



2022 Environmental, Social, and Governance Report

ESG Program



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Amicus

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

About Us

We are a global, patient-dedicated biotechnology company focused on developing and commercializing novel medicines for people living with a range of rare and devastating diseases.

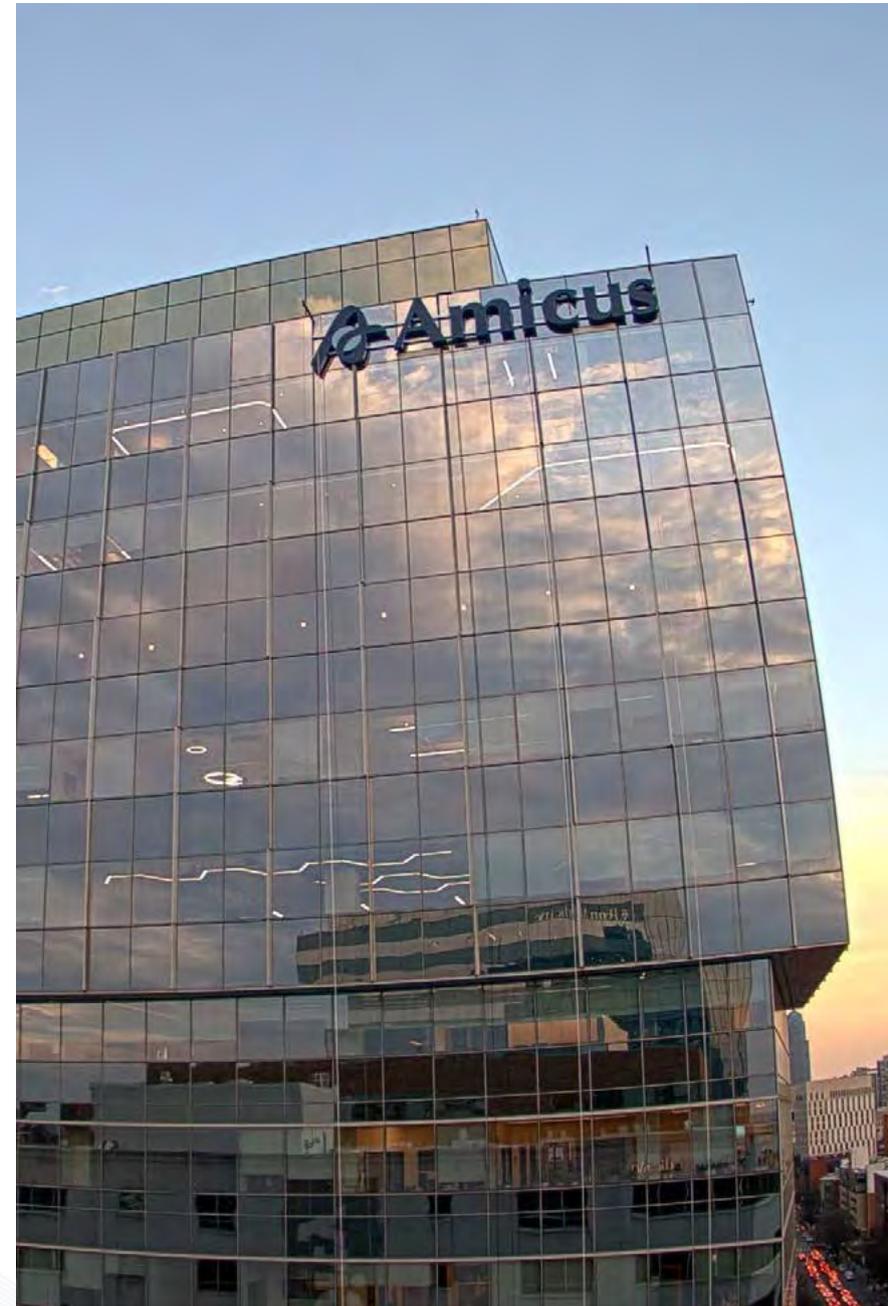
Amicus, the Latin word for friend, signifies our collaborative approach to developing medicines by incorporating the patient perspective every step of the way. This spirit of empathy, compassion, and tenacity permeates our culture and influences all aspects of our approach to advancing cutting-edge technologies.

ESG Program

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

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

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



Our ESG Initiatives & UN Sustainable Development Goals

Environmental Stewardship



Responsible Consumption and Production

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

Human Capital



Good Health and Well-Being

Amicus is committed to ensuring the health and well-being of our employees, as well as developing and delivering life saving medicines for people living with devastating rare diseases, supporting patient organizations, and spearheading initiatives to provide fairly priced access to Amicus medicines for the developed and developing world.



Quality Education

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



Gender Equality

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

Governance



Peace, Justice, and Strong Institutions

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

Environmental Stewardship

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

In this Section

Commitment and Objectives

Partnerships

Energy & Emissions

UN Sustainable Development Goals

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Environmental Stewardship & Corporate Responsibility

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

Reducing our Footprint

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

Proposed Sustainability Program Objectives

- Identify areas of risk and opportunities associated with supply chain GHG emissions
- Establish baseline GHG emission metrics, set reduction targets, and track performance
- Engage with suppliers to manage oversight of direct and indirect GHG management
- Enhance corporate reputation and accountability through public reporting



Amicus 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 a sustainable supply chain by incorporating environmental and sustainability principles into all of our commercial relationships. In order to do this, we want to ensure that we are aligned in our approach and establish the right priorities to help drive change throughout our supply chain and to demonstrate continuous year-on-year improvement. Due to the importance of sustainability, we are making this a key agenda item in the development of our overall business relationship.

Environmental Oversight of Amicus Supply Chain

Through a questionnaire issued to our suppliers, we have established a baseline of metrics related to Scope 3 GHG emissions generated throughout our supply chain. Working closely with our suppliers, we are utilizing this information to bolster our sustainability program and to obtain greater oversight into our suppliers' processes and procedures as we work together to collectively create a fundamentally more sustainable business.

Energy & Emissions

Smaller Footprint with Mixed On-Site Virtual Model

A reduction in our physical facilities and an increase in our remote work capacity has positioned us well for a post-COVID business environment that is conscientious of GHG emissions.

Throughout 2021, we provided pulse surveys to our employees, particularly pertaining to return to office and preference for office location, including remote work and hybrid approach. Amicus remains mainly remote and has a comprehensive plan for return to office with a focus on flexibility and a smaller physical footprint.

Total tCO₂ Emissions for all Commuters

(in metric tons)



2021 and Beyond

We expect to remain at a level of CO₂ emissions significantly less than 2019 as we formulate our flexible return to office plan including considerations of time efficiency and environmental impact

Environmentally Responsible Principles

We continue to enhance and promote sustainable business practices into Amicus facilities and future office spaces in order to reduce our carbon footprint. Through thoughtful planning, Amicus has made the conscious effort to occupy spaces that meet and exceed building sustainability standards currently set.

Efforts to Reduce Carbon Footprint within Global Headquarters have been Achieved through:

Green Building Design:

- Redesigned electrical systems for optimal performance and sustainability
- Installed green roof for optimal efficiency benefits; provides evaporation and delayed water drainage to sewer system
- Low-emitting materials installed throughout the building, with 20% use of recycled materials
- 100% Energy Star equipment and occupancy sensors; automatic lighting shutoff controls help lower energy use

Energy & Water Conservation:

- High efficiency water fixtures
- High efficiency mechanical and laboratory equipment
- Daylight and motion sensors allow full spectrum of natural light; LED fixtures used only when necessary
- 20% energy savings by using VAV system with return air; energy recovery units provide air for both high performing labs and offices
- High efficiency windows reduce solar heat gain
- Less printers to reduce the amount of paper waste

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

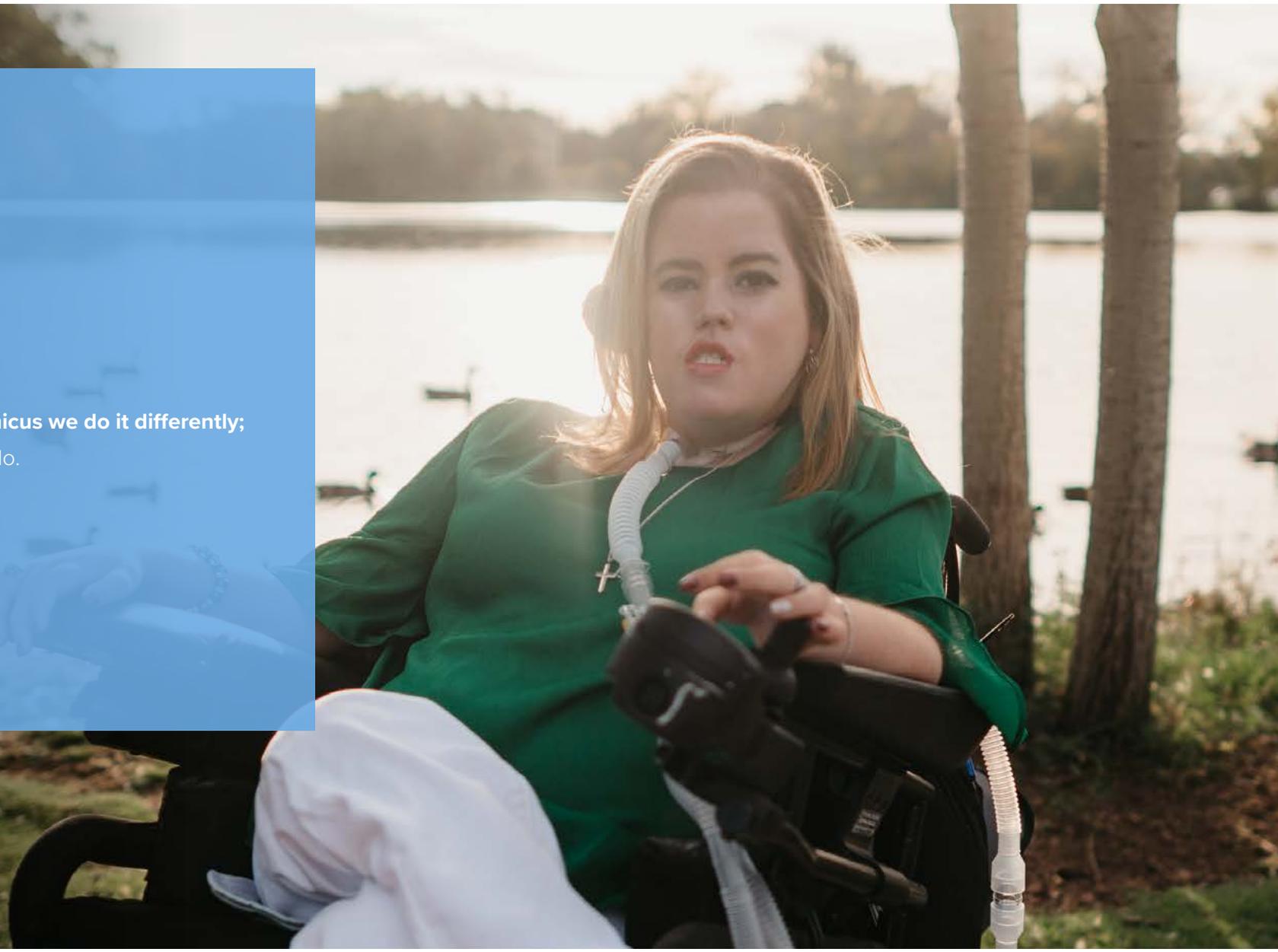
Access and Pricing Promise

Safety of Clinical Trials

Patient Support

UN Sustainable Development Goals

3 GOOD HEALTH
AND WELL-BEING



Patient Advocacy

At Amicus, dedication to our patients has always been our primary focus. We are committed to being the bridge between patients, their families, and resources, offering access to support and essential services across their disease experience.

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

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

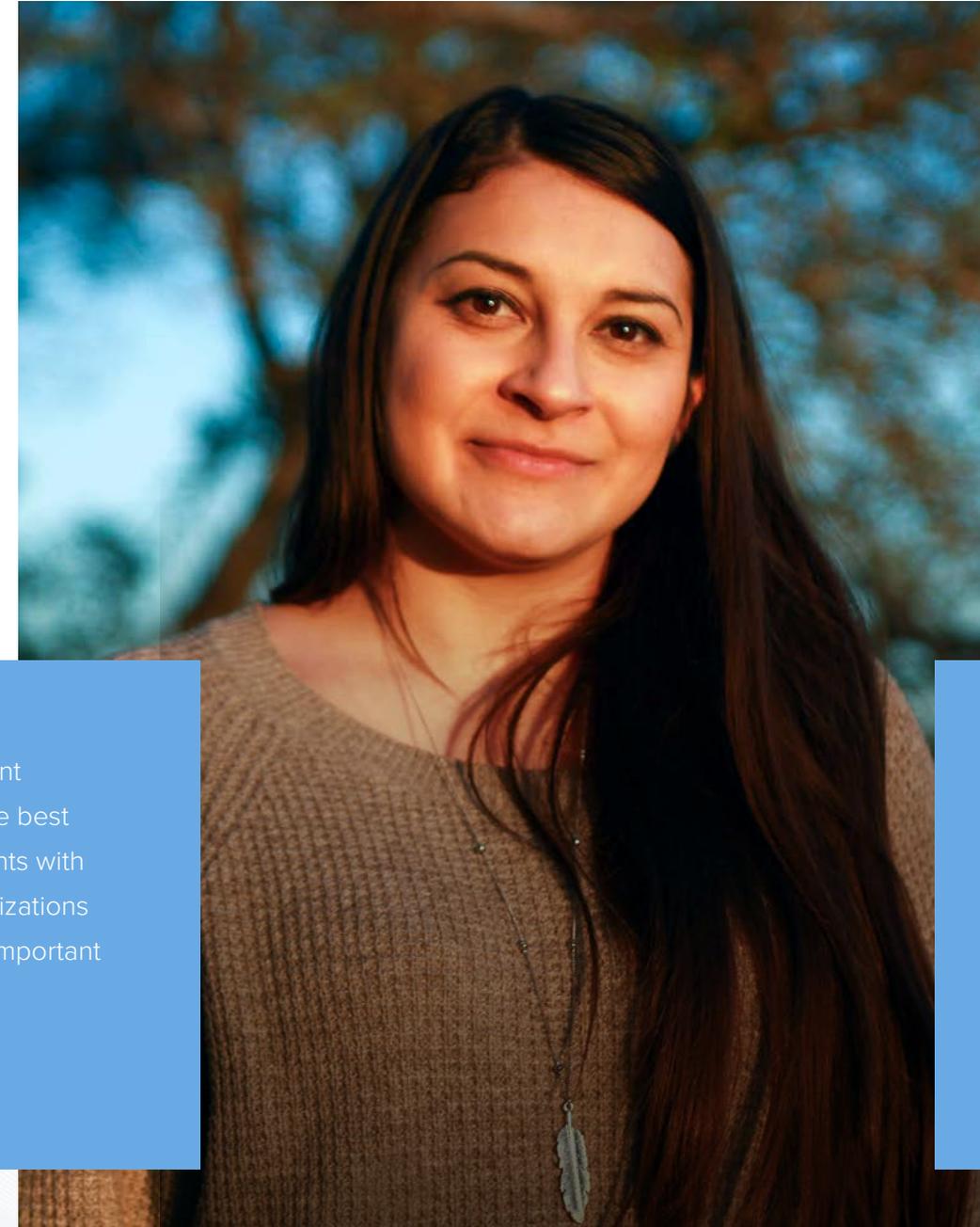
Patient Advisory Boards

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

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

PABs Making a Difference at Amicus

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



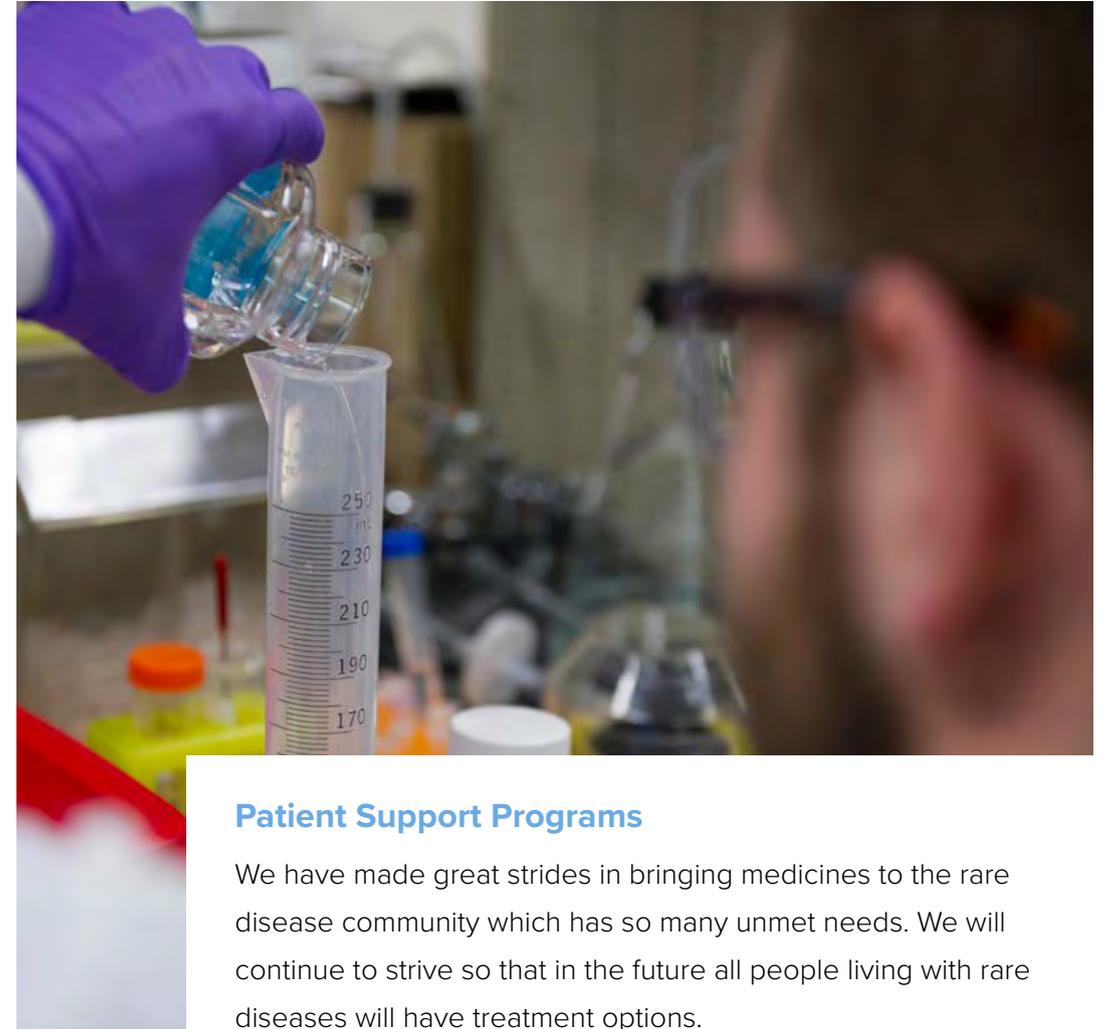
Pricing Promise and Commitment to Patients

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

Our Amicus Pricing PROMISE reflects our corporate belief that “our medicines must be fairly priced and broadly accessible” and includes our promise to price our products at or below parity to competitive products and not to raise the price for any Amicus medicine annually more than the Consumer Price Index (CPI).

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

SASB: HC-BP-240a.1



Patient Support Programs

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

Amicus Assist is a service that provides product assistance and support to patients to help gain access to Amicus' medications. For more information on Amicus Assist for the United States, visit our website at amicusassist.com.



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 inspections in Amicus facilities have resulted in no significant findings (VAI or OAI).

SASB: HC-BP-210a.2

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

SASB: HC-BP-210a.3

Safety of Clinical Trials

Ethical Clinical Trials

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

Quality and Safety

Patient safety remains paramount when manufacturing and distributing our products. We comply with Good Manufacturing Practices (GMP) in addition to our own rigorous internal quality standards.

For more information, see Amicus' [Code of Conduct](#).

SASB: HC-BP-210a.1

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.

COVID-19 Response: Patient Support

To protect the health of our patients...

Amicus is committed to providing uninterrupted access to medicines for those who need treatment.

Global supply chains for Galafold® (migalastat)...

are not interrupted and continue to supply people living with Fabry disease with amenable variants, even in the most impacted areas.

Mitigation plans are in place...

to ensure patients have continued access to study drug and trial-related assessments.

A global task force chaired by senior leadership meets to make certain we are doing everything possible to protect the health of our employees, their families, and our communities, and to ensure we maintain patient access to our medicines and services.



Employees

At Amicus, our goal is to develop an **employee-driven 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
- Career development plans
- Building a diverse and engaged workforce
- Employee involvement in the community



UN Sustainable Development Goals





Our Responsible Business

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.

COVID-19 Response: Employees

Amicus quickly aligned with public health strategies and rapidly put in place a comprehensive response to help prevent the spread of COVID-19 to our global workforce. An employee engagement strategy was quickly implemented to keep employees safe, informed, and motivated.

- **Implemented full-time remote working** for the majority of the Amicus workforce and now offer in-office activities on an as-needed basis, with emphasis on employee safety and social distancing. More than 90% of our employees worked from home in 2021.
- **Introduced Amicus Cares**, our internal engagement program, to keep employees informed and engaged on current policies and procedures, and to maintain business continuity.
- **Launched interactive online social collaboration tools**, such as Microsoft Teams and Yammer, to support employee engagement and informal connection.

To protect the health of our employees and maintain business continuity, we adopted work from home policies for those who could do their jobs remotely. We restricted business travel and access to our facilities to essential personnel and services only, and where possible, transitioned to virtual or hybrid engagement with healthcare providers.

All Amicus regional and affiliate offices continue to follow the guidance of local governments and health organizations, such as the Centers for Disease Control (CDC) in the U.S., the World Health Organization (WHO), and the health agencies of each country where Amicus does business.

Career Development Plans

Mission-Focused Behaviors

In 2019, building on our founding beliefs, we put in place Mission-Focused Behaviors 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 reimaged our performance management process to measure the what and the how, rewarding those who role-model our Mission Focused Behaviors.

Through extensive employee-driven workshops, we shifted from traditional thinking and:

- Embedded the leadership traits of our culture (mission, integrity, performance, and innovation) into our career development strategy.
- Altered the way we conduct performance management with these common drivers as the foundation.
- Shifted to Objectives & Key Results (OKR) driven performance management, including establishing a feedback culture to drive results, and a fair measurement process that captures performance data.



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.



Amicus Learns. Online learning available virtually to all employees, including LinkedIn curated content, was created to encourage professional development and informal connection

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

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



Growth Mindset Culture

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



Employee Recruitment, Engagement, and Retention

Employee Engagement

In 2021, 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.

We are committed to ensuring we regularly check in on our employees and assess overall employee satisfaction to guarantee we do all that we can to retain our talented group of passionate entrepreneurs.

Pulse surveys:

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



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.

Employee Assistance Programs

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

Mental Health First Aiders

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

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.

At Amicus, we offer:

- Tuition reimbursement
- Mentorship and Internship programs
- Leadership development programs for managers
- An employee referral program
- Opportunities to spearhead part-time projects that allow employees to build new, differentiated skillsets while maintaining their current role

- Robust career toolkits and performance planning guides designed to unleash career development potential
- Executive coaching to support advancement of Amicus key talent
- Recognition programs to support and thank colleagues

SASB: HC-BP-330a.1

Voluntary and Involuntary Turnover Rates

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

SASB: HC-BP-330a.2

Healthy Work Life Balance:

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



116

We continue to attract excellent candidates and hired 116 people globally in 2021.

Human Capital

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

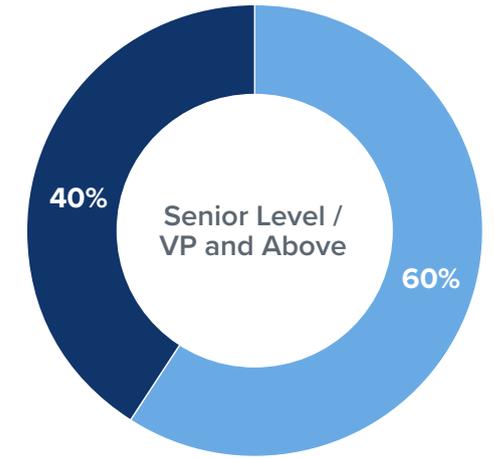
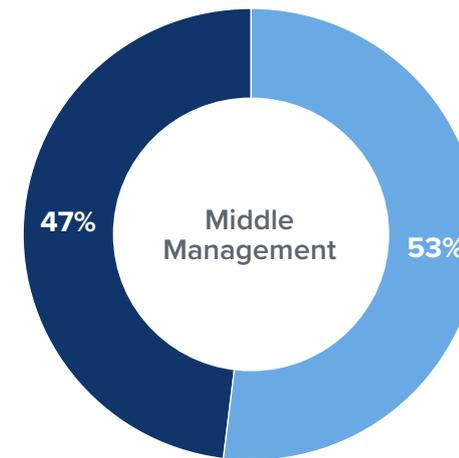
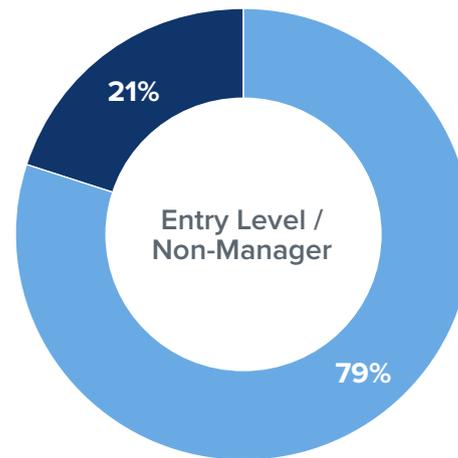
Our Board of Directors and senior leadership are committed to our broad human capital philosophies, practices, and risk management to create value and support our mission. Attracting and retaining talented team members, and creating a viable and consistent work experience, is an integral part of our competitive strategy driving long-term value and risk mitigation. To that end, the Compensation and Leadership Development Committee and the full Board review our key human capital programs and processes on a regular basis, including our talent pipeline, turnover, workplace culture, inclusion and engagement, and workforce risk. Goals of maintaining gender diversity and increasing overall diversity and culture are embedded in our corporate and individual goals and reinforced through our compensation management decisions.

Gender Breakdown by Level

(as of December 31, 2021)

● 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 the executive levels of the Amicus workforce."

82%

% Hiring Slate Diversity

50%

Diversity of Hires, Director+

61%

Diversity of Hires, Associate Director and Below

*Diversity includes gender and race

Diversity, Equity, and Inclusion

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

Our Commitment to DEI



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



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



Retain existing diverse talent

2023 and Beyond



Maintain strength in global gender diversity



Increase U.S. diversity through intentional and ongoing action



Continuously evaluate compensation practices to ensure pay parity

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

People

Embed DEI into activities of our business units, the Amicus Belief Statement, and Mission-Focused Behaviors

Ensure diverse representation in next-generation talent initiatives

Attract talent through a diverse lens (candidate slates, interview teams, inclusive hiring processes)

Ensure diversity in Board of Directors and Senior Leadership Team

Patients

Ensure diverse representation in our clinical trials

Create patient education to impact health literacy

Address the impact of socioeconomic and access through advocacy

Work towards global access to treatments for patients

Philanthropy

Support non-profits that impact diverse communities

Invest in the next generation of innovators through partnerships with STEM programs

Build awareness of rare diseases in diverse populations

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, Latinos, 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, A BLACK ERG
LIFTED
Leaders of Inclusivity
Fostering Talent
Empowerment & Diversity
A Black ERG

GREEN
GREEN

Amicus LGBTQ+

**EMPLOYEE RESOURCE GROUP
WOMEN IN LEADERSHIP**

Women in Leadership

SERVE
Support & Engagement of
Reservist & Veteran
Employees

ALL IN
Asians Learning
Leadership & Innovation

DRAW
Disability & Rare Advancement
in the Workplace

Supporting the Rare Disease Community

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

Lunch & Learns

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



Employee Involvement in the Community

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

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

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

Engaging Employees in Community Support

2022 Response to the Ongoing Crisis in Ukraine



Upon the onset of the war in Ukraine and great humanitarian crisis spreading across bordering countries, we mobilized our collective efforts to support Ukrainian refugees and to provide

direct support of rare disease children and their families from Ukraine. We made direct corporate charitable donations to organizations providing Ukraine disaster relief targeting people living with rare genetic diseases and their caregivers and we updated our matching program to double match individual employee contributions up to \$500 to all humanitarian non-profits supporting efforts for the people of Ukraine. We encourage our team of passionate employees to volunteer their time and efforts to provide aid and connect with community organizations involved with this important cause. As a result, we established the Amicus Ukraine Support Day, a day of service in which employees across the globe come together to organize the donation, collection, and packaging of much needed supplies for humanitarian relief directly to Ukraine.

2021 Charitable Giving

(As of December 31, 2021)

United States		International
66	Total number of contributions	89
\$1,677,000	Total amount of contributions allocated	\$832,976
\$1,374,314	Total amount given to rare disease Patient Advocacy Organizations (PAOs)	\$635,838
\$216,250	Total amount given to community non-profits and non disease-specific PAOs, e.g., HomeFront NJ homelessness relief and BioNJ	\$197,138

52 patients / 18 countries

Expanded Access through 2021: delivering our therapies to patients in need, regardless of geography or ability to pay

770 hrs

Volunteer hours logged by U.S. employees

20+

Community support programs in which Team Amicus has participated

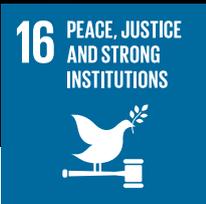
Governance

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

In this Section

- Ethical business practices
- Corporate governance
- Risk management
- Culture and compliance
- Data security and privacy

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 governance charters, 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.

Total amount of monetary losses as a result of legal proceedings associated with false marketing claims

None.

SASB: HC-BP-270a.1

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery

None.

SASB: HC-BP-510a.1

Description of Code of Ethics governing interactions with healthcare 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.

SASB: HC-BP-510a.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 approved 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.

SASB: HC-BP-270a.2



Oversight of Sustainability Practices

ESG Working Group

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

ESG Oversight by the Board of Directors

Our Nominating and Corporate Governance and Science and Technology committees receive regular updates on ESG and sustainability at Amicus. Our Board receives updates throughout the year. In addition, our Board receives regular updates on human capital management from our Chief People Officer.

Corporate Governance Highlights

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

Beginning with our Board of Directors and our Senior Leadership Team, we are committed to long-term value driven by the pillars of governance, social responsibility, and integrity across all we do, including employee engagement, clinical and regulatory operations, and eventual access to medicines for patients. Oversight of our Enterprise Risk Management Program is robust, and includes quarterly review by both our internal Global Risk Committee composed of our senior leaders and our Audit and Compliance Committee, which is primarily responsible for reviewing and advising the full Board on all material risks and developments. The other board committees each have oversight into specific risk areas.

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

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

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

82%

Board Independence

60.8 yrs

Average Age



Director Diversity

- 3** Female
- 2** Veteran Status
- 1** African American or Black

8 yrs

Average Tenure

55%

Overall Board Diversity*

*Diversity includes gender, race, and veteran status

Our Enterprise Risk Management Program

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



Integrity Leadership Program

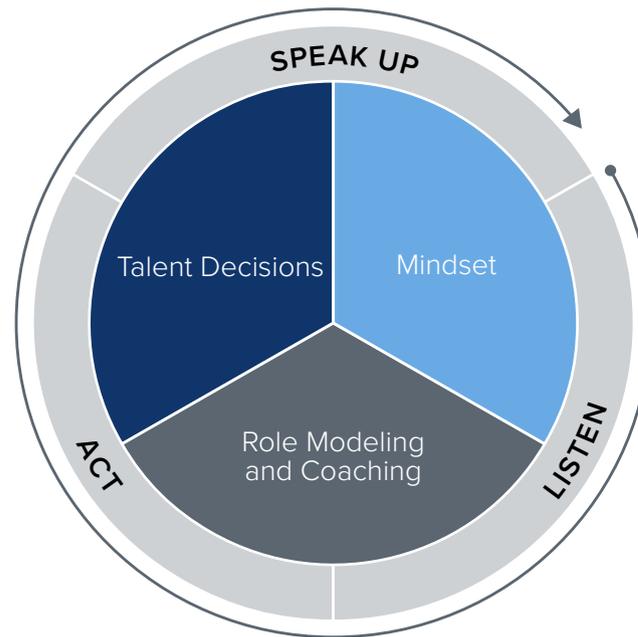
Culture of Business Ethics

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

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

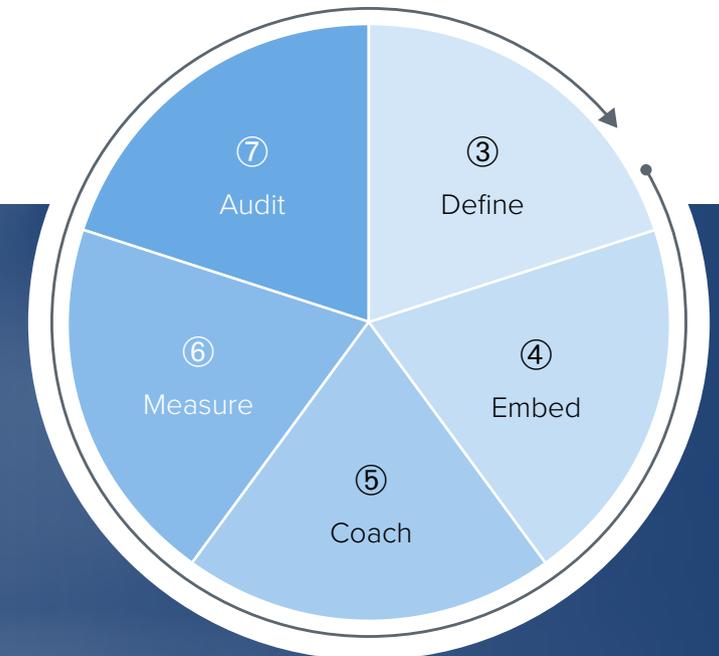
Leading Behaviors

The three areas of integrity leadership behaviors.



Principle Components

The seven building blocks that make up the Integrity Leadership Program



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



Data Security and Privacy

Data Security and Privacy Program

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

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

2021 Highlights:

- Phase 2 of our cybersecurity tactical roadmap with emphasis on process automation
- Continued multi-year zero-trust Identity Access Management program (proper approval for access at the right time for the right reason)
- Successfully benchmark our Disaster Recovery capability
- Year-over-year improvement in employee cybersecurity metrics, including phishing simulation scores and levels of incident reporting
- Leveraged organizational resilience and business continuity process to enable ongoing employee productivity throughout the evolving COVID-19 pandemic

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. 11) Amicus Code of Conduct
	HC-BP-210a.2 Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Safety of Clinical Trials (p. 11) 2021 10-K
	HC-BP-210a.3 Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries ²	Safety of Clinical Trials (p. 11)
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. 10) 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.1 Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	None.
	HC-BP-240b.2 Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	Amicus limits the annual price increase of Galafold to Consumer Price Index (CPI)
	HC-BP-240b.3 Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	Not reported.
Drug Safety	HC-BP-250a.1 List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Not reported. Please visit the FAERS MedWatch for more information.
	HC-BP-250a.2 Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Not reported. Please visit the FAERS MedWatch for more information.
	HC-BP-250a.3 Number of recalls issued, total units recalled	Not reported.
	HC-BP-250a.4 Total amount of product accepted for take-back, reuse, or disposal	Not reported.
	HC-BP-250a.5 Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type ³	Not reported.

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	Not reported.
	HC-BP-260a.2 Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Not reported.
	HC-BP-260a.3 Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not reported.
Ethical Marketing	HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims ⁴	Ethical Business Practices and Marketing (p. 27)
	HC-BP-270a.2 Description of code of ethics governing promotion of off-label use of products	Ethical Business Practices and Marketing (p. 27) Amicus Code of Conduct
Employee Recruitment, Development, and Retention	HC-BP-330a.1 Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Employee Recruitment, Engagement and Retention (p.20)
	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	Employee Recruitment, Engagement and Retention (p.20)
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	Not reported.

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	Ethical Business Practices and Marketing (p. 27)
	HC-BP-510a.2 Description of code of ethics governing interactions with health care professionals	Ethical Business Practices and Marketing (p. 27) Amicus Code of Conduct
Activity Metrics	HC-BP-000.A Number of patients treated	Not reported.
	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, including as they are impacted by COVID-19 related disruption, are based on current information. The potential impact on operations from the COVID-19 outbreak is inherently unknown and cannot be predicted with confidence and may cause actual results and performance to differ materially from the statements in this release, including without limitation, because of the impact on general political and economic conditions, including as a result of efforts by governmental authorities to mitigate COVID-19, such as travel bans, shelter in place orders and third-party business closures and resource allocations, manufacturing and supply chain disruptions, limitations on patient access to commercial product or clinical trial sites and investigational product or other clinical study disruptions and disruptions to our employees. In addition, all forward-looking statements are subject to other risks detailed in our Annual Report on Form 10-K for the year ended December 31, 2021. You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date hereof. All forward-looking statements are qualified in their entirety by this cautionary statement, and we undertake no obligation to revise or update this report to reflect events or circumstances after its publication date.



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