Revolution Medicines

Corporate Responsibility Summary

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Introduction

About This Report

We are pleased to present Revolution Medicines' (RevMed) inaugural Corporate Responsibility Summary which reflects RevMed's commitment to operating with transparency and accountability as we advance our mission to revolutionize treatment for patients with RAS-addicted cancers. This summary provides a snapshot of RedMed's corporate responsibility efforts as of the time of publication, unless otherwise noted.

This report has been prepared in alignment with leading ESG frameworks to highlight key components of the business that we believe are relevant to our stakeholders. We reference the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals Standard as our primary industry-specific guide and the Task Force on Climate-related Financial Disclosures (TCFD). We look forward to sharing updates on our corporate responsibility efforts in the years ahead.

Disclaimer and Forward-looking Statements

All financial figures are reported in U.S. dollars. Environmental data relates to the Company's owned and leased facilities where sufficient data was available for collection and verification. Where our clinical operations involve third-party contract research organizations or other external partners, their roles and our oversight of them are described in the relevant sections. Certain statements in this report are forward-looking in nature and are subject to risks and uncertainties; readers are directed to the Risk Factors section of our most recent periodic report filed with the SEC for additional context.

Letter from our Chief Executive Officer and Chairman

RAS-driven cancers remain among the most formidable challenges in oncology, representing approximately one quarter of all human cancers and including some of the most difficult-to-treat tumor types. Revolution Medicines was founded over a decade ago on the conviction that scientific challenges like these—long considered beyond the reach of conventional drug discovery—could be addressed through deep scientific understanding, purposeful innovation and disciplined execution.

We have continued to translate that conviction into meaningful clinical and organizational progress across our RAS(ON) inhibitor portfolio. This included advancing daraxonrasib into Phase 3 development for patients with previously treated metastatic pancreatic cancer and non-small cell lung cancer, two diseases where the need for new treatment options remains urgent. Clinical and translational data generated to date continue to strengthen our belief in the potential of our RAS(ON) inhibitor approach and reinforce the responsibility we carry to patients, physicians and families waiting for meaningful advances.

For Revolution Medicines, Corporate Responsibility is reflected in how we build the company: with scientific discipline, thoughtful growth, strong governance and a culture capable of sustaining the long-term work required to deliver innovative medicines to patients. We are advancing four RAS(ON) inhibitors across parallel clinical programs, continued to invest in our discovery pipeline and expanded organizational capabilities and infrastructure needed to support our evolution toward commercialization.

While our work is far from finished, we are moving closer to our goal of delivering medicines for patients with RAS-driven cancers while building an organization with the talent, values and infrastructure to do so responsibly and at scale. We remain focused on execution, guided by our mission, and committed to delivering durable value for patients and other stakeholders.

Mark A. Goldsmith, M.D., Ph.D.

Chief Executive Officer and Chairman

Who We Are

Revolution Medicines, Inc. (Nasdaq: RVMD) is a late-stage clinical oncology company headquartered in Redwood City, California. We are guided by the belief that deep scientific understanding of natural mechanisms can unlock solutions to some of medicine's most difficult challenges. Today, we are applying that conviction with urgency to change the trajectory of disease for patients with RAS-addicted cancers, among the most prevalent oncogene-driven cancers.

RAS was the first genetic driver of human cancer to be discovered, yet for decades it defied treatment. The lack of obvious drug binding sites on the surface of RAS, coupled with its complex biology and essential role in normal cells, fueled a longstanding belief that direct targeting and inhibition of RAS to treat cancer may not be possible. We saw a different possibility. Through deep chemical biology expertise and proprietary structure-based drug design, we developed a tri-complex platform designed to target RAS in its active, ON state, enabling a new, differentiated approach to treating RAS-addicted cancers across mutations and tumor types.

RevMed at-a-Glance[1]

1,200+
employees

2014
year founded

Four
clinical-stage investigational drugs

$1.9B
in cash and investments as of March 31, 2026

$2.4B
in net proceeds from April 2026 financing and the receipt of 2nd royalty tranche from Royalty Pharma in May 2026

$1.5B
in additional committed capital[2]

2,500+
patients treated with one or more of our RAS(ON) inhibitors

Three
common RAS-addicted cancers

Five
ongoing randomized Phase 3 registrational trials[3]

[1]All figures are updated as of the date of publication unless otherwise noted. For the most up-to-date information on Revolution Medicines, please visit our Investor Relations website: https://ir.revmed.com/.
[2]$2.0 billion in total flexible committed capital from agreement with Royalty Pharma, of which $500 million has been received as of May 2026.
[3]Completed, or active at the time of publication + extensive Phase 1/2 trials.

Our Values

Tireless Commitment to Patients

We recognize that every minute counts in the fight against RAS-addicted cancers. We are passionate about our mission to revolutionize treatment for patients with RAS-addicted cancers, bringing this dedication and focus to every facet of our work. We are committed to patients every step of the way.

Transformative Science

We are pioneers. We focus on some of the toughest cancer targets, applying an innovative, curious and rigorous approach to research and development in our pursuit of novel therapeutic breakthroughs.

Exceptional Together

Every Revolutionary makes an impact. We value cross-functional collaboration, appreciating that the best ideas often come from sharing diverse perspectives. Our fully integrated organization provides an opportunity for each of us to make the greatest impact on patients' lives.

Total Integrity

Accountability, transparency and direct communication are core principles underlying how we approach every aspect of our business. Data and objective analyses drive our decision-making and strategy. Our commitment to integrity shapes how we show up for each other and how we tackle challenges.

Inclusiveness and Fairness

Life at RevMed is built on mutual respect and appreciation of diversity in perspective, experience and background. We prioritize equitable opportunities, merit-based recognition and a culture of respect, creating a diverse and inclusive team environment.

Mission

To revolutionize treatment for patients with RAS-addicted cancers through the discovery, development and delivery of innovative, targeted medicines across lines of therapy and tumor types.

Vision

To be the defining company in RAS-targeted oncology bringing transformative medicines to patients across all RAS mutations and tumor types and demonstrating that innovation and integrity are never in conflict.

Pipeline Focus

Revolution Medicines is building a deep, differentiated pipeline of RAS(ON) inhibitors designed to target the active, GTP-bound state of mutant RAS proteins—the mechanism that drives uncontrolled tumor cell growth in RAS-addicted cancers.

Our Approach

As a company developing medicines for patients living with some of the hardest-to-treat cancers, RevMed operates at the intersection of scientific ambition, human need and social responsibility. We believe that the integrity with which we pursue our mission is inseparable from the mission itself.

Our scientific discoveries, the trials through which we develop our medicines, and the ways we ultimately deliver them to patients all depend on the trust, integrity and stewardship that responsible business practices provide. In this way, corporate responsibility is not parallel to our strategy; it is foundational to executing it.

Our corporate responsibility efforts are integrated into how we run clinical trials, build our team, engage with patients and communities and govern our operations. By embedding these principles across the enterprise, we aim to create long-term sustainable value for all stakeholders: patients, employees, investors, partners and the communities where we operate.

Corporate Responsibility Pillars

Delivering for Patients

Clinical trial integrity, drug safety and future access commitments

Developing Our People and Culture

Workforce inclusivity, talent and culture

Environmentally Responsible Operations

Laboratory and facility sustainability, environmental footprint and climate resilience

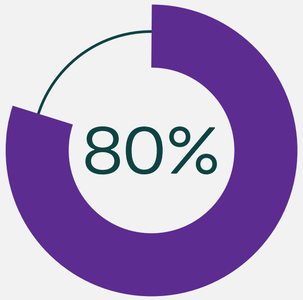
Governing with Integrity

Board and management oversight, compliance and supply chain integrity

Delivering for Patients

For people living with RAS-addicted cancers, scientific progress is measured in time, in options and in hope. Our responsibility is to advance that progress with the rigor these patients deserve.

Few cancer diagnoses are as lethal as pancreatic cancer. Roughly 80% of patients are diagnosed only after the disease has reached a locally advanced or metastatic stage, and the five-year survival rate for those with metastatic disease hovers near 3%. Pancreatic cancer is a clear example of why our work matters: more than 90% of pancreatic ductal adenocarcinomas—which account for the vast majority of pancreatic tumors—are driven by mutations in the RAS family of oncogenes. The RAS family also drives a significant share of lung, colorectal and other cancers where treatment options have historically been limited and outcomes remain poor. Changing that is the animating purpose of everything we do at RevMed.



Roughly 80% of patients are diagnosed only after the disease has reached an advanced or metastatic stage, and the five-year survival rate hovers near 3%.

Clinical Trial Safety and Integrity

Patient safety and the integrity of our clinical data are foundational to our development programs. We conduct all clinical studies in accordance with Good Clinical Practice (GCP) regulations. Each study is initiated only following approval by an independent institutional review board (IRB) or ethics committee at each participating site and is overseen by an independent data monitoring committee (IDMC). The IDMC regularly reviews accumulating safety data and has the authority to recommend protocol modifications or study suspension.

Our Phase 3 programs span multiple tumor types and are global in scope, enrolling patients across sites in the United States, Europe and Asia. Each regional study footprint is subject to the applicable regulatory framework of that jurisdiction, including International Council For Harmonization (ICH) regulations, Food and Drug Administration (FDA) requirements in the United States, the EU Clinical Trials Regulation in Europe and applicable national regulations in Asian markets. Our development program requires the satisfactory completion of FDA pre-approval inspections of manufacturing facilities for compliance with current Good Manufacturing Practice (cGMP) regulations, as well as potential inspections of selected clinical investigation sites for compliance with GCP.

We are committed to ensuring that patients enrolled in our clinical trials reflect the populations most affected by RAS-addicted cancers. Consistent with the FDA's guidance on Diversity Action Plans under the Food and Drug Omnibus Reform Act of 2022, we are developing and implementing enrollment strategies designed to include patients from underrepresented racial, ethnic and gender groups across our Phase 3 programs.

Drug Safety and Pharmacovigilance

Our pharmacovigilance obligations are currently focused on the clinical trial setting. We have established adverse event reporting processes designed to meet applicable regulatory requirements across all jurisdictions in which we operate. During our clinical trials, independent data safety monitoring boards review accumulating safety data.

As we advance toward potential commercial launch, we are actively building the post-marketing pharmacovigilance infrastructure that commercial-stage obligations will require.

This includes developing systems for ongoing safety signal detection, periodic safety update reporting and risk management in anticipation of regulatory approval.

As a clinical-stage company with no commercial products, RevMed has had no product recalls to date.

Value, Access and Affordability

Our mission is to develop innovative targeted therapies for people living with RAS-driven cancers. As we bring new medicines forward, we are committed to delivering value and enabling patient access.

Value

In RAS-driven cancers, where treatment options have historically been limited, meaningful advances matter deeply to patients and families. Our pricing approach is intended to reflect the evidence generated in our development programs, the clinical, patient, and societal value of our medicines and the responsibility to continue advancing research in RAS-driven cancers.

Access and Affordability

We are committed to working to establish broad coverage at the time of product launch and to helping eligible patients reduce out-of-pocket costs.

In the United States, we extend this commitment by working to ensure that our investigational and approved therapies can be accessible to all eligible patients, regardless of insurance status or financial circumstances. Our goal is simple: patients who may benefit from our medicines should be able to access them. To address affordability hurdles, RevMed will provide a copay assistance program for eligible commercially insured patients and a Patient Assistance Program (PAP) offering free medication to eligible uninsured or underinsured patients. RevMed will work with patient advocates, independent co-pay foundations and other third-party organizations to support patients who may not qualify for RevMed-led programs, or who need additional financial support.

As we establish and grow our presence globally, our principles and goals are similar: to achieve access to and value recognition of the transformative benefits of our medicines. We seek to accomplish this in an evolving environment across diverse health systems and value assessments, and we are committed to evaluating options to help improve patient outcomes and expand access globally.

We recognize that clinical trial participation is not possible for every patient. For those with serious or life-threatening conditions who cannot enroll in a RevMed-sponsored trial and have exhausted other treatment options, we may consider providing access to investigational medicines through an Expanded Access Program. More information is available Expanded Access Policy page.

Developing Our People and Culture

Behind every step to discover, develop and deliver is a team of scientists, clinicians and professionals whose talent, drive and collaboration make our mission possible. Investing in our people, their growth, well-being and our shared commitment to our Core Values, is how we ensure Revolution Medicines can continue advancing impactful therapies for patients.

Employee Engagement

At RevMed, we conduct a biannual engagement survey to regularly connect with our team and better understand key themes shaping their experience. We actively maintain strong employee engagement, with 85% participation in our most recent survey, reflecting a high level of connection and trust across the organization. We measure our employee net promoter score (eNPS) relative to the Biotech industry average and continue to significantly exceed the industry benchmark. With each survey, engagement insights are used to identify themes, address pain points and improve leadership communication, workplace cohesion and team effectiveness.

In addition, to support team member engagement and effectiveness, we offer a structured Manager Sync program that aligns people managers on key responsibilities, best practices and expectations. Held approximately every six weeks, these sessions help sustain manager engagement and reinforce team culture and alignment as RevMed continues to grow rapidly.

Talent Recruitment, Development and Retention

Building a team of scientists, clinicians and professionals equipped to advance our mission requires a thoughtful approach to how we recruit, onboard and grow talent at every level. RevMed invests in attracting, developing and retaining talent through structured onboarding and continuous feedback. New team members participate in tailored onboarding sessions and complete surveys at key milestones —one week, ten weeks and one year— to assess onboarding effectiveness and inform ongoing improvements to the employee experience. We also offer a dedicated onboarding program for new managers. Across both levels, this approach is designed to accelerate integration, reinforce core values and connect employees to key benefits, resources and development opportunities. For VP-level and above roles, a formal succession planning process strengthens leadership continuity and pipeline development.

Women represented in our **overall** workforce.

Growth and Advancement

Helping our people grow is how we sustain the talent and capabilities needed to discover, develop and deliver for patients over the long term. All team members participate in an annual performance review that includes individual self-assessments, peer feedback and manager summary feedback. Managers also conduct quarterly check-ins to discuss progress against performance and development goals. At the start of each year, employees set goals aligned with company priorities, reinforcing the connection between individual contributions and broader business objectives.

We invest in leadership development through targeted programs and resources that emphasize the role of leaders in modeling our core values and fostering engagement, accountability and career growth across their teams.

Employees have access to a range of learning opportunities, including company-wide development programs and LinkedIn Learning. In addition, functional teams support continued education through conference participation, certifications and other development resources tailored to individual interests and business needs.

Compensation and Benefits

Our total rewards programs are designed to attract, motivate and retain highly qualified team members who are passionate about our mission. Recognizing that our people are the driving force behind our success, we design our compensation and benefits programs around key principles, including a holistic employee perspective, alignment with our culture, market competitiveness, a balance of pay for performance and support for growth and inclusion.

Our compensation programs include a competitive base salary, performance-based incentives and equity awards. Equity is provided through stock options and restricted stock units, giving employees an ownership stake in the company and aligning their contributions with long-term value creation.

We offer a comprehensive suite of health and well-being benefits to support physical, mental and emotional health. In the U.S., this includes medical, dental and vision coverage, health savings and flexible spending accounts, life insurance and short- and long-term disability coverage.

U.S.-based employees receive 12 paid holidays, two floating holidays and vacation time that increases with tenure. Additional benefits include eight weeks of parental leave for births, adoptions or foster placements, complimentary on-site meals from Monday through Thursday, access to our campus fitness facilities, mental health and well-being support through the Modern Health platform, a retirement savings plan with company match and employee stock purchase opportunities.

We are also competitive in our global locations, aligning with local market and industry practices.

We evaluate pay equity as part of our biannual compensation cycle to support equitable pay practices.

Wellness

The work of bringing new medicines to patients is demanding, and we believe our team does its best work when their well-being is prioritized alongside their performance. We take a holistic approach to wellness, supporting mental, physical and financial health. This includes a fully equipped on-site gym to promote physical wellness, as well as financial well-being seminars for our U.S. employees offered through our 401(k) advisor. All U.S. employees receive access to Modern Health, a well-being benefit that includes up to 14 therapy and coaching sessions and is also available to dependents. The platform offers on-the-go resources, group sessions and a range of well-being tools. We promote this benefit throughout the year through information sessions and employee engagement activities.

In addition, we offer annual workshops focused on stress management and different aspects of physical, mental and emotional health. We further reinforce these priorities through our manager development programs, monthly manager forums and senior leadership discussions, with a focus on psychological safety, team culture and navigating change.

Inclusion and Fairness

Inclusiveness and Fairness is one of RevMed's five core values and a foundational element of our culture. We emphasize the importance of diverse perspectives, backgrounds and experiences across our onboarding, leadership development and culture programs, recognizing their role in advancing our science and expanding our ability to reach patients.

We integrate these principles into our learning and development offerings, including inclusion training for new hires and ongoing workshops focused on inclusive behaviors and mitigating unconscious bias. These themes are also embedded in broader training on feedback, collaboration and leadership.

Our Culture Champions forum serves as a key platform for raising awareness of diverse cultural experiences. The group organizes cultural celebrations and recognition events, and partners on educational programs that explore inequities in patient care and promote allyship and inclusion in the workplace.

We also host company-wide events that strengthen connection and reinforce our culture, including cultural celebrations, family-friendly activities and social gatherings. These programs combine celebration and education in support of our patient-focused mission and commitment to fairness and access.

Increasing Representation and Opportunities for Diverse Workforces

We partner with Project Onramp to reach a wider range of communities as we identify, train and attract the next generation of life sciences talent. Through our paid summer internship program, we connect undergraduate students from low-income backgrounds with hands-on experience in biotech—building a deeper, more diverse pipeline of future scientists and professionals who can contribute to the fields in which we work. We view this as a long-term investment in the strength of our industry and of RevMed.

Health and Safety

We deliver health and safety training, including laboratory safety and workplace violence prevention, supported by robust environmental health and safety programs and practices.

During 2025, RevMed recorded no fatalities, no lost time injuries and no restricted duty cases, with three other OSHA recordable incidents, resulting in a Total Recordable Incident Rate (TRIR) of 0.41.[4,5] This rate was well below the U.S. Bureau of Labor Statistics (BLS) average total recordable incident rate for private industry during the period.[6]

2025 Recordable Cases[7]

Work-related fatalities	0
Total OSHA recordable cases (TRIR Count)	3
Cases with days away from work (DAFW)	0
Cases with job transfer or restriction (DJTR)	0
Other recordable cases (ORC)[8]	3
Total days away from work	0
Total days of job transfer or restriction	0

2025 Safety Performance Rates[9]

Total Recordable Incident Rate (TRIR)	0.41
Days Away, Restricted or Transferred Rate (DART)	0.00
Days Away From Work Rate (DAFW Rate)	0.00

Workforce Demographics[10]

Number of Employees	883
Employees in R&D	673 (76%)
Women	59%
Employees Disclosing Race[11]	702 (79%)
Underrepresented Minority[12]	51%

[4]Total Recordable Incident Rate (TRIR) and Days Away, Restricted or Transferred (DART) rate are calculated using the Occupational Safety and Health Administration (OSHA) standard formula: (Number of applicable cases × 200,000) ÷ total hours worked by all employees. Total hours worked during the reporting period were 1,469,892.

[5]Reported metrics exclude contractors unless otherwise stated and may not be directly comparable to those of other organizations due to differences in workforce composition, job functions, operational risk profiles, and industry classifications.

[6]According to the U.S. Bureau of Labor Statistics (BLS), the average total recordable cases rate for private industry was approximately 2.7 incidents per 100 full time workers (based on 200,000 hours worked) in the most recently available reporting year. BLS benchmarks are provided for contextual comparison only, and direct comparisons may be limited due to differences in industry definitions, reporting methodologies and operational exposures.

[7]Work-related injuries and illnesses are recorded and classified in accordance with U.S. Occupational Safety and Health Administration (OSHA).

[8]"Other recordable cases" include work related injuries or illnesses requiring medical treatment beyond first aid that did not result in days away from work or job transfer or restricted duty.

[9]Rates shown are calculated using OSHA defined recordable case classifications for the reporting period.

[10]As of December 31, 2025, among full-time employees.

[11]As of December 31, 2025; reflects employees who voluntarily disclosed race/ethnicity, representing 79% of total full-time employees.

[12]Among the 702 employees (79% of total workforce) who self-identified their race; 'underrepresented minority" as defined by Nasdaq rules.

Community Partnerships and Engagement

We partner with leading patient and provider advocacy organizations across the pancreatic and lung cancer communities including Pancreatic Cancer Action Network (PanCAN), where we serve as Leading National Partner, as well as Let's Win, GI Cancers Alliance, KRAS Kickers, Lungevity, GO2 and the Lung Cancer Research Foundation to advance disease awareness, biomarker education and patient access to resources. Our employees bring this commitment to life through community events such as PanCAN's Purple Strides walk, our largest annual engagement initiative.

Through our partnership with the Lustgarten Foundation, we support collaborative research efforts to better understand RAS-driven pancreatic cancer and identify new approaches that may improve outcomes for patients.

Locally, our cross-functional Community Involvement and Impact Committee partners with community organizations to sponsor outreach events aimed at increasing representation and inclusion in the Biotech sector.

We also support our local communities through seasonal giving campaigns with Second Harvest, a food bank within the Feeding America network, the Ronald McDonald House, and other employee-led volunteering initiatives. In addition, our Sustainability group organizes weekend, nature-based volunteering activities, including parks restoration and conservation efforts.

PANCREATIC CANCER ACTION NETWORK

Let'sWin Pancreatic Cancer

GI Cancers Alliance

KRAS KICKERS KRASKICKERS.ORG

LUNGEVITY Transforming Lung Cancer

GO2 FOR LUNG CANCER

LUNG CANCER RESEARCH FOUNDATION Living. Breathing. Science.

LUSTGARTEN Pancreatic Cancer Research

Second Harvest COMMUNITY FOOD BANK

Ronald McDonald House Charities® Keeping families close®

Environmentally Responsible Operations

How we operate matters as much as what we set out to achieve. Embedding environmental responsibility into our facilities, labs and day-to-day practices helps ensure that our path to discover, develop and deliver medicines is one we can sustain for the long run.

Environmental Responsibility

We integrate environmental considerations into our facility operations, laboratory practices, compliance efforts and risk management processes. Our Environmental Health and Safety (EHS) team, together with a cross-functional Sustainability Committee, provides oversight of these programs.

Across our operations, we monitor physical risks, advance resource efficiency initiatives and incorporate environmental factors into planning and decision-making. As we continue to formalize our climate strategy, management including senior leadership and relevant functional leads across Operations, EHS and Facilities will play an increasingly active role in guiding priorities, establishing metrics for performance tracking and reporting progress.

Certifications and Recognition

All RevMed laboratories have achieved My Green Lab certification at the Green Level, the highest of five certification levels (bronze, silver, gold, platinum and green). My Green Lab is recognized as the global benchmark for laboratory sustainability, guiding labs in more than 50 countries to reduce waste, conserve energy and cut carbon emissions. The certification is endorsed by the United Nations Race to Zero campaign and evaluates labs across categories spanning energy, water, waste, purchasing and scientist engagement, reflecting best practices in resource stewardship and the integration of sustainability into day-to-day lab operations.

Several of our facilities have also been recognized under the California Green Business Program, a network of local programs coordinated through the California Green Business Network that certifies businesses that exceed environmental regulations and implement specific practices to reduce pollution, save water, conserve energy and protect human health. The Program includes visits from CA Green Business representatives to ensure facilities meet program standards for resource conservation, waste minimization and pollution prevention.

Energy

Laboratory and office operations are the primary sources of our energy use. Electricity at our Redwood City facilities is sourced entirely from renewable energy, and we track consumption at select facilities to identify opportunities for improved efficiency.

Water

RevMed's water use is limited to office and laboratory activties, as well as recyled water used in landcaping by building management. All facilities are located in areas of low-to-medium water stress, based on the WRI Water Risk Assessment.

Waste Management

RevMed maintains a comprehensive hazardous waste management program designed to ensure safe handling, regulatory compliance and environmental protection across all facilities. Hazardous waste is managed in accordance with applicable federal, state and local regulations, including RCRA requirements. A dedicated hazardous waste technician provides routine oversight of waste management activities such as inspection, consolidation, labeling and coordination of waste pickups. Additionally, we have dedicated EHS professionals that oversee our hazardous waste programs.

We partner with a licensed hazardous waste vendor for transportation and disposal and track all shipments using a cradle-to-grave manifest system to ensure full traceability and regulatory compliance. Employee training, routine inspections and waste minimization practices further reinforce responsible waste management across our operations. We also plan to engage a third-party vendor to conduct a comprehensive waste audit to better understand waste streams and inform future reduction strategies.

Business Waste

We implement a range of programs and operational practices to reduce business and office waste, with a focus on waste reuse, recycling and diversion from landfill. Clearly labeled waste stations across our facilities support proper segregation of trash, recycling and compostable materials, while centralized collection areas in many buildings improve sorting efficiency.

Efforts to reduce single-use materials are embedded in our day-to-day operations. Break rooms are equipped with reusable cutlery, dishes and cups, and single-use plastics such as disposable utensils and beverage containers have been phased out. Beverage dispensers and bulk snack containers further reduce packaging waste.

Food service operations prioritize sustainability through compostable service ware, and surplus food from onsite dining is donated to local organizations to minimize waste. Paper reduction is encouraged through default duplex printing and a strong preference for digital file storage and cloud-based document management.

Climate Risk and Resilience

As a company at the early stages of formalizing our approach to climate, we are working to build a foundation for transparent and decision-useful climate disclosure over time. The Task Force on Climate-related Financial Disclosures (TCFD) framework, whose recommendations are now overseen by the IFRS Foundation, has become the leading global framework for disclosing climate-related risks and opportunities, organized around four core pillars: governance, strategy, risk management and metrics and targets.

We view TCFD as an important reference point as we mature our climate strategy and disclosures. The disclosures below reflect where we are today on that journey and are intended as a starting point, not an endpoint.

Governance

Management oversees RevMed's approach to climate-related risks and opportunities, supported by a cross-functional Sustainability Committee that helps identify and prioritize key initiatives. Environmental considerations are incorporated into facility operations, compliance and planning, including monitoring physical risks and supporting resource efficiency efforts. As we continue to formalize our climate strategy, management will play an increasing role in guiding priorities, establishing metrics for performance tracking and reporting progress.

Strategy

We have conducted a high-level assessment of potential climate-related risks, with a primary focus on physical risks to our facilities. Our headquarters is located adjacent to Redwood Creek, a tributary connected to the San Francisco Bay and influenced by its tidal conditions and, may therefore be exposed to long-term risks associated with sea-level rise and flooding. To mitigate this risk, the property owner constructed a levee in 2021 designed to provide flood protection for the business park through approximately 2050.

We are in the early stages of defining our approach to climate change and determining how best to incorporate climate considerations into our broader environmental sustainability efforts. Current initiatives that support reduced environmental impact include energy and resource efficiency measures, waste reduction and diversion programs and sustainable laboratory practices such as our My Green Lab certifications. Looking ahead, we plan to further develop our climate strategy, including evaluating climate-related risks and opportunities and exploring emissions tracking and reduction initiatives.

Risk Management

We continue to monitor climate-related risks that could impact operations, including extreme weather events, infrastructure resilience and potential disruptions to utilities or transportation. While no significant climate-related impacts have been experienced to date, we recognize the importance of ongoing risk evaluation and resilience planning. Climate-related risks are considered as part of our broader risk management and operational planning processes, particularly with respect to facility resilience and business continuity.

Metrics and Targets

We are in the process of building the foundation for more robust climate-related metrics and targets. Today, we track energy consumption at select facilities and source electricity at our Redwood City facilities entirely from renewable energy. Future third-party waste audits will help us better understand our waste streams and inform future reduction strategies.

Governing with Integrity

The trust patients and stakeholders place in us is earned through more than our science. It is reinforced every day by the way we govern our company, manage risk and hold ourselves to the highest standards of ethics and accountability.

The Nominating and Corporate Governance Committee of the Board of Directors oversees ESG matters, supporting governance-level accountability for sustainability-related topics relevant to our business. The Board's Audit Committee provides oversight of our ethics program.

Ethics and Compliance

Our expectations for ethical behavior, including standards governing interactions with healthcare professionals, are defined in the Company's Code of Business Ethics and Conduct.

Confidential Reporting

We support a speak-up culture through multiple reporting channels available to employees and other stakeholders. Employees and directors may report known or suspected violations of our Code of Business Conduct and Ethics to their supervisor or the Company's Compliance Officer, or anonymously via our Ethics Hotline, available 24 hours a day, seven days a week by phone or online at our website, using the Whistleblower Case Management site for any financial-related reporting, or the AllVoices page for all other anonymous reports on compliance.

Engaging our Suppliers

We conduct direct audits of our tier 1 vendors and maintain audit reports that reflect our quality and oversight expectations for critical suppliers. From an ESG perspective, many critical vendors maintain EcoVadis ratings, ranging from Silver to Platinum, which are widely used within the pharmaceutical industry as a recognized benchmark.

Data Privacy and Cybersecurity

RevMed is committed to protecting the privacy and integrity of personal information. We are subject to and follow a broad and evolving set of laws and regulations governing the collection, use, disclosure and protection of personal information, including data breach notification requirements and security standards. We maintain our commitment to privacy through our data privacy program, which includes privacy policies describing how we collect and use personal information, training and system procedures and programmatic controls. We also have a standardized process for responding to data subject requests.

Cyber Risk Management

Our cybersecurity risk management program is benchmarked against the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), which we use as a guide to identify, assess and manage cybersecurity risks relevant to our business.[13] The program includes a formal incident response plan, security controls, cybersecurity awareness training for employees and contractors and an assessment of cybersecurity risks posed by third parties, including collaborators, service providers, suppliers, vendors and other contractual counterparties that have access to our critical systems or information. We monitor and evaluate our cybersecurity posture through periodic vulnerability scans, penetration testing and threat intelligence feeds. We have not identified risks from known cybersecurity threats, including as a result of any prior cybersecurity incidents, that have materially affected or are reasonably likely to materially affect us.

In 2025, RevMed achieved ISO/IEC 27001 certification for its cybersecurity systems and processes, which was then recertified in 2026. This certification not only highlights our robust internal controls but also provides external validation to partners, regulators and stakeholders that we operate against globally recognized security standards.

[13]Does not imply that we meet any particular technical standards, specifications or requirements, only that we use the NIST CSF as a guide.

Consumer Health and Data Privacy

RevMed is subject to a broad and evolving set of federal, state and foreign laws governing the collection, use, disclosure and protection of personal information, including data breach notification requirements and privacy and security regulations. We maintain a public-facing Privacy Policy and Consumer Health and Data Privacy Notice describing how we collect, use and disclose personal information, including consumer health data.

Cybersecurity Oversight

Our Board of Directors considers cybersecurity risk as part of its overall risk oversight function and has delegated primary oversight to the Audit Committee, including management's implementation of our cybersecurity risk management program. The Audit Committee receives scheduled semiannual updates from management on cybersecurity risks, program effectiveness and relevant developments, and is informed as needed of any significant or potentially significant incidents. The Audit Committee, in turn, reports to the full Board on its activities, including cybersecurity matters.

Our management team, including our Chief Digital Officer and Vice President, Information Security, Risk and Compliance, is responsible for assessing and managing our material risks from cybersecurity threats. The team supervises both internal cybersecurity personnel and retained external cybersecurity experts.

Revolution Medicines

700 Saginaw Drive

Redwood City, CA 94063

www.revmed.com