



Harnessing the Power of  
p53 to Treat Cancer

## Letter to Stakeholders

Dear Stakeholders,

**At PMV Pharma, we are harnessing the power of precision oncology to deliver life-saving therapies with the potential to set new standards of care across a broad range of cancers. Our objective is to pioneer the discovery of small molecule, tumor-agnostic therapies and the advancement of our lead investigational product, rezatapopt, in order to transform the lives of cancer patients.**

At PMV we embrace good corporate citizenship and aligning our corporate mission to the interests of both people and planet. In this spirit, we are pleased to deliver our updated Environmental, Social & Governance (ESG) Report highlighting initiatives that represent our commitment to sustainability. These efforts include a strong focus on product quality, safety, and innovation, building and maintaining a diverse team, and protecting the safety of our patients and their data in our clinical trials.

Our internal ESG Working Group, comprised of cross-functional senior leadership and overseen by our Nominating & Corporate Governance Committee of our Board of Directors, is responsible for driving these sustainability efforts. We are committed to driving sustainable value creation for our shareholders, employees, patients, and caregivers over the long-term.

We continually evolve our sustainability framework and ESG standards as we move further along our corporate growth trajectory and promising pipeline development. We assess the ESG factors most relevant to our investors and business success, guided by the SASB Standards, now part of the IFRS Foundation. We have also aligned our business activities with the United Nations Sustainable Development Goals (SDGs) where we can have the most impact.

We are committed to responsible business practices that deliver long-term value, consistent with our mission to deliver life-saving therapies and contribute to a more sustainable healthcare system. We look forward to continuing on this journey and providing transparent updates around our progress along the way.

Warm regards,

**David H. Mack, Ph.D.**

*Co-Founder, President & CEO*



# Environmental, Social and Governance (ESG) Highlights

## Sustainability Governance

### BOARD OF DIRECTORS

#### NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

The Nominating and Corporate Governance Committee of the Board has oversight over PMV’s sustainability activities related to ESG programs, reporting, and policy initiatives, as reflected in the Committee’s charter.

#### AUDIT COMMITTEE

In addition to overseeing the accounting and financial reporting processes at PMV, the Audit Committee is charged with monitoring our Cybersecurity and Enterprise Risk management.

### ESG WORKING GROUP

The ESG Working Group is responsible for developing and implementing our ESG strategy and encompasses all PMV functions. The group’s focus is to assess our existing ESG risks and opportunities and in collaboration with our internal subject matter experts to identify, develop, and execute our ESG strategy. The ESG Working Group reports to Executive Leadership and the Nominating and Corporate Governance Committee of the Board on an annual basis.

## Sustainability Framework

As a clinical-stage precision oncology company, we are rooted in our mission to fundamentally disrupt the course of cancer for patients with p53 gene mutations and other p53-related cancers. We believe integrating responsible environmental, social, and governance principles into our corporate strategy will drive sustainable value creation for our shareholders, employees, patients, and caregivers over the long term.



#### ENVIRONMENT

PMV acknowledges the impact we have on the environment and is committed to incorporating sustainable practices into our operations as we continue to grow.



#### SOCIAL AND INNOVATION

PMV is pioneering the discovery and development of small molecule therapeutics to develop safe and effective drugs to fight against cancer. We conduct clinical trials with the highest integrity and in accordance with global regulations while meeting the individual needs of our patients.



#### HUMAN CAPITAL

Building and maintaining a diverse and engaged team, as well as taking time to celebrate the achievements of our employees and invest in their growth, is a belief fundamental to our company culture. Each PMV employee brings a unique skill set to achieve our mission to improve the lives of cancer patients.



#### GOVERNANCE

We are strongly committed to a culture of integrity and accountability in our research and business operations at the Board and management levels. We maintain policies and procedures that outline our responsibility to ethically conduct all activities in accordance with applicable laws and regulatory requirements.

# Performance Highlights



## ENVIRONMENT, HEALTH, AND SAFETY

### Occupational Health and Safety:

Our OH&S program is governed by PMV's Chemical Hygiene Plan and Biosafety Manual to maintain a safe laboratory environment for conducting research. PMV's safety officers maintain these plans and update them annually. All research employees are required to review the Safety Plan upon hire and annually thereafter and complete a work-specific training program on topics such as chemical safety, bloodborne pathogens, and handling medical waste. In 2023 we had zero health and safety-related incidents.

### Energy Efficiency and Waste Management:

To minimize energy usage, over 55% of our buildings have LED lighting and we install occupancy sensors to reduce unnecessary use. All new office equipment is ENERGY STAR certified, including laptops, printers, and monitors. We make a conscious effort to implement recycling programs throughout our office and lab spaces. All hazardous waste generated in our laboratory environment is tracked and responsibly disposed of through a third-party vendor.



## SOCIAL AND INNOVATION

### Novel Drug Discovery:

Innovation is in our DNA. Our novel drug discovery efforts and tumor-agnostic approach targets genetic alterations not restricted to a specific cancer or tissue type, resulting in increased impact for more people. Along with mutant p53, we are exploring additional undisclosed targets, which hold promise in treating various tumors, advancing precision medicine, and improving patient outcomes.

### Safety in Clinical Trials:

The safety of our patients and their data is of utmost importance in our clinical trials. Safety Review Committees are formed for each trial in conjunction with our investigator partners to review patient safety data and develop comprehensive safety management plans. Our internal Safety Management Team with cross-functional representation reports information and data up to the Board on a quarterly basis, if not sooner. We have not had any inspections related to clinical trial management and pharmacovigilance to date.

### Vendor Management and Quality Assurance (QA):

As a small company, we leverage third party vendors and utilize an effective Quality Management System to support the manufacture of drug product and the execution of our clinical trials. We expect all vendors to abide by the ethical guidelines laid out in our [Vendor Code of Conduct](#).

Our QA team conducts qualification audits for vendors that perform critical GXP functions, assesses quality systems including regulatory compliance and facility SOPs, and establishes quality agreements between PMV and each vendor that are reviewed every three years as part of our QA Assessment Program.



## HUMAN CAPITAL

### Employee Benefits:

Providing comprehensive benefits to employees is important to us. We offer a 401(k) plan, employee stock purchase program, annual bonus, and six weeks of paid parental leave. In addition to competitive medical coverage, we focus on employee wellness through offerings such as free lunches and summer farmers markets, and flexible work arrangements including hybrid and remote options.

### Professional Development:

Team-wide learning and development at PMV includes frequent opportunities to learn both scientific and business acumen along with opportunities for coaching and participation in seminars and conferences to support personal development. We encourage employees to be vocal about their professional development needs and will cover these requests on a case-by-case basis. Managers are encouraged to conduct needs assessments during 1:1 development discussions to create customized development plans for individuals and teams.

### Engagement and Diversity:

We value building a culture of inclusivity, belonging, and inclusion. We collect employee feedback annually to identify areas of improvement, encourage engagement, and ensure our team feels heard. In response to feedback, we have added more community service and team building events, a company-wide holiday shutdown, commuter and pet benefits. We are proud of our low voluntary turnover rate (6%) and diverse employee base where 56% identify as female and 51% as ethnically diverse. Women comprise 35% of our Executive Team and 52% of our managers. (Data as of 2023)



## GOVERNANCE

### Business Ethics:

PMV's [Code of Business Conduct & Ethics](#) reflects our commitment to a culture of honesty, integrity, and accountability and outlines the basic principles and policies with which all employees, vendors, and contractors are expected to comply. All employees must sign and acknowledge the Code and undergo annual anti-harassment training. We maintain policies on Global Anti-Bribery and Anti-Corruption Policy, Anti-Harassment, and Insider Trading.

### Whistleblower Policy:

We encourage and value reporting of conduct that may violate our Code of Business Conduct & Ethics. As stipulated in our Whistleblower Policy, we maintain a confidential, independent web portal and hotline available 24 hours a day, seven days a week for reporting needs. We do not permit retaliation of any kind against anyone who makes a report or complaint in good faith.

### Board Independence and Diversity:

In accordance with Nasdaq listing standards, five out of the seven members of our Board are independent directors. Our Board also includes three female directors and one director who identifies as a racial/ethnic minority. We continue to assess desired qualifications and characteristics of our Board to maintain a diverse set of viewpoints and experience.

# Responsible Business Practices

## ETHICS IN R&D

PMV's research and development activities are conducted ethically and in accordance with applicable laws and regulatory requirements. These include regulations put forth by the U.S. Food and Drug Administration (FDA), Good Laboratory Practice, Good Clinical Practice, and guidance by the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH). In collaboration with principal investigators, PMV shares clinical trial results at major oncology conferences and in scientific literature in accordance with good publication practices (GPP).

## ANIMAL TESTING

PMV does not conduct any animal testing within its own facilities. Instead, it collaborates with external contract organizations for these studies. PMV is committed to responsible animal testing practices and ensures that contracted efficacy and safety studies involving animals adhere to rigorous ethical standards and are accredited with organizations such as the American Association for Accreditation of Laboratory Animal Care (AAALAC). These standards prioritize animal welfare, minimize harm, and comply with relevant regulations. PMV actively seeks alternatives to animal testing, including research methods that reduce reliance on animal models while maintaining scientific rigor.

## INDUSTRY PARTNERSHIPS

PMV is an active member of the Avoca Quality Consortium, a collaborative founded to bring together sponsors, clinical research organizations (CROs), clinical service providers, leaders in the medical field and patient advocacy groups to improve quality and execution in clinical trials. We continue to support the consortium and participate in its facilitated dialogue on R&D challenges and solutions.

## CYBER SECURITY

We have a formalized Information Technology Security Policy which lays out our approach to protect our IT resources against unauthorized access and use. Our program is structured to protect infrastructure and endpoints, implement auditing and real-time monitoring, ensure strong identity management, and use onsite and cloud data protection tools. In the event of a data breach, the impact is immediately assessed and, if material, the Audit Committee of the Board is notified. Our IT team communicates regularly with employees on security best practices on topics such as email security, password protection, and phishing. All employees receive cyber security training upon hire and on a semi-annual basis thereafter.

## PRIVACY

To ensure patient, vendor, and employee data remains secure, we comply with the appropriate legislative, regulatory, and industry requirements, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the General Data Protection Regulation (GDPR). During late 2023 and early 2024, we implemented policies and procedures to ensure our information technology and privacy infrastructure is specifically in compliance with GDPR, as our clinical operations expand globally into Europe and APAC.

## Methodology

In assessing the ESG factors that may be most relevant to our investors and our business, we utilized the SASB accounting standard for Biotechnology and Pharmaceuticals. We have also aligned our business activities with the UN SDGs where we can have the most impact.

