

Arcutis ESG Charter

September 2023

Purpose:

The Environmental Social and Governance Committee (“ESG Committee”) is responsible for supporting Arcutis’ on-going commitment to socially and environmentally conscious business practices, employee and patient well-being, diversity, equity and inclusion, corporate governance and ethical business practices, and overall corporate social responsibility matters relevant to the Company (collectively “ESG Matters”). The ESG Committee is a cross-functional committee of the Company that assists the Executive Leadership Team and the Board of Directors in its oversight in:

- Setting priorities and strategic positions pertaining to ESG Matters;
- Developing, implementing, and monitoring initiatives, policies and practices based on company-wide priorities;
- Overseeing communications with employees, investors and stakeholders with respect to ESG Matters;
- Monitoring and assessing developments relating to, and improving the overall Company’s understanding of ESG Matters;
- Overseeing the disclosure of ESG matters relevant to internal and external stakeholders.

It is recognized that the ESG Committee’s responsibility is strategic oversight in nature and that the primary responsibility and ultimate decision-making with respect to the Company’s underlying programs and policies remains with the subject matter experts currently responsible for such matters.

Guiding Principles:

We are focused on areas where we believe we can have the biggest impact, championing diversity, equity and inclusion in our culture, advancing health equity, ensuring good corporate governance, and furthering environmental sustainability.

Duties and Responsibilities:

The duties and responsibilities of the ESG Committee shall be as follows:

- Assist in setting the Company’s general strategy with respect to ESG Matters, and to consider and recommend policies, practices, and disclosures that conform with the strategy;
- To oversee the Company’s reporting and disclosures with respect to ESG Matters; to play an active role in the creation of a periodic ESG Report by providing insights, information and relevant data;
- To assist in overseeing internal and external communications regarding the Company’s position or approach to ESG Matters;
- To consider current and emerging ESG Matters that may affect the business, operations, performance or public image of the Company or are otherwise pertinent to the Company and its stakeholders, and to make recommendations on how the Company’s policies, practices and disclosures can adjust to or address current trends;

- To put systems in place, as deemed necessary and appropriate, to monitor ESG Matters;
- To advise the Company on stockholder proposals and other significant stakeholder concerns relating to ESG matters;
- To assist with additional internal departments, and outside consultants as applicable, to drive timely and relevant disclosures of ESG Matters;
- To review and assess this Charter annually and recommend any proposed changes for approval;
- ESG Committee chair informs and advises the Nominating and Governance Board committee on ESG Matters;
- ESG Committee chair informs and advises the Board of Directors on ESG Matters as appropriate, and;
- To perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may from time to time be requested.

Meetings:

The ESG Committee shall meet monthly and additionally as deemed necessary or appropriate.

The ESG Committee Chairperson will make regular reports of the ESG Committee to the Nominating and Governance Board Committee, the Board of Directors, and others as required.

Committee Members:

The ESG Committee will include officers, associates, and appropriate subject matter experts that the ESG Committee Chairperson deems relevant to the Committee's responsibilities.

Current committee members are as follow:

- Committee Chairperson: Head of ESG
- Governance lead: General Council (Executive Sponsor)
- Environmental lead: Head of ESG
- Social lead: Head of Human Resources
- Head of Corporate Communications
- Head of Investor Relations