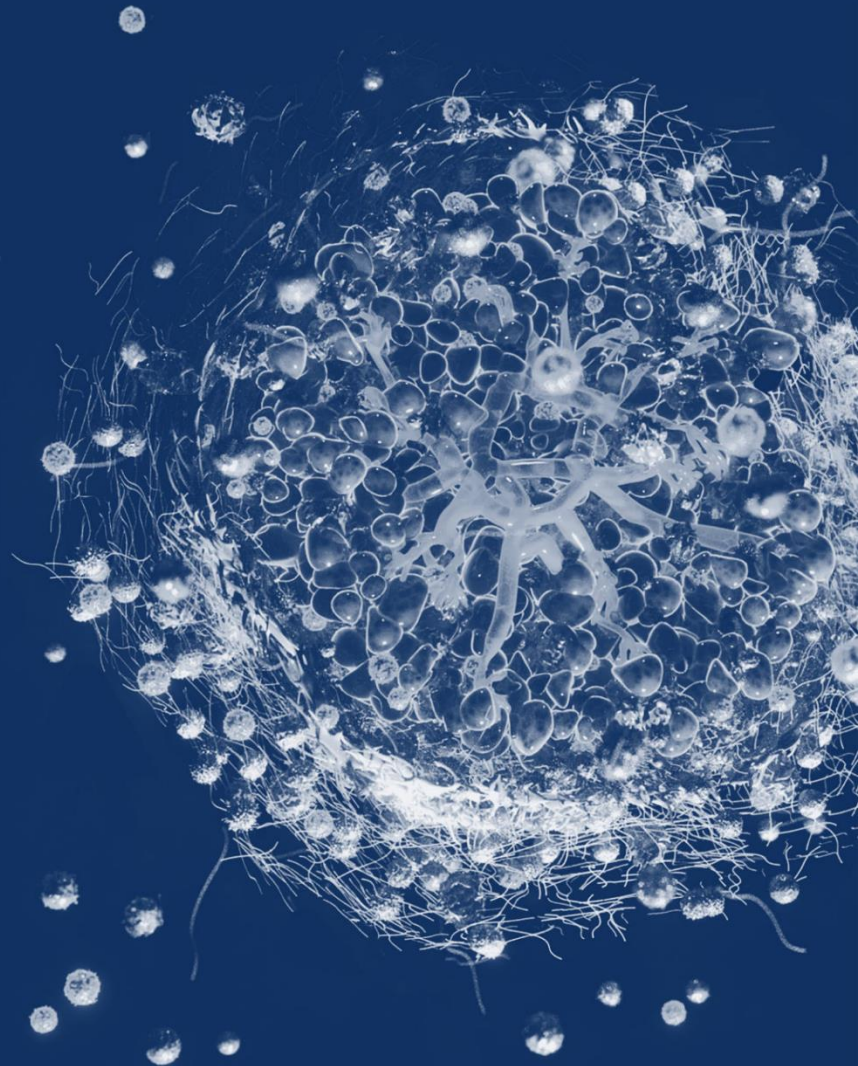




ITEOS
THERAPEUTICS



2022

**Environmental, Social
and Governance Report**

iTeos Therapeutics: *Commitment* to corporate responsibility

As a responsible company, we are committed to building Environmental, Social and Governance (ESG) principles into how we operate to create sustainable value for society and all of our stakeholders. Each member of the iTeos family is a vital contributor to achieving our mission of improving the lives of people with cancer. Knowing that together we are stronger, we are committed to a healthy and productive workforce, diversity and inclusion, employee engagement and talent development, and reducing our environmental footprint and preserving precious resources.

Alignment to the United Nations Sustainable Development Goals (SDGs)

The 17 UN SDGs are representative of the most complex global challenges. We prioritize 9 SDGs where we can help make the greatest difference based on our expertise, therapeutics areas, and business strategies.



We prioritize these 9 SDGs: 3. Good health and well-being, 4. Quality education, 5. Gender equality, 8. Decent work and economic growth, 10. Reduced inequalities, 11. Sustainable cities and communities, 12. Responsible consumption and production, 13. Climate action, 16. Peace, justice and strong institutions.

Dedication to Employees

Our mission to improve the lives of people 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.

We are dedicated to providing an inclusive, collaborative, and safe work environment for our employees. We regularly measure employee engagement and identify areas of focus. Maintaining open lines of communication across the company is an important feature of our culture and improves our performance. We convene All-Employee Meetings monthly where our employees discuss ideas and feedback on corporate initiatives, share scientific breakthroughs and other corporate updates and recognize each other's contributions and accomplishments. Additionally, we host several optional sessions where employees can learn more about what is happening across the company, as well as engage with their colleagues (e.g., office and lab hours, Lunch and Learns, team building events, new-hire welcome events).

We offer a comprehensive total rewards package that includes market-competitive pay, broad-based equity grants and bonuses, healthcare benefits, retirement savings plans, paid time off and family leave, and tuition reimbursement.

Training and Development

We prioritize the development of the careers of our employees, 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.

On-Demand Learning: We offer weekly video trainings and Q&A sessions on topics like internal systems navigation, cybersecurity, and career framework.

Monthly ‘Feed Your Mind’ sessions: Our internal team curates educational sessions to share knowledge across the company about research and development topics in the healthcare sector, primarily in the oncology field.

iTeos Leadership Development Program: One of the foundational principles to improving ourselves is to understand how we communicate with others; knowing our dominant style as well as how we can most effectively interact with others. We utilize the DISC (Dominance, Influence, Conscientiousness, Steadiness) assessment, which all employees are required to complete. These reports help provide the employee and their colleagues with a wealth of information about workplace priorities and preferences.

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 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. At our offices, we promote better nutrition by offering weekly delivery of organic fruits from local and sustainable farms and healthy snacks.

Quality

iTeos’ mission is to improve and extend the lives of people with cancer, while protecting our trial participants and our biobank donors. iTeos is committed to the industry best practices and is compliant with applicable laws and guidelines. Quality department and representatives are involved in the whole company and at all stages of the programs.

Clinical Trials

To ensure patient safety, rights, and privacy, iTeos strictly follows 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 the 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, iTeos' Clinical Operations department ensures real-time oversight of the trials including the respect of patient consent and privacy.

Products

iTeos 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

iTeos is a registered Biobank at the Belgian Federal Agency for Medicines and Health Products as defined by the law of 9 January 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.

iTeos quality system

To ensure all these requirements are captured and followed, iTeos has a quality management system in place. This system is built on process-based risk assessment and continuous improvement as defined by ISO9001. It is maintained by the Quality Representatives and oversights by the Executive Committee.

As defined in the Quality Manual, each iTeos employee is accountable for the quality and compliance of their work following the quality system documents in place such as Standard Operating Procedure (SOPs), Policies or Laboratory Instructions.

Therefore, iTeos employees are onboarded by a Quality Representative during their first week joining the company. All employees also undergo recurring regulatory training (GCP, GMP or Biobank) as defined by their role and program involvement. A continuous role-based training is also in place for the quality system documents in scope with their daily tasks.

Vendors

Given iTeos' size, programs, and model, some non-clinical research, clinical research, clinical laboratory, and manufacturing activities are subcontracted to vendors. Before working with any GCP, GLP, GMP or biobank providers, a thorough selection and qualification process is held.

The selection strategy based on data collected during a Request For Proposal (RFP) process allows the operational teams to find the best fit for iTeos regarding operation needs, budget allocation, security, and quality.

Vendors are qualified for predetermined scope based on:

- Their answers to quality questionnaire covering compliance and best practice industry criteria
- Their current certifications and authorization (GLP, GMP and Biobank)
- Pre-qualification audit
- A risk based yearly audit plan is defined to maintain the vendor qualification. This analysis is based on:
 - Previous audit results
 - Issues and complaints met with the vendor
 - Operational team regular evaluation
 - Quality and Technical agreements

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, 2022, women represent 58% and men represent 42% of our global workforce. Women represent 43% 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 43% female.

With corporate offices in Watertown, MA and Gosselies, Belgium, iTeos employs 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 that number will continue to grow with the company's success.

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.

Since 2019, iTeos team members participated in the European Leukodystrophies Association annual one week run and walk. The company supported all participants' registration costs and donated 10,000€ to help fund research on Leukodystrophies, which is a group of rare orphan genetic diseases.

During the Fall of 2021, iTeos employees participated in the 'iTeos On the Move' initiative. This program set and achieved an ambitious goal to donate 25,000€ by monitoring employees' physical and cultural activities in a dedicated mobile application and converting that amount to a donation to the de Duve Institute, which is a multidisciplinary biomedical research institute hosting several laboratories of the Faculty of Medicine of the UCLouvain (Université catholique de Louvain), as well as the Brussels branch of the Ludwig Institute.

In May of 2022, iTeos team members embarked on yet another charitable initiative called 'iTeos Moves for Ukraine', in partnership with atlasGO. Many thousands of Ukrainian citizens have been displaced from their homeland in light of the military conflict with Russia. iTeos jumped into action to team up with Samu Social (samusocial.be), a reputable organization in Belgium which supports the homeless and asylum seekers. With iTeos' 25,000€ donation, Samu Social is able to further strengthen its establishment

of a mobile ‘Ukraine Crisis Team’, support the activation of 30 accommodation locations, and help develop a reception and orientation desk at Brussels-Midi railway station. As of April 2022, more than 700 people from Ukraine have benefited from an accommodation solution offered by Samu Social and this number is certainly expected to increase.

During the Covid-19 pandemic, iTeos assisted institutions involved in managing the virus by delivering surgical and FFFP2 masks to local hospitals and donating and lending devices to laboratories involved in Covid-19 PCR screening due to shortages.

Environment

While iTeos’ core business is aimed at 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.

iTeos is an Eco-Partner with Graine de vie (Seed of Life) which is 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.

Belgium Office

Our Belgium 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.

Governance

Maintaining a culture of compliance to ensure that all employees act ethically and legally in their business decisions and day-to-day duties is fundamental to carrying out iTeos’ mission. Our Compliance Officer oversees our programs including our Code of Business Conduct and Ethics, which codifies our key principles and offers guidance in areas such as protection of corporate assets and information, avoidance of conflicts of interest, anti-bribery, financial integrity and political contributions. 100% of employees have certified in 2022 that they have read, understood, and will comply with the Code. We regularly conduct employee trainings to reinforce compliance with the Code. An anonymous and confidential whistleblower hotline managed by a third-party can be accessed by phone or online to report concerns.

Board Composition as of June 2023

8 Total Directors
Average Age: 52.4

Gender / Racial Diversity: 25%
Average Tenure: 4.25 years
Independence: 7 out of 8 directors

Information Security

We have a dedicated Information Security team and processes and policies to protect our most sensitive data and manage our data.

Our objectives are to identify risks relevant to iTeos' information and information system (including people, processes, facilities, and technologies), protect these information assets, detect and react to information security incident, and be prepared to recover from any major incident.

We achieve this through a continuous improvement process including risk assessments, policies, security training, projects to improve our security, constant monitoring of our systems, swift reaction to any incident, and regular evaluation of our performances.

100% of iTeos employees in both the U.S. and Belgium are required to participate in cybersecurity training and awareness tutorials online. Security culture surveys, phishing exercises, and preventative video series are all available via iTeos' intranet.

Employee Engagement Survey – Summary of Results – January 2023

Every year, iTeos, in conjunction with KornFerry International, conducts an employee engagement survey to assess employee effectiveness through two dimensions: engagement and enablement. The goal of this survey is to obtain feedback directly from employees on topics such as: company vision, empowerment, collaboration, respect and recognition, and other key factors that directly contribute to high performance, operational excellence, talent attraction, and retention. The survey also compares iTeos to external benchmarks such as General Industry, Pharmaceuticals, and High Performing Organizations.

iTeos is proud to report that the survey conducted at the end of 2022 achieved a noteworthy 95% participation rate. The survey results show that the foundational principles of the company are very strong and, in most cases, iTeos significantly outperforms the benchmarks, including those of other high performing organizations.

We are excited to continue to build a strong team with an exceptional culture as we work together to improve and extend the lives of people with cancer.

As we continue to mature ESG in our business, in line with our growth and operating footprint expansion, we are committed to establishing baselines for performance and disclosure.