

Materiality Analysis

In 2021, we conducted a materiality analysis to determine our ESG priorities. This process took into account both internal and external perspectives and focused on identifying the ESG topics that could have the greatest impact on our business and that matter most to our stakeholders. By prioritizing these issues, we believe we are able to focus our efforts, communicate more effectively with both internal and external audiences, and allocate our resources towards ESG initiatives that support the creation of long-term value and positive impact for our shareholders and society.

Based on our materiality analysis, we developed our ESG framework with six pillars: Innovation, Patients, People, Communities, Planet and Governance. These pillars inform the structure of our annual ESG report and are guiding the development of our ESG strategy. Material topics are listed below each pillar; bolded topics have been identified as higher priority:

Topic	Definition
Innovation	
R&D	Research and Development (R&D) encompasses the systematic processes, strategic initiatives and collaborative activities undertaken by a company to innovate and advance its products or services.
Clinical Trial Practices	Clinical Trial Practices are ethical standards and procedures followed when conducting clinical trials, focusing on participant safety, informed consent, participant incentives and high standards. This includes accurate and comprehensive disclosure of trial data.
Patient Safety	Patient Safety is a company’s commitment to reducing risk of harm and enhancing the well-being of patients throughout the life cycle of a therapeutic journey, including clinical development and commercialization. This involves transparency about product safety, efficacy, and risks, promoting proper use, post-market monitoring and avoiding unsafe ingredients in product formulations.
Product Quality	Product Quality is a company’s commitment to creating, manufacturing and distributing safe, effective, and high-performing products and therapies. This involves ensuring safety and efficacy outweigh risks, collecting adverse event reports, maintaining a pharmacovigilance system and promptly addressing product safety or quality concerns.
Patients	
Access & Affordability	Access and Affordability is a company’s commitment to ensuring patients who could benefit from its products and therapies can obtain them in a timely fashion. This involves fair and transparent pricing, patient assistance programs, streamlined reimbursement and support for patients throughout their treatment journey. Other relevant activities include sharing knowledge and information, promoting disease awareness and advocating for patient rights.
Patient Advocacy	Patient Advocacy is a company’s commitment to supporting, empowering and representing the interests of people living with or

	impacted by rare diseases to improve health outcomes. This involves partnerships with patient organizations, education for patient communities and physicians, and raising awareness about diseases and treatments.
People	
Employee Equity, Diversity & Inclusion	Employee Equity, Diversity & Inclusion is a company's commitment to valuing all employees and promoting a diverse, inclusive and equitable workplace. This involves building and maintaining a diverse workforce and corporate governance function, ensuring equal opportunity for employee advancement and compensation and fair treatment for all employees.
Employee Health & Safety	Employee Health & Safety focuses on employees' mental and physical well-being, promoting healthy lifestyles, offering physical and social activities, and supporting mental health, along with flexible work arrangements. It emphasizes risk prevention and optimal working conditions, and addresses work-related injuries, illnesses and potential hazards.
Workforce Management	Workforce Management involves strategies to attract, recruit, manage and retain employees, fostering a purpose-driven and inclusive culture that supports business growth. This includes promoting engagement and retention, fair performance management and preparing employees for various work scenarios. It also covers managing outsourced teams, contractors and freelancers.
Communities	
Community Relations	Community Relations encompasses a company's efforts to build positive relationships with local communities and stakeholders by addressing their social, economic and environmental needs. This involves promoting community well-being and development, supporting local organizations and initiatives, and contributing to community growth through fair taxes, economic stimulation and local engagement.
Planet	
Climate Change Risks & Management	Climate Change Risks & Management includes identifying the impacts, risks and opportunities presented by climate change and the transition to a low-carbon economy, as well as adaptation and resilience measures adopted by a company. References to measuring and reducing carbon in direct operations and governance systems to manage climate-related risks and opportunities are also included.
Energy Management	Energy Management includes measuring the consumption of fuel and electricity, and overall energy use by companies, as well as energy recycling, energy efficiency gains and overall reduction measures.
Product Stewardship	Product Stewardship includes identifying and managing the environment, health, and safety (EHS) related impact of a company's products throughout their lifecycle from their manufacture and use to disposal.

Waste Management	Waste Management includes minimizing operational, laboratory and office waste (i.e., hazardous, non-hazardous, bio- and medical waste), first through source reduction and reuse and then through responsible disposal such as recycling and energy recovery.
Water Management	Water Management includes the measuring the use, management and conservation of water resources for meeting business needs in operations and in product use and ensuring proper water treatment and discharge. This also includes practicing responsible water stewardship, especially in operations in water-sensitive and high-risk areas.
Governance	
Ethical Practices & Corporate Behavior	Ethical Practices & Corporate Behavior is a set of guidelines promoting responsible and ethical behavior in the workplace and business operations, including compliance with laws and regulations, and upholding integrity and accountability.
Governance Structures & Mechanisms	Governance Structures & Mechanisms refer to the regulation of decision-making, accountability and authority in a company, promoting responsible and transparent operations through management structure, compliance, transparency and alignment of compensation with stakeholder expectations. It also includes board composition and independence, company principles and policies and complaint systems.
Human Rights	Human Rights are the fundamental rights inherent to all human beings – including employees and other stakeholders in a company's value chain - that ensure they are able to live with dignity, freedom, equality, justice and peace, and the measures necessary to uphold these rights.
Management of the Legal & Regulatory Environment	The Legal & Regulatory Environment encompasses a company's efforts to comply with relevant laws and regulations, prevent misconduct, and manage legal and regulatory requirements. This includes anti-corruption policies, relationships with governments, and efforts to advance public policy.
Privacy & Data Protection	Privacy & Data Protection refers to a company's commitment to secure personal information and data privacy through measures such as privacy policies and secure data storage and processing.
Risk Management & Business Continuity	Risk Management & Business Continuity involves a company's ability to identify and handle potential risks that may impact operations, including planning for business continuity in the event of disruptions or crises.
Transparency	Transparency involves a company's openness in communication and sharing of information with stakeholders. This includes transparent information about operations, finances, governance, and environmental, social, and governance (ESG).