

Sutro DEIB 2024 Accomplishments



DEIB Statement

Diversity matters. We strive to create an environment in which each Sutroite is respected and valued. We are a team that embraces members from all races, ethnicities, nationalities, gender- identities, ages, sexual orientations, abilities and disabilities. We are aligned by a single, shared purpose; to bring life-saving and life-extending medicines to cancer patients. We know each day matters to them. We are relentless in our pursuit; success is dependent on contributions from every member of our team.

We do our best to listen and learn from one another. We build upon the ideas of each other; this makes each of us better and is critical to success. We are on an important mission, and we give our absolute best to our colleagues and to our work, every day.

We value our differences and fundamentally believe our differences strengthen us. We strive to treat everyone with respect and with fairness. We think beyond what's important to us; we include others and different points of view. As a Sutroite you belong – to our purpose, to each other, and to our community.

LOCAL ORGANIZATIONS WE SUPPORTED

American Childhood Cancer Organization

Dedicated to improving the lives of children living with childhood cancer or its long-term impacts, and to offering critical advice, support, and assistance to families engaged in this life-altering struggle. *Sutro proudly donated \$2500 and is a 'Gold Friend' sponsor of the 'What About Kids Research & Advocacy' initiative.*



Family Giving Tree

Help support 30,000 K-12 students across the San Francisco Bay Area, ensuring they stay hydrated, healthy, and engaged. *Sutroites donated over \$2,700 pre-made Back-to-School bundles.*



Jasper Ridge

Enriches lives through free therapeutic animal-assisted programs, offering comfort and unconditional acceptance to children and adults. *2024 Sutro Gives Back 2nd place recipient and awarded \$1,000.*



A Home Within

Offering healing to foster youth for as long as needed, through a nationwide network of dedicated volunteers committed to providing free, one-on-one mental health support for as long as it takes. *2024 Sutro Gives Back 1st place recipient and awarded \$2,500.*



LOCAL ORGANIZATIONS WE SUPPORTED

Light The Night – Leukemia & Lymphoma Society

Cure Leukemia, Lymphoma, Hodgkin's Disease and Myeloma, and improve the quality of life of patients and their families. *Sutro's annual fundraiser to support Light The Night raised over \$7,000.*



Peninsula Bridge

Empowers motivated, low-income first-generation students to achieve college and career success through individualized support and transformational educational opportunities. *Sutroite prepped 20 college students for Apple and Hatch's Summer Internship and all 20 students was accepted into their program.*



Teal Run Foundation

The only Bay Area 5K & 10K event dedicated to ovarian cancer awareness and support. It is a day of love, hope, and support for women and families affected by ovarian cancer. *Sutroites participated in the event and raised over \$1,800 during Sutro's annual Bake Sale.*



City of SSF

The City's Police and Fire Departments worked together during the Thanksgiving and Winter Holiday season to bring food, fresh produce, and toys to the families in our community. *Sutroites donated over 140 new toys and volunteered during the City's annual Thanksgiving Food Distribution.*



LOCAL ORGANIZATIONS WE SUPPORTED

Cards for Hospitalized Kids

Spreading hope, joy, and magic to hospitalized kids across America through uplifting handmade cards.

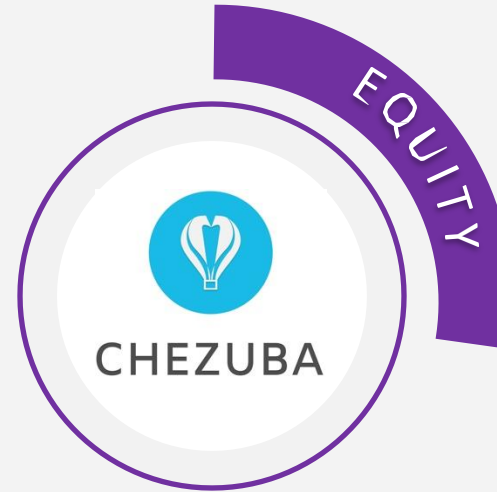
Sutroites created more than 500 handmade cards to cheer up a hospitalized child in need.



Chezuba

Help purpose-driven companies to manage their social impact strategy and offering a platform providing virtual global volunteer outreach.

Sutroites completed 459 volunteer hours since inception in Oct 23'



Pacific Beach Coalition

Dedicated to preserving the ocean, coastal habitat and wildlife, and ending litter, through advocacy, education, community building, and citizen action. *Sutroites devoted dedicated hours to cleaning and restoring the coastline.*



University of Chicago

Scholars and students are propelled to do their best work in an environment of intellectual freedom and debate. *Sutro was proud to host 26 UChicago STEM students, where our distinguished panelists shared valuable insights and inspired the next generation of leaders.*



INITIATIVES WE ACCOMPLISHED AS A TEAM



Supplier DEIB & Sustainability Initiative



Redesigned Corporate Website & Presentation Template



Inclusive Leadership Symposium



Our Purpose is Patients in collaboration with Ovarian Cancer Research Alliance (OCRA)

INITIATIVES WE ACCOMPLISHED AS A TEAM



GenenBus



Driving Connections Through Employee Development in partnership with SkillCycle



LEAD and Green Certified

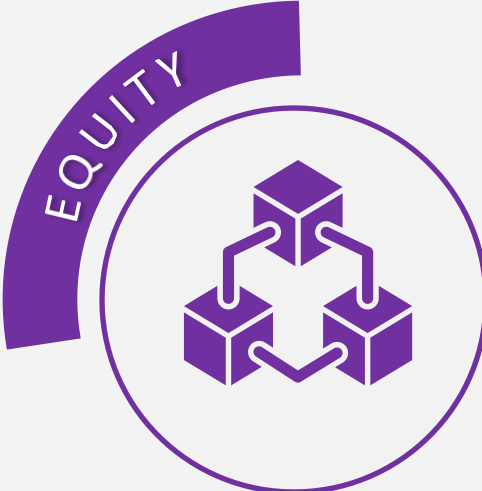


Luvelta Offers Hope to Pediatric AML & Our Compassionate Use Program. Guest Speaker: Dr. Soheil Meshinchi

INITIATIVES WE ACCOMPLISHED AS A TEAM



Strategic Supplier
Sustainability Reviews



Landfill Reduction Tactics



Green Initiative Analysis



Zero Waste Strategy

INITIATIVES WE ACCOMPLISHED AS A TEAM



Harnessing Self-Awareness for Personal & Professional Development



Health Fair



Research Forum



Thriving Together: Collaborating Purposefully with Emotional Intelligence and Empathy

COMMEMORATED EVENTS WE CELEBRATED

JAN

- Martin Luther King Jr.

FEB

- Black History Month

MAR

- Employee Appreciation Day
- Culture Day of Music

APR

- Eid al-Fitr Celebration

MAY

- AAPI & Jewish Heritage Month Celebration

JUN

- Juneteenth & PRIDE Luncheon

JUL

- Summer Family Picnic

AUG

SEP

- Hispanic Heritage Month Celebration
- The Teal Run

OCT

- Health Fair
- Oktoberfest
- Fall lunch
- Halloween
- Diwali Celebration

NOV

- Light the Night

DEC

- Holiday Party

CLINICAL TRIAL DIVERSITY & REPRESENTATION

REFRαME-O1 Enrollment Progressing Ahead of Internal Projections

Active Countries	Planned Countries*		Trial Sites/Enrollment
Australia 	Austria 	Italy 	Phase 3 randomized part 2 enrollment tracking ahead of internal projections
Canada 	Belgium 	Poland 	
Israel 	Bulgaria 	Spain 	Over 200 sites expected to be active by mid-2025
New Zealand 	Czech Republic 	Sweden 	
Singapore 	Finland 	Switzerland 	Active partnerships with GOG, ENGOT, APGOT to organize and align patients and recruitment efforts
South Korea 	France 	United Kingdom 	
United States 	Germany 	Argentina 	
	Hungary 	Brazil 	
	Ireland 	*All planned countries to be active in 1H2025, except for Finland	

Sources: clinicaltrials.gov NCT05870748. Internal Sutro data on file.



2025 Initiatives Ahead:

Collaboration fuels progress. By listening, learning, and building on each other's ideas, we foster innovation and success. We're proud of our team's commitment to teamwork, where every voice is valued, driving us toward shared achievements.