



2024

Environmental, Social, and Governance Report

IN THE FIGHT TO REMAIN AT THE
FOREFRONT OF THERAPIES FOR
RARE AND ORPHAN DISEASES™





Table of Contents

Overview

- [2](#) Message from the President & CEO
- [3](#) About Amicus
- [4](#) Amicus Aspirations & Achievements
- [5](#) ESG Program
- [6](#) Our ESG Initiatives & UN Sustainable Development Goals

Environmental Stewardship

- [8](#) Environmental Stewardship & Corporate Responsibility
- [9](#) Sustainability within Supply
- [10](#) Strengthening our Commitment to ESG through our Partnerships

Patients

- [12](#) Patient Advocacy
- [13](#) Patient Advocacy and Engagement
- [14](#) Pricing Promise and Commitment to Patients
- [15](#) Access & Affordability
- [17](#) Safety of Clinical Trials
- [18](#) Product Quality

Employees

- [20](#) Our Responsible Business
- [21](#) Talent Pipeline Development Strategy
- [22](#) Leadership Development and Learning Programs
- [23](#) Career Development Plans
- [24](#) Employee Recruitment, Engagement, and Retention
- [27](#) Employee Wellness
- [28](#) Human Capital
- [29](#) Diversity, Equity, and Inclusion
- [30](#) Employee Resource Groups
- [31](#) Corporate Social Responsibility
- [32](#) Employee Involvement in the Community

Governance

- [34](#) Ethical Business Practices and Marketing
- [36](#) Compliance Program
- [37](#) ESG Governance
- [38](#) Board of Directors
- [39](#) Enterprise Risk Management
- [40](#) Data Security and Privacy
- [41](#) Cybersecurity





Message from our President & CEO

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

Everyday Amicus is driven by a shared sense of purpose and commitment to people around the world living with a rare disease. Our work is founded in the belief that every person living with a rare disease deserves access to effective treatments. We also recognize that our responsibility extends beyond just the world of biotechnology and development of new therapies. To that end, we embrace our responsibility as stewards of the environment, social progress, and governance practices that are aligned with the values of our stakeholders.

Our accomplishments in 2023 represent the dedication Amicus brings to the rare disease community as we continued our mission of transforming the lives of people living with rare diseases.

Our achievements last year were highlighted by:

- Increasing access to Galafold with over 2,400 people living with Fabry disease around the world
- Receiving regulatory approvals of our second commercial therapy, Pombiliti™ + Opfolda™, in the United States, European Union, and the United Kingdom
- Delivering on our commitment to achieve non-GAAP profitability in the fourth quarter of the year
- Supporting a mission-focused culture where employees can contribute to winning teams, feel included, supported, and heard.
- Furthering our culture of strong business ethics and sound corporate governance philosophies
- Continuing to integrate sustainability best practices in our operations while delivering strong business growth
- Supporting our communities through global charitable giving

These achievements were accomplished through the hard work and commitment of our almost 500 employees. Our teams have worked to fulfill our mission and bring our treatments to as many people as possible.

As we reflect on the past year's accomplishments and set our sights on the year ahead, I extend my heartfelt gratitude to our employees, partners, and stakeholders for their support and dedication. We believe that through our shared sense of purpose, as well as, our ESG initiatives, we can create a better future for people living with rare diseases, our communities, and the world.

Together, we will continue to drive positive change, create shared value, and build a more sustainable future.

Sincerely,

Bradley L. Campbell
President and Chief Executive Officer





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.

Definition: /:ə'mēkəs (noun) *Latin Friend*



Amicus Aspirations & Achievements

Environmental Stewardship

- Minimize our carbon footprint
- Engage and inform employees around good sustainability practices
- Increase usage of energy efficient lighting, appliances, and materials in our corporate offices
- Developing sustainability objectives with our manufacturing and supply partners to reduce GHG emissions
- Working towards quantifying our CO₂ emissions produced during the supply chain
- Continue to have excellent oversight of climate related risks by identifying and implementing metrics to support oversight



Social

- Remain at the forefront of therapies for rare and orphan diseases
- Deliver the highest quality therapies for people living with these diseases
- Invest in a pipeline of next-generation therapies for those living with rare diseases
- Continue to support the disease communities and their families
- Encourage access to medicines through responsible pricing, disease awareness, and supportive services
- Provide a corporate culture that drives performance and ultimately attracts, energizes, and retains critical talent

Governance

- Maintain and foster our culture of strong business ethics and integrity, and ensure open lines of communication to encourage employee compliance reporting
- Continue partnering with all employees and stakeholders to ensure transparency and proper training on policies, procedures, and best practices
- Robust risk oversight by senior leadership and the Board of Directors



2023 Achievement Highlights

- Two approved therapies for the treatment of rare diseases: Galafold® for Fabry disease and Pombiliti™ + Opfolda™ for late-onset Pompe disease
- 2,600+ individuals treated through commercial, clinical, and expanded access programs
- 40+ countries with regulatory approval
- Received three prestigious awards for Pombiliti + Opfolda for our innovation and contributions towards improving the quality of healthcare and patient outcomes:
 - *WORLDSymposium™* 2024 New Treatment Award
 - BioNJ 2023 Innovator Award
 - Life Sciences PA 2023 Patient Impact Award



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. Additionally, in an effort to increase our awareness of our environmental impact, we have engaged with CDP, the gold standard in environmental reporting, for greater transparency into our environmental disclosures, as well as those within our supply and value chains.

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.



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 community.



Gender Equality

Amicus is dedicated to fostering an inclusive culture and works diligently to ensure equal participation for all 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

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

In this Section

Commitment and Objectives

Sustainability within Supply

Strengthening our Commitment to ESG through our Partnerships

UN Sustainable Development Goals





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 working towards implementing robust sustainability objectives into our operations and with our manufacturing and supply partners to achieve a reduction in greenhouse gas (GHG) emissions.

2023 Sustainability Program Objectives Achieved

- Continued to capture risk and opportunities in our partners' sustainability programs
- Implemented contractual obligations with suppliers to maintain good sustainability practices through their own ESG programs and review those programs as a standing agenda item in formal business reviews
- 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 developing reduction targets to achieve our aspirational goal of carbon neutrality

0%

Amicus does not own any manufacturing facilities resulting in 0% Scope 1 and 2 GHG emissions

Engaging Employees in Sustainability

At Amicus, we recognize the importance of our employees' passion in fulfilling our sustainability commitments.

In 2024, we plan to offer new opportunities for our employees to engage with sustainability both inside and outside of work. We value our employees' input and will continue to listen to their suggestions and share updates on our sustainability efforts via company events and environment-related volunteering.

In April 2023, Amicus celebrated Earth Day globally in our Princeton, Philadelphia (USA), and Marlow (UK) offices. We handed out seed packets and hosted a "Plant a Seed for Good" event for employees to promote native wildlife and learn about the GREEN ERG's volunteering and giving opportunities.

Throughout 2023 Amicus held additional events for employees to learn more about community-led initiatives on sustainability such as, "Transition Town Marlow," "Emergency Relief Association," and "Operation Crop Drop."





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 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.

Environmental Oversight and Risk Assessment of Our Supply Partners

Our understanding of our suppliers' progress in implementing their own ESG programs continues to grow. We issued our annual survey to our suppliers and in all cases, it is evident that their programs continue to mature. We have now joined with CDP (a global platform for disclosing environmental information), to engage directly with our partners and consolidate environmental information across our entire supply chain. Working closely with our suppliers, we intend to utilize this information to bolster our own sustainability program and create a basis for direct action to improve our sustainability.





Strengthening our Commitment to ESG through our Partnerships



Amicus Priorities for our Partners in 2023:

- Complete End to End CO₂ Supply Chain assessments
- Collate CDP 2023 supplier performance ratings
- Develop insights and align objectives within supplier governance meetings
- Engage with suppliers through CDP for the disclosure of 2024 data
- Complete Amicus 2024 CDP submission by the published deadline

In 2023, we continued to make great progress towards understanding our suppliers' ESG objectives:

- Instigated an annual review of ESG performance across an extended list of direct suppliers
- Conducted deep-dive reviews of sustainability programs with key partners
- Joined the CDP Supply Chain Program
- Continued to incorporate ESG clauses within our supplier contracts
- 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
- CO₂ 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



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

Access & Affordability

Safety of Clinical Trials and Product Quality

UN Sustainable Development Goals





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 (P&PA) 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, programs, and services with what we’ve been honored to learn from our patient partners.



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 disease experience, age, geography, and perspective and have a connection to the broader patient community. As the true experts in their disease, they help us understand unmet medical needs, what is most meaningful to them and their families, and the outcomes that can make clinical and quality-of-life differences. PABs will continue to play an important role at Amicus.

The Community of Us

We empower patient communities to ensure that their perspective is expressed and listened to. We are committed to working with the patient and professional communities to meet the unmet needs of the rare disease community and support full access to education, diagnosis, medication, and service provision for rare diseases. We are tenacious allies with the rare disease community and take pride in the trusted relationships built with patient advocacy organizations, their leaders, and members.



Patient Advocacy and Engagement

Educational Resources for Patients and their Families

By collaborating with our PAB members, Patient Advocacy Organization (PAO) leaders, and healthcare providers, knowledge gaps and preferences are identified. We then develop and offer resources to educate individuals on disease state and products and encourage patients to become their own best advocates. The aim is to better equip them with the right information to have better and more constructive conversations with their HCPs that support shared decision making for their care. Those who know more and understand the impact of the disease they are living with are in a better position to manage it.

Through the Community of Us, Fabry and Pompe disease educational websites were created to help patients understand their disease:

- [Pompe Disease Resources for Patients and Families](#)
- [Fabry Disease Resources for Patients and Families](#)
- [Visual Learning Guide for Fabry](#)
- [Visual Learning Guide for Pompe](#)

Additional resources can be found on our Amicus corporate website at <https://amicusrx.com/advocacy/resources>.

Engagement to Generate Awareness and Increase Access

With the rare disease community:

- **Amicus Community Champions Program:** By sharing their own experiences, people affected by Fabry disease or Pompe disease use the power of storytelling to help generate disease awareness, motivate others in their communities, and help patients work more effectively with their healthcare teams
- **Advocating for newborn screening initiatives in the U.S.:** Amicus provides charitable support for newborn screening summits and advocacy efforts
- **Upon approval and launch of PomOp:** Patient support programs were put in place to assist patient access to this new therapy

With Policymakers, Amicus continues to drive active discussions of public policy issues that can advance access and equity in the rare disease space and a policy climate that stimulates and supports innovation. We do this in concert with national and international rare disease and industry associations, and by helping patient communities increase their understanding and ability to advocate for policies to improve access.

Being persistently positive in the face of rare disease™



Our Good Stuff®

Created by a mom – Margo, living with epilepsy – and her daughter Naomi, living with Fabry disease, *Our Good Stuff* is designed to help people stay optimistic in the face of rare disease. With the creation of *Our Good Stuff* we want to help them harness their experience and share with others that even the simplest moments can help lead to inspiring outcomes. Whenever something positive happens – big or small – write it down and collect it in a jar. At the end of every year, or whenever you need to, pull out your jar and read all your thoughts of positivity to reflect and celebrate all the good in the year gone by. You'll see that even the challenging days had good in them.

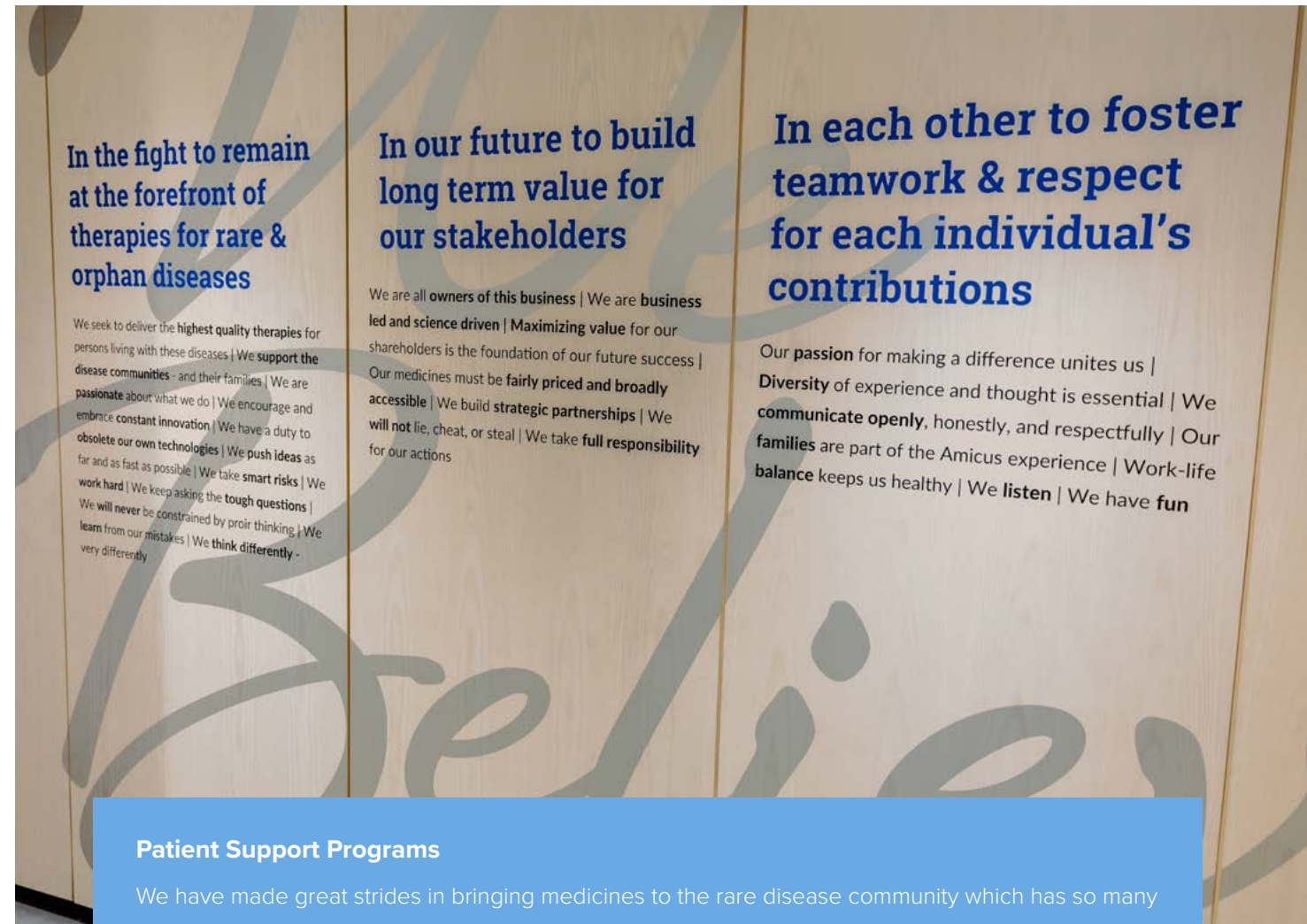


Pricing Promise and Commitment to Patients

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

We recognize that our commercial products can only be successful if the patients who may benefit from them have access to them. Our Amicus Pricing PROMISE (Price Our Medicines responsibly In order to Serve patients and Enable innovation) reflects our corporate belief that “our medicines must be fairly priced and broadly accessible”. This includes our promise to price our therapies at no additional cost to payors compared to similar competitor products in each geography. We work collaboratively with payors on access, and importantly, do not raise the price for any Amicus medicine annually more than the Consumer Price Index (CPI). This is something that we’ve carried with us through the Galafold launch, which has proven to be a sound business strategy, and we’ve now applied to the global launch of Pombiliti + Opfoda. Effectively, keeping price increases at CPI encourages access to the drug, which we believe means more patients can gain access to our therapies without undue burden on the individuals or the healthcare system.

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 has developed patient support programs in both the United States (U.S.) and internationally to help individuals gain access to our medicines, even when there are barriers to access or financial hardships. Amicus Assist is a patient support program for patients who have been prescribed an Amicus medication in the U.S. Amicus Assist helps patients access their medication and can identify possible sources of financial assistance. For more information on Amicus Assist in the U.S., visit our website at amicusassist.com.

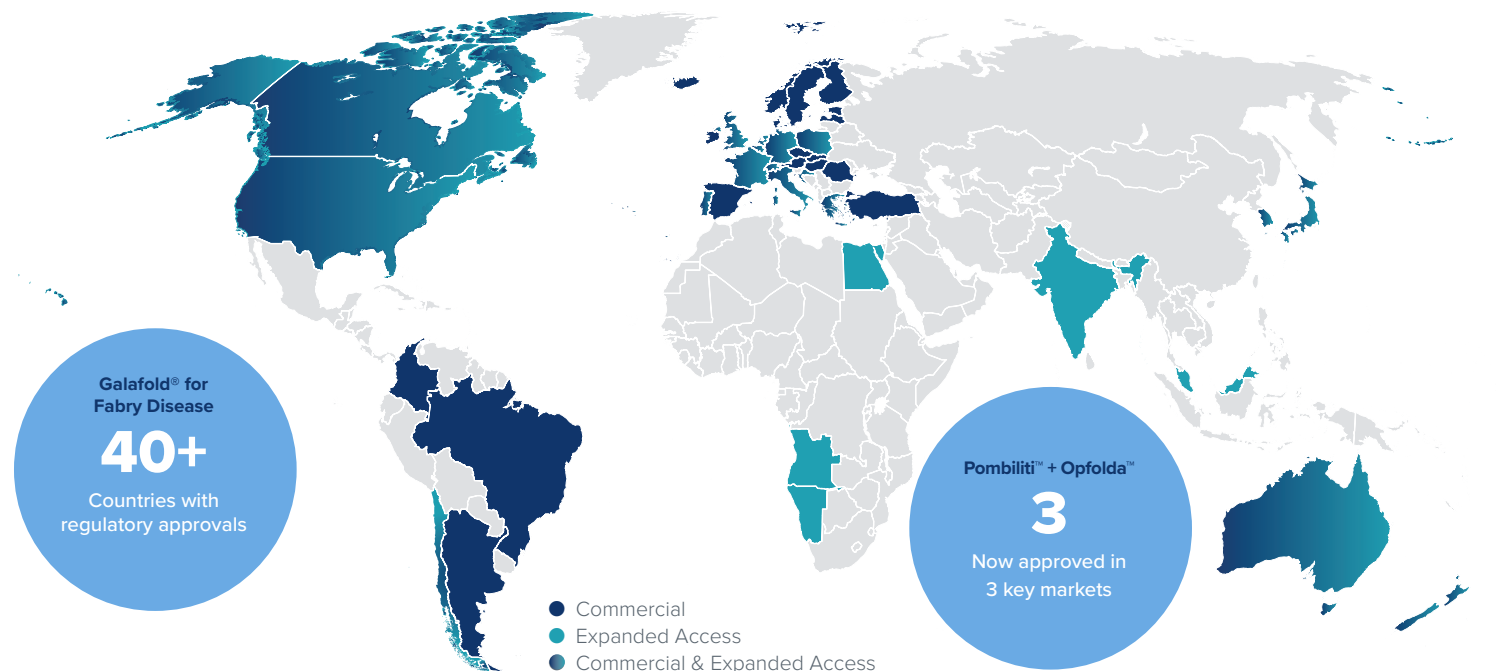


Access & Affordability

Since the company’s earliest days, extraordinary dedication to people affected by rare and orphan diseases has been a hallmark of Amicus. Rare genetic diseases, by nature, are less common and often under- or misdiagnosed. Thus the global population of individuals living with rare diseases is much smaller than those of more prevalent diseases. Despite having a smaller global patient population, Amicus is committed to delivering our medicines to thousands of people around the globe, both through commercial and expanded access.

Our Commitment to Growing our Commercial Reach

We have proudly developed and delivered two novel therapies that we believe have the potential to make a positive impact on the rare disease community. With the development of our medicines, comes the promise that these medicines will be broadly accessible. We are committed to expanding the global commercial reach of both our products, and our teams have been successful in working with global regulators and pricing authorities to gain marketing authorizations for the commercial access of Galafold, and now Pombiliti + Opfolda, in many countries throughout the world.



Expanded Access Program (EAP)

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 expanded access pathways.

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.

>2,600 patients on our therapies through commercial, clinical, and expanded access programs.

Expanded Access through 2024:

Delivering our therapies to patients in need.

32/24
patients countries

Pombiliti™ + Opfolda™ for Late-Onset Pompe Disease

In 2023, Amicus announced the approval and commercial launch of Pombiliti + Opfolda for the treatment of adults living with Late-onset Pompe disease in the U.S., EU, and U.K., the three largest Pompe markets. Throughout 2024, we will continue to focus on increasing patient access by expanding into additional major markets with multiple ongoing or planned regulatory submissions and pricing and reimbursement interactions expected this year.



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, but we are proud of the reach of our clinical programs and the diversity of research participants.

Throughout 2023, Amicus has collaborated with internal and external stakeholders on strengthening health equity in our own clinical trials and the rare disease space. We are committed to being an active member in the discussion of diversity in clinical research and advocating for greater diversity across our own clinical trials and those of our industry peers.

Advocating for Diversity in Clinical Trials in 2023

- Became a member of the Rare Disease Diversity Coalition and are acting members of the Clinical Trials Working Group
- Amicus Public Policy lead co-chaired the Global Genes 2023 Health Equity Summit planning committee. For more information, please read their published discussion: [Strengthening Health Equity for Rare Disease Patients: Benefits and Challenges of Decentralized Clinical Trials \(DCT\)](#)
- Amicus moderated a panel on Diversity and Equity in AI and Healthcare at the annual meeting of the Alliance for Artificial Intelligence in Health Care alongside industry and FDA experts
- Continued to advance our support for diverse rare disease clinical trials through work with our internal Diversity in Clinical Trials Working Group to identify vendors and strategies for strengthening trial diversity
- The P&PA team, LIFTED Employee Resource Group (ERG), and the Diversity in Clinical Trials Working Group co-hosted a global Lunch & Learn on Understanding Diverse Rare Disease Patient Journeys with diverse rare disease patients and health care providers, followed by an internal roundtable with Amicus senior leadership on developing best practices





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.

Safety of Clinical Trials

As a patient-centric and science-driven organization, we must ensure that every decision we make is fully compatible with the imperatives of patient safety and data integrity. Without these commitments, our science and work would be without value.

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.

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). Additionally, we conduct our clinical activities to the highest standards and have had no legal proceedings associated with these activities.

SASB: HC-BP-210a.1; SASB: HC-BP-210a.2



Product Quality

Amicus is fully committed to developing and delivering quality therapies to patients – it is our promise and duty to the rare disease communities we serve.

Our Approach

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 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, through our Quality Management System (QMS), we are dedicated to meeting customer requirements by complying with the applicable laws, regulations, international standards, laboratory accreditation, and collective good practice, quality, manufacturing, and safety guidelines (GxP), as governed by health authorities.

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](#). We also require all suppliers to adhere to these standards as well

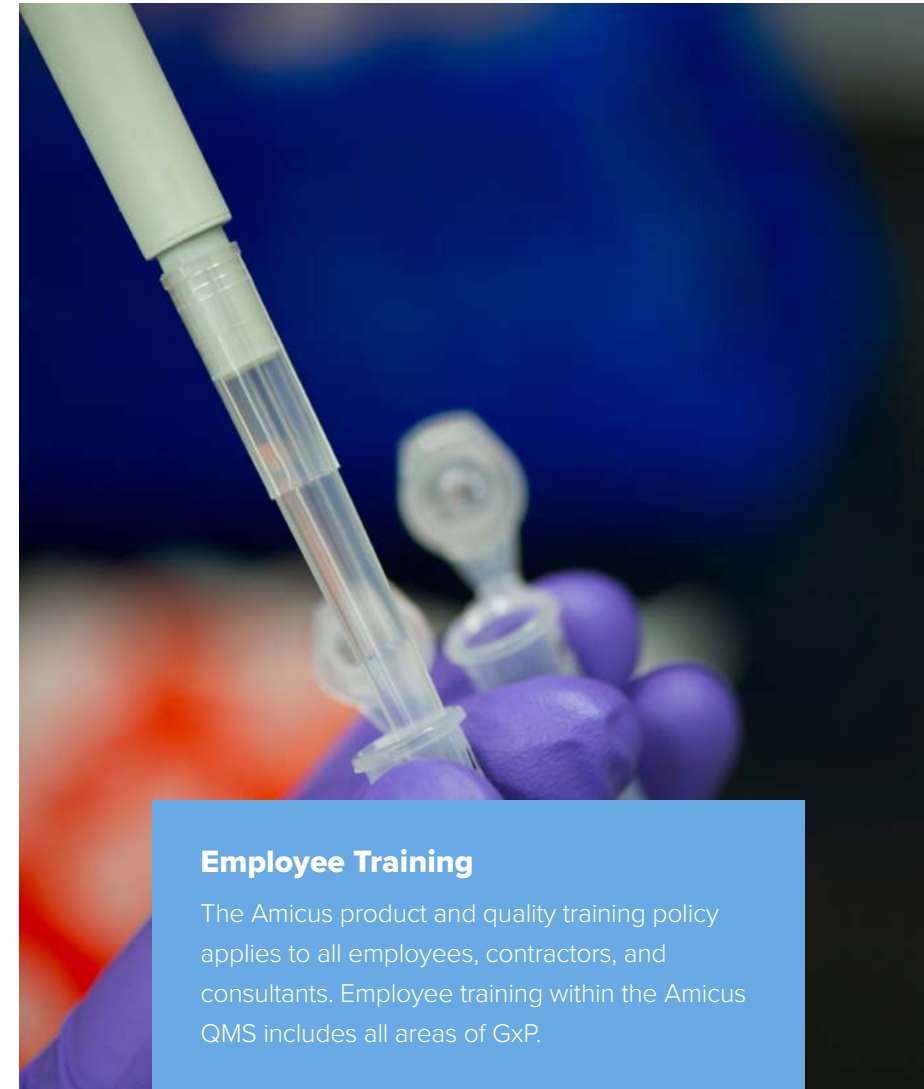
as FDA enforced regulations, like the Drug Supply Chain Security Act (DSCA), and to complete mandatory yearly pharmacovigilance training.

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).

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, 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.



Employee Training

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

Quality Audits

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



Employees

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 an Engaged and Inclusive Workforce
- Employee Involvement in the Community

UN Sustainable Development Goals





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



Talent Pipeline Development Strategy

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 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 for several key positions.

SASB: HC-BP-330a.1

Global Leadership Development Program

To ensure our individual contributors have the confidence and clarity on how to develop leadership skills, we launched the Self Empowered Leadership program that included a Learning Practices Inventory assessment for all individual contributors. In 2023, we continued to train our people leaders on the Leadership Challenge to ensure leaders are demonstrating and practicing exemplary leadership.





Leadership Development and Learning Programs

Within the Global Leadership Development program:

95%

Individual contributors have been trained thus far and we will continue to train the individual contributor population throughout 2024

8

Global workshops completed

3,928

Total Global Leadership Development Program training hours completed by employees

98%

People managers have been trained thus far and we will continue to train the remaining people managers throughout 2024

9

Global workshops completed

2,704

Total Global Leadership Development Program training hours completed by employees

“The Self-Empowered workshop held in Japan was a full-day course. It was an engaging moment to interact with the majority of the employees (there are more individual contributors than people leaders in Japan). I realized the importance of leadership in Amicus. What’s more, I started to implement the knowledge into my daily working practice and personal life. Thank you!”

“This training allowed me to pause and think about how I am putting myself out there, how others may be perceiving me, whether I am prioritizing what is most important to me, and what I should be doing to get where I want to be. It was a very useful checkpoint, as it happened about half-way into the business year.”

Key Talent Development Program

We completed our Key Talent/High Potentials and Critical Roles review as part of our annual Talent Review process, identifying Key Talent plus successors for all critical roles and ensuring development plans are in place for all critical role successors. Key Talent participants are involved in a formal Development and Mentoring program, with senior-level Key Talent mentoring early-career Key Talent.

1,152

Total Key Talent Development & Mentoring Program training hours completed by employees



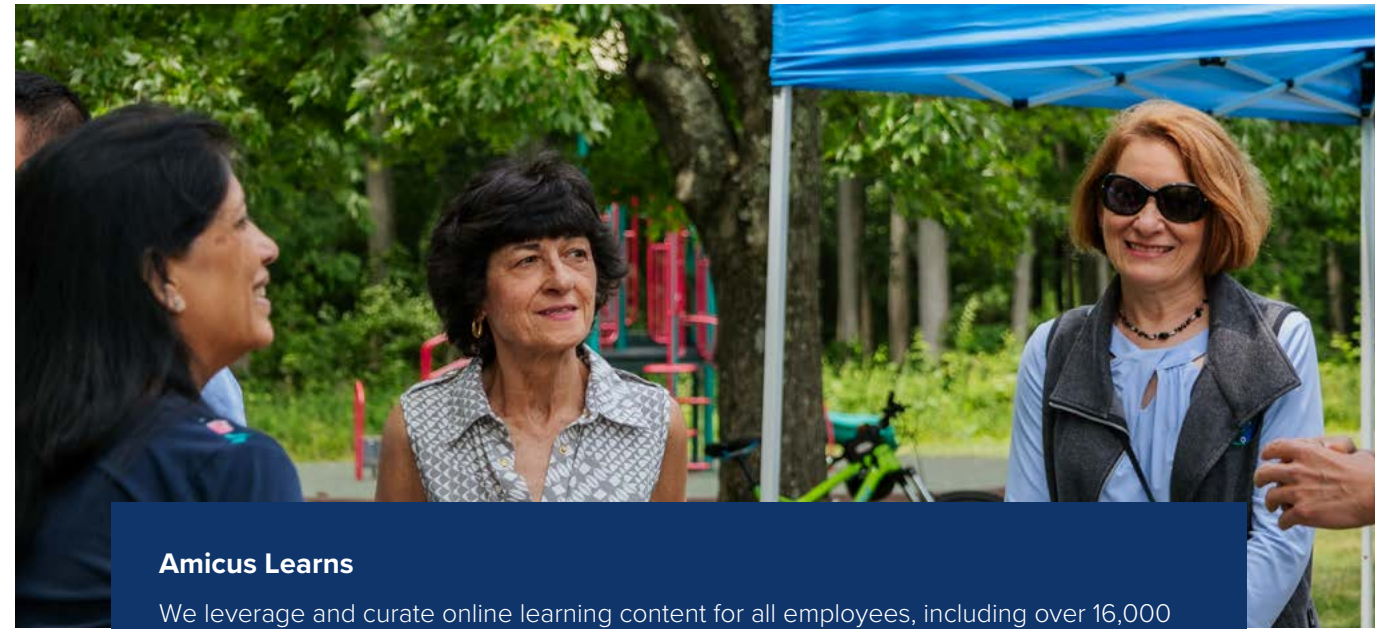
Career Development Plans

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.
- Continued our approach to performance management, including the continuation of 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.



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.

After Action Reviews

In the spirit of having a growth mindset and continuous improvement, we launched training for the organization on After Action Reviews to ensure we build these into our everyday performance culture.



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

A Great Place to Work

In 2024, we were certified as a Great Place to Work (GPTW) company. We engaged our workforce on a group-by-group level to take a deeper dive into our GPTW survey results to provide greater transparency into employee responses and discuss how we plan to incorporate their feedback into the future of Amicus.

Survey results reveal that Amicus employees:

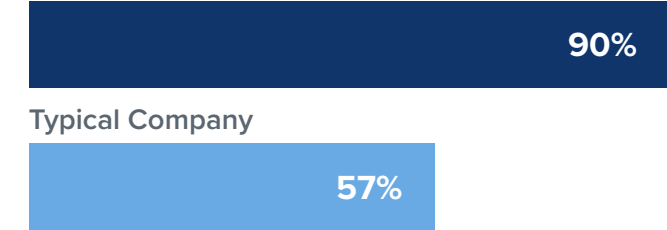
- Feel high personal satisfaction in their job, where people are proud of their work and what they contribute to the community.
- Feel they are treated fairly no matter race, ethnicity, age, gender, or sexual orientation.
- Believe their work has meaning and feel a sense of accomplishment.
- Feel that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



Since the last time the GPTW survey was completed in 2020, improvement was shown in 21 of the 25 survey focus areas. The global participation rate also increased, from 80% in 2020 to 90% in 2024.

Amicus Therapeutics

90% of employees at Amicus Therapeutics say that it is a great place to work compared to 57% of employees at a typical U.S.-based company





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

At Amicus, We Offer:

- Tuition reimbursement
- Mentorship and internship programs
- Leadership development programs for managers and individual contributors
- 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

Healthy Work Life Integration:

- 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
- Company shutdown during the year-end season

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.

Partnerships with Educational Institutions

As part of our commitment to supporting, nurturing, and developing the next generation of talent, and strengthening our university relations, Amicus works closely with Rutgers University to support students pursuing careers within the life sciences field.

Amicus has partnered with the Rutgers Institute for Pharmaceutical Industry Fellowships to recruit individuals with a Doctorate of Pharmacy or Medicine and help them further their education through real world industry experience and work in clinical research.

Amicus is also an original supporter of the Rutgers Genetic Counseling Master's Program and has provided a modest scholarship each year since its inception for an out-of-state Genetic Counseling student to attend the program.



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
- Ergonomical 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



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. We continued our Best Self initiative in 2023 with 272 participants globally.



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've maintained 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 over 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.

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

80

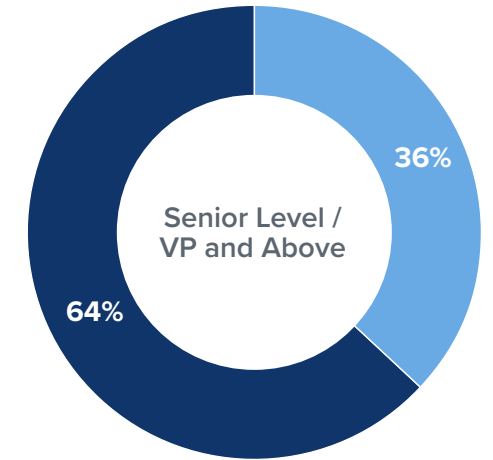
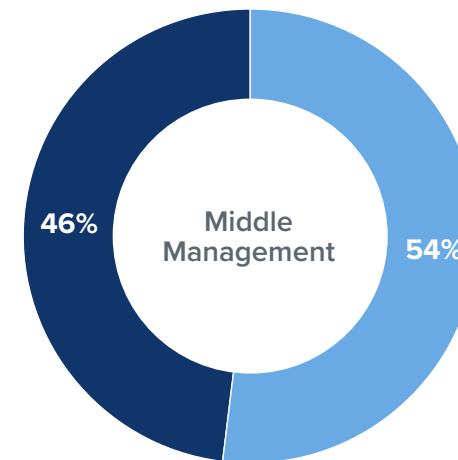
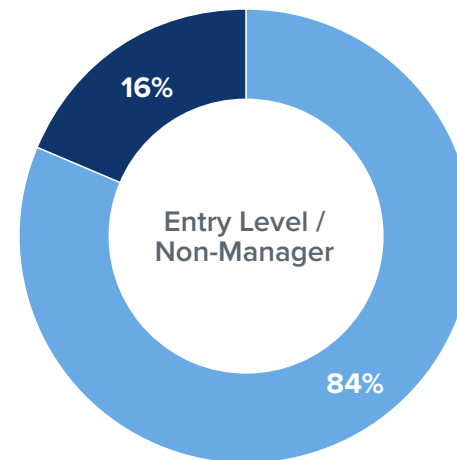
We continue to attract excellent candidates and hired 80 people globally in 2023.

Gender Breakdown by Level

(as of December 31, 2023)

● 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, 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.



Ensuring equal opportunities for all in hiring for open roles

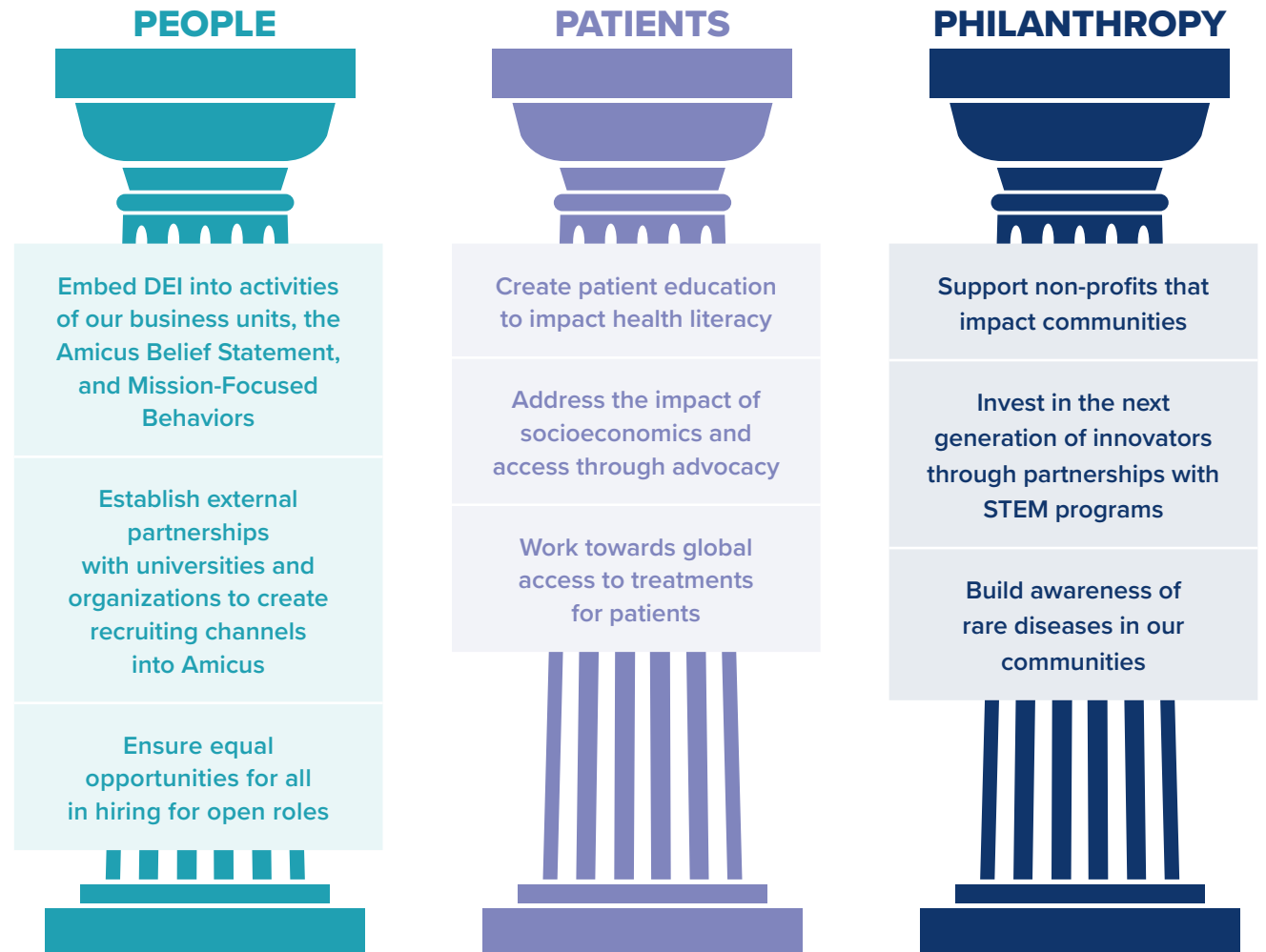


Continuously evaluate compensation practices to ensure pay parity



Establish external partnerships with universities and organizations to create recruiting channels into Amicus

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.





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
Make a difference to our global environment, ensuring there is a future for our communities, our patients, and ourselves



PRISM
Create and maintain a safe, inclusive, and equitable environment for LGBTQ+ employees and patients



WIL
Women in Leadership



SERVE
Support & Engagement of Reservist & Veteran Employees



ALL IN
Asians Learning Leadership & Innovation



DRAW
Disability & Rare Advancement in the Workplace



Corporate Social Responsibility

We have a shared purpose of improving public health, patient experiences, and outcomes with a focus on educational, advocacy, and access initiatives related to the disease areas in which we focus our development and therapeutic programs. We have proudly developed a corporate responsibility initiative, Healing Beyond Disease (HBD) to reinforce our commitment to the rare disease community.



Healing Beyond Disease

The rare disease community always has a voice within Amicus. [Healing Beyond Disease](#) is our unique promise to further serve the needs of the rare disease community in extraordinary ways.

Lunch & Learns

An educational mainstay since the earliest days of the company, the Healing Beyond Disease Lunch & Learn series is part of our longstanding commitment to educate and inspire Team Amicus by hearing the patient voice directly and amplifying our care, connection, and compassion for the rare disease community.

Employee Resource Groups Supporting the Rare Disease Community

Throughout 2023, our Employee Resource Groups (ERGs) worked hand-in-hand with Healing Beyond Disease offering numerous volunteering initiatives to our global employees to provide resources, supportive services, and advocacy to our community members in need.



5 Volunteering Events Hosted in Collaboration with ERGs and HBD throughout 2023:

- **LIFTED with non-profit partner, Minds Matter:**
 - Assembled college care packs for first generation or low-income college students to provide them with the organizational and study tools to succeed.
- **GREEN with non-profit partner, Boys and Girls Club of Mercer County:**
 - Assembled engineering STEAM kits to provide hands on learning opportunities around sustainability, engineering, and renewable energy.
- **DRAW with non-profit partner, Hole in the Wall Gang Camp:**
 - Assembled writing kits to support children living with serious illnesses as they enjoyed the spirit of childhood at summer camp.
- **SERVE with non-profit partner, Home Base:**
 - Assembled health and fitness kits for Veterans to aid them in taking control of their physical well-being and manage the invisible wounds of war.
- **HBD with non-profit partner, International Rescue Committee**
 - Assembled welcome home kits for immigrant and refugee families to provide them with the resources to resettle into their new homes.



Employee Involvement in the Community

Amicus Global Month of Service

Since its founding, Amicus has had a strong focus on volunteering and giving back. Volunteering brings people together and fosters a sense of community. In 2023, *Healing Beyond Disease™* hosted its **2nd Annual Global Month of Service** to encourage employees to collaborate and give back to their local communities.

During the Global Month of Service, Amicus teamed up with key partner Building Impact to offer volunteer opportunities to our employees worldwide. Building Impact is a non-profit organization that works with companies and groups to facilitate local volunteering initiatives that are designed to strengthen and make a positive impact for communities in need. Throughout the month, Amicus and Building Impact hosted three virtual service opportunities with more than 140 employees volunteering across the globe.



1,000

Lives Impacted

143

Volunteers Engaged Globally

4.95

Volunteer Experience Rating

\$21,000

Total Contributions to the Community

2023 Charitable Giving

(As of December 31, 2023)

United States		International
64	Total number of contributions	61
\$1,980,516	Total amount of contributions allocated	\$706,417
\$1,879,666	Total amount given to rare disease patient advocacy organizations (PAOs)	\$355,429
\$100,850	Total amount given to community nonprofits organizations, which also includes medical/ educational institutions	\$350,988

Volunteerism

Amicus offers employees the opportunity to take three paid volunteer days each year (24 hours) so they can spend time giving back to our communities and contribute to local initiatives. In 2023, employees donated time for numerous volunteer activities, including raising money for unhoused communities, working at local food banks, participating in holiday gift drives, building kits, and working with family-to-family programs.

511 hrs

Volunteer hours logged by U.S. employees

37

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
- Culture of Compliance
- Corporate Governance
- Enterprise Risk Management
- Data Security and Privacy
- Cybersecurity



UN Sustainable Development Goals



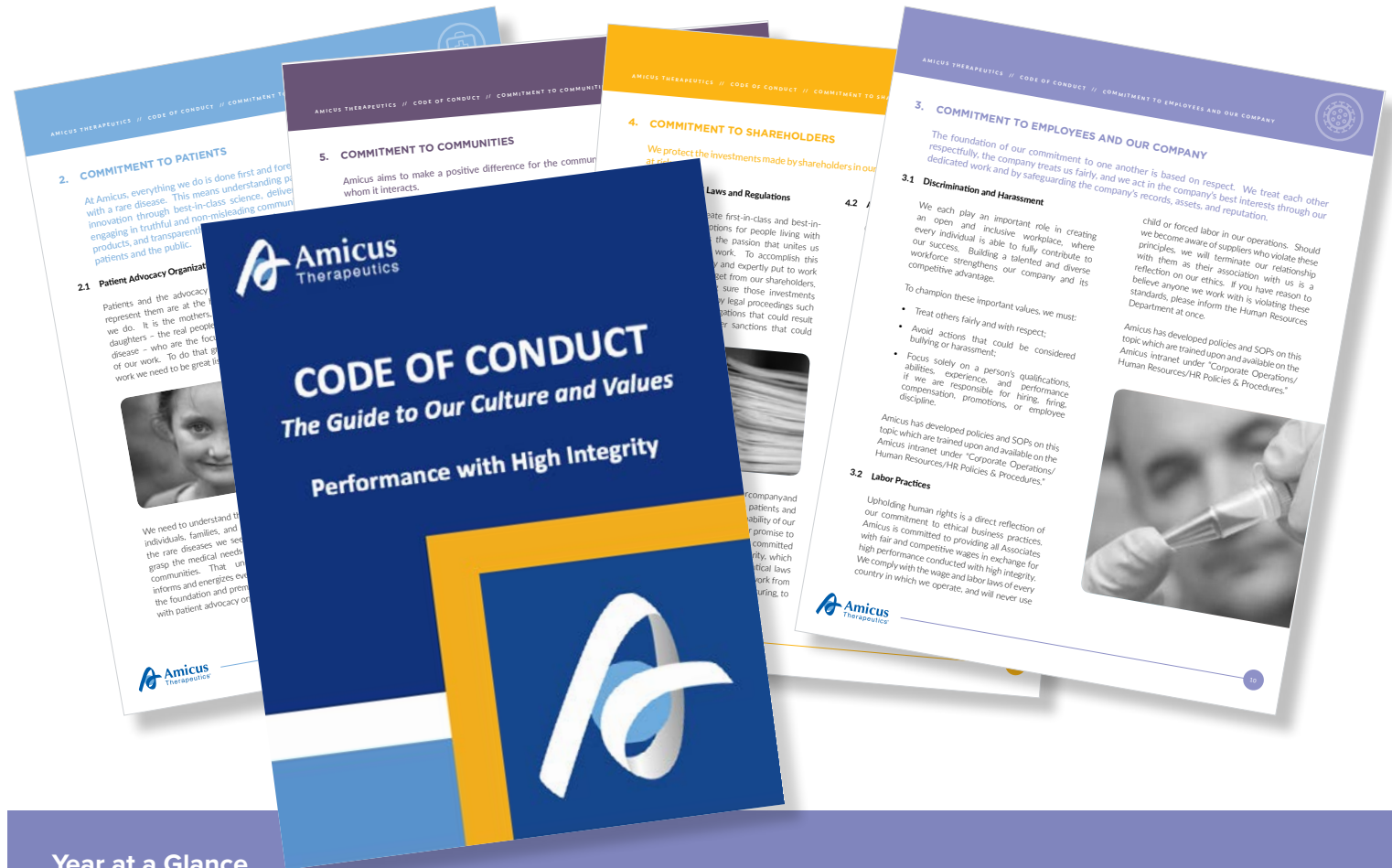


Ethical Business Practices and Marketing

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 a full breakdown of the Amicus Compliance program and our commitment to ethics, please visit our website [here](#).



Year at a Glance

- Amicus adopted a global policy on Modern Slavery with a commitment to implementing and enforcing effective systems and controls to ensure Modern Slavery is not taking place anywhere in our business. Awareness of modern slavery risks amongst Amicus employees has also been increased with the introduction of the policy and associated training
- We appointed a senior leader in the organization to have oversight of compliance
- We commenced work on including questions regarding modern slavery risk in supplier due diligence and the inclusion of specific contract language on such risks with certain suppliers

Further information on the Amicus Therapeutics UK Limited Modern Slavery Act Statement can be found [here](#)



Global Training on Policies & Procedures

Yearly training on Amicus' policies, standard operating procedures (SOPs), and the law, is conducted by each employee consisting of a mix of live in-person training, interactive online training, as well as policy/SOP read and acknowledge supplemented by mandatory comprehension test questions.

100%

of all Amicus employees have received training on the Amicus Global Code of Conduct

100%

of full-time employees provided written or digital acknowledgment of the Global Code of Conduct



“What inspired me about Amicus was the initial concept which we’re seeing true now... The truth takes time and you’ve got to be patient. And it is hard work... Focus on the fact that the truth sees ultimately the right side and always stay on the right side of truth.”

Mike Raab, Chairman of the Board on the approval of our treatment for late-onset Pompe disease

12

Global Policies covering all aspects of commercial marketing practices, including but not limited to: Code of Conduct, Anti-Bribery, Privacy, Conflicts of Interest, Advisory Boards, Charitable Contributions, HCP Interactions, Pre-Approval Interactions, Independent Medical Education, Modern Slavery Policy

9

International Policies, which more specifically address key topics in International Pharmaceutical Codes

47

Country-specific SOPs, which more specifically address key topics in local country law



Compliance Program

Culture of Business Ethics and Compliance

Amicus is committed to maintaining a culture of business ethics and compliance, and strongly believes that a good culture of ethics needs to be visibly and consistently role modeled and reinforced, first and foremost, by the Senior Leadership Team, by all of management, and ultimately, by the entire organization.

This was our intent when building our [Integrity Leadership Program](#). We realized that when pressure mounts and employees need to make a decision regarding whether to take action, they're more likely to base decisions on the cues of their workplace culture than base them off words in the Code of Conduct. That's why at Amicus we thoughtfully constructed a holistic culture of compliance that is lived and breathed daily by everyone in the organization.



“It's all about people and working together towards a common goal. When the culture of a company, whether it's in biotech, pharma or any other industry, is positive, it has a tremendous ripple effect.”

Glenn Sblendorio, Chair Audit & Compliance Committee on our culture of Compliance

Whistleblower Policy & Global Reporting Hotline

Speaking up is crucial to our culture and to our long-term sustainability. It is because we care about our employees, patients, customers, and business partners that we take reporting concerns so seriously.

Amicus maintains a whistleblower policy and anonymous global reporting hotline available to all employees. We assure that all hotline reports are confidential and guarantee non-retaliation, as outlined in the Global Code of Conduct and every Global Policy. Employees can report via the hotline anywhere throughout the world and through multiple avenues such as the toll-free hotline phone numbers, secure external and internal websites, and email.

Our promise to our employees is that if an individual, regardless of title or role, is determined to have retaliated against an Associate who has truthfully and in good faith reported a potential violation, Amicus will take appropriate disciplinary action against that retaliator, up to and including termination of employment as permitted by local law.



Our compliance program has been developed in accordance with the laws applicable to our industry, the Program Guidance for Pharmaceutical Manufacturers published by the Office of the Inspector General of the U.S. Department of Health and Human Services, and the PhRMA Code of Interactions with Healthcare Professionals.

Our Amicus Compliance Program Includes:

- **Global Chief Compliance and Risk Officer**, reporting directly to the CEO, and Global Risk Committee to ensure senior leadership visibility of key risks
- **Amicus Compliance Engine (ACE)**, which approves all commercial activities and continuously monitors and audits approved activities to verify compliance
- **Written standards of conduct, policies, and practices** that document the company's commitment to compliance.
- **Mandatory training and educational materials** that must be acknowledged by all employees
- **Enterprise Risk Management Program** to identify and address risks. Risk Assessment is conducted annually to ensure robust controls for all key risks
- **Enforcement of compliance obligations** through guidelines that include disciplinary action for noncompliance
- **Mechanisms** to investigate and respond promptly and properly to reports of noncompliance, including processes to initiate corrective measures



ESG Governance

The company closely monitors proposed and enacted ESG and emissions regulations around the globe. We believe our proactive approach and the diverse composition of our group positions us well to address regulations in this emerging field.



Amicus Corporate Governance At a Glance

Best Practices

- Ongoing shareholder engagement program
- Diverse Board
- Board Oversight of ESG

Independence

- Strong and active Board Chairman
- Other than our President & CEO, all other directors are independent
- Independent directors in Audit and Compliance Committee, Nominating and Governance Committee, and Compensation and Leadership Development Committee

Accountability

- Clawback Policy
- Annual board and committee self-evaluations
- Prohibition against hedging transactions
- Stock Ownership Policy

Our board of directors have corporate governance guidelines to assist in the exercise of its duties. Each of our committees operates under a written charter setting forth functions and responsibilities of the committee, copies of which are available on our [website](#). For more information on our directors and corporate governance, please see our [Proxy Statement](#).



Board of Directors

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, clinical and regulatory operations, and eventual access to medicines for patients.

Oversight of our 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.



Board Diversity Award

In 2023, we were recognized by The Forum of Executive Women as a 2023 Champion of Board Diversity for having a Board of Directors where women account for more than 30%. The Forum of Executive Women announced that 37 of the top 100 public companies in the Philadelphia area share this recognition and we are one of the eight companies recognized for the first time.

“When I hear about an approval of a new drug for a rare disease, I can just imagine the excited face of a patient, their parents and other loved ones that finally have hope that something can make a difference, giving a patient who may have suffered for years the quality of life that they deserve.”

Margie McGlynn, Board Director,
Chair Compensation & Leadership
Development Committee

89%

Board Independence

61.9 yrs

Average Age

9.3 yrs

Average Tenure

55.5%

Overall Board Diversity*



Director Diversity

- 3 Female
- 1 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.



In 2023, the board and the committees reviewed with management various risks and mitigation strategies, including those related to:

- The company's initiatives related to ESG and sustainability matters, including both newly enacted and proposed reporting requirements
- The controls and processes put in place to protect employee and third party privacy
- Cybersecurity and security programs related to our information technology systems
- Human capital management, such as employee retention and recruitment
- Responsiveness to shareholder concerns
- The company's approach to evaluating its clinical and preclinical programs
- Geopolitical events that could impact the company's operations
- Financial, regulatory and other audits

The board delegates oversight of certain risks to each board committee, and each member of the executive leadership team is responsible for certain risk areas. For a summary of our risks, see Item 1A Risk Factors in our [2023 Annual Report](#).



Data Security and Privacy

We are committed to compliance with all global privacy laws and maintain a privacy program, including a global privacy policy, comprehensive training, and system operating procedures and controls.

Data Security and Privacy Program

Amicus maintains a cybersecurity strategy that is based on Policy, Process, People, and Technology. 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.

2023 Highlights:

- Vendor Risk Management with emphasis on IT resiliency and recovery capabilities
- Provided monthly cybersecurity awareness training to all employees and contractors to continually enable personnel to recognize and respond to cybersecurity risks
- Successfully tested organization’s Crisis Management Plan for cybersecurity incident scenarios. Exercise engage cross-functional team executives and subject matter experts.
- Leveraged third party cyber security firms to assess our cybersecurity program as additional validation of the organization’s control environment
- Made continued improvements to the various aspects of cybersecurity life-cycle including: threat detection, preventative controls, response and recovery capabilities, metrics and reporting, training and awareness, and phishing simulation

Cybersecurity at a glance:

0

Material cybersecurity events over past 5 years

100%

Number of employees receive data protection cybersecurity and social media training



Cybersecurity

Board Oversight

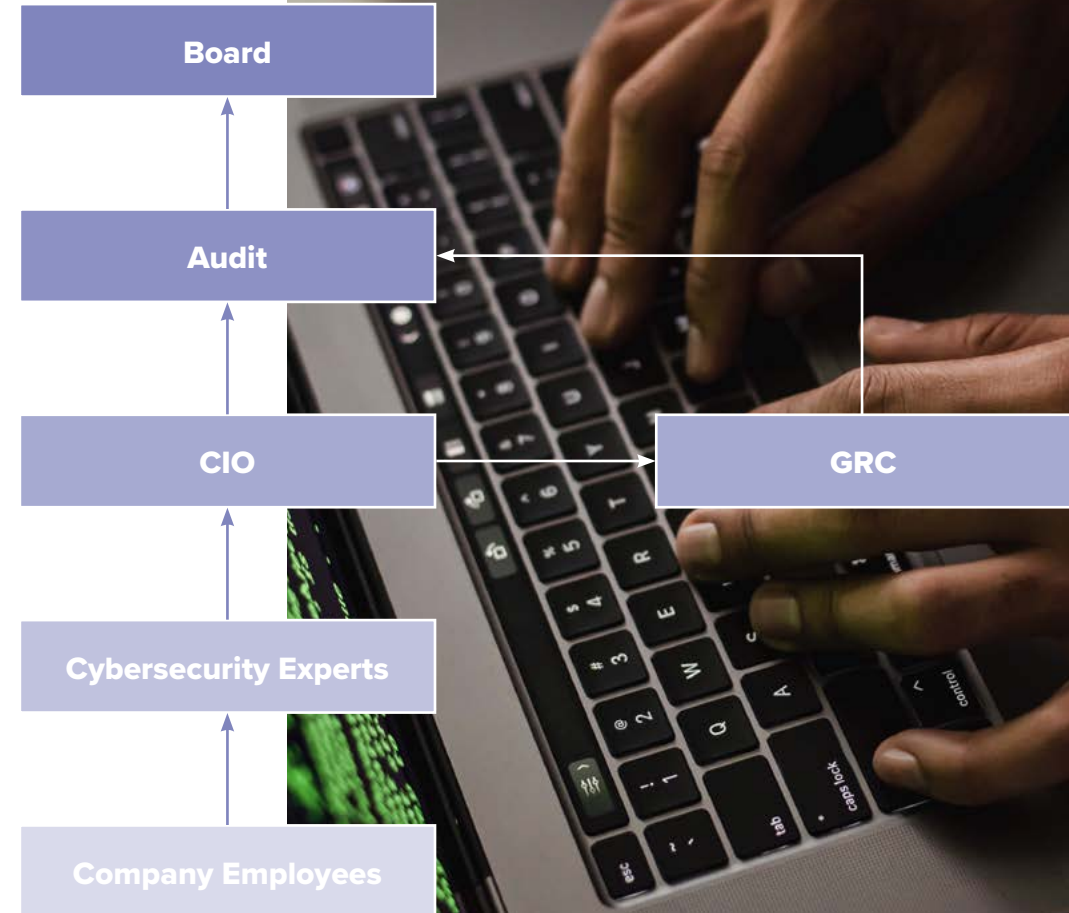
The Board has delegated oversight of the Company’s cybersecurity program to the Audit and Compliance Committee. The Company’s Chief Information Officer (“CIO”) is allotted time to update the committee on the status of any cybersecurity events that have occurred or initiatives that are on-going, planned, or have been completed. The Chair of the Audit and Compliance Committee is then tasked with providing material updates to the board as may be necessary as part of the committee’s report.

Company Oversight

The CIO has operational oversight of company cybersecurity programs. The team consists of multiple internal cybersecurity experts, each with 15+ years of experience , and external third-party partners that provide protection, mitigation, and advisory services; including around the clock threat monitoring and response. This team is responsible for establishing company processes, brining in appropriate cybersecurity technology, and training the people of the organization on best practices.

Governance Risk Committee

The CIO provides regular updates to and receives updates from the Governance Risk Committee (GRC) to ensure the CIO, the Chief Risk Officer and other executives have visibility and can respond to various risks to the organization.

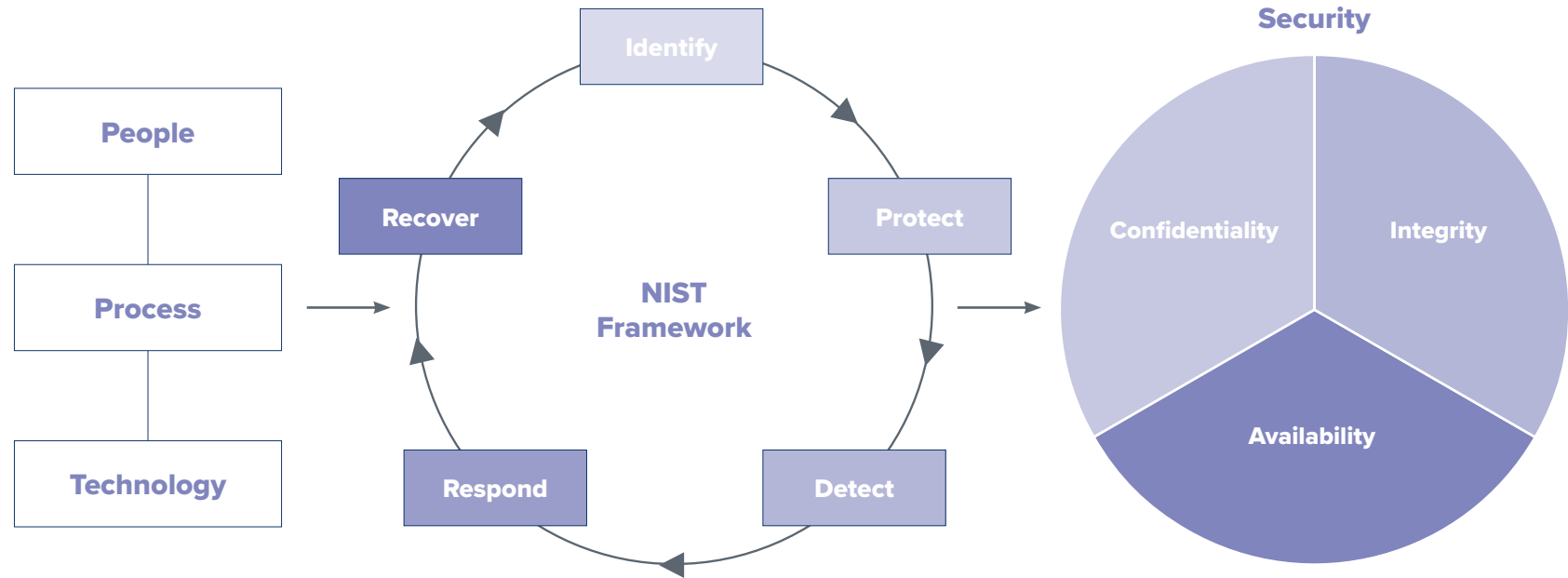




Cybersecurity Framework

The Company believes well trained people, and pressure tested processes, supported by targeted technology, forms the backbone of a successful cybersecurity program. To that end, all company employees are subject to periodic cybersecurity trainings on how to identify potential threats and report suspicious events. Furthermore, the Company also holds table-top exercises simulating various cybersecurity incidents to ensure the processes, trainings, and technology that are in place prove effective.

For these reasons, the Company believes it is well positioned to meet the new SEC cybersecurity disclosure requirements and continue to build upon its strong record of securing the Company, its employees, its vendors and its patients confidential or sensitive information.



"Our focus on the patients and doing what is right has always been at the heart of my commitment to Amicus. In my service on the Board, I have been continually impressed with the dedication to risk oversight to ensure all we do maximizes the opportunity for our life changing therapies to reach the patients that need them. The Board, Management, and all employees always work together in true partnership to ensure we provide the quality products our patients deserve."

Craig Wheeler, Board Director, Chair Science & Technology Committee, and member of Audit and Compliance Committee



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
Safety of Clinical Trial Participants	HC-BP-210a.1 Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Safety of Clinical Trials (p. 17) Amicus Code of Conduct
	HC-BP-210a.2 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	Safety of Clinical Trials (p. 17) 2023 10-K
	HC-BP-210a.3 Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	None.
Access to Medicines	HC-BP-240a.1 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. 14-15) Amicus Assist
	HC-BP-240a.2 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
Affordability & Pricing	HC-BP-240b.2 Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Amicus limits the annual price increase of our products to the Consumer Price Index (CPI)
	HC-BP-240b.3 Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting year	Pricing Promise and Commitment to Patients (p. 14)
Drug Safety	HC-BP-250a.1 Products listed in public medical product safety or adverse event alert databases	Our therapies are not listed.
	HC-BP-250a.2 Number of fatalities associated with products	None.
	HC-BP-250a.3 (1) Number of recalls issued, (2) total units recalled	None.
	HC-BP-250a.4 Total amount of product accepted for take-back, reuse, or disposal	Amicus has implemented processes and procedures to properly dispose of unused product. Product does not get reintroduced again for reuse.
	HC-BP-250a.5 Number of enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	None.



Topic	Accounting Metric	Location
Counterfeit Drugs	HC-BP-260a.1 Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Amicus has implemented processes and procedures to identify and address potential or known risks associated with counterfeit products.
	HC-BP-260a.2 Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Amicus has implemented processes and procedures to identify and address potential or known risks associated with counterfeit products.
	HC-BP-260a.3 Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	None.
Ethical Marketing	HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	None. Amicus Code of Conduct
	HC-BP-270a.2 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. Amicus Code of Conduct



Topic	Accounting Metric	Location
Employee Recruitment, Development, and Retention	HC-BP-330a.1 Discussion of talent recruitment and retention efforts for scientists and research and development staff	Employee Recruitment, Engagement and Retention (p. 21-26)
	HC-BP-330a.2 (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Human Capital (p. 28)
Supply Chain Management	HC-BP-430a.1 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	Amicus suppliers are screened for various legal and compliance risks in accordance with company policy.



Topic	Accounting Metric	Location
Business Ethics	HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	None. Amicus Code of Conduct
	HC-BP-510a.2 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. Amicus Code of Conduct
Activity Metrics	HC-BP-000.A Number of patients treated	>2,600 (commercial, clinical, and expanded access).
	HC-BP-000.B Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	Amicus pipeline



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, based on current information and actual results and performance may differ materially. 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, 2023. 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.



Amicus Therapeutics, Inc.

47 Hulfish Street

Princeton, NJ 08542

www.amicusrx.com