

2025 Agios Pharmaceuticals, Inc.

Environmental, Social, and Governance Report



NinaMaria,
living with thalassemia



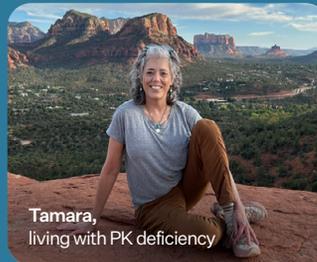
Golie,
living with sickle cell disease



Tobias,
living with thalassemia



Jonathan,
living with PK deficiency



Tamara,
living with PK deficiency



Laurice,
living with thalassemia, and her son Ben



DeMitrrious,
living with sickle cell disease

↓ 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 Jan. 1, 2024 through Dec. 31, 2024.



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

Laurice,
living with thalassemia, and her son Ben



↓ A Letter from Our CEO



Today, more than 7,000 known rare diseases exist, most with limited or no approved treatment options. We are striving to change that.

At Agios, we are fueled by connections – to one another, to our communities, and to the rare disease patients we serve. We believe that truly meaningful progress begins with understanding: listening to the needs of the community and working together to deliver medicines that have the potential to transform lives.

2024 was a year of exceptional progress for Agios. We filed for regulatory approval of PYRUKYND® (mitapivat), our first-in-class pyruvate kinase (PK) activator, for the treatment of thalassemia in the U.S., European Union, Kingdom of Saudi Arabia, and United Arab Emirates. This was a critical step toward reaching patients who have few, if any, treatment options. We also completed enrollment in our Phase 3 RISE UP study in sickle cell disease – another community with limited approved treatments and an urgent need for new therapeutic options. These milestones lay the groundwork for the potential approval of PYRUKYND® for thalassemia and sickle cell disease in 2025 and 2026 in the U.S., respectively, bringing us closer to fulfilling our promise to communities that have long been underserved.

Our commitment to the rare disease community is not only defined by what we accomplish, but by how we do it. We approach our work with integrity – building trust and taking responsibility for the impact we have on patients, communities, and society at large. The outcomes of our work are deeply personal, felt not only by those receiving our medicines, but also by the communities where we and our partners live and work. I am proud to introduce the 2025 Agios Environmental, Social, and Governance (ESG) Report, which outlines our continued efforts to embed this responsibility into everything we do.

This report provides a comprehensive overview of how we engage with the community to deliver innovative medicines, advance scientific understanding, and cultivate a safe, inclusive, and purpose-driven environment for our team. We believe that success is not measured solely by clinical outcomes or financial performance – it is also defined by how we show up: for each other, for the rare disease community, and for the future we are committed to shaping together.

As we look ahead, I am energized by the opportunities before us. I am deeply grateful to everyone who helps bring our work to life – patients, caregivers, physicians, partners, and our employees. Together, we are delivering more than medicines – we are delivering a legacy of impact.

Thank you for being part of this journey with us.

Best,

Brian Goff
Chief Executive Officer,
Agios

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 with life-threatening and life-altering rare diseases, including those that have often been underserved. Throughout our history, we have pioneered novel therapeutic approaches, including PK activation, and continue to focus on creating a sustainable business in which innovation on behalf of rare disease patients can thrive.

Our ESG program is fueled by our connections to:



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We are fueled by connections to transform rare diseases.

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

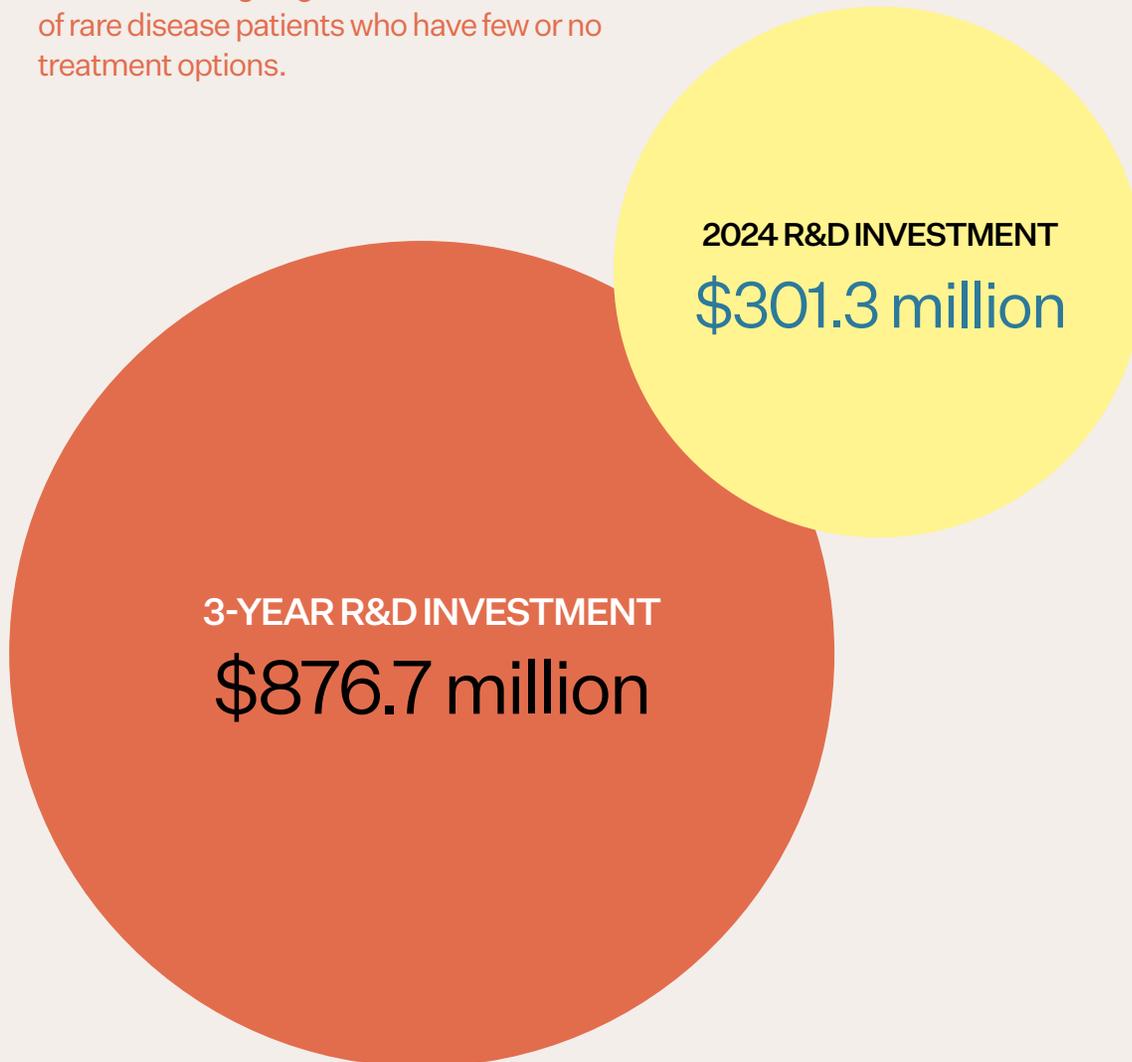
The strong bonds we build with patient communities, healthcare professionals, partners, and colleagues enrich the impact we can have. These connections enhance our collaboration, creativity, and productivity — driving our ability to develop life-changing treatments.

At a Glance

<p>Founded 2008</p> <p>Headquarters Cambridge, Mass.</p>	<p>Developed Three First-In-Class Oncology Medicines</p> <p>FDA Approvals 2017, 2018, 2024</p>			
<p>First and Only Disease-Modifying Therapy for PK Deficiency Approved in the U.S., EU, and Great Britain 2022</p>	<p>Filed for Regulatory Approval of First Potential Therapy for All Thalassemia Subtypes in U.S., EU, Kingdom of Saudi Arabia, and United Arab Emirates 2024</p> <p>Potential U.S. Commercial Launch in Thalassemia 2025</p>	<p>Expect to Announce Topline Results from Phase 3 RISE UP Study in Sickle Cell Disease 2025</p> <p>Potential U.S. Commercial Launch in Sickle Cell Disease 2026</p>		
<p>Rare Disease Programs</p> <table border="0"> <tr> <td data-bbox="1136 1195 1430 1292"> <p>Pyruvate Kinase Deficiency Thalassemia Sickle Cell Disease</p> </td> <td data-bbox="1535 1195 1850 1325"> <p>Lower-Risk Myelodysplastic Syndromes Phenylketonuria Polycythemia Vera</p> </td> </tr> </table>			<p>Pyruvate Kinase Deficiency Thalassemia Sickle Cell Disease</p>	<p>Lower-Risk Myelodysplastic Syndromes Phenylketonuria Polycythemia Vera</p>
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↓ Financial Performance

We invest in ongoing innovation on behalf of rare disease patients who have few or no treatment options.



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

In 2021, Agios divested its oncology business in order to focus solely on accelerating and expanding its rare disease portfolio. In 2024, Agios unlocked further value from its non-core oncology assets with the sale of its vorasidenib royalty rights for \$905 million and received a \$200 million milestone payment upon U.S. Food and Drug Administration (FDA) approval of the asset.



↓ 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 own team, and the way we run our business. We believe that by building a sustainable and ethical business foundation, we're able to create deeper and more meaningful connections with all of our stakeholders.

Aim High

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

Come Together

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

Embrace Differences

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

Bring Your Whole Self

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

Blaze New Trails

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



Jesse, living with alpha-thalassemia
Mary, living with alpha-thalassemia
Eileen, partner to Jesse

Our Commitment to Patients

Mary and Jesse: Fueled by Connections

Mary and Jesse - who both have alpha-thalassemia - met for the first time at a workshop facilitated by Agios for thalassemia patients, caregivers, and allies. Connecting with Jesse and the other workshop participants gave Mary the strength to share her experience of losing her brother to complications of thalassemia. The support she received from Jesse enabled her to start the healing process.

“ He's a lifeline that I didn't know I needed. He reminds me so much of my brother, and my brother was my lifeline. ”

-Mary

“ Finding connection is extremely important. We feel like we are in a dark room and we're the only light until you connect with someone else, and it is another light in the room. And another light, is another light, is another light, and then we can all see each other. ”

-Jesse

Agios is proud to work toward improving the lives of people like Mary and Jesse.



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



2022 Pharma Intelligence SCRIP Awards

Finalist, Best New Drug of the Year



2022 Fierce Pharma Marketing Awards

Finalist, Multicultural Campaign

Finalist, New Brand Launch

3 GOOD HEALTH AND WELL-BEING



UN Sustainable Development Goals

Case Study



Clinical Trials Designed with Patients, for Patients

Sickle cell disease affects more than three million people globally, disproportionately impacting Black individuals and other racial and ethnic minority communities. This disparity has contributed to the deprioritization of sickle cell disease research, leaving few approved treatment options available.

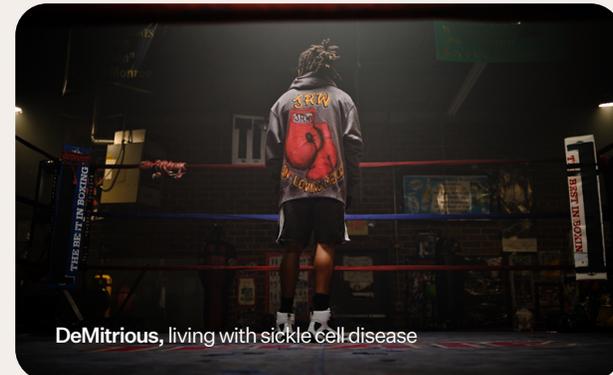
Clinical trials are essential for developing and evaluating new therapies for sickle cell disease patients. But minority populations have historically been underrepresented in clinical research, raising concerns about equitable access and the effectiveness of treatments across all patient groups. Building trust in clinical research is critical, especially within the sickle cell disease community, where historical inequities and racial bias have contributed to skepticism toward the medical establishment.

Recognizing this historical context, Agios prioritized patient voices from the outset of its clinical trial planning. In developing the RISE UP Phase 2 and 3 trials of mitapivat for sickle cell disease, Agios invited patients and advocates to participate in a series of workshops to co-design key aspects of the study. Their input directly impacted the trial protocol, leading to updated eligibility criteria and the addition of patient-reported outcomes, such as fatigue, to better reflect the patient experience.

Agios also addressed key barriers to participation. In response to patient feedback, the company covered study-related travel, lodging, and select non-study medical expenses (as permitted by local regulations) – helping ensure access for all eligible participants, regardless of socioeconomic status.



Blaze, living with sickle cell disease

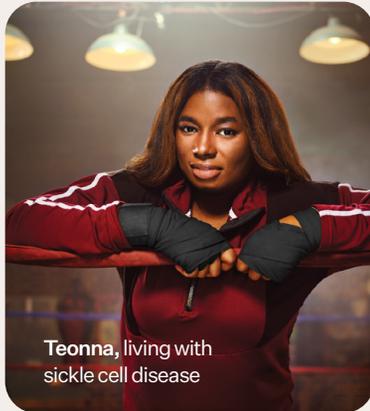


DeMitrious, living with sickle cell disease

Case Study



Clinical Trials Designed with Patients, for Patients (continued)



Teonna, living with sickle cell disease

“

The experience [of being on the RISE UP advisory committee] was phenomenal because the team at Agios really listened to us. One of the main things we wanted was for sickle cell warriors to be presented in a position of strength and not weakness. We knew that this would resonate well within the community, and it did. Many of us heard from other sickle cell warriors about how excited they were about the campaign and how happy they were that it took our feelings into account.”

-Golie, living with sickle cell disease

Beyond protocol development, a dedicated group of patient partners helped shape a clinical trial awareness campaign, crafting culturally relevant messaging to educate communities about RISE UP and emphasize the broader value of patient involvement. For example, the campaign profiled sickle cell disease patients – often referred to as “warriors” – portraying them with boxing gloves to symbolize strength and resilience, and to reflect how they see themselves. This authentic representation helped patients feel seen, heard, and inspired to engage.

Agios also chose to work directly with trial investigators, rather than outsourcing, to ensure personalized and consistent support for each clinical site around the world – from Africa and the Middle East to Europe, North America, and South America.

This patient-centric model led to an exceptional outcome: Agios quickly recruited more than 200 patients for the Phase 3 RISE UP study, completing enrollment in just over a year. As sickle cell disease trials often face significant recruitment challenges – 16 clinical studies have closed in the past two decades due to slow enrollment – this achievement highlights the power of inclusion and trust in driving progress. As a result of this work, topline results from the Phase 3 RISE UP study are expected to be available by the end of 2025.

With the RISE UP clinical program, Agios demonstrated that inclusive research enhances recruitment and builds trials that reflect the real-world experiences of the patients they aim to serve. This approach set a new benchmark for equity, partnership, and innovation in clinical research.

↓ Access to Medicines

Agios' Pricing Philosophy

At Agios, we forge deep connections with patients, providers, policymakers, and payers to better meet the needs of people living with rare diseases.

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

We pledge to set prices for our medicines that balance the benefits to patients, caregivers, the healthcare system, and society and allow us to help as many people as possible today while investing in innovation to help even more people tomorrow.

Guiding Principles

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 individuals affected by life-altering rare diseases through programs that provide support throughout their journey and help patients 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 PYRUKYND® (mitapivat) 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.](#)



Molly, living with PK deficiency

↓ 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 for PYRUKYND®

PYRUKYND® (mitapivat) was approved by the U.S. Food and Drug Administration (FDA) in February 2022. Since approval, **85% of eligible U.S. patients** with commercial health insurance have utilized the PYRUKYND® Copay Program, which lowers copay costs to **\$0 per prescription**.

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

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

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

More details can be found at 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 medications, 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 U.S. Food and Drug Administration (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 2024.

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 2024. For more information, see Agios' [2024 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 2024, very low numbers (115 units) of PYRUKYND® (mitapivat) 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, 2024, no alerts have been received.

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

SASB: HC-BP-260A.3

None.

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

SASB: HC-BP-250A.1

PYRUKYND® is included in the FDA MedWatch database.

↓ Drug Safety and Counterfeit Drugs

(continued)

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

SASB: HC-BP-250A.2

As of December 31, 2024, no fatalities have been assessed as related to PYRUKYND® (mitapivat) as reported in the U.S. Food and Drug Administration (FDA) Adverse Event Reporting System, which can be found [here](#).

Number of recalls issued, total units recalled

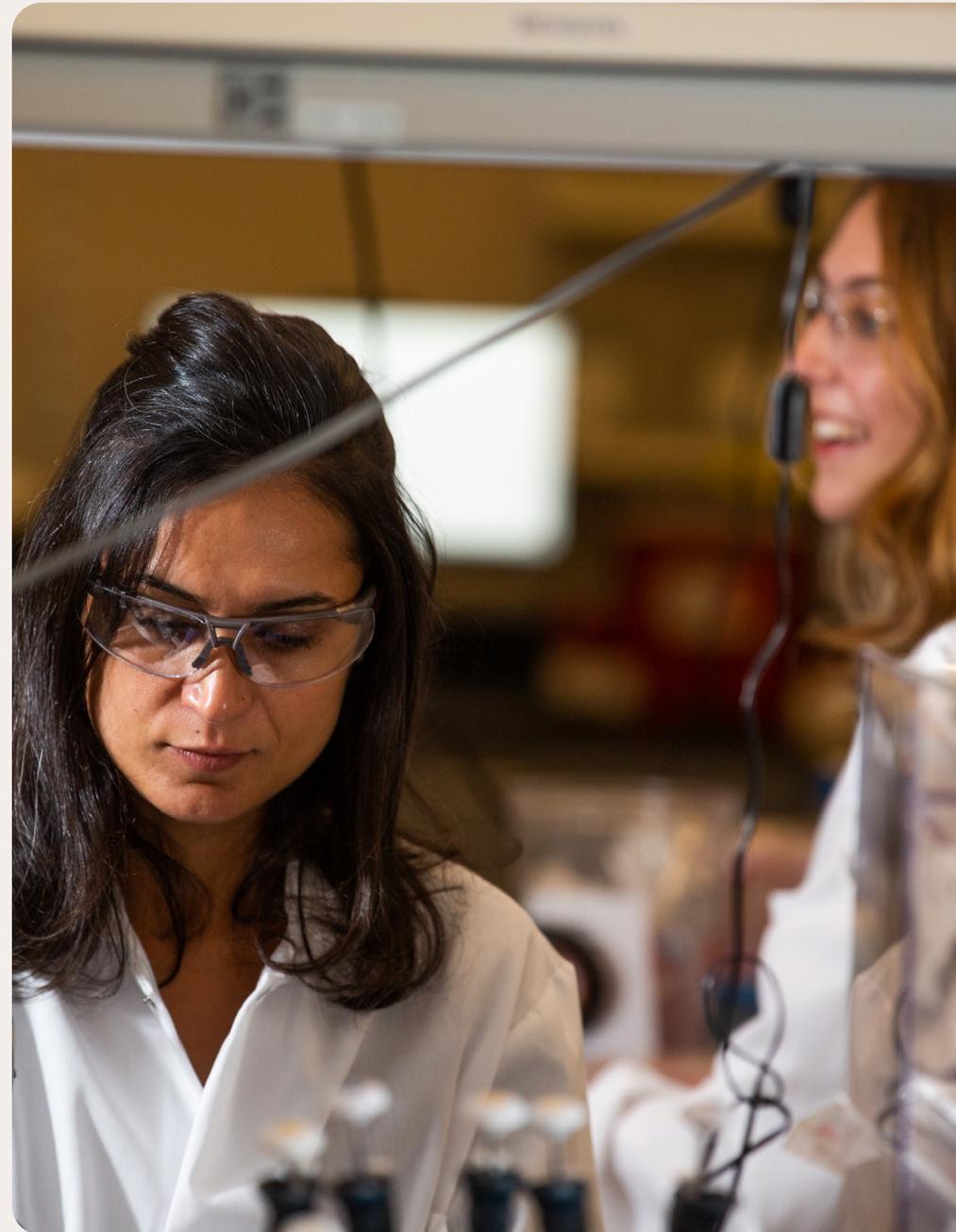
SASB: HC-BP-250A.3

Agios has not been subject to any FDA recalls.

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

SASB: HC-BP-250A.5

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



Dalia Hammoudeh, Director of Translational Research

Case Study

↓ From Insight to Impact: Convening Multi-Stakeholder Coalitions to Identify and Advance Community-Driven Initiatives

Meaningful, sustainable change in healthcare requires more than scientific innovation – it demands strong partnerships with patients, healthcare providers, and the community.

Research shows that social, behavioral, and environmental factors can influence up to 55% of health outcomes. To develop initiatives that truly address the needs of rare disease communities, Agios is committed to creating opportunities for patients, caregivers, and healthcare providers to collaborate, identify priorities, and drive solutions.

Through these partnerships, we can deepen our understanding of these diseases, enhance quality of life, and promote greater equity in healthcare.

The Red Cell Revolution: A Shared Agenda for Change

In 2023, Agios launched the Red Cell Revolution – a multi-stakeholder advocacy advisory council focused on hemolytic anemias, including sickle cell disease, thalassemia, and pyruvate kinase (PK) deficiency. The council comprises 20 individuals, including patients, caregivers, healthcare professionals, and representatives from Agios. This group reflects a wide range of genders, ages, and socioeconomic backgrounds, ensuring that multiple perspectives are represented and heard.

United by a shared vision, the council seeks to cultivate a global community where those affected by under-recognized, lifelong hemolytic anemias – and their supporters – can elevate their voices.

“

As physicians, we are trained to see sickle cell disease, thalassemia, and PK deficiency as distinct conditions, each with different genetic causes, clinical manifestations, and treatments. Being part of the Red Cell Revolution has really changed the way I evaluate my patients. It's not just about lab values; it's about understanding how my patients feel and identifying ways to improve their quality of life.”

– **Biree Andemariam, M.D.**, Professor of Medicine, University of Connecticut School of Medicine (UConn) and Director, New England Sickle Cell Institute (NESCI)



Ahmar Zaidi, senior medical director at Agios;
DeMitrrious Wyant, living with sickle cell disease;
Brian Goff, Agios CEO; and
Blaze Eppinger, living with sickle cell disease

Case Study

From Insight to Impact: Convening Multi-Stakeholder Coalitions to Identify and Advance Community-Driven Initiatives (continued)



Red Cell Revolution event at ASH 2024

Together, they aim to build sustainable awareness, deliver meaningful support, and inspire hope.

To guide its efforts, the council uses a four-part framework to identify areas of focus:

- Is the theme common to all disease areas?
- Does the topic have a global scope?
- Is there high potential for lasting impact?
- Is the idea revolutionary?

One of the Red Cell Revolution's earliest insights was the significant impact of fatigue on quality of life across all three conditions – an issue that healthcare professionals on this council had not fully appreciated. This underscores the power of cross-stakeholder dialogue – without it, such a vital insight might have gone unrecognized.

The council is currently undertaking one of its first major initiatives, a qualitative study on fatigue across sickle cell disease, thalassemia, and PK deficiency. The ultimate goal is to translate these insights into tangible ways to help improve daily life for patients around the world.

Thalassemia Advocacy Advisory Council: Improving Health Literacy

Agios also established the Thalassemia Advocacy Advisory Council (AAC) – a global, multidisciplinary group of patients, caregivers, advocates, and healthcare providers. The AAC was formed to provide insights that help ensure Agios' thalassemia initiatives deliver meaningful value for those affected by the disease.

In 2024, the AAC launched the Global Thalassemia Health Literacy Survey to identify gaps in understanding and misinformation about disease management within the thalassemia community. Findings from the survey are shaping peer-to-peer educational programs designed to close key knowledge gaps, empower patients, and support informed decision-making about their care.

By convening trusted community leaders and fostering inclusive, cross-sector partnerships, Agios demonstrates its commitment to delivering solutions that are grounded in real-world needs, co-created with impacted communities, and built for lasting change.



The Thalassemia AAC developed a collaborative framework to design and implement a global patient survey, with the aim of yielding actionable insights on health literacy that are impactful for patients. I was grateful to be involved in this initiative. It provided me the opportunity to work directly with patients from different parts of the world, capturing the different cultural behavior and unmet needs. Key learnings from this unique approach can serve as a valuable roadmap for addressing unmet needs in other rare disease communities.”

– Maria Domenica Cappellini, M.D.,
Professor, Internal Medicine,
University of Milan, Italy



Case Study



Fueling Knowledge, Advancing Care: Supporting Rare Disease Research

Advancing research in rare diseases is critical to improving patient outcomes and deepening scientific understanding. With more than 7,000 rare diseases identified – and the vast majority lacking approved treatment options – there is an urgent need to generate and share meaningful data across the medical community.

Agios is committed to addressing this need. Beyond our clinical trials, we collaborate with clinicians and researchers working to close persistent knowledge gaps through clinical fellowship research grants, investigator-sponsored trials, and medical education grants.

Agios Hemolytic Anemias Clinical Fellowship Competitive Grant

To support the next generation of clinicians in classical hematology, Agios established an annual \$75,000 clinical fellowship competitive grants program to fund innovative research in hereditary hemolytic anemias, including sickle cell disease and thalassemia – communities that have long been underserved. The fellowship fosters clinician-researchers who will advance care, mentor future leaders, and shape the field of classical hematology.

The 2024 grant was awarded to Dr. Joshua Rivenbark, a hematologist at the University of North Carolina at Chapel Hill, whose research focuses on improving access to care for sickle cell disease patients. His study uses claims data to explore the barriers to specialist care, the relationship between specialist access and pharmacologic therapy use, and the effects of Medicaid expansion on treatment and enrollment patterns.

Dr. Rivenbark's research findings will help inform both clinical strategies and access barriers to advance the therapeutic management of sickle cell disease.

In 2025, Agios plans to award up to two \$75,000 grants to further advance research in this area.

Medical Education Grants

Agios supports independent medical education initiatives that enhance understanding and awareness of rare diseases within the healthcare community.

In 2024, we awarded \$1.3 million in grants to support programs, such as:

Clinician Mentorship and Capacity Building Program in Sickle Cell Disease:

This program aims to improve health outcomes for patients with sickle cell disease and other hereditary blood disorders by providing training, mentorship, and decision-support tools to healthcare professionals, especially those in low- and medium-resource countries. This initiative seeks to equip physicians with best practices through mentorship from senior hematologists, helping to ensure better patient care. Over time, the program's goal is to strengthen the global hereditary blood disorders healthcare workforce and address critical gaps in education and support.

Case Study



Fueling Knowledge, Advancing Care: Supporting Rare Disease Research (continued)

Latest Clinical Considerations for the Non-Transfusion-Dependent

Thalassemias: This multichannel educational initiative equips primary care physicians, pediatricians, hematology and oncology specialists, and OB/GYNs with essential knowledge to improve outcomes for individuals with non-transfusion-dependent thalassemia. Through expert-led presentations, patient perspectives, and multilingual resources, the program addresses key gaps in diagnosis, disease burden awareness, and evolving treatment strategies. By enhancing clinician competence and confidence in managing non-transfusion-dependent thalassemia, this initiative aims to reduce delayed treatment, mitigate long-term complications, and ultimately improve patient quality of life.

American Society of Hematology (ASH) Symposium –

Myelodysplastic Syndromes (MDS) 2024: Let's Overcome the

Challenges: The MDS Foundation 2024 ASH Symposium, an accredited event held in conjunction with the ASH Annual Meeting, addressed key challenges in managing MDS. Through expert discussions and patient perspectives, the symposium explored measurable residual disease assessment, transfusion strategies, the role of inflammation in MDS, germline mutations, and evolving treatment approaches for high-risk patients. By presenting the latest scientific advancements and practical insights, this program aimed to equip healthcare professionals with the knowledge needed to improve prognostication and treatment strategies in MDS care.

Classical Hematology Conference – Nonmalignant Hematology

and Bleeding and Thrombotic Disorders: The Classical Hematology Conference, which was held October 15 – 17, 2024, provided essential updates about nonmalignant hematology, bleeding disorders, and thrombotic conditions through expert-led presentations and case discussions. With the increasing complexity of laboratory diagnostics and evolving treatment strategies, this hybrid event equipped healthcare professionals with practical tools for diagnosing and managing red blood cell, platelet, and coagulation disorders. By addressing a critical educational gap, the conference ensured clinicians stay informed on the latest advancements to enhance patient care in hematology.

Case Study



Fueling Knowledge, Advancing Care: Supporting Rare Disease Research (continued)

Investigator-Sponsored Trials

Agios supports a range of investigator-led studies designed to generate real-world, peer-driven insights across rare hematologic conditions.

Examples include:

National Institutes of Health (NIH) RISE UP Companion Study: This companion study is designed to investigate the mechanistic effects of mitapivat in patients participating in the Phase 3 RISE UP study evaluating the safety and efficacy of mitapivat in sickle cell disease patients who are 16 years of age or older. The objective of the study is to explore how mitapivat modulates red blood cell metabolism and survival, potentially contributing to the observed clinical benefits in sickle cell disease. This mechanistic investigation will provide complementary insights into mitapivat's mode of action beyond the clinical endpoints assessed in the Phase 3 RISE UP trial.

Metabolomics Research Grant: This study leverages artificial intelligence (AI) to analyze health data from over 1,000 sickle cell disease patients, aiming to develop a personalized predictive model based on patient samples collected through the GenoMed4All project,

a European initiative focused on advancing personalized medicine in hematological diseases through secure, AI-driven analysis of genomic and clinical data. The study has two main objectives. The first is to apply AI algorithms to historical medical data, incorporating known disease modifiers – such as medication use, age, sex, and the presence of alpha-thalassemia – to identify medical history patterns associated with changes in red blood cell metabolism. The second objective is to investigate the relationship between red blood cell metabolism and the point of sickling, a key biomarker in sickle cell disease and a potential surrogate endpoint for future clinical studies in this disease area.

By investing in clinical fellowship grants, independently led medical education, and investigator-sponsored research, Agios is strengthening the scientific foundation for rare diseases. These efforts not only foster innovation but also equip the medical community with the knowledge needed to improve care for individuals living with these debilitating – and sometimes life-threatening – conditions.

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 those living with rare diseases. We cultivate this environment in part by hiring and retaining people who care deeply about our mission, about each other, and about the people who count on us.



2024 USA Today
Top Work Place



2024 Boston Globe
Top Work Place MA



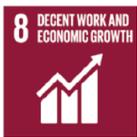
2024 Monster
Top Places for Remote Work



2024 BioSpace
Best Places to Work



2024 Top Work Place Culture
Excellence Awards
Employee Well-Being, Appreciation,
Professional Development



UN Sustainable Development Goals



↓ 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.

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 retaining and hiring 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 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 deliberately developmental culture.

Some of the talent development and retention programs Agios offers include:

- 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 checklist to ensure we are staying close to what matters most to our employees
- DevelOPPortunities program: Recognizing career growth occurs in a variety of ways, these temporary, part-time assignments provide employees with an opportunity 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 committed to professional growth; our 2024 internal promotion rate was 16.9% - indicative of our commitment to coaching and feedback across our high-performing and deliberately 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

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

- Facilitating interview training for all interviewers, including a section on valuing differences
- 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
- 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

↓ 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 2023, 86% 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:

- Informed by employee input and feedback, we continue to foster a distributed workforce model with employees working from our Cambridge 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 to 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: discretionary time off policy, two week-long company shutdowns, expanded parental and family leave, 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.

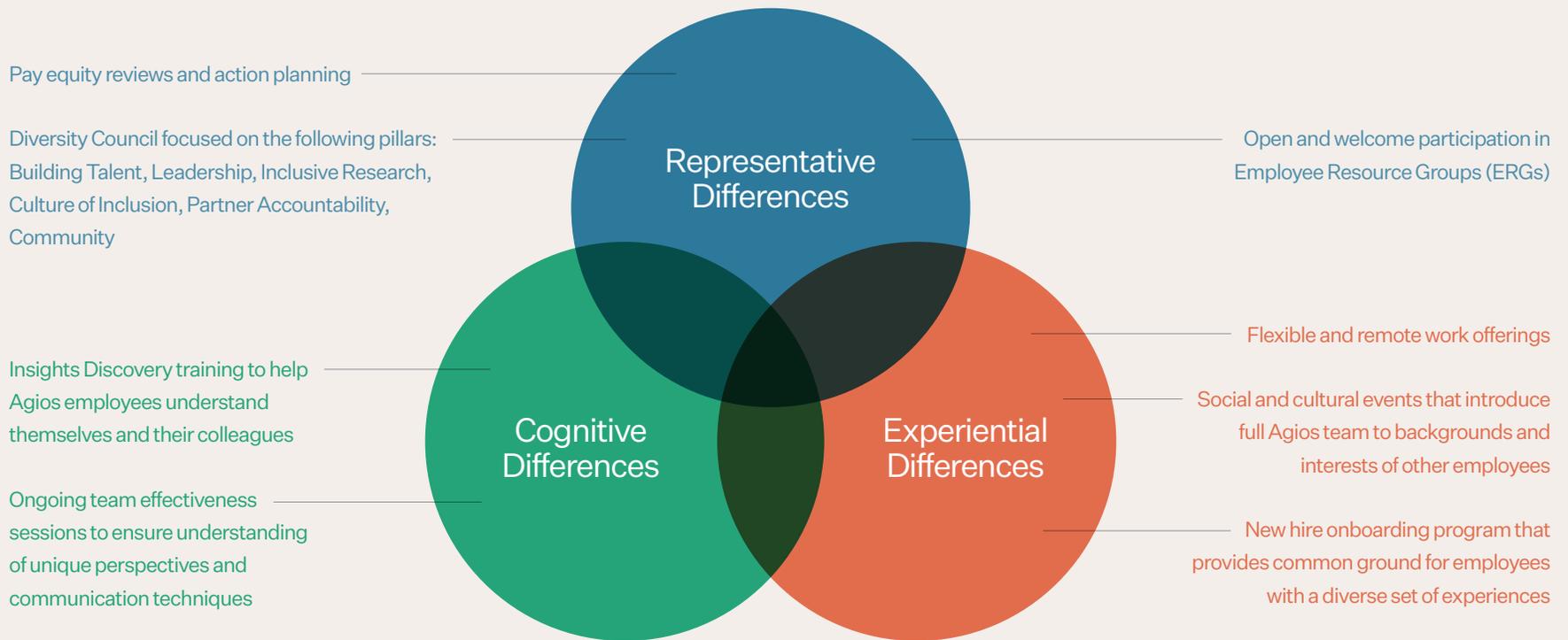
↓ Valuing Differences

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 approach problems and think about things).

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

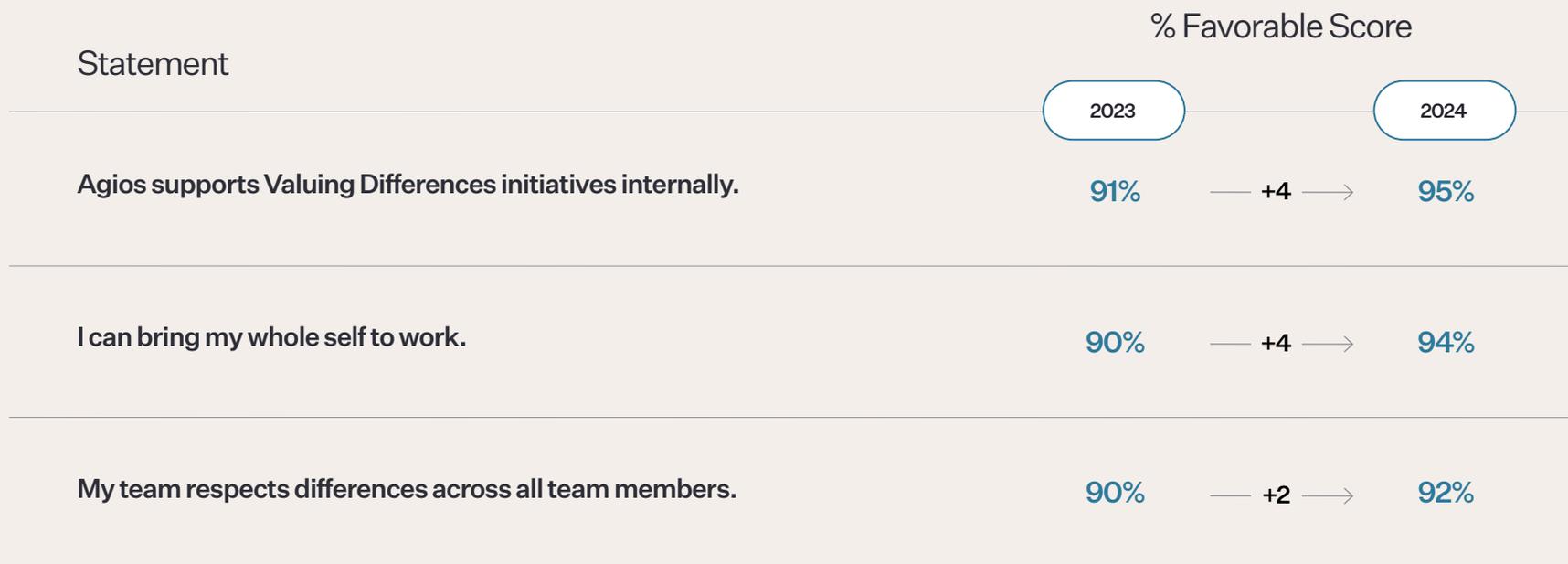


↓ Valuing Differences (continued)

A commitment to fostering inclusion is an ongoing journey; we recognize there is always more to do. As we continue our work in rare diseases like thalassemia and sickle cell disease, we believe a workforce that is reflective of a variety of representative, experiential, and cognitive differences will enable us to better understand and serve these diverse patient populations and drive better business results.

Measuring progress is critical to ensuring that our efforts are having a real impact on our teams and communities. We are pleased to share that responses to Valuing Differences questions in our 2024 companywide survey were overwhelmingly positive and showed improvement year-over-year.

Companywide Survey



↓ Valuing Differences Initiatives

Diversity Council

As an extension of our Valuing Differences framework, the Agios Diversity Council is an employee-led group which works in partnership with Agios leadership, human resources, and Employee Resource Groups (ERGs) to shape, drive, and lead the actions that help Agios foster a deeper culture of inclusion across the company. We believe that valuing our differences brings richness to our work environment, creates competitive advantages for our business, and better connects us to the needs of one another and the patients we serve.

The Diversity Council has six working groups, or pillars, that drive progress and alignment around our major areas of focus:

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 involvement of people leaders

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

The Agios Diversity Council is open to all Agios employees and in 2024 grew to more than 40 members. In addition, in 2024, Agios continued to grow the number of ERGs with the addition of Agios Families with Exceptional Needs (AFEN).

Connecting with Curiosity

In 2024, the Diversity Council sponsored a development session at Agios Connect, our internal companywide conference. Focused on connecting with curiosity, this session armed employees with better ways to understand how their colleagues’ backgrounds and experiences influence the way we learn, interact with others, and experience our own environment. By encouraging these enhanced ways of thinking, we strengthen our culture of connectedness.

Diversity Council Pillars



- | | |
|-------------------------|--------------------------|
| • Build Talent Pipeline | • Culture of Inclusion |
| • Leadership | • Partner Accountability |
| • Inclusive Research | • Community |

↓ Valuing Differences Initiatives (continued)

Employee Resource Groups (ERGs)

ERGs are open to all employees.

Agios Association of Black Professionals (AAOBP)

LatinX ERG

Agios Women Leadership & Inclusion ERG

Agios Pride ERG

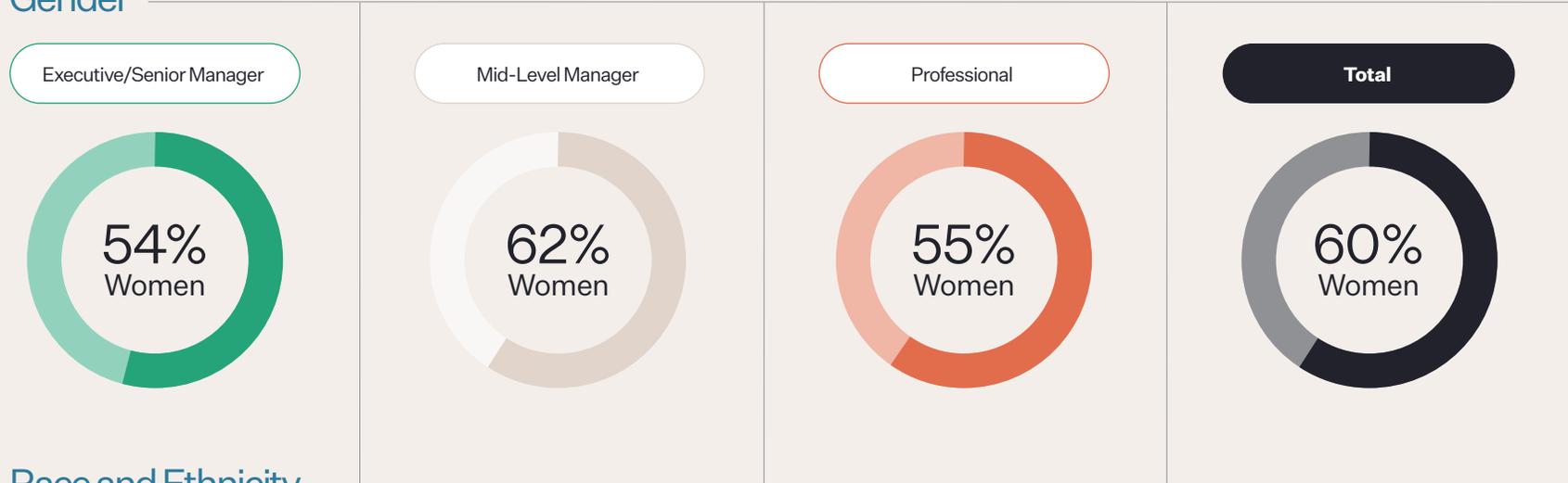
Agios Families with Exceptional Needs (AFEN)



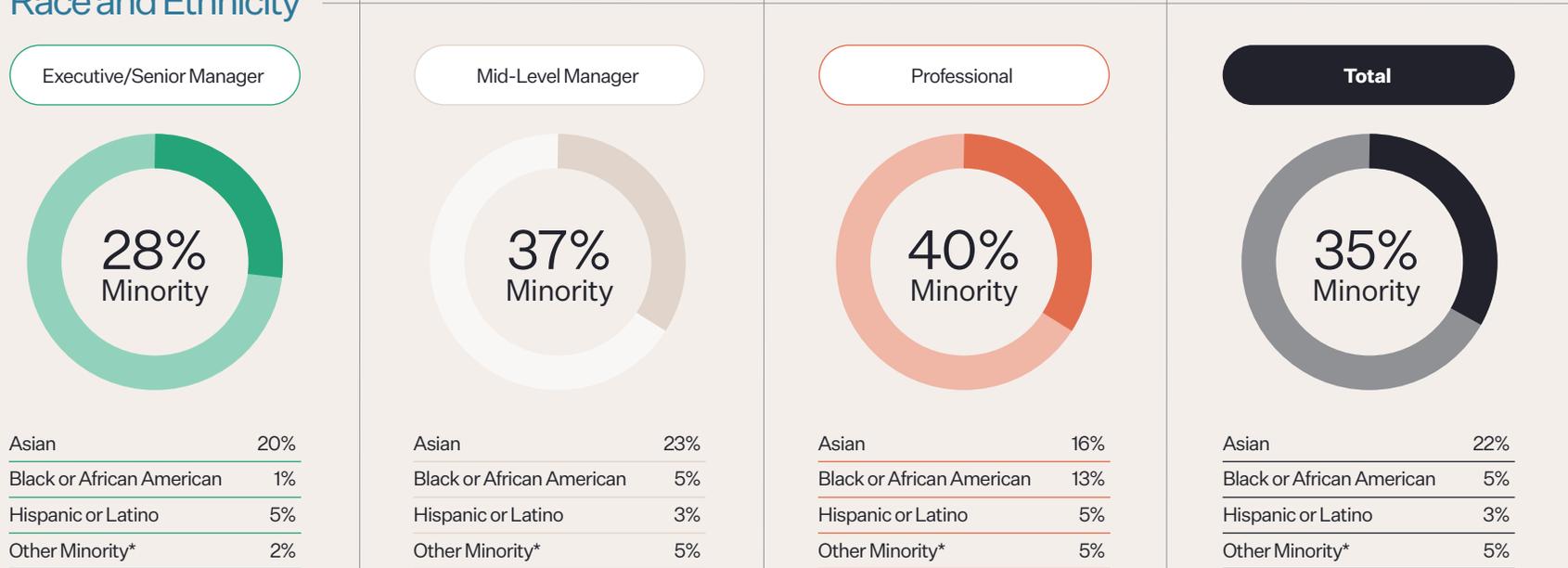
Brian Goff, Agios CEO; Cecilia Jones, Agios CFO; and members of AAoBP

2024 Employee Snapshot

Gender



Race and Ethnicity



* Includes Native Hawaiian or other Pacific Islander as well as employees with two or more races | Data as of Dec. 31, 2024

↓ 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. Zero Occupational Safety and Health Administration (OSHA) recordable accidents occurred at Agios in 2024. 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 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 2024, Agios completed a third-party audit of health and safety programs.



Agios employees at a company-wide gathering

Case Study



The Way We Work

Our Approach

Agios' approach to workplace flexibility 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, care of families, and productivity. Simply put, we empower our team members to bring their whole selves to work.

This approach served us well when faced with unprecedented challenges during the COVID-19 pandemic. Through COVID and beyond, we've embraced complete flexibility in where our teams do their work. Emphasizing trust and empowering our teams helps to drive productivity and dedication to our mission.

Our Results

At Agios, every single decision that affects our team is data-driven and informed by employee input and feedback. Our various surveys help us gauge the effectiveness of our approach and tailor it as needed. To date, the feedback has been overwhelmingly positive.

Flexibility and remote work are opening doors 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 striving for better integration between work and well-being, whatever that means to them. In 2024, 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 our companywide Agios Connect events and optional, weekly on-site "anchor days," among others.

"Flexibility at Agios shows us that the trust and support from leadership is extended to each and every one of its employees. It takes into account people's different work styles and perspectives. As a new father, this flexibility has been amazing. I didn't know how much I would need to do as a new dad, and having the confidence of Agios and my manager allows me to thrive in both roles. Given my fully remote role, instead of dealing with a 2+ hour commute each way, I can support my family and do drop-off and bring fresh, new energy to my work. Agios enables me to bring my best self to work every single day."



-Ryan Coene, Senior Clinical Trial Associate

"I was drawn to Agios because of the unique role open on the R&D team, and the pipeline focused on rare diseases made it a no-brainer for me. I wouldn't be able to take this role without the remote work option as uprooting my family to relocate was not possible. Being part of an organization that makes an impact on so many people's lives is so important to me. Agios' flexibility enables me to use my specialized skill set to contribute to a cause that I feel very close to, that is near and dear to my heart, while also being able to balance my life at home. I'm able to find fulfillment in my work while being encouraged to take the best care of myself and my young family."



-Mel Dowling, Senior Manager, Clinical Systems

"Finding the right talent is critical to achieving our goals and ultimately, helping patients living with rare diseases. Not only must candidates possess the right skills, but the cultural fit has to be right. Potential colleagues should embrace collaboration and bring different perspectives and experiences to the table. Sometimes, for whatever reason, the right candidate isn't located within commuting distance of our headquarters. We encountered challenges filling roles on my team and with remote work, we've expanded our talent pool immensely. By looking across the country, we were able to fill crucial roles with qualified, experienced candidates who add value and enrich our culture."

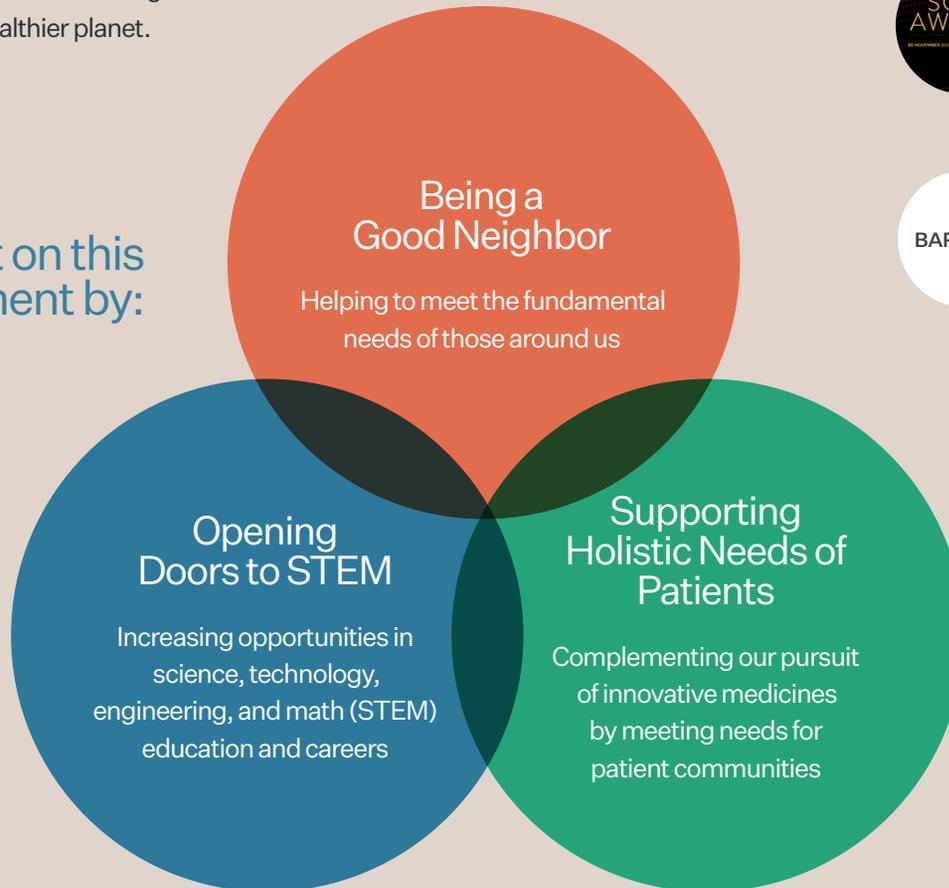


-Cecilia Jones, Chief Financial Officer

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:



2022 Pharma Intelligence SCRIP Awards
Finalist, Community Partnership of the Year



2020 Barron's
Top 100 Sustainable Companies



Community Involvement

Charitable Giving

Agios is committed to being a good neighbor in our communities, helping to meet the fundamental needs around us, promoting health and science, supporting people living with rare diseases, and advancing equal opportunity for all.

We maintain a corporate giving program that identifies initiatives to support and creates opportunities for employee involvement in these causes that benefit our community. 2024 highlights included:

- Through partnership with the [Caring for Children Foundation](#), the Agios team donated and wrapped holiday gifts for 100 children whose families are facing life-threatening or life-limiting illnesses.
- Provided more than \$20,000 in corporate giving donations to [Life Science Cares](#) to further the organization’s mission to make a difference on issues of poverty for our neighbors while helping life sciences companies build connections with the community.
- Donated \$100,000 to [Sickle Forward](#), an organization dedicated to advancing sickle cell disease treatment and diagnosis in low- and middle-income countries. The donation was made to the Timmerman Traverse, supporting two Agios employees’ ascent of Mount Kilimanjaro to raise awareness and funds for Sickle Forward.



Agios Day of Service

350+
Agios volunteers

10
community-based
non-profits supported

Nearly 35K
donated via donations



↓ Community Involvement (continued)

Supporting Clinical Communities

Provided more than \$1.4 million in unrestricted medical education grants, sponsorships, and donations to support healthcare provider education and disease awareness, including continuing medical education (CME) programs.

Awarded the Agios Hemolytic Anemias Clinical Fellowship Grant for \$75,000 intended to increase the number of skilled clinicians committed to providing comprehensive care for individuals living with classical hematological disorders with a focus on hereditary hemolytic anemias.

See [case study](#) on partnering with clinicians to improve patient care globally.

Supporting Patient Communities

Provided more than \$1.2 million in sponsorships and memberships to support conferences, disease education, clinical trial awareness, community building, and other initiatives led by patient advocacy groups.

Provided nearly \$100,000 in charitable donations to advocacy groups dedicated to rare blood disorders.



NinaMaria,
living with thalassemia

↓ 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. In 2024, Agios' IT team implemented an industry-leading new data storage platform in our data center that drives reduced energy consumption, heat generation, and cooling needs (with the use of low-powered solid state drives). This will lead to a smaller carbon footprint and extended hardware lifespan.

↓ 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 for uninterrupted product supply. We focus on improving efficiency and reducing waste, emissions, risk, and cost. Some accomplishments include:

- **PYRUKYND® (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.

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 non-hazardous waste volumes year-over-year in 2024 through implementation of waste minimization practices, including the completion of a laboratory waste stream audit for both hazardous and non-hazardous wastes.

Sustainability Partnerships

In 2024, the Agios research team completed the My Green Lab Baseline Assessment and kicked off several sustainability programs based on recommendations. These included a glove recycling program for lab support spaces, a recycling program for non-prescription safety glasses, a prescription safety glass donation program, introduction to Green Chemistry, and sustainability updates to our training programs.

Efforts to Reduce Solid Waste and Water Usage

Agios continues to explore additional 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.

Through our continued laboratory water minimization efforts, Agios saw a significant reduction in laboratory wastewater volumes year-over-year in 2024.

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.

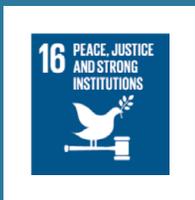
Oversight of Sustainability Practices

ESG Working Group

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

ESG Oversight by the Board of Directors

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





↓ Ethical Business Practices and Marketing

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

SASB: HC-BP-270A.2

Our business practices must be ethical, reflect our values, and adhere to all applicable local laws, regulations, industry codes, and guidelines. Our Code of Business Conduct 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's 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's 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's 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.

↓ 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.

2024 Highlights

- Implemented an enterprise-wide AI Governance Framework, which includes a corporate policy on AI/GenAI use and an AI Governance Board to provide oversight, ensuring the protection of company intellectual property (IP), sensitive information, and appropriate use, while also enabling a secure path for the adoption of AI/GenAI to help drive efficiencies and innovation.
- Successfully onboarded a leading managed detection and response (MDR) provider to enhance our cybersecurity posture. The provider now offers 24/7/365 cybersecurity monitoring, alerting, and escalation services, seamlessly complementing the robust protection already delivered by our existing security solutions.
- Replaced our legacy enterprise backup solution with a more contemporary, industry-leading solution, enhancing our data security with advanced ransomware protection, comprehensive data protection, and secure, automated backups, including air-gapped and immutable backups to safeguard against threats. It also ensures robust protection for our cloud-based storage.
- Enhanced cybersecurity training for employees and contractors, including instructor-led phishing training. Routine phishing testing and retraining reinforce awareness, security, and cyber-safety.
- Successfully executed third-party external and internal penetration tests, along with "Purple Team" tabletop exercises, to stay ahead of cybersecurity threats in an ever-evolving threat landscape.

Corporate Governance Highlights

Code of Conduct

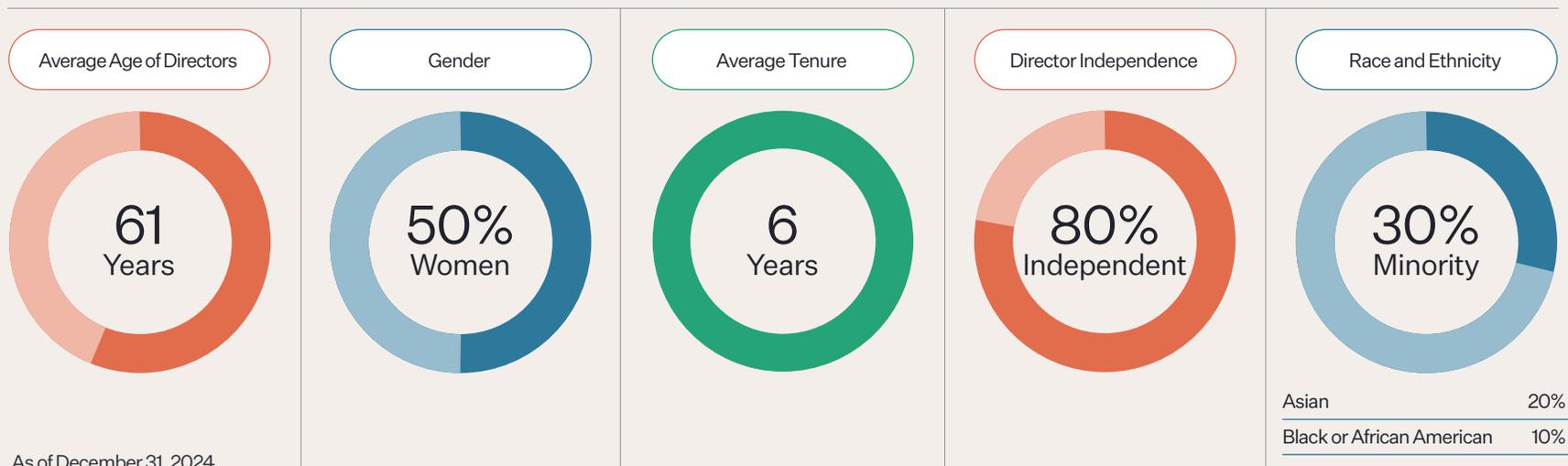
We believe that good corporate governance is important to ensure that Agios is managed for the long-term benefit of our stockholders. We have adopted a [Code of Business Conduct and Ethics](#), which applies to all of our officers, directors, and employees.

Board of Directors

Our board of directors has adopted [corporate governance guidelines](#), as well as charters for our audit committee, compensation 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 stockholders.

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

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



Corporate Governance Highlights (continued)

Best Practices

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

Independence

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



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