

## ESG CHARTER

### Our Commitments

As an immuno-oncology company, Agenus (the Company) is driven by our commitment to help patients of today and tomorrow by developing medicines that seek to extend and improve quality of life. As we do so, our vision inspires us to support a sustainable Environmental, Social and Governance (ESG) strategy; one where the planet is healthy, people thrive, and society is inclusive.

### ESG Committee

Successful implementation of a sustainability strategy requires the creation and oversight of an ESG Committee. The purpose of this Committee is to help articulate and frame targets that will define and measure progress of Agenus' ongoing commitment to environmental stewardship and sustainability, corporate social responsibility, and corporate governance.

The ESG Committee is an interdisciplinary team of executives and program champions who will meet at least quarterly. The Committee will monitor evolving standards, oversee risk assessments and help articulate and implement best management practices relevant to ESG.

Agenus will be integrating an ESG management platform that will enable the Company to gather relevant information, conduct reviews, and help establish ESG priorities. Using the platform, Agenus will perform materiality assessments on a periodic basis to determine expectations of internal and external stakeholders, and thereafter use the output of such assessments to inform program priorities and assist with measuring progress against articulated goals.

### Environment

Agenus promotes values that respect our environment and continuously reviews our internal operations to reduce our carbon footprint. The areas of focus include the elimination of waste and pollution, recycling where possible, minimizing the use of plastic, and being more energy efficient.

The company continually strives to find uses for reclaimed water and reduce waste arising from our operations including post-use wastewater treatment. We ensure wastewater effluents are discharged appropriately to protect the quality of our receiving waters.

### Social

Agenus corporate values are based on conducting business in an ethical and responsible manner. This includes respecting internationally recognized human rights throughout our operations. We practice transparency and a vibrant internal dialogue among team members.

Employees' health, wellness, and workplace safety are a priority.

We ensure all employees are treated fairly and equally and promote diversity, equality, and inclusion (DEI).

Agenus provides a workplace where employees are treated with dignity and respect. Opportunities are provided to further professional skills through training and development.

### **Governance**

Environment, health, and safety (EHS) is integrated into how we run our business to ensure that management of risk and regulatory compliance are overseen at the highest levels of the Company. We seek to integrate our ESG priorities on a global scale.

Our governance framework and culture provide the basis for proactive engagement and shared accountability of ESG across our operations, including research and development, clinical trials, manufacturing and all other aspects of the business.

As part of that oversight, we monitor and ensure that the Company complies with national and international standards and regulations as they pertain to the environment and social needs.

A strong commitment to a sustainable future and to improving the social, economic, and environmental wellbeing of the community where we do business is a high priority shared by Company leadership and our board of directors.