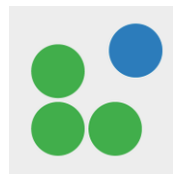


Our Mission

C4 Therapeutics is dedicated to delivering on the promise of targeted protein degradation science to create a new generation of medicines that transforms patients' lives. We're driven to push past the boundaries of scientific discovery to unlock the potential of a new modality and bring innovative new therapies to patients.

Our Core Values

At C4 Therapeutics our values are at the foundation of every decision that we make. They reflect who we are as individuals and as a team, both inside and outside of the office, and they are embedded into what we do and how we do it.



Courageous

What seems impossible to others motivates us to push forward for patients. We have the confidence to ask questions, take risks and learn from our mistakes. We embrace new ways of thinking to tackle tough problems.



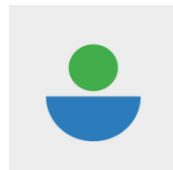
Committed

We work together to deliver for patients and make a positive change in the world. We take responsibility for understanding problems and accountability for uncovering solutions.



Catalysts

Good ideas can come from anyone – great ideas come when we collaborate and spark each other's ideas to advance our science and accelerate our collective impact on patients.



Compassionate

We lead with care for each other and the patients we aim to help. We create meaningful connections and appreciate differing perspectives. We strive to create an environment that allows everyone to flourish, contribute and be their best.



Trustworthy

We act with positive intent. We build meaningful relationships through open, honest conversations. We put the collective needs of the C4 Therapeutics community ahead of our individual wants. We have integrity and will remain true to what matters most.

Environmental, Social and Governance (ESG) Corporate Overview

In pursuit of our mission, we have identified our priorities within our ESG strategy, reflecting the areas where we believe we can have the greatest impact:

- Board Oversight of ESG and Corporate Sustainability
- Human Capital Management and Diversity, Equity, & Inclusion
- Patient Advocacy and Community Engagement
- Product Service and Safety
- Data privacy and cybersecurity
- Business Ethics

We continue to progress our corporate responsibility program and ESG framework to support our ongoing objective of operating our business responsibly and sustainably.



Board Oversight of ESG and Corporate Sustainability

As part of the Board’s 2022 comprehensive governance assessment, C4 Therapeutics implemented several initiatives to enhance our corporate governance and oversight, including delegating to our Nominating and Corporate Governance Committee the responsibility of overseeing our various ESG initiatives as well as having our Organization, Leadership and Compensation Committee oversee diversity, equity, and inclusion (DEI) initiatives and diversity metrics.

Governance:

- **Board Independence**
8 Total Board members
88% Independent Board members based on the Institutional Shareholder Services (ISS) classification

- **Board Diversity Matrix (as of April 1, 2023)**

Gender Identity	Female	Male
Directors	25%	75%

- **Skills and Expertise**

Industry Expertise	75%
Audit and Financial Expertise	63%
Executive Leadership	63%
Research & Development Experience	50%
Public Company Governance	88%
Operations Experience	63%



Human Capital & Diversity, Equity and Inclusion (DEI)

We strive to be a place where all employees are able to be their unique selves and contribute in meaningful ways.

- **We continuously evaluate our hiring efforts to improve diversity within our company.**
Gender Diversity of Total Employees (as of April 1, 2023):

Gender Identity	Female	Male
Organization Profile	55%	45%

- **We offer DEI trainings** about inclusive leadership and unconscious bias.
- **Conduct a bi-annual pay equity study** to identify pay gaps.

Our 2022 results showed:

No statistical difference in how C4 Therapeutics pays employees based on race, gender, and age.

- **Our annual engagement survey** reinforces that our employees believe we are making strides in this pursuit: we are recognized for having great people, great science and great culture. As we continue to evolve with the goal of delivering on the promise of targeted protein degradation science, we are committed to fostering our culture to support our people and our company.

Our 2022 survey results showed:

96% of respondents felt their work contributes to the Company's goals.

94% of respondents would recommend C4 Therapeutics as a great place to work.

92% of respondents felt C4 Therapeutics allows us to make a positive difference.

81% of respondents felt C4 Therapeutics' commitment to social responsibility is genuine.

- **We offer generous benefits from health, wellness, career and retirement planning:**

Career Development:

- Access to LinkedIn Learning and structured career development opportunities
- Employee development week, aimed to provide tools to help employees understand key themes that will help them find success in their career
- Leadership development and management training

Commitment to employee's well-being:

- Unlimited/discretionary vacation
- Twice a year, a week-long company-wide shutdown
- Sabbatical programs
- Employee Assistance Program
- Access to Calm App
- A dedicated day once a month with no scheduled meetings, to help employees find balance in their schedules
- Employee assistance provider (EAP) support

Generous insurance policies and financial programs:

- Health, dental and vision care
- Life and disability benefits
- Generous 401(k) match
- Equity program through company-granted equity awards and an employee stock purchase plan (ESPP) program



Patient Advocacy and Community Engagement

- **Partnership** with Watertown Community Foundation to support STEM education in the local public school system.
- **Supporting relevant advocacy organizations** across various diseases, where we currently have ongoing clinical development.
- **Engagement and partnership** with industry-focused organizations:

Life Science Cares – aims to move the needle on issues of poverty for neighbors while helping companies build connections with the community and internally between employees.

Project Onramp - creates paid summer internships for undergraduates from low-income backgrounds who lack access to internships in the life sciences industry, helping to bridge the opportunity gap for these promising young people.





Data privacy and cybersecurity:

The protection of the Company’s and patients’ data is a top strategic priority for C4 Therapeutics. We have implemented numerous technological and governance upgrades to ensure protection.



Annual staff cyber security training and continuous phish testing program.



Advanced identity protection solutions such as impersonation protection email spoofing protection.



Information protection policies such as an Information Security and Acceptable Use Policy and an Incident Response Plan, both of which cover all staff.



Authentication protections such as multi factor authentication protection for corporate cloud applications.



24/7 Security Operations Center monitoring for suspicious or anomalous activity.



Remote access allows for operational resiliency.



Data and backups stored in multiple geographically distributed locations.



Product Quality and Safety

C4 Therapeutics is committed to transforming the treatment of cancer and other diseases through the delivery of high-quality, safe, and effective novel therapies that eliminate disease-causing proteins. To this end, we ensure the following:



Ensure the Company’s ability to deliver safe, effective, and reliable medicines that meet or exceed the requirements of our patients.



Comply with all applicable legal and regulatory requirements.



Operate an effective Quality Management System and continuously improve C4 Therapeutics’ systems and processes.



Ensure the integrity of C4 Therapeutics’ data and the quality of C4 Therapeutics’ products.



Uphold C4 Therapeutics’ accountability for quality on a collective and individual basis.



Business Ethics

It is the duty of the Board of Directors to serve as a prudent fiduciary for the Company's shareholders and to oversee the management of the Company's business. To fulfill its responsibilities and to discharge its duties, the Board of Directors has adopted the corporate governance policies set forth below, which 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.

Code of Business Conduct and Ethics

FCPA/Anti-Corruption Policy

Corporate Governance Guidelines

Insider Trading Policy, Special Trading Procedures for Insiders and Rule 10b5-1 Trading Plan Policy