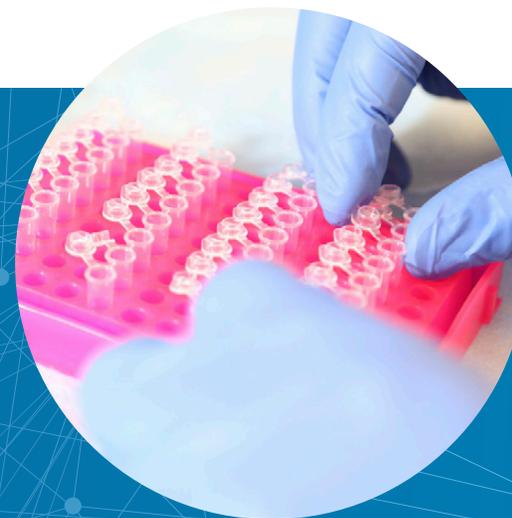




2021 AGIOS PHARMACEUTICALS

**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, 2020 through Dec. 31, 2020.



ABOUT US

Agios is a biopharmaceutical company focused on providing important medicines for some of the world's most challenging diseases. Agios is passionately committed to applying our leadership in the field of cellular metabolism to transform the lives of patients.

Inspired by patients and frustrated by the limitations of conventional approaches to treatment, Agios pioneered a novel path to treating cancer and genetically defined diseases by targeting cellular metabolism. In our first decade, Agios brought two precision oncology medications from our own labs to patients – TIBSOVO® (ivosidenib tablets) for acute myeloid leukemia (AML) patients with an IDH1 mutation and IDHIFA® (enasidenib) for AML patients with an IDH2 mutation.

During that same time period, the Agios team discovered and developed six additional investigational new drug (IND) candidates, including the first pyruvate kinase R (PKR) activator in development as a potential treatment for a rare hemolytic anemia known as pyruvate kinase deficiency. Agios is leading the way in advancing PKR activation for additional hemolytic anemias, including thalassemia and sickle cell

disease, and the company continues to foster a productive research engine that yields new insights and potential therapeutic approaches for genetically defined diseases.

In late 2020, we announced that Agios will move forward with a singular focus on accelerating and expanding our genetically defined disease portfolio, including the mitapivat clinical programs and a robust pipeline of therapeutic candidates by entering into a definitive agreement to sell our commercial, clinical and research-stage oncology portfolio to Servier, an independent global pharmaceutical company that is committed to the cancer community and to investing in our oncology assets and our employees who support these programs.

This transformation will allow our oncology portfolio to grow and thrive with Servier and will provide Agios with the resources required to optimize the development of our promising genetically defined disease therapies, ultimately enabling the greatest overall positive impact for patients. The transaction closed on March 31, 2021.

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 genetically defined diseases, including those that have often been overlooked or neglected. We have pioneered two novel therapeutic approaches – IDH inhibition and PKR activation – and continue to focus on creating an environment in which scientific innovation on behalf of patients can thrive. Our ESG program is centered around our commitments to:



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EMPLOYEES



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ETHICS & VALUES

PAGE **08**
PATIENTS



PAGE **23**
OUR COMMUNITIES & WORLD



AGIOS AT A GLANCE

Our people and culture fuel incredible productivity, strategic focus and continuity from early research to market.

10 YEARS

Productive Research Engine	Creative Clinical Development	Patient-centric Approach	“Other Side of Possible” Culture
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8 Investigational New Drug Candidates	70+ Peer-reviewed Publications
~6,000 Patients Treated by Our Medicines	2 Medicines Approved

HIGH CALIBER EMPLOYEES WITH 1 VISION

AGIOS PHARMACEUTICALS

We are the pioneering leaders in pyruvate kinase R (PKR) activation. Agios intends to move forward with a singular focus on accelerating and expanding our genetically defined disease portfolio, including the mitapivat clinical programs and a robust pipeline of therapeutic candidates based on our expertise in cellular metabolism and PK activation.

7 YEARS

STUDYING PKR ACTIVATION IN THE CLINIC

~190

Patients Treated

17

Clinical Trials

15

Journal Articles
Published

17

Medical/Scientific
Collaborations

3

Diseases with
Proof-of-Concept
Achieved

PLUS A LOT OF FIRSTS

1st GLOBAL PK
DEFICIENCY REGISTRY

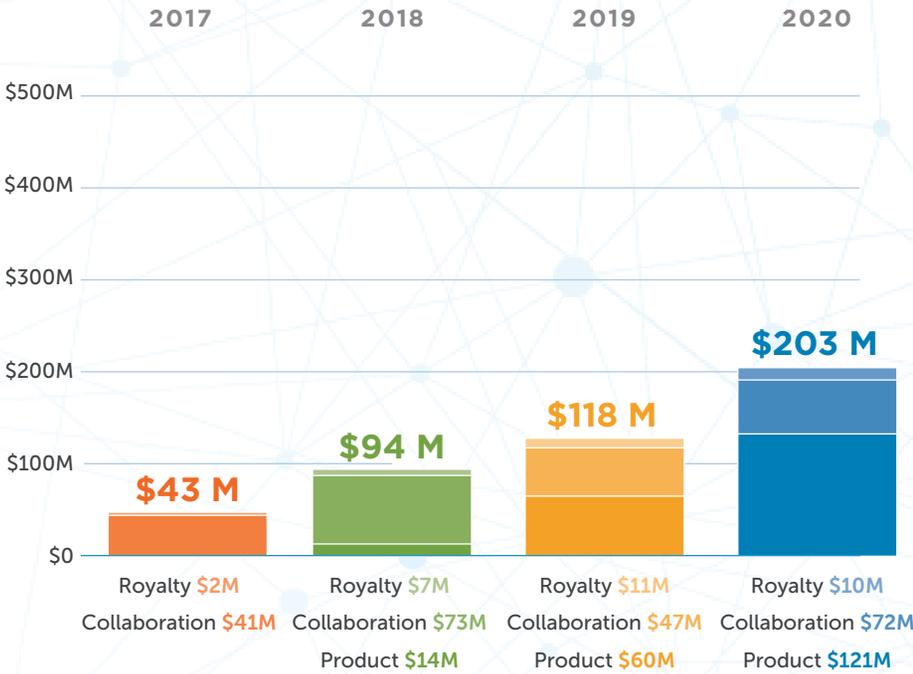
1st INTERNATIONAL PK
DEFICIENCY ADVOCACY
COUNCIL

1st HEMOLYTIC ANEMIA
ADVOCACY COALITION
BUILDING

1st POSITIVE PHASE
3 READOUT IN PK
DEFICIENCY

FINANCIAL PERFORMANCE

REVENUE



R&D INVESTMENT



OUR COMMITMENT TO PATIENTS

Meet Tamara: A 50-year-old mom, daughter, avid reader and passionate gardener from Minneapolis, Minnesota, living with pyruvate kinase (PK) deficiency – a rare form of hemolytic anemia.

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



3 GOOD HEALTH
AND WELL-BEING



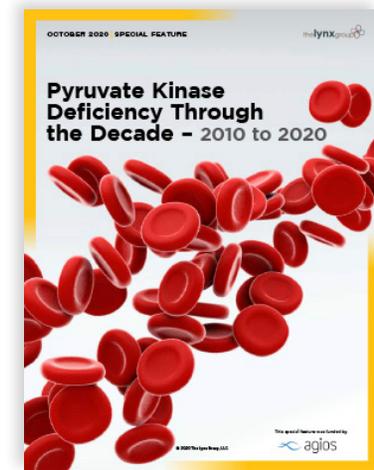
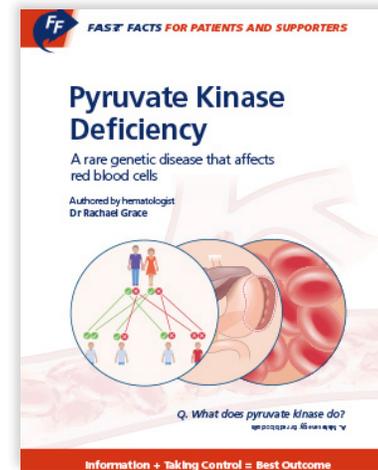
CASE STUDY: **ADVANCING CARE FOR AN UNDERSERVED PATIENT COMMUNITY**

Pyruvate kinase (PK) deficiency is a debilitating disease with no approved disease-modifying treatment options. Due to the rarity of the condition, people living with PK deficiency have historically been overlooked, underdiagnosed and underserved.

Agios is the pioneer in researching the first investigational treatment for PK deficiency that has the potential to transform the course of this disease by improving red blood cell health, energy and longevity. In late 2020 and early 2021, Agios reported positive topline data from two pivotal Phase 3 studies in adults with PK deficiency and plans to work with U.S. and EU regulators to bring this investigational, oral, disease-modifying therapy to patients.

In addition, Agios has led the way in supporting this patient community holistically. Agios has made important strides in elucidating the burden of disease by funding a natural history study of PK deficiency in partnership with Boston Children's Hospital and continuing that work through building the first global patient registry ([PEAK Registry](#)). Agios has also developed [informative resources](#) to educate both physicians and patients. Agios has collaborated with patient advocacy groups to help establish the first international PK deficiency patient advocacy advisory council. And Agios has worked to solve the problem of underdiagnosing PK deficiency, as well as other genetically defined hemolytic anemias, by launching a no-cost next-generation sequencing testing program called [Anemia ID](#).

We are proud to continue 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.



ACCESS TO MEDICINES AND **AFFORDABLE PRICING STRATEGY**

Access to medicines strategy

Agios has a robust patient assistance program, [myAgios](#), that launched in 2018 with the approval of TIBSOVO® (ivosidenib tablets), our first wholly owned product.*

Since TIBSOVO® has been on the market, **approximately 44% of patients** have utilized our patient support services programs.

During 2020, about **19% of TIBSOVO® demand was met in the form of free drug provided by Agios** to patients, including those without insurance.

In addition, for 2020, about **71% of TIBSOVO® patients** had an out of pocket expense **under \$25/month**.

Agios also has an Expanded Access Program (EAP) to provide access to our investigational medicines outside the clinical trial process for individuals with serious or life-threatening diseases who have exhausted all treatment options and are not eligible for any appropriate clinical trials. EAPs are available to people in special circumstances whose doctors believe the potential benefit outweighs the risk of receiving an investigational or unapproved medicine, based on the patient's medical history. For more information see [Agios' Expanded Access Programs](#).

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 to ensure out-of-pocket costs for the individual patient are as reasonable as possible. We price our products based on the clinical benefit they provide. We have a patient assistance program for TIBSOVO® which is detailed [here](#).

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 targeted oncology and rare genetic 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.

*On March 31, 2021 we completed the sale of our oncology assets (including our rights to TIBSOVO® and IDHIFA®) to Servier.

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

1 FDA sponsor inspection and zero findings (VAI or OAI).

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 2019. For more information, see Agios' [2020 10-K](#).



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, 2020, 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. As such, the supply chain could be halted the moment any transaction takes place that involved a falsified product.

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 risks associated with unsafe products are managed. As of December 31, 2020, 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

TIBSOVO® (ivosidenib tablets) and partner product IDHIFA® (enasidenib) are included in the FDA MedWatch database. On March 31, 2021, we completed the sale of our oncology assets (including our rights to TIBSOVO® and IDHIFA®) to Servier.

DRUG SAFETY AND COUNTERFEIT DRUGS

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

SASB: HC-BP-250A.2

This information for our products can be found in the FDA's Adverse Event Reporting System [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.



COVID-19 RESPONSE: OUR COMMITMENT TO PATIENTS

At Agios, the health of our employees, our communities and the patients we serve is our top priority. In 2020, the onset of the COVID-19 pandemic provided an opportunity and an imperative to take immediate action to minimize disruptions to accessing our medicines and to continue to serve the patients who are counting on us.

Supply

Throughout 2020, Agios experienced no interruptions in supply of TIBSOVO® or our investigational medicines.

Due to our pre-pandemic inventory strategy and accelerated manufacturing to further mitigate risk, we had sufficient supply of medicine to support commercial patients and all ongoing and planned clinical trials despite some supply chain challenges caused by the pandemic.

Agios' international expanded access program (EAP) remained ongoing throughout 2020, and there were no disruptions to supplying TIBSOVO® through this program related to COVID-19.

Patient Access

TIBSOVO® can be delivered directly to patients' residences, which ensured they could still receive their medication even if they were homebound for a prolonged period of time during the pandemic.

myAgios™ Patient Support Services remained fully functional and available to help patients with access, reimbursement and financial assistance for TIBSOVO®.

In February 2020, Agios established a Clinical Trial Coronavirus Task Force to ensure the safety of patients in our clinical trials and to support patients on a case-by-case basis to enable their continued participation in the studies during the COVID pandemic. Where appropriate, Agios instituted home visits, telemedicine approaches, the use of local laboratories and courier shipments of investigational medicines.

Safety of Medicines

Our medicines are manufactured and packaged in controlled facilities that are approved by the U.S. Food and Drug Administration (FDA), ensuring the medicines are protected against all contaminants including COVID-19.



OUR COMMITMENT TO EMPLOYEES

Agios is focused on attracting, retaining, engaging and supporting our talented team and maintaining a diverse and inclusive organization in order to increase the value we can provide for patients, shareholders and our communities.



OUR CULTURE

Our work requires great science. But it also requires an environment where people care – about the work, about each other and about the people who are counting on us the most. At Agios, we believe in our work...and in each other. We approach human resources and people development with this in mind. We are inquisitive, data-driven and purposeful; we listen to feedback, analyze results and use the data to inform program improvements.

All of this has led us to cultivate three guiding 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, which 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 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; in 2020, 12% of open positions at Agios were filled by existing employees
- 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
- 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
- Continuously reviewing and improving our interviewing practices

EMPLOYEE RECRUITMENT, ENGAGEMENT AND RETENTION

Employee Engagement

We conduct a full organizational health survey every few years and supplement that with more frequent targeted surveys to measure employee engagement and satisfaction. In Q4 2019, we had a strong participation rate in our organizational health survey with more than 80% of employees indicating:

- They have what they need to perform their jobs successfully and effectively.
- They are proud to work at Agios and feel they are part of something meaningful.
- They can speak up if they have an idea or if something goes wrong.
- Their manager cares about their concerns and that they are supported if they choose to make use of flexible working arrangements.

Agios utilizes these company surveys to form action plans and experiments designed to identify and 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 the 2018 survey, Agios launched a formal policy on workplace flexibility that we've been operating with for a year. Based on the results from another recent survey, flexibility is now an area of strength for Agios. In 2020, feedback from surveys informed on-site safety protocols and additional benefits to support employees during the COVID-19 pandemic.

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 and the introduction of a family leave policy.

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.

Comprehensive Compensation, Rewards and Benefits

To incentivize and reward strong 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.

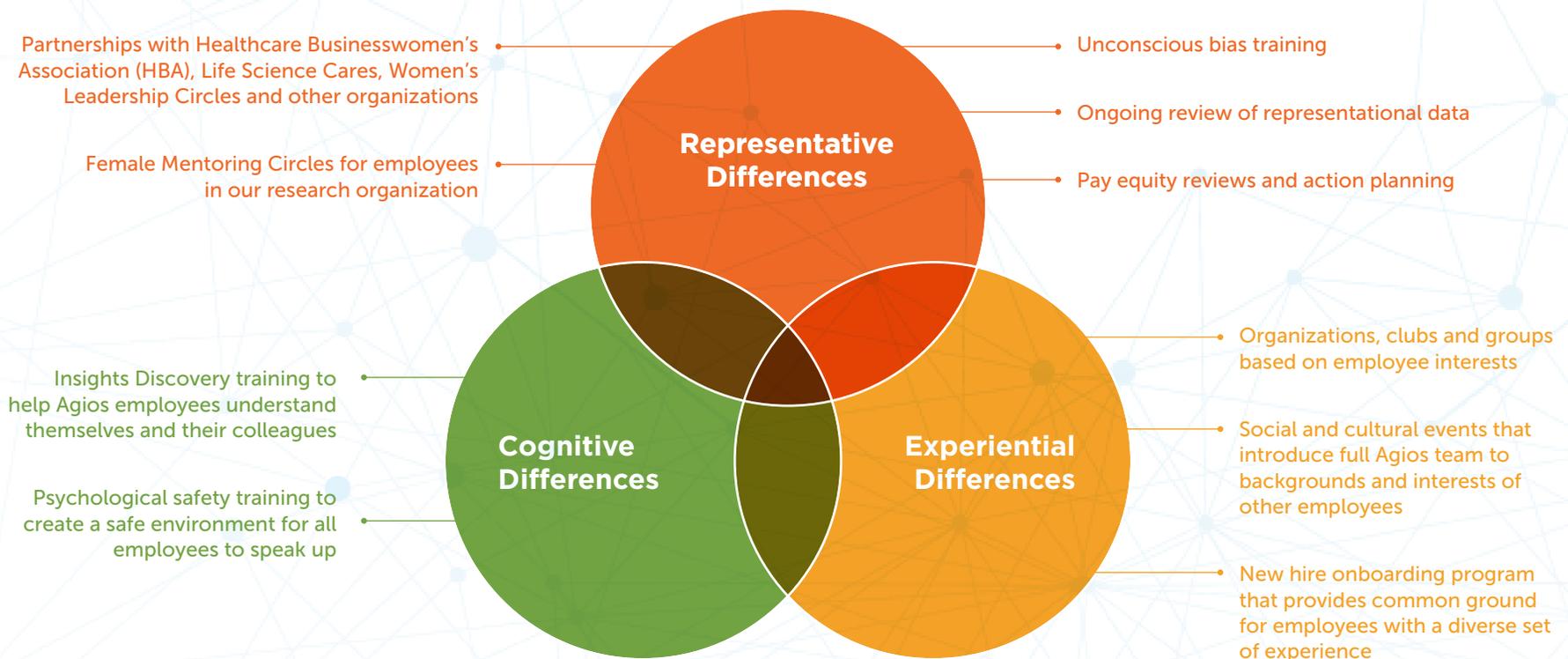


EMPLOYEE RECRUITMENT, ENGAGEMENT AND RETENTION

Diversity Program

Agios is committed to fostering a welcoming and diverse workplace in which individuals from a variety of backgrounds can thrive. Our diversity and inclusion program focuses on valuing three types of differences that shape our team: 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 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 will support 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

“The AAOBP provides a network of colleagues with a shared identity to serve, support and, in some cases, direct the culture of Agios. We have a platform to hold leaders accountable to adhere to Agios' publicly espoused diversity, equity and inclusion values.”

Everton Mandley, Associate Scientist

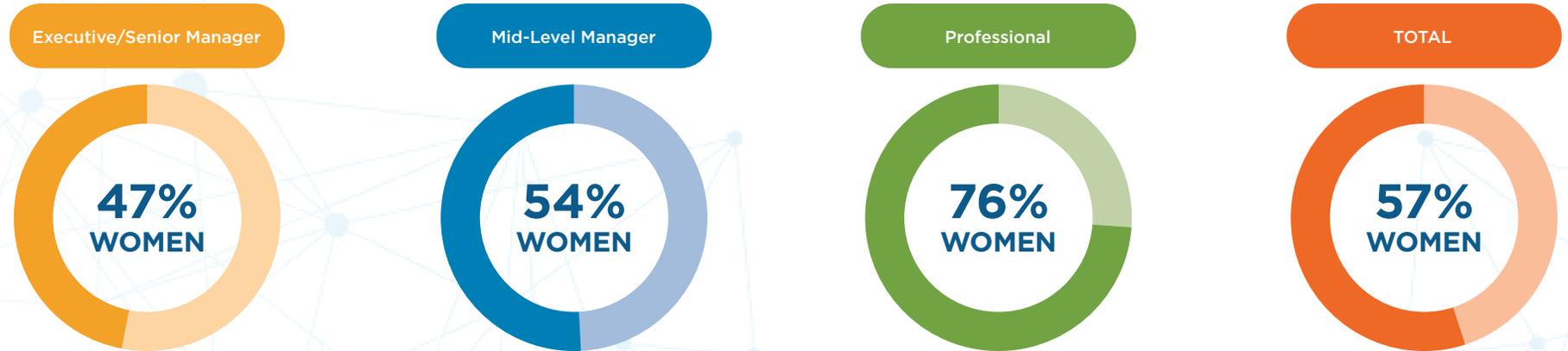
Agios Pride ERG

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:

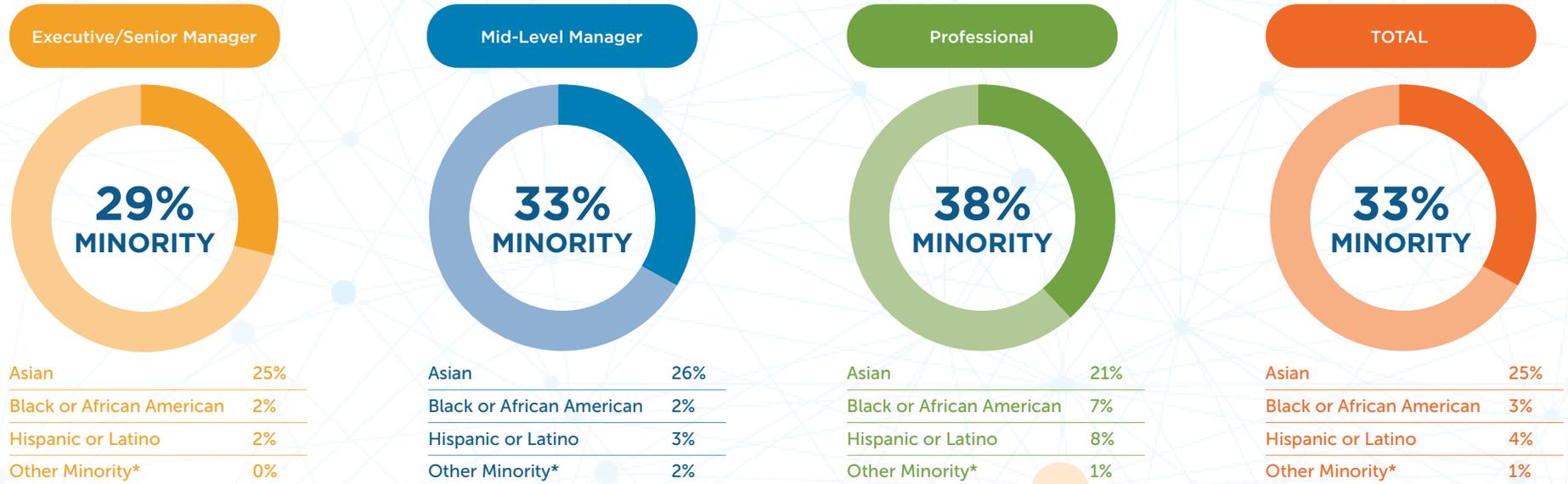
- Providing a network that supports the professional development of LGBTQIA employees
- Facilitating recruitment and retention of LGBTQIA employees
- Working with HR and Agios leadership to develop policies and practices that positively impact LGBTQIA employees

DIVERSITY AND INCLUSION

Gender Diversity



Racial & Ethnic Diversity



* Includes Native Hawaiian or other Pacific Islander as well as employees with two or more races

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: CIH (by ABIH), ASP (by BCSP), HAZWOPER (40 hour), RCRA/DOT.

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, bio safety, 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, biosafety audits conducted externally every five years and annual program evaluation conducted internally.



COVID-19 RESPONSE: OUR COMMITMENT TO EMPLOYEES

In an effort to safeguard the health of our employees and communities when the COVID-19 pandemic began sweeping the U.S., we immediately implemented an action plan that took into consideration local and national public health guidelines, input from our employees and our desire to reduce the risk of transmission to our employees and communities. We took the following steps:

- In the early stages of the pandemic, we temporarily closed our offices and labs and eliminated the in-person interactions between our field staff and physicians.
- As the situation evolved, we implemented a deliberate, phased approach to returning to on-site work under a set of operating procedures designed to protect the health and wellbeing of our team and communities.
- We developed a plan for primarily employees who have critical on-site work – such as those who work in our labs – to return to our Cambridge headquarters, and for our field staff to safely interact with physicians on a case-by-base basis.
- We instituted – and continue to follow – many measures to ensure the safety of those who are on-site, including daily health screenings, requiring the use of masks, clear signage to ensure social distancing can be maintained and providing support to enable employees to commute without using public transit.



- We also partnered with Project Beacon and One Medical to facilitate regular on-site testing for employees in the office, and with Everlywell to help with testing our field-based team members.
- We adjusted our approach to employee communications to maintain our culture in a mostly virtual environment, such as through a dedicated intranet section (called the Stay-at-Home Hub), more frequent and virtual companywide meetings, and expanded resources such as a partnership with Out School and offering LinkedIn online learning.

Throughout the pandemic, our ability to embrace flexibility has helped us maintain productivity to deliver for patients.

OUR COMMITMENT TO OUR COMMUNITIES AND WORLD

The COVID-19 pandemic couldn't stop our tradition of engaging in community service during our annual all-company offsite! This year's offsite was virtual, and so was our volunteer activity – but that didn't make it any less meaningful.

We were proud to partner with the [Happy Hope Foundation](#) and Life Science Cares to put together 70 kits for children in the hospital who needed a little extra joy over the holiday season.



“Most of these children with chronic and life-threatening illnesses had spent most of their time and resources on treatment, yielding a box of crayons as a luxury item. I knew when I heard that crayons were a luxury item, we could make a difference.”

Emi Burke, Founder & CEO, Happy Hope

CASE STUDY: **THALASSEMIA INTERNATIONAL FEDERATION HEMOLYTIC ANEMIA PATIENT COALITION**

As part of our mission to improve the lives of patients with cancer and genetically defined diseases, Agios partners with advocacy groups on important initiatives designed to offer broad and holistic support for these communities. For example, we supported the coalition building efforts of the Thalassemia International Federation (TIF), which resulted in the first patient advocacy group for all hemolytic anemias. For patients with certain rare or under-served hemolytic anemias, this group represents the first organized advocacy organization for their condition. Through both hands-on collaboration and financial donations, Agios is proud to advance TIF's mission to ensure equal access to quality health care for every patient with thalassemia and other hemoglobin disorders across the world.

“Sharing the same healthcare infrastructure and services, in many cases the same doctors and centers, as well as having similar treatment requirements, it only makes sense for patients with rare anemias to come together and join forces in order to amplify individual advocacy efforts. Patient organizations such as TIF, through such initiatives, have the opportunity to share their knowledge and expertise – acquired over a period of thirty years – with more recently founded organizations. We feel truly blessed that this realization is echoed by Agios and that together we will walk hand-in-hand to unify the patient voice so no rare anemia patient ever feels alone! Through this partnership, our community of rare anemias can achieve more!”

Dr. Androulla Eleftheriou
Executive Director, Thalassaemia International Federation



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 oncology and rare disease patients and advancing opportunity for all regardless of socioeconomic status, race, gender or other factors that have historically limited opportunity.

We have a corporate giving program that identifies important initiatives to support and creates opportunities for employee involvement in these good causes. In 2020, Agios and our employees:

- Raised more than \$22,000 for the [Greater Boston Food Bank's COVID-19 relief efforts](#).
- Organized a donation of Agios' personal protective equipment (PPE) for local hospitals during the early days of the pandemic.
- Purchased masks to support MaskUp4BloodCancer and developed the Agios Move Move Challenge, both in support of the Leukemia and Lymphoma Society's [Light the Night](#) event; Agios was named the top corporate team in the Boston chapter.
- Provided holiday gifts for more than 100 families with children with life-threatening or life-limiting illnesses through the [Caring for Children Foundation](#).
- Provided \$20,000 in corporate giving donations to [Life Science Cares](#).
- Organized employee donations to anti-racism organizations with CEO donation matching.
- Committed nearly \$20,000 in sponsorships for rare disease-focused events.

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



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 converting to LED lighting systems, installing energy-efficient appliances and building a 50+ bike storage unit to encourage employees to cycle to work.



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. Throughout this year, we aim to expand our composting program and have worked to engage our food service partners to use compostable containers for meal deliveries.

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. 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 72,000 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.



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



UN Sustainable Development Goals



“

Because we care about patients in need, about our work and about each other, we also must keep in mind that HOW we accomplish our work is just as important as WHAT we accomplish.

”

Jackie Fouse, CEO, Agios Code of Business Conduct and Ethics

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 Director of External Communications and overseen by the Chief Financial Officer, Head of Legal and Corporate Affairs, 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, VP of Facilities and 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

Agios does not promote products for unapproved uses. All promotional communications must meet the requirements of applicable local laws, regulations, industry codes and other applicable guidance documents. Unsolicited requests for information about unapproved uses of Agios products received while conducting promotional communications must be referred to Medical Information or Medical Affairs in accordance with

applicable Agios policies and procedures. Additionally, Agios has clear standards and procedures in place for responding to unsolicited requests for information about unapproved Agios products or unapproved uses of approved Agios products. More information can be found in our Code of Business Conduct and Ethics [here](#).

Description of code of ethics governing interactions with health care professionals

SASB: HC-BP-510A.2

Interactions with healthcare professionals are covered in the Code of Conduct and a number of Compliance policies, including a Policy on Business Courtesies for Healthcare Professionals, Policy on Retaining Healthcare Professionals as Consultants and Speakers and Policy on Promotional, Scientific and Medical Communications. Agios employees engaging with healthcare professionals receive annual training on healthcare professional interactions.

More information can be found in our Code of Business Conduct and Ethics [here](#).

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

Data security 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.

2020 Highlights

- Completed our three-year infrastructure and cybersecurity roadmap, providing us with the people and tools required to continually improve security of our ecosystem
- Continued execution on key, multi-year programs, including Identify & Access Management (right access granted to the right asset, at the right time, for the right reasons) & Disaster Recovery
- Meaningful year-over-year improvement in employee cybersecurity metrics, including phishing simulation scores and levels of incident reporting
- Leveraged organizational resiliency and business continuity processes to enable ongoing employee productivity throughout the evolving COVID-19 pandemic



POLICY



PROCEDURE



PEOPLE



TECHNOLOGY

CORPORATE GOVERNANCE HIGHLIGHTS

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, corporate governance guidelines and charters for our audit committee, our compensation committee, our nominating and governance committee and our science and technology committee.

Our board of directors has adopted [corporate governance guidelines](#) 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;
- 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; and
- our board and its committees will conduct a self-evaluation periodically to determine whether they are functioning effectively.



Asian	12.5%
Black or African American	12.5%

CORPORATE GOVERNANCE HIGHLIGHTS

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



FierceBiotech's
2009
Fierce 15



TOP 100
WOMEN-LED BUSINESS
COMMONWEALTH
INSTITUTE



2020
Women on Boards
“W”
Winning Company



2014
World Economic Forum
Technology
PIONEER



New England Venture
Capital Association's 2018
NEVY Awards
Patient Impact
Award



BARRON'S
TOP 100
SUSTAINABLE
COMPANIES

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.

Additional Information and Where to Find It

This communication relates to the proposed transaction involving the sale by Agios Pharmaceuticals, Inc. ("Agios") of its oncology business to Servier Pharmaceuticals, LLC. In connection with the proposed transaction, Agios will file relevant materials with the U.S. Securities and Exchange Commission (the "SEC"), including Agios' proxy statement on Schedule 14A (the "Proxy Statement"). This communication is not a substitute for the Proxy Statement or any other document that Agios may file with the SEC or send to its stockholders in connection with the proposed transaction. BEFORE MAKING ANY VOTING DECISION, STOCKHOLDERS OF AGIOS ARE URGED TO READ ALL RELEVANT DOCUMENTS FILED WITH THE SEC, INCLUDING THE PROXY STATEMENT, WHEN THEY BECOME AVAILABLE BECAUSE THEY WILL CONTAIN IMPORTANT INFORMATION ABOUT THE PROPOSED TRANSACTION. Investors and security holders will be able to obtain the documents (when available) free of charge at the SEC's website, at <http://www.sec.gov>, and Agios's website, at www.agios.com. In addition, the documents (when available) may be obtained free of charge by accessing Agios's website at www.agios.com under the heading "Investors" or, alternatively, directing a request to Holly Manning by email at holly.manning@agios.com or by calling 617-649-8600.

Participants in the Solicitation

Agios and its directors and executive officers may be deemed to be participants in the solicitation of proxies from the holders of Agios common stock in respect of the proposed transaction. Information about the directors and executive officers of Agios is set forth in the proxy statement for Agios' 2020 annual meeting of stockholders, which was filed with the SEC on April 16, 2020, and in other documents filed by Agios with the SEC. Other information regarding the participants in the proxy solicitation and a description of their direct and indirect interests, by security holdings or otherwise, will be contained in the Proxy Statement and other relevant materials to be filed with the SEC in respect of the proposed transaction when they become available.



**CORPORATE
HEADQUARTERS**

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