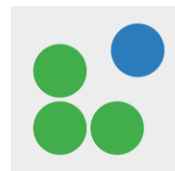


Our Mission

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.



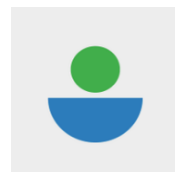
Committed

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 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

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 diversity, equity, and inclusion (DEI) initiatives and diversity metrics.

Governance:

- **Board independence**
9 Total Board members
89% Independent Board members based on the ISS classification

- **Board Diversity Matrix (as of April 1, 2024)**

Gender Identity	Female	Male
Directors	22%	78%

- **Skills and Expertise**

Industry Expertise	77%
Audit and Financial Expertise	67%
Executive Leadership	67%
Research & Development Experience	44%
Public Company Governance	89%
Operations Experience	67%



Human Capital & Diversity, Equity and Inclusion (DEI)

C4T is committed to building an inclusive workplace where all employees feel a sense of belonging and have the opportunity to contribute and thrive in meaningful and impactful ways. We believe an inclusive environment enables us to bring forward diverse perspectives and embrace new ways of thinking. Together we champion each other's ideas to advance our science and accelerate our collective impact to patients.

Racial/Ethnic Diversity (as of April 1, 2024):

Total Employees (28%)

Gender Diversity of Total Employees (as of April 1, 2024):

Males (43%)

Females (57%)

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

Our 2023 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 2023 survey results showed:

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

94% of respondents felt people from all backgrounds have equal opportunities to succeed at C4 Therapeutics.

90% of respondents felt supported regarding flexible working arrangements.

91% of respondents were proud to work at C4 Therapeutics

85% 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 program
- 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.
- **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