



CareDx®
Your Partner in Transplant Care™



CareDx 2021 Environment, Social, and Governance Report

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A Message from CareDx Management



Dr. Reg Seeto
President And CEO

Message from CareDx President and CEO

“

It is an honor and a privilege to be leading CareDx, a company that is laser focused on the transplant patient and their transplantation journey.

As CEO, I am proud to say we are 100 percent committed to the transplant patient, and our two-decade focus on transplantation will not change.

As a mission-driven company, it is important to understand we play a critical role with the transplant patient and community. We find this to be our calling, and are proud to have helped create a groundswell of momentum and innovation in the field of transplantation. We thank you, our stakeholders for being part of our special mission in serving transplant patients.

Staying true to our mission, CareDx is committed to improving transplant patient outcomes by providing innovative and intelligent solutions throughout the entire patient journey. We are continuously improving our focus on equity and sustainability, and as part of this journey we are now proactively incorporating an ESG framework to benchmark and advance our performance. CareDx is a people-focused company and we strongly believe that a sustainable business provides a service to the community without harming society or the environment. One of our strategic targets for 2021 was to begin a full alignment of our ESG disclosures with the GRI standards to improve our reporting compared to benchmark companies. Moreover, CareDx understands that a sustainable future requires a global vision, and a value-generating enterprise is one from which everyone can benefit. This is about responsible strategy and long-term management, and we are pleased to present this first edition of CareDx's ESG Report.

At CareDx, we believe incorporating an ESG framework is a natural step in adherence to our values as we continuously search for ways to exemplify these values through action. IPACC is the acronym summarizing our five core values: Innovation, Patient Centricity, Accountability, Collaboration with Quality, and a Can-Do Attitude. Below, I would like to highlight how these core values accelerated five key pillars of our long-term strategy, whilst being focused on the transplant patient during the ongoing global COVID-19 pandemic.

”

“

The **first** was connecting the patient journey where we made deliberate investments to build out our digital enablement strategy to enhance our patient digital solutions portfolio. During 2021, we acquired TxAccess™ a cloud-based solution that now allows the pre-transplant dialysis patient to be referred digitally to the transplant center. For the post-transplant patient, we focused on digital connection through our leading patient app called AlloCare® and made medication adherence front and center, by acquiring a patient-centric app called TxHero known for medication compliance and MedActionPlan the number one discharge medication form for transplant centers in the United States. In 2021, we laid a strong foundation for digitally connecting the pre- and post-transplant patient journey and will continue to do more to strengthen this foundation and address patient and transplant center needs.

The **second** was raising scientific standards for donor-derived cell-free DNA (dd-cfDNA) through multi-center, prospective data with AlloSure®. We are proud to be the leader in demonstrating the benefits and insights on the long-term use of dd-cfDNA.

There were two landmark moments with the KOAR-1000 data readout and the ADMIRAL study publication: The KOAR-1000 study demonstrated higher one-year graft survival and reduction in biopsies through AlloSure Routine Testing Schedule (ARTS), whilst the ADMIRAL study showed AlloSure was better than the current standard of care; with large improvement compared to creatinine observed.

The **third** was advancing transplant innovation. As the first and only approved multi-modal solution through HeartCare, we were excited to demonstrate the benefit of multi-modality innovation in kidney transplantation. The KidneyCare Validation Publication demonstrated the complementary value of using AlloMap® Kidney our gene-expression profiling with AlloSure dd-cfDNA for detecting early signs of rejection. We have also made progress with artificial intelligence and published a longitudinal study completed by OrganX in over 1,000 transplant patients that showed AlloSure Kidney more accurately measures organ health than current standards of care, including circulating anti-HLA DSA, eGFR, proteinuria, and occurrence of a recent clinical or immunologic event. A new and exciting area is the field of Xenotransplantation using non-human organs for transplantation, and where we made an investment and partnership with Miromatrix to advance development of implantable bioengineered transplantable organs to address the organ shortage crises.

The **fourth** was expanding our offerings to more transplant patients in 2021. We commercially launched AlloSure Lung, offering the first clinically validated and non-invasive surveillance for lung transplant patients. During COVID-19, lung transplant centers reached out to CareDx, as the leading transplant company asking for non-invasive monitoring as invasive bronchoscopies were not available to many centers. We stepped right in to support these patients and centers as the pandemic changed the way these centers operated, and these patients were highly vulnerable to complications.

The next was in liver transplant patients where we started enrollment of MAPLE, a multi-modal, multi-center, prospective study of LiverCare with post-transplant surveillance for liver transplant recipients. We also entered the Stem cell transplant field, where we started enrollment of the ACROBAT study, a prospective multi-center study of AlloHeme, a micro-chimerism tool, to study the potential of relapse surveillance in patients with allogeneic hematopoietic cell transplants (HCT), also known as bone marrow or stem cell transplants.

The **fifth** was committing to improving health equity in underserved communities. We were thrilled with appointing Dr. Hannah Valentine and Art Torres to our Board of Directors. Dr. Valentine is a Professor of Medicine at Stanford and the former National Institutes of Health (NIH) Chief Scientific Officer for Scientific Workforce Diversity. Art Torres, former California state senator, serves as vice chair of the governing board of the California Institute for Regenerative Medicine, is vice chair on the board of One Legacy, an organ transplant foundation, and has been a vocal patient advocate for organ transplant awareness in communities of color and health equity in LatinX and LGBTQ communities. We have also started collaborations with MOTTEP, the Minority Organ Tissue Transplant Education Program to help advance its mission of increasing the number of minority-donated organs and greater adoption of disease prevention behaviors which reduce the incidence of end-stage disease and the need for organ transplantation in high-risk, underserved communities. ”

At CareDx we have both a tremendous opportunity and responsibility to continue to improve transplant patient outcomes with a vision that every patient will flourish with their transplanted organ for life. I am energized by our mission every day and look forward to this challenge in the years to come, as we continue this gratifying journey. Recent advances in science and technology continue to accelerate at a breathtaking pace and CareDx looks forward to being part of these important medical advances.

On behalf of CareDx’s board of directors, our senior leadership team, our patients and their healthcare providers, and our employees, I thank you for your continued support of our company and the important work we do.

Dr. Reg Seeto

Reg Seeto

ESG Decision Making and Strategy

CareDx's ESG Report demonstrates our current progress in ESG and illustrates our goals for the future. The report includes our commitments to SDG targets and follows the framework and disclosures of the standards set by the Global Reporting Initiative (GRI). This report also includes the current reporting framework for environmental, social, and governance performance for FY 2021 and includes significant events that have occurred throughout the year.

CareDx's operating principles include Innovation, Patient Centricity, Accountability, Continuous improvement, Collaboration, and a "Can-do" attitude that aims to maximize value for our stakeholders. CareDx is focused on building an environmentally and socially conscious business profile as well as adapting our governance strategies to meet our stakeholders needs continually and reliably in a sustainable manner.

This report covers annual performance, ESG strategy and targets, and includes our work, commitments, and initiatives that support our employees, suppliers, customers, and the communities where we operate. Furthermore, CareDx is determined to work closely with our stakeholders to meet their interests and expectations in a transparent and comprehensive way.



Iris Resto,
Kidney Transplant Recipient and Her Brother

2021 ESG SCORECARD

 ENVIRONMENTAL	Total energy consumption	3,032,555 KWh
	US energy consumption	2,521,970 KWh
	Australia energy consumption	148,470 KWh
	Europe energy consumption	362,115 KWh
	Total GHG emissions due to energy consumption (Scope 2)	1080.02 tonnes of CO ₂
	US GHG emissions due to energy consumption (Scope 2)	972.47 tonnes of CO ₂
	Total water consumption	577,532 gallons
	Total US water consumption	562,561 gallons
 SOCIAL	Total number of employees	645
	% of women employees	58.3%
	Total number of new hires	264
	% of women new hires	54.6%
	% of non-white new hires	60%
	Average hours of training per employee per year	12
	Average hours of training per manager per year	16
	Number of work-related injuries	0
	Number of discrimination incidents	0
	Number of material data breaches	0
 GOVERNANCE	Revenues	\$296.4 million
	Adjusted EBITDA gain	\$17.8 million
	Number of Board Members	11
	% of Women on the Board	27.3%
	Number of Board Committees	5
	Number of Management Team Members	15
	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 2021 ESG Scorecard offers a snapshot of where we are currently, but more importantly provides a starting point for where we are headed.

03

Company Profile

CareDx, Inc - The Transplant Company™, is a leading precision medical 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, 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 South San Francisco, California. CareDx serves the rest of the world through offices in Omaha, NE, Europe (Sweden) and Australia. Some regions are also served through our network of specialized distributors.

We are building for the Future - Vision, Mission, and Values



OUR VISION

To be the leading partner for the transplant ecosystem.



OUR MISSION STATEMENT

We are committed to improving transplant patient outcomes by providing innovative and intelligent solutions throughout the entire patient journey.



OUR VALUES

CareDx implements the highest standards to ensure scaling is done in a sustainable way and all operations, decision making, and internal and external processes are implemented based on our IPACC Values.

I

A leadership mindset to drive **Innovation**

P

Decision making driven by **Patient Centricity**

A

Results driven by **Accountability**

C

Quality focused Collaboration to bring Continuous improvement

C

Culture built by Collaboration and **Can-do attitude**



Marilyn Wilkie,
Heart Transplant Recipient

Looking ahead to 2022 our scaling categories include:

SCALING FOR SUSTAINABLE GROWTH 2022



**SOLID ORGAN
TRANSPLANT**



**CELL
TRANSPLANT
THERAPY**



**PATIENT
AND DIGITAL
SOLUTIONS**



PRODUCT

PRODUCTS AND SERVICES

CareDx offers a range of products and services for patients and caregivers throughout the transplant patient journey. The company was founded over 20 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 encompass multiple tests across other organs, Patient and Digital Solutions to increase efficiency and connect patients and providers, Lab Products for pre- and post-transplant applications, and the next wave of innovation with Cell Transplant Therapy monitoring. CareDx's vision is to be the leading partner across the U.S transplant ecosystem and to-date more than 80,000 transplant recipients have used CareDx transplant surveillance services.

VISION: THE LEADING PARTNER ACROSS TRANSPLANT

Example: US Centers

	 HEART	 KIDNEY	 LUNG
Deep Center Penetration	90%+ Centers Using AlloMap	70%+ Centers Using AlloSure	40%+ Centers Using AlloSure Lung
Clinical Partnerships	60+ SHORE Centers	70+ KOAR/OKRA Centers	15+ ALAMO Centers/ Investigator Initiated Trials
Leadership Indicators	>1 in 2 Newly Transplanted Patients	1 in 3 Newly Transplanted Patients	~700 Tests in First Quarter of Launch

Our footprint in US Centers is expansive and our ability to reach a growing number of patients encourages us to continuously innovate and collaborate.

PRODUCTS AND SERVICES



TRANSPLANT SERVICES

CareDx is the leading provider of non-invasive surveillance tests to help identify injury and rule out rejection.

Kidney

AlloSure^{KIDNEY}

KidneyCare

Heart

AlloMap^{HEART}

HeartCare

Lung

AlloSure^{LUNG}



TRANSPLANT LAB PRODUCTS

Next generation genetic matching solution for pre-transplant HLA matching as well as innovative kit-based post-transplant surveillance products.

HLA Typing Solutions

AlloSeq Tx17

AlloSeqTx8

QTYPE

Olerup SSP & SBT

TruSight

Post-Transplant Surveillance

AlloSeq cfDNA

AlloSeq HCT

Lab Product Services

HLA Typing Service

AlloSeq cfDNA Service



PATIENT AND DIGITAL SOLUTIONS

Comprehensive transplant administration software and patient-focused applications and services.

Otrr^{Organ}

Otrr^{Cellular}

XynQAPI

TxAccess

XynCare

AlloCare

EMR Integration

The Transplant Pharmacy

MedActionPlan



CELL TRANSPLANT THERAPY

Accelerating clinical development for biopharma partners.

AlloCell

AlloHeme

The Products and Services listed here illustrate the comprehensive approach we take to deliver patient centric care.

PARTNERSHIPS

Collaboration is a critical value we work to espouse across all our lines of business; from solid organ to cell transplant, and pre- to post-transplant, we are committed to improving patient outcomes across the transplant journey. As part of this mission, we continuously foster strategic partnerships and alliances with



Global Medical Institutions



Hospital Ecosystems



Biopharmaceutical And Technical Platform Companies

FINANCIAL PERFORMANCE

Financial performance reflects the benefit an organization provides to the community, successful employment of resources and the overall strategy of the governing body. CareDx has experienced tremendous growth and is pleased to be included in the

Deloitte Technology Fast 500™ for 2021,

a ranking of the 500 fastest-growing technology, media, telecommunications, life sciences, fintech, and energy tech companies in North America. This marks the third consecutive year that CareDx has been included on the Deloitte Technology Fast 500.

Inclusion on the list was based, in part, on CareDx's strong revenue growth in 2020, which included a record year of revenue at \$192.2 million; an increase of nearly 300% since 2017.

During 2021,

CareDx's revenue was

\$296.4

million

representing growth of

54% ↑

year over year

Key accomplishments included the extension of the company's leadership position in Transplant Centers with the utilization of



in over

90%

of Heart Centers and



Kidney in over

70%

of Kidney Centers,

the launch of AlloSure Lung and the acquisition of MedActionPlan and The Transplant Pharmacy.

“Our strong fourth quarter is representative of an exceptional and transformational year for CareDx where we again achieved over 50% growth,” said Reg Seeto, President, and Chief Executive Officer of CareDx. “We strengthened our leadership in transplant success through the resounding success of multi-modality with HeartCare, the launch of AlloSure Lung, and by raising the bar for real-world clinical utility in Kidney with the ADMIRAL study. Our digital strategy is beginning to scale as we now connect tens of thousands of patients throughout our digital portfolio, and we remain 100% focused on improving the lives of all transplant patients.”

REVENUE (MILLION \$)	2020	2021
Annual	192.2	296.4
Testing Services	163.6	259.3
Product	19.3	26.8
Patient And Digital Solutions	9.3	10.3

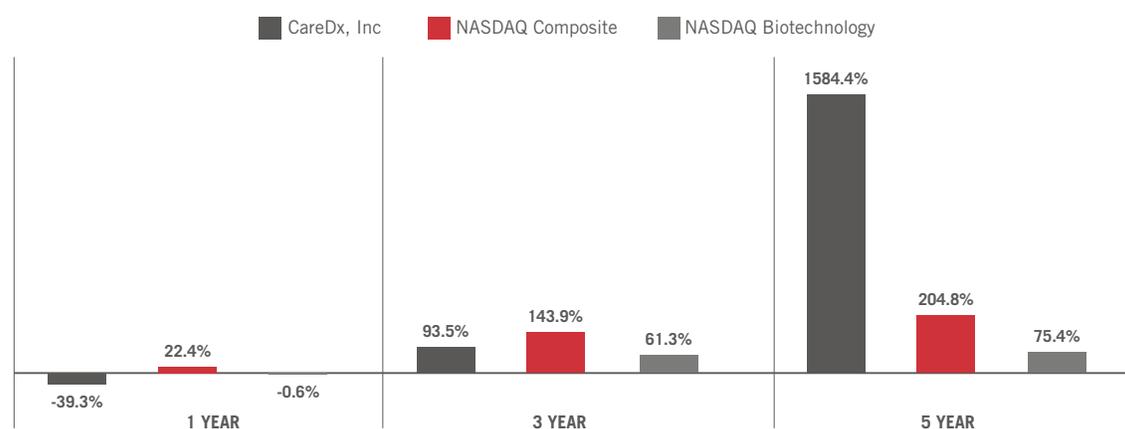
NET LOSS (MILLION \$)	18.7	30.7
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ADJUSTED EBITA GAIN (MILLION \$)	8.0	17.8
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Key Financial Data (2020-2021)

TOTAL SHAREHOLDER RETURN

1,3 AND 5-YEAR PERIODS



Total Shareholder Return as of Dec 31, 2021

CareDx is a U.S. listed public company, follows GAAP accounting principles and SEC filing and disclosure requirements.

Detailed financial performance and filings are listed on the Company's website: <https://investors.caredxinc.com/financial-information>

04

Our ESG Approach

CareDx is committed to continuously improving its environmental, social, and governance performance. The Board of Directors is overseeing the process of enhancing ESG disclosures, the alignment of principles and standards, and taking feedback and considerations from our stakeholders. These stakeholder groups include Patients, Providers, Shareholders, Employees, Suppliers/Distributors and the Transplant Community.

The following steps define the methodology that is currently applied:

- 01 **Understand and identify** current compliance with ESG standards and reporting frameworks (started in 2020)
- 02 **Understand independent ratings** processes and standards and work to align disclosures where appropriate
- 03 **Understand stakeholder ESG priorities**, concerns, and recommendations (material issues) and seek alignment where appropriate.
 - This process provided insight which led to alteration on pay, supermajority voting and other governance topics for our 2020 proxy process and improved disclosures for our 2021 proxy.
- 04 Further **enhance our understanding** of relevant ESG topics, risks, and opportunities through formal gap analysis with external ESG consultants
- 05 **Use gap Analysis insights** to improve disclosures and policies related to ESG and Sustainability standards and frameworks (such as the GRI Standards)
- 06 **Report progress** to the board at least annually

ABOUT THE ESG REPORT

This inaugural ESG report highlights the ESG strategy of CareDx for 2021 and includes our commitments to SDG targets as well as the progress made towards the targets set in 2020. The report follows the framework and disclosures of the standards set by the Global Reporting Initiative (GRI). Success in ESG requires the full alignment of top management as well as the alignment of organisational strategy. With support and oversight from CareDX's board, our executive team has worked alongside an external contractor (CSE, the Centre of Sustainability and Excellence) for the completion of this report.



Contact for the Report

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

- + Care Dx Inc.
- + Address: 1 Tower Place - 9th floor, South San Francisco, CA 94080
- + Name and email of contact person: Ian Cooney- icooney@ caredx.com

OUR KEY STAKEHOLDER GROUPS – OUR STAKEHOLDERS ARE OUR BUSINESS!

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



Joyanne Ferrara
Kidney Transplant Recipient



PATIENTS

CareDx was founded with the desire to better serve the health of the Transplant Community, and continuous engagement with our patients is paramount. Dedication to transplant patient’s needs is the driving force of our business. It informs our commitment to innovation, investments in research and development and clinical trials, and our sponsorships, partnerships, and engagement with stakeholders throughout the Transplant Community.

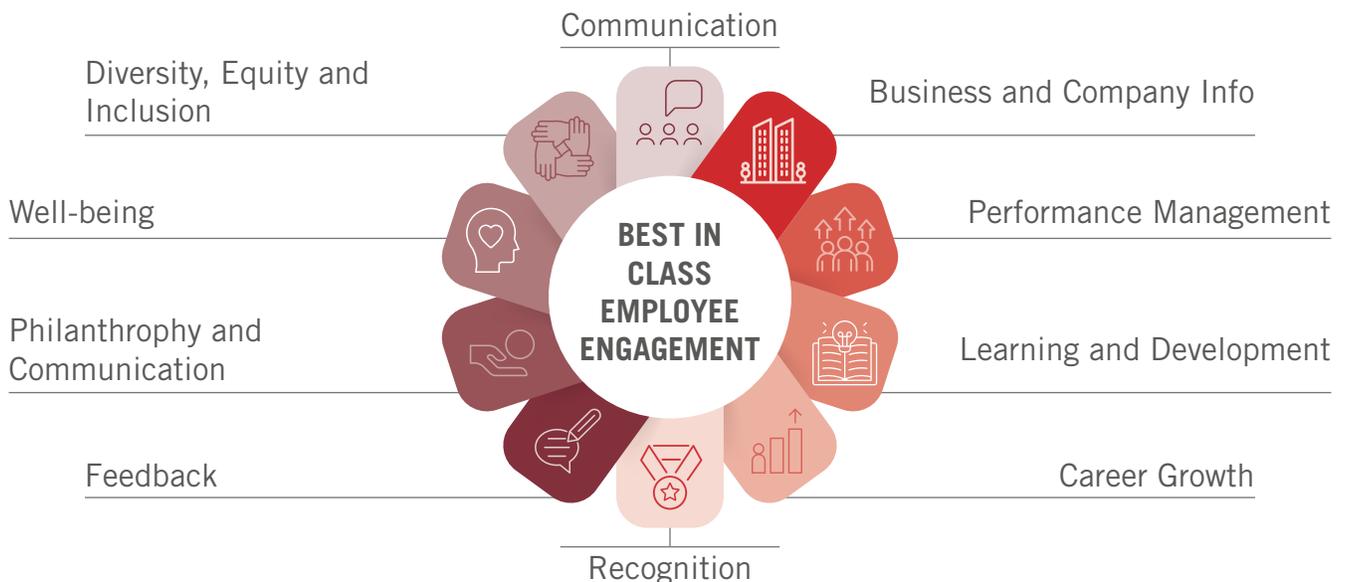
We engage with our patients through, educational webinars, live events, patient advocacy groups, sponsorships of specific initiatives, co-branded webinars, transplant patient caregivers’ emails, patient guides, Patient Care Management (PCM) engagement with patients (via phone), and through sponsoring industry conferences as well as regional and national advisory boards.



EMPLOYEES

Our employees are the people that make our mission possible and regular engagement is key to understanding their needs. CareDx engages with our employees through weekly meetings with managers, monthly townhall meetings and events, as well as quarterly earnings reports and calls. We also conduct an annual anonymous employee survey through Gallup to understand current employee sentiment, areas we are excelling in as well as areas for improvement. The results of these surveys help us develop priorities for the year ahead, both across the organization and within all its functions.

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, LinkedIn, and Glassdoor. Additionally, we offer current employees opportunities to participate in philanthropy and community building, recognition for strong performance, training to promote career growth, wellness services, and performance feedback and management.





SHAREHOLDERS

Our shareholders are some of our biggest enablers and continuous engagement is achieved through business updates via earning calls and quarterly one on one meetings (investor calls). We also participate in 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 and outside the proxy season, CareDx also engages with top shareholders to gain insights and understand their views, priorities, and concerns around ESG topics.



PROVIDERS

Providers, both individual physicians and hospitals/physician groups, provide the tangible connection to transplant patients and are the key partners in helping us achieve our mission of improving transplant patient's lives. Regular engagement with our providers is key 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, webinars, site visits, presenting at and sponsoring industry conferences, industry workshops, sponsoring clinical studies, principal investigator meetings, steering committee meetings, peer reviewed publications, advertising and social media.



SUPPLIERS/DISTRIBUTORS, SUPPLY CHAIN NETWORK

Our suppliers/distributors are key partners and contributors in the success of our company. They provide goods and services that support our operations and products. We aim to work closely with our supply chain network to reduce risks and ensure sustainable growth. Our goal is to set forth requirements across our supply chain to ensure our suppliers act in an economically, environmentally, and socially responsible manner. Communication with our supplier and distributors takes place on a regular basis, through requests of proposals and requests for company overviews.



ADDITIONAL STAKEHOLDER GROUPS

Additional Stakeholder group engagement occurs through our sales channels (other than direct customers/patients), professional outreach (including meetings, conference attendance and publications), strategic partnerships (including those for bidding and proposal developments), and Payor and Policy discussions.

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

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

These include:

- + Media and press (media outreach through PR firm; press releases; media interviews, general public social media posts, media pickup, radio and TV telecommunications, investors Earnings calls, special events (innovation days, investor days)
- + Transplant patient caregivers (email, educational webinars, live events)
- + Patient advocacy groups (sponsorships of their initiatives, co-branded webinars, collaborations on events)
- + Policy makers, administrative officials
- + Professional society groups (meetings, conference attendance)
- + NGO's
- + Peers
- + Strategic partners: Strategic partnerships have demonstrated a successful track record in serving the transplant ecosystem or showing a propensity for innovation and research to improve transplant outcomes.



Ebert Mahon,
Kidney Transplant Recipient

KEY ESG TOPICS

CareDx monitors all feedback that arise during meetings with stakeholders, including investors, and incorporates this feedback into future policies, practices and engagement meetings. We have an internal annual employee satisfaction and feedback survey to update policies. We receive customers views and feedback and work with our advisory board to address the topics identified through engagement with all stakeholder groups. Research, conferences, task groups and professional meetings all help us gain insights across our products and services. In addition our Market Access group keeps us abreast with developments in healthcare and diagnostics industry related to regulatory, governance and commercial matters.

These collective efforts have identified the below Key topics



Data privacy/
cyber security



Environmental protection
(energy, emission, waste)



Compliance (socio-economic
and environmental)



Anti-corruption



Anti-competitive behavior



Employee training
and development



Diversity and
non-discrimination



Access to healthcare
services and products



Employee health and safety



Products and service safety



Customer health and safety



Local communities

RESPONDING TO STAKEHOLDER CONCERNS

It is vital that we take into consideration the key concerns of our stakeholders and incorporate them into our business and ESG strategy. A couple of key examples of our responses to stakeholder concerns are highlighted below.



TRANSPLANT PATIENTS

CareDx understands the high costs associated with long term care and the difficulty of these expenses, especially when wages are lost. To mitigate financial hardship for our patients, we work directly and indirectly with patient advocacy groups such as NKF, public health policy makers, Medicare, Medicaid, and insurance companies to obtain favorable coverage and support for transplant patients. We have a robust patient assistance program to help patients without adequate resources or insurance to receive the care they deserve.

In March 2019, CareDx launched the Honor the Gift Coalition which in part helped to pass the long-awaited ImmunoBill.

The bill extended Medicare's Part B coverage of immunosuppressive drugs for kidney transplant recipients beyond the current three-year limit, allowing patients to maintain access more easily to their treatment and prevent graft failure, costly dialysis treatments, and retransplantation.

Additionally, we've worked to minimize patient exposure to COVID-19 infection when going into the clinic for lab work and the inability to get a lab appointment during the pandemic by **launching RemoTraC in March 2020**, right after the onset of the pandemic, allowing patients to get lab work done in the privacy of their homes by a phlebotomist.



CareDx addresses medication adherence (a leading cause of graft loss) with innovative digital solutions. Our AlloCare app addresses common issues of adherence including forgetfulness, confusion about which meds to take, and timing of medications. Additionally, our recent acquisition of MedActionPlan helps by providing physicians and patients with a platform for customizable patient adherence tools (language, literacy and making complex medicine regimes more manageable).



SHAREHOLDER 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. Based on feedback, we have adopted a more formal shareholder engagement strategy. Throughout 2021, we connected with our institutional and individual investors and other stakeholders to share and receive feedback on updates to our corporate governance practices and gain valuable insight into current and emerging global governance trends.

Over the past 12 months, we engaged with over 25 institutional investors, representing the holders of over 50% of our outstanding shares of common stock.

The key issues we discussed with our investors included Environmental, Social and Governance topics, board composition and classification, sustainability reporting and disclosures, our long-term business strategy, and other related matters.

We conducted these meetings throughout the year and organized a systematic outreach campaign to engage with our stockholders and receive feedback prior to preparing our proxy materials for the Annual Meeting. Although stockholder engagement is primarily undertaken by our management, members of our Board of Directors also participate when appropriate.

We utilize the insights gained from these stockholder meetings as key inputs in improving and evolving our long-term corporate governance and sustainability practices.

We strive to adopt a collaborative approach in these stockholder meetings, which contributes to our improved understanding of the variety of perspectives and motivations of our investors. While not exhaustive, some examples of key feedback from our stockholders in the past 12 months included

- 01 Suggestions for improved disclosure regarding the mix of skills of our Board of Directors;
- 02 Suggestions for improved board diversity disclosure;
- 03 Appreciation for our improved stockholder engagement efforts; and
- 04 Dialogue regarding the continued evaluation of our corporate governance practices. In response to the feedback we received from our stockholders, we shared the feedback with our Board of Directors and enhanced the relevant disclosures in our proxy materials.

UN 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. CareDx pursues the Triple Bottom Line, choosing to focus beyond just profit, but on people and the planet because we cannot be successful in a world that's failing on basic principles for the well-being of all. Our sustainability/ESG initiatives intersect with 8 specific goals out of the 17 goals outlined in the 2030 Agenda for Sustainable Development. These are goals number 3, 4, 8, 9, 10, 12, 13 and 16.



05 Governance

A sound corporate governance is an essential part of CareDx’s 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 shareholders and to oversee the management of CareDx’s business. To fulfill its responsibilities and to discharge its duty, the Board of Directors follows the procedures and standards that are set forth in the [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.



THE BOARD OF DIRECTORS

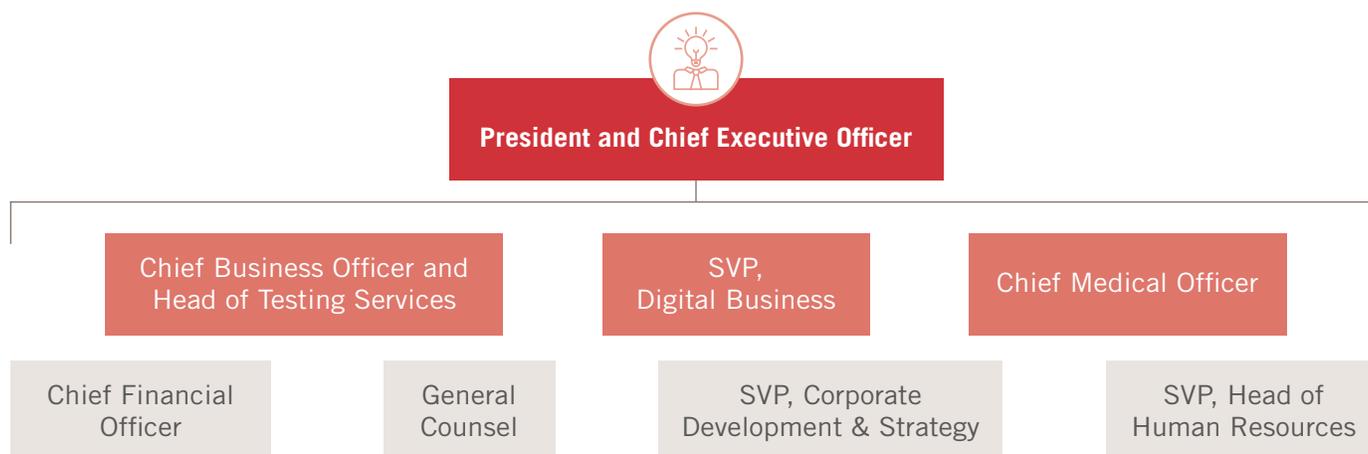
NAME	POSITION
Michael D. Goldberg	Chairman
Reginald Seeto, MB.BS	President and Chief Executive Officer
George Bickerstaff	Managing Director, MM DILLON & CO
Dr Fred Cohen, MD, DPhil	Senior Managing Director, VIDA VENTURES
Grace E. Colon, PhD	President and Chief Executive Officer, INCARDA THEURAPEUTICS, INC.
Chris Cournoyer	Chairperson and Chief Executive Officer for N-of-One
William Hagstrom	Chief Executive Officer, Octave Bioscience
Peter Maag, PhD	Member of the Board, Former CEO of CareDx
Dr Ralph Snyderman, MD	Chancellor Emeritus and James B. Duke Professor of Medicine, Duke University
Senator Art Torres (Ret.), JD	University of California alumni regent, One Legacy Board of Directors
Hannah Valantine, MD	Professor, Stanford University



THE MANAGEMENT TEAM

NAME	POSITION
Reginald Seeto, MB. BS	President and Chief Executive Officer
Ankur Dhingra	Chief Financial Officer
Sham Dholakia, MD, DPhil	Chief Medical Officer
Martyn Edney	Senior Vice President, Head of Human Resources
Hal Gibson	Senior Vice President, Strategic Partnering
Marica Grskovic	Senior Vice President & Franchise Head – Cell Transplant Therapy
Alexander L. Johnson	Chief Business Officer and Head of Testing Services
Mickey Kim, MD	Senior Vice President, Corporate Development & Strategy
Sasha King	Chief Marketing Officer & Franchise Head – Kidney Transplant
Ryan Phan, PhD	Senior Vice President, Lab Services & Medical Director
Greg Quinn	Senior Vice President Testing Services & Franchise Head - Cardiothoracic
Kashif Rathore	Senior Vice President, Digital Business
Abraham Ronai	General Counsel
Amitabh Shukla	Senior Vice President, Technology
Robert N. Woodward, PhD	Senior Vice President, Research and Development

CareDx Management Team



CareDx Leadership Organizational Chart

COMMITTEES AND THEIR COMPOSITION



AUDIT COMMITTEE

The purpose of the Audit Committee is to provide oversight of the Company's accounting and financial reporting processes and the audit of the Company's financial statements.

It also assists the Board in oversight of:



Marilyn Wilkie,
Heart Transplant Recipient



THE INTEGRITY OF THE COMPANY'S FINANCIAL STATEMENTS



THE COMPANY'S COMPLIANCE WITH LEGAL AND REGULATORY REQUIREMENTS



THE INDEPENDENT AUDITOR'S QUALIFICATIONS, INDEPENDENCE AND PERFORMANCE



THE COMPANY'S INTERNAL ACCOUNTING AND FINANCIAL CONTROLS



THE ORGANIZATION AND PERFORMANCE OF THE COMPANY'S INTERNAL AUDIT FUNCTION

It also provides the Board information and materials deemed necessary to make the Board aware of significant financial matters that require the attention of the Board.



AUDIT COMMITTEE CHARTER

<https://investors.caredxinc.com/static-files/2cbe00bd-476d-4821-a7ec-8c8a5c6c18b6>



CHAIRPERSON

George W. Bickerstaff, III



MEMBERS

Christine Cournoyer
Michael D. Goldberg, MBA
William Hagstrom



NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The purpose of the Nominating and Corporate Governance Committee of the Board is to review and make recommendations to the Board on matters concerning corporate governance; Board composition; identification, evaluation and nomination of director candidates; Board committees; and conflicts of interest.



NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER

<https://investors.caredxinc.com/static-files/f7175455-12be-46b3-9850-abc2ee68d347>



CHAIRPERSON

Dr. Ralph Snyderman, MD



MEMBERS

Michael D. Goldberg, MBA
Senator Art Torres (Ret.), JD



COMPENSATION COMMITTEE

The purpose of the Compensation Committee is to discharge the Board’s responsibilities relating to compensation of the Company’s executives, officers and directors. The Committee has overall responsibility for evaluating and approving the executive officer and director compensation plans, policies and programs of the Company, and specifically the compensation of the Company’s Chief Executive Officer. The Committee is also responsible for administering the Company’s various equity-based plans and the issuance of stock options, restricted stock units and other stock-related awards under such plans and for reviewing an annual report on executive compensation for inclusion in the Company’s annual meeting proxy statements (as required under the rules and regulations of the Securities and Exchange Commission (the “SEC”). The Committee also provides oversight of the Company’s general compensation policies, plans and benefit programs.



COMPENSATION CHARTER

<https://investors.caredxinc.com/static-files/702339cb-fb16-43de-937c-ade040dadfd5>



CHAIRPERSON

Dr. Fred E. Cohen,
MD, DPhil



MEMBERS

Grace E. Colón, PhD
Michael D. Goldberg, MBA
William Hagstrom



SCIENCE AND TECHNOLOGY COMMITTEE

The purpose of the Science and Technology Committee is meeting with the Company's science and technology leaders to review the Company's internal research and technology development activities and providing input as it deems appropriate; reviewing technologies that the Company considers for licensing or acquisition and providing input as it deems appropriate; reviewing the Company's development of its technical goals and research and development strategies and providing input as it deems appropriate; periodically reporting to our Board of Directors regarding the Science and Technology Committee's review and assessment of the Company's internal technology development, technology assessment, technology review and technical goals and research and development.



CHAIRPERSON

Grace E. Colón, PhD



MEMBERS

Dr. Fred E. Cohen, MD, DPhil

Christine Cournoyer

Peter Maag, PhD

Dr. Ralph Snyderman, MD

Hannah Valantine, MD



Iris Resto,
Kidney Transplant Recipient and Her Brother

	AUDIT COMMITTEE	NOMINATING AND GOVERNANCE COMMITTEE	COMPENSATION COMMITTEE	SCIENCE AND TECHNOLOGY COMMITTEE	GOVERNMENT AND REGULATORY AFFAIRS COMMITTEE
George W. Bickerstaff, III	X★				X
Fred E. Cohen, M.D., D. Phil			X★	X	
Grace Colón, Ph.D.			X	X★	
Christine M. Cournoyer	X			X	
Michael D. Goldberg	X	X	X		X★
William A. Hagstrom	X		X		
Peter Maag, Ph.D.				X	
Ralph Synderman, M.D.		X★		X	
Arthur A. Torres		X			X
Hannah A. Valantine, M.D.				X	

X : Committee Member

★ : Committee Chair



BOARD DIVERSITY AND SKILLS

CareDx knows strong governance starts with a diversity of experience, perspective, and opinions. The board is committed to optimizing its ability to effectively oversee and guide the company by maintaining a diverse and well-rounded composition.



BOARD DIVERSITY MATRIX

The table below provides an enhanced disclosure regarding the diversity of the members and nominees of our Board of Directors. Each of the categories listed in the below table has the meaning as it is used in Nasdaq Rule 5605(f).

BOARD DIVERSITY MATRIX (AS OF MAY 2, 2022)				
Board Size				
Total Number of Directors	11			
	Male	Female	Non-Binary	Gender Undisclosed
PART I: GENDER IDENTITY				
Number of directors based on gender identity	8	3	—	—
PART II: DEMOGRAPHIC BACKGROUND				
African American or Black	—	1	—	—
Alaskan Native or Native American	—	—	—	—
Asian	1	—	—	—
Hispanic or Latinx	1	1	—	—
Native Hawaiian or Pacific Islander	1	—	—	—
White	7	2	—	—
Two or More Races or Ethnicities	2	1	—	—
LGBTQ+	1			
Did not Disclose Demographic Background	—			



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 annual Proxy for individual details regarding the experience and expertise of each of our directors.



RISK MANAGEMENT

Due to the nature of the products and services CareDx’s CFO, along with top management and the board, review the risk matrix semi-annually

Additionally, **CareDx has a Disaster Recovery (DR) and Business Continuity Plan (BCP)** in place. The objective of the Plan is to provide guidance and strategy to CareDx’s management for the restoration of facilities and critical business processes. It is an essential requirement that CareDx 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 CareDx’ patients and medical centers, including government agencies, the public and all relevant business units supporting these services.



THE CAREDX POLICY IS TO COLLECT SAMPLES, TEST SAMPLES AND REPORT ON SPECIMEN SAMPLES WITHIN A 3 DAYS FROM THE COLLECTION TIME.



CODE OF BUSINESS CONDUCT AND ETHICS

CareDx recognize the importance of conducting business in an ethical, lawful, and socially responsible manner and strives to maintain the highest legal and ethical standards in conducting its business. In developing, implementing, and applying this Code and other applicable policies and procedures, CareDx is guided by applicable industry guidance, including the AdvaMed Code of Ethics in Interactions with Health Care Professionals, the MedTech Europe Code of Ethical Business Practice, voluntary compliance guidance issued by the Department of Health and Human Services Office of the Inspector General (HHS-OIG), applicable provisions of the Federal Food Drug and Cosmetics Act, as well as regulations and guidance issued by the Food and Drug Administration (FDA) and the Federal Trade Commission, as well as applicable case law.

To that end, the Code of Business Conduct and Ethics is designed to deter wrongdoing and to promote:

- 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 U.S. Securities and Exchange Commission and in our other public communications
- 03** Compliance with applicable laws, rules and regulations
- 04** The prompt internal reporting of violations of this code
- 05** Protection for persons reporting any behavior pursuant to this code
- 06** and Accountability for adherence to this code

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



ANTI-CORRUPTION POLICY

All operations are assessed for corruption and all employees are required to go through training on corruption when they start and to update, at least annually, based on HIPPA laws, OSHA laws, US federal laws and Insider trading laws.

During 2021 there were no confirmed incidents of corruption.



ANTI-COMPETITIVE, ANTITRUST & MONOPOLY PRACTICES

We comply with all relevant US laws. We do not have any legal actions against us regarding anti-competitive behaviour.

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Social Impact

At CareDx we are committed to conducting our business responsibly and creating a positive impact and value to society. CareDx is an active and responsible member of the community in which we operate. Our social responsibility is mostly expressed through our support and sponsorship of medical societies, patient advocacy groups and equity initiatives, sponsorship of clinical trials, our involvement in shaping public policy for transplant patients, in providing education and training about important medical issues, like the COVID-19 pandemic, to patients and healthcare professionals, as well as through our involvement with the scientific community through hosting or participating in medical conferences and symposiums.

SOCIAL INITIATIVE HIGHLIGHTS

During 2021, some key initiatives that express our commitment towards our stakeholders and society were our contribution and support of important legislative policies, including the Living Donor Protection Act, our partnership with MOTTEP (Minority Organ Tissue Transplant and Education Program) to help advance its mission of increasing the number of minority-donated organs, our contribution to the ground-breaking transplant of a genetically modified pig heart into a patient, and through the impact of AlloCare.



Marilyn Wilkie,
Heart Transplant Recipient



“At CareDx we are 100 percent committed to supporting the transplant patient journey. It starts with a transplant and with more than 100,000 patients waiting for an organ transplant alone, patient advocacy and legislative efforts are critical in addressing this serious unmet need,” said **Reg Seeto, CEO and President of CareDx.**

“We have supported important legislative policies including the Living Donor Protection Act to promote live organ donations and protect donors from discrimination, and recently made sure that our patient’s voices were heard when CMS requested public comments by sharing their insights on the need for greater public awareness around organ donations and earlier waitlist inclusion.”



Partnership with MOTTEP (Minority Organ Tissue Transplant and Education Program) to help advance its mission of increasing the number of minority-donated organs and greater adoption of disease prevention behaviors which reduce the incidence of end-stage disease and the need for organ transplantation in high-risk, underserved communities.



Non-invasive organ transplant surveillance solutions are being used to help monitor post-operative graft health in **the world’s first successful heart xenotransplantation**. A genetically modified **pig heart was successfully transplanted** into a patient at **the University of Maryland Medical Center on January 7, 2022**.



AlloCare is an easy-to-use mobile app designed to help organ transplant patients manage their health throughout the pre to post transplant journey with their mobile device. AlloCare allows patients to manage medications, schedule lab appointments, and view test results. Additionally, the app monitors biometrics and provides a platform for community engagement. With the launch on Android, the total addressable user base doubles.

“When we created this app, we wanted to make sure it would serve transplant recipients well, so we involved them in the design, testing, and implementation process,” said **Sasha King, Chief Marketing Officer, CareDx.**

“Thanks to the help, insights and experience from patient organizations, including Transplant Recipients International Organization (TRIO), we have put together a truly patient-focused app that is specific to the needs before and after transplantation.”

EDUCATION AND TRAINING

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

 <p>Health Care Professionals</p>	 <p>Stem Cell Transplant Professionals</p>	 <p>Lab Professionals</p>	 <p>Transplant Administrators</p>	 <p>Patients and Caregivers</p>
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Webinar
Transplant Confessions: I Wish I Would Have Known...



Webinar
Heart Health Along the Kidney Transplant Journey



Webinar
Innovations in Kidney Care



Webinar
Ask the Experts: Post-Transplant Nutrition



Webinar
Score 6 Advanced Options and Troubleshooting Tips – Fast Results with Automated Analysis



Webinar
Transplant Quality Outcomes – Part 2: Leveraging New & Existing Tools to Manage Your Quality Outcomes:...



Webinar
COVID-19: Boosters, Antibodies & Continued Risk



Webinar
Managing Your Outcomes in a World of Imperfect Organs and Higher Risk Recipients

Examples of Webinars Available on our Website

COVID-19 RESOURCES

At CareDx we are committed to contributing to the improvement of lives of patients, while at the same time supporting the community and all our stakeholders. The COVID-19 pandemic has created a great deal of uncertainty, especially among the Transplant Community. As always, CareDx is committed to doing all we can to support transplant patients and professionals. We are monitoring the latest COVID-19 Transplant news and keeping stakeholders up to date on services and resources that may be particularly helpful during this time.

Due to the pandemic, we introduced a separate section on our website that provides the Transplant Community COVID-19 resources for patients and professionals.

THE WEBSITE INCLUDES:

 COVID-19 News	 Patient Resources	 Professional Resources
Publication: COVID-19 in Solid Organ Transplant Recipients: Initial Report from the US Epicenter	The COVID-19 Transplant Community Coalition	COVID-19 in Kidney Transplant Recipients
Publication: Should COVID-19 Concern Nephrologists? Why and to What Extent? The Emerging Impasse of Angiotensin Blockade.	NKF Blog	Virtual Heart Transplant Abstract Sessions and Symposium on RemoTraC During the COVID-19 Era
Publication: COVID-19 in Kidney Transplant Recipients	NKF News – Task Force for Inclusion Article	New Trial: AlloSure® Guided Immuno-Optimization for COVID-19: An Early Experience (AI-COVE)
Publication: Controversies of renin–angiotensin system inhibition during the COVID-19 pandemic	NKF Clinical Digest – COVID-19	International COVID-19 Solid Organ Transplant Registry (C19TxR)
	Overcoming COVID-19: Transplant Patient Patrick Gee Shares His Story	ISHLT Connect
	The Transplant Patient in a New COVID-19 World	American Society of Transplantation (AST)
	COVID-19 Webinar for Transplant Patients	The Transplantation Society (TTS)
	The Transplant Patient in a New COVID-19 World	United Network for Organ Sharing (UNOS)
	RemoTraC®	US Department of Health & Human Services: Organ Procurement and Transplantation Network
	American Society of Transplantation (AST)	

CONFERENCE PARTICIPATION & SUPPORT

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

<p>National Kidney Foundation 2021 Spring Clinical Meetings</p>	<p>CareDx will host “Next Generation Care for Kidney Transplant Patients,” and sponsoring the “Diagnosis of Acute Rejection in Kidney Transplantation: A Clinical Update,”</p>
<p>UNOS Transplant Management Forum</p>	<p>Company showcased its latest integrated solutions for improving care across the whole transplant journey through hosting a symposium titled “Providing Personalized Care for Every Step on the Transplant Journey,”</p>
<p>2021 European Federation for Immunogenetics and Histocompatibility Conference (EFI)</p>	<p>Symposium: “Changing the Paradigm of HLA Typing: Better Matching, Better Method,”</p> <p>Symposium: “Changing the Transplant Care Paradigm – Cutting-Edge Technologies for Post-Transplant Surveillance,”</p>
<p>International Society for Heart and Lung Transplantation Annual Meeting</p>	<p>Symposium: “HeartCare: The Utility of Multi-Modality in Transplant Patient Care”</p>
<p>AAKP and George Washington University Global Summit on Kidney Disease Innovations</p>	<p>CareDx shared innovations in donor-derived cell-free DNA (dd-cfDNA) and patient engagement</p>
<p>2021 American Transplant Congress</p>	<p>Transplant physicians presented 40 scientific abstracts, plus two symposia to highlight latest data from multi-center studies on clinical utility of AlloSure</p>
	<p>Presents Landmark KOAR-1000 Data, Demonstrating Higher 1-Year Graft Survival and Reduction in Biopsies</p>

SPONSORSHIP OF CLINICAL TRIALS & STUDIES

Clinical trials provide the ability for a patient to gain access to new treatments before they become available to the general public, thus contributing to scientific research and to the improved management of medical conditions. Clinical trials are conducted according to national and international protocols and principles.

MAPLE, a Multi-modal, Multi-center, Prospective Study of LiverCare. Study to demonstrate utility of LiverCare post-transplant surveillance for liver transplant recipients.

ACROBAT Study to Potentially Change Care Paradigm for Stem Cell Transplant Patients.

ACROBAT is the prospective multi-center study of AlloHeme, to study the potential of relapse surveillance for stem cell transplant patients.

TEAMMATE Study to Assess Impact in 4,000 Patients Across 100 Transplant Centers. CareDx enrolled First Patients in the Largest Digital Study in Transplant Using AlloCare to Assess Patient Outcomes.

CareDx partnered with the North American Pediatric Renal Trials and Collaborative Studies (NAPRTCS) Organization in Launching Prospective, Multi-Center Pediatric Kidney Transplant Study.

NAPRTCS's. Pediatric Patient Registry Will Be Used for Long-Term Outcomes Study Using AlloSure Surveillance to Improve Organ Transplant Care.

CareDx enrolled First Patient in LungCare Registry Study to Measure Impact of Multimodality Assessment on Lung Transplant Patient Outcomes. 1,000 Patient ALAMO (AlloSure Lung Assessment and Metagenomic Outcomes) Study will Evaluate the Clinical Utility of LungCare to Detect Transplant Infection and Rejection.



Ebert Mahon,
Kidney Transplant Recipient

SUPPLIER SOCIAL 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 South San Francisco.

In order to ensure the highest integrity of our supplier 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 commercial operations at CareDx. This procedure applies to major 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 major 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 process is followed for the re-evaluation of each supplier.

It is our goal to enhance this process in the following years to include additional criteria relating to sustainability and ESG.

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 of these products meet or exceed safety standards.

We operate in a highly regulated environment and ensure the appropriate measures are taken utilizing a CLIA certified lab to manufacture over 85% of our products. We hold ourselves to the highest standard for health and safety and are evaluated on an ongoing basis.

PATIENT PRIVACY AND DATA PROTECTION

During 2021 CareDx took significant steps to enhance its cybersecurity. It reduced its security risks by implementing key tools, policies, and procedures (e.g. multi-factor authentication, cybersecurity governance committee, single sign-on, intrusion detection & prevention, web/url filtering, data loss prevention measures, cybersecurity insurance). As a result, we improved our security posture following the NIST Cybersecurity Framework and achieved SOC 2 Type 1 audit compliance for certain services and products. A member of the Audit Committee (Christine Cournoyer) is a subject matter expert, and the status of CareDx's cybersecurity practices is routinely reviewed by the Board.

We aim to continually improve our performance in 2022 with the implementation of further security measures.

PRODUCT SAFETY

CareDx is committed to sound principles of corporate governance. To this end, CareDx has developed a set of ethics and compliance policies and procedures to guide our sales and marketing, and manufacturing activities. CareDx is committed to building on its history of corporate integrity to maintain the highest standards of honesty and quality.

Lab Licenses

- + [CLIA](#) (Effective 03 Jul 2020 – 02 Jul 2022)
- + [CAP](#) (Expiration Date: 30 Mar 2024)
- + [State of California Clinical Laboratory License](#) (Effective 21 Nov 2021 – 20 Nov 2022)
- + [Maryland Department of Health and Mental Hygiene](#) (Effective 1 Jul 2018)
- + [New York State Department of Health](#) (Effective 1 Oct 2020 – 30 Jun 2022)
- + [Pennsylvania Department of Health](#) (Effective 15 Aug 2019 – 15 Aug 2022)
- + [Rhode Island Department of Health](#) (Effective 20 Jun 2017 – 30 Dec 2022)



07

Our Employees

- + CareDx supports a safe, friendly, and pleasant working environment.
- + Our employees are our power.
- + Our goal is to offer them a safe and familiar working experience, proper rewards, as well as be supportive and recognizing their potential.
- + CareDx, through communication, boosts employees to reveal and develop their abilities and to accept and confront the challenges in order to improve their careers and cultivate their personalities.

Thus, our main concern is to inspire our people, encourage them and enhance their self-esteem and success through rewards and promotions. Furthermore, we stimulate meritocracy, equal opportunities and motivation; we invest in our employees and hence they express their gratitude by supporting us all through their working career. Our belief is that constant and detailed training of staff is the key to success in our development goals. Therefore, we have managed to build specific strategies for every department of the company, as well rewarding plans for highly qualified employees.

Total Number of Employees	2021		
	Male	Female	TOTAL
United States	237	316	553
EMEA	18	38	56
APAC	14	22	36
TOTAL	269	376	645

Total Number of Employees (2021)

During 2021 we hired

 **55%**

females and 60% non-white new employees.

 **75%**

CareDx looks to hire locally when possible. More than 75% of our new senior manager hires in 2021 were within commuting distance of their local office.

New Hires by Region	2021		
	Male	Female	TOTAL
United States	108	128	236
EMEA	3	7	10
APAC	9	9	18
TOTAL	120	144	264

New Hires by Region (2021)

Employees by Age Group	2021						
	18-29	30-39	40-49	50-59	60-69	70+	Unknown
	110	204	163	124	40	2	2

Employees by Age Group (2021)

DIVERSITY, EQUITY, AND INCLUSION

We have increased the diversity of our Board and leadership teams and continue to focus on maintaining a diverse organization. During 2021 we established a Diversity, Equity, and Inclusion committee. Our goal is to ensure CareDx is a place where all feel welcome and where everyone feels like they have a voice. Our DEI mission is to engage, retain and develop talent from diverse backgrounds by facilitating DEI advocacy through event sponsorship, learning and client engagement. This will enable our village to thrive through inclusion of different perspectives, create safe spaces to grow both professionally and personally, while never losing sight of how diversity impacts us and our patients.

CareDx has a zero-tolerance policy for discrimination and takes immediate corrective action to address and prevent further incidents of discrimination.

There were zero incidents of discrimination in 2021.

EMPLOYEE BENEFITS

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

Direct compensation: base pay and bonus



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.

Health and welfare benefits



Through TriNet, we offer rich 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. 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.

Additional benefits



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 provide assistance to you and your family members for a wide range of concerns.

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.

TriNet Perks: Discounts are available for vacation destinations, hotels, food, restaurants, car rentals, retail, and much more.

Gym membership reimbursement is offered on a quarterly basis throughout the year.

EMPLOYEE HEALTH AND SAFETY

CareDx takes the health and safety of our employee's seriously and provides 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. We use a system called MasterControl to log, certify and track trainings across the organization.

In 2021 we rolled out a 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 Master Control 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 developed the "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.

During 2021 there were no significant work-related injuries reported.

EMPLOYEE TRAINING

CareDx values our employee's contributions to our organization and ensures specialized training and opportunities for additional skills are provided regularly. Certain mandatory trainings are listed in Master Control as part of company-wide and department specific requirements. Managers are required to complete Sexual Harassment training through our payroll system, Trinet. Other employee specific needs such as continuing education for employee specific licensures are not tracked by the company. There are management meetings to discuss which departments and employees are delinquent in the completion of their training tasks.

Global FTEs:

 **402**
Female

 **292**
Male

Training hours estimate are:

 **12**
hours per year for all
employees, 16 for managers

During 2021 some of the training programs provided to our employees were:



MULTIPLE MONTH-LONG ONE-ON-ONE COACHING AND 360 REVIEWS TO VP/SVP LEVEL INDIVIDUALS



ALL-DAY TRAININGS FOR MANAGERS AND DIRECTORS HELPING THEM UNDERSTAND THEIR ROLE THROUGHOUT THE EE LIFECYCLE



ONE-ON-ONE COACHING TO SELECT MANAGERS AND DIRECTORS



LINKEDIN LEARNING – CUTTING EDGE ONLINE EDUCATIONAL TOOL ACCESSIBLE TO ALL FULL-TIME EMPLOYEES ACROSS THE GLOBE



HR VENDOR PROVIDING CULTURE TRAINING AND TRANSFORMATION FOR THE FREEMANTLE (AU) OFFICE

We follow an annual process regarding the evaluation of each employee. During the year, HRBPs work with managers and EEs to develop SMART goals. In November and December, HRBPs and managers work with EEs 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

CareDx respects the value and fragility of the environment and continuously looks for ways to minimize our impact. Our main buildings headquartered in California are energy efficiency certified and meet stringent- San Francisco Bay Area requirements for environmental impact. Several of our offices are in new energy efficient buildings. We take additional measures to conserve energy through LED fixtures, light timers/sensors, and thermostat regulation.

Additionally, 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 2021, there were no incidents of non-compliance to environmental laws and regulations.

Location – Facility	KWh (2021)
US	
1 Tower Place, So San Francisco, CA USA	11,334
150 North Hill, Brisbane, CA USA	18,869
3260 Bayshore Blvd, Brisbane, CA USA	1,692,126
3280 Bayshore Blvd, Brisbane, CA USA	799,641
10208 F St, Omaha, NE USA	N/A
Australia	
103 Market, Fremantle – Australia	32,683
20 Collie, Fremantle – Australia	115,787
Europe – Sweden	
Stockholm – Sweden	362,115
TOTAL	3,032,555

Energy Consumption (2021)

It is estimated that our energy consumption accounts for

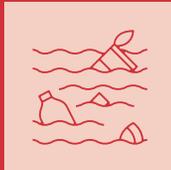
US	972.47 tonnes of CO ₂
Australia	103.93 tonnes of CO ₂
Sweden	3.62 tonnes of CO ₂
TOTAL	1080.02 tonnes of CO₂

Greenhouse Gas Emissions due to energy consumption (2021)

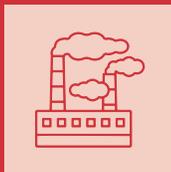
Location – Facility	Gallons (2021)
US	
1 Tower Place, So San Francisco, CA USA	0
150 North Hill, Brisbane, CA USA	215
3260 Bayshore Blvd, Brisbane, CA USA	516,681
3280 Bayshore Blvd, Brisbane, CA USA	45,665
10208 F St, Omaha, NE USA	N/A
Australia	
103 Market, Fremantle – Australia	3,639
20 Collie, Fremantle – Australia	3,641
Europe – Sweden	
Stockholm – Sweden	7,690
TOTAL	577,532

Water Consumption (2021)

For 2022 we plan to monitor, measure and report:



The waste generated by our operations including landfill and diversion percentages



Our scope 1, scope 2 GHG emissions



Consider a plan for GHG emissions reduction



09 GRI Index

The report covers our activities during 2021. It was evaluated by the Center for Sustainability and Excellence (CSE) according to the reporting guidelines of GRI STANDARDS, and it was verified that it is a “**Referenced GRI Standards**” Report.

GRI STANDARDS Number	Disclosure Title	Reference
General Disclosures		
Company Profile		
GRI 102-1	Name of the organization	CareDx, Inc.
GRI 102-2	Activities, brands, products, and services	Chapter: Products and services Website: Products & Services
GRI 102-3	Location of headquarters	CareDx, Inc – South San Francisco 1 Tower Pl, 9th Floor South San Francisco, CA 94080 Main Phone: 415-287-2300 Main Fax: (415) 287-2450 Email for general inquiries: customer@caredx.com
GRI 102-4	Location of operations	North America Europe, Middle East, Africa (EMEA) Asia Pacific (APAC) Other regions through network of distributors

GRI 102-5	Ownership and legal form	Website: Financial & Filings
GRI 102-6	Markets served	Chapter: Products and services Website: Products & Services
GRI 102-7	Scale of the organization	Chapter: Company Profile
GRI 102-8	Information on employees and other workers	Chapter: Company Profile Chapter: Our Employees
GRI 102-9	Supply chain	Chapter: Supplier Social Assessment
GRI 102-10	Significant changes to the organization and its supply chain	No significant changes
GRI 102-11	Precautionary Principle or approach	Chapter: Policies for a responsible practice Chapter: Risk Management Chapter: Code of Business Conduct and Ethics
GRI 102-12	External initiatives	Chapter: Partnerships Chapter: Social Impact
GRI 102-13	Membership of associations	Chapter: Partnerships Chapter: Social Impact
Strategy		
GRI 102-14	Statement from senior decision-maker	Chapter: Message from the Company's Management

Ethics and Integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	Chapter: ESG Decision Making and Strategy Chapter: Company Profile Chapter: Governance
Governance		
GRI 102-18	Governance structure	Chapter: Governance
Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	Chapter: Our Key Stakeholder Groups – Our Stakeholders are our business! Chapter: Responding to Stakeholder Concerns
GRI 102-42	Identifying and selecting stakeholders	
GRI 102-43	Approach to stakeholder engagement	
GRI 102-44	Key topics and concerns raised	
Report Profile		
GRI 102-45	Entities included in the consolidated financial statements	Website: Financial & Filings
GRI 102-46	Defining report content and topic boundaries	Chapter: Our ESG Approach
GRI 102-47	List of material topics	Chapter: Our ESG Approach
GRI 102-48	Restatements of information	This is our first ESG report
GRI 102-49	Changes in reporting	This is our first ESG report

GRI 102-50	Reporting period	1/1/2021 – 12/31/2021
GRI 102-51	Date of most recent report	This is our first ESG Report
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	icooney@cares.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report is a “GRI Referenced” report
GRI 102-55	GRI content index	Chapter: GRI Index
GRI 102-56	External assurance	No external assurance has been sought for the present ESG Report

Specific Disclosures

Economic Performance

GRI 103	Management Approach	Chapter: Company Profile Website: Financial & Filings
GRI 201-1	Direct economic value generated and distributed	Website: Financial & Filings

Anti-corruption

GRI 103	Management Approach	Chapter: Anti-corruption Policy Website: Compliance
GRI 205-3	Confirmed incidents of corruptions and actions taken	During the reporting period there were no incidents of corruption

Anti-competitive Behavior		
GRI 103	Management Approach	Chapter: Anti-competitive, antitrust & monopoly practices Website: Compliance
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period there were no incidents
Environment		
Energy		
GRI 103	Management Approach	Chapter: Environmental Impact
GRI 302-1	Energy consumption within the organization	Chapter: Environmental Impact
Water		
GRI 103	Management Approach	Chapter: Environmental Impact
GRI 303-3	Water withdrawal	Chapter: Environmental Impact
Emissions		
GRI 103	Management Approach	Chapter: Environmental Impact
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Chapter: Environmental Impact
Employees - Society		
Employment		
GRI 103	Management Approach	Chapter: Our Employees

GRI 401-1	New employee hires and employee turnover	Chapter: Our Employees
GRI 401-2	Benefits provided to full time employees	Chapter: Employee Benefits Website: Benefits
Occupational Health & Safety		
GRI 103	Management Approach	Chapter: Our Employees
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Chapter: Employee health and safety
GRI 403-5	Worker training on occupational health and safety	Chapter: Employee health and safety
GRI 403-9	Work related injuries	Chapter: Employee health and safety
Training and Education		
GRI 103	Management Approach	Chapter: Our Employees
GRI 404-1	Average hours of training per year per employee	Chapter: Employee training
GRI 404-2	Programs for upgrading employee skills and transition programs	Chapter: Employee training
Diversity, Equal Opportunity, and Non-discrimination		
GRI 103	Management Approach	Chapter: Governance Chapter: Diversity, Equity, and Inclusion Website: Compliance

GRI 405-1	Diversity of governance bodies and employees	Chapter: Governance
GRI 406-1	Incidents of discrimination and corrective actions taken	During the reporting period there were no incidents
Customer Health and Safety		
GRI 103	Management Approach	Chapter: Customer/Patient health and safety Website: Compliance
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	During the reporting period there were no incidents
Customer Privacy		
GRI 103	Management Approach	Chapter: Customer privacy Website: Compliance
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period there were no incidents

This ESG Report has been conducted by the Center for Sustainability & Excellence

