

# 2025 Sustainability Accounting Standards Board (SASB) Mapping Report

This report contains Immuneering Corporation’s (“our,” “us” or “Immuneering”) disclosures that align with the Sustainability Accounting Standards Board (SASB) standards for Biotechnology & Pharmaceuticals. This is our fourth annual SASB Index Report and we expect to evolve our publications over time. The report provides data from January 1, 2025 to December 31, 2025, unless otherwise stated.



## Safety of Clinical Trial Participants

Code	Accounting Metric	Disclosure
HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	As of December 31, 2025, we had dosed patients in two Phase 1/2a clinical trials (NCT05585320 and NCT06208124) intended, respectively, to evaluate our product candidates atebimetinib (IMM-1-104) and envometinib (IMM-6-415). Our clinical trials are designed in accordance with the principles outlined in the International Council for Harmonisation of Technical Requirements for the Pharmaceuticals for Human Use (ICH) Guideline for Good Clinical Practice (GCP), as well as the World Medical Association (WMA) Declaration of Helsinki. As of December 31, 2025, all studies were being conducted in the United States.
HC-BP-210a.2	Number of Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	None during the reporting period.
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Immuneering did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct as described. Immuneering discloses all material legal and regulatory proceedings in our <a href="#">SEC filings</a> as required by law.

## Access to Medicines

Code	Accounting Metric	Disclosure
HC-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Immuneering's drug pipeline is focused on developing medicines for cancer, which is included in the Access to Medicine Foundation's "Diseases, conditions and pathogens in scope of the 2022 Access to Medicine Index". Immuneering does not currently have any marketed healthcare products.
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Due to the early clinical stage of Immuneering's pipeline during the reporting period, Immuneering has not yet engaged with WHO's PQP.

## Affordability & Pricing

Code	Accounting Metric	Disclosure
HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	As of the reporting period, Immuneering does not yet have a commercial product portfolio and does not sell products.
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	As of the reporting period, Immuneering does not yet have a commercial product portfolio and does not sell products.



## Drug Safety

Code	Accounting Metric	Disclosure
HC-BP-250a.1	Products listed in public medical product safety or adverse event alert database	There were no listings relevant to Immuneering on the FDA's MedWatch Safety Alerts for Human Medical Products database during the reporting period.
HC-BP-250a.2	Number of fatalities associated with products	None during the reporting period.
HC-BP-250a.3	(1) Number of recalls issued; (2) total units recalled	None during the reporting period.
HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Due to the preclinical and clinical development (Phase 1/2a) stage of Immuneering's pipeline during the reporting period, Immuneering does not yet manage a formal takeback, reuse, or disposal program.
HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	None during the reporting period.

## Counterfeit Drugs

Code	Accounting Metric	Disclosure
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Immuneering does not yet have a commercial product portfolio and does not sell products, and thus does not have a marketed product to counterfeit.
HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Immuneering does not yet have a commercial product portfolio and does not sell products, and thus does not have a marketed product to counterfeit.
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	None during the reporting period.

# Ethical Marketing

Code	Accounting Metric	Disclosure
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Immuneering did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct as described. Immuneering discloses all material legal and regulatory proceedings in <a href="#">SEC filings</a> as required by law.
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	None reported, given the preclinical and clinical development (Phase 1/2a) stage of drug development during the reporting period.

# Employee Recruitment, Development & Retention

Code	Accounting Metric	Disclosure
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	<p>During the reporting period, Immuneering hired 4 leaders with critical skills and expertise into the company. Immuneering believes that future success largely depends upon its continued ability to attract and retain a highly skilled and diverse workforce. To this end, employees were provided with competitive salaries and bonuses, opportunities for equity ownership, health insurance including, medical, vision and dental, retirement benefits, and paid parental leave, paid time off, as well as life, AD&amp;D, and short- and long-term disability insurance coverage. Additional optional insurance benefits were made available including voluntary term life, critical illness, accident, legal, identity theft, and pet insurance. Immuneering utilizes Bucketlist as our premier rewards and recognition platform. Bucketlist is a platform that allows employees to recognize one another for positive work interactions as well as celebrating employee anniversaries and birthdays with points, called “ImmuBucks”.</p> <p><b>Employees have access to a dedicated financial advisor to advise them on financial planning issues, such as 401(k) investments, equity compensation, etc</b></p> <p>Immuneering’s talent pipeline development strategy includes various professional development programs, which enable continued learning and development opportunities for both long term and new employees. During the reporting period, Immuneering had six professionally facilitated leadership and people manager development training sessions as well as a weekly meeting devoted to teaching and learning from one another on a range of topics, focused largely on technical skills. The leader and people manager training sessions covered the following topics:</p> <ul style="list-style-type: none"> <li>• Hermann Brain Dominance Instrument (HBDI)- All participants of the training cohorts took the HBDI, a science-based assessment for participants to learn about themselves to enhance their EQ and apply what they learn to their unique communication style.</li> <li>• The Art and Science of Giving Feedback</li> <li>• HBDI Individual and Team Debrief</li> <li>• Building Trust During 1:1s</li> <li>• Effective Expectation Setting</li> <li>• Managing under-performance</li> <li>• Developing High performers</li> </ul>

		<p>The company provided a budget for every employee to use annually for professional development education endeavors including technical skills development training, reimbursement for professional development activities and soft skill growth. Employees were also given access to cybersecurity modules via KnowBe4, enabling the team to expand their range of expertise while bolstering the cybersecurity of the company. During the reporting period, the company continued to leverage and use a performance and goal tracking system complete with training around goal setting, goal tracking, peer and self-reviews.</p> <p>During the reporting period, Immuneering hosted multiple training sessions lead by HR and the DEIB committee to enhance the understanding and respect for being an inclusive employer by discussing topics such as: Black history month, Hispanic Heritage month, Indigenous People’s Day, Veteran’s Day, Diwali, Mental Health Awareness month, LGBTQ+ celebrations, Disabilities Awareness month and a Lunar New Year celebration.</p> <p>Immuneering also has hobby affinity groups to facilitate culture building, a book club, a channel for plants and gardening, cooking and many other topics that bond our employees allowing them to connect across departments, in ways that promote work/life balance. Employee events at the San Diego R&amp;D facility were held to encourage taking a break to enjoy getting to know coworkers, including a table tennis tournament, seasonal celebrations (including a summer celebration, Halloween costume party, Thanksgiving potluck, and holiday decorating).</p> <p>Immuneering believes that much of its success is rooted in the diversity of our teams and our commitment to inclusion. Given Immuneering’s aspiration to grow in this area, during the reporting period Immuneering continued the efforts of its employee Diversity, Equity, Inclusion and Belonging(DEIB) Committee which has the following mission statement: "Diversity, equity and inclusion are key factors for employee happiness and company success. Our goal is to transparently evaluate current policies and practices, educate ourselves on our biases, and follow through to promote diversity, equity and inclusion at all levels at Immuneering." During the reporting period, the DEIB committee formed several focused working groups around topics including recruitment, retention, turnover, wellness, engagement, and education. Immuneering’s company policy states that, “The Company is committed to providing equal opportunity and fair treatment to all individuals on the basis of merit, without discrimination because of race, color, religion, national origin, sex (including pregnancy), sexual orientation, age, disability, veteran status or other characteristic protected by law.” During recruitment, Immuneering’s goal is to ensure that a diverse pool of candidates is assessed for job opportunities.</p> <p>Immuneering continued a dynamic mentoring program for our employees this year, rolling out a second cohort which was met with great enthusiasm and participation. The program was structured and provided a pairing process that maximized the matching of skills the mentees wanted to learn along with the mentor’s expertise.</p> <p>Immuneering maintained a career laddering and promotions matrix for scientific and non-scientific employees which created a transparent framework and process for employees to see how to progress in the organization based on core competencies required for each level.</p> <p>Immuneering sponsored one paid summer intern at the high school level for 5 weeks in our labs. The student was from underrepresented community in the San Diego area, and they were exposed to STEM leaders and scientists / mentors within Immuneering. They performed hands-on experiments under the guidance and leadership of various leaders in our organization.</p>
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## Employee Recruitment, Development & Retention

<p>HC-BP-330a.2</p>	<p>(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others</p>	<p>1a) Voluntary Executives/Senior Managers Turnover Rate: 0.00%  1b) Voluntary Mid Level Managers Turnover Rate: 0.29%  1c) Voluntary Professionals Turnover Rate: 0.69%  1d) Voluntary All Others Turnover Rate: 0.00%  2a) Involuntary Executives/Senior Managers Turnover Rate: 0%  2b) Involuntary Mid Level managers Turnover Rate: 0.69%  2c) Involuntary Professionals Turnover Rate: 3.60%  2d) Involuntary All Others Turnover Rate: 0.00%</p> <p>For each employee category (such as professional or mid-level manager), voluntary (such as retirement or resignation) and involuntary (such as expiry of contract or dismissal) turnover was calculated by summing voluntary vs involuntary turnover in that employee category for each month (January 2025 - December 2025). The number of voluntary and involuntary turnovers per employee category were divided by the total number of employees in that employee category in that month. The voluntary and involuntary turnover rates per employee category reported above were calculated by averaging the 12 monthly turnover figures together and multiplying by 100 to arrive at a percentage.</p>
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## Supply Chain Management

Code	Accounting Metric	Disclosure
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	(1) Immuneering does not maintain lab or supply chain facilities for drug product production. (2) Immuneering's Contract Development and Manufacturing Organization (CDMOs) perform our CMC quality work in cGMP certified, and Regulatory Authority inspected facilities. The CDMOs maintain compliance with all required elements of GMP.

## Business Ethics

Code	Accounting Metric	Disclosure
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Immuneering did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct as described. Immuneering discloses all material legal and regulatory proceedings in <a href="#">SEC filings</a> as required by law.
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Our clinical trials are designed in accordance with the principles outlined in the International Council for Harmonisation of Technical Requirements for the Pharmaceuticals for Human Use (ICH) Guideline for Good Clinical Practice (GCP), as well as the World Medical Association (WMA) Declaration of Helsinki. Our Code of Business Conduct and Ethics is available on our <a href="#">website</a> .

## Activity Metrics

Code	Accounting Metric	Disclosure
HC-BP-000.A	Number of patients treated	We issued a <a href="#">press release</a> noting the dosing of our first patient in 2022. We haven't disclosed the total number of patients treated with atebimetinib and envometinib. The Phase 1/2a trial of atebimetinib includes enrollment of up to approximately 225 patients. The Phase 1 portion of the envometinib trial (which is currently paused) includes enrollment of up to 60 patients.
HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	During the reporting period, there were zero marketed drugs in our portfolio. Atebimetinib (IMM-1-104) was in Phase 1/2a, envometinib (IMM-6-415) was in Phase 1 (the trial is currently paused), and zero drugs were actively dosing in Phase 3. We had multiple preclinical programs in development during the reporting period. More information about Immuneering's pipeline is available on our <a href="#">website</a> .

**Special Note Regarding Forward-Looking Statements.** This Immuneering Corporation’s 2025 mapping report contains or references forward-looking statements, including, but not limited to, statements related to Immuneering Corporation’s goals, efforts and objectives, including Immuneering Corporation’s efforts to comply with laws, rules, regulations, standards and corporate policies that apply to its business as well as its efforts to conduct its studies and trials in accordance with applicable law and standards and protect the integrity of its supply chain; the design and goals of Immuneering Corporation’s Diversity, Equity, Inclusion and Belonging committee; Immuneering Corporation’s continued investment in research and development; and other statements that are not historical facts. These forward-looking statements are based on Immuneering Corporation’s current plans, goals, efforts, objectives, estimates, expectations, and intentions and inherently involve significant risks and uncertainties. Actual results and the timing of events could differ materially from those anticipated in such forward-looking statements as a result of these risks and uncertainties, which include, without limitation, risks and uncertainties associated with: the risks inherent in oncology drug research and development, including target discovery, target validation, lead compound identification, and lead compound optimization; that Immuneering Corporation has incurred significant losses, is not currently profitable and may never become profitable; Immuneering Corporation’s projected cash runway and need for additional funding; ongoing and future pandemics and resulting global economic, financial, and healthcare system disruptions and the current and potential future negative impacts to Immuneering Corporation’s business operations; the time consuming and uncertain regulatory approval process, including the risk that Immuneering Corporation’s planned regulatory submissions may not be submitted, accepted or approved by applicable regulatory authorities in a timely manner or at all; the costly and time-consuming undertaking of pharmaceutical product development and the uncertainty of clinical success, including risks related to failure or delays in successfully initiating or completing clinical trials; delays or problems in the supply or manufacture of Immuneering Corporation’s product candidates; complying with applicable U.S. and non-U.S. legal and regulatory requirements, including those governing pharmaceutical advertising laws; challenges inherent in efficiently managing employees in diverse geographies and creating a positive workplace culture; and other risks and uncertainties affecting Immuneering Corporation, including those described from time to time under the caption “Risk Factors” and elsewhere in Immuneering Corporation’s Securities and Exchange Commission filings and reports, including Immuneering Corporation’s most recently filed (as applicable) Annual Report on Form 10-K, Quarterly Report on Form 10-Q and / or future filings and reports by Immuneering Corporation. Other risks and uncertainties of which Immuneering Corporation is not currently aware may also affect Immuneering Corporation’s forward-looking statements and may cause actual results and the timing of events to differ materially from those anticipated. The forward-looking statements included or referenced in this 2025 mapping report are made only as of the date of this report or as of the dates indicated in the forward-looking statements, even if they are subsequently made available by Immuneering Corporation on its website or otherwise. Other than as required by law, Immuneering Corporation undertakes no obligation to update or supplement any forward-looking statements to reflect actual results, new information, future events, changes in its expectations or other circumstances that exist after the date as of which the forward-looking statements were made.

