



# Environmental, Social & Governance Report

At ADC Therapeutics we are committed to improving the lives of those affected by cancer with our next-generation, targeted therapies. We are determined to carry out this mission in a responsible, ethical, and sustainable manner that reflects our values and mirrors the innovation of our science.

## **OUR VISION**

We strive to be a leading antibody drug conjugate company that transforms the lives of those impacted by cancer

## **OUR VALUES**



**Integrity** - ethical and authentic in our approach



**Creativity** - innovate with an entrepreneurial spirit



**Accountability** - ownership to drive results



**Collaboration** - partner for better outcomes



**Urgency** - act decisively and proactively



# Guiding Principles of our ESG Framework

## **PATIENTS**

Patients are our inspiration and the driving force behind everything we do. The patients we serve often have unmet medical needs, so there is a strong sense of urgency to our work. We aim to bring novel treatment options to patients as quickly as possible and to remove any potential barriers to access along the way.



We endeavor to make our therapies accessible to all patients worldwide who can potentially benefit from them. ZYNLONTA®, our first commercial therapy, was approved by the FDA in April 2021. We are now working on a regulatory submission that would bring ZYNLONTA to patients in Europe. We have also formed a joint venture with Overland Pharmaceuticals called Overland ADC Therapeutics BioPharma with the mission of bringing ZYNLONTA and other ADCs to patients in greater China and Singapore.

We believe our innovation brings value to patients, society and the health care system. We are committed to improving patient outcomes and ensuring patients have access to our therapies. At ADC Therapeutics, it is critically important to us that patients who are prescribed our products receive the assistance and support they need. To this end, we offer a comprehensive patient support program, ADVANCING Patient Support, including coverage support, financial support, and nursing support.



*“ Our employees are our most valuable resource at ADC Therapeutics . Our benefits philosophy is simple – we strive to provide our employees all the tools and assets needed to ensure their health, well being, safety and creativity. Importantly, we do this with minimal emphasis on “policies” and a maximum focus on trust, respect, transparency and collaboration.”*



**Kim Pope**  
Chief Human Resources Officer

## **HUMAN CAPITAL**

### **Employees**

Our >300 employees embody our values and are among the best and brightest in the industry. This is no accident. Our human resources team works hand in glove with each department manager to ensure we are attracting top, industry-leading candidates for open positions. Our employees bring significant expertise to ADC Therapeutics from around the world and from every aspect of the pharmaceutical industry and beyond – major pharmaceutical companies, innovative biotechs, healthcare institutions, academia and corporate America.

### **Compensation & Benefits**

We deeply value our employees and their individual contributions. We have built a culture based upon openness, honesty, trust and respect. ADC Therapeutics is intentionally a flat organization. We believe the best ideas come from a collaborative work environment where the open exchange of ideas is encouraged. Our total compensation and benefits package is among the best in the industry and we regularly evaluate our compensation program to ensure it is competitive with our peers and meeting the needs of present and future employees.

#### **Benefits Highlights**

- **Healthcare** – exceptional coverage with low employee contributions
- **ThrivePass** – monthly stipend to cover healthy living activities
- **Unlimited sick time** – protecting our most valuable asset, our employees
- **Competitive paid time off** – work/life balance
- **Equity** – grants awarded annually, employees have ownership of the company
- **Competitive salaries and 401-K match** – regularly benchmarked
- **Performance management** – quarterly check-in discussion focused on accomplishments and development
- **Kazoo** – colleague recognition program
- **Learning management system** – encouraging continuous learning



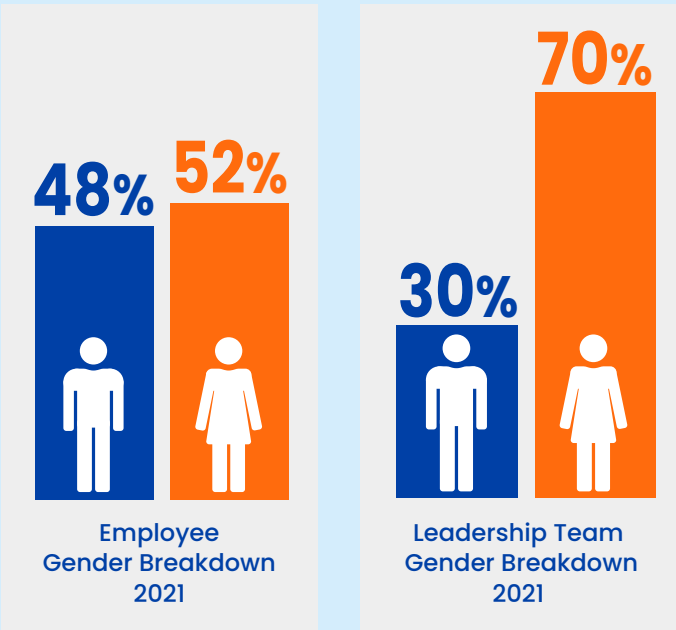




## Diversity & Inclusion

At ADC Therapeutics, we embrace and welcome diversity in all its forms including gender, race, religion, sexual orientation, age, disability and marital status, among others. We all share a common purpose and work together to bring life-altering treatments to the patients we serve. We recognize diversity and inclusion is of paramount importance to employees, and society, and we constantly adjust our standards to set an ever higher bar for ourselves.

It is the policy of ADC Therapeutics to provide equal employment opportunities in all terms and conditions of employment. We will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment, regardless of race, color, religion, sex (including gender identity), sexual orientation, marital status, pregnancy, national origin, ancestry, citizenship, age, veteran status, physical or mental disability, medical condition or other legally protected classifications. We view our diversity as an asset.



## Health and safety in the workplace

As much as we are committed to the health and well-being of the patients we seek to serve, we are equally committed to our employees and their health and safety in the workplace. At our four office locations – New Providence, NJ, San Mateo, CA, London, England and Lausanne, Switzerland – we follow local, regional and country safety requirements, and often we will go above and beyond those requirements to ensure our employees and their families are safe.



*New Providence, NJ*



*London, England*



*San Mateo, CA*

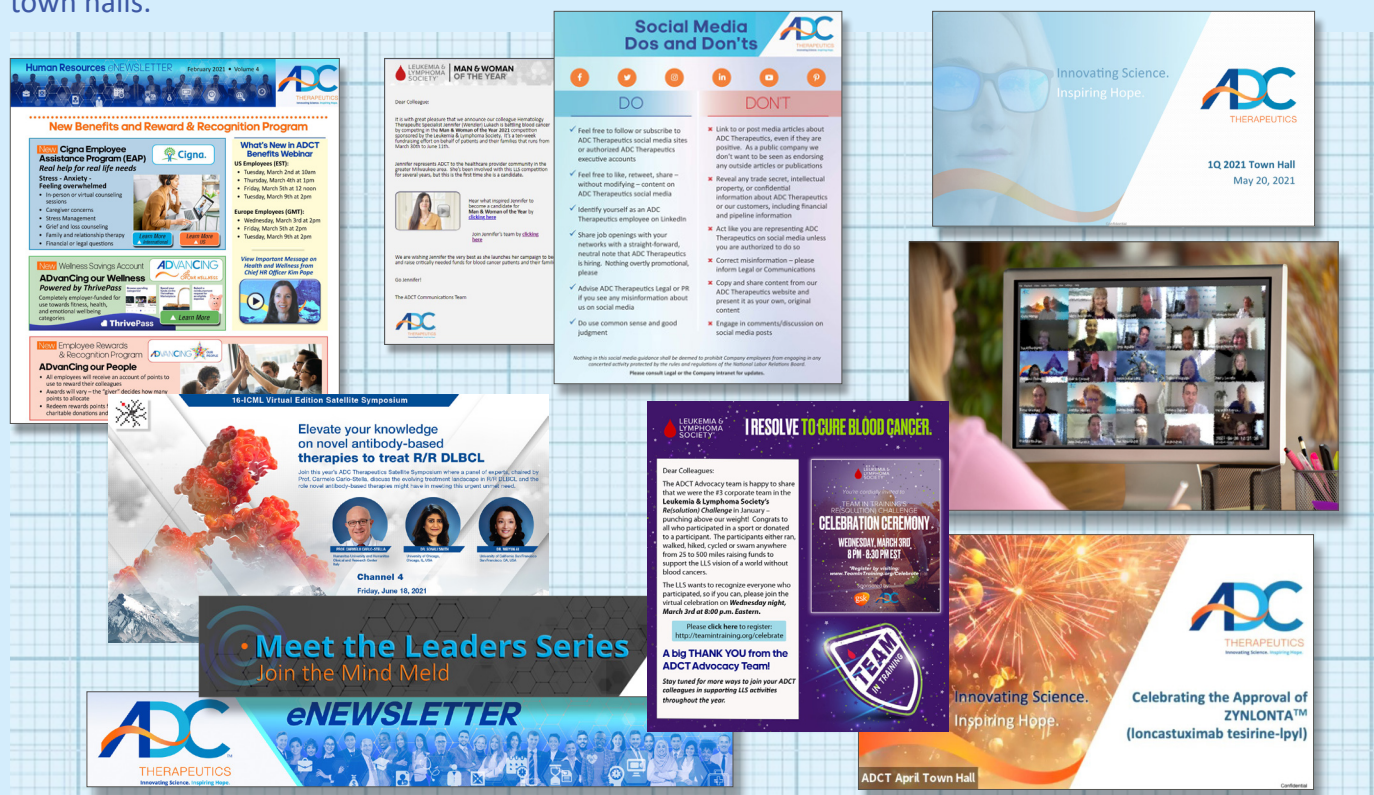


*Lausanne, Switzerland*



## Employee Engagement

Communication of our research and development programs and culture-enhancing activities is critical to ensuring our employees are well-informed and well-versed on ADC Therapeutics's goals and objectives. We understand that not everyone digests information the same way, so we provide employees information through various vehicles – emails, eNewsletters, webcasts, intranet updates and quarterly town halls.



## COVID-19

As the COVID-19 pandemic evolves and situations change, we monitor developments daily in order to continue serving patients while also protecting our employees and their families. In our New Jersey office, we have instituted scheduled use of our offices and all attendees must be vaccinated. We will continue to take this thoughtful approach and follow the advice of medical experts as we determine the best ways to work in each office going forward.



*“The way we conduct our operations is a reflection of our mission, vision and values and our commitment to patients. We support and educate our employees so they can perform responsibly and ethically and serve as role models to each other and our colleagues in industry. Our employees strive to ensure every aspect of their work meets or exceeds the highest ethical standards.”*



**Susan Romanus**  
Chief Compliance Officer

## **LEADERSHIP, GOVERNANCE AND ETHICS**

### **Board of Directors**

The Board of Directors (the Board) is our highest governing body. The Board ensures the business and affairs of ADC Therapeutics are conducted in an ethical, legal and strategic manner. The Board is responsible for reviewing, evaluating and approving major corporate actions, our Code of Business Conduct & Ethics and overseeing management's efforts to advance the company.

### **Ethics & Compliance**

It's not just "what" we do as a company that matters, it's also "how" we do it that has a significant impact on our business, our community and the patients we seek to serve.

We have a robust compliance program which follows the Office of Inspector General Compliance Program Guidance for Pharmaceutical Manufacturers. We prominently and consistently share our anonymous Compliance hotline with our employees giving them a line of communication to share concerns and feel comfortable doing so without the fear of retaliation.



We have systems in place to ensure we engage with ethical business partners and manage anti-corruption and other risks. We require due diligence to be completed for designated third parties, including independent contractors/consultants, key professional service providers, healthcare provider consultants, good practice (GxP) suppliers and R&D material suppliers.



## SOCIAL CAPITAL

### Community

We strive to be good global corporate citizens in every aspect of our business. In the United States, we are members of BioNJ – a robust and active industry organization that provides guidance and direction on best practices that run the gamut from manufacturing to employee relations and every relevant topic in between.

Our clinical trials are open to patients around the world. We have numerous sites in the United States, as well as in Belgium, France, Italy, Spain, Switzerland and the United Kingdom. We created an expanded access program in the United States that gave patients in need a pathway to access ZYNLONTA® before its FDA approval. We are committed to making ZYNLONTA and our pipeline of therapeutic candidates available to patients around the world who need them. In that regard, we co-created Overland ADC Therapeutics BioPharma in December 2020 to bring ZYNLONTA and other ADCs for hematologic and solid tumor cancers to patients in greater China and Singapore. The bridging study for ZYNLONTA in diffuse large B-cell lymphoma is already enrolling patients.

### Passion for Patients

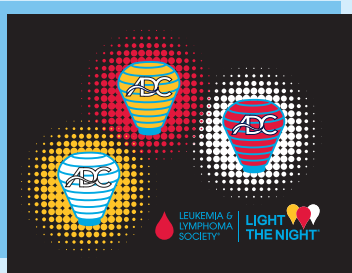
Advocating for patients is critical to better outcomes. As a company, we have partnerships with the Leukemia & Lymphoma Society (LLS) and the Leukemia Research Foundation (LRF). We support patient advocacy both from a financial perspective, as well as an educational perspective. Well-informed patients will be more confident in their treatment plans. Our colleagues want to do their part to support patients. In addition to the professional contributions employees make on a daily basis, many are deeply involved with the LLS and LRF on a volunteer basis.



**Linda Devito with  
Dr. Sonali Smith**  
*at the LRF Walk On! America in  
Chicago, August 1st, 2021*



**Jennifer Wenzler  
Lukach**  
*The LLS Milwaukee  
Woman of the Year 2021*



**Light the Night in Morristown on October 23rd, 2021**



## CODE OF CONDUCT

We have established a comprehensive [Code of Business Conduct and Ethics](#) that instructs our employees to conduct our business according to our mission, vision and values with the highest ethical standards. On a routine basis we review our Code of Business Conduct and Ethics to ensure we are current and reflecting best industry practices.

## PRODUCT QUALITY & SAFETY

Our Code of Conduct and Business Ethics also underpins our philosophy on product quality and safety. We hold our product supply partners to the same high GxP standards we hold ourselves. We do this through a robust quality management system and supplier qualification process.

We maintain a quality centered culture where decision making is focused on what is best for patient safety, product quality, and data integrity. Our Chemistry, Manufacturing and Controls and Quality Assurance/Validation teams have deep and broad industry experience. The team members have worked on numerous biologic license applications (BLAs) and new drug applications (NDAs) for some of the most important therapeutics approved in the last 15 years.

We have strict controls in place to monitor product quality and adverse events to ensure the safe use of our therapies throughout their lifecycles. Each person at the Company shares the responsibility for quality. All employees are required to acknowledge this responsibility and their commitment to reporting any situation where they believe product or data quality or patient safety is at risk. Employees are required to complete regular “adverse event training” so that safety is a collective and collaborative effort across the company.

When issues arise, the organization is committed to understanding the root cause and identifying and implementing appropriate corrective and preventive actions, as needed.

**The Pharmaceutical Quality System** “assures that the desired product quality is routinely met, suitable process performance is achieved, the set of controls are appropriate, improvement opportunities are identified and evaluated, and the body of knowledge is continually expanded.”



**Mike Mulkerrin**  
VP, Head of CMC



*“Over the last year cyber security attacks across the world have doubled. In response, we have been steadily increasing the security of our network. While we are all working remotely our network is critical to keeping us all connected and furthering our work to support cancer patients with unmet medical needs.”*



**Niall McConnell**

Head of Business Information Services

## **CYBERSECURITY, PRIVACY AND DATA MANAGEMENT**

ADC Therapeutics is committed to conducting our activities in compliance with industry regulations and guidelines, and in overseeing third parties that we transfer responsibilities to, in order to ensure the integrity of data throughout the entire lifecycle of a therapy.

### **Integrity of data includes:**

- The protection, privacy and well-being of patients/clinical trial participants, biological samples and personal information collected.
- The efficacy, safety, quality, purity, and reliability of medicinal products.
- Proper oversight utilizing quality metrics, risk-based assessments, and compliance monitoring to enable continuous improvement.

We monitor the safety of our networks on a daily basis and have consistently increased the security of our network due to the rise in global cyber security threats. We have instituted new technology to enhance and evolve our email security, which is often the target of hackers. We also require cybersecurity training for every employee on an annual basis to ensure we are current with best practices.

## **MEDICAL, LEGAL, REGULATORY REVIEW**

Our policies and systems are well-established and adhere to best industry practices to ensure any promotion of a pharmaceutical product is medically accurate and complies with the regulations of the Food and Drug Administration (FDA) and any other applicable laws and regulations around the world.





## **ENVIRONMENT**

While our carbon footprint is minimal now, we recognize our responsibility to protect the environment and to minimize our impact on it. We also realize that as our company grows its ranks and therapeutic offerings, our responsibility becomes greater.

### **Energy Efficiency Efforts**

Our new research labs in London are housed in the Translation & Innovation Hub which is part of the New Imperial College London White City Campus. This state-of-the-art research center is a shining example of the latest in environmentally conscious design. The Translation & Innovation Hub achieved a Building Research Establishment Environmental Assessment Methodology (BREEAM) rating of “excellent”. The BREEAM rating refers to the focus on four key areas: energy, environment, ecology and economy. The building also has an Energy Performance Certificate rating of “B”, fulfilling the government’s requirement to reach “B” status by 2030.

### **Employee Commuting Pollution Mitigation**

We have always offered our employees a flexible work environment. Because of the pandemic, working remotely has become even more popular, which reduces the amount of vehicle travel and the associated emissions and pollution. Once the pandemic resolves, we still plan to offer employees opportunities to work remotely.



## In Closing

*We thank you for taking the time to learn about our expanding ESG efforts. We look forward to updating you on our corporate responsibility practices as our company grows and evolves around the world.*

*The company would like to say a big “thank you” to the community-minded employees who volunteered to collect and present these important insights into our business.*

*Finally, if you have questions on our ESG practices please contact [ir@adctherapeutics.com](mailto:ir@adctherapeutics.com)*