

## MEI PHARMA'S ESG FRAMEWORK

There is a wide range of approaches to address ESG initiatives. At MEI, we have divided our ESG components into four categories: Environmental, Health & Safety, Social Impact, Human Capital, and Governance. We view each category as follows:



### **ENVIRONMENTAL, HEALTH & SAFETY**

Criteria that examine how we contribute to and perform on environmental challenges and efforts to protect the health and safety of employees and the public from activities associated with our business. This includes energy use, waste, pollution, natural resource conservation, and practices to promote a safe and healthy work environment. The criteria can also be used in evaluating any environmental, health, or safety challenge we might face and how we manage related risks.



### **SOCIAL IMPACT**

Criteria related to the relationship we have and the reputation we foster with the people and institutions in the communities where we do business. For MEI, as a pharmaceutical company focused on developing and ultimately commercializing medicines, a significant part of the Social Impact criteria relates to how we conduct clinical trials and work with patients, healthcare providers, advocates, professional organizations, and others in designing and conducting clinical trials, and potentially the commercialization of our drug candidates.



### **HUMAN CAPITAL**

MEI recognizes that our success and the value we provide are based on the knowledge, skills, and experience employees bring to MEI. To capture the full value of the Human Capital inherent in our people, we are committed to providing the environment and the resources to support our employees properly. Essential elements of our Human Capital efforts concern workforce planning, talent acquisition, diversity, equity & inclusion, and workforce optimization the ongoing development of our workforce, we are building a sustainable organization for the future.



### **GOVERNANCE**

The standards for running a company to manage a range of issues to help promote strong business practices include compliance, risk management, safety management, supply chain and materials sourcing, conflicts of interest, anti-competitive behavior, corruption, and bribery. At MEI, we are consistently enhancing the internal system of practices, controls, and procedures we adopt to govern the company, make effective decisions, comply with the law, and meet the needs of external stakeholders.



## ENVIRONMENTAL, HEALTH & SAFETY

### ENERGY, RECYCLING, AND WASTE:

We promote and support energy-efficient practices in our offices, reduce waste, and responsibly recycle materials. Although, as lessees of our offices, we are somewhat limited in what actions we can take, our efforts include occupancy-sensor lighting and automatic temperature controls, waste-free practices to reduce single-use plastics where feasible in our offices (such as providing all employees with reusable water bottles and installing refillable water stations), purchasing ENERGY STAR certified office and IT equipment, and the collection and responsible recycling of electronic waste (e.g., batteries, laptops, computer monitors, and printers). We also strive to reduce our paper usage and recycle all paper, cardboard, and glass.

### HEALTH AND SAFETY:

We are committed to providing our employees with a clean, safe, and healthy work environment. Providing HEPA filters for every employee workspace and directed our landlord to install an air purification system (at MEI's expense). Our efforts also include an Injury and Illness Prevention Program with a curriculum covering hazard identification and communication, ergonomics, injury response, emergency evacuation, and more.



## SOCIAL IMPACT

### EMPLOYEE VOLUNTEER INITIATIVES:

We are known as a company that supports volunteerism and giving back to our community. This includes our long-standing Volunteer Time Off (VTO) benefit.

### QUALITY ASSURANCE:

Our Quality Assurance (QA) practices include a Quality Management System to ensure our products and services meet the highest standards of quality and safety for patients and Quality Training of employees, consultants, and contractors involved with Good Practice (GxP) processes, including clinical trials and manufacturing. We review our QA practices at least annually, including a review of our Quality Manual and training requirements.

### SAFETY OF CLINICAL TRIALS:

We maintain robust standard operating procedures (SOPs) related to selecting research partners, monitoring clinical studies, and managing patient safety in our clinical development activities. MEI's SOPs require developing and maintaining a robust product safety governance structure, responsible for the identification, validation, assessment, quick escalation, communication, and mitigation of safety signals arising from MEI compounds under development. MEI Clinical Development Physicians and Drug Safety and Pharmacovigilance Medical Directors provide medical and safety oversight of ongoing clinical trials.



## HUMAN CAPITAL

### EMPLOYEE BENEFITS:

We invest in our workforce by offering competitive compensation and benefits package, including new hire and annual equity awards, designed to attract, engage, and retain employees. Recognizing the importance of work-life balance we offer remote and hybrid work models.

### PROFESSIONAL DEVELOPMENT:

Our Professional Development Policy encourages career and leadership development. In addition, we offer the opportunity to attend seminars and conferences.

### EMPLOYEE ENGAGEMENT:

We believe employee engagement is a continuous process that enriches the employee experience. We foster a loyal and productive workforce from recruitment through onboarding, training, and ongoing coaching and mentoring.

### DIVERSITY, EQUITY, AND INCLUSION (DEI):

We are committed to cultivating a diverse, equitable, and inclusive environment where everyone feels valued and respected. Our senior leadership team is 40% female with 50% of those being from ethnically diverse cultures. Approximately 60% of MEI employees are female, with the majority identifying as non-white minorities.



## GOVERNANCE

### CODE OF BUSINESS CONDUCT AND ETHICS:

As indicated in our Code of Business Conduct and Ethics, we conduct business in a manner that demonstrates a commitment to the highest standards of ethics and integrity. Also review our Code of Business Conduct and Ethics, Corporate Disclosure Policy, and Insider Trading Policy with each new employee and annually with all employees.

### WHISTLEBLOWER POLICY:

We encourage employees to report any wrongdoing or behavior that violates the provisions of our Code of Business Conduct and Ethics to our Audit Committee Chairperson. Reports can be made anonymously, and we do not tolerate harassment or retaliation of any kind against an employee who makes a good faith complaint.

### CYBERSECURITY:

The Audit Committee of the Board has oversight of cybersecurity response and management at MEI and is updated by the Vice President of Information Technology on a semi-annual basis. Our Information Security Program is aligned with the Center for Internet Security Critical Security Controls that guide our security program. Employees receive training on our information security policy annually and on general cybersecurity quarterly. We also maintain data integrity, document management, and computer system assurance policies to uphold information integrity.