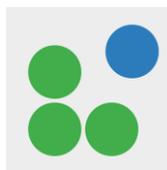


## Our Mission

C4 Therapeutics is a clinical-stage biopharmaceutical company dedicated to delivering on the promise of targeted protein degradation science to create a new generation of medicines that transforms patients' lives.

## 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 in 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.



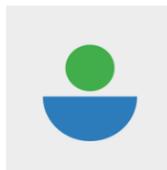
### **Committed**

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.



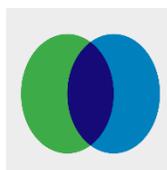
### **Catalysts**

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 Corporate Overview

In pursuit of our mission, we have identified our priorities within our environmental, social and governance (ESG) strategy, reflecting the areas where we believe we can have the greatest impact:

- Board Oversight of ESG and Corporate Sustainability
- Human Capital Management
- 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

C4 Therapeutics has 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 programs related to human capital management.

#### **Governance:**

- **Board independence**

9 Board members as of June 18, 2025<sup>1</sup>

**89%** Independent Board members based on the Nasdaq rules

- **Board Diversity Matrix (as of April 1, 2025)**

<b>Gender Identity</b>	<b>Female</b>	<b>Male</b>
Directors	22%	78%

- **Skills and Expertise**

Industry Expertise	100%
Audit and Financial Expertise	56%
Executive Leadership	89%
Research & Development Experience	56%
Public Company Governance	78%
Operations Experience	89%

<sup>1</sup>. All Board of Directors data is as of June 18, 2025 and reflects the composition and number of directors (9) that will be on C4T's Board of Directors following the company's annual meeting of stockholders.



## Human Capital Management

C4 Therapeutics is committed to creating an inclusive workplace where all employees can flourish, contribute and be their best. We have focused on creating a foundation of psychological safety, training leaders and employees on inclusive workplace practices, equitable pay practices and supporting employees with wellness programs that allow them to bring their full selves to work each day. We support our local community in their efforts to bridge the opportunity gap for underserved communities. We believe this focus on a strong corporate culture, being a strong corporate citizen and fostering an inclusive work environment that embraces diversity in perspectives and experiences is a critical component to business success.

- **We offer trainings** such as inclusive leadership and management development programs.
- **We conduct a bi-annual pay equity review** to identify pay gaps.

### **Our 2024 results showed:**

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

- **We were named one of the Top Places to Work for 2024** by the Boston Globe



### **Our 2024 engagement survey results showed:**

**95%** of respondents believed in the mission of C4 Therapeutics.

**93%** of respondents felt people from all backgrounds have equal opportunities to succeed at C4 Therapeutics.

**96%** of respondents felt supported regarding flexible working arrangements.

**91%** of respondents were proud to work at C4 Therapeutics

**86%** 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 structured career development opportunities

Focus on employee development to provide tools to employees 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 program

Employee Assistance Program

Access to the 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



## Community Engagement

- **Partnership** with Watertown Community Foundation to support STEM education in the local public school system.
- **Engagement** 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 are committed to the following:



Ensuring C4 Therapeutic's ability to deliver safe, effective, and reliable medicines that meet or exceed the requirements of our patients.



Complying with all applicable legal and regulatory requirements.



Operating an effective Quality Management System and continuously improving C4 Therapeutics' systems and processes.



Ensuring the integrity of C4 Therapeutics' data and the quality of C4 Therapeutics' products.



Upholding C4 Therapeutics' accountability for quality on a collective and individual basis.



## **Business Ethics**

It is the duty of the C4 Therapeutics 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 C4 Therapeutics 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. Updated copies of these policies are maintained on the [corporate governance section](#) of C4 Therapeutics' website.

### 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