

Entity report pursuant to Canada's
An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains

This report is made on behalf of Repare Therapeutics Inc. (NASDAQ: RPTX & Canada business number 752473728).

This report is made pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act) and outlines the steps we have taken during the financial year ended December 31, 2023, as well as our ongoing planned efforts, to prevent and reduce the risk that forced labour and child labour is not occurring in our supply chains or our organization.

Our Business, Organizational Structure and Supply Chain

Our Business - Repare is a clinical-stage precision oncology company enabled by our proprietary synthetic lethality approach to discover and develop novel therapeutics. We are advancing a novel class of highly targeted cancer therapies that directly address the genetic alterations associated with selected tumors. Since our inception, we have focused on raising capital, organizing and staffing our company, conducting discovery and research activities, developing and progressing our product candidates through preclinical studies and preparing and running clinical trials.

Our Organizational Structure - Our headquarters are located in Montreal, Quebec, Canada and consist of combined laboratory and office space for our Canadian-based employees. Our head office operations, including finance, information technology, human resources and administration functions, as well as our early research discovery operations, including chemistry, biology, pharmacology, etc. are handled out of our Canadian location. We also have a US wholly-owned subsidiary that is located in Cambridge, Massachusetts, United States, which consists of office space for our US-based employees. Our clinical development, clinical trials and manufacturing operations are managed out of our US location. As of February 16, 2024, we had 179 full-time employees in Canada and the United States, split approximately 50%/50% between the two locations. Of these, 143 were primarily engaged in R&D activities and 36 were primarily engaged in management or general and administrative activities.

Our Supply Chain - Our supply chain is comprised of suppliers of direct materials (active pharmaceutical ingredients, drug products, laboratory reagents and consumables, as well as related materials), suppliers of research and clinical goods and services (pre-clinical and clinical research organizations and laboratories) and suppliers of indirect goods and services (information technology, professional services, facilities, general office supplies, etc.).

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We operate in a highly regulated environment. The process required by the US FDA before product candidates can be marketed in the United States is well established and subject to many regulations. The same applies outside the United States. We rely on third-party contract manufacturing organizations (CMOs) to manufacture our product candidates for preclinical and clinical testing. We require all CMOs to conduct manufacturing activities in compliance with current good manufacturing practices (cGMP) requirements. To be GMP compliant, manufacturers must follow strict rules regarding the quality of (a) products they produce, (b) their facilities and (c) their employees. Repare has conducted site visits at some of our manufacturers and their facilities, for both auditing and relationship purposes, that have also served as compliance checks against our Code of Business Conduct and Ethics.

Our Existing Policies & Actions on Preventing Forced Labour and Child Labour

We recognize that slavery, forced or compulsory labour and human trafficking is a global and increasing challenge for governments and business and we recognize our responsibility to respect human rights and manage the risk of forced labour and child labour in our own organization and supply chain. As such, we have established the following policies.

- Code of Business Conduct and Ethics - The Repare Code of Business Conduct and Ethics defines the standards of behaviour expected of our organization and all our employees. Repare is committed to maintaining the highest standard of business conduct and ethics. Repare is also committed to providing a work environment free of any form of unlawful harassment or discrimination and maintaining a respectful, courteous work environment that respects the dignity and worth of each employee. We are committed to actions and policies to assure fair employment. No employee, contract worker, customer, vendor or other person who does business with Repare is exempt from the prohibitions within our Code of Business Conduct and Ethics.

Our Code of Business Conduct and Ethics has been made available through publication on the company's website at <https://ir.reparerx.com/corporate-governance/documents-and-charters>.

- Repare Supplier Code of Conduct - We also adopted a supplier code of conduct that expresses the expectations we hold for our suppliers. In pursuing our mission, Repare strives to achieve the highest business and personal ethical standards as well as compliance with the laws and regulations that apply to our business. We trust and expect our suppliers and partners will honor these same values and commitments. For purposes of our supplier code of conduct, a supplier is any third party wherever located that directly or indirectly sells, or seeks to sell, any kind of goods or services to our company or on our company's behalf.

Our supplier code of conduct explicitly addresses Repare's expectations with regards to human trafficking and modern slavery, as well as child labour. Specifically, we expect our suppliers to abide by all applicable anti-human trafficking and modern slavery laws and to not engage in the use of forced, bonded or indentured labour, involuntary prison labour, slavery, or trafficking of persons and to take affirmative steps to prevent such acts from occurring in their own operations and their own supply chain. We further expect our suppliers to ensure that child labour is not used in the

performance of work and to comply with the International Labour Organization Forced Labour Convention (No. 29), and the Abolition of Forced Labour Convention (No. 105). The term “child” refers to any person under the minimum legal age for employment where the work is performed.

Furthermore, our supplier code of conduct:

- Supports the right of every employee to be legally employed.
- Allows employees the right to seek association, without fear of intimidation, reprisal or harassment.
- Ensures employees receive payment that meets or exceeds the legal minimum wage in all jurisdictions where the work is performed.
- Prohibits less favorable treatment of a person on the basis of gender, age, race, religion, disability and sexual orientation.

Our Repare Supplier Code of Conduct has been made available through publication on the company’s website at <https://ir.reparerx.com/corporate-governance/documents-and-charters>.

- A whistleblowing policy has also been implemented, which encourages all to report potential misconduct or improper state of affairs or circumstances in relation to Repare, an employee, officer, consultant or supplier of Repare. All reports made under the whistleblowing policy are to be received and treated sensitively and seriously and will be dealt with promptly, fairly and objectively. Any concerns relating to forced labour or child labour can be raised in confidence without fear of retaliation directly to a manager or through an independent third-party whistleblowing hotline.

Risk Assessment & Due Diligence Mechanisms

Repare has implemented the requirement for all new suppliers to certify their compliance to our Supplier Code of Conduct through our onboarding process for new suppliers. Repare has further incorporated the requirement for compliance with our Supplier Code of Conduct in all new purchase orders issued to vendors. A right to audit CMOs is also incorporated in contractual terms in all agreements with our CMOs.

We have not yet identified parts of our activities and supply chains that carry a risk that forced labour or child labour is being used by our own activities or that of our suppliers. We are looking to conduct an assessment of the core elements of our business to determine areas in which human rights aspects, including forced labour and child labour elements, could be of importance. The planned assessment will consist of a rough risk categorization of our suppliers, the countries in which they operate and the nature of the activities performed by our suppliers. Interviews with experts from the relevant functions (HR, CMC, clinical operations, discovery chemistry, etc.) will be held to determine if any critical areas come to light.

No measures have been taken to remediate forced labour, child labour or loss of income to vulnerable families in our activities or supply chain as we have not identified any instances of forced labour or child

labour. No actions have been taken to assess our effectiveness at preventing and reducing risks of forced labour and child labour in our activities and supply chain as we are still too early in our risk assessment.

We hope to implement adequate processes to help safeguard human rights, including forced labour and child labour aspects, and to ensure that they are respected within our direct area of control.

We will also continue to sensitize employees and suppliers by appropriate means.

Ongoing Training and Awareness Program

The Code of Business Conduct and Ethics is made available to all employees. All employees are required to complete annual training on our Code of Business Conduct and Ethics. Annual training incorporates awareness of modern slavery, including forced labour and child labour, amongst our employees so they may recognize it, report it, consider it, etc. We are looking to conduct more targeted training on modern slavery, including forced labour and child labour.

Approval and Attestation

This entity report is submitted to the Minister of Public Safety in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

This entity report was approved by the board of directors of Repare Therapeutics Inc. on May 7, 2024 pursuant to subparagraph 11(4)(a) of the Act.

In my capacity as a Director of Repare Therapeutics Inc., and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Repare Therapeutics Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the 2023 reporting year.

/s/ Lloyd Segal

Lloyd Segal

Director, President and Chief Executive Officer
Repare Therapeutics Inc.

May 7, 2024

I have the authority to bind Repare Therapeutics Inc.