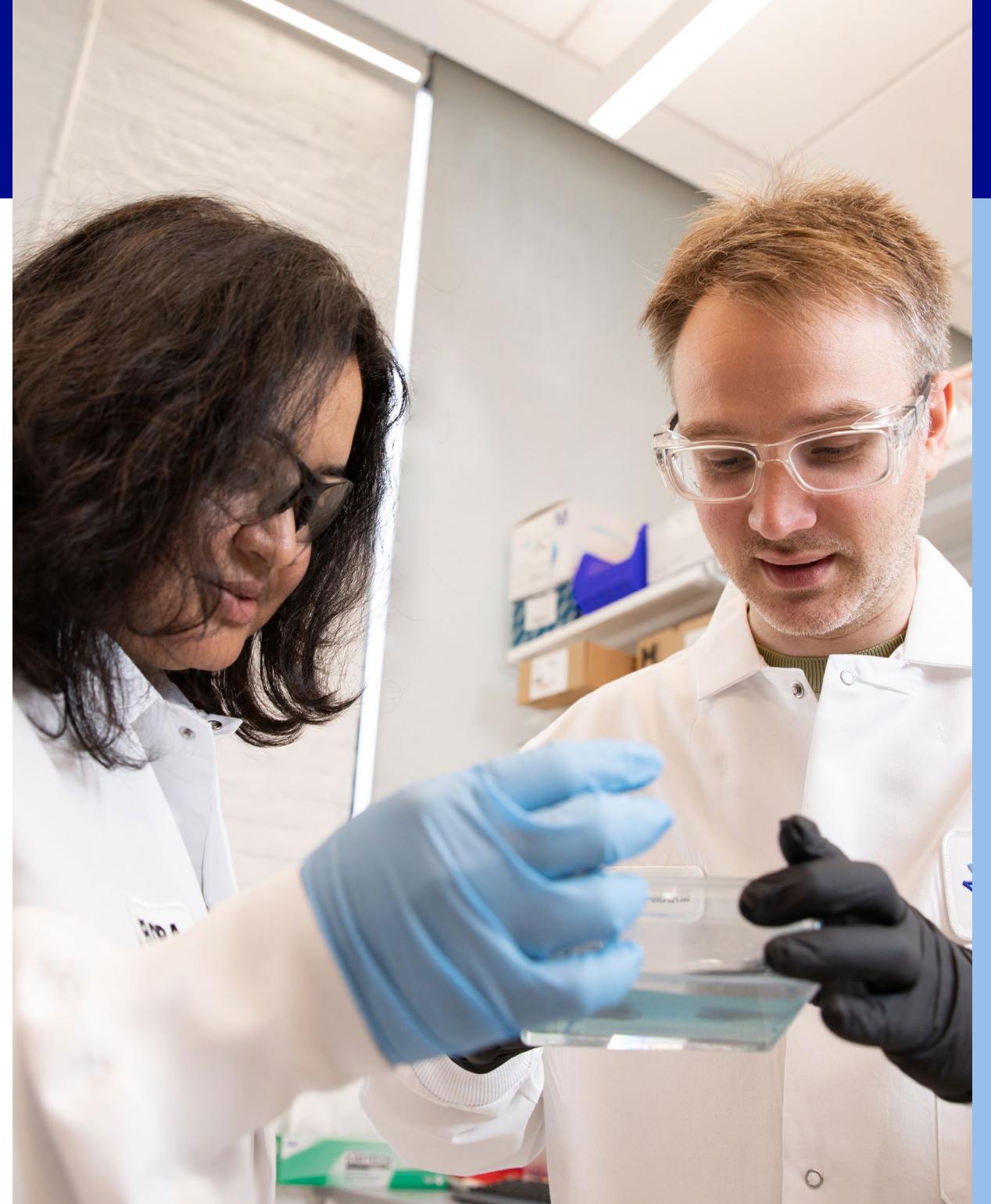


2022

Environmental, Social and Governance Report



About This Report

We are pleased to present our 2022 ESG Report, our third comprehensive ESG disclosure that details our growth as a sustainable and responsible business.

This report contains environmental, social and governance (ESG) metrics relevant to Relay Therapeutics' business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals industry. The disclosures in this report are also aligned with select United Nations Sustainable Development Goals (UN SDGs) that we believe are most relevant to the societal impact of our business activities. This document covers ESG disclosures for Relay Therapeutics for the period January 1 through December 31, 2022, unless otherwise noted. We intend to continue publishing ESG reports annually going forward with the goal of advancing both our ESG performance and disclosures over time.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, as amended. All statements other than statements of historical facts contained in this report, including, without limitation, implied or express statements regarding our strategy, business plans and focus, future operations, prospects and plans, objectives of management, plans and expectations for our current or future product candidates and the potential benefit of any such product candidates in treating patients are forward-looking statements. The words "may," "might," "will," "could," "would," "should," "plan," "anticipate," "intend," "believe," "expect," "estimate," "seek," "predict," "future," "project," "potential," "continue," "target" and similar words or expressions, or the negative thereof, are intended to identify forward-looking statements, although not all forward-looking statements contain these identifying words.

Any forward-looking statements in this report are based on our current expectations and beliefs and are subject to a number of risks, uncertainties and important factors that may cause actual events or results to differ materially from those expressed or implied by any forward-looking statements contained in this report, including those described in the section entitled "Risk Factors" in our most recent Annual Report on Form 10-K or Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission. Any forward-looking statements represent our views only as of the date of this report and should not be relied upon as representing our

views as of any subsequent date. We undertake no obligation to update any forward-looking statements. We may not actually achieve the plans, intentions or expectations disclosed in our forward-looking statements, and you should not place undue reliance on our forward-looking statements. No representations or warranties (expressed or implied) are made about the accuracy of any such forward-looking statements.

Certain information contained in this report relates to or is based on studies, publications, surveys and other data obtained from third-party sources and our own internal estimates and research. While we believe these third-party studies, publications, surveys and other data to be reliable as of the date of this report, we have not independently verified, and make no representation as to the adequacy, fairness, accuracy or completeness of, any information obtained from third-party sources. In addition, no independent source has evaluated the reasonableness or accuracy of our internal estimates or research and no reliance should be made on any information or statements made in this report relating to or based on such internal estimates and research. This report contains trademarks, trade names and service marks of other companies, which are the property of their respective owners.

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From Our CEO

At Relay Therapeutics, our mission is to improve the lives of patients by providing life-changing therapies to those who need them. At the same time, we remain committed to incorporating our environmental, social, and governance (ESG) approach across our business; we are mindful of our impact on our other stakeholders – employees, stockholders, our community and vendors – and aim to be good stewards of our environment. As we move forward, it is our ambition to integrate our ESG principles across our business functions so that they become an even more fundamental part of how we operate and make decisions.

In 2022, we made significant progress against both our business and ESG goals by advancing our therapeutic pipeline to impact more patients, investing in our people and expanding our physical footprint to support our fast-moving and growing clinical-stage, precision medicine operations. We executed across our broad pipeline of four clinical and more than seven preclinical programs, and we achieved a number of important milestones. Most notably, we shared preliminary efficacy data for one of our lead programs that further validate our Dynamo™ platform and our drug discovery approach. We believe our differentiated approach has the ability to successfully tackle some of the hardest scientific problems, and these data are evidence that this is starting to play out in the clinic.

We are still a young company, but we are confident that we are making important progress toward our goal of transforming the discovery and development of new medicines against targets previously thought to be intractable. We recognize this will require an incredible effort by our teams, and we plan to build on our many learnings along the way to further improve our process, approach and outcomes – we believe that the more we do, the better we get. Our ESG journey is no different. As our ESG initiatives advance, we will become more experienced in how to best carry them out, which is why we've built policies that ensure our business grows in an inclusive, environmentally responsible and ethical manner. This report reflects where we are on this journey and our commitment to integrating ESG initiatives over the long term.

As we reflect on key 2022 achievements, we do so by focusing on several key parameters with which our progress can be tracked – our pipeline, our people and our footprint.

A Pipeline With the Potential to Transform Treatment for More Patients

One of our key goals as a company is to use our Dynamo platform to build a robust precision medicine pipeline to deliver better medicines to patients who need them. To do this, we have a number of ongoing research and development programs targeting known protein drivers of disease, including FGFR2 and PI3Kα. In 2022, we advanced our efforts to transform treatment for patients with FGFR2-driven tumors by aligning with the FDA on a pivotal trial dose and design for potential accelerated approval, initiating the pivotal cohort, demonstrating interim efficacy in early pivotal dose data in patients with cholangiocarcinoma and expanding the trial to evaluate other tumor types, which could potentially help even more patients. We also announced an expanded breast cancer franchise approach with several new programs to support the development of our PI3Kα inhibitors to broaden the potential impact on patients.

Investing in Our People

To achieve our ambitions will not be easy, and while our platform consists of many cutting-edge techniques and technologies, our people are the driving force behind our progress. In 2022, our team, united by passion, a mission-driven sense of purpose and our core values, grew to a total of 327 employees. This was the result of our efforts to deploy recruiting processes that attracted diverse talent and quickly incorporate them into our teams. We also invested in our employees' development as scientists, leaders and stewards of our community, which helped ensure we retain our existing talent and knowledge base. Doing all of this requires that we foster a safe and inclusive work environment and provide benefits that allow our employees to thrive both inside and outside of the workplace. Our distinguished approach, uniquely collaborative people and drive to help patients have created a culture owned by each of our employees, and we were extremely honored to be recognized as the #1 Place to Work in Massachusetts by The Boston Globe in 2022.

Expanding Our Footprint

Our energetic onsite presence is a big part of what makes working at Relay Therapeutics special. This, along with the growth of our teams over the last few years, was the key driver for our decision to open a second location in Cambridge, Massachusetts in 2022. This facility is a mix of office and lab space, which allows us to expand operational capacity across research, development and general and administrative functions. Located within a five-minute walk from our existing location, our newly leased building provides us the space we need to work towards our mission without sacrificing the collaboration, communication and community that we believe are critical components of our success. Always mindful of our impact to the environment, we've taken care to implement many of the same initiatives at our new site that we were already practicing, such as responsible use of resources, disposal of hazardous waste necessary for our research and recycling/composting where possible. We're excited by the opportunity to expand our presence within the Cambridge community.

Our success to date and the momentum that we bring into 2023 are the result of our incredible team, a unique and mission-driven culture and the incredible commitment that each employee brings to work every day. We understand that our mission to transform the lives of patients goes beyond the discovery and development of novel medicines, and we aspire to have the biggest impact we can.



A handwritten signature in black ink, appearing to read 'S. Patel'.

Sanjiv Patel

President and Chief Executive Officer
Relay Therapeutics

About Relay Therapeutics

Our mission is to bring life-changing medicines to patients with the hardest-to-treat diseases.

Relay Therapeutics is a clinical-stage precision medicine company transforming the drug discovery process by combining leading-edge computational and experimental technologies. Our mission is to bring life-changing medicines to patients with the hardest-to-treat diseases, and to push the boundaries of what's possible in drug discovery.

We believe we are among the first of a new breed of biotech created at the intersection of complementary techniques and technologies. We were built upon novel insights into protein motion and how this dynamic behavior relates to protein function. These insights are driven by our Dynamo™ platform, which integrates an array of leading-edge experimental and computational approaches designed to drug protein targets that have previously been intractable or inadequately addressed. Our initial focus is on enhancing small molecule therapeutic discovery in targeted oncology and genetic disease indications, addressing targets where there is clear evidence linking proteins to disease and where molecular diagnostics can unambiguously identify relevant patients for treatment. We believe this will increase the likelihood of benefiting patients.

Innovating for Societal Impact

Relay Therapeutics is pioneering a new way of developing medicines by incorporating computational techniques such as machine learning and artificial intelligence with leading-edge experimental approaches. We believe our approach will benefit individual patients and advance the field of biotech by:

- Creating new efficiencies in the drug discovery process
- Lowering the risk of failure for some of the hardest-to-treat indications
- Speeding up the timeline to discover novel medicines
- Creating better, more targeted therapies, with fewer side effects for patients

With our Dynamo™ platform, we are shifting to a new paradigm we term Motion-Based Drug Design™ that allows a dynamic movie-like understanding of full-length proteins to potentially give us novel motion-based insights on how to drug them. Our approach allows us to leverage computational power to create virtual simulations of the proteins that enable our teams to rapidly test billions of small molecules, prioritizing the most promising ones for the wet lab. We believe this potentially allows us to develop medicines more efficiently and effectively.

We have more than six years of experience in combining computational and experimental techniques, and we have discovered four product candidates which are now in first-in-human clinical development and have more than seven preclinical programs. In addition, we have accumulated large amounts of data sets which will be instrumental, along with other strategies, in continuing to strengthen the power of the Dynamo platform. We will continue to look to push the boundaries of what is possible in drug discovery.

Our Values

RELENTLESSNESS

Sustained urgency because patients can't wait.

CANDOR

Openness through respect, listening and speaking up.

FEARLESSNESS

Pursuing transformative medicines by pushing the limits of drug discovery.

CRAFTSMANSHIP

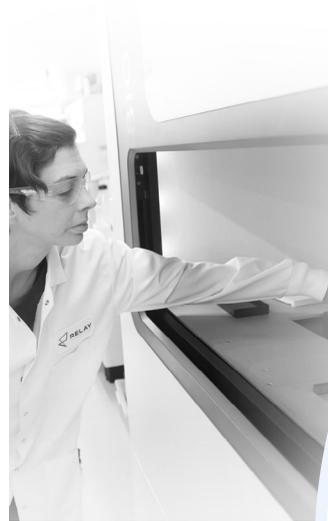
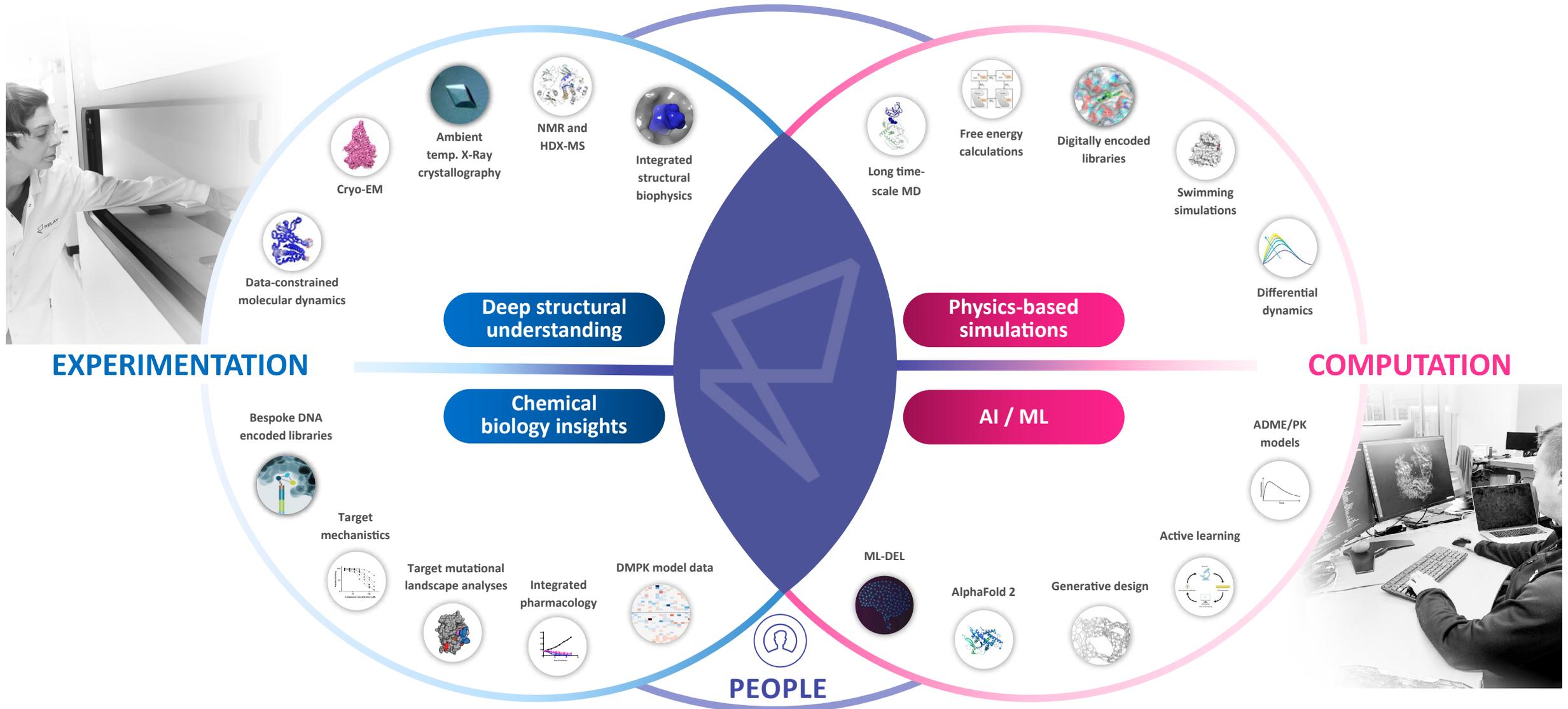
Our best work, with passion, pride and excellence.

HUMANITY

Accomplishing great things through generosity, enthusiasm and collaboration.

How Our Team Solves Problems: The Dynamo™ Platform

Integrating People with Experimentation and Computation



Our Pipeline

Unless otherwise indicated, patient #'s refer to total annual number of US patients with late-line cancers compared to comprehensive annual incidence that may be amenable to treatment with our programs.

	TARGET	PROGRAM	PRECLINICAL	EARLY CLINICAL	LATE CLINICAL	ANNUAL US PATIENT #
Breast Cancer ¹	PI3K α Franchise	PI3K α ^{PAN} RLY-2608	[Progress bar]			~10-68K Breast Cancer ~76-238K All Solid Tumors
		RLY-5836	[Progress bar]			
		PI3K α ^{SPECIFIC} H1047R-specific	[Progress bar]			
	CDK2	RLY-2139	[Progress bar]			~4-25K Breast Cancer ~15-48K All Solid Tumors
	Degrader EQ [®]	ER α Degrader	[Progress bar]			~46K ² (Patients receiving CDK4/6i)
	Undisclosed	1 Program	[Progress bar]			~29-196K ³
Tumor Agnostic	FGFR2	RLY-4008 Mutant + WT	[Progress bar]			To be announced
	SHP2 Genentech <small>A Member of the Roche Group</small>	GDC-1971	[Progress bar]			~11-35K ⁴
	Undisclosed	2 Programs	[Progress bar]			~37-69K ⁵
Genetic Disease	Undisclosed	2 Programs	[Progress bar]			To be announced

¹Unless otherwise indicated, all breast cancer patient numbers refer to HR+/HER2- breast cancer tumors; ²~46K HR+/HER2- breast cancer patients expected to receive CDK 4/6 inhibitors in adjuvant setting, first-line setting, and second-line setting in 2023, per Decision Resources Breast Cancer Market Forecast report dated June 2022; ³HR+/HER2- US late-line breast cancer patients compared to HR+/HER2- US incident breast cancer patients; ⁴FGFR2 altered late-line solid tumors compared to comprehensive annual FGFR2 altered incident solid tumors including additional FGFR gene fusions and rearrangements resulting from truncation of the protein at exon 18 and all breast cancer patients with FGFR2 alterations; ⁵SHP2 combo only includes KRAS G12C in lung and colorectal, EGFR mutations in lung, and ALK fusions in lung.

Our ESG Approach

We strive to have a positive impact on the world in all that we do.

Relay Therapeutics is relentlessly focused on improving the lives of patients. While developing medicines to address unmet medical needs is at the core of our focus, we also strive to have a positive impact on all our stakeholders – patients, employees, stockholders, our community and vendors – as we work toward our mission.

Relay Therapeutics' management is committed to executing various ESG initiatives across our organization and strategy early in our development to guide our future efforts.

ESG OVERSIGHT

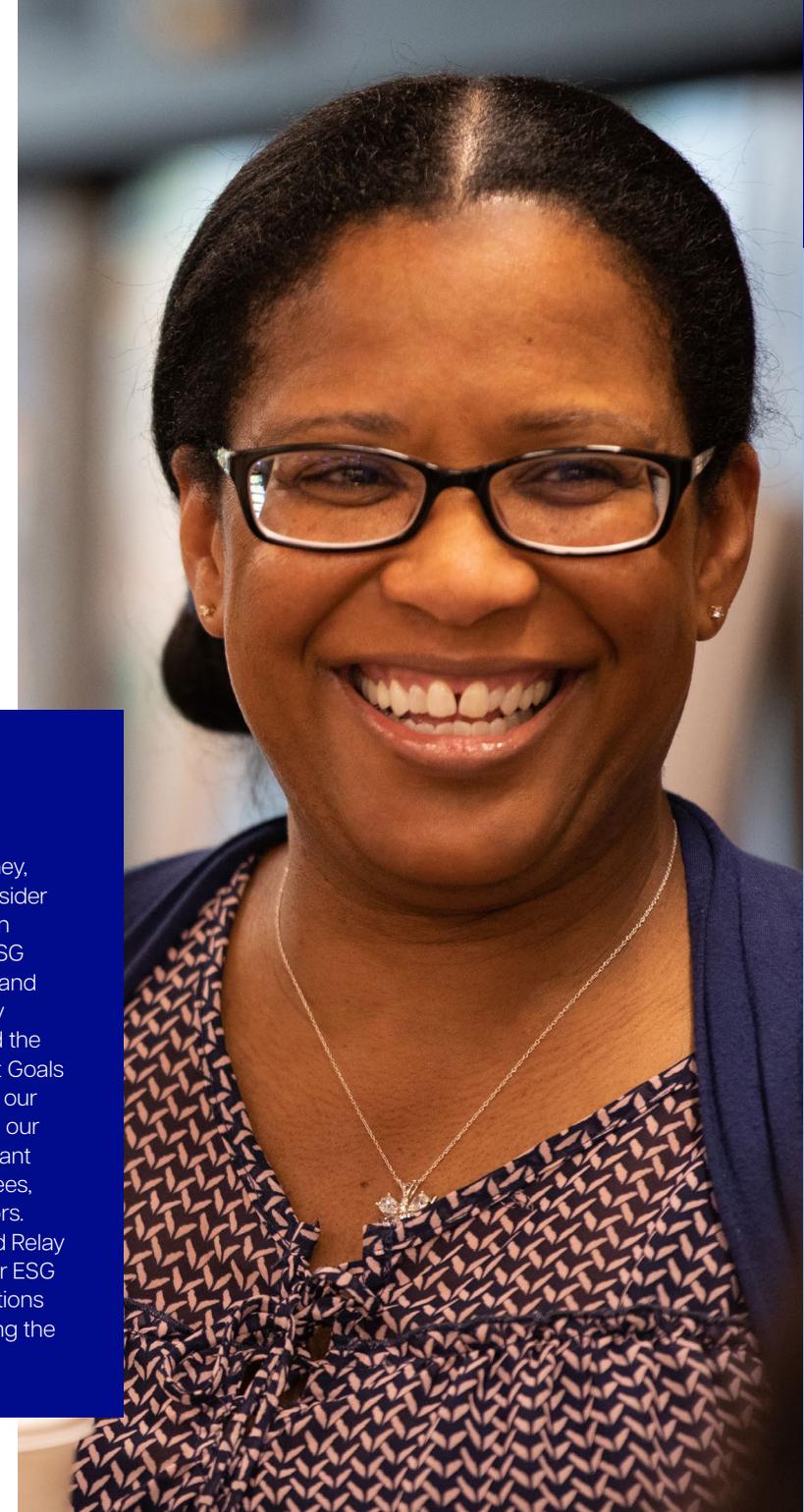
We believe that ESG oversight is most effective at the Board of Directors level. As such, our Nominating and Corporate Governance Committee and our Audit Committee oversee our ESG initiatives, strategy and disclosure, and along with the full Board of Directors, receive quarterly updates on our efforts. Relay Therapeutics also formed a cross-functional ESG Working Team to drive our thinking, progress and the overall ESG disclosure process.

ASPIRING TO LEADERSHIP

We aspire to be an industry-leading biotech company and to hold true to our company value of accomplishing great things for humanity. We believe that excelling in ESG performance is not only an integral element of this aspiration but will also help us achieve these goals. As we continue to establish foundational ESG practices, we are being thoughtful about embedding the elements of ESG management into what we do and how we do it. While we are pleased with our steps thus far, we fully recognize that this is a long journey on which we have embarked.

SETTING OUR PRIORITIES

We recognize the value of focusing our efforts where they can create the most impact. As an initial step in our ESG journey, we identified the ESG issues that we consider to be most relevant to our organization. In developing this list, we studied leading ESG and sustainability reporting frameworks and organizations, including the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (UN SDGs). In addition, we benchmarked our ESG performance and the disclosures of our peers and considered the needs of relevant stakeholders, including patients, employees, stockholders, our community and vendors. The findings of this research have guided Relay Therapeutics' management in setting our ESG priorities, identifying opportunities for actions and, where currently relevant, determining the content of this disclosure.



United Nations Sustainable Development Goals

We can help address the most pressing problems facing our world today.

We believe that Relay Therapeutics has the opportunity and ability to contribute to achievement of the United Nations Sustainable Development Goals (UN SDGs) as part of our core mission to improve the lives of patients. And in doing so, we also advance the welfare of all our stakeholders. Launched in 2015, these seventeen goals have catalyzed governments and business by providing structure and targets for united action to make measurable progress to end poverty, ensure prosperity of all people and protect the planet.

As a first step in supporting the achievement of the UN SDGs, we have identified and aligned our efforts to those goals where we believe we, as a company, can have the greatest impact. In making this determination, we focused on the UN SDGs most strongly connected to our ESG efforts. We plan to build on this by identifying specific ways in which we can make tangible progress toward these goals within our business strategy.

Prioritized UN Sustainable Development Goals



We aspire to improve the lives of patients by developing novel therapies for some of the hardest-to-treat diseases where patients often do not have sufficient treatment options, while supporting and investing in our broader community in the Greater Cambridge and Boston area.



We are committed to advancing women in the workplace, especially by elevating women to leadership positions within our company and providing flexibility and equitable benefits to all.



We believe our people are our greatest assets. We are committed to investing in their financial well-being and professional development through competitive salary and benefits, formal leadership training, workshops and access to specialized career programming.



Innovation is core to Relay Therapeutics' business model as we pioneer a new way of developing medicines for patients by integrating computational and experimental techniques. To maximize our infrastructure during a time of major growth, we have instituted a hybrid working model that allows employees to determine the frequency with which they come onsite and relies on technology and innovative space design to maximize the number of employees we can accommodate onsite on any given day.



We are committed to providing an inclusive, diverse and equitable environment for all employees, and increasing representation of underrepresented populations at our company, particularly in leadership roles. We are deliberate about recruiting diverse candidates and creating an inclusive and collaborative culture that welcomes our differences and creates a safe space to have open conversations about perceived inequalities or injustices.



We are committed to the responsible management of hazardous and lab waste and have various initiatives to foster a more sustainable office and lab environment by reducing energy and water use.



We maintain a culture of compliance to ensure that all employees act ethically and legally in their business decisions and day-to-day duties. Our Code of Business Conduct and Ethics codifies our key policy 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.

2022 ESG Highlights



Our Pipeline & Patients

Initiated new and expanded existing clinical trials with the goal of helping more patients. This includes disclosing preliminary efficacy data for one of our four clinical programs and **continuing to advance** more than seven preclinical programs.



Our People

Grew our team to 327 talented individuals, broadening our capabilities, especially in development. In 2022, we were recognized as the **#1 Place to Work** in Massachusetts by The Boston Globe.



Our Footprint

Expanded our operations into a second location in Cambridge, Massachusetts, giving us the capacity to **continue to grow our teams, research efforts and expertise.**

total of ~88k sq ft
office and laboratory space

Patients

COMMITTED TO PATIENTS WITH HUMANITY AND SCIENTIFIC RIGOR

We are **dedicated to helping patients, their families** and healthcare providers navigate the clinical trial process safely and confidently.



Commitment to Patients

We strive to bring life-changing medicines to patients with the hardest-to-treat diseases.

Our highest priority is safeguarding the health and privacy of the patients who receive our investigational product candidates. Based on Relay Therapeutics' current stage, this occurs through their participation in one of our clinical trials. From the initial concept through delivery to patients, we align our activities to deliver fair, equitable and ethical treatment for each participant.

Right From the Start

While Relay Therapeutics is a young organization, we are committed to doing things right from the start. As a clinical-stage precision medicine company, our scientists and researchers are actively working to pioneer innovative treatments, just as we've done since we started operations in 2016. We are advancing a pipeline of several product candidates, some of which are currently in clinical trials.

Because clinical trials are the phase during which emerging therapies are first introduced to participants, this is where Relay Therapeutics can currently have the greatest impact on patient welfare. During this phase, we protect participants through:

- Clinical trial safety - ensuring that our clinical trials are conducted with rigor and adherence to global best practices for a safe, reliable process
- Product quality - adhering to the highest levels of manufacturing
- Supply chain integrity - carefully selecting and managing vendors and partners

Across clinical trials and product development, we utilize the globally accepted good practices – or GxP – system of quality regulations and guidelines for life sciences organizations. We expect our own organization and every vendor we engage with to fully comply with the requirements of the relevant GxP, from Good Laboratory Practice (GLP) and Good Manufacturing Practice (GMP) to Good Clinical Practice (GCP) and Good Pharmacovigilance Practice (GVP), among others.



OUR RESEARCH PIPELINE

As of April 30, 2023, Relay Therapeutics has four clinical programs and we continue to advance our pipeline. We are pleased to report that all of our clinical trials are proceeding as planned and none have been terminated by regulatory oversight bodies for any reason. We believe that our clinical trial progress reflects our adherence to the highest standards of conduct.

RLY-4008 is a potent, selective and oral small molecule inhibitor of fibroblast growth factor receptor 2 (FGFR2). We are currently evaluating the safety and tolerability of RLY-4008 in a first-in-human clinical trial in patients with advanced or metastatic FGFR2-altered solid tumors.

RLY-2608 is the first known allosteric, pan-mutant and isoform-selective phosphoinositide 3 kinase alpha (PI3K α) inhibitor in clinical development. We are currently evaluating RLY-2608 in a first-in-human clinical trial as a single agent in advanced solid tumor patients and in combination with fulvestrant in patients with HR+, HER2-, PI3K α mutated advanced breast cancer.

RLY-5836 is our second selective and chemically distinct pan-mutant PI3K α inhibitor in clinical development. We are currently evaluating RLY-5836 in a first-in-human clinical trial as a single agent in advanced solid tumor patients and in combination with fulvestrant in patients with HR+, HER2-, PI3K α mutated advanced breast cancer.

GDC-1971 (formerly known as RLY-1971) is an inhibitor of Src homology region 2 domain-containing phosphatase-2 (SHP2). Pursuant to our global collaboration and license agreement with Genentech, Inc., Genentech has assumed development of GDC-1971 with the potential to expand into multiple combination studies.

Patient Advocacy

Relay Therapeutics established a dedicated Patient Advocacy function responsible for championing the patient perspective and delivering strategic insights to support our patient-centric culture. This function cultivates relationships with patient communities to enhance their understanding of clinical trials, increase access to biomarker testing and reduce barriers to trial enrollment.

Through our Patient Advocacy function, we leverage patient input to inform the design of clinical trial protocols with the goal of better addressing the needs of trial participants and optimizing both enrollment and retention. Our Patient Advocacy Function oversees company-wide patient communication protocols that ensure the company is providing consistent, responsive and thorough engagement to every patient or caregiver that requests clinical trial information.

Expanded Access Program

Our goal is to provide access to our investigational therapies when it is appropriate for patients. Given the early stage of our development programs, we believe that participation in one of our clinical trials is the most appropriate way to access our investigational therapies and thus are not currently making them available through an expanded access program. However, we intend to continue to assess this approach and consider relevant factors such as accessibility, affordability, availability across markets and convenience for patients.

Diversity in Clinical Trials

Enrolling patients with diverse backgrounds in clinical trials is critical to evaluating the potential of new treatment options across populations with unique characteristics. As part of our efforts to increase diversity in our clinical trials, we proactively seek out clinical trial sites in communities serving underrepresented patient populations and conduct robust feasibility evaluations to ensure a strong geographical footprint within the United States and around the world. In addition, we seek to eliminate barriers to clinical trial participation by providing translated clinical trial documentation, limiting the clinical trial visit burden, broadening access to genetic testing and offering a robust travel reimbursement program (see Travel Reimbursement Program section for more information).

We regularly evaluate other ways to further remove barriers for underserved patients. For example, we consistently review research on communication styles and communication vehicles most trusted by diverse patient communities and apply this to our patient communications and resources to facilitate awareness and access to our trials for all patients.

Access to Testing

Relay Therapeutics also engages with national experts in clinical trial and biomarker testing equity. We partner with disease and patient advocacy organizations that support clinical trial and biomarker testing education and access efforts in underserved communities, which helps patients understand available therapeutic options and gain access to targeted therapies that may apply to them. To aid financial access, Relay Therapeutics provided a reimbursement program for tissue testing in 2022 and plans to expand this program to include liquid biopsy testing in 2023.

Travel Reimbursement Program

Relay Therapeutics recognizes the financial burden clinical trial participation can have on participants and their families. To make our clinical trials accessible to patients regardless of their financial situation, Relay Therapeutics offers a travel reimbursement program to support trial participants and caregivers for appropriate costs associated with travel, accommodations and meals, where permissible. In addition, Relay Therapeutics contracts with dedicated travel and reimbursement vendors who employ local liaisons to work directly with participants and clinical trial sites to arrange travel or reimburse for travel expenses.



Clinical Trial Safety

Our research activities are designed to gain insights while helping trial participants.

To protect participants during clinical trials, we follow globally accepted best practices for clinical research. In addition, we are committed to fully adhering to the applicable laws, regulations and guidelines in all jurisdictions in which we operate clinical trials and to do so in an ethical manner.

Clinical Trial Patient Safety

Relay Therapeutics follows the International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use/Good Clinical Practice (ICH/GCP) principles and national and local regulations in designing and conducting clinical trials, keeping participant safety and quality standards front and center. The ICH Guidelines are used worldwide to support the efficient development of safe, effective high-quality medicines. All protocols are approved by relevant national and local bodies and their governing ethics committees.

Given our size, Relay Therapeutics utilizes industry-recognized contract research organizations (CROs) to support and execute our clinical trial efforts. These organizations augment our team in managing our complex clinical trials on a global scale and are also expected to adhere to ICH/GCP principles for clinical trials. They are overseen by qualified Relay Therapeutics team members who have requisite experience and have received robust training on Relay Therapeutics procedures (see [Employee Quality Training](#) section).

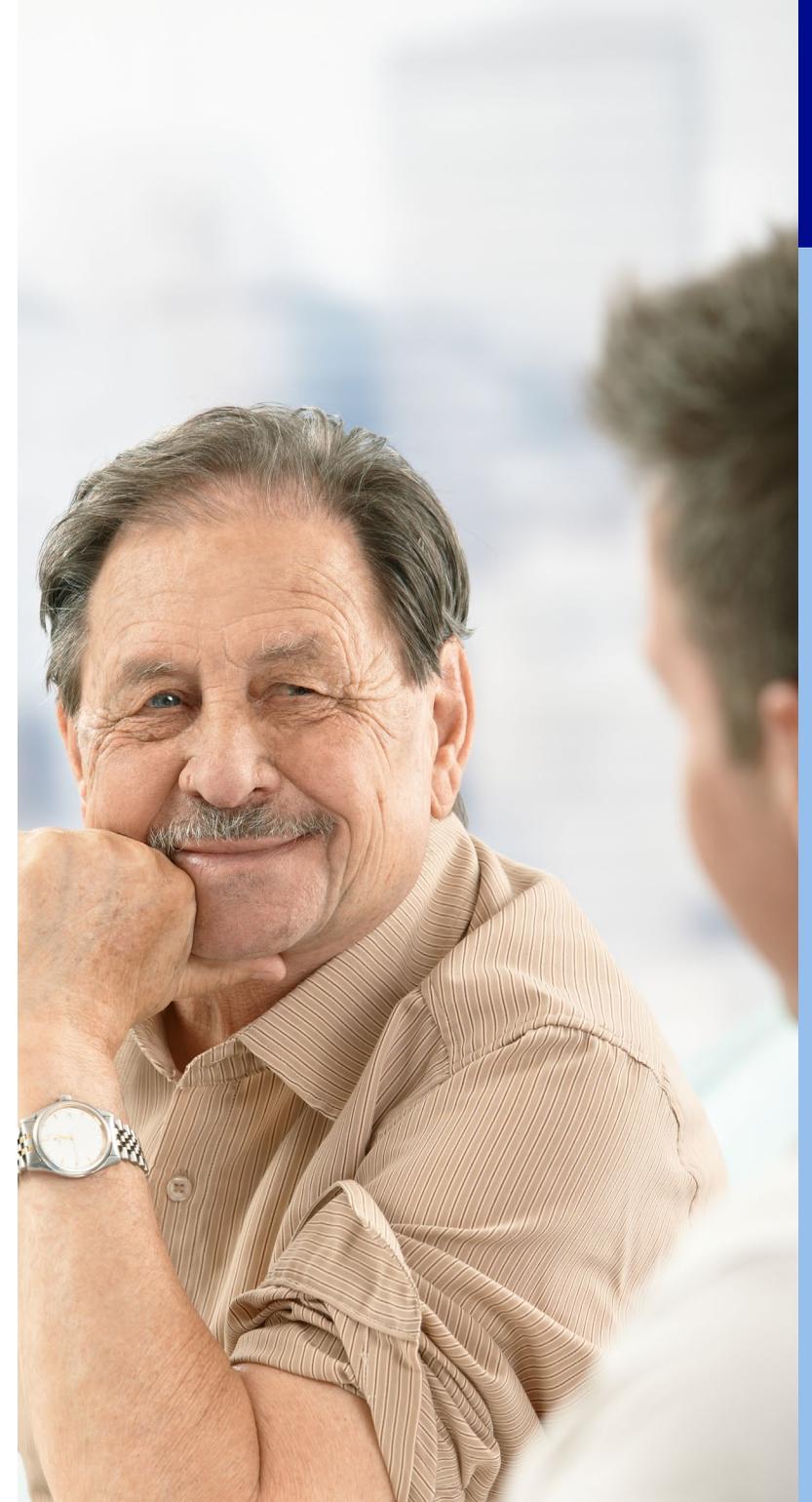
We believe that our use of CROs helps ensure safe, ethical trials by promoting high-quality biomedical research and improving efficiency.

With their specialized expertise and global presence, CROs can help ensure the safety of research participants and the integrity of clinical trial data. Presently, we do not have a preferred provider relationship with any CROs. Before engaging with any CRO, we conduct a request for proposal process and selected CROs also undergo vendor qualification. See [Vendor Selection and Oversight](#) and [Supply Chain Integrity](#) sections for additional detail on our vendor qualification process.

We protect patient safety and well-being through appropriate informed consent, real-time access to our medical team for all our clinical trial sites, routine safety monitoring and reporting and other procedures, including use of Safety and Data Review Committees.

Patient Rights and Privacy

At each step of our interactions with patients, we respect their rights and privacy. As mentioned above, all participants undergo thorough informed consent processes ahead of participating in any clinical trial procedures. The clinical trial site staff ensures that each clinical trial participant is provided with adequate information to understand the purpose of the clinical trial and make a fully informed decision regarding their involvement. They are briefed on topics such as the treatment regimen and their rights as a patient and given adequate opportunity to ask questions. Participants are also told their health information will be protected under the clinical trial. If the potential risk/benefit changes over the course of a clinical trial, the informed consent is updated accordingly.



Product Quality and Safety

Quality is at the heart of our company's relentless pursuit of bringing life-changing therapies to patients.

FROM OUR QUALITY MISSION STATEMENT

At Relay Therapeutics, we focus on product quality, patient safety, data integrity and regulatory compliance with the aim of accelerating the development of medicines that will make a transformative difference in patients' lives. Our fearless team is dedicated to overseeing and delivering the highest quality work conducted within the walls of Relay Therapeutics and across our global network of vendors and partners.

Relay Therapeutics' management is committed to maintaining a quality-focused culture with resources, systems and processes that enable our teams to accomplish our mission. Guided by our Quality Mission Statement, our Quality Assurance and Patient Safety and Risk Management groups provide oversight of Relay Therapeutics' product quality and safety assurance activities. Each of our employees is accountable for the quality of their work and encouraged to question and challenge the status quo. This empowers them to make meaningful contributions to continually improving quality across our organization.

Employee Quality Training

Delivering safe, quality product candidates is a shared responsibility. Our scientists are on the front lines of ensuring the quality and safety of our product candidates from the earliest point of development. GxP training is provided on an annual basis to employees responsible for overseeing GxP activities for Relay Therapeutics. In addition, our employees undergo mandatory training on function-specific Standard Operating Procedures as well as other Quality System documents aligned with their role.

Vendor Selection and Oversight

To extend our capacity, we outsource many GxP activities, including clinical, lab, manufacturing and testing activities, to qualified and approved vendors. Our Quality Assurance team collaborates with Relay Therapeutics' functional and technical experts on vendor evaluation and selection. Elements of the evaluation include quality audits, supplier management assessments and financial stability assessments, where feasible. When evaluating these partners, we focus on their business ethics as well as their capability and capacity to deliver the service to be provided.

For clinical trial vendor selection and governance, we take a risk-based approach to ensure vendors are selected with the appropriate business diligence and that vendor governance is established to ensure proper oversight. Relay Therapeutics has defined a tiering system, based on risk, to govern clinical trial vendors. Governance forums are in place with key vendor partners to ensure Relay Therapeutics and vendor functional leadership are tracking quality, operations and performance metrics. When we select external manufacturing partners, we choose manufacturers who have strong international regulatory authority inspection history and have appropriate manufacturing authorization certificates based on the country(ies) in which they are located. We expect all clinical manufacturing facilities that produce our product candidates to comply with local regulations.

Relay Therapeutics relies on third-party vendors for GxP testing activities and maintains oversight of testing and data generated for compliance, where applicable. The vendors' independent quality control/quality assurance units are responsible for oversight of the work and review data generated. In addition, functional experts from Relay Therapeutics carry out secondary technical review of data and our Quality Assurance team performs the final disposition after their review.

Our reliance on external partners to perform GxP activities poses the risk that partners may not follow requirements of pharmaceutical quality standards. Such noncompliance would, in turn, jeopardize patient safety and quality and efficacy of our medicines. Our ongoing GxP vendor lifecycle management process is intended to ensure compliance and mitigate this risk.



Supply Chain Integrity

We hold our business partners to high standards to protect our patients.

Our Quality Assurance team, working with relevant functional area experts, is responsible for ensuring the integrity of our supply chain. They ensure that we partner with suppliers who share our commitment to integrity and quality. The team also utilizes a system of procedures and technologies to provide visibility across our supply chain and manage vendor performance. As a clinical-stage company, we rely on a network of vendors including CROs, auditors and product testing firms. We cultivate trusted relationships with our vendors so that we can have confidence that they will deliver superior service to clinical sites and patients.

We utilize an audit process to verify the qualifications of potential new vendors and performance of existing vendors. Vendors are selected based on their ability to meet specified technical, quality and regulatory requirements and are vetted as part of our Vendor Assessment Standard Operating Procedure. Vendors who successfully undergo our assessment process are added to an Approved Vendor List maintained by our Quality Assurance team. We monitor our vendors' performance to ensure that there are no concerns over quality, performance or safety. If we identify a quality risk through a vendor audit, we notify the supplier and require it to resolve the issue within a mutually agreeable timeframe.

In early 2022, Relay Therapeutics joined the Rx-360 International Pharmaceutical Supply Chain Consortium, a nonprofit organization that addresses pharmaceutical and medical device supply chain security. Participation in the Rx-360 Joint Audit Program, a recognized industry-wide partnership, which provides audit results for specified vendors in real time, may provide a number of future benefits such as enhancing audit function efficiency and improving audit quality to the extent our vendors are included in the audit program. It can assist with our overall supply chain and contractor risk evaluation and mitigation strategies already taking place in-house.



People

**WE BELIEVE PEOPLE ARE
OUR GREATEST ASSETS**

Our people give their best work with
passion, pride and excellence.



Employee Recruitment and Onboarding

Our inclusive culture is a driving factor in why people join Relay Therapeutics.

We are deeply committed to working relentlessly to develop innovative medicines for patients who need them, and we seek out exceptional people to join us on our mission. When people join us, we integrate them quickly and seamlessly into our tight-knit culture.

Attracting Talented People

As Relay Therapeutics grows, we remain committed to recruiting new people who complement our teams. To achieve our mission of solving meaningful problems, we recruit diverse top talent from a range of backgrounds, industries and experiences. This is an active effort that requires preparation by and support from teams across our organization.

In 2022, we continued to leverage an individualized virtual and onsite recruiting process to create a superior candidate experience:

- Our recruiting team prepares every interview team and every candidate prior to a formal interview.
- Candidates receive informative materials and personalized correspondence before and after interviews to ensure that each candidate is comfortable, adequately prepared for the interview and well informed on what it's like to work at Relay Therapeutics.
- New for 2022, we incorporated additional candidate application features which aim to further promote diversity and inclusivity, such as input fields for candidate name pronunciation and preferred pronouns.

Welcoming New Joiners

When it comes to onboarding, we strive to make all new joiners feel welcomed and help them develop a sense of belonging regardless of their background whether it be from a different industry, academia, a fellow biotech in the neighborhood or somewhere else.

Our personalized onboarding and small-group experience is designed to quickly get all new joiners up to speed and integrate them into our existing teams. The program includes:

- An onboarding cohort of fellow new joiners who go through the training process together
- Introductions to coworkers across the company, including senior leaders
- An assigned Relay Therapeutics Buddy to serve as an additional resource for the new joiner
- Ramp-up sessions to educate new joiners on our platform and pipeline
- Lunch with our CEO
- Information sessions with IT, Finance, Legal, People and Operations
- Office and Lab Safety Training and Office Tours

We also recognize that managers have an outsized role in helping new joiners transition smoothly into their role. That's why, in 2022, we added Onboarding Training for our managers. This training provides coaching to managers on best practices for bringing new members onto their team and ensures that managers have the tools and resources they need to set their new joiners up for success.

We constantly look to monitor and improve our recruiting and onboarding processes by surveying all new joiners within the first several months of starting at Relay Therapeutics. These surveys are critical to gathering feedback necessary to maintain our goal to have a best-in-class candidate and new hire experience.

97%*

of new hire respondents rated our recruitment and selection process as **professionally conducted**

97%*

of new hire respondents agreed that they **“made the right decision to join Relay Therapeutics”**

33%

increase in workforce from 2021 to 2022

*Based on respondents to survey conducted 30 days after hiring in 2022.

Employee Engagement and Retention

We are committed to providing a welcoming, collaborative work environment in which people can thrive.

Our people are united by our sense of purpose and the opportunity to make a difference. We respect those motivations and intentionally create a culture that encourages people to pursue their passion. Throughout an employee's time with us, we expect and offer opportunities for them to exemplify the Relay Therapeutics Core Values: relentlessness, candor, fearlessness, craftsmanship and humanity. As a company, we frequently reflect on these values and consider how they show up in our workplace.

We believe it is important to listen to our employees and understand their feedback, so we've developed formal and informal methods for gathering their input. In 2022, we increased the frequency of our employee engagement surveys from annual to quarterly. Each quarter, we focused our questions on a relevant topic: company vision, employee wellbeing, professional development and enablement and motivation. These surveys enabled us to collect actionable data which were presented to management to inform decision making and strategy on areas like compensation, benefits, development and retention mechanisms, among others. These topics were also addressed at the individual level through guided quarterly check-in conversations between employees and their managers.

- Average employee response rate to our **employee engagement surveys in 2022 was 87%**
- On average, **93% of respondents would recommend** Relay Therapeutics as a great place to work

Creating a Strong Community at Relay Therapeutics

Our energetic onsite presence is a big part of what makes working at Relay Therapeutics special. Our employees welcome the opportunity to work onsite and our office is frequently close to full capacity. In order to provide enough office space for our growing employee population to come onsite, we opened our second location in Cambridge, Massachusetts in the summer of 2022. Located less than a five-minute walk from one another, these two offices provide the space we need to pursue our mission while maintaining our highly collaborative working model.

To encourage interdisciplinary collaboration, we operate using a shared desk model in which desk locations are not assigned and employees frequently sit around members of different teams and departments. Similarly, employees often gather for group lunches at both of our offices, which allow employees to strengthen their relationships with colleagues across the company.

In 2022, we continued working in our hybrid model, which offers employees flexibility in where they work, enhancing the hybrid experience with both virtual and onsite employee engagement.

While we offer hybrid work, we are committed to creating opportunities for everyone to come together in person throughout the year. In addition to all-company social gatherings, our Clinical teams, whose work is more conducive to a predominantly remote model, attend in-person quarterly summits in our two Cambridge offices. Events like these are crucial to building a closer community within our company. Additionally, to ensure employees have opportunities to remain informed about what happens across the company and to engage with their colleagues, we created an employee engagement initiative, including a number of optional informational programs.

One measure of a successful culture is its ability to retain talented and skilled employees. Despite the tight labor market and density of Cambridge biotechnology firms, **our company turnover rate remains lower than the industry average** as of year-end 2022.

The Boston Globe
**TOP PLACES
TO WORK 2022**
MASSACHUSETTS

In 2022, Relay Therapeutics ranked #1 Place to Work in Massachusetts

for Large Companies by the Boston Globe. This recognition highlights Relay Therapeutics' commitment to embracing the work and non-work needs of our employees.



Training and Development

In a challenging, changing industry, we're constantly advancing the skills of our people.

As our workforce grows, we are focused on developing our employees. We invest in their professional development with offerings such as competitive salary and benefits, workshops and access to specialized career programming. In 2022, we continued to offer a wide range of learning and development opportunities and resources including:

- **Communication and self-awareness discussions** – We led a series of facilitated group discussions to help our teams maintain respectful, productive and positive working relationships.
- **Specialized career development** – All employees have access to a dedicated career coach and tuition reimbursement to support their continuous development. We have also created a dedicated channel for our employees to share publications on cutting-edge research, which has prompted company-wide journal club meetings that allow everyone to stay at the forefront of the industry.
- **Continuous feedback** – We evolved our feedback system from an annual process to quarterly check-ins. This more agile approach to development conversations supports employee success by providing timely reflection, coaching and development planning.

Enhancing Leadership Skills

Our senior leaders, which we define as vice president and above, and other managers play a key role in how we engage, motivate and retain our talent. To ensure our senior leaders continue to develop their leadership skills, they are enrolled in a dedicated leadership program, which consists of a year-long curriculum of workshops, classroom sessions, coaching and case studies. This program covers the breadth of leader capabilities, including leading inclusively and hybrid team management. Additionally, we train managers on how to maximize the development of employees on their teams, including topics such as performance management, communication and career development.

We are committed to developing our leaders from within the company. Where possible we look to promote our employees into leadership positions before hiring externally. As of year end 2022, 76% of our senior leaders have been promoted from within, with an average tenure of these internally promoted employees of more than four years at Relay Therapeutics.



Relay Therapeutics offers a Tuition Reimbursement Program to help our team continue to master their craft and support ongoing learning and development outside of the immediate workplace. This program provides up to \$5,250 per calendar year per employee towards professional development and training opportunities that support the short- and long-term goals of the company and is available to all regular full-time employees with good performance standing.

Benefits

We invest in the well-being of our people so they can be at their best.

Our people invest their passion and effort in our mission, and we invest in their well-being, both today and in the future. We provide what we consider to be a competitive mix of long- and short-term incentives including competitive salaries, incentive compensation, equity grants (100% eligible employee participation in 2022) and 401(k) retirement savings plans.

Relay Therapeutics has an Employee Stock Purchase Plan in which all full-time employees are eligible to participate. Participants may purchase shares of Relay Therapeutics common stock, through payroll deductions, at a discounted price.

Additionally, all employees are offered robust health, dental and vision insurance benefits, pet insurance and personal health and wellness programs. To promote financial well-being, we offer flexible spending accounts, life, AD&D and disability insurance and free access to a financial advisor.

For more details on our comprehensive package of benefits, please refer to our [Careers](#) page for our Benefit Highlights.

Family Building Support

Our employees have access to industry-leading family planning benefits which include enhanced fertility coverage and support during every stage of the family building journey, including fertility treatment, adoption and surrogacy. Relay Therapeutics currently provides 100% paid parental leave of sixteen weeks to both primary and secondary caregivers for the birth, adoption or placement of a new child. We also offer employees an annual supply of diapers through one of our benefits providers.

Making Work Easier

We offer programs and benefits that facilitate personal productivity, affordable and environmentally responsible commuting and time to rest and recharge.

- We empower our hybrid workforce by providing a home office equipment reimbursement for remote work.
- For making commutes to our Cambridge, Massachusetts offices easier, Relay Therapeutics covers the cost to get to work each day by funding parking, MBTA and Commuter Rail rides and providing access to bike storage along with an annual allowance for bike tune-ups.
- Finding time away from work for employees to focus on their well-being and the well-being of friends and family is more important than ever. All full-time employees are eligible to participate in our “Take It as You Need It” vacation program, which allows employees to take time away from work when they need it and in the amount they need.
- In addition, Relay Therapeutics offered seventeen paid company holidays in 2022, including a seven-day end of year shutdown.

16 WEEKS

paid parental leave for primary and secondary caregivers



Diversity, Equity, Belonging and Inclusion

The synergy of differing viewpoints and backgrounds fuels our ability to innovate and prosper.

Our Approach

We are committed to providing an inclusive, diverse and equitable environment for all employees, and increasing representation of underrepresented populations at our company, particularly in leadership roles. We are deliberate about recruiting diverse candidates and creating an inclusive and collaborative culture that welcomes our differences and creates a safe space for open conversations about perceived inequalities or injustices.

Recruiting and Advancing Diverse Talent

We deploy several efforts to recruit diverse talent (as discussed in the [Employee Recruitment and Onboarding](#) section), including targeted sourcing and partnering with agencies that have a track record and commitment to diverse hiring. We provide ongoing training to hiring managers and utilize standardized candidate evaluation tools to ensure assessments are consistent, objective, clearly tied to the requirements of the role and supported by data. Diverse representation with respect to race and gender is emphasized in our interview panels. Research shows, and we believe, that a diverse and inclusive organization is more innovative and higher performing.

A Culture of Belonging

Relay Therapeutics is committed to creating an environment where diverse perspectives and backgrounds are welcomed. Our goal is for all employees, regardless of tenure and background, to feel a sense of belonging.

Our Diversity, Equity, Belonging and Inclusion (DEBI) Council leads our efforts to create a diverse and equitable workplace. This council is an interdisciplinary team of employees (including several executive sponsors) whose mission is to strive toward a culture of engagement and belonging in which our diversity of perspectives drives innovation and fosters humanity for all our employees, patients and communities. Focus areas include Development and Education, Community Engagement and Enriching Relay Therapeutics' Culture. Some DEBI-led activities in 2022 include:

- Educational programming focused on fostering psychological safety
- Guest presentation on early African-American medical practitioners and pioneers
- Employee-led discussion to celebrate Asian American and Pacific Islander heritage

Additionally, we have two employee-led Relay Resource Groups (RRGs): Pride at Relay Therapeutics, Inc. (PaRTi, founded in 2021) which is a community of employees dedicated to championing LGBTQ+ causes, and EmpowHER (founded in 2022) which is focused on empowering women at Relay Therapeutics and in the external community. Although each RRG focuses on a specific community, both organizations work in parallel to make Relay Therapeutics an inclusive organization. For example, PaRTi facilitated three educational sessions with an organization dedicated to supporting, educating and advocating for LGBTQ+ people and their families, and EmpowHER sponsored tickets to the 2022 Massachusetts Conference for Women for its members.

See the [Community](#) section for more details on outreach initiatives hosted by our RRGs.

Measuring Our Progress

We recognize the underrepresentation of women and people of color in the biotech industry and are committed to making progress on diversity, equity, belonging and inclusion within our own ranks. A recent study found that just 15% of the Massachusetts biopharma workforce was Black, Latino or Native American, despite those groups making up 32% of the state's population as a whole.* We track and share our gender and racial/ethnicity diversity data to provide transparency on our progress over time and performance relative to our industry.

GENDER REPRESENTATION



RACIAL/ETHNIC DIVERSITY REPRESENTATION



Pay Equity

Relay Therapeutics fully embraces the principle of equal pay for equal work, regardless of race, gender or other status, as it helps us attract and retain the talented professionals that drive our innovation. Relay Therapeutics regularly conducts gender pay gap analyses (via an independent third party) and the most recent analysis showed no evidence of gender discrepancy in base pay.

*[State of Racial, Ethnic & Gender Diversity](#), Nov. 2021, MassBio.

Environment, Health and Safety

**AS A COMPANY DEVOTED
TO HEALING, WE STRIVE
TO PROTECT PEOPLE AND
THE PLANET WE SHARE**



Our EHS Initiatives

We hold all aspects of our operations to high standards of performance.

We are committed to promoting employee health, creating a safe workplace and protecting the environment. We recognize the importance of operating in line with established guidelines to achieve outcomes on these important issues and are guided by relevant policies, procedures and training.

To formalize and expand our existing efforts, we have adopted an **Environment, Health and Safety (EHS) Policy**. As a governing policy, this document demonstrates our management's commitment, articulates our values and drives sustainable decision-making. Policy implementation is led by the Relay Therapeutics Lab and Facilities Operations team in partnership with our consultants at Triumvirate Environmental Services. Relay Therapeutics' Board of Directors and management provide the oversight and resources needed to accomplish the objectives of this policy.

Our Scope of Influence

In the summer of 2022, we expanded into a second facility also located in Cambridge, Massachusetts (on Hampshire St). The state-of-the-art facility accommodates our growing drug discovery efforts while maintaining the close collaboration crucial to our success. Because of the dynamic nature of opening a new site, data for environmental metrics currently reported for our Hampshire St facility may not accurately reflect our expected steady state operating norms, or may be unavailable as of 2022. While this may limit our ability to report comprehensive performance for all metrics that include our new site this year, we continue to keep environmental impact a key priority as operations reach a steady state in 2023, and plan to establish means of accurately measuring, reporting and managing key data as soon as possible.

As a tenant in two leased office and laboratory spaces, our environmental management practices are shaped by those factors over which we have control. All of our operations, both office and laboratory activities, are located within these two facilities. We occupy approximately 88,100 rentable square feet of real estate across these two buildings.



CARBON EMISSIONS

Relay seeks to be sustainable and responsible throughout its operations. As a member of the medical research community, we recognize that understanding our climate-related risks and limiting our carbon emissions is crucial for managing the environmental impact of our company and supporting a more sustainable industry. We currently have a limited view into the carbon emissions of our leased properties for a variety of reasons. At our existing Binney St location, we are a single tenant in a multitenant building, making it difficult to accurately measure our greenhouse gas (GHG) emissions, and at our newly opened Hampshire St location, we are still nascent in our understanding of steady state usage for our operations and how this translates to carbon emissions. We are currently evaluating our ability to track and ensure the integrity of our emissions data for future reporting. These efforts support our ambition to deploy robust and thoughtful emissions reduction initiatives in coming years. For now, we believe that our energy use is the largest contributor to our GHG emissions, and as discussed in the Energy section that follows, we are taking steps to reduce our energy use and operate more efficiently.

Energy

We are doing our part to address climate change by controlling our energy use.

As guided by our EHS Policy, we strive to reduce our environmental footprint, including by maintaining and continuing to develop initiatives that foster a more sustainable office and lab community. In line with this commitment, we have made it a priority to reduce our demand for energy and have established internal policies and practices focused on reducing energy use across both sites. These practices include shutting down lab equipment prior to leaving the premises and placing timers on all office meeting room lights.

Additionally, our building at 399 Binney is LEED Gold certified for Core and Shell, which is a prominent standard for energy efficiency and environmental sustainability of the built environment.

ENERGY USE*

Metric	2022	2021	2020
Total energy consumed (kWh)	4,209,931	2,875,294	2,719,533
Energy intensity (kWh per employee)	12,874	11,736	18,375
Energy intensity (kWh per rentable square foot)	48	62	58

*Calculations are drawn from the percentage of real estate occupied by Relay Therapeutics at 399 Binney Street in its larger Alexandria Real Estate One Kendall Square campus in Cambridge, Massachusetts, as well as four months of operations at our building at 60 Hampshire Street in Cambridge, Massachusetts.



Water Use

Water is a precious resource, essential for our research.

Our water strategy aims to achieve sustainable water management within our operations, as well as address water-related risk. Both our buildings are held to specific compliance standards by the Massachusetts Water Resources Authority, and we maintain updated permits to comply with all regulations of this public authority. The buildings we occupy include water-saving features such as water-efficient bathroom fixtures. Our LEED-certified building on Binney St also features a green roof, which absorbs rainwater and allows it to evaporate instead of entering the public stormwater system. Our building on Hampshire St features a greywater system to conserve water used at this location.

To manage the quality of water discharged from our facilities, water used in our labs is collected, monitored and treated as appropriate before flowing into the Cambridge wastewater supply.

WATER UTILIZATION*

Metric	2022	2021	2020
Water consumption (CCF)	3,018	1,311	1,621
Water intensity (CCF per employee)	9.2	5.4	11.0

*Calculations for our Binney St location are drawn from the percentage of real estate occupied by Relay Therapeutics at 399 Binney Street in its larger Alexandria Real Estate One Kendall Square campus in Cambridge, Massachusetts, as well as twelve months of construction and operations at our building at 60 Hampshire Street in Cambridge, Massachusetts.



Waste Management

We strive to manage waste responsibly to protect the health of people and our planet.

Hazardous and Lab Waste

Relay Therapeutics is committed to the responsible management of hazardous and lab waste. While we have followed industry best practices for handling these materials since our founding, we have recognized the need to adapt our practices as our business has grown. Specifically, we are generating more hazardous and lab waste, much of which is single-use plastics, as we pursue more investigational therapies and add research and development personnel in our lab space. We also recognize the growing societal need to better control plastic waste and prevent it from entering the environment. To improve our management of this waste stream, we partnered with Triumvirate Environmental, a leading supplier of environmental solutions, including those in the life sciences. We welcome their ability to help us achieve our EHS objectives across both sites and their commitment to sustainability through recycling lab plastics and regulated medical waste. We currently audit our chemical (hazardous and non-hazardous) and biological waste internally with the support of Triumvirate.

HAZARDOUS WASTE MANAGEMENT*

Metric	2022	2021	2020
Hazardous waste and lab waste (lbs.)	32,716	29,051	27,845
Hazardous waste and lab waste intensity (lbs. per employee)	100	119	188
Hazardous waste and lab waste recycled (lbs.)	9,850	10,702	11,245
Hazardous waste and lab waste recycled (%)	30%	37%	40%

*Calculations are drawn from the percentage of real estate occupied by Relay Therapeutics at 399 Binney Street in its larger Alexandria Real Estate One Kendall Square campus in Cambridge, Massachusetts, as well as four months of operations at our building at 60 Hampshire Street in Cambridge, Massachusetts.

TURNING MEDICAL WASTE INTO SUSTAINABLE PLASTIC LUMBER

Conducting life sciences research ultimately benefits patients, but it requires that we generate regulated medical waste. Through Triumvirate Environmental's Red2Green regulated medical waste (RMW) program, our hazardous waste is now diverted from landfills and upcycled into sustainable products. Red2Green is the only program in North America that helps RMW generators such as our company reduce their impact on the environment. RMW that would normally be incinerated or landfilled is diverted and recycled through this program. The high-quality plastic waste found in RMW is treated by an innovative, proprietary and U.S. Environmental Protection Agency-approved sanitation process that allows the plastic waste to be upcycled into plastic lumber, turning waste into a useable, sustainable product. Triumvirate Environmental also provides employee training and awareness and has helped us build a well-managed chemical inventory system. By searching for and partnering with sustainable suppliers, we are taking responsibility for the consequences of our actions and acting in alignment with our values.

Non-hazardous Waste

Our commitment to responsible waste management extends to all waste streams generated by our operations. For example, at our Binney St building we have continued to implement a robust composting program that has reduced food-related waste from our cafeteria. Through a partnership between our landlord and CERO Cooperative, Inc., this program diverts food waste from landfills and transports it to local farms where it is recycled into nutrient-rich compost products used to support the local agricultural economy. Our building on Hampshire St also includes a composting program through a separate waste management service provider.

NON-HAZARDOUS WASTE MANAGEMENT*

Metric	2022	2021	2020
Non-hazardous waste (metric tons)	21.9	22.2	26.1
Non-hazardous waste intensity (metric tons per employee)	0.07	0.09	0.18
Non-hazardous waste recycled (%)	43%	Not Recorded	Not Recorded

*Calculations are drawn from the percentage of real estate occupied by Relay Therapeutics at 399 Binney Street in its larger Alexandria Real Estate One Kendall Square campus in Cambridge, Massachusetts. **Data does not include our building at 60 Hampshire Street** as our waste production is not large enough to warrant large container weighing and industrial compacting service. Instead, our small containers from 60 Hampshire St site are serviced by waste removal trucks that service a number of other customers in their route and therefore weight estimates are not possible. We will continue to evaluate options to estimate waste production from this site.



Occupational Health and Safety

The health and safety of our people is always a top priority for Relay Therapeutics.

A Culture of Safety and Accountability

People are our most valuable resource and our unwavering commitment to safety at work reflects that belief. The goal of our safety program is to achieve an accident- and injury-free workplace. Responsibility for achieving this goal rests with our Lab and Facilities Operations team, which leads the Relay Therapeutics Employee Safety Program.

We take several steps to protect our laboratory personnel from the potential hazards associated with their work environment. Specifically, we have a series of relevant procedures and programs including an Emergency Action Plan, Chemical Hygiene Plan and Biological Safety Plans. We require that all laboratory personnel who work with laboratory chemicals receive training on these plans. We also require contractors to complete the same office and lab safety training required of full-time employees.

In addition to these fundamentals, we require job-specific safety training to equip employees with the relevant skills for their role. As part of the employee onboarding process, our Lab and Facilities Operations team partners with Triumvirate Environmental to provide this training and log attendance. We closely monitor completion on individual and aggregate levels.

Health and Safety Performance

We experienced no injuries within our facility in 2022. We have robust safety measures in place to confirm that near misses are accounted for and followed up on immediately to avoid subsequent recordable accidents.

EMPLOYEE HEALTH & SAFETY*

Metric	2022	2021	2020
Total recordable incident rate (TRIR)	0	0.5	0
TRIR industry average**	Not yet available	0.7	0.9
Lost workday case rate	0	0.5	0
Number of fatalities	0	0	0

*Occupational health and safety data represents Relay Therapeutics' total recordable incident rate and lost workday case rate, as defined by the U.S. Occupational Safety and Health Administration (OSHA).

**TRIR industry average as calculated by the U.S. Bureau of Labor Statistics. 2022 industry average data is not available as of the time of this publication.



Community Engagement

**RELAY THERAPEUTICS
INVESTS AND GIVES
BACK WITH A MISSION
TO STRENGTHEN THE
PLACES WHERE WE LIVE
AND WORK**



Engaging with Our Communities

Giving back to our community has been a key part of our culture from the beginning. We believe that we have a responsibility to improve not only the lives of the patients we are trying to treat, but also the broader communities we touch. We are committed to making a difference for our stakeholders, a group that will grow and diversify as we mature. To date, our focus has been on three key stakeholder groups:

- **Our current and future patients, within our focus areas in oncology and genetic diseases**
- **Our community in Cambridge and the Greater Boston area**
- **The next generation of scientists and STEM education**

Many of our philanthropic efforts are driven by our employees, and we have worked to amplify those grassroots initiatives at a corporate level by donating our time and resources. As we grow and evolve, we hope our impact will as well. In 2022, we created a philanthropy oversight team to review proposals from employees and decide where to focus Relay-sponsored efforts in order to maximize impact. Though the oversight is formalized, these initiatives are grassroots efforts and employee passion will remain a mainstay of our community engagement processes. We intend to stay committed to initiatives that are closest to us – connecting to our corporate purpose and our local community.

Our Current and Future Patients, Within Our Focus Areas in Oncology and Genetic Diseases

As a precision medicine company, we're focused on developing new approaches for patients with the hardest-to-treat forms of cancers and genetic diseases. For the past four years, a group of Relay Therapeutics employees has participated in the annual American Cancer Society Bicycles Battling Cancer ride, both as riders and as supporters during the event. These employees raised funds to help the American Cancer Society save lives, while also honoring cancer survivors and spreading the word about reducing cancer risk. In 2022, the Relay Therapeutics team raised approximately \$50,000 for the American Cancer Society. We plan to continue our involvement, looking to grow our fundraising team and impact.

Our Community in Cambridge and the Greater Boston Area

Through philanthropy and volunteer service, Relay Therapeutics employees, with corporate support, use their time and talents to strengthen organizations in the communities where we live and work.

- Our people supported BAGLY (The Boston Alliance of Gay, Lesbian, Bisexual and Transgender Youth) through a company-wide fundraising event during Pride Month for the past four years. In 2022, we again raised approximately \$10,000 for BAGLY. The event, hosted by our PaRTi Relay Resource Group, also raised awareness about this youth-led, adult-supported social support organization, which is committed to social justice and creating, sustaining and advocating for programs, policies and services for the LGBTQ+ youth community.
- We organized a community service event for the Pine Street Inn, the largest homeless services provider in New England. We donated supplies and held an internal event where more than 100 employees joined to prepare over eighty baskets for people transitioning to one of its shelters.
- We also hosted a donation and packing event for Dignity Matters, a Massachusetts-based organization which provides menstrual products, bras, and underwear to women and girls who are homeless or disadvantaged. Our event, hosted by our EmpowHER Relay Resource Group, purchased, packaged and delivered over 500 packages (each including a month's worth of menstrual products) to the organization.

The Next Generation of Scientists and STEM Education

Relay Therapeutics employees have also looked for opportunities to inspire young people who are the future of our industry. In 2022, Relay Therapeutics continued its partnership with STEM Hub for Industry Networking/Mentoring Exchange (SHINE), a local organization dedicated to expanding the STEM talent pool through diversity-focused outreach and mentoring. Through this mentorship program, a growing number of our employees shared their time and professional expertise with university-level students from underrepresented racial and ethnic groups aspiring to enter the biotech industry.

Governance and Ethics

BUILDING TRUST THROUGH ETHICAL BEHAVIOR AND STRONG GOVERNANCE

Our success is built on the confidence patients, employees, investors and the public place in **our performance and integrity.**



Business Ethics

The integrity and personal conduct of our employees and leaders help create value for all stakeholders.

Our Board of Directors (Board) sets high standards of conduct for each employee, officer and director of Relay Therapeutics. Implicit in this philosophy is the importance of sound corporate governance and ethical practices. Our Board, together with management, strives to maintain a culture of compliance that inspires our people at all levels to act ethically and legally in their business decisions and day-to-day duties. This is fundamental to carrying out our mission.

As part of its oversight responsibilities, our Board performs an annual review of our corporate governance and business ethics policies and their effectiveness.

Code of Business Conduct and Ethics

The Relay Therapeutics [Code of Business Conduct and Ethics](#) (Code) is the cornerstone of our corporate culture and governance. Our continued success and reputation depend on the ethical conduct and fair dealings of our employees, leaders and Board members, each of whom has a personal responsibility to ensure that their conduct is ethical and law-abiding.

The Code articulates key principles and offers guidance in areas such as confidentiality, protection of corporate assets, prohibitions against insider trading, avoidance of conflicts of interest, antibribery, financial integrity and political contributions. This document also provides communication channels for reporting suspected violations of the Code and aids our people in making the right decisions when conducting business and performing their day-to-day duties. Their adherence to these ethical principles is fundamental to protecting the patients we serve and our future success.

Zero Tolerance for Bribery and Fraud

Relay Therapeutics takes a zero-tolerance approach to fraud and corruption. We are committed to complying fully with applicable anti-corruption and anti-bribery laws. Our Foreign Corrupt Practices Act (FCPA) and Anti-Corruption Policy is designed to build on our overall Code. The policy prohibits our employees and our agents and business partners from, knowingly or unknowingly, compromising our values or violating the FCPA, UK Bribery Act or similar anti-corruption laws. Among other topics, the policy prohibits bribery and offers guidance around acceptable behavior under applicable law, as well as guidance as to record-keeping practices.

Delivering on Our Values

We equip employees to fulfill these fundamental expectations through a comprehensive compliance program that includes ongoing training.

- All new employees are required to attend trainings on the Code and other policies as part of our onboarding process. This initial training process introduces each employee to our culture, values and expected standard of conduct.
- Employees are required to certify that they have read, understand and will comply with the Code.
- We regularly conduct employee trainings to reinforce compliance with the Code and other policies.
- In January 2022, we rolled out our company-wide annual attestation of the Code and other policies, requiring employees to attest to their review, understanding and compliance with these policies.
- In 2022, substantially all of our employees attested to their review of the Code.

Ethics Grievance Mechanism

A healthy, inclusive culture is one in which all employees feel comfortable and confident speaking up regarding potential violations of our Code, or any law, rule or regulation. We encourage and expect employees to report misconduct or behavior that they believe is at odds with our values and Code. We seek to provide a supportive, open culture so that positive behavior is expected and accepted. We invite our people to ask questions, seek guidance and report suspected violations using any of the following methods:

- Speaking to their supervisor
- Contacting the Compliance Officer, anonymously and in writing, if desired
- Anonymously via our confidential third-party online whistleblower hotline or by voicemail

All complaints filed through our whistleblower hotline are investigated by our Compliance Officer and reported to the Audit Committee of our Board. In 2022, we received no complaints that required corrective action.

We pledge to protect employees who step forward to report suspected violations. We are committed to non-retaliation for reports made in good faith and forbid any retaliation against employees who, acting in good faith on the basis of a reasonable belief, report suspected misconduct.

Ethical Marketing and Interactions with Healthcare Professionals

We recognize the importance of ethical marketing and interactions in developing and marketing new medicines and helping patients. We are committed to adhering to applicable standards of conduct as they become relevant for our organization.

Relay Therapeutics is a clinical-stage precision medicine company. As of year-end 2022, we had four programs that were in clinical development and others that were in preclinical studies. At present, our lead product candidates are available only to healthcare professionals at participating research institutions as we do not have any approved products that can be marketed to healthcare professionals. We plan to develop policies governing interactions with healthcare professionals and the promotion of off-label use of product candidates as we advance our product candidates through development and move closer to potential commercialization.

Human Rights

Respect for human rights is a fundamental value for Relay Therapeutics. We are committed to preventing, mitigating and remedying any negative human rights impacts across our business operations, from our workplace to our clinical trials and across our supply chain. To codify this intent, we have adopted our [Human Rights Policy](#). In this policy, Relay Therapeutics recognizes and supports the fundamental principles set forth in the United Nations Universal Declaration of Human Rights and confirms our belief that acting in accordance with these principles is fundamental to carrying out our mission.

This Human Rights Policy builds on our Code, which requires all directors, officers and employees to act ethically and in compliance with all applicable laws, rules and regulations, and is designed to specifically address human rights issues and ensure that Relay Therapeutics upholds human rights across its business operations.

The values expressed in this policy affirm our intent to safeguard the dignity, privacy and rights of all individuals. We believe these values contribute to an inclusive workplace where all are valued and feel welcome. It is the responsibility of each employee to adhere to these principles.

Supply Chain Management

Relay Therapeutics seeks to operate our business in line with our values, and we seek to do business with organizations that share those values. Furthermore, because we engage an extensive network of vendors, suppliers and business partners to conduct our business, including our clinical trials, the scope of our impact extends far beyond the walls of our offices and labs. We believe that we can effect positive change by holding our business partners, vendors and suppliers to the same values we embrace. Therefore, we communicate our Human Rights Policy to the partners, vendors and suppliers with which we do business and expect they uphold our commitment to human rights. Our standard form of contracts requires each organization with whom we do business to conduct their business in compliance with all applicable laws and regulations as well as our applicable guidelines and policies.



Corporate Governance

Our engaged Board strengthens our culture and business performance through their deep expertise and diverse perspectives.

Board of Directors

Our Board is composed of industry experts and scientists who bring valuable expertise and insights as they oversee all aspects of our business strategy and operations. In addition to assembling this diverse team of directors to guide our growth, we have established a board structure that incorporates a number of best practices which contribute to a well-functioning board that adds value to our growing organization.

CORPORATE GOVERNANCE BEST PRACTICES*

<p>BOARD DIVERSITY</p> <p>38% Women</p> <p>38% Racially/ethnically diverse</p>	<p>ESG ENGAGEMENT</p> <p>Board oversight of ESG, with delegated authority to the Nominating and Corporate Governance (N&CG) and Audit Committees</p>	<p>ACCOUNTABILITY</p> <p>Annual Board and Committee self-evaluation</p> <p>Annual CEO evaluation by independent directors</p>
<p>STOCKHOLDER RIGHTS</p> <p>One-share, one-vote</p>	<p>INDEPENDENCE</p> <p>Independent Chairman</p> <p>100% independence among standing members of Audit, Compensation, and N&CG Committees</p> <p>88% Independent Board</p>	
<p>REFRESHMENT</p> <p>5 years average tenure</p>	<p>QUALIFICATIONS</p> <p>Diversity of experience and expertise in the life sciences industry as well as other relevant sectors</p>	

DIVERSITY POLICIES AND PROCEDURES FOR DIRECTOR CANDIDATES

The N&CG Policies and Procedures for Director Candidates provide that the value of diversity should be considered in determining director candidates as well as other factors such as a candidate's character, judgment, skills, education, expertise and absence of conflicts of interest. Our priority in selection of Board members is identification of members who will further the interests of our stockholders through their established records of professional accomplishment, their ability to contribute positively to the collaborative culture among Board members, their knowledge of our business and understanding of the competitive landscape in which we operate and their adherence to high ethical standards. While our guidelines do not specify assigned weights to particular criteria, our Board and N&CG Committee believe it is essential that members of our Board represent diverse viewpoints and that the backgrounds and qualifications of our directors, considered as a group, should provide a composite mix of experience, knowledge and abilities that will allow our Board to promote our strategic objectives and fulfill its responsibilities to our stockholders. Diversity includes race, ethnicity, age and gender and is also broadly construed to take into consideration many other factors, including industry knowledge, operational experience, scientific and academic expertise and personal backgrounds. Our director guidelines set forth the N&CG Committee's commitment to actively seek out highly qualified diverse candidates, including women and minority candidates, for consideration when choosing director nominees. The composition of our Board currently includes four individuals who are diverse under the Nasdaq listing rule. Under the Nasdaq listing rule, directors who self-identify as female, an underrepresented minority, or LGBTQ+ are defined as being diverse.

*All information is as of May 31, 2023.

Data Privacy and Security

We are vigilant in protecting our data and proprietary technologies, as well as the privacy of our employees, patients and other stakeholders.

As research, patient and business data become increasingly digitalized, the biotech industry has emerged as a prime target for cyberattacks. Our proprietary Dynamo™ platform uses artificial intelligence and machine learning techniques to analyze protein motion, and we use the findings to fuel our drug discovery process. Given our extensive utilization of information technology, protecting our intellectual property and the integrity of our network system is critical. Thus, we have a robust and growing approach to managing our data resources, cybersecurity and data privacy.

As a growing company, we are establishing foundational policies and practices that will support healthy growth and facilitate our long-term sustainability. While we have adopted some of the best practices outlined in externally published standards, we are not yet fully aligned to all aspects of any one standard. We have systems that are, or will be, subject to the leading relevant compliance and regulatory standards. These include a variety of regulations that cover the handling of electronic documents, patient privacy and corporate financial disclosures.

We take guidance from and follow the appropriate elements from the ISO/IEC 27000 series. Published by the International Organization for Standardization (ISO) and the International Electrotechnical Commission (IEC), this series explains how to implement best-practice information security practices. Additionally, our intention is to leverage the U.S. National Institute of Standards and Technology (NIST) Cybersecurity Framework to measure our maturity in key domains.

Cybersecurity Governance

We have a robust and growing structure of cybersecurity personnel and bodies that work in coordination to oversee all aspects of data protection, from strategy and policy to implementation.

Audit Committee – This Board committee has risk oversight for cybersecurity matters and receives quarterly updates via a cybersecurity performance dashboard.

Information Security Council – This cross-functional body of business leaders from Research, Development and General and Administrative functions is tasked with driving important information security policy decisions. The council is led by the Associate Director of Information Security.

Information Security Team – This internal team drives the day-to-day operations of our security practices and sets our technical strategy. The team convenes the Information Security Council quarterly, updating them on key risks and observations and facilitating debate and considerations around key security policies.

Vice President of Information Technology – This senior leader presents a cybersecurity update each quarter to our Audit Committee, including updates on key initiatives, upcoming areas of focus and a dashboard of metrics that illustrate the current cyber risk landscape. This individual reports to our Chief Financial Officer.

Associate Director of Information Security – This individual is responsible for managing and overseeing cybersecurity and data privacy issues in our organization and addressing broader security issues. This individual reports to our Vice President of Information Technology.

Cybersecurity Training

All of our workforce is targeted with simulated phishing attacks each month and we measure individual vulnerability scores by individual.

Vulnerability Mitigation

Relay Therapeutics uses four primary methods for identifying any vulnerabilities that pose data security risks. These include:

- Performing regular vulnerability and virus scans across our network and on all our endpoints
- Monitoring users' activity for suspicious behavior that could be a sign of an insider threat

- Engaging with third parties to test our systems via penetration tests
- Engaging security consultants to perform security annual assessments

We use the results of these annual assessments to gauge the maturity of our systems and processes, as well as our data security measures. Any issues that are identified are prioritized based on risk and then mitigated either via internal resources or via our service desk, network or security Managed Services Providers.

We engage in regular patching of all our systems to ensure remediated vulnerabilities are quickly eliminated from the environment. Each new information or digital technology that is brought into our environment undergoes a comprehensive data security evaluation to ensure that it meets internal standards, including but not limited to encryption of data in transit and at rest, authentication protocols and demonstration by the vendor of service organization controls.

We have focused on improving security, visibility and incident response capabilities on our endpoints which include all of our laptops and servers. This was accomplished by deploying a new vulnerability management tool across the organization that allows full transparency into all aspects of the systems. Additionally, technology has been implemented to secure our email environment and defend against email-based attacks.

Incident Response

When and if a security breach should occur, Relay Therapeutics stands ready to respond. Our internal Information Security team has developed a detailed incident response plan that establishes a process for handling any security issue, including data breaches. This plan includes tools and procedures that our Information Security team can use to identify, eliminate and recover from cybersecurity threats. It is designed to help our team respond quickly and consistently to various types of external threats, and thus, minimize damage. Key members of our Information Security team have been trained in this plan.

KEEPING MALWARE AT BAY

Malware and ransomware are favorite techniques used by criminals and hackers to infect their targets.

In 2022, we took important steps toward securing our computer environment, improving the Information Security team's visibility into our technology environments and investing in a best-in-class identity management platform and strategy. In our computer environment, we invested in ensuring detection capabilities exist on an account level to detect malicious behavior. Additionally, logging technologies across all technical systems have been leveraged to help detect and respond to malicious activities. Lastly, we deployed a best-in-class single-sign-on solution and built policies from the ground up to ensure high risk applications enforce two-factor authentication for user access. This platform will assist in limiting overly permissive access and scaling automated provisioning and deprovisioning tasks. We believe this is crucial to strike a balance between security and usability that will support Relay Therapeutics' growth.



Appendix

Sustainability Accounting Standards Board (SASB) Index

We report information aligned with the Biotechnology and Pharmaceuticals standard of the IFRS Foundation SASB Standards.

Topic	Metric	Code	Disclosure
	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme	HC-BP-240a.2	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Please refer to the Patients section of this report, pages 15-17.
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	Relay Therapeutics has not had any FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in VAI/OAI as of year-end 2022. Please refer to our most recent annual report on Form 10-K filed with the SEC.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Relay Therapeutics does not have any legal proceedings associated with clinical trials in developing countries as of year-end 2022. We are committed to adhering to the applicable laws and regulations in all jurisdictions in which we operate clinical trials and to do so in an ethical manner.
	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	HC-BP-240b.1	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	Relay Therapeutics does not have these data available because we are a clinical-stage company.

Topic	Metric	Code	Disclosure
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Number of recalls issued, total units recalled	HC-BP-250a.3	Relay Therapeutics has not had any recalls issued as of year-end 2022. Please refer to our most recent annual report on Form 10-K filed with the SEC.
	Total amount of product accepted for take-back, reuse, or disposal	HC-BP-250a.4	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	Relay Therapeutics has not had any FDA enforcement actions taken in response to violations of current Good Manufacturing Practices as of year-end 2022. Please refer to our most recent annual report on Form 10-K filed with the SEC.
	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Relay Therapeutics does not have these data available because we are a clinical-stage company.

Topic	Metric	Code	Disclosure
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Number of actions that led to raids, seizure, arrests, and/or filing of charges related to counterfeit products	HC-BP-260a.3	Relay Therapeutics does not have these data available because we are a clinical-stage company.
	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Not applicable to Relay Therapeutics because we are a clinical-stage company.
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Not applicable to Relay Therapeutics because we are a clinical-stage company.
	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	The ability to innovate is core to our business model. We depend on the creativity and talent of highly specialized professionals who can help us pioneer a new way of developing medicines by integrating computational and experimental techniques. Our recruitment professionals maintain relationships with organizations and universities that facilitate access to professionals who possess the skills we seek.
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	Despite the tight labor market and density of Cambridge biotech professionals, as of December 31, 2022, our company turnover rate remained lower than the industry average.

Topic	Metric	Code	Disclosure
	Percentage of entity's facilities and Tier I suppliers participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	<p>In early 2022, Relay Therapeutics joined the Rx360 International Pharmaceutical Supply Chain Consortium, a nonprofit organization that addresses pharmaceutical and medical device supply chain security. Participation in the Rx-360 Joint Audit Program, which provides audit results for specified vendors in real time, may provide a number of future benefits such as enhancing audit function efficiency and improving audit quality to the extent our vendors are included in the audit program.</p> <p>It can assist with our overall supply chain and contractor risk evaluation and mitigation strategies already taking place in-house.</p>
	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Relay Therapeutics has not had any monetary losses as a result of legal proceedings associated with corruption and bribery as of year-end 2022.
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Not applicable to Relay Therapeutics because we are a clinical-stage company. Our Code of Conduct generally applies concerning our standards for ethical dealings.

Activity Metric	2022
<p>Number of patients treated SASB: HC-BP-000.A</p>	<p>Relay Therapeutics has three ongoing clinical trials:</p> <ul style="list-style-type: none"> • RLY-4008: First-in-human clinical trial initiated in Q3 2020 with an estimated enrollment of 490 • RLY-2608: First-in-human clinical trial initiated Q4 2021 with an estimated enrollment of 235 • RLY-5836: First-in-human clinical trial initiated in Q2 2023 with an estimated enrollment of 220 <p>Relay Therapeutics has one completed clinical trial:</p> <ul style="list-style-type: none"> • GDC-1971: First-in-human clinical trial initiated in Q1 2020 with completed enrollment of 56
<p>Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3) SASB: HC-BP-000.B</p>	<p>(1) >11 (over 7 preclinical and 4 clinical) (2) Four clinical programs as of April 30, 2023</p>

Key Business Metrics	2022	2021	2020
<p>Employees (FTE)</p>	<p>327</p>	<p>245</p>	<p>148</p>
<p>Office and laboratory space (square feet)</p>	<p>88,105</p>	<p>46,631</p>	<p>46,631</p>



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