 as our baseline year across all GHG emissions scopes. Through our recent efforts to calculate relevant Scope 3 GHG categories, we now have greater visibility into our value chain emissions and a stronger foundation for evaluating decarbonization opportunities.

In 2025, Guardant received approval from the Science Based Targets initiative (SBTi) for our [near-term emissions reduction targets](#), reinforcing our commitment to science-aligned climate action. We are taking steps to improve data quality for our GHG emissions calculations, thereby allowing us to more precisely evaluate emissions-reduction initiatives that could support progress toward our approved reduction targets.

As shown in the table, Scope 3 emissions accounted for the majority of our carbon footprint, while Scope 1 and 2 emissions represented a relatively small proportion. This breakdown reinforces the importance of value chain collaboration in achieving our reduction targets. In parallel with strengthening our emissions calculation practices, we have begun advancing a set of prioritized initiatives, including energy efficiency opportunities at our facilities, and a supplier engagement strategy to better understand emissions and climate-related opportunities within our value chain. These steps provide a foundation for action to pursue our GHG reduction targets. We look forward to sharing more about our progress.

In 2025, we completed an assessment of climate-related risks and opportunities identified over multiple timeframes that could potentially impact our business, results of operations, or financial condition. The results of this assessment were summarized in a report aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). [Our TCFD-aligned report](#) should be read in conjunction with our annual Corporate Responsibility reports to gain a better understanding of our approach to climate change and environmental sustainability.

Greenhouse Gas (GHG) Emissions by Scope			
	Emissions (mtCO ₂ e)		
	2025	2024	2023
Scope 1 Emissions	1,666	1,678	1,659
Scope 2 Emissions	2,325	2,500	2,563
Scope 3 Emissions	Calculations in progress	51,463	54,270
Total Emissions	Calculations in progress	55,641	58,492

Scope 1: Direct release of greenhouse gases from sources owned or controlled by Guardant.

Scope 2: Emissions from the generation of electricity, steam, heat, or cooling purchased by Guardant.

Scope 3: All other indirect greenhouse gases produced in Guardant's value chain; Guardant has determined that Categories 1-8 and 15 are applicable to our business.

Awards & Accolades



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.



Our co-CEOs, Helmy Eltoukhy and AmirAli Talasaz, were named to the 2025 TIME100 Health list, honoring the top 100 most influential people in global health. TIME's recognition highlighted their leadership in redefining precision oncology and advancing our mission to conquer cancer with data.



Our Shield™ blood test, the first blood test approved by the U.S. Food and Drug Administration as a primary screening option for colorectal cancer screening, was named a winner of Fast Company's 2025 World Changing Ideas Awards. These annual awards recognize innovative companies and projects addressing the world's most urgent challenges.



We were named one of Computerworld's 2025 Best Places to Work in IT, with Top 10 rankings in both Benefits & Compensation and Retention & Engagement.

Sustainability Accounting Standards Board (SASB) Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes the disclosure of relevant sustainability information to meet investor needs. Responsibility for the SASB Standards sits with International Sustainability Standards Board of the IFRS Foundation.

Guardant Health 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. Information below covers calendar years 2025 and 2024.

	Accounting Metrics	Data/Response 2025	Data/Response 2024	SASB Code
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0	\$0	HC-BP- 270a.1
	Description of code of ethics governing promotion of off-label use of products	Refer to Guardant 2025 Corporate Responsibility Report, page 29		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.		HC-BP- 510a.2

	Accounting Metrics	Data/Response 2025	Data/Response 2024	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 are subject to the Clinical Laboratory Improvement Amendments, or CLIA, a federal law that regulates clinical laboratories that perform testing on specimens derived from humans for the purpose of providing information for the diagnosis, prevention or treatment of disease. CLIA regulations establish specific standards with respect to personnel qualifications, facility administration, proficiency testing, quality control, quality assurance and inspections. Any testing subject to CLIA regulation must be performed in a CLIA certified laboratory. We have a current CLIA certification to perform our tests at our laboratory in Redwood City, California. To maintain this certificate, we are subject to survey and	Refer to <u>Guardant 2025 Corporate Responsibility Report, page 38</u>	HC-MS-430a.1

Supply Chain Management

Accounting Metrics	Data/Response 2025	Data/Response 2024	SASB Code
	<p>inspection every two years. Our Palo Alto laboratory is also CLIA licensed.</p> <p>We have obtained accreditation by the College of American Pathologists, or CAP, for our laboratories in Redwood City and San Diego, California, and Japan, and in order to maintain such accreditation, we are subject to survey for compliance with CAP standards every two years.</p>		
<p>Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality</p>	<p>(2) Each of our Tier 1 suppliers that provide materials used directly in our clinical patient sample diagnostic testing has achieved certification to ISO quality management system standards.</p>	<p>Refer to Guardant 2025 Corporate Responsibility Report, page 38</p>	<p>HC-MS- 430a.1</p>
<p>Description of efforts to maintain traceability within the distribution chain</p>	<p>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. Our ERP system is used to manage traceability to the point-of-use.</p>		<p>HC-MS- 430a.2</p>
<p>Description of the management of risks associated with the use of critical materials</p>	<p>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.</p>		<p>HC-MS- 430a.3</p>

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, 2025, 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.



