



2023
Sustainability Report
Making our mission a reality

Nasdaq: BPMC



Adrienne Clinton,
living with systemic
mastocytosis

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About This Report

Blueprint Medicines' annual Sustainability Report covers our progress related to our environmental, social and governance (ESG) initiatives and strategy. Unless otherwise noted, all quantitative company data provided throughout this report covers our fiscal year 2023 (FY 2023), reflecting data for the period from January 1 through December 31, 2023. We have also included certain more recent initiatives that occurred after the end of FY 2023, which we have noted as such.

Throughout the report, we guide readers to additional sources of information on our corporate website for convenience. In addition, we strive to highlight disclosures that were new for 2023 and may reference previous reports for historical updates.

We align our disclosures with Sustainability Accounting Standards Board (SASB) Standards, now part of the International Financial Reporting Standards (IFRS) Foundation, related to Biotechnology and Pharmaceuticals to ensure we address the ESG factors most relevant to our business. We have also identified United Nations Sustainable Development Goals (SDGs) that offer the greatest opportunity for impact given the relevance to our business activities and key priority areas. Please refer to the Frameworks and Standards section at the end of this report for more information.

A Message from Our CEO

Blueprint Medicines had a tremendous year in 2023, demonstrating that we can realize the harmony between our mission of bringing new, innovative medicines to patients while also building a strong and thriving business. We are proud of the progress we have made, and we remain steadfast in our commitment to create substantial value for patients and our shareholders, with the understanding that good corporate governance and citizenship are essential to achieve our vision.

BUSINESS STRATEGY AND RECENT HIGHLIGHTS

AYVAKIT® (avapritinib) continues to be the cornerstone of our business, generating net product revenue of \$204.2 million in 2023, driven by approval in the U.S. for all adults with indolent systemic mastocytosis (ISM), in addition to prior approvals for advanced systemic mastocytosis (SM) and a subset of gastrointestinal stromal tumor (GIST) patients with rare PDGFRA exon 18 mutations. AYVAKYT® (avapritinib) also received approval for ISM from the European Medicines Agency (EMA) in December 2023, further positioning Blueprint to achieve revenue growth through geographic expansion.

We are advancing our portfolio, targeting allergic-inflammatory diseases where mast cells play a central role. This focused investment in our most exciting research and development programs will allow us to address areas of high medical need in large therapeutic areas that play to our strengths by leveraging our expertise in mast cell biology and our clinical and commercial infrastructure in allergy and inflammation.

AYVAKIT and elenestinib, our investigational next-generation KIT D816V inhibitor, allow us to comprehensively address SM, a mast cell disease driven by mutated KIT. And this year, we are expanding our development into even larger therapeutic opportunities, such as chronic urticaria, driven by other mechanisms of mast cell dysregulation. In these areas, we are excited about the potential for BLU-808, a wild-type KIT inhibitor, to impact fundamental disease biology in multiple mast cell-driven diseases with significant medical need.

In addition, we are making strides in developing treatments for breast cancer and other solid tumors by advancing the development of our cyclin-dependent kinase (CDK) franchise, anchored by our CDK2 inhibitor, BLU-222. BLU-222, which we are seeking to advance with a partner, has the potential to improve patient outcomes as a backbone combination therapy in front-line breast cancer treatment.



Jill (left), living with systemic mastocytosis, with Kate at our Cambridge office in October 2023.

Environmental, Social and Governance Strategy

As we continue to grow as a company, we recognize the importance of protecting what we have built and guarding against corporate risk, which we do by effectively managing the most relevant ESG and sustainability risks to our business. This year, we conducted our first Materiality Assessment to better understand critical factors linked to business success in the long term and to guide strategic decisions around our sustainability program.

This report represents our sustained effort to obtain and act on stakeholder feedback, show progress on performance metrics, and enhance ESG and sustainability disclosures that are most relevant to our business performance.

Our 2023 priorities are aligned with three pillars critical to our business: patient access, employee engagement and responsible business practices. Some of our key 2023 highlights include the following:

Commitment to patients

- ~3,800 patients have received AYVAKIT through clinical studies, compassionate use and commercial sale through the end of 2023.
- Continued to provide comprehensive U.S. patient support, including co-pay assistance for commercially insured patients and free medicine for eligible patients with inadequate or no insurance coverage.

Attracting, engaging and retaining our employees

- Honored with the distinction of being named one of the best places to work in Massachusetts by The Boston Globe and recognized as one of the Top Workplaces in the U.S. by Energage for the third year in a row. In addition, we were the only biotech company to be short-listed as a finalist for the Biotech Week Boston DE&I Initiative award and landed in the Top 100 Women-Led Businesses in Massachusetts.

Responsible business practices

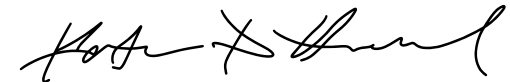
- Enhanced clinical trial data cleaning, management and reporting to improve efficiency.
- Provided guidance to our employees on the acceptable use of artificial intelligence and updated our Acceptable Use Policy. We also offered company-wide training on generative AI, including how it works, its limitations and risks, and how to use it effectively to improve productivity.
- Continued our partnership with a local, Boston-based recycling company that specializes in collecting and recycling plastic items from the lab science industry that are not accepted elsewhere. In 2023, we recycled 1,671 pounds of plastic from our Cambridge lab facility.

Collectively, these highlights combined with the further updates summarized in this report showcase our progress in advancing our corporate citizenship.

I am incredibly proud of our Blue Crew, who are motivated every day by our shared mission to change the outcomes and extend the lives of patients. Their dedication to fostering a culture of transparency, trust and integrity enhances our ability to optimize outcomes for all stakeholders.

Please read on to learn more about Blueprint's approach to sustainability as well as our recent progress. We look forward to receiving feedback from our stakeholders and continued collaboration to propel our work forward.

Warm regards,



Kate Haviland

President, Chief Executive Officer and Director



About Us

Blueprint is a fully integrated, commercial-stage, global biopharmaceutical company that invents life-changing medicines in two core, strategic areas of allergy/ inflammation and oncology/hematology. We pursue discovery, development and commercialization of therapies that potently and selectively target known drivers of disease, with focused investment in therapeutic areas where we can leverage our core expertise and business infrastructure to bring scale to our science. We are bringing AYVAKIT to people living with SM in the U.S. and Europe. Additionally, we have a pipeline of research and development programs that range from early science to advanced clinical trials in mast cell-mediated diseases, including SM and chronic urticaria, breast cancer and other solid tumors vulnerable to CDK2 inhibition.

FAST FACTS

U.S. Food and Drug Administration (FDA) approved medicines: **2**

Success rate from investigational new drug application (IND) to clinical proof of concept: **~80%**

Employees in the U.S. and Europe: **653**

Breakthrough therapy designations granted by the FDA: **5**

Average years from IND to first approval: **4**

AYVAKIT net revenues in 2023: **\$204M**
(~85% year-over-year growth)

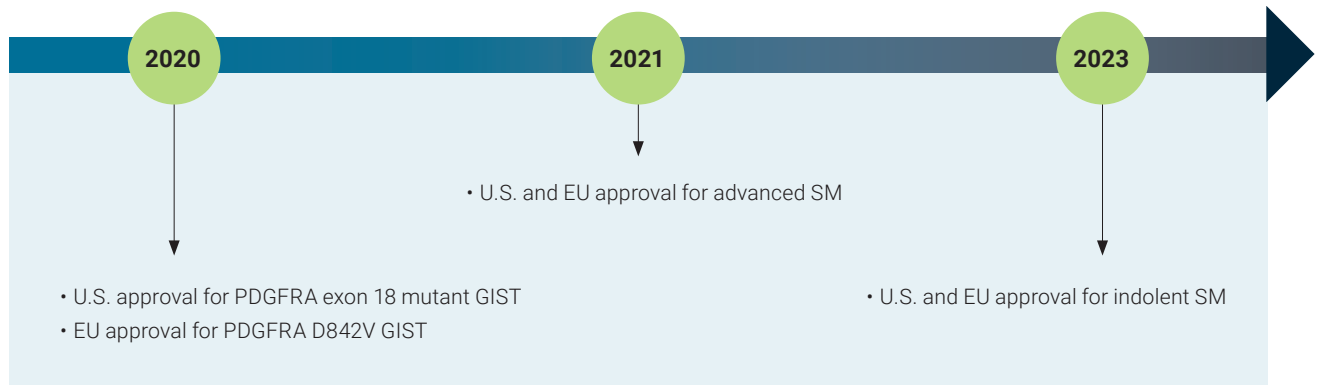
AYVAKIT

AYVAKIT is the cornerstone of our growing franchise in mast cell-mediated diseases and represents how Blueprint leverages its foundational knowledge of KIT biology to translate preclinical research into successful development and commercialization.

~3,800 patients have received AYVAKIT through clinical studies, compassionate use, and commercial sale through the end of 2023. We reported global revenues of approximately \$204 million in 2023.

With the launch of AYVAKIT, we have successfully built out the commercial infrastructure and capabilities to deliver AYVAKIT and future life-changing medicines to patients in need.

Today, we are delivering AYVAKIT to patients in the U.S. and Europe and through our partners in other geographies. In addition, we are globally advancing multiple programs for mast cell disorders and solid tumors.



GAVRETO® (PRALSETINIB)

GAVRETO was discovered, developed and commercialized by Blueprint for the treatment of RET-positive non-small cell lung cancer and thyroid cancer. In early 2024, we transitioned the U.S. rights for GAVRETO to Rigel Pharmaceuticals. We also have a partnership

with CStone Pharmaceuticals, which makes GAVRETO available in Greater China. We are proud of our ability, through these partnerships, to make GAVRETO available to patients in the U.S. and Greater China.

OUR MISSION

At Blueprint, we seek to alleviate human suffering with life-changing medicines.

OUR CORE VALUES

Our Core Values define *how* we work – as an organization deeply committed to our employees and patients, driven by the pursuit of innovation and the passion to make an impact.



PATIENTS FIRST

We maintain intense focus on improving patients' lives.



THOUGHTFULNESS

We explore creative approaches, daring to make well-thought-out decisions and owning the outcomes.



URGENCY

We solve complex problems rapidly, with attention and care.



TRUST

We collaborate to build and maintain a cohesive team that leads with integrity as well as mutual respect of lived experiences, viewpoints and diverse talents.



OPTIMISM

We pursue transformative therapies that we believe will make a difference.

Our Approach to Corporate Sustainability

OUR STRATEGY

Our objective is to responsibly manage our business to create a sustainable company that will continue to deliver long-term value. We believe the ESG and sustainability strategy and priorities that we have outlined in this report are instrumental to Blueprint's future success. Our current initiatives, practices and objectives – and highlights of our progress along our sustainability journey in the areas fundamental to our business – are as follows:

Commitment to patients	Employees and culture	Responsible business practices
We work with urgency to reach our goal of delivering safe and effective therapies that improve patients' lives.	We are intentional in how we build and nurture a positive culture, which we believe is essential for high performance. We prioritize employee engagement, development and recognition while fostering transparency, inclusivity, equity and employee well-being.	We carry a responsibility to act ethically and sustainably, lead with integrity, and uphold a sound governance framework, building long-term value and trust with stakeholders.



Cyndi N., living with systemic mastocytosis

OVERSIGHT

We apply rigorous governance to our sustainability strategy and initiatives, beginning with the full board of directors of Blueprint Medicines, which oversees overall corporate strategy and governance. Additionally, our Nominating and Corporate Governance Committee oversees general ESG strategy and initiatives, our Compensation Committee oversees human capital management (e.g., recruiting, retention, career development, and equity, diversity, and inclusion), and our Audit Committee oversees cybersecurity. At the management level, our ESG Steering Committee, composed of a subset of the executive team, guides overall sustainability strategy. The ESG Working Group, which manages day-to-day operations under the direction of the Steering Committee, comprises cross-functional leaders, including representatives from clinical development, market access, human resources, legal, compliance, finance, information systems (IS), facilities, technical operations, investor relations and corporate affairs. ESG Working Group responsibilities include compiling and reviewing reporting and key performance indicators across multiple domains and updating the Nominating and Corporate Governance Committee on ESG and sustainability initiatives.

The graphic below further elucidates the responsibilities each board committee has with respect to oversight of our ESG-related initiatives and policies.



MATERIALITY ASSESSMENT

In 2023, we completed our first Materiality Assessment, led by an external ESG and sustainability consulting firm, to gain insights into ESG factors that are critical for the long-term sustainability of our business.

We identified 21 material ESG factors, considering the Blueprint business model, ESG frameworks, standards, rating agencies, industry norms, regulations and peer best practices. We then developed and distributed a survey for internal stakeholders to determine how each identified factor was perceived throughout the company. Internal stakeholder groups were selected to represent cross-functional team members across different levels of the organization, including members of the board and executive team. The survey participants ranked the factors according to different dimensions, such as the importance of the factor to Blueprint’s business strategy, performance and reputation.

The materiality matrix below depicts the consolidation of results from the internal survey and external prioritization. Specifically, access to medicines, drug safety, business ethics and employee engagement topics were ranked as high importance to all stakeholders. These findings reinforce our highest ESG and sustainability reporting priorities as described throughout this report.

Materiality Matrix



These findings will help inform stakeholder education and will guide strategic decisions to ensure effective management of material ESG and sustainability issues. We maintain transparency by communicating our performance on these identified factors, and others important to our stakeholders, throughout this report.

STAKEHOLDER ENGAGEMENT

We believe that engaging with both our internal and external stakeholders is important to our success. We learn from their perspectives and have applied these insights to inform our priorities and to accelerate progress on our sustainability initiatives.

We proactively engage with our stakeholders in continuous, collaborative and transparent dialogue as outlined below.

Stakeholders	Ways we engage	Key ESG topics addressed
Patients and Healthcare Professionals	<ul style="list-style-type: none"> Clinical trials Patient education and support Patient advocacy 	<ul style="list-style-type: none"> Drug quality and safety Access and affordability of medicines Diversity and representation in clinical trials
Employees	<ul style="list-style-type: none"> Total Rewards programs Annual engagement and enablement survey Learning, development and training programs Community service Employee community groups driving culture initiatives 	<ul style="list-style-type: none"> Compensation and benefits Employee engagement and retention Training and development ED&I Employee health, well-being and safety
Investors	<ul style="list-style-type: none"> Quarterly earnings calls Virtual and in-person meetings Conferences and industry forums Annual shareholders meeting Engagement with ESG stewardship teams 	<ul style="list-style-type: none"> Financial sustainability Board composition and governance Human capital management, including executive and director compensation Environmental strategy ED&I approach
Community Partners	<ul style="list-style-type: none"> Community partnerships and volunteerism Philanthropic donations 	<ul style="list-style-type: none"> Charitable giving to support local community needs
Government Agencies	<ul style="list-style-type: none"> Industry trade association memberships 	<ul style="list-style-type: none"> Healthcare regulations and policy issues

Commitment to patients

The core of our mission at Blueprint is to deliver life-changing medicines to patients in need. To do this, we are committed to enabling equitable access to our medicines as well as providing patient education and support.

2023 Highlights

~3,800

~3,800 patients have **received** AYVAKIT through clinical studies, compassionate use, and commercial sale through the end of 2023.



Created a diversity plan template to address ED&I efforts in clinical trials.

Continued to **expand** the body of research to inform our disease education efforts with healthcare providers (HCPs) and patients globally.



\$60 million

Provided over \$60 million of AYVAKIT for free to U.S. patients.



Partnered with organizations to support health equity initiatives, such as the Global Resource for Advancing Cancer Education (GRACE).

Access to Medicines

PATIENT ACCESS

From the moment we demonstrated clinical proof of concept with our first medicine, we have considered patient access thoughtfully and with urgency. These efforts have included initiating global preapproval access programs for our investigational therapies and designing a robust U.S. patient support program to assist patients in accessing our commercially available medicines.

“At Blueprint, it is our mission to bring effective treatment to as many patients as possible. We have worked hard to ensure that patients who can benefit from AYWAKIT are able to access it. With our co-pay assistance programs, eligible patients are able to obtain AYWAKIT for as little as zero dollars out of pocket, and with an average time to fill a prescription of less than 10 days, patients are able to start treatment quickly.”

Christy Rossi
Chief Operating Officer



PRICING PRINCIPLES

Our pricing approach is designed to reflect our treatments' significant benefits in rare patient populations, our commitment to patient access, and sustainable research and development of innovative science. We are committed to reinvesting product revenues into research to bring even more treatment advances to patients, and we price our medicines to enable our goals of sustaining patient access and our long-term R&D efforts.

EARLY ACCESS PROGRAMS FOR INVESTIGATIONAL THERAPIES

We appreciate the urgency of patients and families facing a serious or immediately life-threatening disease

when there are no standard treatment options available or when treatment options have been exhausted. We are committed to providing preapproval access while maintaining our primary focus on moving investigational therapies through clinical trials and ultimately toward regulatory approvals. Blueprint's Managed Access Programs are overseen by the Managed Access Strategy and Governance Steering Committee, which consists of senior leaders across medical affairs, corporate affairs, supply chain, global patient affairs, legal and others.

Blueprint's established criteria for considering requests for early access are based on principles of transparency and equity.

Read more about our [Early Access Policy](#).

PATIENT ASSISTANCE

To help patients residing in the U.S. access our commercially available medicines, we created YourBlueprint®, a comprehensive patient support program tailored to the needs of patients and caregivers. YourBlueprint is designed to help patients start and stay on therapy while minimizing out-of-pocket costs. The program provides resources across the treatment journey, helping patients access treatment rapidly once prescribed, assisting with financial needs, supporting patients once treatment has begun and ensuring continued access to therapy.

The YourBlueprint Mission Statement sets a clear direction for our patient support programs.

Mission Statement: To simplify access to therapy, help patients explore financial assistance options and provide personalized support throughout the treatment journey.



- Co-pay assistance for commercially insured patients that can reduce patient costs to as little as \$0
- Patient Assistance Program to arrange free medicine for eligible patients who have inadequate or no insurance coverage
- Temporary treatment to help address delays in insurance coverage
- Dose exchange to offer no-cost supply to eligible patients in the event of a dose modification
- Dedicated case manager support to help navigate coverage and access issues as well as provide educational information
- Updated training in 2023 for all U.S. commercial employees on the YourBlueprint Patient Support Program.

Access Highlights

~3,800

patients have received AYWAKIT through clinical studies, compassionate use and commercial sale through the end of 2023.

\$0

Since the launch of AYWAKIT, the majority of eligible patients have used the YourBlueprint co-pay support program, which lowers patients' out-of-pocket costs to as little as \$0.

In 2023, 333 patients, more patients than ever before, received co-pay assistance.

\$60 million

In 2023, close to \$60 million worth of AYWAKIT was provided for free to U.S. patients.

Patient Experience

At Blueprint, we're committed to turning challenging diagnoses into journeys of hope and resilience. With a focus on mast cell diseases and solid tumors, we aim to not only enhance lives through compassionate advocacy but also empower patients to access optimal care. Our vision is a future in which individuals can pursue their life goals unimpeded, supported by innovative treatments that allow them to thrive. Our dedication is a testament to our belief in the power of corporate social responsibility to effect positive change and improve quality of life for our community.

PATIENT EDUCATION AND SUPPORT

We know SM and cancer can be relentless foes. At Blueprint, we do more than deliver innovative treatments. We strive to be partners to the patient communities we serve through a range of initiatives:

- **Collaborating With Patients, Caregivers and Patient Advocates:**

We foster an environment in which patient voices are fundamental in shaping our work. This commitment guides our approach, ensuring that our initiatives and strategies are enriched by the insights and experiences of those we aim to serve.

- **Developing Resources and Programs for Patient Education and Support:**

We develop and implement patient programs, including our "It's SMthing" campaign, that are tailored to meet the diverse needs of patients, enabling them to manage their health with confidence and knowledge.

Jennifer, living with indolent systemic mastocytosis



- **Conducting Patient-Centered Clinical Trials:**

Both our design and conduct of clinical trials prioritize patient convenience, preferences and values. This patient-centered approach ensures that our trials are not only scientifically rigorous but also empathetic and respectful of the patients' experiences and needs.

- **Leveraging Real-World Evidence to Understand Patient Experiences:**

We collect and analyze real-world data from electronic health records, patient registries and patient-reported outcome measures (PROMs) to gain comprehensive insights into patient experiences across diverse populations. This evidence has been instrumental in informing personalized care strategies and health policy adjustments, ensuring that our actions are guided by real patient needs and experiences.

- **Supporting Marginalized Communities with a Focus on Equity, Diversity and Inclusion (EDI):**

We initiate targeted efforts to address the unique healthcare needs and challenges of marginalized and underrepresented groups. Through culturally sensitive care programs, health equity assessments and community engagement strategies, we work tirelessly to reduce health disparities and promote equity in healthcare access and outcomes.

At Blueprint, we are committed to building understanding and raising awareness of SM. We do this by publishing long-term data from our studies, examining real-world evidence and highlighting the patient experience, both in the U.S. and globally. Patient and HCP awareness is a critical part of our strategy, and some of our efforts are highlighted below.

Commercial and medical execution driving awareness

70+ SM publications

230+ Educational speakers programs

300+ Regional SM conferences

Data as of January 8, 2024

PRISM Survey

Building upon results from our 2022 U.S. TouchStone survey, in 2023 we expanded the study to Europe as the Perceptions, Realities and Insights on Systemic Mastocytosis (PRISM) study. The goal is to examine the experiences of advanced and indolent SM patients and gain perspectives from HCPs treating SM in seven countries in Europe. Interim data from the PRISM survey demonstrate similar results as U.S. participants — namely, a high burden of disease despite taking multiple over-the-counter and prescription medications. Patient-reported data highlight an ongoing need to advance treatment options beyond supportive care, with physician data indicating a gap in provider knowledge around diagnosis.

ED&I HEALTH EQUITY AND ADVOCACY

Blueprint is committed to building equity into our clinical and commercial practices to increase engagement with patients from marginalized or underrepresented communities. We do this in three key ways:

- Increasing diversity and representation in clinical trials
- Broadening community outreach efforts to bridge trust and connection with patients from marginalized or underrepresented communities
- Understanding the true epidemiology of disease states relevant to our programs

Diversity in Clinical Trials

Enrolling patients with diverse backgrounds in clinical trials is critical to evaluating the potential of new medicines across populations with unique characteristics.

Led by our Clinical Trial Diversity Task Force under the oversight of our chief medical officer, we continue to expand our efforts to increase clinical trial diversity so more patients can benefit.

2023 Initiatives

- Expanded our understanding of the epidemiology of our target indications, including prevalence and incidence across demographic factors.
- Incorporated efforts to enroll trials with demographics closer to real-world epidemiology, in line with Blueprint principles and FDA guidance.
- Created a diversity plan template to concretely address diversity and inclusion efforts in each Phase 2/3 study.
- Continued to actively review the demographic breakdown of patients enrolled in our trials to identify any gaps and improve the participation of underserved patients, when appropriate.

- Continued to maintain a policy that helps remove financial and socioeconomic barriers for patients participating in our trials by ensuring equitable access to travel and reimbursement.

Ongoing efforts include providing translation of study materials and partnering with patient advocacy groups to expand trial awareness and participation across diverse patient populations.

Supporting Health Equity Initiatives

To increase community engagement and support visibility around the inequities of research, treatment and patient education, we continue to partner with organizations that break down barriers and focus on solutions:

- **Supported the GRACE patient education program**, called "Patient Perspectives: Clinical Trials Storytelling Program." Patient advocates draw upon their clinical trial experiences during their own cancer treatment to provide patients and caregivers with issue-specific video, audio and written information. This program reaches a large and diverse community of cancer patients and caregivers, particularly those in underserved communities, and breaks down barriers by providing free, credible patient education.
- **Participated in conferences** focused on driving solutions in health equity, such as the:
 - Tigerlily Foundation: **BEACON Health Equity/Clinical Trials Conference**
 - American Association for Cancer Research: **Conference on the Science of Cancer Health Disparities in Racial/Ethnic Minorities and the Medically Underserved**
 - Global Genes: **RARE Health Equity Forum**

Community Voices in Health Equity Summit

In January 2024, Blueprint participated in the Community Voices in Health Equity Summit, hosted by [BlackDoctor.org](https://www.blackdoctor.org), joining a panel on enhancing diversity in clinical trials. This engagement highlighted Blueprint's commitment to addressing critical health equity issues alongside leaders from the pharmaceutical and healthcare industries. Discussions at the summit covered medical gaslighting and early cancer detection in Black men and aimed to bridge communication gaps in Black communities. Blueprint contributed to vital dialogues on improving health outcomes and equity.



Attracting, engaging and retaining our employees

At Blueprint, we are committed to creating an inclusive and safe environment in which all employees, also known as the Blue Crew, feel a sense of belonging and are empowered to thrive. We are intentional in how we build and nurture our culture, while cultivating continuous learning and talent development.

2023 Highlights

Implemented our global Lifestyle Spending Account to provide for the diverse needs of our employees, offering them the choice to determine which benefits enable them to bring their whole selves to work every day.

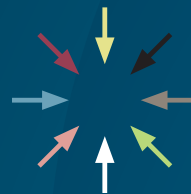


Gathered and are acting on employee feedback through our Engagement & Enablement Survey, which received a 97% participation rate.

97%

50

Supported early-career programs for 50 students.



Invested in development opportunities for people from marginalized or underrepresented communities through partnerships with organizations such as We Rise Together, Women of Color in Pharma and Women's Leadership Circle.

Partnered with OUTbio, Work Without Limits and Young Black Pharma to execute education campaigns and sponsor events for our marginalized Blue Crew members to be in community.




"At Blueprint, we understand that our employees are the foundation of our success, and when they are supported both in and outside of the workplace, they are best positioned to thrive. We strive to give our employees across the organization opportunities to do their best work, to grow and develop, and to feel a true sense of belonging at Blueprint."

Debbie Bumpus
Chief People Officer



Equity, Diversity and Inclusion

STRATEGY

ED&I is built into how we function at Blueprint. As such, ED&I initiatives run through all aspects of our business and are highlighted throughout the report with . We aspire to become a biotech leader in practicing equity, increasing diversity and strengthening inclusion, emphasizing ongoing learning and sustainable initiatives to elevate people from marginalized or underrepresented communities and to enhance employees' sense of belonging.

We consider ED&I as a core metric in our achievement and performance as an organization and established a corporate performance goal related to ED&I in 2023. We also progressed our ED&I strategy across three existing focus areas: community, business impact and talent. These three focus areas were designed to foster an environment of belonging, build equity into our business structure, and increase marginalized representation and development, respectively.

We acknowledge the true impact of ED&I is in our ability to sustain and strengthen efforts over time, and we designed a robust ED&I integration strategy to further focus our efforts on where Blueprint can make the most impact: our people and patients. This strategy, to be implemented in 2024, drives accountability to develop equitable practices into the business, making our efforts more sustainable and impactful over time.

Structure

Integrating ED&I into everything we do starts with oversight from the board and executive team. A full-time ED&I director manages Blueprint's global ED&I Committee and strategy. As we evolve to implement our ED&I integration strategy, this structure will shift to even better support our people and patient efforts.

Awards and Recognition

We are proud to be recognized for our efforts in 2023 in areas such as diversity, employee well-being and corporate culture:



#18
on Newsweek's
Most Trustworthy
Companies in
America List

BWB Awards

Part of:
Biotech Week
Boston

Transformational Therapy of the Year Finalist

Recognized as a finalist company spearheading efforts to bring much-needed therapies to patients.

ED&I Initiative Finalist

Acknowledged as a finalist for our outstanding efforts in ED&I, and the only biotech company to be short-listed.



3rd place for executive gender diversity
and

9th place for board gender diversity

among the 75 largest companies in Massachusetts in "Breaking Through To The Top," a gender diversity study conducted by the Eos Foundation.



Partnerships

As part of our efforts to build ED&I coalitions and raise awareness around disparities, we collaborate with various organizations on both a national and global scale.

Throughout 2023, we established diverse and extensive partnerships, ranging from sponsorships and attendance at events to collaborative initiatives and community service, with a wide array of organizations spanning education, health, diversity and professional development. These partnerships, with some examples included below, fall into four key categories:

Early Career Partnerships: American Chemical Society, Harvard Black Postdoc Association, National Organization for the Professional Advancement of Black Chemists and Chemical Engineers

Education and Awareness Partnerships: Big Brothers Big Sisters, Fenway Health, International Institute of New England, OUTbio, Work Without Limits

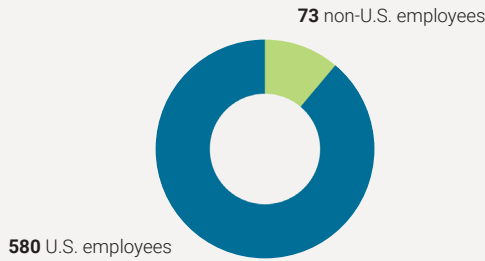
Community Service Partnerships: Catie's Closet, GreenRoots, Prison Book Program

Employee Engagement and Development Partnerships for Marginalized or Underrepresented Communities: Society for the Advancement of Chicanos/Hispanics and Native Americans in Science, Women of Color in Pharma, Young Black Pharma

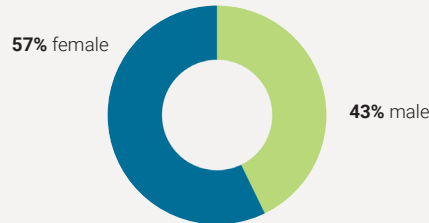


Diversity Metrics

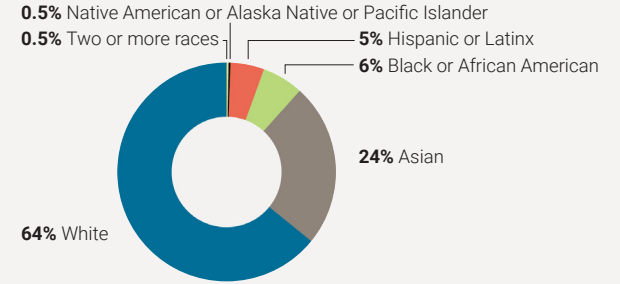
Global company snapshot



Global gender diversity (%)



Racial diversity of U.S. workforce (%)



Executive Team

Members	12
Female members	6
Members from underrepresented populations	4

Board of Directors

Members	10
Female members	3
Members from underrepresented populations	2

Note: Data is reported as of December 31, 2023. Underrepresented populations are defined as those who self-reported as Black or African American, Hispanic or Latinx, Native American, Alaska Native or Pacific Islander, two or more races, and/or LGBTQ+.

Employee Experience

HOW WE HIRE, DEVELOP AND RETAIN TALENT

Creating a workforce of best-in-class talent requires a foundation of diverse and representative people who are thoughtful and driven, show leadership capability, and hold technical expertise. Our approach to hiring and retaining employees who share in Blueprint's mission and values hinges upon fostering:

- Inclusive recruiting and hiring practices
- A culture of continuous learning and career development
- Emphasis on feedback and engagement
- Comprehensive and equitable compensation and benefits

DIVERSE AND INCLUSIVE HIRING

We remain intentional in our commitment to attract and hire diverse top-tier talent. During our recruitment process, we invite applicants in the U.S. to self-identify from among many demographic groups, allowing us to generate anonymized data to identify areas of opportunity for a more inclusive hiring process. We also monitor for potentially underrepresented groups within our organization and shift our strategies and modify our processes accordingly.

In 2023, we sustained and strengthened our recruitment efforts to increase representation from marginalized or underrepresented communities. Blueprint partners with organizations focused on building access pathways to this talent. These partnerships include organizations such as the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers, Work Without Limits, the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science, Women of Color in Pharma, and Young Black Pharma.

In addition to investing in current talent, we also invest in the talent of tomorrow. Through our continued collaboration with ACS Project SEED, Life Science Cares Project Onramp, Flare Education, Chelsea High School, MD Anderson and the Harvard Black Postdoc Association, we provide early-career opportunities for marginalized or underrepresented populations.

LEARNING AND DEVELOPMENT

At Blueprint, we cultivate a culture of continuous learning and talent development, offering access to professional growth opportunities for all. We foster growth through experiential leadership development and skill-building programs.

Developing our employees into capable and confident team members, mentors and leaders is important to us. We offer several resources and programs, some of which include the following:

- **Mentor Program:** Pairs employees across the business and uses knowledge sharing to accelerate growth and development and foster cross-functional relationships.
- **Blueprint Medicines Organizational Leadership Development (BOLD):** Internally developed program to teach leadership skills to all people managers.
- **Blue University (e-learning training center):** Provides training and learning resources to our Blue Crew.
- **Senior Leadership Circle:** Focuses on the development of senior-level department leaders who come together to learn from each other and engage with executives on enterprise strategy.
- **From Laboratory to Leadership Program:** In collaboration with MassBioEd, hones the skills and knowledge of first-time and developing managers, taking them from competent technical managers to capable business leaders.
-  **We Rise Together:** Pairs mid-career professionals from historically marginalized or underrepresented communities with C-suite mentors from other companies for training and mentoring after a four-month course curriculum.
-  **Women of Color in Pharma's Global Leadership Accelerator Program:** Develops and advances networks for women of color to increase representation in positions of leadership.

2023 Training Metrics

16

Number of courses (with multiple sessions) or opportunities available to employees

404

Total number of courses taken by employees

64

Average total number of learning hours of training per employee (increased from 57 in 2022)

ENGAGEMENT AND FEEDBACK

At Blueprint, we have designed a rich employee experience that is responsive to continuous feedback and insights.

Engagement and Enablement Survey

We routinely seek out and act upon employee feedback to optimize the employee experience, including through our annual Engagement and Enablement Survey. In January 2024, 97% of our global workforce completed the most recent survey, revealing an increase in overall engagement, which specifically showed that among our employees:

- **94% are proud to work at Blueprint**
- **94% know how their role contributes to our goals**
- **85% believe the company's commitment to ED&I is genuine**

Evaluating our annual survey results helps us to determine our strategic targeted areas for improvement, both as an organization and by department.

As in previous years, our employee turnover rate is substantially below the industry average,* a reflection of our hard work to ensure employees feel supported, valued and included. Employee retention is important not only for our culture but also for our business continuity.

Feedback and Performance Reviews

We pride ourselves on our feedback culture. While we encourage open communication year-round, twice a year we seek out 360-degree feedback from peers, stakeholders, leaders and direct reports to understand where and how we can make an impact for each employee. As part of this process, employees create a development plan to lay out career aspirations and discuss it with their managers.

In 2023, we implemented a competency model for the Blue Crew designed to clarify the interpersonal skills and behaviors needed to deliver high-quality, innovative and high-impact results at Blueprint. We embedded this competency model into our performance and development processes to provide a road map for advancement at Blueprint. As we continue to integrate the competencies into our day-to-day, we expect them to contribute to the following:

- **Increased effectiveness and efficiency** in the way we work (business results)
- **Increased employee satisfaction** around professional development, which is a key driver of engagement
- **Increased equity** in the way we evaluate and develop our talent

ED&I

Bias Interrupter Program

The Bias Interrupter program, launched in 2022, has been consistently utilized to mitigate unconscious bias and increase equity in our performance review and promotion cycle. Based on high-value impact feedback, we executed the program in our 2023 midyear and end-of-year review cycles.

Blue Crew Communities

We maintain Blue Crew Communities that enhance the culture of our organization, role model our core values, and provide employees with an opportunity to connect on a personal level, irrespective of geographic location. These Communities focus on bringing our core values to life, supporting ED&I initiatives throughout the organization and championing environmental causes.

- **Core Values Team**
- **ED&I Committee**
- **Green Team**
- **Fun Team**



*Data on file, prepared for the company by Aon PLC.

BENEFITS

At Blueprint, our Total Rewards program focuses on providing comprehensive and equitable benefits, recognizing employees who embody our values, and ensuring fairness in how we compensate and reward. We prioritize choice, flexibility and inclusion in our program, allowing employees to access benefits that support their well-being and work-life balance.

Blueprint offers traditional benefits, such as comprehensive medical, dental and vision plans; an employee stock purchase plan; and a retirement savings program with a company match. What sets us apart from other organizations is our curation of benefits and perks meant to empower our employees with choice in their benefits and their complete physical, mental and financial well-being.

These unique benefits include:

- **Lifestyle Spending Account Benefits:** Support for areas traditional benefits may not cover, such as self-care, fitness devices, nutrition, pet care, home and repair services.
- **Modern Health:** Concierge-level mental health and lifestyle coaching services, which include career coaching, for employees and their eligible family members.
- **Paid Medical and Family Leave:** Twelve weeks of leave in a 12-month period at 100% pay for each leave type: an employee's health condition, and child bonding or other caregiver leave.
- **Professional Productivity Coaching:** Ninety-day coaching services to help employees build sustainable work productivity habits.
- **Annual Well-being Shutdowns:** A fully paid summer and winter weeklong company shutdown benefiting most of our Blue Crew.
- **401(k) Plan:** Comprehensive retirement savings plan enabling choice, including optional ESG-focused fund offerings, with company match contribution and complimentary access to our 401(k) advisor.
- **Equity Plan:** All new hires and continuing employees receive equity awards to further align employee interests with those of our shareholders and help engender an ownership and performance culture.
- **Robust Rewards and Recognition Programs:** Includes peer-to-peer recognition, acknowledgment in monthly company meetings, and annual awards to honor employees nominated by peers and leaders and selected by our leadership teams.

ED&I

Career Coaching with an Equity Lens

Modern Health, an offered service, allows employees to search for career and lifestyle coaches based on racial and gender identities. Blueprint also engages with a third-party performance coach who specializes in working with employees from marginalized or underrepresented communities.



Compensation Program

Maintaining equitable pay is essential for retaining valuable talent in our competitive industry. Our compensation program is designed to attract, retain and motivate employees, aligning with business goals and core values and differentiating pay based on performance.

Additionally, we regularly review our compensation practices, including for our mid-year and year-end performance and promotion cycles, to ensure our employees are compensated fairly, regardless of identity, and we make adjustments where we deem appropriate to promote internal equity or market competitiveness.

COMMUNITY IMPACT

We believe Blueprint has a responsibility to contribute to and improve the communities in which we live and work. We offer a variety of programs and initiatives for employees to engage with, including:

- **A corporate match program** supporting employee donations to nonprofit organizations advancing social justice and humanitarian aid
- **Company charitable contributions** to nonprofit organizations focused on health and economic equity
- **Employee volunteer opportunities**, including environmental cleanups and other community projects
- **Donation drives** to collect items for populations in need via collaborations with Catie's Closet, a nonprofit organization that transforms unused school areas into "stores" for free and discreet shopping, and the Prison Book Program, a nonprofit organization that supports the rehabilitation of incarcerated individuals
- **The opportunity to participate in Big Brothers Big Sisters**, a nonprofit organization dedicated to helping children realize their potential

Core Values Week

During our Core Values Week, a specific day is devoted to embracing our core value of thoughtfulness, encouraging all employees to participate in a community service activity. To foster meaningful engagement, volunteer opportunities were extended to our Blue Crew through partnerships with local nonprofits.

CASE STUDY

Working with Local Students through Suit Up

For the second consecutive year, we participated in Suit Up, a nonprofit community service initiative, during Blueprint's Core Values Week. The activity involves a day of coaching local high school students on how to prepare for and succeed in job interviews, as part of a friendly competition of mock interviews with Blue Crew members.



2023 Community Giving Metrics

\$198,840

Company charitable contribution

32

Total number of organizations supported

\$15,981

Employee donations matched through our corporate match programs

Employee Health and Safety

Our commitment to ensuring the health, well-being and safety of our employees is reflected in our comprehensive approach, which aligns with federal, state and local regulations. Our health and safety program is managed by our facilities team under the oversight of our Chief Financial Officer.

All employees receive new-hire safety training that includes general safety, fire safety, emergency evacuation procedures, exposures and medical emergencies, and other topics consistent with regulations and standard practice. In addition, employees working in our laboratories receive annual trainings on potential emergency situations and procedures, including chemical spills and exposures.

We conduct yearly audits of our office space and laboratories to ensure proper emergency planning and equipment, hazardous and biological waste handling, fire safety, and more. The company maintains an emergency action plan, updated and reviewed yearly by a designated emergency coordinator. This plan includes information on emergency evacuation; medical, chemical and biohazard emergencies; natural disasters; and other events.

Health and Safety Metrics

0%

Total OSHA recordable incident rate (Cambridge locations)

358

Employee safety training hours

Responsible business practices

Under the leadership of our board and executive team, we are committed to good governance as an essential business practice and component of our corporate responsibility efforts. We apply high ethical, compliance and legal standards across our operations.

2023 Highlights



30%

of our board is **female**



20%

of our board is racially/ethnically **diverse**

Began implementation of a clinical data platform to enhance efficiency in clinical trial data management

Required **compliance training** by all Blue Crew members



~1,670 lbs.

of plastic **recycled** from our Cambridge lab facility

Updated Blueprint's Acceptable Use Policy to address acceptable use of AI, including generative AI, technologies

AI

Corporate Governance and Risk Management

CORPORATE GOVERNANCE AND BOARD COMPOSITION

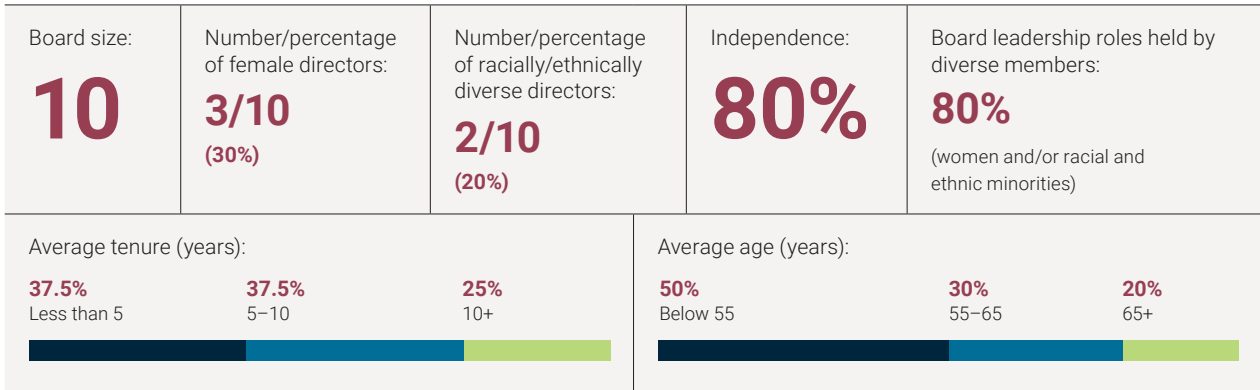
At Blueprint, we are committed to strong corporate governance as we scale our impact and bring life-changing medicines to patients globally. We evaluate our governance practices regularly to ensure that we maintain a strong governance framework that aligns with our industry peers and new regulations applicable to our company and industry.











Overall, 80% of our directors are independent, including our designated lead independent director.* All committees are composed solely of independent directors. Our board believes that good governance practices are important to ensure that our company is managed for the long-term benefit of shareholders and has updated Corporate Governance Guidelines to assist in the exercise of the board’s duties and oversight responsibilities. Additional detail on director expertise can be found in our proxy statement, available in the Investor section of our website.

Board Diversity

We believe that the effectiveness of our board is largely a function of having highly qualified, experienced and diverse directors focused on driving Blueprint’s long-term success. Our board members each bring distinct scientific, clinical, financial and business backgrounds to their roles, providing diverse experiences and perspectives to their oversight of the company.

Board of Directors – Vital Stats*



Industry Knowledge	
Commercialization Experience	
Research and Pipeline Development Experience	
Medical Experience	
Regulatory Experience	
Financial Experience	
Public Board Experience	
Cybersecurity Oversight Experience	
Independence	
Blueprint Board Leadership Role	

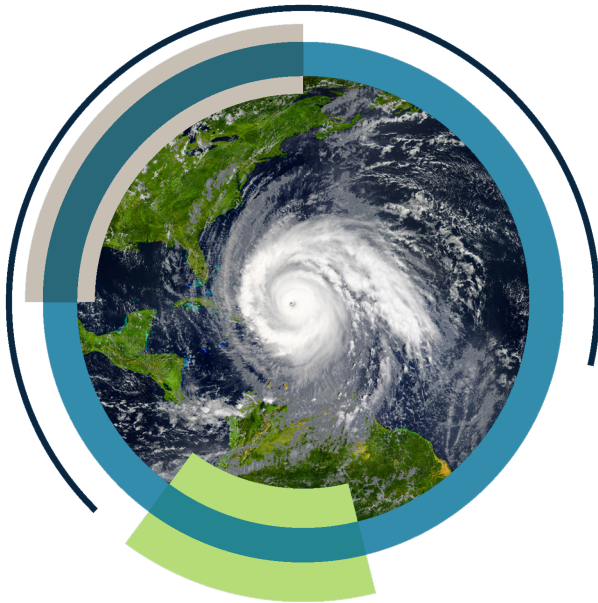
* Board metrics are as of April 2024, as provided in our 2024 Proxy Statement.

RISK MANAGEMENT

We conduct an annual Enterprise Risk Assessment that covers risk areas across the organization. The assessment results are reviewed by the executive team to determine appropriate mitigation strategies and discussed with the Audit Committee.

Incorporation of Climate Risks

We currently assess the impact of climate-related risks as part of our enterprise risk management process. We acknowledge that climate-related risks, such as natural disasters, could disrupt our facilities, labs, clinical trial sites or the manufacturing facilities of our third-party contract manufacturers and adversely impact our business.



Business Ethics and Integrity

Integrity is fundamental to everything we do at Blueprint. Our comprehensive global Compliance Program and Code of Business Conduct and Ethics set the standards for how we conduct business, and they apply to all employees, contractors, board directors and executive officers.

CORE VALUES WEEK

Highlighting Integrity

For the past two years, we hosted and celebrated Integrity Day at Blueprint, fostering discussions on what it means to act with integrity and to have moral courage in the workplace. In 2023, we integrated integrity into Core Values Week, an annual celebration of Blueprint's overarching principles, to emphasize its intrinsic part of each of our core values: patients first, thoughtfulness, urgency, trust and optimism.

Our 2023 theme for Core Values Week was *Every Moment Matters*, highlighting the importance of every action we take in upholding our values and furthering our mission.



COMPLIANCE PROGRAM

Blueprint's Chief Compliance Officer is responsible for the Compliance Program and provides annual reports to the board. The Compliance Committee, consisting of senior cross-functional leaders from across both U.S. and international parts of the business, maintains management oversight of our program.

Our Compliance Program was designed in accordance with the Compliance Program Guidance for Pharmaceutical Manufacturers issued by the U.S. Department of Health and Human Services. Blueprint also aligns with the Pharmaceutical Research and Manufacturers of America (PhRMA) Code and has implemented policies and procedures that are consistent with its requirements. We periodically assess the program through risk assessments and gap analyses to ensure we continue to effectively meet evolving compliance needs as well as additional laws and guidance.

All U.S. and global employees, as well as certain contractors, are trained on compliance policies and guidelines that are applicable to their job functions.

Code of Business Conduct and Ethics

Blueprint's Code of Business Conduct and Ethics (Code) is an extension of our mission. It articulates how we live by our Core Values and guides us in making ethical and legal decisions on a daily basis in our work.

All new hires receive training on the Code and are required to attest to reviewing the Code. After refreshing the Code in 2022 to better articulate our commitment to integrity, we launched expanded training sessions on the new Code in 2023 to all global employees. The training completion rate for global employees was 99%. In addition, we provide training to employees in Europe that integrates elements of the European Federation of Pharmaceutical Industries and Associations Code to address region-specific considerations.

In 2023, Blueprint's human resources department created a toolkit for all managers detailing how to incorporate messaging and principles from the Code into their everyday communication.

Incident Reporting

We seek to maintain an "open door" environment in which every employee is comfortable speaking up and raising questions about conduct they know, or suspect, is inappropriate, without fear of retaliation. The BlueCares hotline, hosted by an independent third party and accessible globally, enables all global employees to raise concerns (anonymously, if they choose, in the U.S. and elsewhere as permitted by local law) and is available 24 hours a day, 365 days a year.

Employees are provided information regarding the hotline during new-hire training and as part of our ongoing compliance training, and information is accessible via our intranet. Incident reports are reviewed by the Chief Compliance Officer, and the chair of the board's Audit Committee receives direct alerts on all incidents reported through the hotline.

ETHICAL MARKETING

Customers depend on us for accurate and balanced information about the efficacy and safety of our products. We help HCPs and patients make informed decisions by educating them about our products honestly.

Promotional materials must meet the requirements of applicable local laws, regulations and industry codes, including the PhRMA Code on Interactions with Healthcare Professionals. Our Promotional and Non-Promotional Medical Interactions policies guide our responses to questions on products prior to approval. To help ensure activities are carried out appropriately, field employees who engage in promotional interactions with customers receive training, consistent with their roles, covering applicable laws, regulations and industry codes. Certain contractors are also provided training if their roles require it. Our Ways of Working Guidance document for field employees was updated in 2023 and focuses on the role of each field team, interaction guidance, and the One Blue philosophy and approach.

The U.S. Field Manual is another Blueprint tool that provides comprehensive guidance on compliance policies to support our U.S. field personnel. The manual covers key laws and principles, conflicts of interest, promotional interactions, non-promotional and medical interactions, interactions with patients and patient advocacy groups, and adverse event and product complaint reporting.

Learn more by visiting the Responsible Marketing section on [page 19](#) of Blueprint's Code of Business Conduct and Ethics.

GOVERNMENT RELATIONS AND PUBLIC POLICY

Blueprint primarily engages in public policy through industry trade association memberships, including the Biotechnology Innovation Organization. We do not maintain a political action committee and did not make any contributions to political parties or candidates in 2023. In addition, we do not incentivize employees to make political contributions, and we do not engage in lobbying activities.



Clinical Research and Patient Safety

RESEARCH AND DEVELOPMENT

We are continuing to invest in groundbreaking scientific research, building on our track record of R&D success, to bring new hope to patients with mast cell disorders and cell-cycle-driven cancers.

We know that successful R&D requires collaboration and trust, especially with patients, families and healthcare providers who participate in clinical research, and we are dedicated to advancing patient safety, transparency and equity in all our R&D efforts.

In 2023, we began implementation of a clinical data platform that will serve as the foundation for enhancing our efficiency in clinical trial reporting, management, data cleaning and other capabilities. This platform will enable us to streamline and optimize our processes related to clinical trial data by providing a centralized and standardized framework for data collection, storage and analysis, ensuring accuracy and consistency across trials. By leveraging this platform, we will be able to improve the timeliness and quality of our clinical trial reporting.

Research Transparency

We recognize the importance of disclosing research, including clinical trial results, to ensure patients, healthcare providers, scientists and other stakeholders are able to access information and data that can inform patient care and future research. We routinely share data from our preclinical and clinical studies with the scientific community through peer-reviewed publications in medical journals and presentations at conferences, as well as providing open access to key presentations and publications on our [website](#) for all stakeholders.

In 2023, we submitted 69 conference abstracts, presented 43 posters and 17 oral presentations, and published 11 manuscripts, including in *NEJM Evidence* and the *Journal of Oncology Pharmacy Practice*. In addition, we register our clinical trials on ClinicalTrials.gov, EudraCT and other relevant registry websites.

Blueprint actively maintains compliance with the more stringent transparency regulations outlined in the EU Clinical Trials Regulation (EU CTR). In 2023, we successfully submitted three studies to the EU CTR, demonstrating our commitment to transparency and adherence to regulatory requirements.

SAFETY OF CLINICAL TRIALS

Across our clinical development programs, we follow review and approval procedures required by laws and regulations before initiating clinical research studies and throughout their conduct. Clinical trials are conducted by qualified Contract Research Organizations and are overseen by qualified study managers in our clinical operations department who meet or exceed minimum prior-experience requirements and are trained on our procedures.

We protect patient safety and well-being through informed consent and routine safety monitoring and reporting, including use of independent Data and Safety Monitoring Boards and internal quarterly safety review meetings, consistent with established Good Clinical Practice guidelines and other country-specific standards.

We maintain standard operating procedures (SOPs) to initiate recovery of distributed investigational medicinal products if there are patient or customer complaints, adverse event reports encountered during clinical studies, investigations for product quality-related issues, or mandatory decisions by regulatory authorities.



Product Quality and Vendor Management

QUALITY PROGRAM

Our Global Quality Management System (QMS) represents the framework for Blueprint's management of high product quality and data integrity. The Blueprint Global Quality Manual, part of our QMS, applies to good practice (GxP) activities conducted throughout the product life cycle. We adhere to regulations, requirements and guidelines set forth by the health authorities of applicable countries. This includes the FDA, European Medicines Agency, and the International Council on Harmonization (ICH).

Oversight

The head of quality is responsible for the implementation and oversight of the Global QMS at Blueprint. In the event issues arise, the Blueprint quality department has processes in place to escalate significant quality compliance and quality issues to the Executive Recall Committee.

The effectiveness of the Global QMS is assessed in three ways: internal audits, health authority inspections and management review. Regularly scheduled quality management reviews are conducted to assess internal and external quality events and trends. The Material Review Board (MRB), consisting of leaders from quality, regulatory affairs and technical operations, is required to meet and assess the fate of any nonconforming product on a case-by-case basis.

Training

Our training program delivers the full scope of required training material to employees to support their functions and roles. At a minimum, quality leadership reviews and assesses the training framework annually to adjust curricula and requirements as needed.

GxP Vendor Audit Program

As part of the vendor selection process, all GxP vendors are qualified by the quality department for the products and services they provide and are held to the terms of contract for quality matters per approved agreement. Once a vendor is onboarded, we conduct routine monitoring through our audit program in addition to our normal operational oversight.

The Blueprint audit program includes external vendor audits, investigator site audits during clinical studies and internal self-assessments of our quality processes. We apply a risk-based approach in determining the frequency of audits and the implementation of quality agreements with vendors. Blueprint also utilizes external quality consultant agencies and private consultants for our auditing purposes. Audits are tracked through QMS tools.

ADVERSE EVENTS AND PRODUCT RECALLS

In the instance of any adverse events, quality events or product complaints, the Blueprint Quality Event Process is used to investigate impact and implement immediate corrective actions, in addition to approving additional corrective and preventive actions (CAPA) for remediation.

We maintain robust SOPs that follow GxP and applicable regulations in the event of a commercial product recall. Our Executive Recall Committee and recall execution team assess the potential risk to patients, evaluate situations that may affect safety or quality, and develop a recall strategy. In 2023, we had no product recalls.

Refer to our Code of Business Conduct and Ethics for more information on the Adverse Event and Product Complaint Policy and reporting channels.

PRODUCT INTEGRITY

We are committed to complying with the Drug Supply Chain Security Act (DSCSA) to safeguard our supply chain against suspect, illegitimate and counterfeit products. Our SOPs include requirements on product tracing, product identifiers, authorized trading partners and verification.

We have implemented compliant serialization practices in our supply chain for commercial products such that every unit has a unique identifier, enabling the relevant parts of the product supply chain to be halted if a transaction takes place involving a falsified product.

We are committed to ensuring our supply chain partners have the relevant qualifications and validated track-and-trace systems to look up and verify serial numbers. We also require our partners to maintain requisite training and policies to enable comprehensive reporting.

VENDOR MANAGEMENT

We partner with leading industry organizations primarily in North America and Europe to develop and manufacture our therapies consistent with Good Manufacturing Practice regulations and guidelines. Our Code of Business Conduct and Ethics provides general guidelines for how we conduct business with the highest standards of ethics, and our Procurement Policy outlines awarding business and contracting with vendors, issuing purchase orders, and maintaining ethical standards and fair-trade practices.

While working with outsourced Contract Development and Manufacturing Organizations that offer a broad range of technologies and capabilities, we maintain a robust program for supplier selection and qualification. This process enables us to select partners that align with our cultural values; promote ED&I; and hold themselves to the highest ethical, social and environmental standards.

Data Privacy and Security

We recognize the importance of protecting the privacy of personal information and other confidential information. Our employees are dedicated and proficient, acting as data stewards across various areas, expertise and professions, to protect the personal data of patients, caregivers and the healthcare professionals who support them.

DATA PRIVACY

The Audit Committee of our board receives updates regarding information security matters. The Data Privacy Taskforce, a cross-functional team including legal, compliance, information security, commercial, quality, and international legal representatives, oversees compliance with global data protection and privacy regulations, such as the General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). Activities include establishing a record of processing activity registers; developing privacy impact assessments; managing employee, consumer and patient privacy issues.

Our Privacy Incident Investigation and Management SOP outlines the process for responding to potential data breach incidents. In addition, we have established a Privacy Policy, which is publicly available on our website.

Employees are required to participate in data privacy training, and we follow a defined data security protocol focusing on ensuring data safety and transparency in agreement with international laws and regulations governing data protection and privacy. In 2023, around 95% of all new users completed the global privacy training.

INFORMATION SECURITY

Blueprint concentrates on securing, testing and optimizing our technology ecosystem to protect the integrity of our data and the data of patients. Our Information Security Policy, security controls and operating procedures are aligned with the National Institute of Standards and Technology (NIST) cybersecurity framework.

We proactively initiate monthly cybersecurity assessments and network vulnerability scans in addition to monitoring threats in real time. In 2023, we conducted internal and external penetration testing of our network. We routinely review and take action to strengthen our security controls based on the findings and continuously incorporate updated technology as it becomes available.

Employee Training

All employees are subject to periodic phishing awareness campaigns in addition to annual information security training, covering a broad range of topics, such as social engineering, phishing, mobile security and best practices to secure sensitive information. In 2023, 97% of employees successfully completed annual information security awareness training, reflecting a strong commitment to enhancing cybersecurity awareness.

Phishing campaigns are conducted quarterly, and in 2023, we added a continuous, unannounced campaign. This doubled the number of test phishing messages employees received and helped improve our responsiveness to concerning messages. We also require new training for every individual who clicks on spam phishing messages as part of our training campaigns.

Vendor Due Diligence

To ensure information security in our third-party IS vendors, we deploy a risk-based approach in vendor selection and continuous monitoring. We request and review Service Organization Control Type 2 (SOC 2) reports on a periodic basis from all new IS vendors to make sure they align with Blueprint's requirements. High-impact vendors that play a critical role in Blueprint's operations undergo more stringent and frequent reviews.

In response to the new Securities and Exchange Commission (SEC) cybersecurity regulation, the Information Systems (IS) Team worked with a cross-functional group of leaders at Blueprint to implement regular meetings with each business unit to understand any potential security risk across the business.

Business Continuity

Our IS department maintains a Disaster Recovery and Business Continuity Policy and a Disaster Recovery SOP that we test annually. During the testing, we activate standby infrastructure to ensure critical business systems will continue to operate if we are unable to operate from the Cambridge office.

ARTIFICIAL INTELLIGENCE (AI)

Approach to AI

Blueprint recognizes the benefits and potential improvements AI can bring to our organization. These benefits include increasing efficiency and productivity, improving decision-making, and accelerating innovations. In 2023, Blueprint's Acceptable Use Policy was updated to provide guidance for the acceptable use of AI, including generative AI technologies.

Our approach to AI is rooted in three principles: transparent use, responsible use and compliant use. As this is a fast-moving space, Blueprint's IS, legal and compliance teams will continue to monitor the evolving AI and technology landscape and update Blueprint's policies as necessary.

To keep employees informed and aware, we offered company-wide training on an introduction to generative AI, how it works, its limitations and risks, and how to use it effectively to improve productivity.



Environmental Sustainability

COMMITMENT TO THE ENVIRONMENT

We believe human health is inextricably linked with our environment, and responsible environmental stewardship is an important part of our company's mission to help patients live better lives. We know that climate change poses potential risks to our business and are committed to taking steps to understand and mitigate our effect on the environment. We are in the process of tracking environmental metrics, which we plan to disclose in full accordance with all legal requirements in the jurisdictions where we conduct our business.

As stipulated in our [Environmental Statement](#), we are committed to working with all of our stakeholders to understand and minimize our impact on the environment.

SUSTAINABLE OPERATIONS

We are committed to operating our business in a sustainable manner and limiting our environmental impact, and we have initiated a number of programs to advance these interests. These include energy-efficient lighting and HVAC, composting at our headquarters, access to electric vehicle (EV) charging stations, and a permanent flexible work model to enable telecommuting and reduce unnecessary travel.

Water Usage and Wastewater Management

We use a reverse osmosis water filtration system to provide purified water to our Cambridge headquarters, with reject water diverted for use in non-potable water applications prior to sewer discharge. In addition, we pre-treat laboratory wastewater daily before it is discharged. Scientists receive new-hire and annual trainings on wastewater management procedures, including the Chemical Hygiene Plan, which addresses processes to ensure solvents do not spill or leak into the sewer system and processes for collecting and disposing of solvents safely.

PARTNERSHIP

GreenLabs

Blueprint partners with a local, Boston-based recycling company called GreenLabs that specializes in collecting and recycling plastic items from the lab science industry that are not accepted at large, municipal recycling sorting facilities. These include pipette tip boxes, wafers, lids, media bottles and conical tub racks, which would otherwise go to a landfill.

In 2023, we recycled 1,671 pounds of plastic from our Cambridge lab facility.

Our Recycling History

3, 2 6 7 lbs.

Total pounds recycled by Blueprint with GreenLabs since the start of our partnership in 2022.

Pipette Tip Boxes Recycled

6, 6 8 4 boxes

Based on estimated 0.25 lbs. per empty tip box.



Hazardous Waste Reduction and Laboratory Management

Our hazardous waste program ensures that we comply with all relevant local, state and federal regulations. We segregate lab waste according to the primary type of hazard (chemical, biological or radioactive) and follow the appropriate labeling, storage and disposal procedures. Routine internal inspections are conducted to ensure compliance.

Blueprint is registered as a small-quantity generator of hazardous waste with the Massachusetts Department of Environmental Protection and the U.S. Environmental Protection Agency (EPA). Even as a small-quantity generator, whenever possible, we try to implement strategies to minimize waste and institute environmentally friendly practices, such as ordering only the quantity of substance needed, using the lowest concentration possible of a toxic constituent, avoiding use of cyanides and other highly toxic chemicals, and using environmentally safe thermometers.

EMPLOYEE EDUCATION INITIATIVES

Our Green Team, in collaboration with the ED&I Committee, sponsors annual educational activity campaigns and community service initiatives to raise employee awareness of sustainability efforts and provide opportunities for Blue Crew members to contribute within their local communities. In 2023, these efforts included:

- Continued partnership with GreenRoots, launched in 2022, to host community service efforts in the Boston area and educate the ED&I Committee on the fragility of local and global ecosystems, which continue to be threatened by climate change
- Earth Day sessions during Bring Your Kids to Work Day to educate kids and guardians on how to recycle, compost and grow plants from reusable materials

Frameworks and standards

United Nations Sustainable Development Goals (SDGs)



The SDGs are a collaborative, global effort to achieve a better and more sustainable future for all. Represented by 17 Global Goals and 169 targets, the SDGs address challenges of poverty, inequality, climate change, environmental degradation, peace and justice. We identified the areas in which we have the greatest influence and impact through our business strategy, products and services.

Goal	Description	Alignment to Blueprint	Report Section
	Ensure healthy lives and promote well-being for everyone at all ages	Blueprint is a fully integrated, commercial-stage, global biopharmaceutical company that invents life-changing medicines in two core, strategic areas of allergy/inflammation and oncology/hematology. We continue to invest in R&D, patient access programs, patient assistance via the YourBlueprint program and advocacy efforts.	Commitment to Patients
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	We partner with organizations who are advancing opportunities in STEM education for underserved populations, including Life Science Cares Project Onramp, and have implemented programs to enhance diversity in the biopharmaceutical industry.	Attracting, Engaging and Retaining Our Employees
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	The core of our mission at Blueprint is to deliver life-changing medicines to as many patients in need as possible. We continue to invest in groundbreaking scientific research to bring the promise of our innovative medicines to additional patient populations and their families.	Responsible Business Practices
	Reduce inequality within and among countries	One of our core values is “patients first,” and we have built global early-access programs for investigational therapies and YourBlueprint patient assistance programs to provide access to our commercial therapies and support throughout the treatment journey. Blueprint is committed to building equity into our clinical and commercial practices to increase outreach to patients from marginalized or underrepresented communities through initiatives and partnerships that increase clinical trial diversity and representation in Blueprint programs.	Commitment to Patients

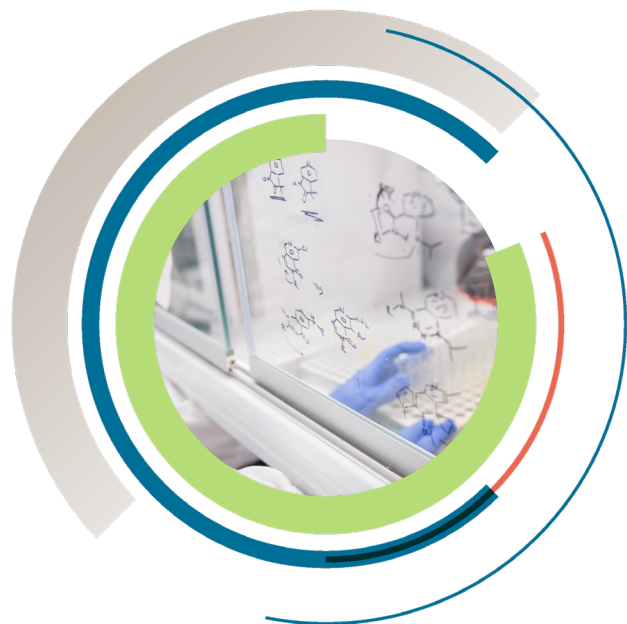
Sustainability Accounting Standards Board (SASB)



In developing this report, we aligned our disclosures with SASB Standards related to the biotechnology and pharmaceuticals industry. The standards help ensure that we address the ESG factors most relevant to our business.

Topic	Accounting Metric	SASB Code	2023 Response and Report Reference
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	Refer to Clinical Research and Patient Safety section under Responsible Business Practices .
	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	No trials were inspected that resulted in classification of VAI/OAI.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	No material losses resulting from legal proceedings.
Access to Medicines	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	HC-BP-240a.1	Refer to Access to Medicines and Patient Experience sections under Commitment to Patients .
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	We do not have any products that qualify for the WHO List of Prequalified Medicinal Products.
Affordability & Pricing	Percentage change in (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	We believe the price of our medicines reflects their profound benefits in the rare patient populations for whom they were developed. We're committed to enabling patient access, and we've designed a robust patient support program in the U.S. to help patients start and stay on therapy while minimizing out-of-pocket costs. In addition, we're committed to reinvesting product revenues into research to bring even more treatment advances to patients with allergic/inflammatory diseases or cancer. We periodically consider price increases consistent with inflation and our goal to sustain our R&D efforts.
	Percentage change in (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	

Sustainability Accounting Standards Board (SASB) – continued



Topic	Accounting Metric	SASB Code	2023 Response and Report Reference
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	No Blueprint products are currently listed in the MedWatch Safety Alerts database. The FDA's MedWatch Safety Alerts for Human Medical Products database can be publicly accessed here .
	Number of fatalities associated with products	HC-BP-250a.2	This information for our products can be found in the FDA's Adverse Event Reporting System here .
	Number of recalls issued, total units recalled	HC-BP-250a.3	There were no recalls issued.
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	Amount of product negligible.
	Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	We have not had any cGMP violations or enforcement actions.
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	We have implemented fully compliant serialization practices in our supply chain for commercial products such that every unit has a unique identifier, enabling the relevant parts of the product supply chain to be halted if a transaction takes place involving a falsified product.
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	We have internal processes in place to ensure risks associated with unsafe products are managed. As of December 31, 2023, no alerts have been received.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None.

Sustainability Accounting Standards Board (SASB) – continued

Topic	Accounting Metric	SASB Code	2023 Response and Report Reference	Activity Metric	SASB Code	Response
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	No material losses resulting from legal proceedings.	Number of Patients Treated	HC-BP-000.A	~3,800 patients have received AYYAKIT through clinical studies, compassionate use, and commercial sale through the end of 2023.
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Refer to Business Ethics and Integrity section under Responsible Business Practices .			
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	HC-BP-330a.1	Refer to Employee Experience section under Attracting, Engaging and Retaining Our Employees .	Number of Drugs in Portfolio and in Research and Development (Phases 1-3)	HC-BP-270a.2	Our portfolio includes 6 novel therapeutics. This includes 2 approved medicines, 2 investigational therapies in clinical development and 2 in preclinical development, with multiple additional undisclosed programs.
	(1) Voluntary and (2) involuntary turnover rate for (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	HC-BP-330a.2	Refer to Employee Experience section under Attracting, Engaging and Retaining Our Employees .			
Supply Chain Management	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	HC-BP-430a.1	Refer to Product Quality and Vendor Management section under Responsible Business Practices .			
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	No material losses resulting from legal proceedings.			
	Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a.2	Refer to Business Ethics and Integrity section under Responsible Business Practices .			

Employee Diversity Metrics



Global Company Snapshot	2022	2023
Total employees	615	653
U.S. employees	563	580
Global Gender Diversity (%)		
Female	56%	57%
Male	44%	43%
Racial Diversity of U.S. Workforce (%)		
Native American or Alaska Native or Pacific Islander	0%	0.5%
Asian	24%	24%
Black or African American	6%	6%
Hispanic or Latinx	5%	5%
Two or more races	1%	0.5%
White	64%	64%
Executive Team		
Members	12	12
Female members	6	6
Members from underrepresented populations	4	4
Board of Directors		
Members	10	10
Female members	3	3
Members from underrepresented populations	2	2

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Sustainability Report contains forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995, as amended, including, without limitation, statements regarding plans, strategies, timelines, and expectations for our current or future approved drugs and drug candidates; expectations related to the markets for our current or future approved drugs and drug candidates; the potential benefits of any of our current or future approved drugs or drug candidates in treating patients; and our financial performance, strategy, goals and anticipated milestones, business plans, and focus. While we believe the forward-looking statements contained in this Sustainability Report are accurate, these forward-looking statements represent our beliefs only as of the date of this Sustainability Report, and there are a number of risks and uncertainties that could cause actual events or results to differ materially from those indicated by such forward-looking statements. Any forward-looking statements in this Sustainability Report are based on management's current expectations and beliefs and are subject to a number of risks, uncertainties, and important factors that may cause actual events or results to differ materially from those expressed or implied by any forward-looking statements contained in this Sustainability Report, including, without limitation, risks and uncertainties related to our ability and plans in continuing to expand a commercial infrastructure, and successfully launching, marketing, and selling current or future approved products; our ability to successfully expand the approved indications for AYWAKIT/AYVAKYT or obtain marketing approval for AYWAKIT/AYVAKYT in additional geographies in the future; the delay of any current or planned clinical trials or the development of our current or future drug candidates; our advancement of multiple early-stage efforts; our ability to successfully demonstrate the safety and efficacy of our drug candidates and gain approval of our drug candidates on a timely basis, if at all; the preclinical and clinical results for our drug candidates, which may not support further development of such drug candidates either as monotherapies or in combination with other agents or may impact the anticipated timing of data or regulatory submissions; actions of regulatory agencies, which may affect the initiation, timing, and progress of clinical trials; our ability to obtain, maintain, and enforce patent and other intellectual property protection for its products or any drug candidates it is developing; our ability to develop and commercialize companion diagnostic tests for its products or any of its current and future drug candidates; our ability to successfully expand our research platform and the costs thereof; and the success of our current and future collaborations, partnerships, or licensing arrangements. These and other risks and uncertainties are described in greater detail in the section entitled "Risk Factors" in our filings with the Securities and Exchange Commission (SEC), including our Sustainability Report on Form 10-K for the year ended December 31, 2023, as filed with the SEC on February 15, 2024, and any other filings that we have made or may make with the SEC in the future. Any forward-looking statements contained in this Sustainability Report represent our views only as of April 25, 2024, and should not be relied upon as representing its views as of any subsequent date. Except as required by law, we assume no obligation to update or revise these forward-looking statements for any reason, even if new information becomes available in the future.



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