



CareDx 2024 Environmental, Social, and Governance Report

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Message from the Company's Management



John W. Hanna
President & CEO

“

Dear CareDx Stockholder,

2024 was a transformational year for CareDx, Inc.

At our investor day in October, we laid out a three-year plan to achieve \$500 million in revenue and \$100 million in adjusted EBITDA in 2027, establishing a best-in-class financial profile and delivering on our mission to create life-changing solutions that enable transplant patients to thrive.

I am proud of the significant strides we have made and appreciate your support as a stockholder.

Together, we will continue to make a positive impact and drive toward our vision of a world where every patient receives the transplant they need to live longer, fuller lives.

Sincerely,

A handwritten signature in black ink, appearing to read 'John W. Hanna', written in a cursive style.

John W. Hanna, President and CEO

”




ESG Decision-Making and Strategy

We are honored to highlight the impact our business has had across the community and demonstrate our commitment to a more sustainable future. We are committed to measuring the annual impact of our work and will continually develop environmental and social indicators to meet that need. Governance will remain adaptable and ensure that the interest of all stakeholders is reflected in our business.

This report covers annual performance, ESG strategy and targets, and includes work, commitments, and initiatives that support our employees, suppliers, and customers across our communities. It provides a progress report on ESG performance in a relevant and transparent way.



2024 ESG SCORECARD

 ENVIRONMENTAL	US energy consumption	2,021,096 KWh
	Australia energy consumption	106,002 KWh
	Europe energy consumption	361,855 KWh
	Total energy consumption	2,488,953 KWh
	US GHG emissions due to energy consumption (Scope 2)	456 Metric Tons CO ₂
	Total GHG emissions due to energy consumption (Scope 1 and 2)	525 Metric Tons CO₂
	Total US water consumption	794,407 gallons
	Total water consumption	830,231 gallons

 SOCIAL	Total number of employees	651
	% of women employees	58%
	Total number of new hires	145
	% of women new hires	51%
	Average hours of training per employee per year	12
	Average hours of training per manager per year	16
	Number of work-related injuries	5 worker's comp claims filed
	Number of discrimination incidents	0

 GOVERNANCE	Revenue	\$333.8 million
	Adjusted EBITDA gain*	\$27.8 million
	Number of Board Members**	10
	% of Women on the Board **	20%
	Number of Board Committees	4
	Number of Executive Team Members	9
	Number of confirmed incidents of corruption	0
	Number of confirmed incidents of non-compliance to anti-competitive laws and regulations	0
	Number of Key ESG Topics Identified	12
	Number of UN Sustainable Development Goals supported	8

Our annual commitment and progress on ESG-related issues.

* Non-GAAP Financial Measure. See Earnings Press Release, dated February 26, 2025, for a reconciliation of GAAP to Non-GAAP Financial Measures.

** As of April 15, 2025.

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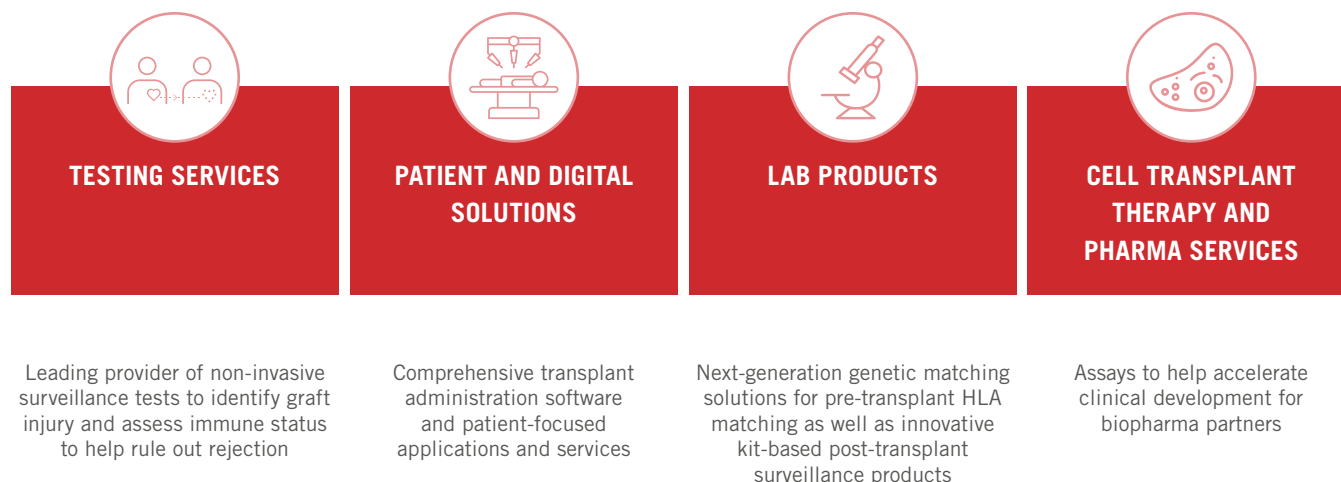
Company Profile

CareDx, Inc. — The Transplant Company™ is a leading precision medicine solutions company focused on the discovery, development, and commercialization of clinically differentiated, high-value healthcare solutions for transplant patients and caregivers. CareDx offers testing services, lab products, and patient and digital solutions throughout the transplant patient journey, and is the leading provider of genomics-based information for transplant patients. The company headquarters are in Brisbane, CA. CareDx serves the rest of the world through a presence across three continents. In the U.S., the company has offices in Flowood, MS, Slidell, LA, Columbus, OH, West Chester, PA, and Omaha, NE. Globally, the company has offices in Europe and Australia. Some regions are also served through our network of specialized distributors. We are committed to producing an annual sustainability report encompassing the activities, policies and practices of all of our entities.

PRODUCTS AND SERVICES

We offer a range of products and services for patients and caregivers throughout the transplant patient journey. The company was founded 25 years ago based on our non-invasive surveillance test, AlloMap® Heart, for heart transplant patients. In the intervening years the company has significantly increased its product offerings to include AlloSure® Heart, AlloSure Kidney, and AlloSure Lung, as well as specialized transplant pharmacy services, and digital transplant solutions that help transplant centers with patient management, outcomes quality, and operational support. We also offer Lab Products for pre- and post-transplant applications, and solutions for stem cell transplantation and cell therapy.

For more details about our products and services, visit [CareDx.com](https://www.caredx.com).



Our product and service offerings show our comprehensive approach to delivering patient-centric care.

PARTNERSHIPS

Collaboration is a critical value we work to espouse across all our lines of business, and we are committed to creating life-changing solutions that enable transplant patients to thrive. As part of this mission, we continuously foster strategic partnerships and alliances with global medical institutions, hospital ecosystems, and biopharmaceutical and technical platform companies.



Global
Medical
Institutions



Hospital
Ecosystems



Biopharmaceutical
and Technical
Platform Companies

FINANCIAL PERFORMANCE

REVENUE – MILLION \$	2023	2024
Annual	280.3	333.8
Testing Services	209.7	249.9
Product	33.5	40.8
Patient And Digital Solutions	37.1	43.6
NET INCOME (LOSS) – MILLION \$	(190.3)	52.5
ADJUSTED EBITDA GAIN (LOSS) – MILLION \$	(38.0)	27.8

Key Financial Data (2023-2024)



Sam D.
heart transplant recipient

04

Our ESG Approach

We are committed to improving CareDx's positive global impact. Our Board of Directors is overseeing this ESG disclosure process to ensure it aligns with our values and adequately considers feedback from each stakeholder group. Our core stakeholder groups include patients, customers, shareholders, employees, proxy advisors, suppliers, and distributors. Our methodology is highlighted below:

- 01 **Understand and identify** current compliance with ESG standards and reporting frameworks.
- 02 **Understand independent ratings** processes and standards and work to align disclosures where appropriate.
- 03 **Understand stakeholder ESG priorities** and concerns, to aid in material issues selection and alignment processes. This process provided insight which led to alteration on pay, supermajority voting and other governance issues for our annual proxy process.
- 04 Further **enhance our understanding** of relevant ESG topics, risks, and opportunities through formal analysis with relevant ESG partners.
- 05 **Use gap analysis insights** to improve disclosures and policies related to ESG and Sustainability standards and frameworks.
- 06 **Report progress** to the board.

ABOUT THE ESG REPORT

This is CareDx's second effort to demonstrate and communicate with its stakeholders and shareholders its commitment to sustainable development and ultimately meet their expectations and interests in a transparent way. The content of the report corresponds to data covering the period from 1st January 2024 to 31st December 2024 and adheres to the principles of the Global Reporting Initiative (GRI) "Referenced" option.



Contact for the Report

For any further queries you may contact us at the following:

- + CareDx Inc., 8000 Marina Boulevard, 4th Floor, Brisbane, CA 94005-1021
- + Or email Anna Czene: aczene@caredx.com

OUR KEY STAKEHOLDER GROUPS — OUR STAKEHOLDERS ARE OUR BUSINESS!

We recognize the importance of all stakeholder groups, whether these are internal stakeholders such as employees, or external stakeholders such as shareholders, patients, and our supply chain network. CareDx's main stakeholder groups are illustrated below as their impact is essential to our business.



CareDx Key Stakeholder Groups



PATIENTS AND CONSUMERS

Our foundation is to serve the health of the transplant community, and our engagement with patients and their providers is paramount to our success. Our dedication to transplant patient needs is the driving force behind our business and informs our commitment to innovation, investment in research and development and clinical trials, as well as our sponsorships, partnerships, and engagement with stakeholders throughout the transplant community.

We engage with our patients through our patient ambassador program, educational webinars, live events, patient advocacy groups, sponsorships of specific initiatives, co-branded webinars, transplant patient caregivers' emails, patient guides, Patient Care Management (PCM) engagement with patients (via phone), and sponsoring industry conferences as well as regional and national advisory boards. We also work directly with patients to answer billing questions and to schedule in-home phlebotomy testing services. Patients are at the core of our mission, and every month during the company's townhall meetings, a patient is invited to attend and share their personal story and how our products have made a difference in their journey.



EMPLOYEES

Our employees are the people who make our mission possible and regular engagement is key to understanding their needs. CareDx engages with its employees through its intranet and through weekly meetings with managers, monthly townhall meetings and events, quarterly earnings reports and calls, as well as regularly sharing progress against plan. We conduct an annual start of the year meeting to ensure understanding of business strategies and priorities for the year.

Attracting new talent and employee retention and satisfaction are key goals of our employee engagement strategy. We engage with prospective employees through social media posts such as on LinkedIn, X (formerly known as Twitter), and Instagram. We also deploy employee retention initiatives including recognition tools such as Spot Awards and Kazoo points. To support our employees' professional development, we have invested in building what is now a maturing performance management process to enable individual growth and learning and development opportunities through LinkedIn Learning. We also have a Diversity Equity and Inclusion (DEI) Committee to engage, retain, and develop talent from diverse backgrounds.

We also have a women's leadership group called the Women's Empowerment Community Alliance Network (WECAN). The purpose of this network is to provide like-minded women and colleagues with a community of employees who support each other to navigate daily challenges, encourage empowerment, and promote personal and professional development to advance leadership and networking skills for continued industry success. The network is composed of four pillars: mentorship, networking, volunteerism, and allyship.



HEALTHCARE PROFESSIONALS AND ORGANIZATIONS

Providers, both individual physicians and hospitals/physician groups, are the tangible connection to transplant patients and are the key partners in helping us achieve our mission of creating life-changing solutions that enable transplant patients to thrive. Regular engagement with our providers is essential to aligning the strategic direction of CareDx with the innovations and services that will have the biggest impact on patient outcomes and sustainable transplant industry success. We engage with our providers to both receive feedback and input and to share best practices.

We do this through hosting local and national advisory boards, conducting webinars and site visits, presenting at and sponsoring industry conferences, industry workshops, and sponsoring clinical studies, principal investigator meetings, and steering committee meetings. We also share the latest information through peer-reviewed publications, advertising, and social media. Additionally, we regularly engage with our network of transplant clinicians and allied health professionals through in-person visits by our field personnel (e.g., Medical Science Liaisons, Regional Directors and Territory Account Managers, and Patient Care Managers) and through emails, webinars, professional conferences, educational workshops, social media, and advertising.

We periodically assess our policies and procedures to improve consistency across interactions and engagements with Healthcare Professionals (HCPs), Healthcare Organizations (HCOs), Patients, Patient Advocacy Organizations (PAOs) and Payers.



SUPPLY CHAIN NETWORK

Our suppliers and distributors are key contributors to the successful deployment of our products and services. Our offerings make a real difference in the lives of so many, and supply chain security and reliability are critical enablers for success. We work with our supply chain network to mitigate risks and ensure long-term viability. Our goal is to develop requirements across our supply chain to ensure suppliers and distributors act in an economically, environmentally, and socially responsible manner. Communication with our suppliers and distributors takes place on a regular basis, through requests of proposals and requests for company overviews.

CareDx has implemented new supplier initiatives that will allow us to reduce transportation mileage and costs directly for the company or indirectly with new logistics providers for both testing services and lab products.



STOCKHOLDERS

Our stockholders are some of our biggest supporters and continuous engagement is achieved through business updates via earnings calls, quarterly one-on-one meetings, and investor calls. We also participate in bank sponsored non-deal road shows, investor meetings, and conferences. CareDx also holds innovation days to highlight internal innovation and our external support for companies working to improve the lives of transplant patients. During the proxy season, CareDx also engages with top stockholders to gain insights and understand their views, priorities, and concerns around ESG topics.



STOCKHOLDER FEEDBACK AND ENGAGEMENT

We believe that engaging with our stockholders is fundamental to our commitment to good governance and is essential in aligning our corporate governance practices with evolving best practices. Throughout 2024, we connected with our institutional and individual investors and other stakeholders to share and receive feedback on our company's long-term growth strategy, quarterly earnings, and business announcements.

We strive to adopt a collaborative approach in these stockholder meetings to improve our understanding of the variety of perspectives and motivations of our investors.



GOVERNMENT ENTITIES

CareDx regularly interacts with various government entities and is subject to a variety of laws and regulations. CareDx recognizes the importance of a robust compliance and ethics program. Please see the CareDx Compliance and Ethics section of the corporate website for more information: <https://caredx.com/company/caredx-corporate-compliance-and-ethics-program/>



ADDITIONAL STAKEHOLDER GROUPS

Additional stakeholder group engagement occurs through our medical and sales field channels (other than direct customers), professional outreach (including meetings, conference attendance and publications) and strategic partnerships (including those for bidding and proposal developments), steering committees, and advisory boards.

Communication channels for general outreach include media and reporters, public relations, press releases, media interviews, the general public, word of mouth, social media posts, media pickup, and special events (innovation days and investor days).

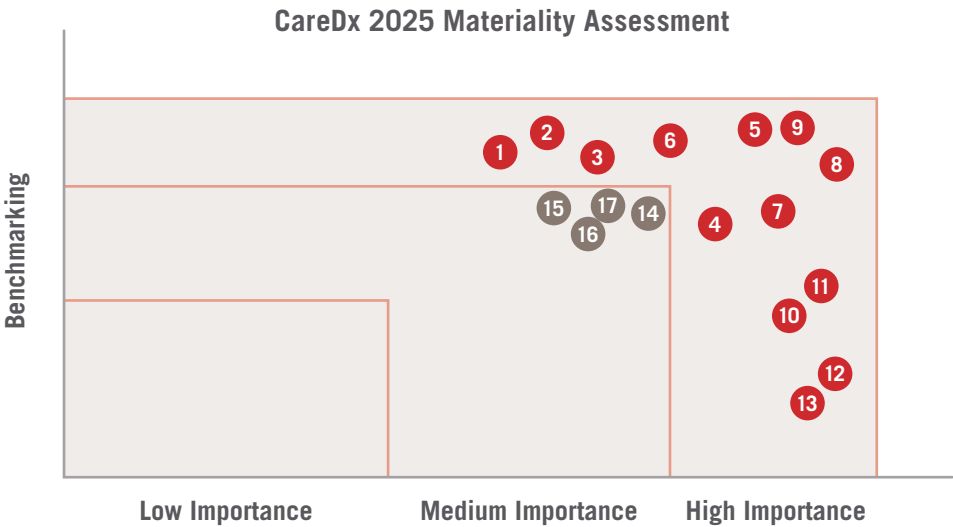
Communication channels for research-focused and professional outreach include professional meetings and events, conferences, publications, and email newsletters.

MATERIALITY ASSESSMENT

For the year 2025, a materiality analysis was conducted for the sustainability report.

Regarding the materiality assessment process, CareDx management was requested to respond to a questionnaire covering various sustainability topics to determine their importance to the Company. Subsequently, benchmarking against peer companies within the industry was performed to identify the common material issues shared across the sector.

The following table outlines the material topics which had been identified as the most important.



Topics Evaluated for The Materiality Assessment

- | | |
|---------------------------------------|---|
| 1 Anti-corruption | 10 Products and services safety |
| 2 Anti-competitive behavior | 11 Data privacy and cyber security |
| 3 Compliance | 12 Employment |
| 4 Healthcare services and products | 13 Corporate Governance |
| 5 Customer health and safety | 14 Energy consumption* |
| 6 Employee health and safety | 15 Greenhouse gas emissions* |
| 7 Training and education of employees | 16 Waste* |
| 8 Diversity and equal opportunities | 17 Support of local communities* |
| 9 Non-discrimination | |

A list of the material topics and its prioritization is presented above.

The y-axis refers to the materiality of the issues from benchmarking and the x-axis refers to the materiality of the issues from CareDx.

* The gray dots on the Matrix table are the issues that did not arise as material to the company.

KEY ESG TOPICS

CareDx receives feedback on ESG topics across our stakeholder groups, and this feedback is used to guide policy updates.

These collective efforts have identified the following key topics:

 Access to healthcare services and products	 Corporate Governance	 Employee training and development
 Anti-corruption	 Customer health and safety	 Employee health and safety
 Anti-competitive behavior	 Data privacy/ cybersecurity	 Employment
 Compliance (socio-economic and environmental)	 Diversity and non-discrimination	 Products and services safety

United Nations Sustainable Development Goals

At CareDx, the protection of our local and global communities is critical to the long-term success of our customers and our company. We pursue the Triple Bottom Line or environmental and social profitability alongside financial profitability. Developing a holistic and long-term approach ensures our business activities have a wide-reaching impact across our community. Our sustainability/ESG initiatives intersect with specific goals out of the 17 goals outlined in the 2030 United Nations Agenda for Sustainable Development. These are goal numbers 3, 4, 8, 9, 10, 12, 13 and 16.



05 Governance

A sound corporate governance is an essential part of our management and operations. The Board of Directors sets high standards for employees, officers, and directors. It is the duty of the Board of Directors to serve as a prudent fiduciary for stockholders and to oversee the management of our business. To fulfill its responsibilities and to discharge its duties, the Board of Directors has adopted the procedures and standards that are set forth in the corporate governance guidelines. These guidelines are subject to modification from time to time as the Board of Directors deems appropriate in the best interests of the Company or as required by applicable laws and regulations. **Visit the CareDx Investor Relations Governance page for information about the Company’s Board of Directors and Management Team: www.caredx.com**



BOARD DIVERSITY AND SKILLS

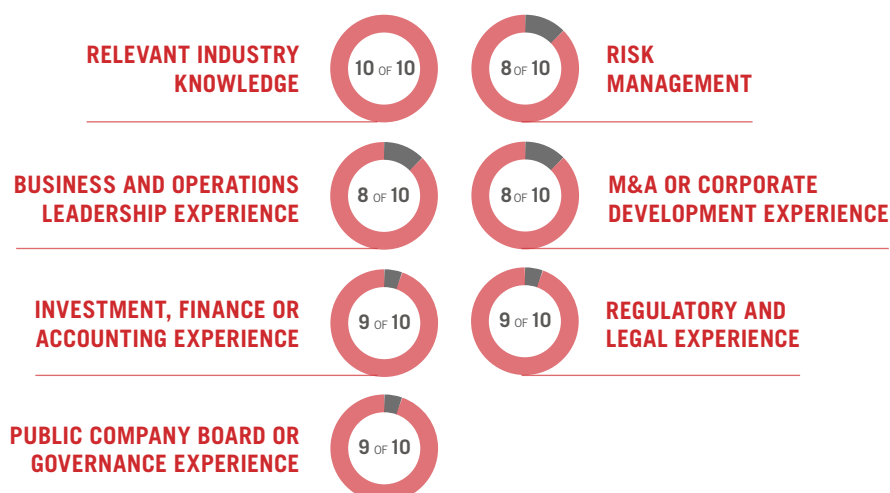
We believe strong governance starts with a diversity of experience, perspective, and opinions. Our Board of Directors is committed to optimizing its ability to effectively oversee and guide the Company by maintaining a diverse and well-rounded composition.



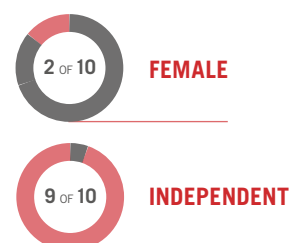
BOARD DIVERSITY OF SKILLS AND EXPERTISE

The following is an overview of the collective experiences, qualifications and attributes of our Board of Directors. Please see the sections titled “Directors with Terms Expiring at the Annual Meeting—Nominees for Director” and “Continuing Directors” in our definitive proxy statement for our 2025 annual meeting of stockholders filed with the SEC on April 25, 2025 for individual details regarding the experience and expertise of each of our directors.

Board Skills Matrix:



Board Diversity and Independence Matrix:





POLICIES FOR A RESPONSIBLE PRACTICE

Defined policies ensure operations remain patient-centered, safe, and that business function is safeguarded. Copies of these documents are provided to applicable employees and partners across our organization. Employees and partners are also required to review and complete all appropriate required training associated with these policies.

List of Policies, Codes and Plans:

- + Anti-Bribery and Anti-Corruption Policy
- + Chemical Hazards/Handling Policies
- + Code of Business Conduct and Ethics
- + Compliance and Ethics Program Corporate Governance Policy
- + Conflict of Interest Policy
- + Disaster Recovery and Business Continuity Plan
- + Due Diligence Screening of Proposed Candidates for Employment and Proposed Service Providers Policy
- + Employee Disciplinary Measures Policy
- + Interactions and Engagements with Healthcare Organizations (HCOs) Policy
- + Interactions and Engagements with Patients and Patient Advocacy Organizations (PAOs) Policy
- + Interactions and Engagements with Payers Policy
- + Interactions and Engagements with Healthcare Professionals (HCPs) Policy
- + Internal Investigations Policy
- + IT Disaster Recovery Policy
- + Occupational Safety and Health Policies
- + Policy on the Review, Approval and Use of Materials and Messages Regarding CareDx Offerings
- + Specimen Collection Policy



RISK MANAGEMENT

CareDx's senior management and the Board of Directors review the risks on a regular basis and implement appropriate measures to address the risk. For example, the Company has identified cybersecurity as a risk. To minimize the risk, CareDx has hired top talent to lead the company's efforts to implement strong security policies, and conduct regular employee training, including tests to assess employee handling of potential phishing threats. The Company uses state of the art cybersecurity tools, encrypts sensitive data, uses multi-factor authentication, regularly updates software, and monitors network traffic.

Additionally, we have a Disaster Recovery (DR) and Business Continuity Plan (BCP) in place. The objective of the BCP is to provide guidance and strategy to management for the restoration of facilities and critical business processes. It is an essential requirement to provide ongoing AlloMap and AlloSure testing, test result reporting, and follow up to our external business partners to fund operations. The DR/BCP defines, at a high level, the recovery procedures required to continue/restore core services in the event of a disaster. This plan describes the organizational framework and procedures to be activated in the event of a disaster occurring, to enable recovery of services provided to patients and medical centers, including government agencies, the public, and all relevant business units supporting these services.



CODE OF BUSINESS CONDUCT AND ETHICS (THE "CODE")

We recognize the importance of a robust Code of Business Conduct and Ethics. The CareDx Code includes the following:

01

Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.

02

Full, fair, accurate, timely, and understandable disclosure in reports and documents we file with or submit to the SEC and in our other public communications.

03

Compliance with applicable laws, rules and regulations.

04

The prompt internal reporting of violations of the Code.

05

Protection for persons reporting any behavior pursuant to the Code.

06

Accountability for adherence to the Code.

The Code applies to all directors, officers, and employees of CareDx, Inc. and its subsidiaries. Contractors, consultants, and other agents of the Company are also expected to read, understand and abide by the Code.



ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

CareDx prohibits offering remuneration to foreign officials to influence the individual in their official capacity, to induce the individual to act in violation of their lawful duty or to secure any improper advantage to assist in obtaining or retaining business for or with, or direct business to, any person.



ANTI-COMPETITIVE, ANTITRUST AND MONOPOLY PRACTICES

We do not have any legal actions against us regarding anti-competitive behavior.



Margot D.
stem-cell recipient

06

Social Impact

Our mission is to create life-changing solutions that enable transplant patients to thrive. CareDx is an active and responsible member of the community in which we operate. Our social responsibility is expressed in many ways, such as our company-sponsored clinical trials and involvement in shaping public policy for transplant patients, providing education and training about important medical issues to patients and healthcare professionals, our involvement across the scientific community, and hosting or participating in medical conferences and symposiums. Over the previous year, CareDx was privileged to participate in a multitude of community-focused events highlighted below.

Patients and Patient Advocacy Groups

CareDx is committed to disseminating information that educates transplant patients and their caregivers on relevant topical issues and post-transplant considerations.

CareDx is committed to helping patients with all aspects of testing, including financial assistance to those that qualify through CareDx's financial assistance program.

Based on the merits of the request, CareDx approves requests for financial support to nonprofit patient organizations that support the transplant community in increasing organ donor supply, education for patient pre- and post-transplant, and patient and caregiver support post-transplant.

Healthcare Providers and Healthcare Organizations

CareDx provides financial support to defray societal costs for professional society meetings. Professional society meetings provide education and the latest advancements in transplantation.

CareDx presents the latest innovations at major professional society annual scientific meetings.

CareDx invests in educational programs to ensure adoption of the latest innovations to improve patient outcomes.

CareDx invested over \$72 million in R&D in 2024 to advance the next wave of innovation to improve patient outcomes.

CareDx provides research grants to drive the next wave of transplant innovation—for the betterment of science and long-term patient outcomes.

Employees

Improve Organ Donation

CareDx Living Donor Recovery Policy—Full-time employees are eligible to receive up to 30 days paid leave annually for donating an organ or up to 7 days for bone marrow transfer. For those who make the selfless act of donating an organ or bone marrow to help save another person's life, we want to ensure that our employees can do so without fear of wage loss or benefits.

Diversity, Equity and Inclusion (DEI) Committee

We have a DEI Committee to engage, retain and develop talent from diverse backgrounds.

Patient Centricity Focus

Patients are invited to share their journey at every monthly, all-employee Town Hall meeting at CareDx.

Local Communities

Field-based Local Community Outreach

We attend and help support local patient society advocacy fundraising (galas, walks) and local transplant organizations and patient support groups.

Field-Based Product Education Programs for Clinicians and Their Practices. Scientific Exchanges Led by Medical Affairs Team at CareDx.

Field teams provide as-needed educational sessions, so healthcare providers understand our products and services and how to use reports to impact patient care.

Local Professional Society Support

CareDx employees provide support for state and local chapters of medical societies.

Patient Society Board Members

CareDx employees often participate as board members of patient association groups.

EDUCATION AND TRAINING

On our website, we offer a multitude of resources (webinars, publications/abstracts, documents/brochures and videos) for:



Healthcare
Professionals



Stem Cell Transplant
Professionals



Lab Professionals



Transplant
Administrators



Patients and
Caregivers

CONFERENCE PARTICIPATION AND SUPPORT

At CareDx we believe in the accurate and timely provision of information to healthcare professionals, patients and other stakeholder groups regarding treatment methods and developments. Towards this goal, we participate actively in scientific conferences and symposiums aimed at the improvement of the transplant community’s collective knowledge.

- + American Society for Histocompatibility and Immunogenetics (ASHI)
 - + American Society of Transplantation Cutting Edge of Transplantation (CEoT)
 - + American Society of Transplant Surgeons Winter Symposium
 - + American Transplant Congress: Joint Annual Meeting of the American Society of Transplant Surgeons (ASTS) and the American Society of Transplantation (AST)
 - + European Immunogenetics and Histocompatibility Conference
- + Heart Failure Society of America Annual Scientific Meeting
 - + International Society for Heart and Lung Transplantation Annual Meeting and Scientific Sessions
 - + Tandem Meetings of American Society for Transplantation and Cellular Therapy (ASTCT) and Centers for International Blood and Marrow Transplant Research (CIBMTR)
 - + United Network for Organ Sharing (UNOS) Transplant Management Forum

Conference Participation (2024) Highlights

COMPANY SPONSORED CLINICAL TRIALS AND STUDIES

Clinical trials may provide the ability for a patient to gain access to new treatments before they become available to all, thus contributing to scientific research and to the improved management of medical conditions. Clinical trials are subject to national and international standards and guidelines.

ACROBAT is a multicenter, prospective, observational registry designed to assess chimerism and relapse post-bone marrow/hematopoietic cell transplant (HCT) of recipients managed with AlloHeme.

ALAMO is a multicenter, prospective, observational registry designed to evaluate outcomes of lung transplant recipients managed with AlloSure Lung and AlloMap Lung.

KOAR is a multicenter, prospective, observational registry designed to evaluate outcomes of kidney transplant recipients managed with AlloSure Kidney.

MAPLE is a multicenter, prospective, observational registry designed to evaluate outcomes of liver transplant recipients managed with AlloSure Liver and AlloMap Liver.

OKRA is a multicenter, prospective, observational registry designed to evaluate outcomes of kidney transplant recipients managed with AlloSure Kidney and AlloMap Kidney.

SHORE is a multicenter, prospective, observational registry designed to evaluate outcomes of heart transplant recipients managed with HeartCare.

Support of Clinical Trials and Studies (2024)

SUPPLIER SOCIAL AND ENVIRONMENTAL ASSESSMENT

We rely heavily on regional suppliers given the local nature of our operations in collecting samples from patients across the country and delivering them to our Laboratory in Brisbane, California.

Year to date, we estimate 70% of our direct procurement spend to be sourced / manufactured locally in the U.S. The remaining 30% of our direct procurement spend is sourced outside of the U.S., primarily from European countries.

Our supply chain organization supports CareDx Testing Services CLIA operations in Brisbane, California and CareDx Lab Products Operations in Sweden and Australia. The scope and functional areas of responsibilities include sourcing, procurement, planning and logistics. Each existing and new supplier is required to go through a rigorous Quality and Supply Chain assessment and audit process to be qualified as a CareDx supplier. ISO certification and requirements (13845 / 9001), as well as FDA registration are part of supplier requirements. Our sourcing and procurement strategy always supports and prioritizes a local supplier-based network.

To ensure the highest quality of our suppliers, we have developed and implemented a procedure (“New Supplier Qualification and Re-evaluation”) which defines the process for qualification and maintenance of suppliers providing components, materials and services used to support our operations. This procedure applies to suppliers of all materials, equipment, and services that have the potential to affect commercial processes and/or product quality. Other suppliers may be evaluated and monitored as needed. Each supplier is required to complete and submit a Service Supplier Questionnaire, provide all relevant documentation (e.g., ISO certifications, quality information, specifications), and be subject to on-site audits. Similar processes are followed for the re-evaluation of each supplier.

CUSTOMER/PATIENT HEALTH AND SAFETY

Customer/Patient health and safety is our highest priority. Our overarching purpose is developing products and services that improve patient health. Furthermore, it is essential that all products meet or exceed our stringent performance requirements and follow all safety standards. We operate in a highly regulated environment. To ensure consistent performance and high standards, manufacturing takes place in an FDA GMP compliant site for our U.S. services and in ISO 13485-certified facilities for our kit products. We hold ourselves to the highest standard for health and safety and are evaluated on an ongoing basis.

CYBERSECURITY AND PRIVACY

We have continued to invest in our security capability. We reduced security risks by implementing key tools, policies, and procedures:

- + Employee security training
- + Advanced email security
- + Improved intrusion detection and prevention controls
- + Web/URL filtering
- + Additional data loss prevention

As a result, our NIST maturity score has continued to improve, and we achieved SOC 2 Type 2 Audit Compliance substantiating data security capabilities. We plan to continually improve our performance in the coming years with the implementation of further security measures.

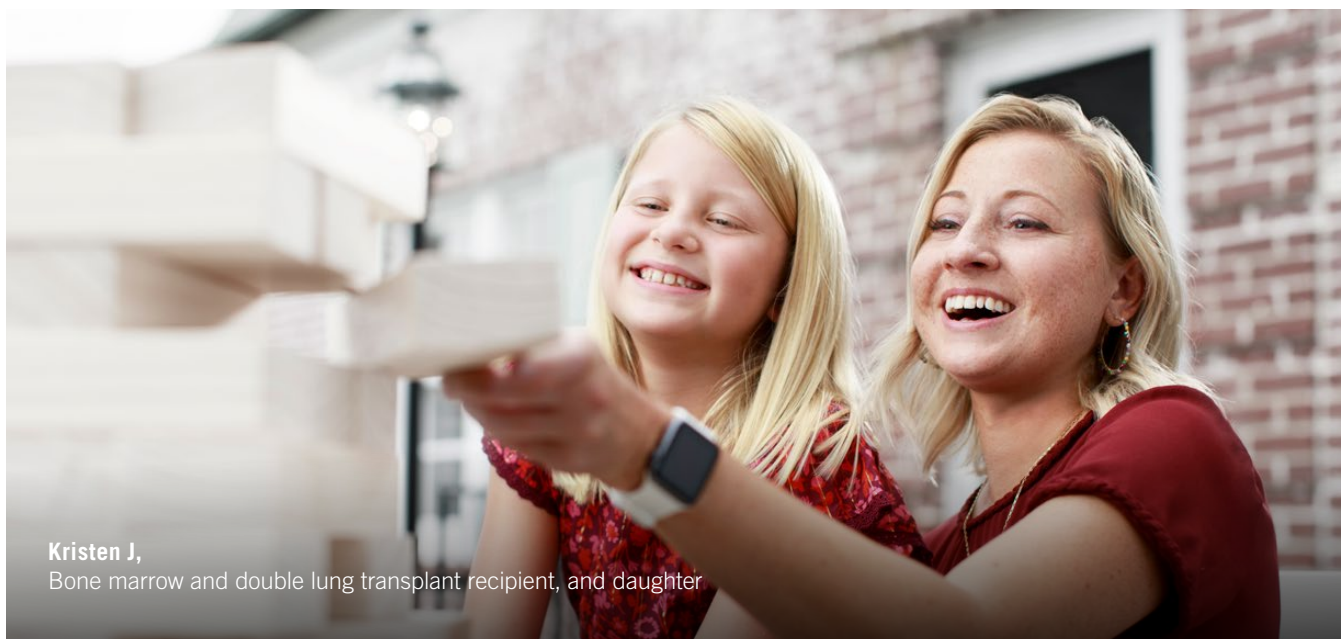
PRODUCT SAFETY

We are committed to maintaining the highest standard of safety, reliability and accountability. We maintain a number of policies and procedures in support of this principle.

- + Rigorous analytical and clinical development processes
- + Rigorous quality control and controlled testing processes
- + Incorporation of patient risk management into our development, manufacturing, and testing processes
- + Regular calibration and maintenance of equipment and systems to ensure accuracy and precision of our measuring and testing processes
- + Verification and validation activities to ensure that our products adhere to expected requirements and specifications
- + Systematic follow up on all quality issues through the lifecycle of products by adhering to CAPA (Corrective Action and Prevention Action), NCR (Non-Conforming Reporting) and Customer feedback processes
- + Extensive documentation of verification and validation activities above processes
- + Controlled and well-documented manufacturing processes

LAB LICENSES

Can be found on www.CareDx.com.



Kristen J,
Bone marrow and double lung transplant recipient, and daughter

07 Our Employees

Our company values serve as the guiding principles for how employees at CareDx serve each other, engage with customers, and represent themselves to the broader community. These values are the guiding principles for expected employee behavior and are integral to our organizational culture. At CareDx, we take accountability, decide with data, evangelize our work, and respect one another. We recognize that our employees are our greatest asset and key to our growth. Accordingly, we prioritize attracting, developing, retaining, and motivating our employees, while fostering a professional work environment that promotes innovation and rewards performance.

Total Number of Employees	2023			2024		
	Male	Female	TOTAL	Male	Female	TOTAL
United States	234	333	567	247	342	589
EMEA	22	31	53	21	33	54
APAC	9	14	23	4	4	8
TOTAL	265	378	643	272	379	651

Total Number of Employees (2023) including part-time employees (15). CareDx had 239 contingent workers as of December 31, 2023.

Total Number of Employees (2024) including part-time employees (7). CareDx had 218 contingent workers as of December 31, 2024.

Total number of contractors (2023) as of December 31, 2023 - 258.

Total number of contractors (2024) as of December 31, 2024 - 213.

During 2023 we hired 58% female, new employees. During 2024 we hired 51% female, new employees.

New Hires by Region	2023			2024		
	Male	Female	TOTAL	Male	Female	TOTAL
United States	47 / 40.87%	68 / 59.13%	115	69 / 49%	71 / 51%	140
EMEA	4 / 100%	0 / 0%	4	2 / 40%	3 / 60%	5
APAC	1 / 20%	4 / 80%	5	0%	0%	0
TOTAL	52 / 41.94%	72 / 58.06%	124	71 / 49%	74 / 51%	145



New Hires by Region (2023-2024)

Employees by Age Group	18-29	30-39	40-49	50-59	60-69	70+	Unknown
2023	73	212	198	119	40	1	0
2024	65	206	214	125	39	2	0

Employees by Age Group (2023-2024)

EMPLOYEE BENEFITS

We recognize outstanding performance through a variety of rewards. Our Total Rewards Program helps us attract and retain top talent to remain competitive in our industry. The program includes competitive base salaries and incentive compensation, health and welfare benefits, 401(k) savings plan administered by Empower, and other valuable benefits, such as paid time off and wellness programs.

<div>Direct compensation: base pay and bonus</div> <div></div>	<p>Linking pay to company and individual performance is central to CareDx’s continued success. Our Total Rewards program allows you to see your compensation increase when you and the company perform well. CareDx offers both competitive base pay and several forms of incentive compensation.</p>
<div>Health and welfare benefits</div> <div></div>	<p>We offer competitive medical plans with several coverage options—including both preferred and exclusive provider networks—and nominal out-of-pocket costs. All plans include a discount mail-order drug program. We offer vision care and a dental plan that covers preventive, routine, major restorative, and orthodontia care.</p> <p>We also provide life, accidental death, and dismemberment, and short- and long-term disability coverage. Finally, CareDx offers health and dependent care reimbursement programs that allow employees to set aside a portion of their salary on a pre-tax basis to pay for qualified health and dependent care expenses.</p>
<div>Additional benefits</div> <div></div>	<p>Employee Assistance Plan (EAP): All regular full-time employees and their families are eligible to receive EAP services. The EAP can be called on 24 hours a day, 7 days a week to aid you and your family members for a wide range of concerns.</p> <p>Pre-Tax Commuter Benefits: The commuter benefit plan allows you to set aside pre-tax dollars to pay for eligible commuting costs, such as expenses for parking, public transit, and alternative forms of transportation. Passes can be delivered right to your home, or you can simply submit monthly receipts for reimbursement.</p> <p>Parental Leave: For birth, adoption, or placement of a child, regardless of gender or method of becoming a parent. All eligible employees who qualify and are on parental leave under the Family and Medical Leave policy will be eligible to receive 4 weeks of pay continuation during their family and medical leave. Employees who give birth will be eligible for an additional 8 weeks of pay continuation. There are some conditions for employees who receive benefits through CareDx’s short-term disability insurance or through any applicable government insurance programs.</p> <p>In 2023, 23 employees (10 male, 13 female) went out on parental leave. In 2024, 23 employees (9 male, 14 female) went out on parental leave.</p>

Additional benefits (continued)



Legal and IDShield Benefits: Provides phone or in-person consultations for document review, family law, real estate matters, estate planning and much more. Separately, provides employees identity and privacy protection to monitor personal information, credit, social, media accounts, and more.

ADP LifeCare: Discounts are available for vacation destinations, hotels, food, restaurants, car rentals, pet insurance, retail, and much more.

Pet Insurance: Provides insurance coverage for employees' pets.

Living Donor Recovery Policy: Full-time employees are eligible to receive up to 30 days paid leave annually for donating an organ or up to 7 days for bone marrow transfer. For those who make the selfless act of donating an organ or bone marrow to help save another person's life, we want to ensure that our employees can do so without fear of wage loss or benefits.

Gym membership reimbursement is offered throughout the year.

Benefits to Employees

EMPLOYEE HEALTH AND SAFETY (EHS)

We take the health and safety of our employees seriously and provide training and other measures to that end. Training is received free of charge and during working hours. All workers receive some level of training, with specialized workers receiving additional training based on the relevance to their role. New employees receive training upon hire and then annually or more frequently depending on their role. EHS trainings are stored and managed through our TrackWise Document system. The trainings contain general OSHA requirements and CAP compliance for CLIA laboratories. Some of the trainings include: Chemical Handler Training (by the Environmental Health and Safety Division). The focus of the training was chemical hygiene, hazardous communication (Hazcom), and hazardous waste training. Our Chemical Hygiene Plan has been developed to advise employees of the hazards associated with laboratory chemicals and to keep exposure to a minimum. This plan is available through TrackWise and outlines in detail the handling of hazardous materials and waste, as well as the processes that need to be followed in incidents relating to chemicals and/or hazardous materials.

Additionally, we have an "Injury and Illness Prevention Program (IIPP)" for all employees and contractors. The program complies with Senate Bill 198, as codified in the California Code of Regulations, Title 8, Section 3203 of the General Industry Safety Orders. Included is identification and evaluation of hazards, injury and illness investigation, correction of unsafe and unhealthful work conditions and practices, training, responsibility, communication, and record keeping.

EMPLOYEE TRAINING

The value of our employees' contributions to the organization is immeasurable and we are constantly working to enhance their competencies by providing specialized training and opportunities for additional skills.

As an example, we leverage LinkedIn Learning and encourage employees to create development objectives for themselves and their teams.

Employee Training (2024)

Training hours estimates are (2023 and 2024):



12

hours per year
for all employees



16

hours per year
for managers

We follow an annual process regarding the evaluation of each employee. During the year, HRBPs (Human Resource Business Partners) work with managers and employees to develop SMART goals. In November and December, HRBPs and managers work with employees to determine success / outcomes of SMART goals and give rating 1-5 per goal. Final average rating recommendations are then presented to leadership resulting in multiple calibrations, weighed against peers / other functions / normal distribution, and finalized with corresponding salary adjustments. Lattice, a people management platform tool, was introduced at the end of 2020 as part of our training and development process.

08

Environmental Impact

We understand the limitations of the environment and seek ways to minimize our impact. Our main buildings headquartered in California are energy efficiency certified and meet stringent San Francisco Bay Area requirements to mitigate negative environmental impacts. Several of our offices are in new energy efficient LEED buildings. We also abide by statewide Title 24 compliance requirements and initiatives. Our offices provide recycling and use low-flow fixtures to conserve water. The facilities in California are subject to requirements for low-flow toilets and automated sinks.

In 2024, there were no incidents of non-compliance with environmental laws and regulations.

Location – Facility	KWh (2023)	KWh (2024)
United States		
8000 Marina Brisbane, CA USA	243,063	221,388
150 North Hill, Brisbane, CA USA	N/A	59,149
3280 Bayshore Blvd, Brisbane, CA USA	2,271,861	1,740,558
11808 Miracle Hills Drive St, Omaha, NE USA	N/A	N/A
TOTAL: United States	2,514,924	2,021,096
Australia		
103 Market, Fremantle – Australia	27,290	106,002
20 Collie, Fremantle – Australia	92,288	N/A
TOTAL: Australia	119,578	106,002
Europe – Sweden		
Franzengatan 5, 112 51 Stockholm – Sweden	362,112	361,855
TOTAL: Europe – Sweden	362,112	361,855
TOTAL	2,996,614	2,488,953

Estimated Energy Consumption (purchased electricity) 2023 and 2024.

United States	1,048 metric tons of CO ₂ (Scope 2)	456 metric tons of CO ₂ (Scope 2)
Australia	83 metrics tons of CO ₂ (Scope 2)	54 metrics tons of CO ₂ (Scope 2)
Sweden	7 metric tons of CO ₂ (Scope 2)	15 metric tons of CO ₂ (Scope 2)
TOTAL	1,138 metric tons of CO₂ (Scope1&2)	525 metric tons of CO₂ (Scope 1 & 2)

Estimated Carbon Dioxide (purchased electricity) 2023 and 2024.

Location – Facility	Gallons (2023)	Gallons (2024)
US		
8000 Marina Blvd., Brisbane CA USA	174,970	212,830
150 North Hill, Brisbane, CA USA	N/A	103,605
3260 Bayshore Blvd, Brisbane, CA USA	382,228	477,972
11808 Miracle Hill Drive, Omaha, NE USA	N/A	N/A
Australia		
103 Market, Fremantle – Australia	17,963	7,925
20 Collie, Fremantle – Australia	8,189	6,869
Europe – Sweden		
Franzengatan 5, 112 51 Stockholm – Sweden	21,030	21,030
TOTAL	604,380	830,231

Water Consumption 2023 and 2024.

Environmental Initiatives



ENERGY

Our corporate offices have implemented lighting control systems and have taken measures to reduce capacity and consumption during nonworking days.

- + Continued conversion of fluorescent to LED lighting at our 3260 Bayshore Blvd., Brisbane, CA, USA location.
- + Repairs to building mechanical systems improved economizer functions and energy efficiency



WATER

Utilization of low-flow fixtures and water efficient appliances.



WASTE

We continually work across our supplier and distribution networks for efficiencies and reductions in material used throughout our facilities and across product life cycles.

- + Flexible work model reduces general waste in our physical spaces
- + Reduction in consumable plastics



Global Reporting Initiative Index

This report highlights activities from January 1, 2024 – December 31, 2024, utilizing the Global Reporting Initiative Standards and was evaluated by the Center for Sustainability and Excellence as a “**Referenced GRI Standards**” Report.

Statement of use	This report highlights activities from January 1, 2024 – December 31, 2024, utilizing the Global Reporting Initiative Standards as a “Referenced GRI Standards” Report.	
GRI 1 used	GRI 1: Foundation 2021	
Applicable GRI Sector Standard(s)	There is no applicable sector standard.	
GRI Standard	GRI Standard	Location
GRI 2: General Disclosures 2021	GRI 2-1 Organizational Details	Website: Financial and Filings CareDx, Inc.— South San Francisco 1 Tower Pl, 9th Floor South San Francisco, CA 94080 Company Profile
	GRI 2-2 Entities included in the organization’s sustainability reporting	CareDx, Inc.
	GRI 2-3 Reporting period, frequency and contact point	Our ESG Approach pg. 8
	GRI 2-4 Restatements of Information	There were no changes in our organization.
	GRI 2-6 Activities, value chain and other business relationships	Company Profile, pg. 6 Products and Services, Supplier Social and Environmental Assessment Products and Services Website: Products and Services
	GRI 2-7 Employees	Our Employees, pg. 23
	GRI 2-9 Governance structure and composition	Governance Proxy Statement pgs. 8-19 and 20-25 Governance pg. 14
	GRI 2-10 Nomination and selection of the highest governance body	Proxy Statement pg. 8-9 and 20
	GRI 2-11 Chair of the highest governance body	Governance pg. 14
	GRI 2-14 Role of the highest governance body in sustainability reporting	Our ESG Approach pg. 8
	GRI 2-16 Communication of Critical Concerns	Risk Management pg. 16
	GRI 2-19 Remuneration policies	Proxy Statement pg. 22-23, 24, 30-31
	GRI 2-20 Process to determine remuneration	Proxy Statement pg. 28-29, 30-31, 33-34
	GRI 2-22 Statement on sustainable development strategy	Message from the Company’s Management pg. 3

	GRI 2-23 Policy Commitments	Policies for a responsible practice pg. 15
	GRI 2-24 Embedding policy commitments	Policies for a responsible practice pg. 15
	GRI 2-27 Compliance with laws and regulations	Policies for a responsible practice, Code of business conduct and ethics pg. 15-16
	GRI 2-28 Membership associations	Partnerships pg. 7
	GRI 2-29 Approach to stakeholder engagement	Our key stakeholder groups — Our stakeholders are our business! pg. 9-11
Material Topics		
GRI 3: Material topics 2021	GRI 3-1 Process to determine material topics	Materiality assessment Pg. 12-13
	GRI 3-2 List of material topics	Materiality assessment Pg. 12-13
	GRI 3-3 Management of material topics	Materiality assessment Pg. 12-13
Governance		
Economic Performance		
GRI 201: Economic Performance 2016	GRI 3-3 Management of material topics	Financial performance pg. 7
	GRI 201-1 Direct economic value generated and distributed	Financial performance pg. 7
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016	GRI 3-3 Management of material topics	Social Impact pg. 18-19, company-sponsored clinical trials and studies pg. 20
	GRI 203-1 Infrastructure investment and services supported	Social Impact pg. 18-19, company-sponsored clinical trials and studies pg. 20
Procurement Practices		
GRI 204: Procurement Practices 2016	GRI 3-3 Management of material topics	Supplier Social and Environmental Assessment pg. 21
	GRI 204-1 Proportion of spending on local suppliers	Supplier Social and Environmental Assessment pg. 21
Anti-corruption		
GRI 205: Anti- corruption 2016	GRI 3-3 Management of material topics	Anti-bribery and anti-corruption policy pg. 17
	GRI 205-1 Operations assessed for risks related to corruption	Anti-bribery and anti-corruption policy pg. 17
	GRI 205-3 Confirmed incidents of corruptions and actions taken	No incident during the reporting period.
Environment		
Energy		
GRI 302: Energy 2016	GRI 3-3 Management of material topics	Environmental Impact pg. 27-28
	GRI 302-1 Energy consumption within the organization	Environmental Impact pg. 28
Water		
GRI 303: Water and Effluents 2018	GRI 3-3 Management of material topics	Environmental Impact pg. 27
	GRI 303-5 Water consumption	Environmental Impact pg. 27

Emissions		
GRI 305: Emissions 2016	GRI 3-3 Management of material topics	Environmental Impact pg. 27
	GRI 305-1 Direct GHG emissions (Scope 1)	Environmental Impact pg. 27
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	Environmental Impact pg. 27
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	GRI 3-3 Management of material topics	Supplier social and environmental assessment pg. 21
	GRI 308-1 New suppliers that were screened using environmental criteria	Supplier social and environmental assessment pg. 21
Social		
Employment		
GRI 401: Employment 2016	GRI 3-3 Management of material topics	Our Employees pg. 23
	GRI 401-1 New employee hires and employee turnover	Our Employees pg. 23
	GRI 401-2 Benefits provided to full time employees	Employee Benefits pg. 24-25, Website: Benefits
	GRI 401-3 Parental leave	Employee Benefits pg. 25
Occupational Health & Safety		
GRI 403: Occupational Health and Safety 2018	GRI 3-3 Management of material topics	Employee health and safety pg. 25
	GRI 403-1 Occupational health and safety management system	Employee health and safety pg. 25
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	Employee health and safety pg. 25
	GRI 403-5 Worker training on occupational health and safety	Employee health and safety pg. 25
Training and Education		
GRI 404: Training and Education 2016	GRI 3-3 Management of material topics	Employee training pg. 26
	GRI 404-1 Average hours of training per year per employee	Employee training pg. 26
	GRI 404-2 Programs for upgrading employee skills and transition programs	Employee training pg. 26
Diversity, Equal Opportunity, and Non-discrimination		
GRI 405: Diversity and Equal Opportunity 2016	GRI 3-3 Management of material topics	Diversity, equity, and inclusion pg. 24
	GRI 405-1 Diversity of governance bodies and employees	Diversity, equity, and inclusion pg. 24 Board diversity and skills pg. 14, Board diversity matrix pg. 14 Board diversity of skills and expertise pg. 14 Social Impact pg. 19
GRI 406: Non-discrimination 2016	GRI 3-3 Management of material topics	Diversity, equity, and inclusion pg. 24
	GRI 406-1 Incidents of discrimination and corrective actions taken	There were zero incidents of discrimination in 2024

Data Privacy		
GRI 410: Security Practices 2016	GRI 3-3 Management of material topics	Cybersecurity and privacy pg. 21
	GRI 410-1 Security personnel trained in human rights policies or procedures	Cybersecurity and privacy pg. 21
Local Communities		
GRI 413: Local Communities 2016	GRI 3-3 Management of material topics	Social Impact pg. 18-19
	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact pg. 18-19
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016	GRI 3-3 Management of material topics	Supplier social and environmental assessment pg. 21
	GRI 414-1 New suppliers that were screened using social criteria	Supplier social and environmental assessment pg. 21
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	GRI 3-3 Management of material topics	Customer/patient health and safety pg. 21
	GRI 416-1 Assessment of the health and safety impacts of product and service categories	Customer/patient health and safety pg. 21
	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No incident during the reporting period.
Customer Privacy		
GRI 418: Customer Privacy 2016	GRI 3-3 Management of material topics	Cyber security and privacy pg. 21
	GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incident during the reporting period.
Non GRI - Healthcare services and products		
GRI 3: Material topics 2021	GRI 3-3 Management of material topics	Social Impact pg. 18, Conference participation and support pg. 20
Non GRI - Products and services safety		
GRI 3: Material topics 2021	GRI 3-3 Management of material topics	Products and services pg. 6, Product safety pg. 22
Non GRI - Corporate Governance		
GRI 3: Material topics 2021	GRI 3-3 Management of material topics	Governance pg. 14, Policies for a responsible practice pg. 15

CARBON FOOTPRINT VERIFICATION STATEMENT

Center for Sustainability and Excellence (CSE) verifies that the Carbon Footprint of CareDx concerning the reporting year 2023 was 1,138 metric tons of CO₂. The figure includes direct Scope 1 emissions and indirect Scope 2 emissions that concern all main facilities and operations of CareDx in the United States, Australia and Europe (Sweden).

CSE used the provided raw data and calculated the CareDx based on the internationally recognized methodology of the Greenhouse Gas (GHG) Protocol of 2023 (Corporate Standard). CSE has also retrieved information and data from the U.S. Environmental Protection Agency (EPA) and the Australian Government Department of Climate Change, Energy the Environment and Water.

Carbon Footprint of CareDx in 2023 and 2024

Source Type	CO2 Emissions (metric tons)	
	2023	2024
USA Energy consumption	1048	456
Australia Energy consumption	83	54
Europe Energy consumption (Sweden)	7	15
TOTAL	1138	525

In 2024, we are proud to report a reduction in our estimated greenhouse gas emissions (measured in tonnes of CO₂e) as a result of reduced energy consumption and lower emissions factors utilized to estimate emissions for CareDx’s geographically diverse real estate portfolio. Our lab headquarters was the main source of reduction in energy consumed - with building efficiency improvements to lighting and HVAC systems resulting in a reduction of nearly 500,000 kWh in 2024 compared to 2023. Emissions factors in Northern California, where a majority of CareDx’s operations are located, are among the lowest in the United States, and our Sweden-based site offers a low emissions factors due to the high reliance on renewable energy sources for electricity generation.

The raw data were assessed against the following parameters:

- 1. Scope boundaries (geographic, operations covered, timeframe, etc.)
- 2. Missing information and potential uncertainty
- 3. Validity of assumptions made
- 4. Magnitude of errors

Findings based on the parameters:

- 1. CareDx has reported data for 2023 and 2024 that adequately cover all its geographic locations of operations in the USA, Australia and Europe (Sweden) as well as all types of operations (operational control).
- 2. The raw data provided by CareDx had no missing information; all information was retrieved from the company’s records and archives, including information about fuel usage and energy bills.

Statement of Independence, Impartiality and Competence

CSE and its team of Carbon Footprint Services assures that it has kept its independence and objectivity, and that no events or issues occurred that could possibly influence the level of independency and objectivity.

March 2025

On Behalf of the CSE's Carbon Footprint Services team,
Nikos Avlonas

The report has been conducted in collaboration
with the Center for Sustainability and Excellence

