

2026 Agios Pharmaceuticals, Inc.

Environmental, Social, and Governance Report



↓ 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 disclosures are aligned with the principles and goals set forth in the International Financial Reporting Standards General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and the United Nations Sustainable Development Goals (UN SDGs). In accordance with IFRS S1, we are leveraging the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals industry to report our sustainability-related risks and opportunities. Unless otherwise noted, the report covers ESG disclosures for Agios Pharmaceuticals for the period January 1, 2025 through December 31, 2025.



All patients featured in this report are real patients who have been compensated for their time.

Golie, living with sickle cell disease, and Sarah Gheuens, M.D., Ph.D., Chief Medical Officer and Head of R&D, Agios



↓ A Letter from Our CEO



Our work at Agios begins with a simple, yet profound, act: connection.

My team and I have the privilege of meeting with rare disease communities and listening to their experiences firsthand.

Too often, the stories we hear are of uncertainty, delayed diagnoses, and limited treatment options. Our conversations with rare disease patients, along with their caregivers and physicians, reinforce our purpose and continually shape our perspective on leadership.

At Agios, we are driven to rewrite those stories. Our vision is to redefine the future of rare disease treatment, transforming their experiences through relentless scientific innovation and the pursuit of new medicines.

In 2025, we took a significant step toward that vision with the historic U.S. approval of our first-in-class pyruvate kinase (PK) activator, AQVESME™ (mitapivat), which became the only medicine approved by the U.S. Food and Drug Administration (FDA) for anemia in adults with non-transfusion-dependent and transfusion-dependent alpha- or beta-thalassemia. This milestone brings an innovative, disease-modifying oral therapy to patients living with this debilitating and life-threatening rare blood disorder. Our global reach is also expanding, with mitapivat approved as PYRUKYND® (mitapivat) in Saudi Arabia (August 2025) and the United Arab Emirates (March 2026), and it is currently under review in the European Union – all geographic areas significantly affected by thalassemia.

Looking to 2026 and beyond, we will build on this momentum. We are working diligently, with support from the thalassemia community, to help ensure mitapivat reaches eligible thalassemia patients. At the same time, we continue to advance our science to address critical needs in other hematologic and rare diseases, including sickle cell disease and lower-risk myelodysplastic syndromes.

We are fueled by connections – to each other, to our partners, and to the rare disease communities we serve. Our 2026 ESG Report highlights how we bring this commitment to life by engaging with the communities, advancing scientific understanding, and fostering a safe, inclusive, and purpose-driven environment for our team.

I am deeply grateful to our employees, shareholders, partners, physicians, and – most importantly – patients and their loved ones. Your continued trust and support fuels our work every day. Together, we are redefining what can be achieved for rare disease communities.

Best,

Brian Goff
Chief Executive Officer,
Agios

↓ ESG Program Objectives

At Agios, our vision is to redefine the future of rare disease treatment. Grounded in hematology, we bring science and real-world insights together to advance a growing pipeline of innovative medicines that reflect the priorities of the rare disease communities we serve.

Our ESG program is fueled by our connections to:



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Fueled by connections to transform rare diseases™

AgiOS is a commercial-stage biopharmaceutical company fueled by deep connections to rare disease communities.

Through consistent engagement and unwavering commitment, we build enduring trust with patients, caregivers, advocates, healthcare professionals, and partners.

Together, we are united by a shared mission: to develop and deliver innovative medicines that transform lives.

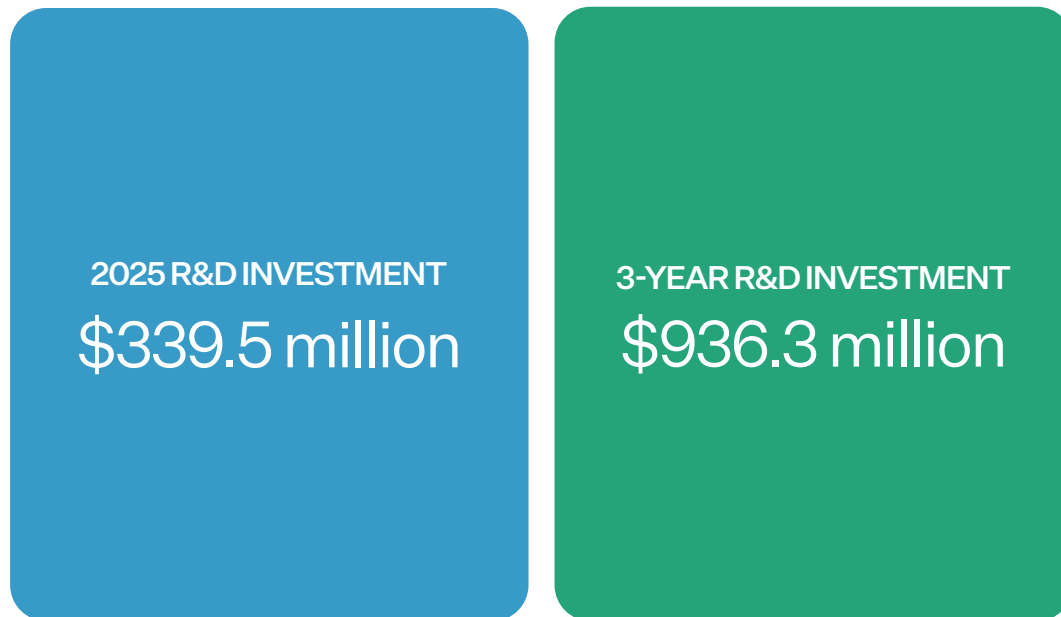
At a Glance

<p>Founded 2008</p> <p>Headquarters Cambridge, Mass.</p>	<p>Developed Three First-in-Class Oncology Medicines¹</p> <p>FDA Approvals 2017, 2018, 2024</p>						
<p>Six Positive Phase 3 Trials of Mitapivat Across Thalassemia, Sickle Cell Disease, and PK Deficiency 2020–2025</p>	<p>Mitapivat Is the Only Medicine Approved for:</p> <p>Adults with Thalassemia Regardless of Genotype or Transfusion Burden U.S., Saudi Arabia, UAE² 2025–2026</p> <p>Adults with PK Deficiency U.S., Europe³ 2022</p>	<p>Pursuing U.S. Accelerated Approval for Mitapivat in Sickle Cell Disease 2026</p>					
<p>Rare Disease Programs</p> <table border="0"> <tr> <td>PK Deficiency</td> <td>Lower-Risk Myelodysplastic Syndromes</td> </tr> <tr> <td>Thalassemia</td> <td>Phenylketonuria</td> </tr> <tr> <td>Sickle Cell Disease</td> <td>Polycythemia Vera</td> </tr> </table>		PK Deficiency	Lower-Risk Myelodysplastic Syndromes	Thalassemia	Phenylketonuria	Sickle Cell Disease	Polycythemia Vera
PK Deficiency	Lower-Risk Myelodysplastic Syndromes						
Thalassemia	Phenylketonuria						
Sickle Cell Disease	Polycythemia Vera						

1. In 2020, Agios sold its oncology business to Servier. 2. In the U.S., mitapivat is approved as AQVESME™ for the treatment of anemia in adults with alpha- or beta-thalassemia. In Saudi Arabia and the UAE, mitapivat is approved as PYRUKYND® for the treatment of adult patients with non-transfusion-dependent and transfusion-dependent alpha- or beta-thalassemia. 3. In the U.S., mitapivat is approved as PYRUKYND® for the treatment of hemolytic anemia in adults with pyruvate kinase (PK) deficiency. In Europe, mitapivat is approved as PYRUKYND® for the treatment of PK deficiency in adult patients. PK = pyruvate kinase; UAE = United Arab Emirates.

↓ Financial Performance

We invest in ongoing innovation on behalf of rare disease communities with few or no treatment options.



Our strong balance sheet enables focused execution on our near- and long-term priorities advancing medicines for patients with rare diseases.

Cash, cash equivalents, and marketable securities were \$1.2 billion as of December 31, 2025. Agios expects that its cash, cash equivalents, and marketable securities, together with anticipated product revenue and interest income, will provide the financial independence to execute the U.S. commercial launch of AQVESME™ in thalassemia, prepare for the potential U.S. commercial launch of mitapivat in sickle cell disease, advance the company’s existing clinical programs, and opportunistically expand its pipeline through both internally and externally discovered assets.

↓ Our Values Guide Our Actions and Decisions

For us, it's not enough to simply say we have values. We put our values into action by creating and supporting initiatives that positively impact patient communities, the environment, society, our employees, 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.



Madina, living with thalassemia

Our Commitment to Patients

Educate, Advocate, and Build Community: Madina’s Journey with Thalassemia

For most of her life, Madina’s doctors called her “lucky” – her thalassemia was considered non-transfusion-dependent. She held onto that word for decades, but a routine scan recently revealed silent organ damage that had been building for years. This devastating discovery spurred her to seek out information, a search that led her to Agios’ Thal Pals podcast. It was through this that she learned about Cooley’s Anemia Foundation, which helped connect her to a thalassemia specialist. Now diagnosed with transfusion-dependent thalassemia, Madina’s message is simple: educate yourself, advocate for yourself, and find your community.

“ I’m grateful for all that’s transpired and where we are now. It’s important advocacy work continues – so we can get the care and treatment we need.

“ Fueled by connections means that despite whatever I’m facing, I have people rooting for me. That gives me the determination to keep moving forward because I’m not alone.

“ I wanted the courage to open up, because that’s how you build real, authentic community – and once I did, I saw how life-changing it is to have people rally around you with support, understanding, and compassion.



2025 Prix Galien UK Award

Finalist, Best Health Equity Innovation



2024 Citeline Awards

Winner, Clinical Research Team of the Year
Finalist, Clinical Trial Result of the Year



2024 Pharma Intelligence SCRIP Awards

Winner, Biotech Company of the Year
Finalist, Clinical Advance of the Year



2023 Citeline Awards

Winner, Excellence in Rare Disease Drug Development

Finalist, Champion of Diversity and Inclusion in Clinical Trials

Finalist, Excellence in Patient Recruitment and Engagement



2023 PharmaVoice Top Industry Leaders

Dr. Sarah Gheuens, Rare Disease Warriors



2023 Biotech Week Boston Awards

Finalist, Transformational Therapy



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

UN Sustainable Development Goals

Case Study

Equity in Action: Our Multicultural Strategy for the AQVESME™ U.S. Launch (continued)

Seamless Language and Access Support

To embed inclusivity into the patient journey, we partnered with an integrated interpretation service provider to create a suite of language access tools:

- **On-Demand Telephonic Interpretation Services:** Facilitates real-time communication between Patient Support Managers, Agios Clinical Educators, and patients in their preferred language.
- **Video Remote Interpretation (VRI):** Enables more accessible communication for patients in languages like American Sign Language, Vietnamese, Mandarin, and more.
- **AI-Enabled Machine Translation:** Supports the timely translation of written communications, ensuring patients receive information quickly and clearly.

Furthermore, we translated patient start forms and standalone consent forms into multiple languages, allowing patients to complete critical enrollment documentation in their preferred language. This was not an add-on, but a core component of the patient experience from day one.

The Early Impact: Delivering on Our Promise

Our focus on multicultural engagement is delivering tangible results, with significant uptake of our language access since U.S. approval was received in late December 2025. By leading with empathy and a commitment to equity, Agios is helping ensure that more patients across diverse U.S. thalassemia communities can understand, access, and potentially benefit from AQVESME™.



↓ Access to Medicines

Agios' Pricing Philosophy

At Agios, we forge deep connections with patients, physicians, policymakers, and payers to better meet the needs of rare disease communities.

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

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 (continued)

Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index

SASB: HC-BP-240A.1

Agios is committed to improving the lives of patients with rare diseases through programs that provide support throughout their journey and help them and their families explore and access available treatment options.

Global Managed Access Program

Our Global Managed Access Program (GMAP) offers a pathway for patients to obtain access to Agios' medicines provided they meet the defined criteria and reside in a country where access is permissible under local laws and regulations. Healthcare providers may submit an inquiry on behalf of their patients to Agios for consideration.

[Info for Healthcare Providers Outside the U.S.](#)

Laurice, living with thalassemia, and her son Ben



↓ Access to Medicines (continued)

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

PYRUKYND® was approved by the FDA in February 2022. Since approval, 86% of eligible U.S. patients with commercial health insurance have utilized the PYRUKYND® Copay Program, which lowers copay costs to \$0 per prescription. The programs established for PYRUKYND® in the U.S. are also being extended to AQVESME™ for adults living with thalassemia.

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 physician 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 and clinical educators
- Disease and product 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 myagios.com

Jim, living with PK deficiency

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 medicines, Agios' products do not qualify for the World Health Organization (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.



↓ 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 2025.

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 2025. For more information, see Agios' [2025 10-K](#).



Committed to the Humane Treatment of Animals in Research

Agios is accredited by the American Association for Accreditation of Laboratory Animal Care (AAALAC) 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.

In 2025, very low numbers (115 units) of PYRUKYND® were returned.

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, 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, 2025, 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 FDA MedWatch Safety Alerts for Human Medical Products database

SASB: HC-BP-250A.1

Mitapivat is included in the FDA MedWatch database. There have been no FDA MedWatch safety alerts for mitapivat.

↓ 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

In 2025, there were four fatalities (in three patients; one is duplicate) reported with the use of mitapivat in the FDA Adverse Event Reporting System, which can be found [here](#). Agios did not assess any of the cases as related to mitapivat.

Number of recalls issued, total units recalled

SASB: HC-BP-250A.3

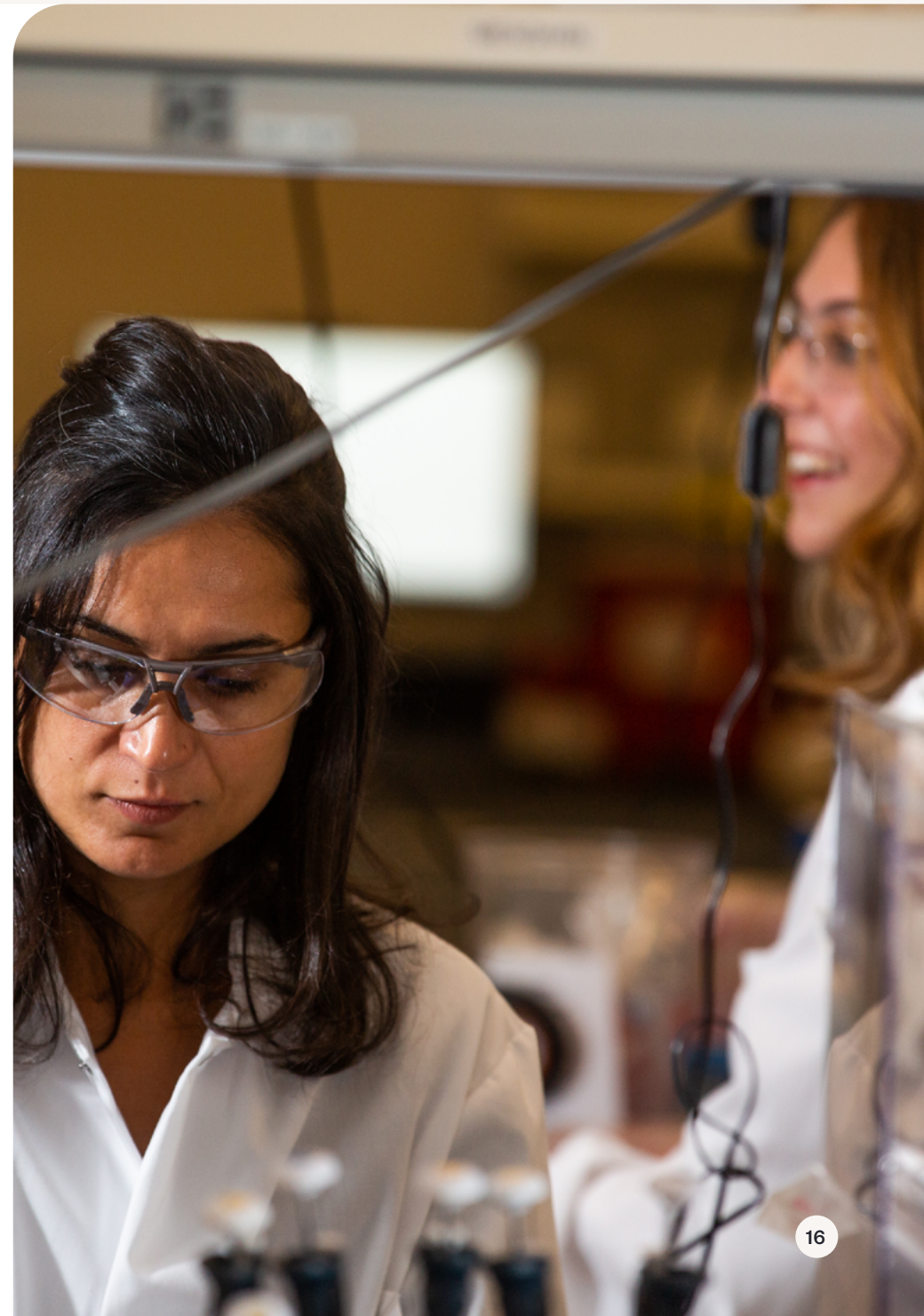
Agios has not been subject to any FDA recalls.

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.

Dalia Hammoudeh,
Director of Translational Research



Case Study

↓ Red Cell Revolution: Understanding How Patients Experience Fatigue

At Agios, we believe meaningful progress starts with listening to the needs, challenges, and hopes of the communities we serve. This philosophy led to the 2022 formation of Red Cell Revolution (RCR), a multi-stakeholder advisory council designed to identify and address patient needs across three devastating hemolytic anemias: thalassemia, sickle cell disease, and pyruvate kinase deficiency.

In the 2025 ESG report, we detailed the launch of a qualitative study from the RCR to understand the lived experience of fatigue across these patient populations. Now, the results are in. First shared at the 67th American Society of Hematology Annual Meeting & Exposition (ASH 2025) in December 2025, the findings confirm that fatigue is not simple tiredness, but a relentless exhaustion – and one that often goes misunderstood by many.

The Results: The Challenging Impacts of Fatigue

In the study, patients described three distinct types of fatigue: physical, mental, and emotional. The experience of fatigue was similar across the three diseases, with the survey pinpointing its most severe impacts:

- **Cognitive Function:** Patients overwhelmingly ranked cognitive difficulties as a top concern, reporting debilitating brain fog, memory problems, and an inability to concentrate – all profoundly affecting their ability to work or attend school.
- **Social Life & Relationships:** Fatigue frequently disrupted social activities and led to feelings of isolation, compounded by a lack of understanding from others.
- **Physical Functioning:** Severe physical limitations impacted daily independence, making simple activities like showering or cooking exhausting.



Cassandra Trimnell, Founder and Executive Director of Sickle Cell 101, presents at ASH 2025 Annual Meeting, alongside Sarah Gheuens, M.D., Ph.D., Chief Medical Officer and Head of R&D, Agios

“

If you have a cold or a flu, there's an end in sight. With this, there is no end in sight.”

– Study Participant

Case Study

↓ Red Cell Revolution: Understanding How Patients Experience Fatigue (continued)

Beyond defining the symptoms, the research uncovered a surprising gap in patient-physician communication: approximately one-third of participants felt their physicians did not fully hear or understand their concerns about fatigue. In fact, many expressed that the study itself was the first time they truly “felt heard,” revealing a clear and urgent need to bridge the communication gap between patients and physicians.

Taking Action to Change the Conversation

Armed with this comprehensive picture, Agios and its RCR are moving from insight to action. We are now focused on ensuring that the fatigue experience is fully integrated into the patient journey.

As part of our strategy, we will continue to share the study results at major medical congresses and through a peer-reviewed publication to help redefine how fatigue is viewed and discussed. Long-term, we will also develop new educational resources to empower patients to better articulate their experience and advocate for their needs, and to equip physicians with the insights to better address them.

In doing so, our goal is to improve quality of life and ensure that every patient feels seen, heard, and understood.



Red Cell Revolution event at ASH 2025 Annual Meeting

“

You’re trying to do something, but you just can’t get into it. My brain is just fried.”

– Study Participant

Case Study



Cultivating the Future of Hematology Through Our External Research Initiatives

Breakthroughs in rare diseases are driven by brilliant, dedicated researchers. To ensure a future of continued innovation, we believe we have a responsibility to invest in the next generation of scientific leaders.

That principle informed the 2022 establishment of our Agios Hemolytic Anemias Clinical Fellowship Competitive Grants program, which supports early-career investigators working to address critical gaps in care for individuals living with hereditary hemolytic anemias like thalassemia and sickle cell disease.

We designed the program to identify and nurture not just promising science, but promising leaders in the field of classical hematology. Candidates are evaluated on their potential to become expert physicians, role models, and outstanding mentors who will train the next generation of researchers. Critically, our blind review process – where institutions submit applications on behalf of candidates – is designed to remove unconscious bias. This process ensures funding is awarded to the most innovative science alone.

In 2025, we were proud to award two \$75,000 grants (noted on right) to individuals advancing research to improve access and personalize care in sickle cell disease.

Beyond the grant program, we also partner with clinicians and researchers to help close persistent knowledge gaps in rare diseases. This includes supporting investigator-sponsored trials, which are generating real-world, peer-driven insights across rare hematological conditions, as well as offering medical education grants, to enhance understanding and awareness of rare hematological diseases within the healthcare community. Through these initiatives, we are helping to build a stronger, more equitable foundation for the future of hematology.

Meet the Researchers



Kristin Weeks, M.D., Ph.D.

The Ohio State University

Investigating the Impact of Rurality on Sickle Cell Disease Care Delivery: Understanding and Promoting Health Equity in a New Era of Cellular Therapy

Dr. Weeks is confronting one of the most persistent challenges in healthcare: ensuring equitable access to cutting-edge care, regardless of a patient's zip code. Utilizing a new interview instrument and survey tool she helped develop, her research explores how living in a rural area can impose barriers to sickle cell disease care, from routine check-ups to referrals for advanced therapies. By developing a clear, evidence-based understanding of these barriers, her work can guide healthcare systems in building a more equitable framework that ensures a sickle cell patient's location does not dictate their outcome.



Akshaya Arjunan, M.D.

Emory University

Factors Contributing to Acute Care Utilization in Patients with Sickle Cell Disease

Dr. Arjunan's work is focused on a powerful goal: keeping sickle cell disease patients out of the emergency room. Her research is analyzing real-world patient data to identify biological markers – specifically in red blood cell breakdown – that correlate with emergency room visits and hospitalizations. By uncovering these predictive triggers, her work has the potential to shift the standard of care from reactive to proactive. It could empower clinicians to intervene earlier and tailor treatments to individual patient needs, ultimately preventing painful acute events before they begin.

Our Commitment to Employees

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



UN Sustainable Development Goals



2025 USA TODAY
Top Workplaces



2025 Boston Globe
Top Places to Work
*Third year in a row



INNOVATION



WORK-LIFE FLEXIBILITY



COMPENSATION & BENEFITS



LEADERSHIP



PURPOSE & VALUES

2025 Top Workplaces Cultural Excellence Awards (Spring)
Innovation, Work-Life Flexibility, Compensation & Benefits, Leadership, Purpose & Values



APPRECIATION



EMPLOYEE WELL-BEING



PROFESSIONAL DEVELOPMENT

2025 Top Workplaces Cultural Excellence Awards (Fall)
Employee Appreciation, Employee Well-Being, and Professional Development



REMOTE WORK

2025 Remote Top Workplaces
Top Workplace for 2025

↓ 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 rare disease patients. 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.



Agios employees at a company-wide gathering

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 and wellness, care of families, and productivity.

Psychological Safety

Based on research, we know that high-performing teams exhibit psychological safety. We view setbacks and failures as an opportunity to learn. This empowers our people to share their ideas, speak candidly, and take data-informed risks that help push the boundaries of our science and uncover new ways to treat rare diseases.

Deliberate Development

We embed growth opportunities into the fabric of our daily work. This means actively creating space for employees to learn, experiment, and expand their capabilities – with an emphasis toward on-the-job learning. Whether it's through hosting external thought leaders, facilitating cross-functional preceptorships and fellowships, offering stretch assignments that challenge current skill sets and provide exposure to new functional areas, or encouraging real-time feedback, we see every role as a platform for personal and professional growth.

↓ 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 hiring and retaining people who care about our important work, and who share in our passion and purpose to fuel meaningful connections across our organization and with the rare disease communities we serve.

We maintain a focus on the growth and fulfillment of all employees by investing in both shared and individualized offerings to promote an engaging and developmental culture.

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 focus on valuing differences
- Providing hiring managers with Agios values-based and competency-based candidate feedback
- Leveraging additional interviewers outside of candidates' functional area to assess value fit and culture add
- Adhering to our equal opportunity employment policy
- Reviewing all job postings to identify and minimize language that may discourage all qualified candidates from applying to open positions
- Continuously reviewing and improving our interviewing practices

Agios' Talent Development and Retention Programs

- Tuition reimbursement
- Internship and fellowship programs
- Leadership development for managers
- Quarterly check-ins between managers and employees, anchored to key themes to support our values and cultural pillars
- 'Stay interviews' and 'motivators' alignment discussions to ensure we are staying close to what matters most to individual employees
- DevelOPPortunities Program: Recognizing that career growth takes many forms, these temporary, part-time assignments outside an employee's immediate department offer opportunities to build new, differentiated skill sets while maintaining their current role
- Cross-functional internal moves are encouraged when aligned with employee career interests, and internal transfers are part of our culture. We are dedicated to professional growth as a reflection of our commitment to coaching and feedback across our high-performing and developmental organization.
- Approximately 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

↓ 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 key performance indicators of employee engagement and satisfaction. In our most recent full organizational health survey, conducted in 2025, 89% of employees participated and shared many points of pride.

Greater than 90% of all survey respondents shared an agreement that they:

- Are proud to work for Agios
- Put the right amount of attention on understanding and helping patients in everything they do
- Can speak up when they have an idea
- Know how their individual work contributes to the goals of Agios
- Have managers who care about their concerns
- Feel supported in their ability to exercise flexibility to help balance work and personal priorities
- Have jobs that make them feel like they are part of something meaningful
- Have confidence in Agios' leadership team members

At Agios, when we ask for feedback, not only do we listen – we act.

We take pride in turning organizational health data into meaningful action plans and experiments designed to improve company culture and the employee experience. Progress against action plans is shared with the entire company regularly. Examples of past experiments include, but are not limited to:

- We continue to foster a distributed workforce model with employees working from our Cambridge, MA, headquarters regularly or in a hybrid capacity, as well as remotely across the U.S.
- We utilize an annual survey to continuously improve our talent acquisition strategy, strategic pillars for our Diversity Council, and new employee resource groups
- We support connections through online and in-person social groups across functional areas and by enabling employees to host local, in-person gatherings across the country to better get to know each other

Other Agios benefits that have evolved as a result of employee feedback include: medical plan designs and carrier, discretionary time off policy, week-long company shutdowns, expanded parental and family leave, subsidized back-up childcare, sabbatical program, and an inclusive family-forming benefit. Additionally, we strive to provide adaptive and robust total rewards to remain competitive and ensure we are meeting the needs of our workforce.

Agios continues to provide a lifestyle spending account funded at a competitive level aimed to further encourage employees to invest in their own well-being by disconnecting and recharging outside of work.



Agios employees and sickle cell partners at SCDA Annual National Convention

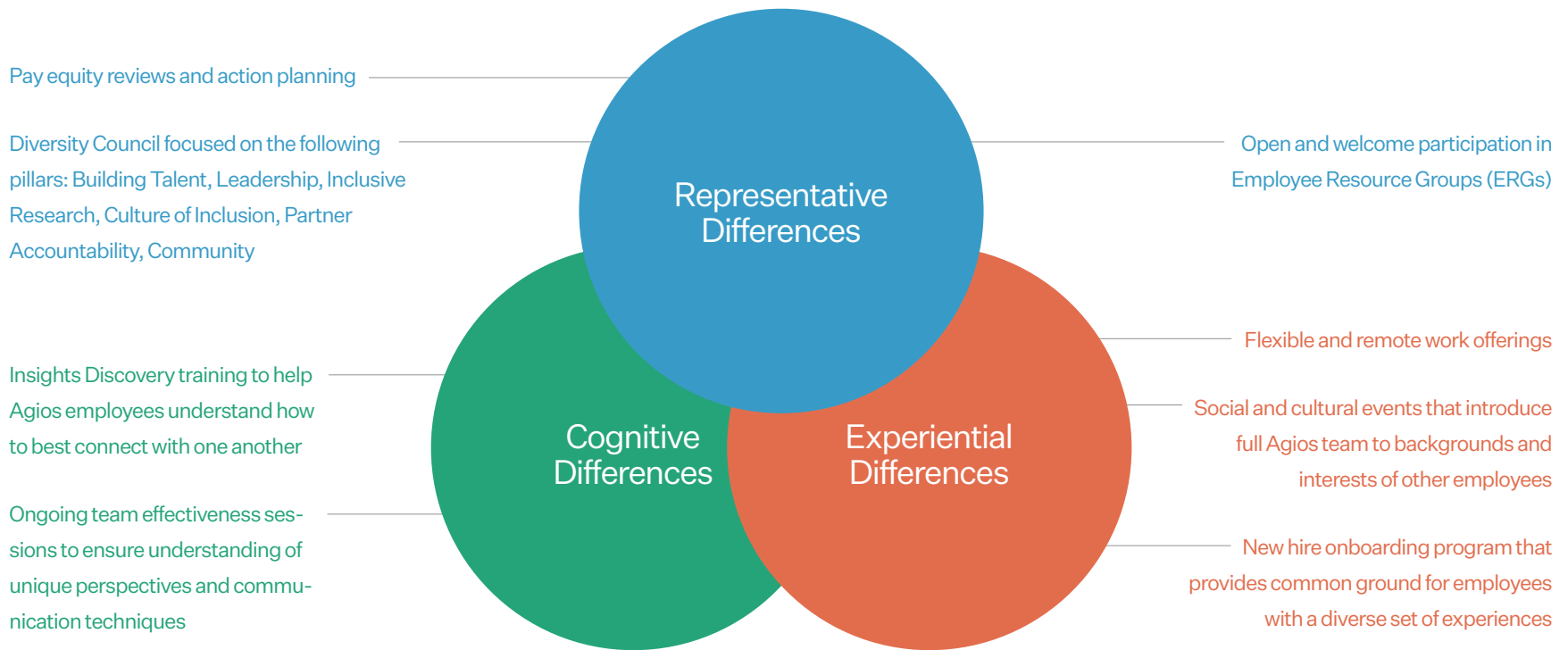
↓ Valuing Differences

Fostering Inclusion and Belonging

Our Valuing Differences framework drives our culture and innovative spirit. It acknowledges differences that exist among each of us and provides Agios with a guide for ensuring these differences are reflected, embraced, and valued in the people we hire and work we do.

The three types of differences that define each of us are representative differences (how we present to the world), experiential differences (our affinities, hobbies, life experiences), and cognitive differences (how we think, approach decision-making and problem-solving).

Actions we take to recognize and appreciate each of these facets include:



↓ Valuing Differences Initiatives

Diversity Council

As an extension of our Valuing Differences framework, the Agios Diversity Council is an employee-driven group that partners across the organization and with our Employee Resource Groups (ERGs) to lead actions and events that advance Agios' culture of inclusion. We believe that valuing our differences brings richness to our work environment, creates competitive advantages for our business, and fuels our connections to one another as well as to the rare disease communities we serve.

The Diversity Council has six pillars that serve as our main areas of focus. All Diversity Council members champion these pillars in events, actions, and initiatives at Agios. Our pillars are:

Build Talent Pipeline: Hiring and Retention

Support a recruitment and interview process that attracts a broad pool of talented candidates and ensures each candidate is treated fairly

Leadership

Increase awareness and sponsorship of people leaders in valuing differences philosophies and events

Inclusive Research: Health Disparities

Understand what it will take to recruit more representative populations in clinical research

Culture of Inclusion

Create an environment where all employees can bring their authentic selves to work every day and differences are valued

Partner Accountability

Prioritize vendors/partners who demonstrate inclusive practices

Community

Demonstrate our support for underserved communities with our time and resources

Advancing Our Valuing Differences Framework

In 2025, the Diversity Council hosted several breakouts focused on advancing our Valuing Differences framework. These sessions included:

- **Unconscious Bias:** How to Mitigate Biases in the Workplace
- **Cognitive Diversity:** More Than Just Thinking Differently
- **Valuing Differences:** Connecting Through Appreciation of Differences

For our Unconscious Bias session, we shared how we can all recognize our own biases so we can be more productive and collaborative. We also provided methods and tools employees could put into practice in their daily lives and work.

↓ Valuing Differences Initiatives (continued)

Spotlight on Agios ERGs

Our ERGs are employee-led and provide a platform for colleagues and allies to come together for connection, support, and inspiration. They include:

- **Agios Association of Black Professionals (AAoBP)**
- **LatinX**
- **Agios Women's Leadership & Inclusion**
- **Agios Pride**
- **Agios Families with Exceptional Needs (AFEN)**

The Agios ERGs are open to all Agios employees. In 2025, these ERGs hosted various events and speaker series focused on connecting with purpose around topics that were relevant and meaningful for employees.

Pride Members Support Workplace Allyship

During Pride Month in June 2025, our Agios Pride ERG hosted an interactive panel discussion with members from SpeakOUT, a Massachusetts-based community of speakers and volunteers working to create a world free of bias and prejudice by telling the truth of LGBTQ+ lives. During the discussion, SpeakOUT volunteers shared their personal experiences with Agios and covered how to be an effective LGBTQ+ ally in the workplace.

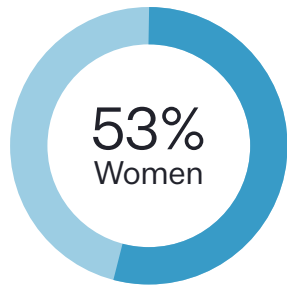


Agios employees at Pride event

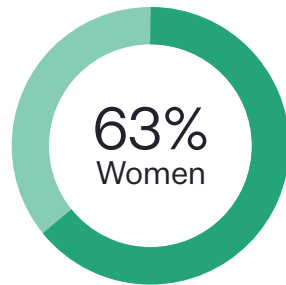
2025 Employee Snapshot

Gender

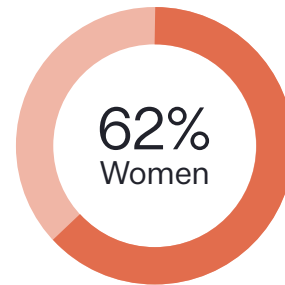
Executive/Senior Manager



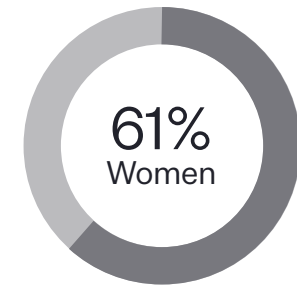
Mid-Level Manager



Professional

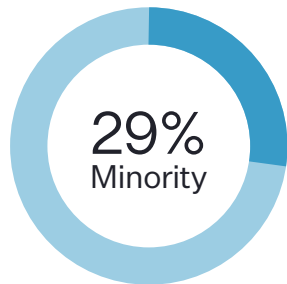


Total

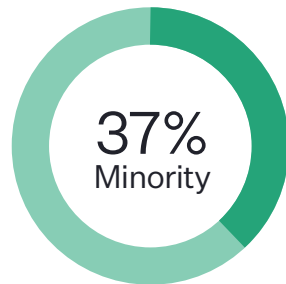


Race and Ethnicity

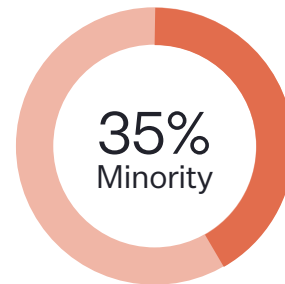
Executive/Senior Manager



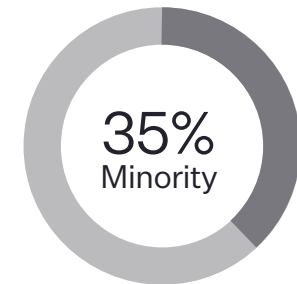
Mid-Level Manager



Professional



Total



Asian	20%
Black or African American	3%
Hispanic or Latino	4%
Other Minority*	2%

Asian	23%
Black or African American	5%
Hispanic or Latino	4%
Other Minority*	5%

Asian	14%
Black or African American	11%
Hispanic or Latino	3%
Other Minority*	8%

Asian	22%
Black or African American	5%
Hispanic or Latino	4%
Other Minority*	5%

* Includes Native Hawaiian or other Pacific Islander as well as employees with two or more races | Data as of Dec. 31, 2025

↓ Health and Safety

OSHA Health and Safety Records and Certifications

Agios' rates of injuries, illnesses, and DART (days away, restricted, or transferred) are below industry averages. There were no Occupational Safety and Health Administration (OSHA) recordable accidents at Agios in 2025. Health and safety certifications include: CSP and ASP (by BCSP), OSHA 40-hour HAZWOPER, and RCRA/DOT. Agios maintains a comprehensive Emergency Action Plan and a First Aid Response Team of employees certified in First Aid/CPR/AED.

Health and Safety Program

Agios is committed to ensuring a safe and healthy work environment, free from threats to the health, safety, and well-being of our employees, partners, and visitors. Agios offers a robust health and safety training program for employees in all roles. Training for all employees includes: employee health and safety overview during new hire orientation, hazard communication, ergonomic principles, evacuation procedures and emergency medical notification, and job-specific training. 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, personal protective equipment (PPE), and pathogen-specific training.

Auditing processes include third-party audits of environmental and occupational health and safety programs every three years, internal regulatory compliance assessment annually, and regular third-party review of chemical hygiene and biosafety programs. In 2025, Agios completed a third-party review of Chemical Hygiene and Biosafety programs.



Agios employees at a company-wide gathering



Agios employees at the company headquarters in Cambridge, MA

Case Study



The Way We Work

Our Approach

We champion an inclusive, collaborative culture that sparks bold thinking and strengthens our connections, with each other and with the rare disease communities we serve.

To maintain those strong connections to our work and each other, we wholeheartedly support workplace flexibility, which is foundational to our culture. We offer all location-agnostic team members (i.e., those who are not based in a lab, not required at our headquarters office, or those in the field interacting with healthcare providers) the option to choose where they work – fully remote, fully in the office, or hybrid.

By offering our colleagues choice in embracing flexibility, we foster a culture that promotes different work perspectives, work styles, health and wellness needs, care of families, and productivity. Simply put, we empower our team members to bring their whole selves to work.

This approach has served us well and continues to emphasize trust and accountability while empowering our teams to deliver results that support our vision of redefining the future of rare disease treatment.

Our Results

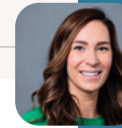
We focus on data-driven information to make informed decisions about our business and our culture. The various surveys we launch gauge the effectiveness of our approach and offer areas of opportunity for us to tailor it as needed. To date, the feedback has been overwhelmingly positive.

Flexibility and remote work continue to open doors for us to hire the best talent for each role, regardless of physical location. Individuals with different experiences, based in different locations, and with various backgrounds can join Agios and contribute to our mission – while striking that meaningful balance between work and well-being. In 2025, approximately 85% of our new hires chose to work remotely.

We strive to support our team's well-being by offering at least one holiday or synchronous day off per month. We also offer two companywide shutdown weeks each year – one week at the end of the summer season, and one week at year-end.

We create multiple high-quality experiences to foster those in-person connections at monthly company meetings, offered on-site at our headquarters and virtually, in-person company-wide events, and optional, weekly on-site “in-office” days with subsidized lunch, among others.

Additionally, we maintain connections week-to-week utilizing our best-in-class suite of Microsoft products and through regular internal and leadership communications.



“Cross-functional collaboration isn’t just encouraged – it’s championed at Agios. Our teams work seamlessly together to align on solutions and adapt as priorities evolve. With shared ownership and openness to different perspectives, we make informed decisions and move work forward, always focused on delivering meaningful medicines for patients.”

– Liz Farrell, Senior Director,
Compliance & Trial Master File Oversight



“Working in patient services keeps my connection to the rare disease community deeply personal and present in every decision. At Agios, we actively engage patients early and often, using their insights to shape meaningful support. This approach keeps us accountable and focused on delivering solutions that truly make a difference.”

– Lacey Buckley, Associate Director,
Patient Access and Reimbursement



“Rare disease commercial product launches demand comfort with uncertainty, often lacking a clear roadmap. That’s where teamwork at Agios stands out. Teams step in, adapt quickly, and rally around a shared goal, using our collective strength to forge a path forward for patients.”

– Avani Bhograj, Senior Director, Marketing



“Keeping patients at the center of our work isn’t just talk at Agios – it shows up in everyday decisions and conversations across the organization, from leadership to individual teams. This shared focus helps us stay grounded through the inevitable ups and downs of drug development.”

– Barden Chan, Senior Director,
Translational Research

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.

We act on this commitment by:

Being a Good Neighbor

Helping to meet the fundamental needs of those around us

Opening Doors to STEM

Increasing opportunities in science, technology, engineering, and math (STEM) education and careers

Supporting Holistic Needs of Patients

Complementing our pursuit of innovative medicines by meeting needs for patient communities



2025 Prix Galien UK Award
Finalist, Best Health Equity Innovation



2024 Pharma Intelligence SCRIP Awards
Winner, Biotech Company of the Year



2023 Citeline Awards
Finalist, Champion of Diversity and Inclusion in Clinical Trials



↓ Community Involvement

Charitable Giving

Agios is committed to being a good corporate citizen and works with organizations that connect to our mission and have a focus on supporting patients with rare diseases.

We maintain a corporate giving program that identifies strategic initiatives to support and creates opportunities for employee engagement across a range of causes. Highlights from 2025 included:

- Donated to [Life Science Cares](#) to advance its mission of addressing poverty in our communities while strengthening connections between life sciences companies and local organizations. In 2025, Agios employees participated in the Life Science Cares Impact Breakfast, where they learned more about efforts underway in the Boston area to combat poverty.
- Donated to [Sickle Forward](#), an organization focused on expanding access to screening for sickle cell disease in resource-limited settings worldwide, in support of its “Summits for Sickle Cell” initiative – an experiential fundraising effort that brings participants together to complete endurance challenges while raising awareness and funding to improve diagnosis and treatment in underserved communities.
- Supported [WEST](#) (Women in the Enterprise of Science and Technology), a learning community that empowers women in science and technology with the inspiration, knowledge, and connections needed to reach their full potential.
- Donated to [Rare Diseases Greece](#), a national umbrella organization that represents and advocates for patients with rare diseases, working to improve access to care, influence policy, and strengthen patient support networks across Greece.

Annual Giving Tree Project

For several years, Agios has partnered with the [Caring for Children Foundation](#), donating and wrapping gifts for children whose families are facing life-threatening illnesses. In 2025, we supported 100 children across 48 families affected by sickle cell disease in the Boston area.



Agios employees deliver presents to the Caring for Children Foundation

↓ Community Involvement (continued)

Supporting Clinical Communities

Agios provided more than \$1.0 million in unrestricted medical education grants, sponsorships, and donations to support healthcare provider education and disease awareness, including continuing medical education (CME) programs.

The company also awarded two grants for \$75,000 each via our Agios Hemolytic Anemias Clinical Fellowship Competitive Grants program. This program is intended to increase the number of skilled physicians committed to providing comprehensive care for patients living with rare hematological diseases with a focus on hereditary hemolytic anemias, like thalassemia and sickle cell disease.

See [case study](#) on the 2025 grant recipients.

Supporting Patient Communities

Agios provided more than \$1.0 million in sponsorships and memberships to support conferences, disease education, clinical trial awareness, community building, and other initiatives led by patient advocacy groups.

The company also provided over \$250,000 in charitable donations to advocacy groups dedicated to rare blood diseases.



Agios employees and members of the company's Alpha Beta Revolution Patient Council

↓ 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, including product takeback programs, cold storage updates, equipment donation programs, and waste minimization efforts.

↓ Environmental Stewardship and Corporate Responsibility

Establishing and Maintaining a Sustainable Global Supply

Agios is committed to establishing sustainable, high-quality, and robust manufacturing processes through a global supply network that emphasizes sustainability, operational resilience, and product security from source to patient to support uninterrupted product supply. We focus on improving efficiency and reducing waste, emissions, risk, and cost. Some accomplishments include:

- **Mitapivat:** In partnership with our contract development and manufacturing organization for a raw material, a second-generation and more-robust manufacturing process was developed to reduce waste by 38 tons per year, carbon emissions by 76-152 tons per year, and cost by 40%.
- **Tebapivat:** A commercially focused route of synthesis was identified to significantly reduce the number of steps, waste, production timeline, and cost. Process intensification is ongoing to further improve these metrics and establish a sustainable commercial process.
- **Global Supply Network:** Our partners share our commitment to improving sustainability and reducing risk. Several initiatives have focused on energy, including improving security, increasing supply from sustainable sources, and reducing energy demand. Sourcing strategies have focused on establishing a globally diverse sourcing network to mitigate risk for geopolitical disruptions.
- **Global Product Security:** We operate a Global Product Security program to protect patients and safeguard the integrity of pharmaceutical products across the supply chain – helping to prevent counterfeit materials, illegal diversion, and theft of the company’s materials from entering the legitimate market. This program focuses on preventing, detecting, and responding to counterfeit, falsified, stolen, and diverted medicines through risk-based monitoring, investigations, cross-functional coordination, and governance embedded within our compliance frameworks.

↓ Environmental Stewardship and Corporate Responsibility (continued)

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, transportation, and disposal of waste. Agios saw a reduction in volumes of hazardous waste generated year-over-year in 2025 through implementation of waste minimization practices, including the completion of a laboratory waste stream audit for both hazardous and non-hazardous wastes.

Efforts to Reduce Solid Waste and Water Usage

Agios continues to explore opportunities to reduce enterprise-wide consumption of single-use plastics. Our cafeteria offers both compostable and reusable kitchenware options, and we continue to operate our compost and single-stream recycling programs as key waste-reduction strategies. As a Low Flow/Low Pollutant Discharger, Agios continually implements laboratory water minimization strategies.

Efforts to Reduce Waste on Production

As part of our commitment to sustainable manufacturing, we implemented base-metal catalyzed flow hydrogenation at commercial scale. This approach replaces traditional methods that rely on precious metals, helping to reduce waste, emissions, and supply risk. In 2025, we successfully demonstrated this technology in a commercial campaign, achieving a substantial reduction in process waste and greenhouse gas emissions. The new process also improved efficiency – shortening production timelines significantly, lowering costs, and enhancing overall process reliability and impurity control. Beyond environmental benefits, transitioning to base metal catalysis strengthens supply security by reducing dependence on palladium, a critical material with concentrated global sourcing and a higher carbon footprint.

Environmental Sustainability Programs

Agios launched numerous environmental sustainability initiatives in 2025, most notably including a safety glass recycling program, prescription eyeglass and safety glass program, introduction of fume hood sash height awareness signage, My Green Lab topic-of-the-month education series, and creation of a Green Chemistry resources hub. The company also expanded existing sustainability initiatives, including updated waste auditing of hazardous and non-regulated waste streams in 2025.

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, investor relations, and corporate communications.

This group is led by the Senior Director of Corporate Communications and overseen by the Chief Financial Officer, who together provide updates to the Agios 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 Chief Executive Officer, Chief Financial Officer, Head of Facilities, and Senior Director of Corporate 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 and 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

We conduct regular training of our employees on applicable laws and policies. Agios sales representatives are appropriately incentivized and trained on the products they promote and responsible marketing practices.

We encourage our employees to ask questions about any activity that may present risk or seek advice about interpretation and best application of our policies and other elements of our compliance program. Our employees, officers, and directors are also expected to promptly report potential, suspected, planned, or actual violations of our policies and guidelines or applicable laws that govern our activities.

Description of code of ethics governing interactions with healthcare 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, not intended to interfere with the integrity of those decisions, and comply with applicable laws, regulations, and industry codes and guidelines. Agios' healthcare compliance policies establish consistent global standards for Agios' interactions with healthcare professionals and healthcare organizations. Agios prohibits bribery and other corrupt conduct in any form.

Bribery, kickbacks, and other improper inducements involving healthcare professionals, government officials, and others in the commercial marketplace, such as customers, competitors, and suppliers, are prohibited. We require all relevant employees to complete compliance onboarding and regular retraining with respect to our policies. Under the direction of the compliance officer, Agios' compliance function develops work 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' leadership team, and reports to the Board of Directors and its committees on the implementation, operation, and needs of the compliance program.

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.

More information can be found in our [Global Privacy Policy](#) and [Global Policy on Interactions with Patients and Patient Organizations](#).

↓ 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.

2025 Highlights

- Achieved another consecutive year with no major reportable cybersecurity incidents, reflecting the strength and maturity of Agios' layered defense strategy, continuous monitoring, and proactive risk management practices. Third-party privacy incidents that arose during the year were fully resolved through our Personal Data Breach Incident Response Process – none were cyber-related, and none required external reporting.
- Significantly expanded threat detection capabilities through our Managed Detection and Response (MDR) partnership, broadened MITRE ATT&CK® framework coverage, and deployed continuous autonomous penetration testing to continuously harden our environment – complementing our annual third-party external penetration test.
- Conducted ransomware resilience testing as part of our annual security assessment, successfully demonstrating both our ability to detect and prevent ransomware attacks, and our ability to recover to a safe point-in-time using our enterprise backup solution.
- Continued to strengthen cybersecurity awareness across employees and contractors, maintaining a strong security culture with a consistently low phish-prone rate, leveraging more sophisticated, AI-enhanced phishing simulations to ensure our workforce remains prepared for the evolving threat landscape.
- Advanced our AI Governance program by maturing the AI Governance Board (AGB) oversight process, formalizing AI/GenAI contractual language in vendor agreements, and enabling Data Loss Prevention (DLP) capabilities to detect non-sanctioned AI platform use – while continuing the enterprise-wide rollout of Agios-sanctioned AI platforms to enable secure, governed AI adoption across the organization.

Corporate Governance Highlights

Code of Conduct

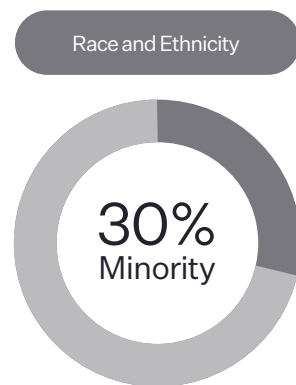
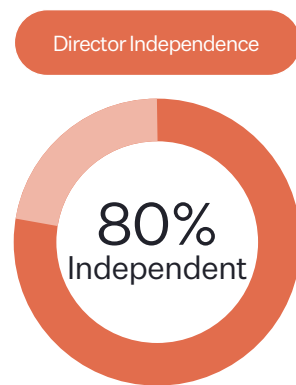
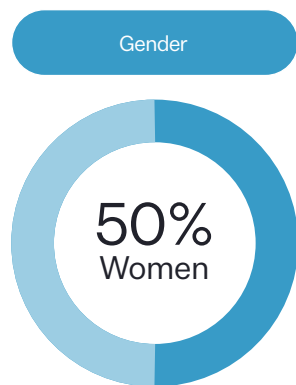
We believe that good corporate governance is important to ensure that Agios is managed for the long-term benefit of our shareholders. We have adopted a [Code of Business Conduct and Ethics](#), which applies to all of our officers, directors, and employees.

Board of Directors

Our Board of Directors has adopted [corporate governance guidelines](#), as well as charters for our audit committee, compensation and people 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 shareholders.

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 shareholders, while considering the impact on other stakeholders including patients, healthcare professionals, and 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



Asian	20%
Black or African American	10%

As of December 31, 2025

↓ 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 roles
- Independent Lead Director with delineated responsibilities
- 100% independence among standing members of audit, compensation and people, 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

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 pandemics or other public health emergencies 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. Food and Drug Administration, the European Medicines Agency 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 establish and maintain key collaborations; uncertainty regarding any royalty payments related to the sale of its oncology business or any milestone or royalty payments related to its in-licensing of AG-236, and the uncertainty of the timing of any such payments; uncertainty of the results and effectiveness of the use of Agios' cash and cash equivalents; 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.



Corporate Headquarters

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