

The background of the cover features a laboratory setting. A computer monitor in the upper left shows a grid with various data points and lines. Below the monitor is a piece of laboratory equipment, possibly a pipette or a small robot, with a white cylindrical component. The overall scene is softly blurred, with a large, semi-transparent white arrow shape pointing from the top right towards the bottom left, partially overlapping the text.

MIRATI
THERAPEUTICS

Mirati Therapeutics, Inc.
2021 Corporate
Sustainability Report

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Message from the Chief Executive Officer



Improving the lives of patients with cancer—this is our purpose.

Last year, I had the honor of joining Mirati to work alongside an incredibly talented and passionate group of people to transforming the way cancer is treated.

Today, we are in the process of advancing our business from discovering and developing innovative cancer treatments to also delivering them to meaningfully impact the lives of people living with cancer. As we evolve our business, we recognize our impact and commitment can and must go beyond discovering, developing and delivering medicines. We have a responsibility to serve the communities in which we live and work.

In our first corporate sustainability report, we aim to show how our work creates value for all our stakeholders.

We are passionate about making a difference in the lives of people with cancer and positively impacting the communities in which we live. We strive to foster a workplace environment that encourages and rewards the deep sense of desire we all feel to participate in work that is important and unique. We hold ourselves to the highest ethical and operational standards, and we continue to make the investments required to meet or exceed those standards every day.

Our commitment to corporate sustainability is a commitment to the patients we serve.

Sincerely,
David Meek

Our Purpose

At Mirati, we are relentlessly focused on developing first-in-class and best-in-class targeted therapies to meaningfully impact the lives of patients with cancer.

We are boldly pursuing science that can move the needle on standards of care and making the “undruggable” druggable.

With a sense of urgency, we are persistently advancing toward our first potential approval in 2022 for a type of mutated lung cancer. We are also rapidly pushing forward on the rest of our discovery engine to find meaningful breakthroughs and targeted solutions for RAS mutant cancers, checkpoint inhibitor resistance and other genetic and immunological drivers of cancer.

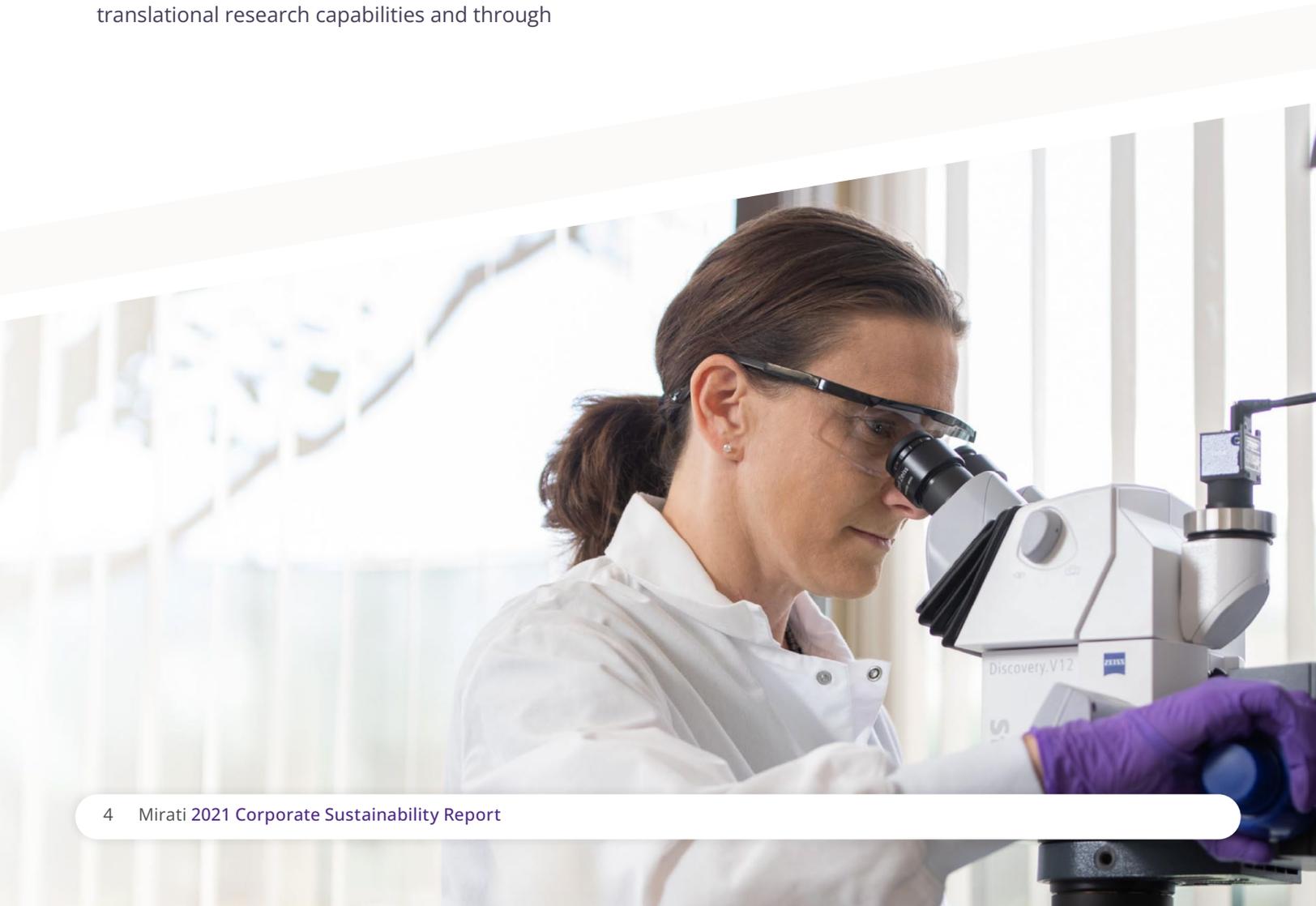
By using our expanding discovery and deep translational research capabilities and through

thoughtful industry collaborations and academic and community-based insight, our leading scientists are investigating tangible next-generation targeted cancer therapies, including rationale combination approaches.

Urgency, open-mindedness, accountability and collaboration ground our work and behavior. These shared values are central to who we are, what we do and how we do it.

No matter the role, we are unified by our passion for helping patients, and we are inspired by a single vision —to unlock the science behind the promise of a life beyond cancer.

Learn more about our mission, vision and values on [Mirati.com](https://www.mirati.com).



Our Approach to Corporate Sustainability and About This Report

The Mirati Board of Directors (BoD) has an active role in our overall strategy, risk management and corporate sustainability.

Specifically, the Nomination and Corporate Governance committee of the BoD oversees the governance of Mirati's environmental, sustainability and governance efforts. The Audit Committee oversees the risk factors disclosed in our Annual Report.

Our Executive Leadership Team (ELT), subject to oversight by our BoD, structures, monitors and adjusts corporate sustainability-related efforts in a manner that is consistent with our core values and in a manner that best serves the interests of Mirati and all our stakeholders.

This report provides relevant information describing our investments and resources based on the biotechnology and pharmaceuticals framework of the Sustainability Accounting Standards Board (SASB) as of November 1, 2021.

Operating with Integrity

SASB Accounting Topic: **Business Ethics**

SASB Accounting Code: **HC-BP-510a**

To patients, our employees, communities, shareholders and other stakeholders: we promise to act with integrity and operate with the highest standards of ethical behavior in all that we do.

It is for patients that we commit to transparency and an investment in scientific excellence, including research and development, as well as the capabilities needed to deliver scientific innovation to patients living with cancer.

We expect everyone working for and with Mirati to act with integrity at all times. We review and, where relevant, enhance our policies on an ongoing basis to ensure we continue to adhere to the highest standards of ethics and compliance.

Our principles regarding fair, ethical and honest business dealings, compliance with applicable laws and the expected standard of behavior governing all Mirati employees are outlined in our Code of Business Conduct and Ethics (Code of Conduct).

In addition, our Employee Handbook helps employees understand our critical employee policies, while our Healthcare Compliance handbook helps staff plan and execute our commercial and business strategies using a compliant approach.

Each Mirati employee is required to annually review and acknowledge the (i) the Code of Conduct, (ii) the Employee Handbook, (iii) the Healthcare Compliance Handbook, (iv) insider trading, and (v) anti-harassment modules through interactive, web-based courses.

The BoD has delegated responsibility for oversight of business ethics to the Audit Committee. Our General Counsel has primary responsibility for day-to-day oversight and management of our ethics and compliance program.

Topics in Our Code of Conduct:

- Honest and Ethical Conduct
- Conducting Research with Integrity
- Regulatory Compliance
- Insider Trading
- Conflicts of Interest
- Fair Dealing
- Gifts and Entertainment
- Confidentiality
- Environmental Compliance
- Legal
- Corporate Compliance
- International Business Laws
- Antitrust

In the event of an ethical concern, Mirati personnel can approach their manager, approach General Counsel or use Mirati's [compliance hotline](#). All complaints are investigated by the General Counsel.

Retaliation in any form against an employee or applicant who in good faith complains of an issue, who reports a complaint or who cooperates in the investigation of a complaint is strictly prohibited, and may itself be cause for appropriate disciplinary action, up to immediate dismissal from employment.

Drug Safety and Quality

SASB Accounting Topic: **Drug Safety**

SASB Accounting Code: **HC-BP-250a**

The safety of patients in our clinical studies is a company-wide focus. We are committed to the continuous evaluation of the benefits and risks of our investigational products and to taking action to protect the safety and well-being of those taking our therapies.

Our Pharmacovigilance and Safety Risk Management function consists of physicians, pharmacists, nurses and other trained professionals who manage the collection, monitoring, evaluation and reporting of safety information. This function conducts ongoing assessment of the safety risk profile of our investigational medicines throughout all stages of product development.

Potential safety concerns are communicated to researchers, participants and regulators in compliance with U.S. Food and Drug Administration (FDA) regulations, International Council for Harmonization guidelines and global industry Good Vigilance Practice (GVP). All pharmacovigilance activities are conducted under strict internal Standard Operating Procedures or those of our contracted partners.

All staff in Pharmacovigilance and Safety Risk Management undertake regular training on pharmacovigilance processes, including Standard Operating Procedures. We also monitor the quality of the safety work done by our partners and confirm adherence to regulations and guidelines.

We do not own or operate manufacturing facilities for any of our investigational candidates. Instead, we rely on third-party contract manufacturers to supply the required raw materials and finished products for our preclinical and clinical trials.

Manufacturers of our investigational candidates are required to comply with applicable FDA manufacturing requirements contained in the FDA's Current Good Manufacturing Practices (cGMP) regulations. The cGMP regulations require, among other things, quality control and quality assurance, as well as corresponding maintenance of records and documentation.



Clinical Trial Programs and Standards

SASB Accounting Topic: **Safety of Clinical Trial Participants**

SASB Accounting Code: **HC-BP-210a**

We have established a series of policies and procedures that govern and describe the ethics of conducting clinical trials at Mirati, including topics such as obtaining informed consent, respect for potential and enrolled subjects, and fair subject selection, among others.

We use Good Clinical Practice (GCP) for designing, conducting, recording and reporting trials. GCP is an international ethical and scientific quality standard that is provided by the International Council on Harmonization. Compliance with this standard provides public assurance that the rights, safety and well-being of trial subjects are protected and that the clinical trial data are credible.

For each clinical study executed, a master Informed Consent Form (ICF) template is required and is submitted to a central Institutional Review Board for approval before adoption. The ICF template provides information regarding the rights of trial subjects and includes relevant contact information in the event of a concern or complaint.

All employees in our clinical development organization are required to take a clinical trials ethics overview course and undertake GCP training.



Patient Access and Charitable Giving

We believe all patients should have access to high-quality care and affordable medicines. To help achieve this goal, we appointed a Vice President, Market Access and Value. The person in this role leads our efforts to build a patient services program with a focus on access to affordable, quality cancer care.

We are proud to support physicians and patient advocacy in the cancer community. These partnerships help us educate patients on access to clinical trials and approved treatment options and identify high-risk or undertreated populations.

Select examples include:

- **A \$4 million grant to Stand Up to Cancer® (SU2C)** to develop new approaches to treat patients with KRAS mutant cancers, as a part of the SU2C Catalyst® program.
- **LunGeVity's "No One Missed" Biomarker Testing Campaign**, a multi-year initiative to deliver targeted education to patients with lung cancer that focuses on biomarker testing and its benefits. The campaign mission is to build public awareness of comprehensive biomarker testing as a critical part of every non-small-cell lung cancer (NSCLC) diagnosis and empower NSCLC patients to discuss comprehensive biomarker testing with their healthcare team.
- **Colorectal Cancer Alliance's biomarker** think tank initiative and precision medicine patient education program in 2021 brought together key leaders, clinicians, patients and researchers as a part of an advisory committee to explore barriers to biomarker literacy, access to testing and results, treatment planning and medical decision-making.
- **Lazarex Cancer Foundation (LCF):** Be a Cancer Superhero! LCF strives to improve cancer health outcomes, clinical trial diversity and enrollment, and patient access to care. Only 6% of eligible patients participate in trials and only 5% are racial or ethnic minorities. Lazarex Cancer Foundation matches patients with cutting edge treatments available in clinical trials today and reimburses the out-of-pocket expenses associated with participating in them.

As we work to bring life-changing medicines to patients with cancer, we are also deeply committed to giving through our Mirati Gives program.

Our approach to giving is guided by our focus on making a difference in the lives of patients' families, our employees and the communities with which we collaborate and the neighborhoods where we live.

Our charitable giving strategy focuses on:

- Science, technology, engineering and mathematics (STEM)-centric education, mentorships and grants
- Community investments to address critical issues where Mirati is located, including funding for food banks

Mirati supports community organizations, such as the patient-driven initiative **Padres Pedal for the Cause** and Rady Children's Hospital **Celebration of Champions event**.

During the 2020 COVID-19 pandemic, Mirati donated breakfast to front-line healthcare workers at the UCSD Moores Cancer Center in San Diego.

We provide ongoing support to groups that support STEM education in grades K-12 including The Links to STEM initiative.

We believe our employees' skills and generosity can also positively impact the communities in which we work and live. Volunteerism further increases pride in what we do and connects us to one another. We encourage our employees to give back by providing two days of paid time off each year to volunteer time in their community.

Each year we coordinate food drives and volunteer shifts at the Jacobs and Cushman San Diego Food Bank and adopt local families in need during the holidays, among other volunteer efforts.

Attracting and Retaining Talent

SASB Accounting Topic: Employee Recruitment, Development & Retention
SASB Accounting Code: HC-BP-330a

Our passionate team is deeply motivated to participate in work that is both important and unique.

Our belief is that transforming the lives of those with cancer is more than a job—it's the chance to be part of something game-changing.

We are committed to fostering a workplace environment that attracts and keeps the best people.

Our highly qualified and experienced team is critical to our success. We invest in our people so that we can continue to recruit and retain the expertise we need.

Biannually, Mirati's Human Resources (HR) team partners with leaders to determine the skills we need to develop in our current employees and identify the talent we need to hire.

We offer the opportunity to learn and grow professionally alongside talented colleagues who are committed to helping patients battle cancer.

We believe in a Total Rewards experience that enables our employees to save, perform and grow for today and their future.

Our competitive benefits package is available to all full-time employees and part-time employees who work 30 hours or more from the first day of employment. Our packages include:

- Potential equity grants, such as stock options/RSUs and performance-based bonuses for all employees except those on commission plans
- Recognition awards
- Employee stock purchase plan

- Retirement savings plan, with company matching contributions
- Medical, dental and life insurance
- Employee assistance program
- Work/life balance arrangements, including core hours and flexible work arrangements
- Paid time off and holidays
- Volunteer hours

We make significant investments in training, development and engagement.

This includes:

- **Development Programs**
 - Leadership Model Sessions: Interactive sessions to gain insight into leading at Mirati. 90% of our people leaders undertook a Leadership Model session in 2020
 - Leadership Essentials: This is a new program, launched in 2021. We are targeting ~75% participation for our leaders in 2021
 - New People Leader Workshop: Supporting new leaders in understanding Mirati's human capital programs
 - Leadership Insights: Monthly information sessions to set leadership expectations
 - Development programs for individual contributors
- **Mirati University**

A learning and development portal open to all employees that offers independent and instructor-led courses.

- **Mirati Mentor Program**

All new Mirati employees are assigned a mentor to offer advice and guidance regarding the day-to-day aspects of working at Mirati. These mentors also act as culture champions to enable every new hire to become a successful contributor to our mission and company objectives.

- **Well-Being and Work/Life Balance**

All employees are eligible for enrollment in The Energy Project – PeopleFuel training program. The program is designed to help improve physical energy, increase emotional resilience and to strengthen sense of purpose.

- **Performance Reviews**

All employees are eligible for annual performance reviews and mid-year check-ins with their manager. In 2020, 95% of employees received an annual review.

- **Engagement Survey**

We conduct an annual employee-wide, anonymous survey to assess our performance on metrics including mission and vision, development and empowerment, our ability to adapt and overall employee satisfaction.

Our internal Learning Management System tracks utilization of our training and development tools and programs. This system, along with our annual survey, help ensure we are evolving our human capital investments to drive the best outcomes for our employees and our business.

We Are Building a Diverse, Equitable and Inclusive Workforce

We believe diverse professional experiences and an inclusive culture can drive better outcomes for patients.

We want employees to be authentic and use their perspectives to contribute to our mission in a meaningful way.

Our culture is one where we challenge norms, have high risk tolerance and celebrate an entrepreneurial and courageous attitude full of grit and determination to make a difference. We strive to create a sense of belonging and inclusion—one in which we laugh and have fun as we drive change together.

In 2021, we initiated a Diversity, Equity and Inclusion (DE&I) program, for which we took the following initial steps:

- Established a DE&I Committee, including cross-functional representatives, including from medical affairs, supply chain, financial planning, business development and human resources
- Surveyed all employees to inform the Company's DE&I objectives and future employee training

We are in the early days of the Company's growth, and our commitment to diversifying the representation of our organization is a commitment that starts at the top.



The following data reflects our Executive Leadership Team (ELT) composition, as of 11/01/2021. Our current ELT composition can be found on [Mirati.com](https://www.mirati.com).

EXECUTIVE LEADERSHIP TEAM



43% WOMEN



14% RACIAL OR ETHNIC MINORITY

As we build representation at all levels of our organization, we will continue to focus on the advancement of our diverse talent. As of 11/01/2021 our overall company demographics include:

OVERALL COMPANY



46% WOMEN



40% RACIAL OR ETHNIC MINORITY

Occupational Health and Safety: COVID-19 Pandemic Response

We are committed to providing a healthy and safe work environment for our employees, partners and consultants.

As the pandemic started to unfold in early 2020, we assembled a cross-functional COVID-19 response team that included our executive leadership.

We are maintaining an unwavering commitment to protect the health, safety and well-being of our workforce while we continue to meet our company goals during this unprecedented time.

All decisions are guided by the following core principles:

- Prioritize Health, Safety & Wellbeing
- Follow Medical & Government Advice
- Operate with Compassion & Flexibility

At the start of the pandemic, we quickly moved to a work-from-home mandate and adopted a flexible work schedule. To allow employees to work from home seamlessly, we provided the necessary technology and collaboration tools and developed an internal task force to identify support opportunities for employees working from home and homeschooling children.

In response to employee feedback and as part of our commitment to supporting our employees and families in meaningful ways throughout the pandemic, we put in place the following programs:

- Work-from-home stipend of \$100 per month for all employees whose jobs are not regularly remote
- Caregiver resources, including a tax-free subsidy to help with unplanned dependent care costs

- Employee Assistance Program (EAP) that includes free resources and confidential counseling for employees and their household members
- Fully covered COVID-19 testing for employees

As we move toward having more of our workforce onsite, we implemented the following protocols based on the current COVID-19 science and local/federal government advice:

- Mirati requires COVID-19 vaccination as a condition to be at our onsite facility in San Diego, California. We understand there will be exceptions and ask our employees to discuss exceptions with HR to ensure privacy, as well as individual consideration and approval.
- Mirati personnel who are onsite are highly recommended to wear face masks when unable to physically distance, regardless of vaccination status. Mirati provides disposable masks.
- Face masks and a negative COVID-19 test result are required for those who are unvaccinated for each week they are approved to come on-site.
- All personnel complete a touch-free temperature check and “check in” to the site via a third-party app to help keep track of employees coming to the site for potential contact tracing needs.

We have been able to navigate our new working environment with compassion, empathy and flexibility.

We understand that one size does not fit all and continually evaluate our approach in line with our principles to meet our company goals, while maintaining the well-being and productivity of our teams.



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