



## **RELAY THERAPEUTICS, INC.**

### **ENVIRONMENT, HEALTH AND SAFETY (“EHS”) POLICY**

#### **I. Commitment**

Relay Therapeutics, Inc. (together with its subsidiaries, the “Company”) is committed to operating its business in a sustainable and environmentally responsible manner as well as providing its employees, contractors, and other visitors with a healthy and safe work environment. This EHS Policy (this “Policy”) was adopted to ensure that the Company continues to operate in accordance with the foregoing commitment. The Company’s Board of Directors and management provides the oversight and resources needed to accomplish the objectives of this Policy.

#### **II. Policy Elements**

In furtherance of the Company’s commitment to the environment and the health and safety of its employees, contractors and other visitors, the Company will:

- Comply with all applicable EHS laws, rules and regulations across its business operations.
- Proactively monitor and manage EHS risks and performance, including managing risks associated with changes in systems, equipment, processes and operating procedures.
- Maintain established EHS management systems, policies and procedures, including the Company’s Emergency Action Plan, Chemical Hygiene Plan and Biosafety Plan and related procedures, and continue to update the same to address new risks.
- Strive for continual improvement of EHS efforts by tracking incident rates, regularly reviewing policies, procedures and programs, and evaluating EHS metrics.
- Strive to reduce the Company’s environmental footprint, including by maintaining and continuing to develop initiatives that foster a more sustainable office and lab community, prevent pollution, manage waste and conserve energy and natural resources.
- Provide employees with regular training, guidance and resources covering EHS issues to ensure continued compliance across the Company’s business.
- Encourage employees to identify and correct EHS issues, participate in Company EHS initiatives and share innovative ideas in furtherance of the Company’s EHS commitment.
- Regularly communicate the Company’s EHS strategies and progress.
- Aim to work with contractors, suppliers and other business partners that share a similar commitment to EHS matters.

**Adopted: April 1, 2022**