

Jim, living with  
PK deficiency



2023 Agios Pharmaceuticals

# *Environmental, Social and Governance Report*



Agios Pharmaceuticals

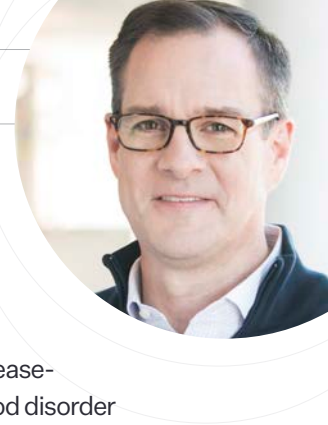
## Corporate *Sustainability* Tear Sheet

At Agios, we are committed to building a sustainable business that provides long-term value for all our stakeholders. We support environmental, social and governance (ESG) initiatives that are aligned with our culture and values and that may positively impact the patients we serve, our employees, our communities and our world.

This document contains disclosure of sustainability metrics relevant to Agios' business and strategy. These metrics are aligned with the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals Industry and the United Nations Sustainable Development Goals (UN SDGs). Unless otherwise noted, it covers ESG disclosures for Agios Pharmaceuticals for the period Jan. 1, 2022 through Dec. 31, 2022.



Ian Rosenblum,  
Vice President, IT and Facilities



Agios Pharmaceuticals



## A Letter from Our CEO

2022 was a transformative year for Agios as we received our first rare disease approval in the U.S., EU, and Great Britain, a significant milestone in our journey to improve the lives of people living with under-served, under-recognized rare diseases. We are dedicated to furthering scientific and clinical understanding of these diseases, partnering with and listening to patients and healthcare providers, and advancing health equity for all. We believe our employees are key to achieving our mission, and we are committed to cultivating an inclusive, diverse, and equitable environment in which all employees can succeed.

We also support and advance a range of other responsibilities, such as: increasing access to medicines; advancing diversity, equity, and inclusion both internally and externally; building a strong culture of flexibility and respect; creating opportunities in STEM; promoting health equity; reducing our waste and energy usage; making a difference in our communities; and conducting our business according to the highest ethical standards. We firmly believe that a business can only do well by doing good, and our ESG efforts are also an important part of our strategy to minimize risk, enhance value-creation and serve shareholder interests well over time.

While Agios has evolved significantly since our first ESG Report was published in the spring of 2020, our commitment to making a positive impact for patients, employees, communities, and the world remains unchanged, and I'm proud to say we have continued to make progress in this area thanks to the dedication and hard work of our team.

Our ESG program is centered around our commitments to the patients we serve, our employees, our communities and world, and business ethics and values. Our ESG Report is the work of a cross-functional team, with oversight from the Executive Team and the Nominating and Corporate Governance Committee of our Board of Directors, and in it we highlight sustainability metrics aligned with the United Nations Sustainable Development Goals (UN SDGs) and the standards for the Biotechnology and Pharmaceuticals industry set by the Sustainability Accounting Standards Board (SASB), including recruiting, developing, and retaining a diverse pool of talent, cultivating an inclusive environment, partnering and building trust in diverse patient communities, and helping to protect the environment.

A few highlights include:

**Patient Access:** Following the approval of PYRUKYND® (mitapivat) in the U.S., EU, and Great Britain – the first disease-modifying treatment for patients with a particular rare blood disorder – we're providing insurance coverage support and copay assistance for eligible U.S. patients with commercial insurance, free product for eligible uninsured or underinsured patients in the U.S., and free product for eligible patients in the EU and Great Britain via a Global Managed Access Program (GMAP).

**Health Equity:** Our dedication to centering diverse patient voices and advancing equitable healthcare for all can be seen in our approach to clinical trials, health economics and outcomes research, and our patient advocacy, clinical, and community partnerships.

**Diversity & Flexibility:** We are committed to making Agios a great place to work for every team member, regardless of their representative, experiential, or cognitive differences. We strive to support diversity at all stages of the employee journey – from talent acquisition to employee development to promotions – and our industry-leading approach to flexibility is a key piece of these efforts.

Looking ahead to the future, our goal remains to build a sustainable business that creates meaningful long-term value for all our stakeholders. I am tremendously grateful to our team, as well as to all of our partners including patients and caregivers, healthcare providers, vendors and suppliers, and investors, who share our values and our vision for improving outcomes for people with rare diseases.

**Brian Goff**  
*Chief Executive Officer*

## ↓ ESG Program Objectives

Our vision to make the world a better place is foundational to Agios. We are driven to improve the lives of those fighting life-threatening and life-altering rare diseases, including those that have often been overlooked or neglected. We have pioneered two novel therapeutic approaches — IDH inhibition and PK activation — and continue to focus on creating a sustainable business in which innovation on behalf of rare disease patients can thrive.

*Our ESG program is centered around our commitments to:*



### 09 Patients

- 10 Case Study: *Advancing Care for an Underserved Patient Community*
- 12 Access to Medicines and Affordable Pricing
- 15 Safety of Clinical Trial Participants
- 16 Drug Safety
- 18 Case Study: *Patient Voice in Clinical Trials*
- 19 Case Study: *Patient Voice and Health Equity in Health Economics and Outcomes Research*



### 20 Employees

- 21 Culture
- 22 Employee Recruitment, Engagement, and Retention
- 24 Diversity and Inclusion
- 28 Health and Safety
- 29 Case Study: *Reimagining Work*



### 30 Our Communities & World

- 31 Case Study: *2022 Community Service*
- 32 Case Study: *Increasing Diversity in Life Sciences*
- 34 Community Involvement
- 36 Energy and Greenhouse Gas Emissions
- 36 Environmental Stewardship and Corporate Responsibility



### 37 Ethics & Values

- 38 Oversight of Sustainable Practices
- 39 Ethical Business Practices and Marketing
- 40 Data Security and Privacy
- 42 Corporate Governance
- 44 Agios Awards
- 45 Safe Harbor Statement

*We were founded to unlock a new field of discovery in cellular metabolism.*

Our first application in IDH inhibition resulted in two precision oncology therapies within 10 years.

## We are fueled by *connections.*

Agios is a biopharmaceutical company passionately committed to improving the lives of people living with rare diseases.

The strong bonds we build with patient communities, healthcare professionals, partners and colleagues enrich the impact we have as experts in cellular metabolism. These connections enhance our collaboration, creativity and productivity — driving our ability to develop life-changing treatments.



*We are expanding our impact.*

Our pioneering research in PK activation has yielded the first approved therapy for a rare, debilitating, lifelong blood disorder as well as a robust clinical and preclinical pipeline.

### *At a Glance*

**FOUNDED**  
*2008*

**HEADQUARTERS**  
*Cambridge, Mass.*

**1ST APPROVED THERAPIES**  
*2017 & 2018*

**PK ACTIVATION PROGRAMS**  
*Pyruvate Kinase Deficiency,  
Thalassemia & Sickle Cell Disease,  
Lower-Risk Myelodysplastic Syndromes*

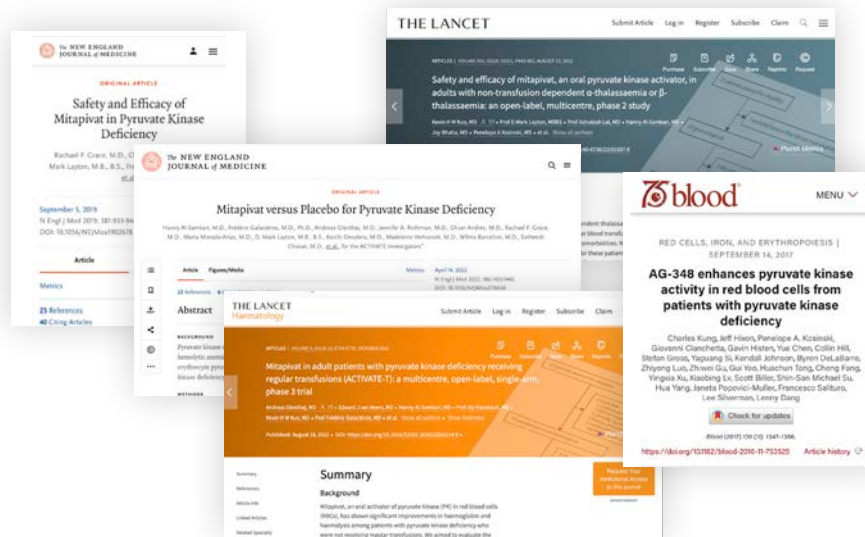
**FIRST AND ONLY DISEASE-MODIFYING THERAPY FOR PK DEFICIENCY  
APPROVED IN THE U.S., EU, AND GREAT BRITAIN**  
*2022*

Through our *pioneering leadership* in PK activation, we are making a difference for people with *rare diseases*

*Pivotal Clinical Programs*

- ENERGI**Z**E
- ENERGI**Z**E-T
- RISE **U**P
- ACTIVATE-Kids™
- ACTIVATE-KidsT™

*Publications*



*Diseases with POC Achieved*

- PK DEFICIENCY
- THALASSEMIA
- SICKLE CELL DISEASE

*+ A Lot of Firsts*

*1st* Disease-modifying Therapy for PK Deficiency

*1st* Global PK Deficiency Registry

*1st* Pediatric Study of a PK Activator

*1st* Company to Pursue MDS with a PK Activator

*1st* Clinical Trial Evaluating Disease-modifying Treatment in Alpha-Thalassemia

## ↓ Financial Performance

*We invest in ongoing innovation on behalf of people who have few or no treatment options.*

**2022 R&D INVESTMENT**

*\$279.9 million*

**3-YEAR R&D INVESTMENT**

*\$757.7 million*

*Our strong balance sheet enables focused execution on our near- and long-term priorities advancing rare disease therapies.*

In April 2021, Agios divested its oncology business for an upfront payment of \$1.8 billion in order to focus solely on accelerating and expanding its rare disease portfolio.

**CASH POSITION**

*\$1.1 billion*

*as of Dec. 31, 2022*

## ↓ *Our Values* Guide Our Actions and Decisions

For us, it's not enough simply to say we have values. We put our values into action by creating and supporting initiatives that positively impact patient communities, the environment, society, our own team and the way we run our business. We believe that by building a sustainable and ethical business foundation, we're able to create deeper and more meaningful connections with all of our stakeholders.

### *Aim High*

We're here to do great things in partnership with patients. We set the bar high for ourselves, and we keep working to raise it. At our core, we're guided by a deep respect for the science and a commitment always to act with the utmost integrity.

### *Come Together*

We foster a caring and open community with our team. We grow supportive relationships with patients and caregivers. We build trusting connections with collaborators. Together, we make a bigger impact than we ever could alone.

### *Embrace Differences*

Because opportunities and insights come from anywhere and anyone, we honor all voices and encourage honest dialogue. We learn equally from success and failure, bringing an open mind and a flexible approach to everything we do.

### *Bring Your Whole Self*

We know we make the biggest impact when each of us can contribute and lead in our own way. So, we honor everything that makes you uniquely "you" — and we never, ever tolerate jerks. At the end of the day, we aim to solve serious problems and have fun doing it.

### *Blaze New Trails*

We ask the tough questions that lead to groundbreaking scientific advances. We nurture a creative mindset and resourceful approach that spark life-changing innovations for patients. No matter where our journey takes us, we keep challenging ourselves and our colleagues to find new and better ways to realize the potential of our science.



# Our Commitment *to Patients*

## Meet Jim

Jim is an aspiring physician's assistant, student, beach volleyball player and PK deficiency advocate. He was diagnosed with PK deficiency at birth after being rushed to the NICU with severe jaundice. Throughout his childhood, he faced jaundice, fatigue, regular transfusions, iron overload and splenectomy. When he went to college, he noticed the negative impact of his disease on his quality of life, including his ability to balance his schoolwork, sports activities and social life. Jim's doctor informed him about Agios' clinical studies in PK deficiency, and he decided to enroll.

*“I decided it was in my best interest to advocate for myself to try to feel better with my PK deficiency. I wanted to make sure that I was doing everything in my power to help myself.”*

Jim says, reflecting on that decision. Jim continues to take the medication today.

*Agios is proud to work toward improving the lives of people like Jim.*



Jim, living with PK deficiency

*Check out  
[this video](#)  
to hear more of  
Jim's story*

3 GOOD HEALTH  
AND WELL-BEING



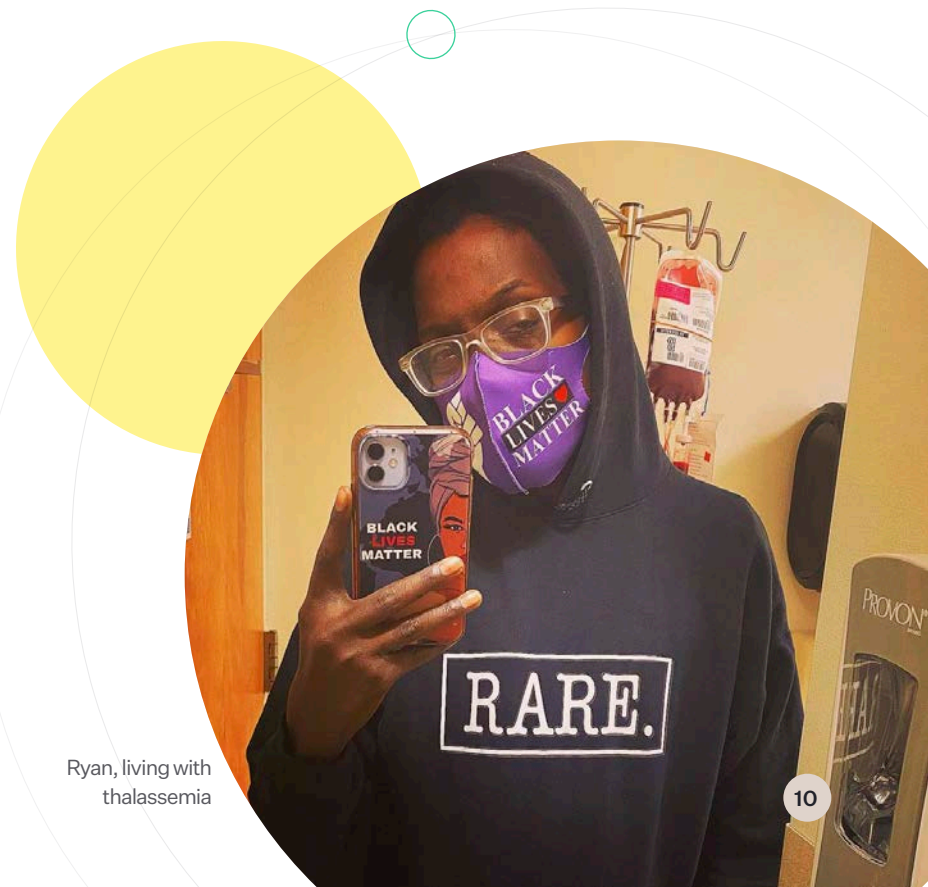
## Case Study

## Advancing Care for an Underserved Patient Community

Thalassemia is a rare, debilitating, lifelong blood disorder with tremendous unmet need. There are currently no approved treatment options for those with  $\alpha$ -thalassemia and options are limited for those with  $\beta$ -thalassemia. Agios' *global thalassemia clinical development program* includes people across the full range of thalassemia types, including both  $\alpha$ - and  $\beta$ -thalassemia as well as transfusion-dependent and non-transfusion-dependent thalassemia.

Beyond its clinical research, Agios has led the way in supporting this patient community holistically. Agios has made important strides toward elucidating the burden of disease and bringing much-needed awareness to the most underserved subgroup – alpha-thalassemia – which currently has no approved therapies. The company convened an *alpha-thalassemia working group*, which includes leading thalassemia experts from around the world, to address gaps in knowledge and education about alpha-thalassemia. Agios has collaborated with this working group to create valuable *educational resources*, including an alpha-thalassemia disease burden slide kit, which is designed to be a tool used by physicians to spread the word about diagnosis and disease management in alpha-thalassemia.

Agios team members conducted and presented *groundbreaking new research about symptoms, complications, and disease progression in alpha-thalassemia* at leading medical meetings. For example, Agios presented the first systematic literature review to investigate the clinical, quality of life, and economic burden of  $\alpha$ -thalassemia at ASH 2022. Agios and collaborators presented a poster at ASCAT 2022 showing that fatigue and anemia remain an unmet need for many patients with alpha-thalassemia and a poster at ASH 2022 demonstrating that alpha-thalassemia had significantly higher clinical burden than matched controls including endocrinopathies, cardiovascular disease, liver disease and pulmonary hypertension – conditions associated with considerable morbidity and mortality.



Ryan, living with thalassemia

Case Study

Advancing Care for an Underserved Patient Community (continued)

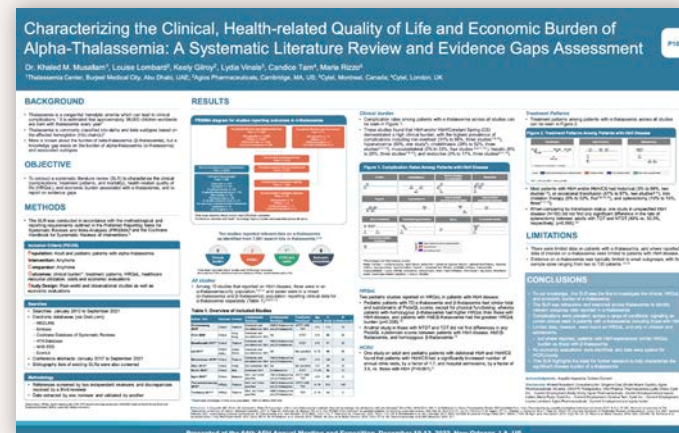
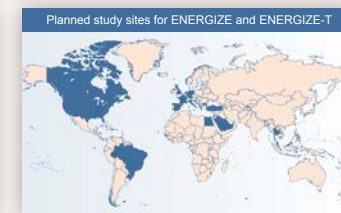
Agios has provided \$200,000 in funding for CME programs such as:

- The Spectrum of Alpha-thalassemia: Comprehensive Care of an Orphan Disease
- Diagnosing and Managing Patients with  $\alpha$ -thalassemias: How Does Your Approach Compare with the Experts’?
- Alpha-thalassemia: Current Paradigms and the Evolving Therapeutic Landscape

Agios has been instrumental in several efforts to build community among thalassemia physicians, patients and caregivers, and industry so that these stakeholder groups can share learnings and experiences as well as innovate solutions on behalf of the broader thalassemia community. For example, Agios launched a *podcast* called *Thal Pals: The Alpha Beta Revolution*, co-hosted by a leading thalassemia physician and a highly connected thalassemia patient and advocate. The podcast elevates the voices of patients, physicians, and others in the thalassemia community to share their experiences, critical education, and the latest scientific updates. Similarly, Agios collaborates with thalassemia key opinion leaders to publish a *quarterly thalassemia newsletter* intended for both patients and physicians, which shares updates on thalassemia research, clinical development programs and patient stories.

Agios has collaborated with patient advocacy groups to help establish the *first international thalassemia patient advocacy advisory council (AAC)*, an international, multi-disciplinary group of experts, including patients, caregivers, patient advocates and clinicians. Expanding on this model, Agios has also created the *Red Cell Revolution*, a council of physicians and patient advocates from several rare blood disorder communities, including thalassemia, pyruvate kinase (PK) deficiency, and sickle cell disease. The group is intended to provide a platform for individuals touched by similar diseases to share ideas, experiences, and support while amplifying each other’s voices.

Agios continues to advance care and support for a group of individuals who previously had been underserved. It is this potential to make a significant impact for patients that drives the Agios team every day.



## ↓ Agios' Access to Medicines & Affordable Pricing Philosophy

### *At Agios, we forge deep connections*

with patients, providers, policymakers and payers to better meet the needs of people living with rare diseases.

### *Our commitment begins with discovering, developing and delivering*

transformative medicines that address patients' needs. We build on this commitment by supporting patients throughout their journeys. We provide and participate in programs that increase awareness, support accurate and timely diagnosis and enable access to safe and effective treatments.

### *We pledge to set prices for our medicines that balance the benefits*

to patients, caregivers, the healthcare system and society and allow us to help as many people as possible today while investing in innovation to help even more people tomorrow.

## ↓ Guiding Principles Help Inform Our Decisions

These values and beliefs underscore our thinking related to access and pricing



### *Create meaningful outcomes for patients*

We work tirelessly to understand rare diseases, so we can develop medicines that help address the outcomes that are most important to people living with these diseases.



### *Stay connected with communities*

We connect directly with patients, caregivers, advocates, providers, payers and policymakers and are invested in collaborating with them to develop new and better solutions.



### *Emphasize transparency*

We connect communities with the information they need by sharing our data, values, processes and progress as openly as possible.



### *Ensure sustainability to help more patients*

We invest in innovation to help more patient communities, while ensuring we continue to serve the patients of today.

## ↓ Access to Medicines and Affordable Pricing Strategy

*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*

SASB: HC-BP-240A.1

Our goal is for as many eligible patients as possible to have access to our medicines and for out-of-pocket costs for the individual patients to be as reasonable as possible.

### U.S. Access Program for PYRUKYND®

PYRUKYND® (mitapivat) was approved by the U.S. Food and Drug Administration in February 2022. Since approval, *88% of eligible U.S. patients* with commercial health insurance have utilized the PYRUKYND® Copay Program which lowers copay costs to *\$0 per prescription*.

Eligible U.S. patients who are uninsured, underinsured, or rendered uninsured may get help from our *Patient Assistance Program* which offers *free prescriptions*.

We developed myAgios® Patient Support Services in close collaboration with the patient, caregiver and provider communities. Through myAgios®, we provide:

- A single point of engagement for patients and prescribers for prescription and access support
- Dedicated, clinically trained patient support managers
- Disease education for patients and their caregivers
- Support for patients and caregivers to navigate access to treatment regardless of their insurance carrier or coverage status
- Customized adherence support
- Opportunities to connect with the patient community



More details can be found at [PYRUKYND.myagios.com](https://PYRUKYND.myagios.com)

## ↓ Access to Medicines and Affordable Pricing Strategy *(continued)*

### Our Pledge

We have pledged to price our medicines in a way that reflects the benefits to patients, caregivers, the healthcare system and society and allows us to help as many people as possible today while investing in innovation to help even more people tomorrow.

**As part of our commitment, we are not taking any price increases on PYRUKYND® for five years after FDA approval.**

### Global Access

Agios' Global Managed Access Program (GMAP) provides a pathway for adult PK deficiency patients receiving care in the EU and Great Britain to have access to PYRUKYND® (mitapivat) at no charge to the patient. PYRUKYND® is approved in these geographies but not currently commercially available. Healthcare providers may submit an inquiry on behalf of their patients to Agios for consideration.

[Info for EU and GB Healthcare Providers](#)

### List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)

SASB: HC-BP-240A.2

Given the focus on rare disease medications, Agios' products do not qualify for the WHO List of Prequalified Medicinal Products.

### Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period

SASB: HC-BP-240B.1

None.



Jonathan, living with PK deficiency, and his mom Alejandra

## ↓ Safety of Clinical Trial Participants

*Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials*

SASB: HC-BP-210A.1

Agios follows all review and approval procedures required by applicable laws and regulations before initiating clinical research. Agios protects patient safety and well-being through appropriate informed consent procedures and Good Clinical Practices. For more information, see [Agios' Code of Business Conduct and Ethics](#).

*Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)*

SASB: HC-BP-210A.2

No FDA sponsor inspections in 2022.

*Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries*

SASB: HC-BP-210A.3

No monetary losses resulting from legal proceedings in 2022. For more information, see Agios' [2022 10-K](#).



Clive Patience,  
Chief Technical  
Operations Officer



### Committed to the Humane Treatment of Animals in Research

In early 2022, Agios achieved American Association for Accreditation of Laboratory Animal Care (AAALAC) accreditation for our animal research facility. AAALAC is an internationally recognized standard for application of the highest criteria toward animal welfare, care and usage. This accreditation exemplifies our dedication to excellence in animal care, which results in a better environment for animals and higher quality research for patients.

## *Drug Safety* and Counterfeit Drugs

### *Total amount of product accepted for take-back, reuse, or disposal*

SASB: HC-BP-250A.4

Agios manufactures medicines on a schedule that avoids, to the greatest extent possible, the expiration of product before it is consumed through patient use. In the event that (a) materials do expire before use and are returned or (b) they are found to be unsuitable for release into inventory or (c) they are subject to a recall/withdrawal notice, all materials are destroyed using regulated and monitored incineration processes. As of December 31, 2022, no product returns have been required.

### *Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting*

SASB: HC-BP-260A.1

Agios has successfully implemented serialization practices into its supply chain such that every unit has a unique identifier. Agios has successfully implemented serialization practices into its supply chain such that every unit has a unique identifier. As such, if any transaction involving falsified product were to take place, the supply chain can be immediately halted.

### *Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products*

SASB: HC-BP-260A.2

Agios has internal processes in place to ensure that customers and business partners are notified if counterfeit or unsafe products are detected in the supply chain. As of December 31, 2022, no alerts have been received.

### *Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products*

SASB: HC-BP-260A.3

None.

### *List of products listed in the Food and Drug Administration (FDA) MedWatch Safety Alerts for Human Medical Products database*

SASB: HC-BP-250A.1

PYRUKYND® (mitapivat) is included in the FDA MedWatch database.



## ↓ *Drug Safety* and Counterfeit Drugs

*(continued)*

*Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System*

SASB: HC-BP-250A.2

As of December 31, 2022, no fatalities have been assessed as related to Agios products (mitapivat & AG-946) as reported in the FDA Adverse Event Reporting System, which can be found [here](#).

*Number of recalls issued, total units recalled*

SASB: HC-BP-250A.3

Agios has not been subject to any FDA recalls.

*Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type*

SASB: HC-BP-250A.5

Agios has not had any GMP violations or FDA enforcement actions.





Case Study

↓ *Patient Voice* in Clinical Trials

Patients are the true experts in their disease experience, and their partnership in clinical trials is essential for developing meaningful new innovations. Agios strives for patient voices to be central when developing clinical trial protocols and creating communications for trial participants. By seeking input from patients early on, and incorporating their feedback, our trials are better equipped to address the aspects of the disease that are most important to patients, and are more inclusive and accommodating of patients' needs which paves the way for more representative diversity in our trials.

*Pediatric PK Deficiency Trial Design*

Agios initiated our first pediatric clinical program in mid-2022, designed to evaluate the first potential treatment for children born with PK deficiency, a rare blood disorder. In order to ensure that the clinical trial program would evaluate the symptoms of greatest importance to this community, and to ensure that the trial protocol would be as easy for participants as possible, we involved caregivers of PK deficiency patients in the design of our trials. We met with a group of caregivers while developing the study protocol, and their feedback guided several key decisions. For example, we learned that swallowing pills may be challenging for some older children, so we built into the protocol the option to ingest the pills as “sprinkles.” In addition, we heard from caregivers that a certain series of tests — which we had believed might be burdensome for patients but which would provide valuable information on the medication’s safety and efficacy — were in fact considered routine by most patients and caregivers, and would therefore not be burdensome to include in our protocol.



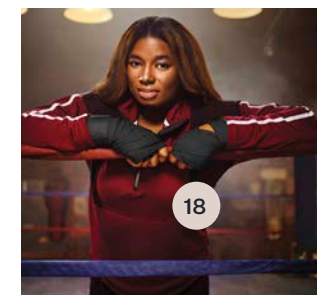
Remy, living with PK deficiency, and her mom Becky



*RISE UP Sickle Cell Disease Trial Recruiting Campaign*

For years, we have partnered closely with sickle cell warriors from around the world to design a clinical trial that is created by sickle cell warriors, for sickle cell warriors. This included developing the study protocol, the trial branding and recruitment campaign for our RISE UP study, a Phase 2/3 study in sickle cell disease. These warriors spent months working with us, sharing their voice that set the direction for the project, brainstorming study branding and providing input on the recruitment campaign materials. Importantly, they are also the face of the campaign. Our hope was to together create something that would be meaningful to the community and represent their resilience in the face of challenges, refusal to settle for the status quo, and influential efforts to educate the world about sickle cell and close the equality gap in healthcare. While the RISE UP study is sponsored by Agios, it is also a study created for and by the sickle cell community. We view this study as a pilot initiative and plan to take lessons learned to inform our approach to recruit more representative populations in future clinical trials as well.

Teonna, living with sickle cell disease



Case Study



## Patient Voice and Health Equity in Health Economics and Outcomes Research

Agios is committed to putting patients at the center of our health economics and outcomes research (HEOR). Part of the HEOR team’s work is to demonstrate the potential value of a medicine, and this can only be done if patients’ perspectives and lived experiences are at the core of our work. Furthermore, we are committed to championing *health equity* within our research because there is no value without equity, as the Innovation and Value Initiative (IVI) – a non-profit research organization committed to advancing the science, practice, and use of health technology assessment in healthcare – has outlined in its Health Equity Initiative work in partnership with Sick Cells, a prominent sickle cell disease advocacy group. Agios supports the objective of IVI and Sick Cells to highlight “opportunities for all actors to improve practices that ensure patient lived experience is our compass to finding health equity.” View the [white paper](#).

Agios ensures patients are involved across *multiple phases* of many of the HEOR studies we conduct, from input in the study design, to interpretation of the results, and even authorship opportunities for patients who meet the International Committee of Medical Journal Editors (ICMJE) guidelines and Good Publication Practices (GPP) criteria for authorship. Agios believes that incorporating data that include patients of *all backgrounds*, such as using Medicaid data in addition to commercial insurance claims data and finding ways to account for health inequities and patients’ lived experiences by using mixed methods of both qualitative and quantitative methods to generate evidence of the impact of disease, are important steps towards driving meaningful change.

Agios also values opportunities to engage with *external organizations* that champion health equity and patient advocacy by attending multi-stakeholder roundtables such as the Roundtable on Defining Value and Measuring What Matters to Patients with Sickle Cell Disease hosted by Sick Cells and researchers at the CHOICE Institute and USC HUGS. This roundtable convened individuals living with sickle cell disease, caregivers, researchers, community-based leaders, and other stakeholders to drive consensus on important impacts to measure value in sickle cell disease. Agios has also contributed to roundtables hosted by IVI as part of their [Health Equity Initiative](#) intended to drive multistakeholder consensus in research and value assessment on best practices and new methods for informing value that supports health equity.

The Agios HEOR team are committed to continual improvement toward the important goal of incorporating *patients’ perspectives* and [health equity](#) in our work.

...matters.  
...RE. A LOT.  
... & the people  
...g on us the most.  
...ome of the people  
...e and drive us  
...ush us to achieve  
OF POSSIBLE.



DeMitrrious, living with sickle cell disease

# Our Commitment *to Employees*

Agios is a supportive, fun and flexible environment full of people empowered to bring their whole selves to work and motivated to make a positive impact for those living with rare diseases. We cultivate this environment in part by hiring and retaining people who care deeply about our mission, about each other, and about the people who count on us.



Ellen Lopresti,  
Chief People Officer



## ↓ Our Culture

### *Building a connected and caring environment*

At Agios, our deep sense of caring is what drives every person on our team and enables us to do meaningful work on behalf of people with rare diseases. It is central to our people development strategy and our approach to human resources. It is the reason we regularly ask our people about their experiences at Agios and what we can do to improve our programs and enhance our environment. We eagerly listen to our team's feedback, analyze what we hear and use the findings to make informed decisions that help us continue to be a great place to work.

*Every effort we employ to build and sustain this type of environment is guided by our three pillars.*

### *Flexibility*

Employees with access to flexibility are happier, more engaged and more productive. Flexibility is about individual needs — it's not one size fits all. We encourage a culture that promotes different perspectives, work styles, health & wellness, care of families and productivity.

### *Psychological Safety*

Based on research initially conducted by Google, we know that high performing teams exhibit psychological safety — the belief that risk-taking and failure won't be punished. We encourage everyone on the team to speak up if something goes wrong or if they disagree or see a different way to approach our work. This leads to more creativity and candor and better results.

### *Deliberate Development*

We emphasize providing ongoing opportunities for employees to grow professionally, whether through bringing in external speakers, offering preceptorships in different departments or providing stretch assignments.

## ↓ Employee *Recruitment, Engagement and Retention*

### *Discussion of talent recruitment and retention efforts for scientists and research and development personnel*

SASB: HC-BP-330A.1

We focus on retaining and hiring people who care about our important work, and who are driven to connect to our mission of helping patient communities.

We maintain a focus on the development of all employees, promoting a deliberately developmental culture. For example, our scientists and clinicians are invited to quarterly development sessions to enhance professional skill sets beyond that of their technical/scientific areas.

Other talent development and retention programs Agios offers include:

- Tuition reimbursement
- Mentorship, internship and fellowship programs
- Leadership development for managers
- 1-on-1 coaching and presentation skills for employees transitioning from academic, laboratory or physician settings to the corporate environment
- DevelOPPortunities program: Temporary, part time assignments that provide employees with an opportunity to build new, differentiated skill sets while maintaining current role
- Cross-functional internal moves are encouraged when aligned with employee career interests and internal promotions are part of our culture; in 2022, 10% of open positions at Agios were filled by existing employees

- Half of our current C-suite roles have been filled through internal promotions of highly effective leaders
- Equity for employees with flexibility to select the percentage of restricted stock units (RSUs) vs. stock options

Identifying and recruiting top talent is critical to our growing organization. To do so, we leverage internal networks and a variety of external resources such as professional organizations, academic institutions, career sites, job fairs and industry conferences. We take a creative approach to identify and assess a diverse pool of candidates for all our openings including:

- Facilitating interview training for all interviewers, including a section on unconscious bias and valuing differences to reinforce our commitment to hiring a diverse team
- Providing hiring managers with 360° assessments of candidates using Agios competencies
- Leveraging additional interviewers outside of candidates' functional area to assess value fit and culture add
- Adhering to our equal opportunity employment policy
- In 2021, began partnering with third party vendors to ensure a diverse candidate slate for open positions and apply best practices for recruiting
- Holding proactive, open and honest conversations with hiring managers and leaders about the existing make-up of teams to identify gaps in representative, experiential and/or cognitive diversity and ensure the candidate pool reflects individuals who may fill those gaps
- Continuously reviewing and improving our interviewing practices

## ↓ Employee *Recruitment, Engagement and Retention* (continued)

### *Employee Engagement*

We conduct a full organizational health survey every 2–3 years and supplement that with more frequent, targeted pulse surveys to measure employee engagement and satisfaction. In 2022, we conducted a Pulse survey about our approach to flexible work. In this survey, 85% or more of employees indicated:

- Their teams have found ways to effectively collaborate in the new model of work.
- The new model of work is aligned to the values at Agios.
- They feel appropriately involved in decisions about their working location.
- They feel able to raise any concerns they might have about onsite work.

Agios utilizes these company surveys to form action plans and experiments designed to identify and to improve company culture and the employee experience. Progress against action plans is shared with the entire company. For example, in response to employee feedback from 2020 surveys, Agios utilized input to inform the design of our post-COVID model of work, now referred to as “Reimagining Work” (see case study on p. 29). Additionally, we’ve utilized our DE&I survey to continue to inform our approach to creating an inclusive workplace, with improvements to our talent

acquisition strategy, an expanded speaker series and access to learning and volunteer opportunities.

Other Agios benefits that have evolved as a result of employee feedback include: discretionary time off policy, formal company shut down during the last week of August and December, expanded parental leave, a lifestyle spending account and an inclusive family forming benefit. For 2023, Agios is providing an “inflation support account” to help Agios employees and their families navigate the rising costs of essentials such as utility bills, groceries, gas, and more during an unusually high inflationary period.

### *Voluntary and Involuntary Turnover Rates*

SASB: HC-BP-330A.2

Voluntary and involuntary turnover rates across all levels (executives/senior managers, mid-level managers and professionals) are in alignment with, or lower than, the industry average. In 2022, Agios' total turnover rate was 15.6% compared to an industry average of 23.8% (Northeast Life Sciences, 6/1/21 to 6/1/22).

### *Comprehensive Compensation, Rewards and Benefits*

To incentivize and reward performance, we have established a competitive and balanced compensation and benefits package, including short-term and long-term incentives, discretionary paid time off policy, generous parental and family leave plans and premium medical benefits.

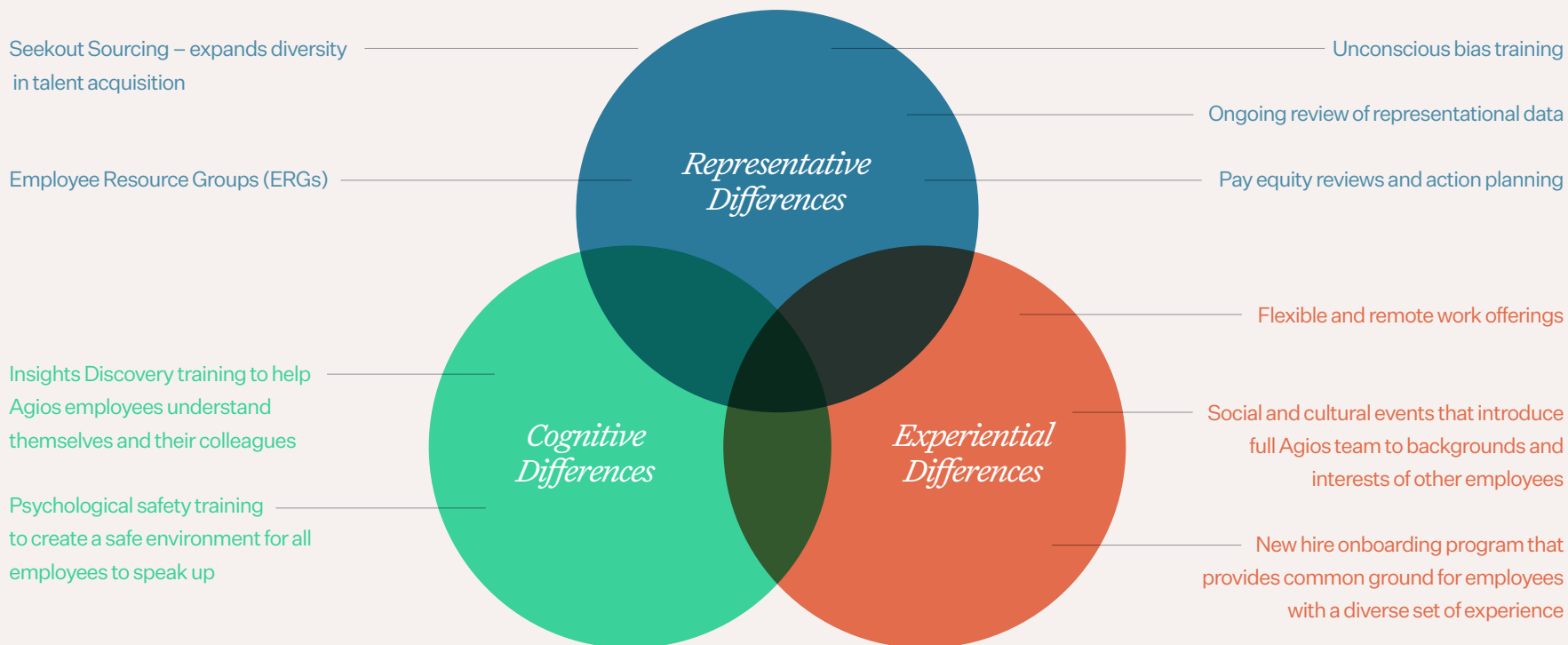


## ↓ Diversity and *Inclusion*

### Diversity Program

Our approach to diversity, equity and inclusion (DE&I) is guided by our Valuing Differences framework. This framework helps drive our culture and innovative spirit. It acknowledges the types of differences that exist among people, and it provides Agios with a guide for ensuring these differences are reflected, embraced and honored in the people we hire and work we do. The three types of differences that shape our team are representative differences (demographic diversity, such as gender, race, ethnicity, sexual orientation), experiential differences (identities based on life experiences that may change over time) and cognitive differences (unique ways of understanding and interpreting the world).

Actions we take to encourage diversity across each of these facets include:





## ↓ Diversity and *Inclusion* (continued)

A commitment to diversity, equity, and inclusion (DE&I) is an ongoing journey; we recognize there is always more to do. We also believe that *measuring progress is critical to ensuring that our DE&I efforts are having a real impact* on our teams and communities. We are pleased to share that our companywide surveys from 2018 and 2022 demonstrate an improvement in DE&I at Agios.

### Companywide Surveys: 2018 and 2022

DE&I Statements

| <i>Statement</i>   | % Responding Favorably |      |      |
|--|------------------------|------|------|
|  | 2018                   |      | 2022 |
| Agios does a good job respecting demographic differences (ex: gender, race, ethnicity, sexual orientation) that exist within the organization            | 84%                    | +9%  | 93%  |
| Agios does a good job respecting experiential differences (ex: affinities, hobbies & abilities) that exist within the organization                       | 78%                    | +11% | 89%  |
| Agios does a good job respecting cognitive differences (ex: how we interpret, perceive, think, share, reason & learn) that exist within the organization | 60%                    | +21% | 81%  |
| My manager fosters an inclusive team environment   | 88%                    | +2%  | 90%  |

## ↓ Diversity Initiatives

### *Diversity Council*

At Agios, we believe that our commitment to diversity, equity and inclusion is essential to our success. In 2020, we led a diversity initiative at Agios that included speakers and workshops on valuing differences to heighten our awareness and help us learn together. In January 2021, we formed the Agios Diversity, Equity & Inclusion Council to ensure we are fostering a welcoming, diverse workplace where all employees can thrive and be their true selves. The Council supports this commitment by:

- Representing and reflecting the different voices in the Agios community
- Furthering the work of diversity, equity and inclusion at Agios and in our communities
- Working in partnership with Agios leadership, HR and Employee Resource Groups (ERGs) to shape, drive and lead our DE&I agenda

### *Employee Resource Groups (ERGs)*

#### **Agios Association of Black Professionals (AAOBP)**

The AAOBP is dedicated to articulating, supporting and advancing the needs and goals of Agios Black professionals through the following:

- Developing a nurturing and empowering community for Agios' Black employees through professional development and networking
- Supporting Agios' efforts to increase recruitment, retention and promotion of Black employees
- Enhancing civic engagement and strengthening Agios' image in the community
- Raising Agios' cultural awareness

### *Advancing DE&I in Our Communities*

The Diversity Council is not only dedicated to advancing DE&I within our company and team, but also to lending our voice to encourage increased DE&I externally among our partners and communities.

For example:

**Inclusive Research:** Agios' Diversity Council, along with relevant cross-functional Agios teams, are working to address health disparities and identify opportunities through collaborations with patient advocacy groups or other organizations.

(See also: [RISE UP case study on p.18](#))

**Supplier Diversity:** Agios is focused on growing our business with diverse suppliers and ensuring our largest supplier partners have an equally strong commitment to DE&I initiatives. In 2022, we began using public data sources to identify diverse suppliers to invite to new business opportunity requests for proposal. In 2023, we will continue to focus on identifying new diverse suppliers with whom to initiate business in order to grow our diverse supplier percentage above our 2021 benchmarks.

#### **Agios Pride ERG**

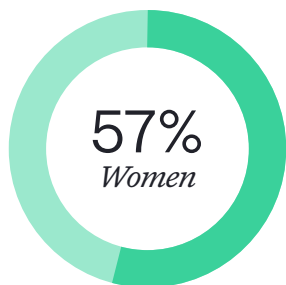
The Agios Pride ERG seeks to create a supportive and affirming environment for lesbian, gay, bisexual, transgender, queer, questioning and asexual (LGBTQIA) employees and allies through the following:

- Providing a network that supports the professional development of LGBTQIA employees
- Facilitating recruitment and retention of LGBTQIA employees
- Working with HR and Agios leadership to develop policies and practices that positively impact LGBTQIA employees

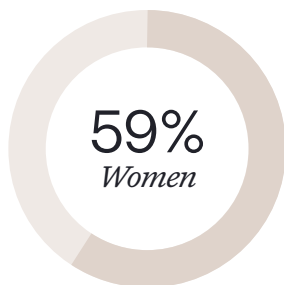
## ↓ Diversity and *Inclusion*

### Gender Diversity

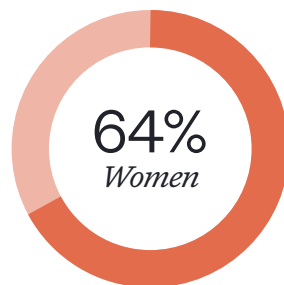
Executive/Senior Manager



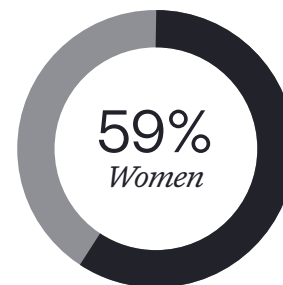
Mid-Level Manager



Professional

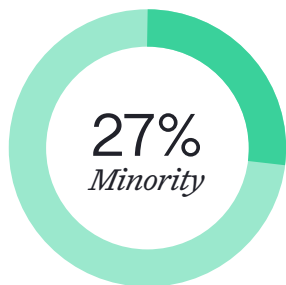


Total

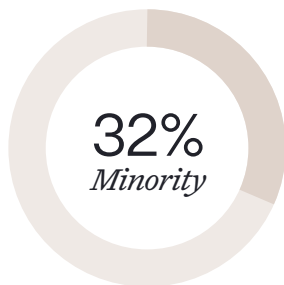


### Racial and Ethnic Diversity

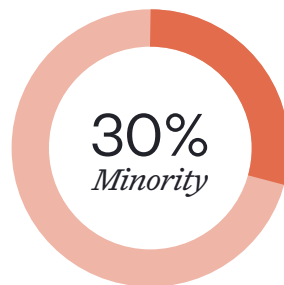
Executive/Senior Manager



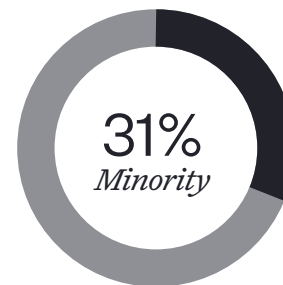
Mid-Level Manager



Professional



Total



|                           |     |
|---------------------------|-----|
| Asian                     | 23% |
| Black or African American | 0%  |
| Hispanic or Latino        | 2%  |
| Other Minority*           | 1%  |

|                           |     |
|---------------------------|-----|
| Asian                     | 21% |
| Black or African American | 5%  |
| Hispanic or Latino        | 2%  |
| Other Minority*           | 3%  |

|                           |     |
|---------------------------|-----|
| Asian                     | 15% |
| Black or African American | 4%  |
| Hispanic or Latino        | 9%  |
| Other Minority*           | 2%  |

|                           |     |
|---------------------------|-----|
| Asian                     | 21% |
| Black or African American | 4%  |
| Hispanic or Latino        | 3%  |
| Other Minority*           | 3%  |

\* Includes Native Hawaiian or other Pacific Islander as well as employees with two or more races | Data as of Dec. 31, 2022

## ↓ *Health and Safety*

### *OSHA Health and Safety Records and Certifications*

Agios rates of injuries, illnesses and DART (days away, restricted or transferred) are at or below industry averages. Health and safety certifications include: ASP (by BCSP), HAZWOPER (40 hour), RCRA/DOT. Agios also maintains a First Aid Response Team of employees certified in First Aid/CPR/AED.

### *Health and Safety Program*

Agios provides a variety of health and safety training programs for employees. Training for all employees includes: overview during new hire orientation, hazard communication, personal protective equipment (PPE), ergonomic principles, evacuation procedures and emergency medical notification. All employees working in or entering a laboratory setting receive additional Lab Safety Training, which covers lab safety, chemical safety, biosafety, bloodborne pathogens, respiratory protection, PPE and pathogen-specific training. Examples of other job-specific training provided are lockout tagout, fall protection, ladder safety and other specialty topics as required.

Auditing processes include external environmental audits conducted every three years, internal regulatory compliance assessments conducted throughout the year, OSHA safety program audits conducted externally every five years and annual program evaluation conducted internally. In 2022, Agios conducted a third-party audit of Environmental & Sustainability programs.



Case Study



## Reimagining Work

“Reimagining Work” = Agios’ approach to workplace flexibility that offers all location-agnostic team members (i.e., those who are not based in a lab or in the field interacting with healthcare providers) the option to choose where they work — fully remote, fully in the office, or hybrid.

### How It Started

Even before the COVID-19 pandemic, Agios was dedicated to *embracing flexibility and differences*. These efforts not only included equipping our team with remote working technology, which most companies have, but importantly we fostered a culture that promotes different perspectives, work styles, health and wellness, care of families, and productivity. With a *culture that supports individual employee needs* already in place, we were able to respond nimbly to the unprecedented challenges of the COVID-19 pandemic and continue serving the patients who are counting on us.

We then took our learnings and experiences from the pandemic to initiate our “Reimagining Work” pilot program in September 2021, allowing our team members to have complete flexibility in where and when they do their work. Through COVID, we saw that our team maintained their productivity and dedication to our mission — and we saw no reason to reduce flexibility as the world slowly began returning to a “new normal.”

### How It’s Going

At Agios, every significant decision that affects our team is data-driven and made with *employee input and feedback*. We conducted surveys to help design the Reimagining Work program and to gauge its effectiveness; the feedback to date has been overwhelmingly positive.

In addition, the opportunity to work remotely has opened doors for us to hire a more diverse team including individuals from different locations and backgrounds and with a variety of responsibilities in their personal lives. In 2022, *approximately two-thirds of our new hires chose to work remotely*.

We strive to support our team's work/life balance by offering at least one holiday or synchronous day off per month, including week-long companywide summer and winter shutdowns. We also encourage high-quality in-person touchpoints such as our companywide Agios Connect events and one optional on-site "anchor day" each week.



*I saw my dream job in patient advocacy posted as a remote role by Agios Pharmaceuticals on LinkedIn. Given my commitments as a mom and caregiver, I was not able to move to Boston. However, the great workplace transformation gave me an opportunity to work at Agios despite living in Chicago.*

*Previously, I commuted 52 miles one way in Chicago traffic which regularly took over two hours from my day — 10+ hours per week, 50+ hours a month, 600+ hours per year! If it snowed or rained, I experienced an even longer commute time! Working remotely at Agios has taken a lot of unproductive time out of my work and home life.*

*What does a better work/life balance look like for me? It allows me to work out in the morning and then check on my dad who has Alzheimer’s while still making it on time to the morning WebEx meeting. It allows me the flexibility to attend my daughter’s senior year class presentation within minutes after I’ve gotten off a call with patient advocates. I show up as my authentic self and am completely present for both meetings.*

*At Agios, I have been able to quickly build bonds with colleagues and multiple stakeholders, all from my home office. It also allows me to focus on what really matters — at work AND home.*

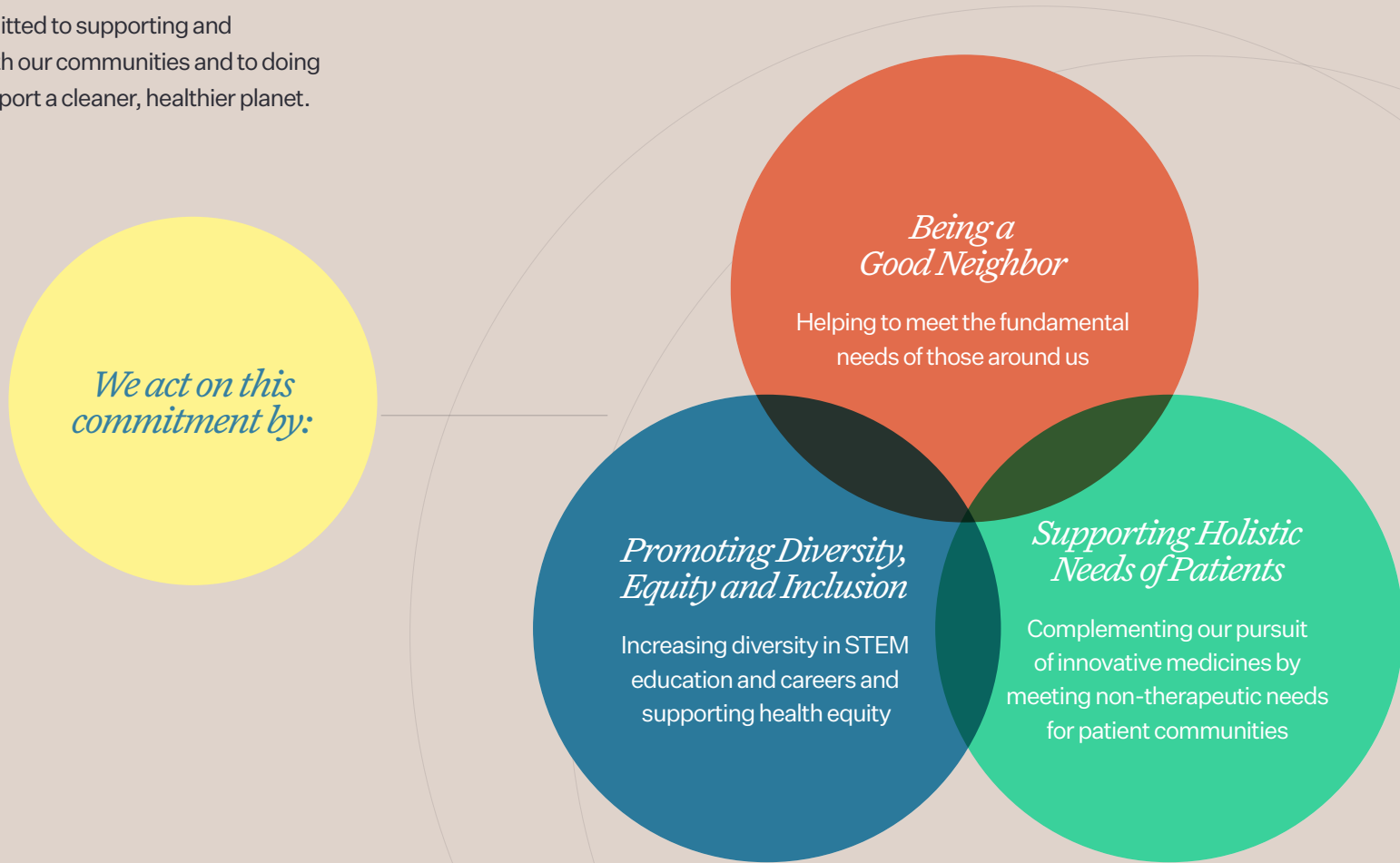
Janie Young Davis, Associate Director, Patient Advocacy





# Our Commitment *to Our Communities and World*

Agios is committed to supporting and connecting with our communities and to doing our part to support a cleaner, healthier planet.



Case Study



## 2022 Community Service

In keeping with our culture of flexibility and drive to make the world a better place, we strive to provide opportunities for all Agios employees to contribute together to our Community Relations pillars – being a good neighbor; promoting diversity, equity & inclusion; and supporting holistic needs of patients – regardless of whether they typically work remotely, hybrid, or in-office.

### Agios Connect

During “Agios Connect,” our first in-person companywide event since 2019, we offered four community service sessions. Each Agios employee could choose the session they were most passionate about, including:

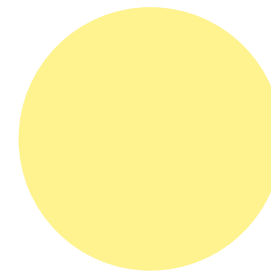
- **Rise Against Hunger: Meal Packing**  
Packaged ~10,000 nutritious, compact meals for people facing food insecurity around the globe.
- **Science from Scientists: STEM Kit Building**  
Built STEM kits designed to increase school children’s interest in STEM and ability to access educational, hands-on science activities.
- **Patient Care Packages**  
Put together care packages for people with PK deficiency, thalassemia and sickle cell disease to support them on their next hospital visit for a transfusion or other procedure. Packages included fun activities, healthy snacks and a hand-made note.
- **No-Sew Fleece Blankets for Patients**  
Created no-sew fleece blankets for PK deficiency, thalassemia and sickle cell disease patient advocacy organizations to distribute as part of the “transfusion care packages” for people living with these diseases.



### Season of Service

During November and December, we organized a variety of in-person and virtual events to enable the Agios team to give back.

- **Generus: Storytelling for Older Adults**  
Created brief video stories for older adults in nursing homes who may be feeling isolated or lonely during the holidays.
- **Biomedical Science Careers Program (BSCP): Resume Reviews & Practice Interviews**  
Agios volunteers were matched with students from underrepresented or disadvantaged backgrounds to help them prepare to apply for internships or jobs in STEM fields.
- **The Frank and Rosemary Iovieno Caring for Children Foundation: Giving Tree**  
Made holiday dreams come true for children and families impacted by serious diseases by shopping and wrapping gifts based on children’s wish lists. *More than 100 Agios employees participated in this program and sponsored 100 children!*





Case Study

## ↓ Increasing Diversity in Life Sciences

We believe every voice has value. When people from a variety of backgrounds work together and contribute freely, we can be more innovative and bring about better outcomes for people living with rare diseases. That’s why a pillar of our Community Relations program is *increasing diversity in our industry* and *improving health equity* by *improving representative diversity* in healthcare.

### *Showing Students There’s a Place for All in STEM*

We love connecting with students from all backgrounds and helping to spark their interest in STEM. We want every student to know that there’s a place for them in these fields. In 2022, we volunteered in our community with outstanding organizations that share this mission, including:

Assisted students from underrepresented or disadvantaged backgrounds with their job application and interview skills through resume reviews and practice interviews, in partnership with [Biomedical Science Careers Program \(BSCP\)](#)

Created hands-on science education kits and filled out career cards for [Science from Scientists](#) to share with their network of students, showing that STEM career paths are open to people with diverse backgrounds and areas of expertise.

Participated in Life Science Cares’ [One-to-One](#) networking program, which provides local under-resourced college students with access to industry professionals for one-on-one conversations around networking and career exploration.





Case Study

↓ *Increasing Diversity in Life Sciences (continued)*



*Providing Early Career Opportunities*

The earliest career experiences can sometimes be the most difficult to find for those looking to break into the biopharma industry — particularly those who are under-resourced or underrepresented. At Agios, we strive to open the door to our industry through participating in the following programs:

- *MassBioEd Life Sciences Apprenticeship Program:* Apprenticeship programs provide accelerated job training, foundational knowledge and hands-on skills to launch a career in a critical, state-of-the-art role in the life sciences industry.
- *Project OnRamp Internships:* These summer internships offer rewarding life sciences industry experiences to talented undergraduates from low-income backgrounds.

*Supporting Healthcare Providers Treating Underserved Conditions*

Agios serves people living with conditions that are often overlooked and underserved. We know that clinicians and researchers play a critical role in ensuring these individuals receive the best possible care, so we aim to support and advance new clinical and scientific leaders in these fields.

- *Uplifting Athletes Underrepresented Researchers in Medicine:* In early 2022, Agios sponsored the Uplifting Athletes Young Investigator Draft — Underrepresented Researchers in Medicine Initiative. The program is designed to inspire the next generation of rare disease researchers, leaders, and advocates; engage with and celebrate young rare disease researchers from underrepresented backgrounds; drive increased diversity in medicine; and ensure that rare disease patients from all walks of life feel represented by the researchers who are advancing innovations in their disease.
- *Agios Hemolytic Anemias Clinical Fellowship Grant Award:* In early 2022, Agios launched a grant program intended to increase the number of skilled clinicians committed to providing comprehensive care for individuals living with classical hematological disorders with a focus on hemolytic anemias. Award funding of up to \$75,000 will be provided to support costs affiliated with fellowship research (clinical or scientific) for physicians who show an interest in the field of hemolytic anemias and in becoming expert clinicians and role models in the field of classical hematology. Ideal candidates will strive to be leaders who exhibit the potential to become outstanding mentors in their own right — able to provide training and support to other future clinicians in hemolytic anemia care.

*The 2022 grant was awarded to Dr. Rhea Hans for her research in acute chest syndrome, the leading cause of death among children with sickle cell disease.*



## Community Involvement

### Charitable Giving

Agios is committed to being a good neighbor in our communities, helping to meet the fundamental needs around us, promoting health and science, supporting people living with rare diseases and advancing opportunity for all regardless of socioeconomic status, race, gender or other factors that have historically limited opportunity.

We maintain a corporate giving program that identifies initiatives to support and creates opportunities for employee involvement in these causes that benefit our community. 2022 highlights included:

- Committed \$15,000 in corporate sponsorships to support meaningful events to raise awareness of rare diseases, including [MassBio's Rare Disease Day](#) and [DISORDER: The Rare Disease Film Festival](#).
- Through partnership with the [Caring for Children Foundation](#), the Agios team donated and wrapped holiday gifts for 100 children whose families are facing life-threatening or life-limiting illnesses.
- Provided \$20,000 in corporate giving donations to [Life Science Cares](#) to further the organization's mission to make a difference on issues of poverty for our neighbors while helping life sciences companies build connections with the community.
- Sponsored the [International Institute of New England's](#) annual International Women's Day event, honoring immigrant women and daughters of immigrants who have made a profound difference in New England and the world.
- Provided \$10,000 to support the [Uplifting Athletes](#) Underrepresented Researchers in Medicine Initiative, which is designed to inspire the next generation of rare disease researchers and drive diversity in medicine.

*For more information on Agios' charitable contributions, please see Our Commitment to Community page [here](#).*





↓ **Community Involvement** *(continued)*

*Supporting Clinical and Patient Communities*

*Provided more than \$1.2M in unrestricted medical education grants to support healthcare provider education and disease awareness*, including continuing medical education (CME) programs focused on: (1) Global PK Deficiency Diagnostic and Treatment Guidelines, (2) PK Deficiency PeerVoice, (3) Diagnosing and Managing Patients with  $\alpha$ -thalassemias, (4) development of comprehensive adult sickle cell disease centers.

*Awarded the first Agios Hemolytic Anemias Clinical Fellowship Grant for \$75k* intended to increase the number of skilled clinicians committed to providing comprehensive care for individuals living with non-malignant hematological disorders with a focus on hereditary hemolytic anemias

Supported patient artistry by commissioning the song *“Where Science Meets Heart”* and sponsoring the development of a music video for a second song *“You Gotta Rise”*



*Supported conferences, disease education, clinical trial awareness, community building and other initiatives led by patient advocacy groups via grants, including:*

**\$85K Sickle Cell Consortium, Inc.**

9th Annual Sickle Cell Patient & Family Educational Symposium, aka The Warriors Convention

6th Annual Sickle Cell Leadership Summit & General Assembly of Patients, Caregivers & CBOs

**\$60K Sickle Cell Disease Association of America, Inc.**

50th Annual National Convention: Joining Forces for Our Future

Power Consortium

**£67,75K Guy’s and St Thomas NHS Foundation Trust: ASCAT**

**\$60K Thalassaemia International Federation**

**\$50K First annual Thrive with PK Deficiency patient meeting**

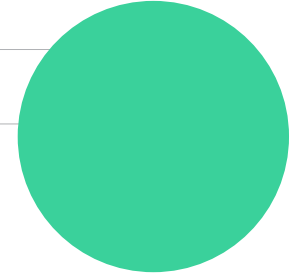
*Provided \$80k in charitable donations to the following organizations*

**\$15K ABRASTA**

**\$10K PK Deficiency Foundation**

**\$2K Cayenne Wellness Center**

**\$53K Thalassaemia International Federation**



## ↓ Energy and *Greenhouse Gas Emissions*

### *Energy and Emissions Reduction Efforts*

Although Agios leases all of our buildings, we continue to enhance and promote sustainable practices in our existing spaces and ensure our future spaces are designed with sustainability in mind. To date, we have completed a number of sustainability projects such as building a 50+ bike storage unit to encourage employees to cycle to work, conducting a lab renovation project utilizing energy efficient cold storage equipment, and updating our LED lighting technologies.

## ↓ *Environmental Stewardship* and Corporate Responsibility

### *Efforts to Reduce Hazardous Waste Production*

Our hazardous waste program ensures that Agios complies with all relevant local, state and federal regulations for proper signage, storage, labeling, transporting and disposal of waste. Weekly internal inspections are conducted to ensure compliance. Agios is evaluating additional measures to reduce hazardous waste through improved solvent inventory, purchasing and recycling practices.

### *Efforts to Reduce Solid Waste Production*

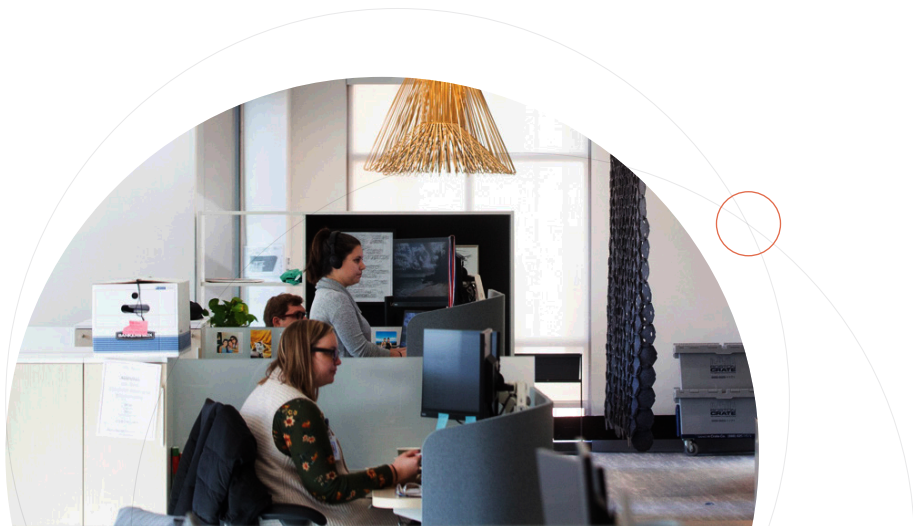
Agios continues to compost as a main strategy for reducing waste. We use all compostable products in our cafeteria.

Agios also diverts waste from lab and office equipment by donating such equipment to charitable organizations.

### *Efforts to Reduce Water Usage*

Agios continues to reduce our water consumption and plastics waste by introducing low-flow, high-efficiency fixtures and water bottle fill stations into our facility. Through laboratory water use reduction initiatives, Agios qualified for and successfully attained a Low Flow, Low Pollutant Sewer Use Discharge permit in 2021.

Agios currently has single-stream recycling programs and pipette tip recycling throughout the labs. Agios continues to explore additional opportunities to reduce enterprise-wide consumption of single-use plastics. To date, we have saved over 125,000 plastic bottles from being landfilled.



# Our Commitment *to Ethical Business Practices*

At Agios, we are committed to conducting business ethically, responsibly and transparently. We hold ourselves to the highest standards and have built strong governance practices to ensure accountability for our actions.



## ↓ Oversight of *Sustainability Practices*

### *ESG Working Group*

Our ESG working group is a cross-functional group of individuals representing the entire organization, including team members from clinical development, market access, human resources, legal, information technology, facilities, technical operations and external communications. This group is led by the Senior Director of External Communications and overseen by the Chief Financial Officer, who together provide updates to the Agios executive leadership team and Board of Directors.

### *ESG Oversight by the Board of Directors*

Our Board receives updates on ESG and sustainability at Agios. Updates come from the CEO, CFO, Head of Facilities and Senior Director of External Communications. In addition, the Board receives regular updates on human capital management from our Chief People Officer.





## ↓ Ethical Business Practices and Marketing

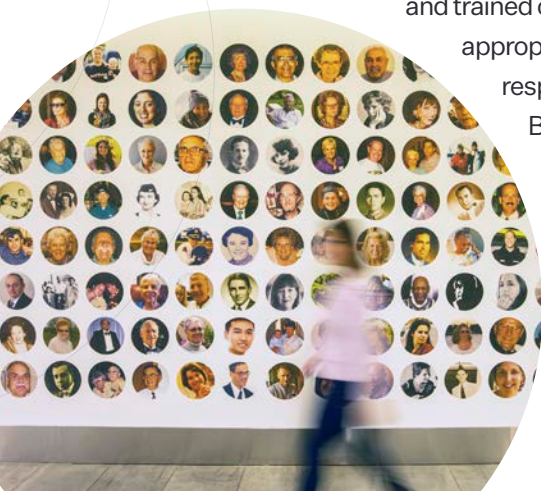
### *Description of code of ethics governing promotion of off-label use of products*

SASB: HC-BP-270A.2

Our business practices must be ethical, reflect our values, and adhere to all applicable local laws, regulations, industry codes, and guidelines. Our Code of Business Conduct & Ethics and policies are designed to support these values, among which is a commitment to the honest and truthful promotion and marketing of our products by:

- Only promoting Agios products after the necessary marketing authorization and only for approved indications
- Only using accurate and well-balanced scientific information in all of our marketing activities
- Responding to unsolicited requests for information about unapproved uses of Agios products in accordance with our policies
- Appropriately engaging with healthcare professionals and internal colleagues

All Agios sales representatives are appropriately incentivized and trained on the products they promote and appropriate marketing practices. They are responsible for adhering to our Code of Business Conduct & Ethics and policies and are supervised by regional sales managers who have additional oversight to ensure compliance with the Code and our policies.



### *Description of code of ethics governing interactions with health care professionals*

SASB: HC-BP-510A.2

Given that healthcare professionals are often in a position to prescribe, recommend, purchase, supply, administer, or promote Agios’ products, Agios places a strong emphasis on ensuring that its arrangements and communications with healthcare providers are appropriate and not intended to interfere with the integrity of those decisions. Agios’s healthcare compliance policies establish consistent global standards for Agios’ interactions with healthcare professionals and healthcare organizations to ensure that such interactions are legitimate, appropriate and comply with applicable local laws, regulations, and industry codes and guidelines. We require all relevant employees to complete training and regular retraining with respect to our policies. Agios’s Compliance function plans and executes monitoring and auditing efforts to help identify compliance risk areas or matters that require further review or investigation. The Compliance team has direct access to Agios’s leadership team, Board of Directors and its committees.

---

### *Total amount of monetary losses as a result of legal proceedings associated with false marketing claims*

SASB: HC-BP-270A.1

None.

---

### *Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery*

SASB: HC-BP-510A.1

None.

## ↓ Data Security and *Privacy*

### Protection of Personal and Patient Data

Agios is committed to processing personal data in compliance with applicable laws and in accordance with the principles below. In particular, all activities involving the collection and use of patient information must adhere to applicable privacy laws and patient authorizations or consents. Agios is respectful of patient privacy and has processes in place to protect the confidentiality of personal health information.

#### *Transparency*

When acting as a Data Controller, Agios will inform individuals whose personal data will be processed of the details of such processing through a Privacy Notice. In addition, where required by applicable laws, we will obtain consent prior to processing personal data.

#### *Limitation of Data Collection*

Agios only processes personal data that are relevant and not excessive for the legitimate business purposes specified in the privacy notice provided to data subjects.

#### *Data Integrity*

Agios takes reasonable steps to ensure that personal data are accurate and up to date. We will promptly update or correct inaccurate personal data or, if necessary, erase such personal data.

#### *Information Security*

Agios takes reasonable and appropriate precautions to protect personal data in its possession from loss, misuse, unauthorized access and disclosure, alteration and destruction.

#### *Data Subject Rights*

Agios respects the rights of individuals to request access, rectification, erasure, restriction and portability of their personal data, or to object to its processing, as provided by applicable laws.

#### *Disclosure to Third Parties*

Agios binds all vendors or other third parties who process data on behalf of Agios by contract to appropriate standards for the processing and safeguarding of personal data.



## ↓ Data Security and *Privacy* (continued)

### Cybersecurity and Privacy Program

Agios maintains a cybersecurity strategy that is based on four fundamental areas: Policy, Procedure, People and Technology. The Audit Committee of our Board of Directors is briefed on our cybersecurity program periodically throughout the year.

Agios maintains several policies and procedures that describe our employees' responsibilities for accessing computerized systems, handling of data and information and reporting cybersecurity events in a timely manner. Formal training on all policies and procedures relating to acceptable use, reporting lost or stolen equipment, password policy, access to computerized systems and reporting cybersecurity incidents is required by all employees and contractors.

Our Cybersecurity Incident Management Process is used to handle all levels of cybersecurity incidents. Incidents are categorized by severity, impact and risk and tracked for resolution.

### 2022 Highlights

- Kicked off our Third-Party Risk Management (TPRM) program, a cross-functional effort to implement a streamlined process to standardize risk assessment and management of third party relationships. With TPRM in place, we will be better positioned to hold our partners to the same high standards and values held by Agios .
- All critical infrastructure platforms and Agios-hosted applications, leveraging a highly standardized approach, are now recoverable in the event of a disaster.
- Enhanced cybersecurity training, to better protect Agios and improve our employees' personal cybersecurity safety.
- Success execution of a third party external and internal penetration test, in an effort to stay ahead of an ever-evolving cybersecurity threat landscape.
- Kicked off a multi-year records retention program by implementing retention schedules for email and Microsoft Teams Chat.



Policy



Procedure



People



Technology

## Corporate Governance *Highlights*

### *Code of Conduct*

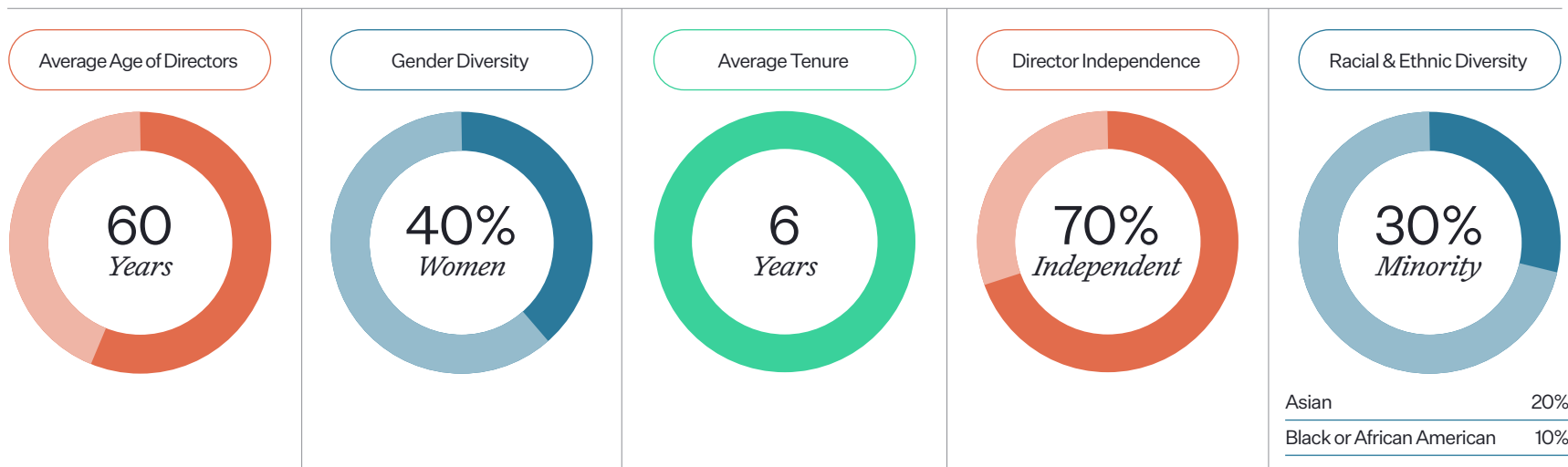
We believe that good corporate governance is important to ensure that Agios is managed for the long-term benefit of our stockholders. We have adopted a [Code of Business Conduct and Ethics](#), which applies to all of our officers, directors and employees.

### *Board of Directors*

Our board of directors has adopted [corporate governance guidelines](#), as well as charters for our audit committee, compensation committee, nominating and governance committee and science and technology committee, to assist in the exercise of its duties and responsibilities and to serve the best interests of Agios and our stockholders.

*These guidelines, which provide a framework for the conduct of our board’s business, provide that:*

- Our board’s principal responsibility is to oversee the management of Agios, and, in so doing, serve the best interests of the company and its stockholders, while considering the impact on other stakeholders including patients, the healthcare system and the our employees
- A majority of the members of our board shall be independent directors
- The independent directors meet regularly in executive session
- Directors have full and free access to management and, as necessary and appropriate, independent advisors
- New directors participate in an orientation program and all directors are expected to participate in continuing director education on an ongoing basis
- Our board and its committees will conduct a self-evaluation periodically to determine whether they are functioning effectively



## Corporate Governance *Highlights* (continued)

### *Best Practices*

- Shareholder engagement program
- Diverse board
- Board oversight of ESG
- Board oversight of corporate strategy and risk
- Stock ownership guidelines for executive officers and directors
- Continuing education for directors and orientating for new directors
- Mandatory retirement age of 75

### *Independence*

- Separated CEO and Chair Role
- Independent Lead Director with delineated responsibilities
- 100% independence among standing members of audit, compensation and nominating and corporate governance committees

### *Accountability*

- Regular Board and Committee self-evaluation
- Annual evaluation of CEO by independent directors
- Clawback policy
- Resignation policy

### *Shareholder Rights*

- No poison pill
- One-share, one-vote
- No dual-class common stock

↓ *Agios Awards*



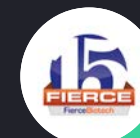
*Biospace*  
**2023  
Best Places  
To Work**



Finalist 2022  
Pharma Intelligence's  
*SCRIP Award for  
Best New Drug  
and Community  
Partnership of  
the Year*



Finalist 2022  
Fierce Pharma's  
*Marketing  
Awards:*  
**Multicultural  
Campaign and  
New Brand  
Launch**



*FierceBiotech's*  
**2009  
Fierce 15**



Cohn-Reznick  
**ESG  
Gamechanger  
to Watch  
Award**



**2020**  
*Women on Boards*  
**“W”**  
WINNING COMPANY



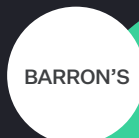
**2021**  
*Gallagher*  
**Best-in-Class**  
EMPLOYER FOR  
EMPLOYEE BENEFITS



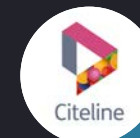
**2014**  
*World Economic Forum*  
**Technology  
Pioneer**



*New England  
Venture*  
Capital Association's 2018  
**NEVY Awards**  
PATIENT IMPACT  
AWARD



*Barron's*  
**TOP 100**  
SUSTAINABLE  
COMPANIES  
2020



Finalist 2021  
Citeline Award for  
*Excellence in*  
**Rare Disease Drug  
Development**

## ↓ Safe Harbor *Statement*

This communication contains forward-looking statements within the meaning of The Private Securities Litigation Reform Act of 1995. These statements are based upon the current beliefs and expectations of Agios and are subject to significant risks and uncertainties. For example, there can be no guarantee that development of any of Agios' product candidates will successfully commence or continue, and there can be no guarantee that any positive developments in Agios' business will result in stock price appreciation. If underlying assumptions prove inaccurate or risks or uncertainties materialize, actual results may differ materially from those set forth in the forward-looking statements. Risks and uncertainties include, but are not limited to, those related to the impact of the COVID-19 pandemic to Agios' business, operations, strategy, goals and anticipated milestones, including its ongoing and planned research activities, ability to conduct ongoing and planned clinical trials, clinical supply of current or future drug candidates, commercial supply of current or future approved products, and launching, marketing and selling current or future approved products; Agios' results of clinical trials and preclinical studies, including subsequent analysis of existing data and new data received from ongoing and future studies; the content and timing of decisions made by the U.S. FDA, the EMA or other regulatory authorities, investigational review boards at clinical trial sites and publication review bodies; Agios' ability to obtain and maintain requisite regulatory approvals and to enroll patients in its planned clinical trials; unplanned cash requirements and expenditures; competitive factors; Agios' ability to obtain, maintain and enforce patent and other intellectual property protection for any product candidates it is developing; Agios' ability to maintain key collaborations; and general economic and market conditions. These and other risks are described in greater detail under the caption "Risk Factors" included in Agios' public filings with the Securities and Exchange Commission. Any forward-looking statements contained in this communication speak only as of the date hereof, and Agios expressly disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.



Madison, living with thalassemia



NinaMaria,  
living with thalassemia

*Corporate Headquarters*

AgiOS Pharmaceuticals, Inc.  
88 Sidney Street  
Cambridge, MA 02139-4169

[www.agios.com](http://www.agios.com)