



AT THE FOREFRONT OF THERAPIES  
FOR RARE AND ORPHAN DISEASES®

# Environmental, Social, and Governance Report

2023



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# Message from our President & CEO

I am pleased to share with you our 2022 Environmental, Social, and Governance (ESG) report and the initiatives we view as critical to our long-term success and impact as a global biotechnology company.



At Amicus, we are driven by a sense of purpose and a commitment to making a difference in the lives of people with rare diseases. Our work is rooted in the belief that every person living with a rare disease deserves access to innovative and effective treatments, regardless of the rarity or complexity of their disease. We also recognize that our responsibility extends beyond the development and delivery of therapies. To that end, we are committed to ensuring that our operations are sustainable, ethical, and aligned with the values of our stakeholders.

In 2022, Amicus remained steadfast in our mission of transforming the lives of people living with rare diseases. Our strategy and priorities have enabled us to broaden access to our medicines around the world while fulfilling our duty as a corporate citizen.

Our achievements have been highlighted by:

- Increased access to Galafold to more than 2,000 people living with Fabry disease around the world
- Provided AT-GAA to nearly 200 people living with Pompe disease through our clinical studies and Expanded Access programs
- Supported a mission-focused culture where employees can contribute to winning teams, feel included, supported, and heard

- Reinforced our culture of strong business ethics and sound corporate governance philosophies
- Continued to integrate sustainability best practices in our operations and with our partners while delivering strong business growth
- Supported our communities through global charitable giving

These achievements would not have been possible without the hard work and commitment of our almost 500 employees. Our teams have worked tirelessly to fulfill our mission and bring our treatments to as many people as possible.

We believe that through our commitment to ESG, we can create a better and more sustainable future for people living with rare diseases, our communities, and ultimately, the planet.

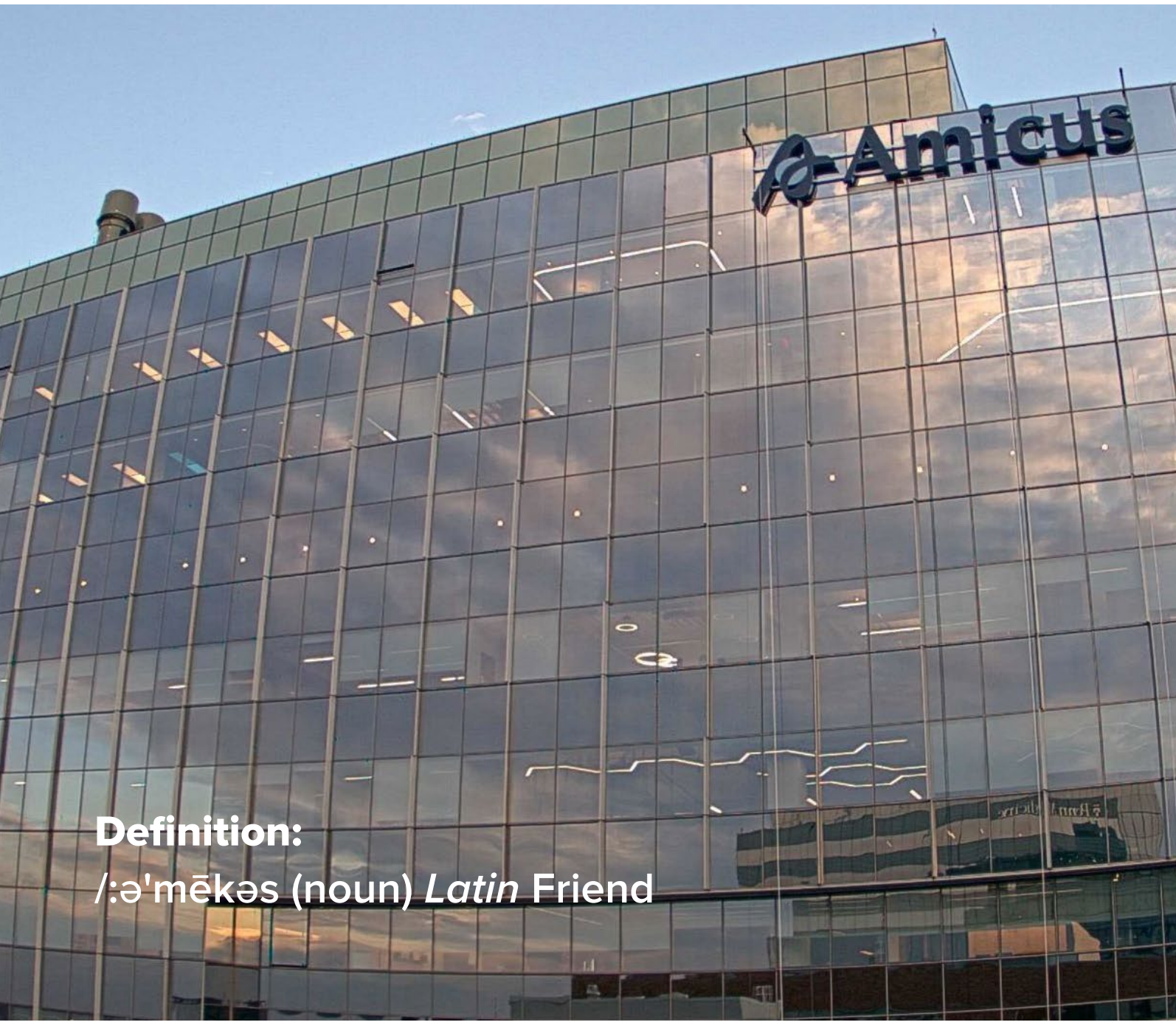
2023 will be an incredibly important year and I couldn't be more confident in the contributions Amicus will continue to make to support a brighter future for all.

Sincerely,

A handwritten signature in blue ink that reads "Bradley".

**Bradley L. Campbell**

President and Chief Executive Officer



**Definition:**

**/:ə'mēkəs (noun) *Latin* Friend**

**About Us**

**We are a global, patient-dedicated biotechnology company** focused on developing and delivering high-quality medicines for people living with rare diseases.

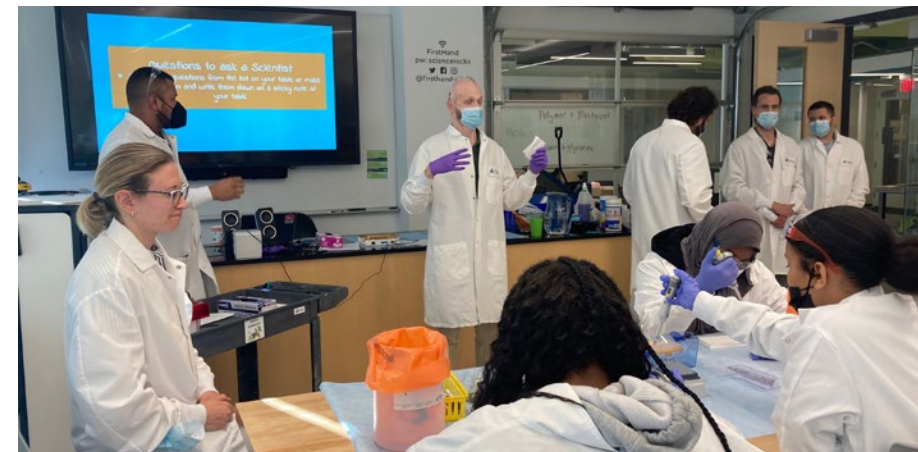
**Amicus, the Latin word for friend,** signifies our collaborative approach to developing medicines by incorporating the patient perspective every step of the way. This spirit of empathy, compassion, and tenacity permeates our culture and influences all aspects of our approach to advancing cutting-edge technologies.

# ESG Program

Our dedication to patients goes hand in hand with our commitment to our environmental, social, and governance (ESG) program. Building strong ESG practices and oversight into our scientific and business activities creates a **culture of integrity at every level of the organization**, while safely and effectively delivering on our founding beliefs – be at the forefront of therapies for rare and orphan diseases, create long-term value for our stakeholders, and foster teamwork and respect for individual contributions.

Our foundational ESG initiatives are consistent with those identified by the **Sustainability Accounting Standards Board (SASB)** for the biotechnology and pharmaceuticals sector, and serve as a broad guide for our report content. We have also aligned our personal ESG practices and aspirations with several of the **Sustainable Development Goals** adopted by the United Nations in 2015. These goals provide a shared blueprint and call to action for all countries to foster initiatives that promote peace, prosperity, and a sustainable future for people and the planet.

The development and delivery of critical therapies for patients, clinical and regulatory compliance, employee engagement, and responsibility to our investors are underscored by **our commitment to sustainable organizational development and growth**. It is our belief that a sound governance structure, coupled with a socially and environmentally responsible mindset, provides the foundation for collective decision making and accountability across all facets of Amicus. Evolving our ESG program and its initiatives is a key goal for Amicus, and we look forward to reporting additional data and metrics relative to our ongoing progress on an annual basis.



# Our ESG Initiatives & UN Sustainable Development Goals



## Environmental Stewardship

### Responsible Consumption and Production

Amicus strives to integrate environmentally-conscious business practices and sustainability efforts into the day-to-day and long-term business to promote an environmentally-conscious corporate culture.



## Human Capital

### Good Health and Well-Being

Amicus is committed to ensuring the health and well-being of our global employees and people living with devastating rare diseases who can benefit from our therapies through global commercial, clinical, and expanded access programs.



### Quality Education

Amicus adopts career development initiatives and provides our employees the tools and resources to grow personally and professionally to ensure we can meaningfully engage with the global rare disease patient community.



### Gender Equality

Amicus is dedicated to fostering a diverse and inclusive workforce and works diligently to ensure women have equal participation in critical decision making and the same opportunities for upward mobility.



## Governance

### Peace, Justice, and Strong Institutions

Amicus is founded on core principles of integrity, accountability, and transparency, and governs with a set of business ethics that promote a culture of compliance that is supportive of equal opportunity and representation.

# Environmental Stewardship

UN Sustainable Development Goals



Our eco-friendly decision-making has unearthed economic efficiencies while continuing to **bolster our standing as a good corporate citizen.**

## In this Section

Commitment and Objectives

Sustainability within Supply

ESG Commitment through our Partnerships





# Environmental Stewardship & Corporate Responsibility

We are committed to producing transformative medicines for patients while practicing environmental responsibility and adhering to sustainability best practices in our operations.

## Reducing our Footprint

As a biotechnology company, our environmental footprint is relatively small in comparison to many other industries, yet we strive to minimize our footprint as much as possible. At Amicus, we recognize the severity of environmental impact and the need to continuously identify and assess areas of risks. As a result, we are building out a robust sustainability program in which we are working towards implementing sustainability objectives into our operations and with our manufacturing and supply partners to achieve a reduction in greenhouse gas (GHG) emissions.

## 2022 Sustainability Program Objectives Achieved

- Identified areas of risk and opportunities in our partner's sustainability programs.
- Enforced contractual obligations with suppliers to uphold good sustainability practices through their own ESG programs.
- Engaged employees around good sustainability practices through the GREEN employee resource group (ERG) to further educate on how Amicus and individuals can reduce our carbon footprint.
- Greater efforts towards reducing our carbon footprint through a reduction in our facilities, increased hybrid working, and occupying office space that is commutable by walking, mass transit, or shared rides.
- Continued efforts towards gaining a better understanding of both Amicus' and our partners' GHG emissions and pursuing reduction targets to achieve our aspirational goal of carbon neutrality.

0%

Amicus Owned Direct Manufacturing and Related GHG Emissions



# Sustainability within Supply

## Amicus Supply Partners Committed to Improving Green Credentials

At Amicus, sustainability means creating lasting social, environmental, and economic value by addressing the needs of the company's wide-ranging stakeholder base, including our manufacturing and distribution partners. Our mission is to drive sustainability with our partners by incorporating environmental and sustainability principles into all of our commercial relationships. In order to do this, we want to ensure that we are aligned in our approach and establish the right priorities to help drive change and to demonstrate continuous year-on-year improvement

## Environmental Oversight and Risk Assessment of Our Supply Partners

Through a questionnaire issued to our suppliers, we have completed an initial review of our direct suppliers to assess the scope and transparency of their individual ESG programs. Working closely with our suppliers, we intend to utilize this information to bolster our sustainability program and to obtain greater oversight into our suppliers' processes and procedures as we work together to collectively create a fundamentally more sustainable business.

## In 2022, we made great progress towards understanding the ESG objectives across our suppliers:

- Completed an initial review of ESG programs with all direct suppliers
- Gained a better understanding of the level of maturity of our suppliers' ESG programs
- Sustainability is now a standing agenda item in joint supply chain (JSC) and quarterly business review (QBR) meetings
- Environmental and sustainability clauses are now being incorporated into supplier contracts, ensuring that they:
  - Have an ESG program
  - Provide written reports on at least an annual basis
  - Notify Amicus of any adverse events
  - Ensure compliance to relevant laws and regulations and assist Amicus in its own compliance requirements
- New supplier introduction now requires satisfactory completion of our ESG questionnaire and agreement to the terms

We routinely assess and monitor the progress of all incumbent suppliers regarding:

- Company and site information
- Environmental Sustainability Programs:
  - Policy
  - Communication
  - Reporting
- Human Rights and Safety:
  - Ethical practices
  - Legal compliance
- CO<sub>2</sub> and Natural Resources:
  - Programs to reduce greenhouse gas emissions
  - Renewable energy
  - Water conservation
- Environmental Monitoring:
  - Greenhouse gas emissions
  - Waste from manufacturing processes
- Enhanced Product Stewardship:
  - Product lifecycle management
  - Recycling
  - Supplier diversity

# Strengthening our Commitment to ESG through our Partnerships

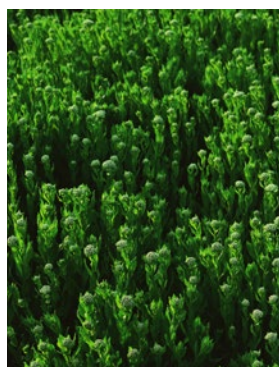
## WuXi Biologics, a Strategic Manufacturing Partner of Amicus Therapeutics

At Amicus, as we do not directly manufacture our products or product candidates, we rely on contract manufacturers. As a part of our commitment to sustainability, we make sure that our vendors are aligned on our sustainability goals and initiatives and that they equally prioritize their own ESG objectives and aspirations as we do.

WuXi Biologics, a key manufacturing partner of Amicus has been exemplary in their commitments to ESG, and specifically the environment.

You can read more about WuXi's commitment to ESG in their 2021 report, [here](#).

In 2022, Amicus developed a strong and direct relationship with the ESG lead at WuXi Biologics to discuss company sustainability targets and measures of performance, including but not limited to:



- GHG emissions
- Water usage
- Electricity usage
- Waste (hazardous and non-hazardous)

We look forward to our continued partnership with WuXi and working together towards becoming leaders in sustainability within the drug biologics manufacturing field.

## An Eco-Friendly Future

The new WuXi Biologics manufacturing facility located in Dundalk, Ireland, and future manufacturing facility for Amicus product, was strategically designed with sustainability efforts and green manufacturing in mind in order to save energy, reduce emission, and recycle resource.



## WuXi Biologics Sustainability Achievements

- Recognized as a 2022 Industry Top-Rated Company by Sustainalytics
- 2022 EcoVadis Bronze Award winner

## Amicus Priorities for our Partners in 2023:

- Utilize information from our QBRs and JSCs with other suppliers to influence their ESG agendas and close any gaps.
- Develop a dashboard of ESG measures of performance covering all suppliers.
- Extend the program to cover downstream logistics partners.
- Conduct a carbon footprint assessment of our supply chain routes.
- Formalize ESG requirements into our Procurement risk due diligence process for new and existing suppliers.

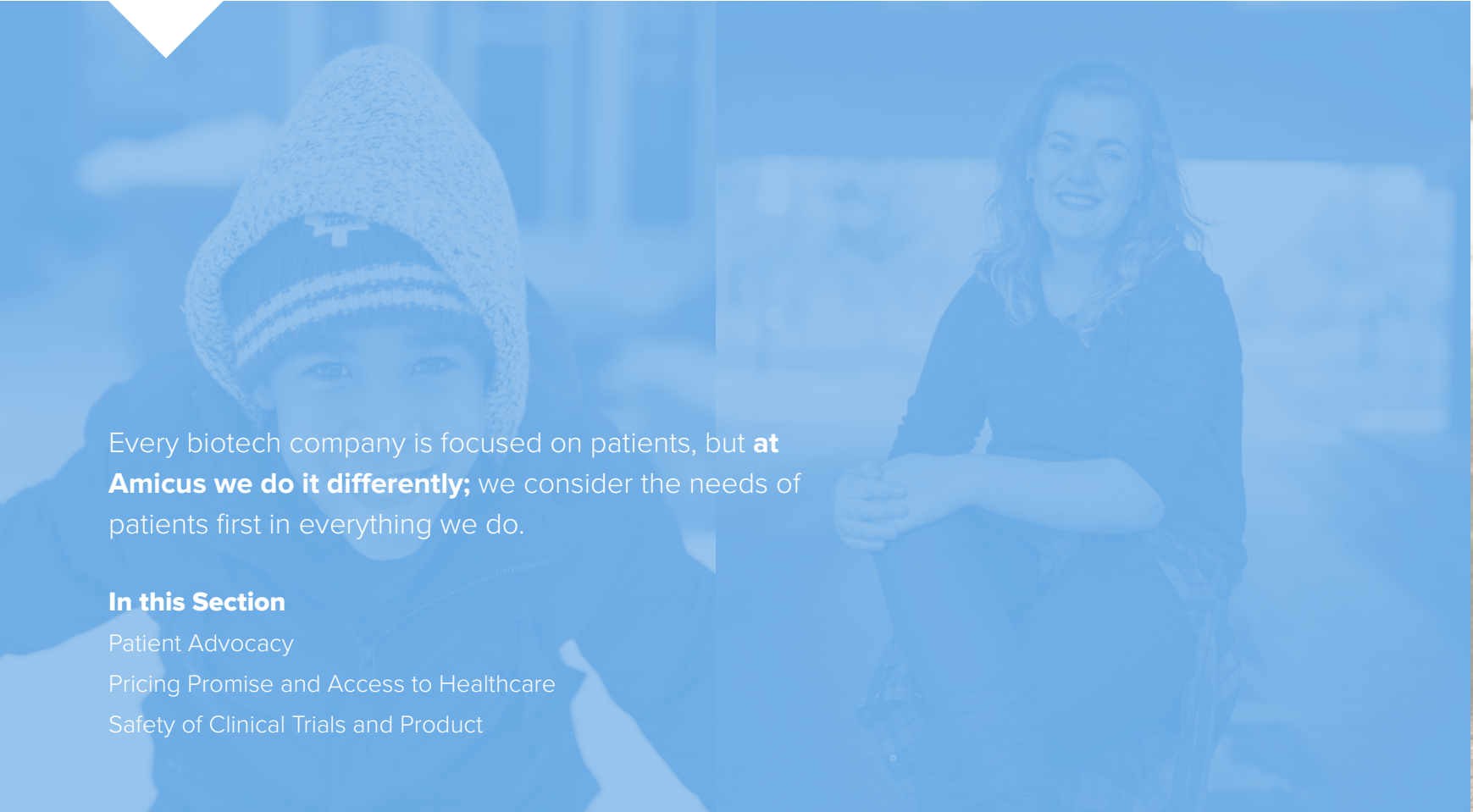


# Patients

Every biotech company is focused on patients, but **at Amicus we do it differently**; we consider the needs of patients first in everything we do.

**In this Section**

- Patient Advocacy
- Pricing Promise and Access to Healthcare
- Safety of Clinical Trials and Product



# Patient Advocacy

At Amicus, dedication to patients has always been our primary focus and motivation. We are committed to being the bridge between individuals and families affected by rare diseases, and the resources that offer education, support, and empowerment as they access essential services throughout their disease experience.

## Amicus Patient & Professional Advocacy

collaborates with patient organizations, individual patients, their caregivers, and healthcare practitioners to ensure we are doing all that we can to help support the rare disease community.

We pioneered **patient centricity** in biotech – not only from a leadership perspective but also by always informing our technologies and programs with the multi-faceted lived experience, from the very beginning.



## Patient Advisory Boards

Our long-standing Patient Advisory Boards (PAB) give those living with these rare diseases an opportunity to share their insights and experiences.

The purpose of a PAB is to bring together a group of informed individuals that represent a diversity of age, geography, and knowledge and have a connection to the broader patient community beyond their own personal disease experience. Meetings typically are conducted twice yearly.

## PABs Making a Difference at Amicus

We take pride in working together with the patient community to leverage their insight and bring the best information, services, and care possible to patients with rare diseases. With the help of the patient organizations and their leaders, PABs will continue to play an important role at Amicus.

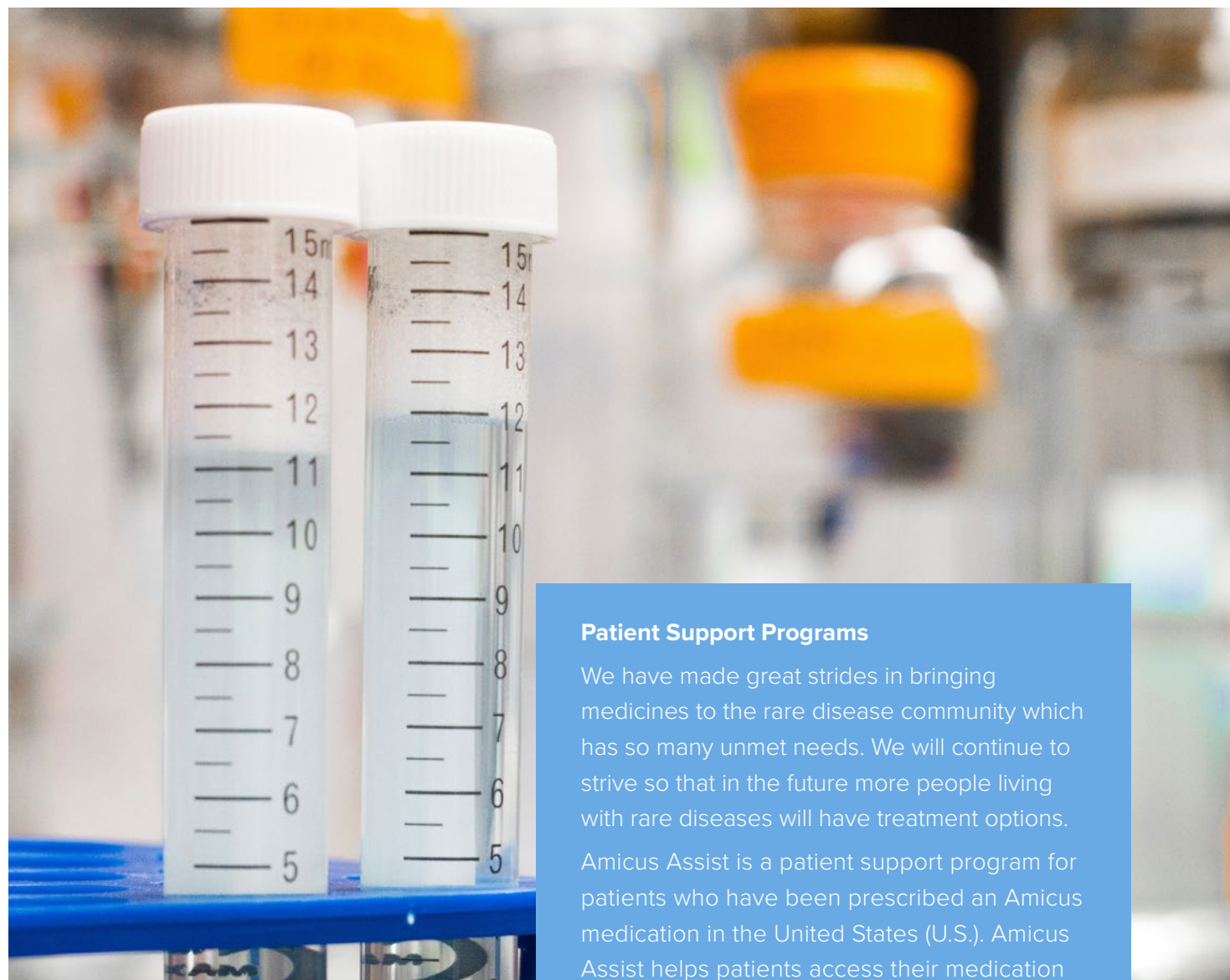
# Pricing Promise and Commitment to Patients

At Amicus, we believe the life sciences industry and the people we serve need bold leaders and responsible innovators.

Our Amicus Pricing PROMISE (**P**rice **O**ur **M**edicines responsibly **I**n order to **S**erve **P**atients and **E**nable Innovation) reflects our corporate belief that “our medicines must be fairly priced and broadly accessible” and includes our promise to price our products at or below parity to competitive products in each geography, work collaboratively with payors on access, and not to raise the price for any Amicus medicine annually more than the Consumer Price Index (CPI).

Pricing our medicines responsibly should serve people and reward innovation while delivering stakeholder returns. With a duty to obsolete our own technologies and continue to serve our rare disease communities, we have also pledged to reinvest a portion of our revenues from approved treatments into research and development for the same diseases until there is a cure.

**SASB: HC-BP-240a.1**



## Patient Support Programs

We have made great strides in bringing medicines to the rare disease community which has so many unmet needs. We will continue to strive so that in the future more people living with rare diseases will have treatment options.

Amicus Assist is a patient support program for patients who have been prescribed an Amicus medication in the United States (U.S.). Amicus Assist helps patients access their medication and can identify possible sources of financial assistance. For more information on Amicus Assist for the U.S., visit our website at [amicusassist.com](https://amicusassist.com).

# Access to Healthcare

## Expanded Access Program (EAP)

Since the company's earliest days, extraordinary dedication to people affected by rare and orphan diseases has been a hallmark of Amicus. With the development of medicines designed to satisfy unmet medical needs, comes the promise that these medicines will be broadly accessible. Our ultimate goal is to provide access through marketing authorization; this approval route enables access to as many people as possible. However, before our product candidates might become available through these means, we are committed to providing access where they are not yet commercially available through carefully designed and considered pathways: clinical studies and expanded access.

Our cross-functional management committee oversees all activities related to EAP to ensure we maintain our patient focus and do all that we can to provide access to those who have the highest need.

## Expanded Access through 2022:

Delivering our therapies to patients in need.

**79 / 19**

patients countries



We continue to make great progress towards providing broader global access to our commercial products and product candidates and currently have 2,200+ patients on our therapies through commercial, clinical, and expanded access programs:

### Galafold® our Precision Medicine for Fabry Disease

**18/9**

**18** patients treated across expanded access programs in **9** countries: Canada, Chile, New Zealand, Egypt, Angola, India, Namibia, Netherlands, and Singapore

### AT-GAA an Enzyme Replacement Therapy Treatment Candidate for Pompe Disease

**61/10**

**61** patients treated across expanded access programs in **10** countries: Croatia, Germany, Italy, USA, UK, Greece, Australia, Portugal, France, and Japan



## Health Equity: Diversity of Clinical Trials

Incorporating the patient perspective into every step of the drug development process means ensuring accurate representation of the various racial ethnicities, genders, and cultural backgrounds that make up our society. Amicus firmly believes in advancing our efforts to ensure greater diversity throughout our clinical trials so that all individuals can benefit from our scientific advancements.

Consistent with Amicus' extraordinary patient dedication, we strive to attain representation and diversity in our clinical trials. Rare diseases are, by definition, conditions affecting very small patient populations; we are proud of the reach of our clinical programs and the diversity of research participants. For example, in our key clinical programs for Fabry disease and Pompe disease, we have achieved significant geographic diversity with more than 64 clinical sites across six continents. We have also achieved gender diversity in our clinical programs and inclusion of other diverse participants from typically underserved communities. We will continue this commitment to diversity in our future clinical trials, and ensure appropriate sensitivities to support all our partners in clinical research.

### The Global Phase 3 PROPEL Pivotal Trial for AT-GAA Enrolled:

**123**

participants across 62 clinical sites

**24**

countries

**5**

continents

### The Global Phase 3 Open-Label Extension Study of AT-GAA Enrolled:

**97**

participants across 59 clinical sites

**22**

countries

**5**

continents



**We conduct safety monitoring for our clinical trials and comply with adverse event reporting requirements.**

Amicus is subject to external audits by health authorities to verify we comply with ethical standards and applicable laws and regulations. Recent FDA, MHRA, and Health Canada inspections in Amicus facilities have resulted in no significant findings (VAI or OAI).

**SASB: HC-BP-210a.2**

We conduct our clinical activities to the highest standards and have had no legal proceedings associated with these activities.

**SASB: HC-BP-210a.3**

# Safety of Clinical Trials

## Ethical Clinical Trials

We are committed to protecting the rights and well-being of all participants enrolled in Amicus clinical trials and follow all review and approval procedures required by applicable laws and regulations before initiating clinical trials. All trials are conducted in full conformity with Good Clinical Practice (GCP) standards and the oversight of a qualified institutional review board or independent ethics committee.

## Commitment to Patient Communities of Discontinued Development Programs

Even where a clinical program does not support continued development, we continue to support the patient communities and developments in that area to enable others to progress treatments.



# Product Safety & Quality

## Our Approach

At Amicus, we are committed to living our Quality mission and being the very best we can for people living with rare diseases. Our Quality culture enforces doing things right the first time, every time, as we strive to deliver continued high quality, safe, and effective products to our community of patients around the world. To that end, we believe that Quality is attained through living the values of personal integrity, innovation, compassion, and excellence. In order to fulfill our promise of product safety and quality to our patients, we are dedicated to meeting customer requirements through complying with the applicable regulatory, laboratory accreditation, and Quality Management Systems (QMS).

Our commitment to quality extends to all employees, including full-time, part-time, contractors, and consultants who perform work responsibilities at Amicus, and are all required to comply with our labor and safety standards included under the Amicus [Code of Conduct](#), as well as the FDA enforced regulations.

## Current Good Manufacturing Practices (cGMP)

Patient safety remains paramount when manufacturing and distributing our products. While we rely on contract manufacturers to supply our products and product candidates, Amicus has experienced personnel who oversee our contract manufacturers, and who have implemented the appropriate controls to ensure the quality of both our active biopharmaceutical ingredients and final drug products, and importantly, ensure we comply with current Good Manufacturing Practices (cGMP).

### SASB: HC-BP-210a.1

## Employee Training

The Amicus product and quality training policy applies to all employees, contractors, and consultants. Employee training within the Amicus QMS includes all GxP areas.

## Quality Audits

Every aspect of the Amicus QMS, including all internal systems and vendors, receive routine quality audits across all areas of GxP.

## Oversight and Risk Management

The Science and Technology Committee of the Amicus Board of Directors oversees risk management in the areas of product quality and safety, GxP (good practice, quality, manufacturing, and safety guidelines), and pharmacovigilance. They are also strategic in reviewing, evaluating and advising the Board on Amicus' overall manufacturing strategy to ensure that we make well informed choices in the investment in manufacturing capabilities and secure appropriate levels of drug supply and drug product.

# Employees

UN Sustainable Development Goals



At Amicus, our goal is to develop an **atmosphere where employees can contribute to winning teams**, lead important and meaningful initiatives, and be inspired by a diverse group of talented leaders and colleagues.

## In this Section

- Our Responsible Business
- Leadership Development and Learning Programs
- Career Development Plans
- Building a Diverse and Engaged Workforce
- Employee Involvement in the Community



**We are a Rare company, full of passionate entrepreneurs, striving to be champions of the rare disease community.**

Our transparent, inclusive, and collaborative culture gives employees the tools and resources to grow personally and professionally while ensuring we can meaningfully engage with the global rare disease patient community. We are committed to giving back to the communities where our employees live and work through volunteer opportunities, charitable contributions, and connecting with individuals and families affected by serious illnesses.

# Our Responsible Business

# Leadership Development and Learning Programs

## Enriching our Employees and Promoting the Right Talent from Within

As a biotechnology company, we recognize we are often required to fill roles that are highly specialized or warrant a specific educational background or skillset. We work hard to ensure we do our due diligence to attract and hire the right people, with the right technical skills, in addition to offering employees with a robust career and leadership development toolkit, so that we can develop, promote, and retain our top talent for many years.

Through our succession management planning we have effectively promoted from within several Amicus employees to lead functions within the organization, including the completion of a successful CEO transition to an internal executive in 2022.



## Global Leadership Development Program

To ensure our people leaders are demonstrating and practicing exemplary leadership we developed a leadership program that included the completion of a Learning Practice Inventory 360 assessment for all people leaders.

“Besides being a great opportunity to be together and hear stories of leadership from respected colleagues, The Leadership Challenge provided me the tools to be a motivating Leader instead of an effective Manager.”

“The Leadership Challenge gave me time and space to think about the frequency of important behaviors. It also kick-started positive energy around alignment of team values and vision that will evolve over time and invite others to be a part of something we create together. The 1:1 coaching was invaluable and extremely helpful for reflection and ideas for continuous improvement. I'm truly grateful for the experience and opportunity!”



# 149/174

We have trained 149 of the 174 people leaders thus far and will train the individual contributor population throughout 2023

# 7

global 2-day workshops completed

# 1,788

total Global Leadership Development Program training hours completed by employees

## Key Talent Development Program

We completed our Key Talent/High Potentials and Critical Roles review as part of our annual Talent Review process, identifying 60 Key Talent plus successors for all critical roles and ensuring development plans are in place for all critical role successors. In 2022, we launched our Key Talent Development Programs through two different workshops, for the combined 60 individuals, for a total of 1,728 total training hours completed by these employees. In addition, these Key Talent participants are involved in a formal Mentoring program, with senior-level Key Talent mentoring early-career Key Talent.

# 1,728

total Key Talent Development Program training hours completed by employees

## Best Self Training Program

Invented by our employees for our employees through our Design Thinking Initiative, the Best Self training program offers participating individuals with funding to help them improve their overall well-being and bring their Best Self plans to life.

# 18

workshops delivered with 230 participants globally

“Thank you for this amazing workbook and initiative. It helped me to really think about and better understand the areas of my life I need to improve!”

“I think this is an initiative that reflects the genuine interest of all of us as employees.”

“Many thanks for the initiative to encourage a better self, which will indeed help everyone to be better in their lives, their jobs, and to make a conscious effort to work on the things that really matter.”



# Career Development Plans

## Mission-Focused Behaviors

In 2019, building on our founding beliefs, we put in place Mission-Focused Behaviors (MFB) to define and shape culture, drive performance and innovation, inform development and growth, and attract and retain the best talent. This was transformational for our culture leading to advancements in design thinking and growth mindset. We reimagined our performance management process to measure the what and the how, rewarding those who role-model our Mission-Focused Behaviors.

## Through Extensive Employee-Driven Workshops, We Shifted from Traditional Thinking and:

- Embedded the leadership traits of our culture (mission, integrity, performance, and innovation) into our career development strategy.
- Altered the way we conduct performance management with these common drivers as the foundation.
- Shifted to an Objectives & Key Results (OKR) driven performance management, including establishing a feedback culture to drive results, and a fair systems-based measurement process that captures performance data. We measure employees on the what/OKRs and the how/MFBs at both the mid-year and year-end, and we share 360 feedback with each other annually as a part of the performance management process in our performance and goal setting platform.



### Amicus Learns

We leverage and curate online learning content for all employees, including over 16,000 courses from LinkedIn Learning, of which we have integrated into the Amicus Learns platform to encourage employee professional development and informal connection.



### Innovation

We try new things, learn, and grow every day.



### Mission

We always put our patients first.



### Performance

We are results-oriented, high performers.



### Integrity

We do things the right way.

# Employee Recruitment, Engagement, and Retention

We take pride in the talented individuals that comprise our organization and work hard to foster their growth and development.

We leverage their capabilities and expertise to provide a corporate culture that drives performance and ultimately attracts, energizes, and retains critical talent. We are united by our commitment to building a highly engaged and inclusive corporate culture, driven by our Mission-Focused Behaviors, as we strive to be champions of the rare disease community.

## Lead from Within: Reimagine, Rediscover, and Reinvent

In support of our Innovation behavior, we empower employees to lead efforts to Rediscover, Reimagine, and Reinvent Amicus by developing prototypes that can be tested and implemented on a large scale across the company and will position us well for the future.



### Growth Mindset Culture

The Resource Marketplace, an idea that stemmed from our Design Thinking Initiative, gives employees the opportunity to submit their ideas for cross-functional programs, then participate in each others' pilot projects to take a collaborative approach to innovation.



# Employee Recruitment, Engagement, and Retention

## Employee Engagement

As a Great Place to Work (GPTW) company, we are committed to ensuring we regularly check in on our employees and assess overall employee satisfaction through frequent surveys to guarantee we do all that we can to retain our talented group of passionate entrepreneurs.

## Survey Results Reveal that Amicus Employees:

- Feel high personal satisfaction in their job, where people are proud of their work and what they contribute to the community.
- Feel they are treated fairly no matter race, ethnicity, age, gender, or sexual orientation.
- Believe their work has meaning and feel a sense of accomplishment.
- Feel that Amicus is a safe place to work from every aspect.

## Pulse Surveys Assess:

- Overall well-being
- Supportive work environment
- Fulfillment in knowing there is an interest in them as person, not just an employee
- Clarity around strategic direction of the company
- Overall employee satisfaction

## In a Recent Pulse Survey (as of September 2022):

- 78% global completion rate
- 81% are excited about the future of Amicus
- 78% would recommend Amicus as a great place to work
- 80% see themselves working at Amicus in a year
- 80% feel their manager has shown a genuine interest in their career aspirations
- 79% feel good about our Diversity, Equity, and Inclusion progress



# Employee Recruitment, Engagement, and Retention

## Talent Recruitment and Retention Efforts

We invest a significant portion of resources to attract, develop, and retain the right talent to help us succeed in delivering on our mission for people living with rare diseases. In an effort to maintain employee overall job satisfaction, we place an emphasis on providing our employees with the tools and opportunities to grow personally and professionally within their careers.

### Fair and Effective Interviewing

We offer diversity training to all hiring managers through LinkedIn Learning to help individuals identify and implement fair and effective interviewing practices into their hiring process.

Required for all hiring managers, we had 66 employees complete the Fair and Effective Interviewing learning module in 2022.

## At Amicus, We Offer:

- Tuition reimbursement
- Mentorship and internship programs
- Leadership development programs for managers
- An employee referral program
- Opportunities to spearhead part-time projects that allow employees to build new, differentiated skillsets while maintaining their current role
- Robust career toolkits and performance planning guides designed to unleash career development potential
- Executive coaching to support advancement of Amicus key talent
- Recognition programs to support and thank colleagues

SASB: HC-BP-330a.1

## Voluntary and Involuntary Turnover Rates

Voluntary and involuntary turnover rates across all levels (executives/senior managers, mid-level managers, and professionals) are in alignment with, or lower than, the industry average.

SASB: HC-BP-330a.2

## Tuition Assistance Program (TAP)

Amicus believes in a strong culture of innovation, learning, and development. Personal enrichment strengthens the skills and knowledge of the employee and enhances Amicus' internal talent pool. The Amicus Tuition Assistance Program (TAP) encourages and supports employees enrolled in accredited institutions in courses that relate to their current position or future career pathways. Over the years Amicus has supported numerous employees in furthering their education.

## Healthy Work Life Balance:

- Substantial time-off policy allows employees to recharge and spend time with family and friends
- Family Days, days beyond the allotted vacation
- Half-day summer Fridays
- Mid-year breaks
- Company shutdown during the year-end season

# 84

We continue to attract excellent candidates and hired 84 people globally in 2022

# Employee Wellness

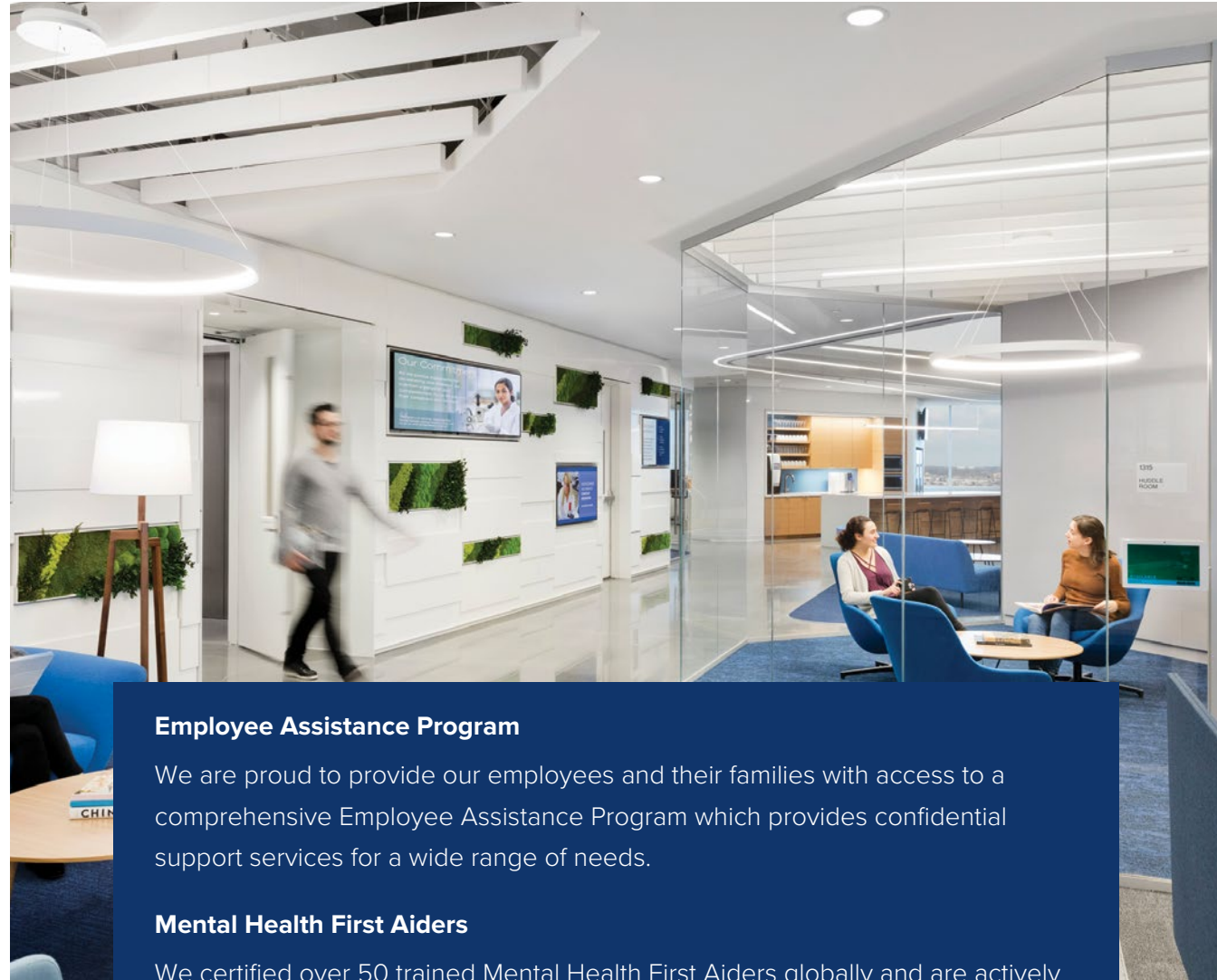
## Wellness Program at Amicus

To support and promote efforts that lead to living a healthy lifestyle, Amicus offers a variety of resources and services. Our Wellness Program was established to focus on improving employee health and well-being in the areas of physical activity, healthy eating, and mental health. We have incorporated a health and wellness program into our employee benefits package to help educate, motivate, and assist employees in adopting healthy choices and behaviors.

## Wellness Driven Workspaces

When it comes to designing and developing our offices, we made it a priority to incorporate design elements that encourage, energize, and inspire our employees to perform to their highest potential, while also promoting overall employee wellness. Within our office spaces around the world, we have implemented:

- Wellness and nursing rooms
- Agronomical workstations that include height adjustable desks suitable for standing
- Active workplace design that promotes collaboration and walkability to key locations around the office
- Outdoor spaces and access to natural daylight
- Integration of nature throughout the facility such as foliage or “green walls” and the incorporation of natural materials



## Employee Assistance Program

We are proud to provide our employees and their families with access to a comprehensive Employee Assistance Program which provides confidential support services for a wide range of needs.

## Mental Health First Aiders

We certified over 50 trained Mental Health First Aiders globally and are actively recruiting more volunteers throughout the company. Our Mental Health First Aiders are trained to identify the signs of mental health issues and assist individuals by guiding them toward further support, whether that's through self-help resources, company resources, like our Employee Assistance Program, or external resources such as local Healthcare Practitioners.

# Human Capital

We strive to have a meaningful impact on organizational performance and enable a competitive advantage through our people. We have almost 500 employees across the U.S. and select international countries who are key to advancing our programs and who contribute to our mission-focused culture with passion, dedication, and excitement for the work that we do.

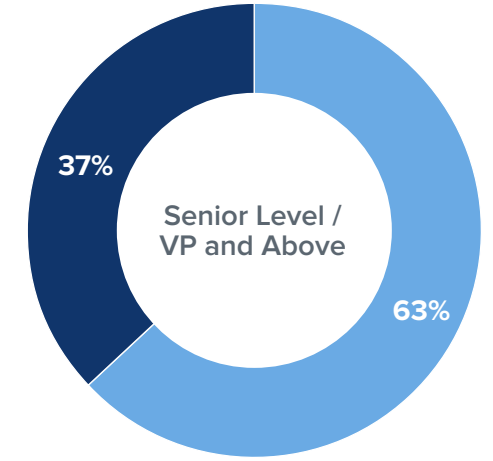
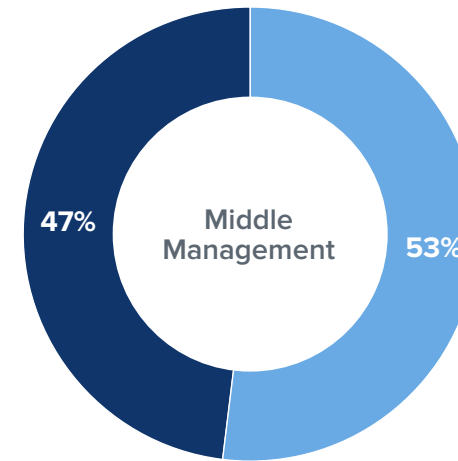
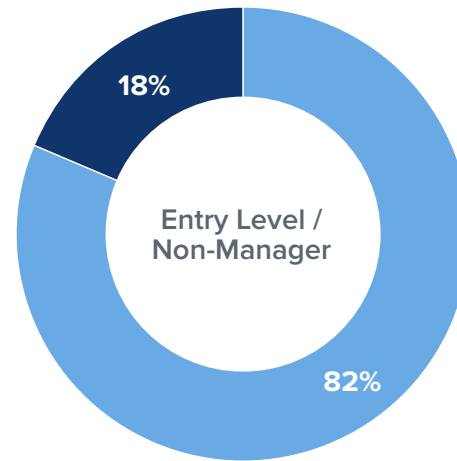
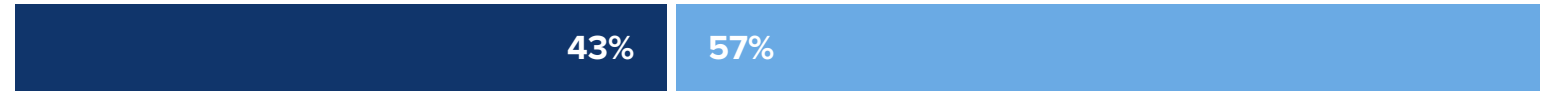
Our Board of Directors and senior leadership are committed to our broad Talent philosophies and practices, to create value and support our mission. Attracting and retaining talented team members and creating an exceptional work environment is an integral part of our competitive strategy and advantage in driving long-term value for the organization. To that end, the Compensation and Leadership Development Committee and the full Board review our Talent programs and processes on a regular basis, including our talent pipelines, retention rates, workplace culture, inclusion and engagement, and any risks to those. Goals of maintaining gender diversity and increasing overall diversity, as well as goals for developing leaders and employees have been embedded in our corporate and individual goals and reinforced through our compensation management decisions.

## Gender Breakdown by Level

(as of December 31, 2022)

● Male ● Female

### Global Gender Population



**"Amicus management reviews pay parity bi-annually in an on-going endeavor to ensure equal treatment across the organization for equal work and makes market adjustments as needed. The Compensation and Leadership Development Committee does the same for all levels of the Amicus workforce."**

### Executive Committee



### Diversity in Overall Hiring and Promotions

**97%**

% Hiring Slate Diversity

**61%**

Diversity of New Hires and Promotions Director and Above

**83%**


Diversity of New Hires and Promotions Associate Director and Below


\*Diversity includes maintaining/increasing gender diversity and increasing representation of all underrepresented races, veterans, disabled, and LGBTQ employees


# Diversity, Equity, and Inclusion

Diversity, Equity, and Inclusion (DEI) at Amicus is about creating an environment that supports bringing the authentic “you” to the workplace. Our unique experiences, backgrounds, and range of cultural perspectives enrich how we approach opportunities, pushing ideas as far and as fast as possible with patients always our top priority. Employee expertise, intelligence, and creativity drives our innovation and our passion and commitment to excellence.

### Our Commitment to DEI


- 


Strengthen our culture of inclusivity by delivering on our diversity, equity, and inclusion programs
- 


Ensure diverse hiring slates for all roles, increasing the number of diverse hires, especially for Director and above positions
- 

Retain existing diverse talent

### 2023 and Beyond

- 

Maintain strength in global gender diversity
- 

Increase U.S. diversity through intentional and ongoing action
- 

Continuously evaluate compensation practices to ensure pay parity

Our “Three Pillars of DEI” are interwoven into our Amicus culture and expand one person, one word, and one act at a time. For our employees, these three pillars are a touchstone for inspiration, guidance, and encouragement.

People	Patients	Philanthropy
Embed DEI into activities of our business units, the Amicus Belief Statement, and Mission-Focused Behaviors	Ensure diverse representation in our clinical trials	Support non-profits that impact diverse communities
Ensure diverse representation in next-generation talent initiatives	Create patient education to impact health literacy	Invest in the next generation of innovators through partnerships with STEM programs
Attract talent through a diverse lens	Address the impact of socioeconomic and access through advocacy	Build awareness of rare diseases in diverse populations
Ensure diversity in Board of Directors (60% diverse) and in executive leadership (46% diverse)	Work towards global access to treatments for patients	



# Employee Resource Groups

Building from our ongoing commitment to diversity, equity, and inclusion, we launched Employee Resource Groups (ERGs); voluntary, employee-led groups designed to foster a diverse and inclusive workplace. Groups exist to provide support and help in personal or career development, business goals, and to overall create a safe space where employees can bring their whole selves to the table.

## Holistic Approach

Recognizing that diversity and inclusion are multifaceted issues, tackling these issues holistically increases engagement and support for all underrepresented groups within business. To do this, we believe in addressing the concerns and needs of our diverse employees honestly and head-on, which will increase equity for all including Blacks, Latinx, Asians, Native Americans, LGBTQ, women, veterans, and people with disabilities.

We pledge to support a more inclusive culture to impact our employees, our communities, and society.



**LIFTED**  
Leaders of Inclusivity  
Fostering Talent  
Empowerment & Diversity  
A Black ERG



**GREEN**



**Amicus  
LGBTQ+**



**Women in  
Leadership**



**SERVE**  
Support & Engagement of  
Reservist & Veteran  
Employees



**ALL IN**  
Asians Learning  
Leadership & Innovation



**DRAW**  
Disability & Rare Advancement  
in the Workplace



# Employee Involvement in the Community

The rare disease community always has a voice within Amicus. This is shown through our corporate social responsibility initiative **Healing Beyond Disease** – our unique promise to further serve the needs of the rare disease community in extraordinary ways.

- **Time:** Corporate volunteerism
- **Talent:** Mentorship of emerging talent and pro bono consulting for non-profits and nascent biotech enterprises
- **Treasure:** Philanthropy through charitable giving and matching gifts
- **Pledge:** Reinvesting a portion of product revenue back into disease research until there is a cure
- **Bridges:** Initiatives to make product available to patients anywhere in the world who could benefit regardless of the ability to pay

We host regular Global Town Halls to share corporate updates and 'Mission Moments', intended to keep employees close to our patient-first thinking and the patient journey.



## Supporting the Rare Disease Community

Amicus has proudly developed programs, services, and activities designed to enhance the lives of the rare disease community. We have a shared purpose of improving public health, patient experiences, and outcomes with a focus on educational, advocacy, and access initiatives related to those disease areas in which the company focuses its development and therapeutic programs.

## Lunch & Learns

An educational mainstay since the earliest days of the company, we launched the Lunch & Learn series. This longstanding commitment to educate and inspire Team Amicus by hearing the patient voice directly was incorporated into Healing Beyond Disease to amplify our care, connection, and compassion for the rare disease community.

# Engaging Employees in Community Support

## Continuing to Support the Ongoing Crisis in Ukraine

When the February 2022 invasion of Ukraine created a great humanitarian crisis spreading across bordering countries, we quickly mobilized our collective efforts to support Ukrainian children and families living with rare diseases. Amicus made corporate charitable contributions to non-profit organizations providing disaster relief specifically to those affected and their caregivers. Our matching program doubled to match individual employee contributions up to \$500 to all humanitarian non-profit organizations supporting efforts for the people of Ukraine. We organized the Amicus Ukraine Support Day, a day of service in which employees across the globe came together to organize the donation, collection, and packaging of much needed supplies for humanitarian relief directly to Ukraine.



**\$82,754**

given to rare disease patient organizations for Ukraine emergency relief support

## 2022 Charitable Giving

(As of December 31, 2022)

United States		International
<b>57</b>	Total number of contributions	<b>88</b>
<b>\$2,288,998</b>	Total amount of contributions allocated	<b>\$954,349</b>
<b>\$2,163,998</b>	Total amount given to rare disease patient advocacy organizations (PAOs)	<b>\$492,190</b>
<b>\$125,000</b>	Total amount given to community nonprofits organizations, which also includes medical/ educational institutions	<b>\$462,159</b>

## Volunteerism

**580** hrs

Volunteer hours logged by U.S. employees

**22**

Community support programs in which Team Amicus has participated





# Governance

Our compliance culture is **driven by integrity** and a commitment to never prioritize short-term profit over sustainable long-term success.

## In this Section

- Ethical Business Practices
- Corporate Governance
- Enterprise Risk Management
- Culture and Compliance
- Data Security and Privacy



# Ethical Business Practices and Marketing

## Amicus Code of Conduct

We believe good corporate governance is important to ensure that Amicus is managed for the long-term benefit of our stakeholders. We have adopted a Code of Conduct, which applies to all of our officers, directors, and employees, corporate governance guidelines and updated charters for our Audit and Compliance Committee, our Compensation and Leadership Development Committee, our Nominating and Corporate Governance Committee, and our Science and Technology Committee. These revised corporate governance guidelines and committee charters, reviewed and updated at least every three years, as well as our Code of Business Conduct which is reviewed and certified annually, provide a framework for the comprehensive oversight of designated risk areas by the Board and its Committees and is an important interface with our Enterprise Risk Management Program.



For more information on Amicus' Modern Slavery Act Transparency statement, visit our website [here](#).



## Oversight of Sustainability Practices

### *ESG Working Group*

Our Sustainability Working Group is a cross-functional group of individuals representing the entire organization, including Investor Relations, Corporate Communications, Policy, Supply Chain, Manufacturing, Facilities, Information Technology, Human Resources, and Legal. This group is led by the Chief Legal Officer who provides updates to the Amicus Global Risk Committee and Nominating and Corporate Governance Committee.

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

Our Board receives periodic updates from our Nominating and Corporate Governance Committee, which oversees our ESG, environmental and sustainability programs. Oversight of the various sub-components of our ESG program sit with the various other committees of the board: Audit and Compliance oversees cybersecurity, Science and Technology has input into environmental and safety, and Compensational and Leadership Development monitors human capital and DE&I.

# Corporate Governance Highlights

The Board is committed to ensuring its members possess the appropriate skills, experience, expertise, qualities, and commitment necessary to meet the ever evolving needs of the business while maintaining integrity, honesty, and high ethical standards. To this end, the Board engages in periodic self-assessments and annually reviews a skills matrix designed to highlight diversity, demonstrate the complementary skills of its members, and identify areas of focus to look for in future nominees.

Beginning with our Board of Directors and our Senior Leadership Team, we are committed to long-term value driven by the pillars of governance, social responsibility, and integrity across all we do, including employee engagement,

Our board of directors has corporate governance guidelines to assist in the exercise of its duties and responsibilities and to serve the best interests of Amicus and our stakeholders. Some of these guidelines include:

- Our Board's principal responsibility is to oversee the management of Amicus
- A majority of the members of our Board shall be independent directors
- The independent directors meet regularly in executive sessions
- Directors have full access to management and, as necessary and appropriate, independent advisors
- Our Board and its committees will conduct a self-evaluation periodically to determine how to function most effectively

clinical and regulatory operations, and eventual access to medicines for patients. Oversight of our Enterprise Risk Management Program is robust, and includes quarterly review by both our internal Global Risk Committee composed of our senior leaders and our Audit and Compliance Committee, which is primarily responsible for reviewing and advising the full Board on all material risks and developments. The other board committees each have oversight into specific risk areas.

Within this risk management framework, we seek to build a sustainable, vibrant risk mitigation culture, which places emphasis on how we do things as much as what we achieve. We recognize the sustainability of our company is linked to our ability to understand and engage all stakeholders in a consistent and meaningful manner, as well as manage risks throughout the organization.

## 80%

Board Independence

## 54.5 yrs

Average Age

## 8.8 yrs

Average Tenure

## 60%

Overall Board Diversity\*



**Director Diversity**

**3** Female

**2** Veteran Status

**1** African American or Black

\*Diversity includes gender, race, and veteran status

# Our Enterprise Risk Management Program and ESG Oversight

The Board, its committees, and our Senior Leadership Team drive and oversee risk reduction through our Enterprise Risk Management Program, which includes established periodic reporting and open lines of communication. The following chart illustrates the oversight responsibilities by the Board for areas in the committees' areas of expertise under the Enterprise Risk Program.

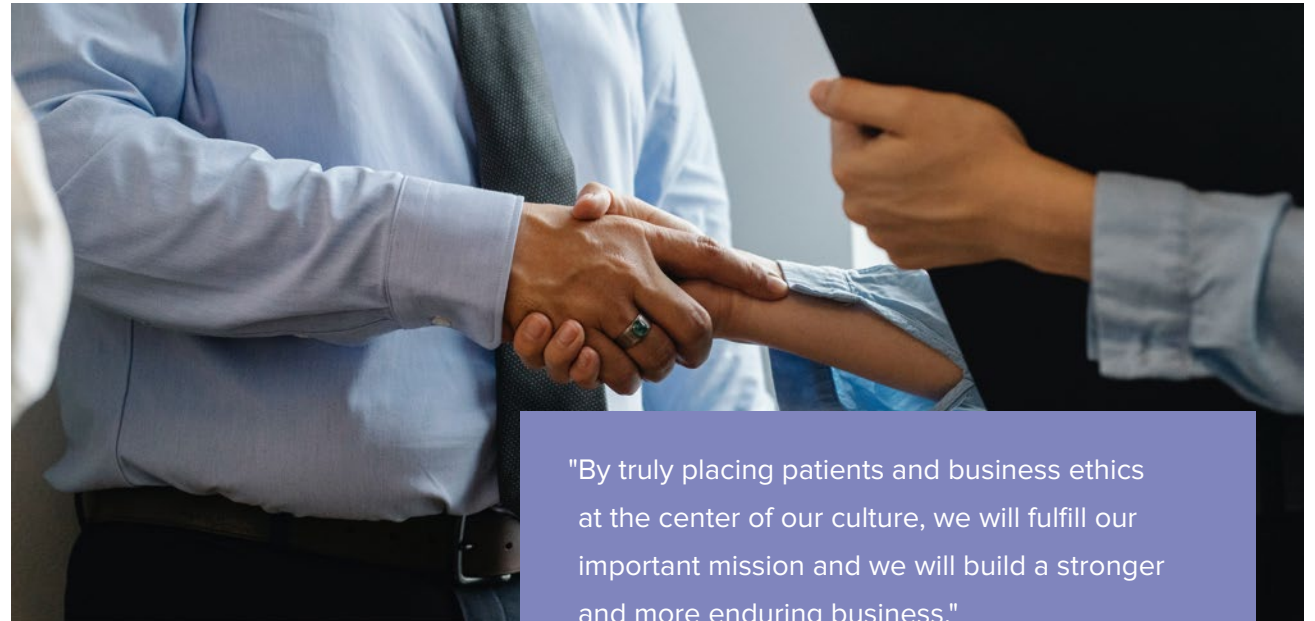


# Integrity Leadership Program

## Culture of Business Ethics

A culture of business ethics needs to be visibly and consistently role modeled and reinforced, first and foremost, by the Senior Leadership Team and ultimately by all of management.

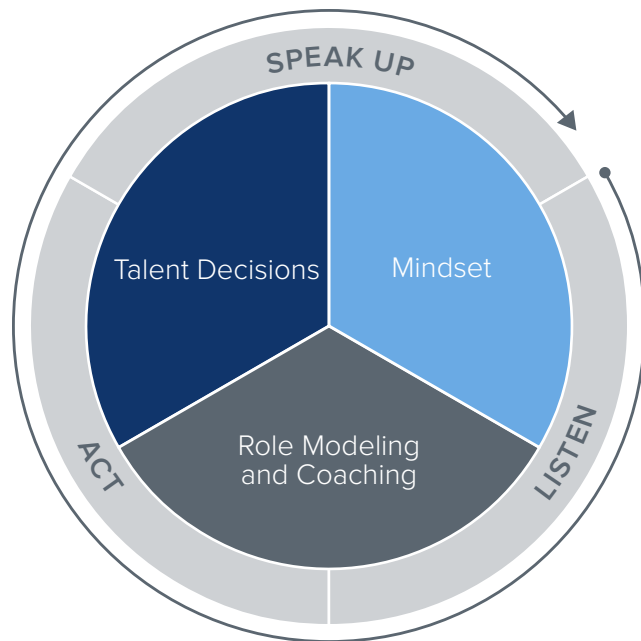
[Culture and Compliance: Building a Culture of Business Ethics.](#)



"By truly placing patients and business ethics at the center of our culture, we will fulfill our important mission and we will build a stronger and more enduring business."

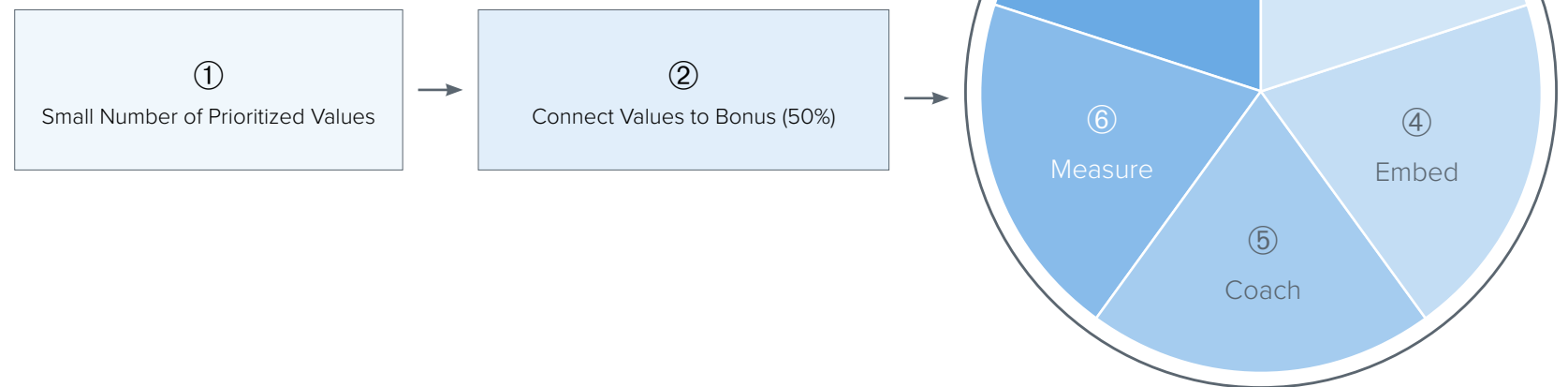
## Leading Behaviors

The three areas of integrity leadership behaviors.



## Principle Components

The seven building blocks that make up the Integrity Leadership Program





# Data Security and Privacy

## Data Security and Privacy Program

Amicus maintains a cybersecurity strategy that is based on Policy, Process, People, and Technology. The Audit and Compliance Committee and our Board of Directors are briefed on our cybersecurity program throughout the year.

Amicus maintains policies and procedures to educate employees on their responsibilities when accessing computerized systems, handling of data and information, and reporting cyber events in a timely manner. Formal training on all policies and procedures is required for all employees and contractors.

## 2022 Highlights:

- Supply Chain Cyber Risk Management with emphasis on vendor IT resiliency and recovery capabilities
- Continued multi-year zero-trust Identity Access Management program (Least Privilege Access)
- Successfully repeating our Disaster Recovery testing & resiliency benchmarking
- Leveraged third party continual cybersecurity evaluation service as additional validation of the organization's posture
- Made continued improvements to the various aspects of cybersecurity life-cycle including: metrics and reporting, training and awareness, phishing simulation, and monitoring

# Sustainability Disclosure Topics & Accounting Metrics

The Sustainability Accounting Standards Board (SASB) is dedicated to improving the effectiveness and comparability of corporate disclosure on environmental, social, and governance (ESG) factors. The SASB index below indicates how Amicus' public reporting aligns with the Biotechnology and Pharmaceuticals industry standards.

Topic	Accounting Metric	Location
<b>Safety of Clinical Trial Participants</b>	<b>HC-BP-210a.1</b> Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Safety of Clinical Trials (p. 15) <a href="#">Amicus Code of Conduct</a>
	<b>HC-BP-210a.2</b> 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)	Safety of Clinical Trials (p. 15) <a href="#">2022 10-K</a>
	<b>HC-BP-210a.3</b> Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries <sup>2</sup>	Safety of Clinical Trials (p. 15)
<b>Access to Medicines</b>	<b>HC-BP-240a.1</b> Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Pricing Promise and Commitment to Patients (p. 12) <a href="#">Amicus Assist</a>
	<b>HC-BP-240a.2</b> List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Given the focus on targeted rare genetic disease medications, no Amicus products are on the WHO List of Prequalified Medicinal Products at the time of reporting.



Topic	Accounting Metric	Location
<b>Affordability &amp; Pricing</b>	<b>HC-BP-240b.1</b> 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	None.
	<b>HC-BP-240b.2</b> Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Amicus limits the annual price increase of Galafold to Consumer Price Index (CPI)
	<b>HC-BP-240b.3</b> Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not reported.
<b>Drug Safety</b>	<b>HC-BP-250a.1</b> List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	None. Please visit the <a href="#">FAERS MedWatch</a> for more information.
	<b>HC-BP-250a.2</b> Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Not reported. Please visit the <a href="#">FAERS MedWatch</a> for more information.
	<b>HC-BP-250a.3</b> Number of recalls issued, total units recalled	None.
	<b>HC-BP-250a.4</b> Total amount of product accepted for take-back, reuse, or disposal	Not reported.
	<b>HC-BP-250a.5</b> Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type <sup>3</sup>	None.

Topic	Accounting Metric	Location
Counterfeit Drugs	<b>HC-BP-260a.1</b> Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Not reported.
	<b>HC-BP-260a.2</b> Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Not reported.
	<b>HC-BP-260a.3</b> Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None.
Ethical Marketing	<b>HC-BP-270a.1</b> Total amount of monetary losses as a result of legal proceedings associated with false marketing claims <sup>4</sup>	None. <a href="#">Amicus Code of Conduct</a>
	<b>HC-BP-270a.2</b> Description of code of ethics governing promotion of off-label use of products	Amicus does not promote products for unapproved uses. All promotional communications must meet the requirements of applicable local laws, regulations, industry codes, and other applicable guidance documents. Unsolicited requests for information about unapproved uses of Amicus products received while conducting promotional communications must be referred to Medical Information or Medical Affairs in accordance with applicable Amicus policies and procedures. Additionally, Amicus has clear standards and procedures in place for responding to unsolicited requests for information about unapproved Amicus products or unapproved uses of approved Amicus products. <a href="#">Amicus Code of Conduct</a>

Topic	Accounting Metric	Location
Employee Recruitment, Development, and Retention	<b>HC-BP-330a.1</b> Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Employee Recruitment, Engagement and Retention (p.25)
	<b>HC-BP-330a.2</b> (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Employee Recruitment, Engagement and Retention (p.25)
Supply Chain Management	<b>HC-BP-430a.1</b> Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Not reported.

Topic	Accounting Metric	Location
Business Ethics	<b>HC-BP-510a.1</b> Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	None. <a href="#">Amicus Code of Conduct</a>
	<b>HC-BP-510a.2</b> Description of code of ethics governing interactions with health care professionals	In order to provide the best possible care to patients, Amicus provides the medical community with up-to-date information about its products at scientific congresses, during office visits, and at other appropriate venues. We also interact with healthcare professionals (HCP) as part of our clinical research programs. In all such interactions, we are committed to providing science-based, truthful, and non-misleading information about our products, and to paying no more than fair market value for needed and legitimate services such as research and consulting. Amicus has several global policies and Standard Operating Procedures (SOPs) that govern our relationships with HCPs. They include our Code of Conduct, Anti-Bribery, Interactions with HCPs, HCP Service Providers, and Advisory Boards. Employees must comply with these policies and SOPs and receive periodic training on these Policies and SOPs. <a href="#">Amicus Code of Conduct</a>
Activity Metrics	<b>HC-BP-000.A</b> Number of patients treated	2,200+ (commercial, clinical, and expanded access).
	<b>HC-BP-000.B</b> Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<a href="#">Amicus pipeline</a>

## **Our Commitment**

Demonstrating a commitment to ESG in order to drive resiliency and adaptability across all business units is our continuing promise to our people, our patients, and our communities. By understanding material ESG risks, assessments, and controls, our organization is able to integrate these ESG factors into our decision-making process.

## **Safe Harbor**

This report contains “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995 relating to the inaugural ESG report and programs. The inclusion of forward-looking statements should not be regarded as a representation by us that any of our plans will be achieved. Any or all of the forward-looking statements in this report may turn out to be wrong and can be affected by inaccurate assumptions we might make or by known or unknown risks and uncertainties. For example, statements regarding corporate ESG goals and the attainment of such goals, including as they are impacted by COVID-19 related disruption, are based on current information. The potential impact on operations from the COVID-19 outbreak is inherently unknown and cannot be predicted with confidence and may cause actual results and performance to differ materially from the statements in this release, including without limitation, because of the impact on general political and economic conditions, including as a result of efforts by governmental authorities to mitigate COVID-19, such as travel bans, shelter in place orders and third-party business closures and resource allocations, manufacturing and supply chain disruptions, limitations on patient access to commercial product or clinical trial sites and investigational product or other clinical study disruptions and disruptions to our employees. In addition, all forward-looking statements are subject to other risks detailed in our Annual Report on Form 10-K for the year ended December 31, 2022. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. All forward-looking statements are qualified in their entirety by this cautionary statement, and we undertake no obligation to revise or update this report to reflect events or circumstances after its publication date.



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