5/2/2022

Welcome to Guardant Health
Guo Xin (Lawrence) Loy

Dear Guo Xin (Lawrence),

We refer to the Employment Contract between you and Guardant Health PTE. Ltd when you were hired ("Employment Contract"), which govern your present terms of employment with Guardant Health PTE. Ltd.

We are pleased to welcome you to the Guardant Health family where we will continue to improve the lives of cancer patients worldwide. We know this has been a time with many questions and we hope to get you more information as we get through the close process.

As a start, we'd like to confirm your employment with Guardant Health, Inc (the "Company") once we close the deal with Softbank ("Closing"). Save as amended by this letter, all other terms and conditions as stated in your Employment Contract will remain unchanged. In the event that there is any inconsistency between the terms and conditions of this letter with your Employment Contract, the terms in this letter will prevail.

Appointment: Your title will be [redacted] and you will report to [redacted] AMEA. The AMEA team will be part of our Oncology Division reporting [redacted] Co-Chief Executive Officer of the Company.

Annual Salary: In the first month after Closing, your annual base salary will be **SGD** [redacted] less applicable deductions and withholdings, which will be paid in accordance to the Company's normal payroll procedures. For Singapore employees, this amount is inclusive [redacted]

Bonus: Upon Closing, your target bonus percentage, as a percentage of base salary, will [redacted]. Actual bonus payout for 2022 will be dependent upon the AMEA company performance as well as individual performance. In 2023, you will join the Guardant Health Inc bonus plan where amounts in the Guardant Health Incentive Bonus Plan are dependent on company performance as well as individual performance and will be paid in April of each year. Annual bonus target amounts are calculated using a monthly accruals process, which is the sum of base salary multiplied by the bonus target for each month and takes into account base salary and bonus target changes that occur throughout the year. The 2022 bonus payout in April 2023 will incorporate any changes to your base salary and bonus target that occurred both before and after the Closing date of the acquisition. For the avoidance of doubt, the Company's determination of whether or not to pay you a bonus, the criteria thereof and the amount and timing of such bonus, if any, shall be final and binding.

You agree and understand that the terms set out in this letter will only become binding upon Closing, when you officially become an employee of the Company. The construction, validity and performance of this letter and all non-contractual obligations arising from or connected with this letter shall be governed by the laws of the Republic of Singapore. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of the Republic of Singapore over any claim or matter (including any non-contractual claim) arising under or in connection with this letter.

We are very excited to have you join Guardant Health Inc as a full member of our company. You have achieved great things while working through our joint venture with Softbank, and we look forward to continuing this journey together.

Please confirm your acceptance of the above terms and conditions by signing and returning to us the duplicate copy of this letter.

Sincerely,

Helmy Eltoukhy
Co-Chief Executive Officer

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Acceptance

I, Guo Xin (Lawrence) Loy, S8511502B, hereby confirm acceptance of all of the above terms and conditions.

DocuSigned by:

Lawrence

Signature
Date: 5/11/2022