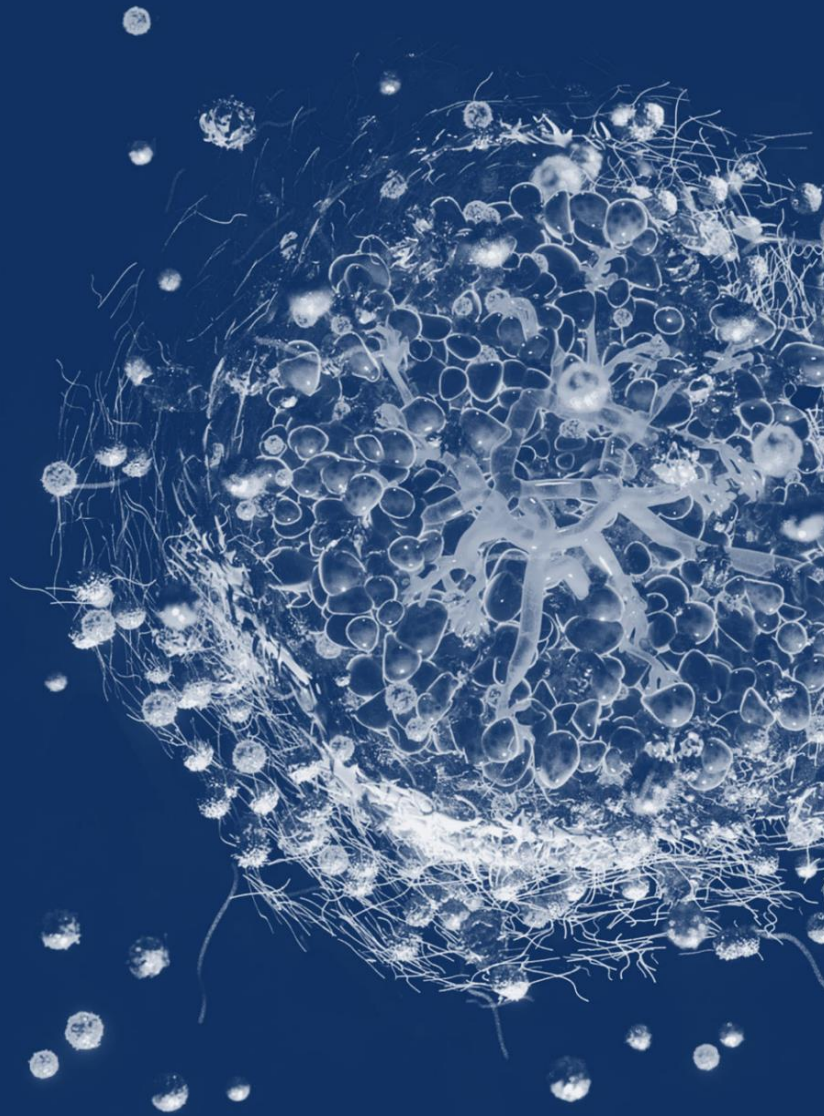




ITEOS
THERAPEUTICS



2023

**Environmental, Social
and Governance Report**

iTeos' Philosophy on Corporate Responsibility

Since our founding over a decade ago, our purpose has been the pursuit of pioneering the discovery and development of transformative treatments for people living with cancer. This commitment extends beyond therapeutic development and is one rooted in nurturing a vibrant culture of ownership and community, empowering us to construct a sustainable business for a brighter future. In our pursuit to change the lives of patients through science, we believe our adherence to effective governance and ethical standards as well as Environmental, Social and Governance (ESG) policies reflects unity among our stakeholders – an essential pillar for building a resilient and responsible business.

Our Corporate Values, Our DOCS Code



- **Data Driven:** We are driven by scientific curiosity, and we follow the data where they lead us.
- **Ownership:** We take initiative and responsibility, and we are empowered to deliver results that will change lives.
- **Courage:** We have the courage to stand for bold ideas because improving the lives of people with cancer requires audacity and urgency.
- **Stronger Together:** Together we are stronger, and we achieve our common goals by collaborating and valuing our differences.

Environmental, Social and Governance

We are committed to integrating ESG principles into how we operate and create sustainable value for society and all of our stakeholders. We strive to promote a healthy and productive workforce through employee engagement and talent development as well as by embracing cultural, ethnicity, racial, gender identity, sexual orientation, cognitive, social and professional diversity because we know that the only way we can make new cures possible is by working together. We are doing our part to reduce our environmental impacts where we can, whether through travel, technology, or office space.

Alignment to the United Nations Sustainable Development Goals (SDGs)

We believe that the 17 United Nations SDGs are representative of the most complex global challenges. We have prioritized nine SDGs where we can help make the greatest difference based on our expertise, therapeutics areas, and business strategies. These nine SDGs are: good health and well-being; quality education; gender equality; decent work and economic growth; reduced inequalities; sustainable cities and communities; responsible consumption and production; climate action; and peace, justice and strong institutions.

Dedication to Employees

Our mission to improve the lives of people living with cancer is dependent on our ability to attract, develop and retain the industry's best and brightest talent across all dimensions of diversity. This understanding informs our approach to managing our talent. As of December 31, 2023, we had 157 full-time employees, 17% of whom were over 50 years old, 75% of whom were between the ages of 30-50 years old, and 8% of whom were under 30 years old. Of these employees, 67 were on our research and development team, 58 were on our clinical team, and 32 were in general and administrative functions.

We believe our future as a leading immuno-oncology company is based on the strength and health of our team. We are dedicated to providing an inclusive, collaborative, and safe work environment for our employees. We regularly measure employee engagement to identify areas of focus and further improvement. Additionally, maintaining open lines of communication across the Company is an important feature of our culture and improves our performance.

We prioritize our employees' career advancement, and actively work across the organization to provide opportunities for our people to grow with the Company and assume more senior roles as the Company expands. We offer a number of employee training programs, including on-demand learning, educational sessions to share knowledge across the Company about research and development topics in the healthcare sector, primarily in the oncology field, and a leadership development program focusing on communication and effective interaction with others. iTeos also sponsors an annual tuition reimbursement program for job-related continuing education through accredited programs and industry conferences and trainings.

We also offer a comprehensive total rewards package that includes market-competitive pay, broad-based equity grants and bonuses, healthcare benefits, retirement savings plans, and paid time off and family leave. The grant of stock option and restricted stock units, as well as the opportunity to purchase iTeos shares of Common Stock under the Company’s Employee Stock Purchase Plan, allows employees to participate and benefit from the future success of iTeos.

Safety and Well-Being

Employee health and safety in the workplace is one of our main priorities. We established a Health and Safety Committee, which provides a forum for employees and management to work together to prevent health and safety problems and to develop strategies to ensure a safe and healthy work environment.

We provide access to programs that strengthen and support the emotional wellness and resiliency of our workforce. These resources include an Employee Assistance Program, which provides a highly accessible channel for employees to quickly and discreetly receive information, advice, or guidance on any personal questions or difficulties that may affect their personal well-being and functioning within the Company. We also offer access to an online application that promotes mindfulness and offers guided meditation.

We continue to embrace hybrid ways of working that balance workplace flexibility with structured time together to collaborate and connect in person at our offices. Our goal is to provide the ability to work seamlessly across diverse workplaces, enabled by enhanced tools and technology designed to optimize productivity and collaboration.

Human Rights

A core belief at iTeos is that every individual deserves to be treated with respect and fairness. As a global company, we adhere to international labor standards and relevant labor and employment laws in all regions where we conduct operations. This includes, but is not limited to, the prohibition of child exploitation and child labor; prohibition of forced, bonded or indentured labor and involuntary prison labor; prohibition of inhumane treatment or the threat of any form of modern slavery or human trafficking; and upholding the right to freedom of association.

Diversity

At iTeos, we celebrate our differences and value the power of a diverse array of people who bring all of themselves to work. We embrace cultural, racial, gender, cognitive, social and professional diversity because we know that the only way we can make new cures possible is by working together. As of December 31, 2023, women represent 58% and men represent 42% of our global workforce. Women represent 49% of the leadership positions at the Director level or above, and our Executive Committee, which represents the most senior leadership positions at the Company, is 33% female.

With corporate offices in Watertown, MA and Gosselies, Belgium, we employ people with cultural diversity and languages from multiple European Union countries as well as representation from the Middle East, Africa, and South America. The Company currently employs people from 16 different countries and we expect that number will continue to grow with the Company’s success.

Board Diversity Matrix (as of April 25, 2024)				
Total Number of Directors	9			
	Female	Male	Non-Binary	Did Not Disclose Gender
Part I: Gender Identity				
Directors	2	7	-	-
Part II: Demographic Background				
African American or Black	-	-	-	-
Alaskan Native or Native American	-	-	-	-

Asian	-	2	-	-
Hispanic or Latinx	-	-	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	2	5	-	-
Two or More Races or Ethnicities	-	-	-	-
LGBTQ+	-			
Demographic Background Undisclosed	-			

Social Responsibility

Preclinical Studies and Animal Welfare

As part of our efforts to bring scientific innovation to the world in a humane way, we apply the principles of the 3Rs - Replacement, Reduction, and Refinement – across our preclinical work. We understand the ethical obligation to limit harm to animals in research and testing, and we persistently pursue alternatives that replace or diminish the necessity for animal experimentation. Through the application of the 3R principles, we champion animal welfare whilst ensuring scientific integrity to ensure that the work that we do generates meaningful scientific progress.

Clinical Trials

To ensure patient safety, rights, and privacy, we strictly enforce procedures following The Declaration of Helsinki, the Good Clinical Practice (GCP) defined by International Council for Harmonisation (ICH) E6, as well as national and local regulations. Essential documents produced for our clinical trials, such as protocols or informed consent forms, are approved by governing bodies and ethical committees ensuring independent and patient right and safety focused reviews. During the trials, continuous evaluation of patient safety is our top priority and is evaluated regularly by our clinical team with all relevant stakeholders. The risk benefit ratio is driving clinical design and trial management.

In collaboration with a Quality Representative and a Data Privacy Officer, our Clinical Operations department ensures real-time oversight of the trials, including the respect of patient consent and privacy.

Products

Our products are manufactured following Good Manufacturing Practice (GMP) defined by ICH Q7 within plants holding Manufacturing and Importation Authorizations and regularly inspected by competent authorities.

Biobank

We are a registered Biobank at the Belgian Federal Agency for Medicines and Health Products as defined by the law of January 9, 2018. This allows our research and development team to work with human body material while respecting patients and donors' rights and privacy. A managing physician oversees the biobank activity and provides regular reports to an ethical committee.

Community Involvement

At iTeos, we know that small streams lead to big rivers. Through both corporate initiatives and individual contributions of our employees, we seek to make a deep impact on the communities where our people live and work, and where patients are treated. Our recent work in the community includes:

- Participation in the European Leukodystrophies Association annual one week run and walk – Since 2019 we have supported all iTeos team members' registration costs and donated 10,000€ to help fund research on Leukodystrophies, which is a group of rare orphan genetic diseases.
- 'iTeos Moves for Ukraine' initiative – In May of 2022, in partnership with atlasGO, we donated 25,000€ to Samu Social, a reputable organization in Belgium which supports the homeless and asylum seekers, to support their work in Ukraine, including further strengthening its establishment of a mobile 'Ukraine Crisis Team', supporting the activation of 30 accommodation locations, and helping develop a reception and orientation desk at Brussels-Midi railway station.
- iTeos participated in an initiative known as "Relai pour la vie - Relay for Life," a solidarity movement initiated by the Belgian Cancer Foundation aimed at collectively mitigating the impact of cancer. Funds raised during the Relay initiative are channeled directly to the Cancer Foundation, fueling oncology research in Belgium, extending support to patients and their families through

grants, promoting healthy lifestyles, and mobilizing all available resources and services to advance the fight against cancer. iTeos has mobilized its employees to actively support this cause and raised 9,000 € for this association. Notably, iTeos proudly holds the title of the largest sponsor of Relay for Life in the city of Charleroi for the year 2023.

Environment

While iTeos' core business is aimed on improving the lives of people with cancer, we also have a responsibility to protect our environment and understand that individual actions make a difference in both the U.S. and Belgium. We are mindful of our footprint and make conscious efforts to reduce, reuse, and recycle.

We are an Eco-Partner with Graine de vie (Seed of Life), a non-governmental organization created under Belgian and Luxembourg law, enabling the compensation of the ecological footprints of industrialized countries through planting of trees in developing countries. The goal of this campaign is to plant trees which produce resources for daily life (fruit, coffee, cacao), support employment of local workers during tree planting, and support campaigns to protect and restore forests.

Alongside tree planting initiatives in developing countries, we partnered with the "Forest Connection Fund," a Belgian local organization focusing on connecting residents and visitors to local forests and linking different forest areas, particularly the 'Brabantse Wouden' (Forêt de Meerdaal, Forêt de Soignes, and Hallerbos). This fund's goal is to strengthen the relationship between such forests and people, aiming to re-establish their original connection and create a green crescent around Brussels, Belgium. This involves acquiring and reforesting land between the existing forests, in collaboration with stakeholders and partners. Apart from ecological benefits like improving air quality, biodiversity, and CO2 capture, the fund aims to enhance the living environment for all residents and visitors, domestically and internationally. In addition, our Belgian office, which occupies lab and office space in an EOLE building, one of the first buildings offering some ecological solutions, possesses an environmental permit required to operate as a biotech company to ensure: (i) protection of employees, (ii) protection of the environment from GMO propagation and (iii) waste management linked to GMO activities. iTeos exceeds the minimum legal requirements in waste management. Finally, approximately 20% of our company cars in Belgium are electric or hybrid and we hope to increase this percentage in the near future.