2025 | ESG Report

rigel

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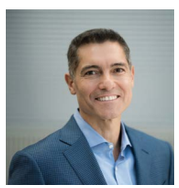
Note from Rigel's President and Chief Executive Officer



Dear Stakeholders,

We are excited to unveil Rigel's ESG Report, showcasing our practices that embody positive corporate citizenship. This report delves into our initiatives, and sets the stage for what environmental, social, and governance principles mean to Rigel.

Driven by our values, anchored on our commitment to patients, we're dedicated to providing novel therapies that can reshape the lives of individuals facing health challenges such as hematologic disorders and cancer. Furthermore, we value teamwork and actively cultivate a workplace environment that rewards impactful contributions.

As we advance our business, we recognize that our responsibility extends beyond our immediate operations and the therapies that we provide. We are committed to making a positive contribution to the community at large, honoring the environment that enriches our lives, and ensuring that our practices and processes further these aims. This report captures a snapshot of our dedication and our endeavors to generate positive outcomes for our stakeholders.

With great enthusiasm, we look forward to building on this commitment in the years to come. Thank you for sharing our journey to a more sustainable future together.

Sincerely,
Raul Rodriguez

Introduction

Rigel Pharmaceuticals, Inc. (Rigel) is a biotechnology company dedicated to discovering, developing, and providing novel therapies that significantly improve the lives of patients with hematologic disorders and cancer. Rigel was founded in 1996 in South San Francisco, California.

Rigel has three commercialized products: TAVALISSE (fostamatinib disodium hexahydrate), REZLIDHIA (olutasidenib) capsules, and GAVRETO (pralsetinib) capsules.

Our approach to environmental, social, and governance ("ESG") factors is consistent with our mission and corporate values. We are committed to conducting business in a safe and environmentally sustainable manner that promotes the health of our employees, patients, community, and the environment.

Our Values

COMMITMENT TO PATIENTS
We focus on improving the lives of patients with serious, unmet medical needs.

TRANSPARENCY
We commit to being open, honest and direct in our communication.

INNOVATION
We use creativity to seek and apply better solutions to scientific, medical and business challenges.

TEAMWORK
We build trusting and collaborative relationships.

INTEGRITY
We have the courage to do what is right, acting in the best interest of the patients, the broader healthcare community and one another.

SUCCESS
We are nimble and decisive in delivery on our ambitious goals.

FUN
We each contribute to making Rigel an enjoyable place to work.

Environmental

RIGEL HQ FACILITY

Rigel occupies a 13,670 square foot suite located in an office space property at 611 Gateway Boulevard in Oyster Point, South San Francisco. Oyster Point is a part of the booming Silicon Valley North and as such, Rigel is surrounded by a community of biotech and pharmaceutical entrepreneurs and established industry giants.

Rigel is a commercial pharmaceutical company that operates without physical manufacturing facilities. We focus on innovative therapeutic advancements with a lean and agile infrastructure. We leverage external expertise and partnerships to bring new therapies to patients while maintaining a commitment to regulatory compliance and patient welfare.

While we do not engage in any on-site manufacturing, we are committed to minimizing our environmental impact and promoting sustainable practices. Our environmental efforts are directed towards making a positive difference in the communities in which we operate and contributing to a healthier planet.

We use recycling and compost bins placed throughout the office space, including in the kitchens and common areas, to minimize the trash going to the city, county, and regional landfills.

At Rigel's headquarters, all the lights in the individual offices, conference rooms, and kitchen area have motion sensors that turn off to save energy when not in use. We have also maintained a remote hybrid policy, allowing employees to work from home each week helping to minimize our environmental footprint and unnecessary carbon emissions associated with a daily commute to work.

In support of our commitment to reducing single-use plastics, Rigel has established refillable water stations at our headquarters. This initiative encourages employees to use reusable water containers, reducing the consumption of bottled water.

The Rigel Commuter Program supports alternative transportation options for headquarters employees in South San Francisco. This program is one component of Rigel's effort to increase employee satisfaction, reduce the number of drive-alone commuters, improve air quality, and reduce parking demands. Employees are incentivized to carpool by receiving a monthly subsidy for taking public transportation or carpool to work. Shuttles are provided from our office area to nearby public transportation stops.

Rigel employees have access to EV charging stations at our headquarters in South San Francisco.

Rigel employees enjoy participating in Earth Day cleanups.

Social

DIVERSITY, EQUITY, INCLUSION, & BELONGING

Our employee population represents a multitude of backgrounds, cultures, and perspectives. Diversity allows us to approach problems from multiple angles, leading to better solutions. Our diverse teams make more informed decisions by considering a broader range of factors. Rigel embraces this diversity and ensures that our workplace is inclusive and equitable in order to create a sense of belonging, and to harness our full potential.

We strive to create a culture of belonging. Our cross-functional team IGNITE's mission is to enhance connection, communication, and culture at Rigel through initiatives that support our values.

IGNITE stands for:

- **I** nnovative
- **G** roup supporting the
- **N** eeds of the
- **I** ndividuals
- **T** eams and the
- **E** nvironment at Rigel

IGNITE produces a bi-monthly newsletter highlighting wellness, community, and events for our employees to participate in. Our goal is to create a strong culture of belonging.

RECRUITMENT, ENGAGEMENT AND RETENTION

At Rigel, we believe that our team is the key to our success, and is a significant factor in our competitive advantage. The commitment, accountability, dedication, and hard work of our employees is one of our greatest strengths. Recruitment, engagement, and retention are critical aspects of human resource management for smaller organizations such as ours. These practices play a pivotal role in shaping Rigel's culture, productivity, and long-term success.

Recruitment is the foundation of building a strong workforce. The quality of our hires directly impacts our growth and our ability to meet our goals. Our recruitment practices are crucial to finding candidates who not only possess the right skills but also align with Rigel's values and culture. These practices include, but are not limited to the following:

Clearly defined job roles, responsibilities, and qualifications to attract candidates who best fit the positions; utilizing various channels such as job boards, social media, and employee referrals to reach a diverse pool of candidates; a streamlined and efficient hiring process to ensure that we secure top talent before they are hired by competitors; and structured interviews, including behavioral questions which help to assess a candidate's skills, competencies, and cultural fit.

Rigel's retention practices are crucial in preventing unnecessary turnover, which can be costly in terms of time, resources, and lost knowledge. Retaining top talent ensures us a stable and knowledgeable workforce. We employ the following retention practices to prevent unnecessary turnover:

1. **Competitive compensation:** Rigel offers very competitive salaries and benefits, which are essential to attracting and retaining top talent.
2. **Work-Life Balance:** We promote work-life balance to reduce burnout and stress among our employee population.
3. **Feedback and improvement:** Rigel gathers employee feedback and acts upon it to improve our workplace and address employee concerns.

Rigel's recruitment, engagement, and retention practices are integral to the success of our organization. When implemented effectively, they contribute to a thriving workforce that drives growth and innovation. Rigel prioritizes these practices and adapts them to our specific needs and culture to ensure long-term success and employee satisfaction. By consistently reviewing, refining, and enhancing these practices, Rigel creates a workplace where employees feel valued and engaged.

EMPLOYEE ENGAGEMENT

Rigel believes that employee engagement is the lifeblood of any successful organization. Engaged employees are more productive, innovative, and willing to go the extra mile to achieve Rigel's goals. Employee engagement is critical to our organization, because every individual's contributions are vital to our success.

In addition to the Engagement Survey, there are other engagement channels and activities held on a regular basis to maintain the level of employee engagement we currently have and are very proud of.

These include:

1. **Quarterly town hall meetings** with our CEO and Executive Committee members
2. **Social activities** such as holiday celebrations, Giants games, and barbeques
3. **Quarterly Employee Recognition** at our town hall meetings
4. **Streamlined annual and mid-year performance reviews**
5. **Monthly social gatherings** at the home office
6. **Bi-weekly breakfast** offerings at the home office
7. **Periodic all-hands** activities intended to foster a stronger sense of community

COMMUNITY AND PHILANTHROPY

Rigel is committed to giving back to the communities where we live and do business. We believe that the dedication and generosity of our employees can positively impact our communities. Our employees are encouraged to volunteer or donate to charities or causes. In keeping with our beliefs, we participate annually in the South San Francisco Pump It Up for Platelets Walk. We also support the ITP community and our Rigel values (including Commitment to Patients) by participating in Immune thrombocytopenia (ITP) Awareness Month every year.

We are also deeply committed to giving by supporting various patient advocacy groups, continuing medical education grants and investigator initiated research. We are proud to contribute to such pivotal endeavors, knowing that they carry a profound and far-reaching impact on the lives of patients.

PATIENT ACCESS AND SUPPORT PROGRAMS

RIGEL ONECARE, sponsored by Rigel, is a comprehensive patient support program designed to address the needs of individuals facing challenges in accessing Rigel products due to insurance coverage delays, financial constraints, or other barriers. Patients, healthcare providers, and stakeholders alike can benefit from the comprehensive and patient-centric approach offered through RIGEL ONECARE. It is crucial for all eligible individuals to be aware of these programs and leverage the support they provide, thereby contributing to improved healthcare accessibility and outcomes.

Rigel ONECARE Programs*

TEMPORARY DRUG SUPPLY

- For insurance coverage delays
- Any patient, 18 years or older is eligible if criteria are met

PATIENT SUPPORT TEAM

- Will identify the applicable support resources for patients taking drug
- Will provide patients taking drug with adherence and product education calls that are personalized to their desired frequency
- Will assist with access needs for drug with adherence and product education calls that are personalized to their desired frequency

COPYAY OR COINSURANCE ASSISTANCE

- Must have commercial insurance (Medicare, Medicaid or other government programs are not eligible for copay assistance through RIGEL ONECARE)
- Covered by most commercial insurance plans

PATIENT ASSISTANCE PROGRAM (PAP)

- Any patient, 18 years or older is eligible if criteria are met

*All RIGEL ONECARE programs are subject to eligibility requirements and changes. Criteria above do not represent all criteria for each program. Must be U.S. resident or U.S. territory resident. Restrictions apply.

CHEMISTRY, MANUFACTURING, AND CONTROLS (CMC)

At Rigel, we recognize the critical importance of Chemistry, Manufacturing, and Controls (CMC) in ensuring the quality, safety, and efficacy of our products. Our commitment to excellence in these areas is integral to our mission and core values.

We maintain rigorous CMC practices, encompassing the development, manufacturing, and quality control processes. Our CMC team is dedicated to upholding the highest industry standards and continuously improving our manufacturing and quality control procedures.

As part of our commitment to delivering the best products to our customers, we engage in collaborative partnerships with Contract Manufacturing Organizations (CMOs). We carefully select our CMO partners based on defined criteria, which include their adherence to quality standards, environmental responsibility, and social considerations. This selection process ensures that our CMOs align with our values and commitment to responsible business practices.

Quality control is embedded in every stage of our product development and manufacturing processes. We consistently monitor and assess our operations to minimize risks, prevent defects, and optimize product quality. Our quality control practices encompass not only the final product but also the raw materials, supply chain partners, and environmental considerations.

We recognize our commitment to CMC, contract oversight, and quality control directly contributes to our positive environmental and social impact, as well as our strong governance practices. We will continue to invest in these areas, ensuring the integrity of our products and our dedication to responsible and sustainable business practices.

DRUG PROMOTION AND ETHICAL MARKETING

We recognize that our products profoundly impact patients' lives, and as such, it is our ethical duty to engage in responsible and

transparent marketing. Our ESG strategy prioritizes ethical marketing to ensure that healthcare professionals and patients receive accurate, truthful, unbiased, and balanced information about our medications that is consistent with approved product labeling. This includes providing comprehensive details on efficacy, safety, and potential side effects while strictly adhering to regulations and avoiding deceptive or misleading practices.

Multiple Rigel teams are involved in ensuring the safe and effective use of our products. Activities include updates to reference safety information, such as product labels, as well as the addition of confirmed safety signal and associated risks in the product label. The Regulatory Affairs & Quality Assurance functions are responsible for labeling governance and administering a robust Quality Management System. Our Promotional Review Committee (PRC), composed of medical, legal, and regulatory personnel, reviews and approves all external marketing documents. The Compliance function provides training on promotional standards and monitors field-based activities with customers.

Our ESG strategy prioritizes ethical marketing to ensure that healthcare professionals and patients receive accurate, unbiased information about our medications.

HCP INTERACTIONS

We recognize the pivotal role that healthcare professionals (HCPs) play in the medical ecosystem, and our approach to these interactions is guided by a dedication to transparency, integrity, and ethical conduct. We maintain collaborative relationships with HCPs where appropriate to inform the medical community and patients about our products and provide relevant scientific and educational information to support patient care and the practice of medicine. Rigel's Medical Review Committee (MRC), composed of medical, legal, and regulatory personnel, reviews all external medical communication documents, including standard response letters.

Rigel has established mandatory, written standards that all employees, consultants, and agents must follow when interacting with HCPs and other customers. In addition to requiring that all interactions with HCPs and other customers comply with applicable laws, we seek to ensure that our interactions with HCPs consistently meet or exceed industry guidelines.

We conduct regular and comprehensive training for employees on our policies. Compliance personnel conduct periodic reviews and internal audits for adherence to these policies. Rigel complies with Federal and State disclosure requirements, including reporting transfers of value to HCPs.

Any identified issues or incidents are investigated until resolution and corrective and/or preventive actions are taken per our protocols.

PATIENT INTERACTIONS

Appropriate patient interactions serve as a fundamental aspect of Rigel's commitment to our values. We understand that our products directly impact the health and well-being of patients, and we hold a profound responsibility to interact with patients in a manner that is ethical, respectful, and empathetic. In our interactions with patients and their caregivers, we prioritize transparency, patient safety, and overall societal welfare. We believe that appropriate patient interactions begin with providing accurate and accessible information about our medications and we commit to strict ethical standards to ensure that patients receive clear, unbiased information regarding the efficacy, safety, and potential side effects of our products.

Additionally, we recognize the importance of respecting patient privacy and consent, ensuring that all interactions comply with the highest standards of data protection and confidentiality. We collaborate closely with our vendors to ensure that they maintain similar standards. If any personally identifiable information is in our possession, we implement technical and organizational security safeguards designed to help protect against misuse, inappropriate disclosure, or unauthorized access to protected data.

QUALITY ASSURANCE / QUALITY SYSTEMS

Rigel's quality policy is to improve the quality of patient care by consistently meeting or exceeding applicable regulations, industry standards, and customer expectations. We make quality a priority to ensure that the safety, identity, strength, quality, and purity of our products meet our rigorous standards.

Rigel Quality Management System (QMS) addresses the management responsibility, resource management, product realization, measurement, analysis, and continuous improvement of the Rigel products in fulfillment of all applicable regulations and standards. Due to the nature and extent of outsourcing at Rigel, our quality systems have been developed with a focus on vendor oversight and management, to ensure the actions and deliverables of vendors are of the highest standards of quality and done in full compliance with all relevant regulations.

We have developed standard operating procedures (SOPs) to ensure product quality and patient safety from early clinical research to final commercial product. Robust analytical test methods and quality control procedures are in place at our various CMO facilities to ensure a consistent product is delivered to patients.

Training programs such as Good Manufacturing Practices (GMP) are in place to ensure and document that employees have sufficient education, experience, and training to perform their assigned duties. This also includes training on relevant policies and procedures. Communication lines are established to enable employees to report possible compliance issues as well as public reporting on product issues/ complaints. There is a documented system in place to assess these issues and to identify and implement corrective and preventive actions (CAPAs) to avoid a recurrence.

ADHERENCE TO CLINICAL TRIAL STANDARDS

At Rigel, we are committed to our patients. Our mission is to discover, develop, and provide novel therapies to fill treatment gaps in hematological disorders and cancers. In our pursuit of our mission, patient safety and patient privacy are our top priorities.

To ensure patient safety and privacy, we adhere to international regulatory and local regulations, and guidelines at all stages of our clinical trials.

Therefore, Rigel designs and conducts clinical trials in accordance with the ICHE6R3, CFR 21, and Declaration of Helsinki guidelines, as well as region-specific guidelines and regulations. We've established internal operating procedures and processes to ensure compliance. Additionally, our employees and contractors who manage our clinical studies are required to complete Good Clinical Practice (GCP) training.

TRIAL PARTICIPANT SAFETY AND RIGHTS

In clinical trials, Rigel recognizes the importance of the safety and rights of trial participants. Our clinical trials are reviewed and approved by applicable institutional review boards/ethics committees (IRBs/ECs) and Health Authorities prior to any participant involvement. Throughout the duration of all clinical trials, continued reviews are conducted to protect the safety and well-being of human participants.

As part of our commitment to protect the rights of trial participants, we ensure that they are informed about the details of the trial, the studies or tests to be performed, and the risks involved via the informed consent process and an IRB/EC-approved informed consent form.

PATIENT PRIVACY AND DATA PROTECTION

Rigel is committed to protecting patient privacy and data confidentiality. We ensure that all data collection, storage, and analysis comply with applicable privacy and data protection regulations, such as California Privacy Rights Act (CPRA) in California, Health Insurance Portability and Accountability Act (HIPAA) in the United States, and General Data Protection Regulation (GDPR) in the European Union.

PATIENT SAFETY MONITORING

Patient safety is a top priority for us. As part of our efforts to protect patient safety, we collect, monitor, and report adverse events on trial participants continuously throughout the duration of clinical trials. We comply with the regulatory requirements for expedited reporting of serious adverse events to regulatory authorities and the IRB/EC.

There are also safety data review committees that review trial data on an ongoing basis to ensure patient safety.

TRANSPARENCY AND ACCOUNTABILITY

Rigel is committed to transparency and accountability in our clinical research endeavors. We publish the results of clinical trials and strive to make our research findings accessible to the scientific, medical, and patient communities. We actively participate in initiatives that promote clinical trial transparency, such as sharing clinical trial data and participating in clinical trial registries, to improve public trust and scientific progress, and to collect information that may inform healthcare providers, patients and caregivers, and therapeutic communities.

Rigel is committed to transparency and accountability in our clinical research endeavors. We publish the results of clinical trials and strive to make our research findings accessible to the scientific, medical, and patient communities.

Governance

BOARD OVERSIGHT

At Rigel, our commitment to ESG is integral to our corporate governance. Oversight of our ESG strategy and policies occurs at multiple levels within our organization. The Board of Directors actively exercises ESG oversight, supported by our executive leadership. Specifically, the Corporate Governance, Health Care Compliance Oversight, and Nominating Committee of our Board holds key responsibilities in monitoring Rigel's ESG initiatives. This committee receives regular briefings from our executive leadership on ESG-related matters. Additionally, we have instituted a cross-functional ESG committee dedicated to ensuring Rigel's sustainability commitment. This ESG committee is comprised of various functions including clinical development, commercial operations, legal, compliance, supply chain management, human resources, and other pertinent areas.

CODE OF CONDUCT

Rigel conducts all its activities in accordance with the highest principles of ethics as guided by our Code of Conduct. Our organization requires officers, directors, and employees, as well as certain vendors, consultants, and third-party service suppliers related to our sales and marketing activities worldwide, to follow certain business practices and principles of behavior throughout our operations. This Code is intended to serve as a guide to help us maintain the highest ethical and professional standards in each of our functions and relationships. The Code of Conduct also includes policies on gifting, entertainment, and related anti-bribery and anti-corruption measures. Rigel prohibits all bribes and improper payments to anyone regardless of whether it is the public or private sector. Rigel is committed to an environment where open and honest communications are the expectation, not the exception. We want people to feel comfortable in approaching us about instances where they believe violations of standards or policies have occurred. Therefore, we've established an independent and anonymous reporting hotline (844-985-4115) and web compliance portal (rigel.ethicspoint.com). Each Rigel employee is required to receive annual training on the Code of Conduct.

RISK OVERSIGHT

The Board of Directors oversees Rigel's risk management process, with certain committees addressing specific risk areas. Committee chairs promptly report material risk exposures to the Board. Delegation to standing committees and collaboration with outside advisors align with Rigel's business nature. The Corporate Governance, Health Care Compliance Oversight, and Nominating Committee addresses various risks within its domain, such as healthcare compliance,

cyber, and other enterprise risks, and makes recommendations to mitigate such risks. The Compensation Committee monitors whether any of our compensation policies and programs have the potential to encourage excessive risk-taking, while the Audit Committee manages financial risk exposures. All committees periodically assess and report to the Board.

IT AND INFORMATION SECURITY

Cybersecurity and privacy incidents in the pharmaceutical industry are growing in frequency and severity, prompting organizations to invest heavily in people, processes, and technology to bolster their cybersecurity risk management capabilities. We assess the integrity of our information technology and cybersecurity platforms to help ensure proper safety measures are implemented. We understand the extensive responsibility associated with safeguarding our systems and data. Our processes for assessing, identifying, and managing material risks from cybersecurity threats include:

1. Detection and Prevention:

We utilize various securities tools and technologies designed to prevent, identify, protect, detect, escalate, respond and recover from cyber threats in a timely manner. Our approach includes real-time monitoring, threat analysis, and regular security evaluations to identify and mitigate potential vulnerabilities.

2. User Training & Education:

We realize that human error can be a significant cybersecurity risk, so we have implemented education and training programs for our staff to raise awareness about cybersecurity best practices. By promoting a culture of security consciousness, we empower our staff to identify potential threats and respond effectively, in a way that is designed to enhance the overall cybersecurity posture of our organization.

3. Incidence Response and Business Continuity:

We have comprehensive Incidence Response and Business Continuity plans in place designed to ensure the continuity, availability and accessibility of our systems and data, even in the face of unforeseen events such as natural disasters or cyber incidents which plans and systems we test regularly.

FRAMEWORK

The rules and regulations related to ESG are constantly evolving and changing, however, we do not expect any material effect on our operations and financial position.

We continuously monitor legal reporting requirement to ensure compliance for our external filings including our annual reports and registration statements. We also intend to continue to evolve our disclosures to provide our stockholders and other stakeholders with visibility into our ESG and sustainability activities.

Disclaimer and Forward-Looking Statements: This report has been prepared by Rigel Pharmaceuticals, Inc. (Rigel) for informational purposes only and not for any other purpose. Nothing contained in this report is, or should be construed as, a recommendation, promise, or representation by Rigel. This report does not purport to be all-inclusive or to contain all the information you may desire. While Rigel believes its internal research is reliable, such research has not been verified by any independent source. This report may contain forward-looking statements that are based on our current expectations, estimates, and projections about our industry as well as management's beliefs and assumptions. Words such as "anticipates," "expects," "intends," "plans," "believes," "seeks," "estimates," "may," "will," and variations of these words or similar expressions are intended to identify forward-looking statements. These statements include expectations regarding our business strategies, people strategies, environmental, social, and governance efforts, including those related to diversity, equity and inclusion, and climate, and product, and speak only to the time at which this report was prepared. These statements are not guarantees of future performance and are subject to certain risks, uncertainties, and assumptions that are difficult to predict. Therefore, actual results could differ materially and adversely from those expressed in any forward-looking statements as a result of various factors. Factors which could cause actual results to differ materially from those in the forward-looking statements include, among others, the risks detailed from time to time in Rigel's reports filed with the with the Securities and Exchange Commission (SEC), including its Quarterly Reports on Form 10-Q or Annual Reports on Form 10-K filed and subsequent filings. Any forward-looking statement made by us in this report are based only on information currently available to us and speaks only as of the date on which it is made. Rigel does not undertake any obligation to update forward-looking statements, whether written or oral, that may be made from time to time, whether as a result of new information, future developments or otherwise, and expressly disclaims any obligation or undertaking to release publicly any updates or revisions to any forward-looking statements contained herein, except as required by law.