



2021
ENVIRONMENTAL
SOCIAL &
GOVERNANCE
REPORT

Contents



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About Us



We are a global, patient-dedicated biotechnology company focused on discovering, developing, and delivering novel high-quality medicines for people living with a range of rare and devastating diseases. Each program that we invest in must have three key characteristics:

Address a rare genetic disease or a life-limiting disorder

Have the potential to be first-in-class or best-in-class

Impart a meaningful benefit for patients as defined by those living with a rare disease and their caregivers

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.

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

ENVIRONMENTAL, SOCIAL, & GOVERNANCE (ESG) PROGRAM

Our dedication to patients goes hand in hand with our commitment to our environmental, social, and governance responsibilities. 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 program reflects the effective management of critical environmental, social, and governance principles that are fundamental to our organization. Our ESG initiatives, which are consistent with those identified by the Sustainability Accounting Standards Board (SASB) for the biotechnology and pharmaceuticals sector, serve as a broad guide for our report content.

The discovery, development, and delivery of important medicines and therapies to patients, clinical, and regulatory activity, employee engagement, and responsibility to our investors are underscored by our commitment to sustainable growth for all stakeholders. 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.



AMICUS INTERNATIONAL HEADQUARTERS: MARLOW, UK

In the build-out of the UK facility, our key partners sustainably sourced design elements including flooring, carpeting, furniture, and fixtures. In addition, special emphasis on carbon footprint reduction was achieved with numerous recycling features including a decrease in printers throughout the space to reduce the amount of paper waste.

“ A reduction in our physical facilities and an increase in our remote work capacity has positioned us well for a **post-COVID business environment.** ”

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

AMICUS GLOBAL HEADQUARTERS: PHILADELPHIA, PA

Our global headquarters and our Global Research and Gene Therapy Center of Excellence is located in Philadelphia, PA, in a state-of-the-art facility that redefines the paradigm of the typical research space. Located in a burgeoning hub for medical breakthroughs, this facility advances our industry-leading portfolio of rare disease gene therapy programs, and was developed with environmentally responsible design principles in mind.



OUR FACILITIES:

Environmental Stewardship Success:
Philadelphia, PA and Marlow, UK

ENVIRONMENTAL MANAGEMENT

Our Philadelphia Corporate Headquarters



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



Hazardous Waste Management

Approximately 75% of construction and demolition waste diverted from landfills and/or incineration

All hazardous materials stored on first floor and transferred to labs via service elevator adhering to strict environmental building codes

Washroom and 600 square foot nitrogen generation system designed to manage lab waste before transport through service elevator

Amicus Therapeutics

International Headquarters:
Marlow, UK



Our Focus on Sustainable Operations Begins with Our Own Facilities

Everything that we do at Amicus, we do with the highest standards in mind. This includes how we design and develop the Amicus facilities we occupy – fully integrated to support both the cutting-edge technology that allows us to deliver on our mission for the communities we serve, while reducing our impact on the environment. It also includes where and how we work. For example, we closed our former global headquarters and are planning for a smaller footprint and a mixed on-site and virtual model. Our present and future facilities are founded on environmentally responsible design principles.

As we designed our current spaces and as we move forward with new opportunities, we will look to continue to meet and exceed all building standards currently set. With each new building technology introduced, we evaluate it to see how it can benefit our workforce, the environment, and our business. Amicus recognizes that we must hold ourselves accountable to ensure that we are doing our part in preserving the future of our planet, as well as improving the workplace environment.



Amicus Partners are Committed to Improving Green Credentials

Our business activities are conducted in a manner that protects the health and safety of our employees, minimizes the environmental impacts of our operations, promotes effective stewardship of environmental resources, and maintains a steadfast focus on product quality and safety.

Amicus Global Technical Operations is committed to improving Green credentials through our supply chain partners to reduce environmental impact. We are partnering with our manufacturing vendors to manage the carbon footprint that is a result of the processes used to manufacture our products. Together with our partners, we are aligned in our approach and have ESG as a standing agenda item in our Quarterly Business Reviews. Throughout 2021 and beyond, we will assess the progress of these programs and partners to help drive change. We will also consider the environmental impact on any/all future proposal submissions.

OUR CULTURE

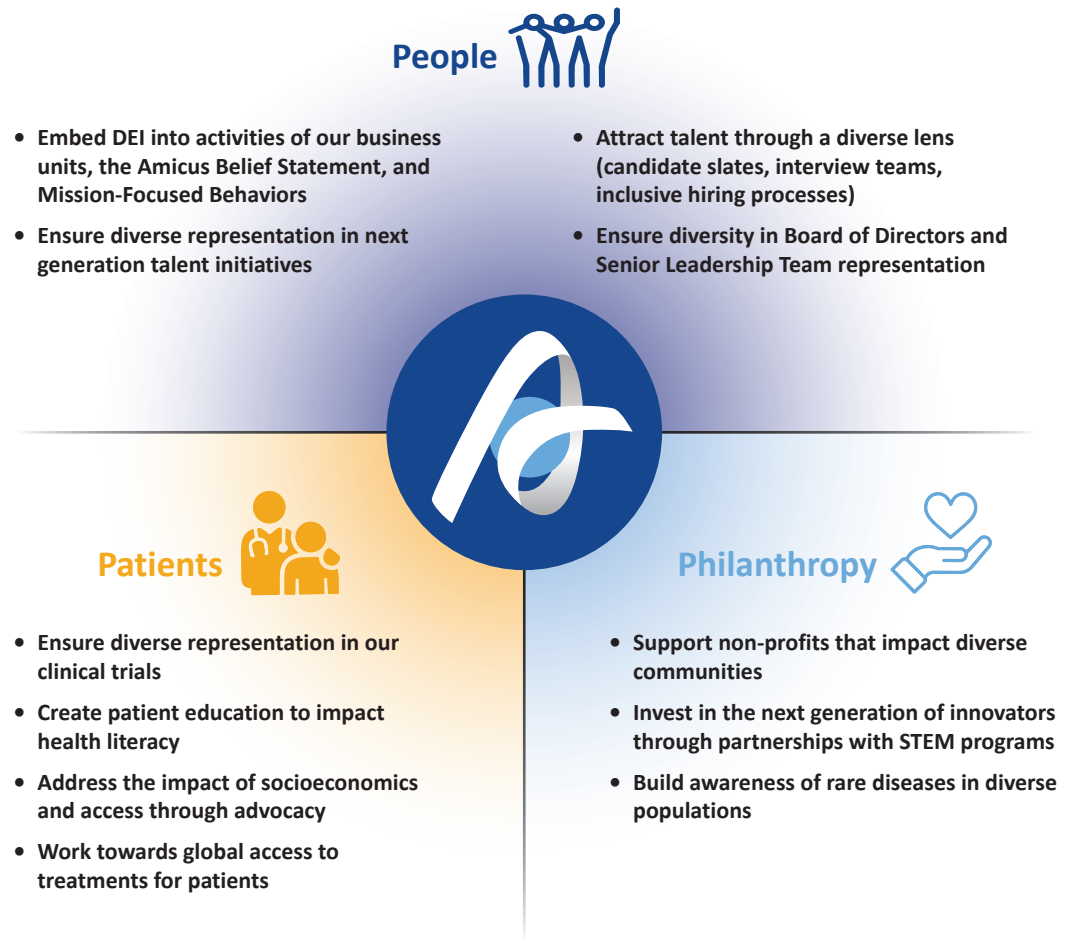
Our transparent, inclusive, and collaborative culture gives employees the tools and resources to grow personally and professionally while ensuring we can meaningfully engage with the global rare disease patient community. We are committed to giving back to the communities where our employees live and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

charitable contributions, and connecting with individuals and families affected by serious illnesses. As a part of Amicus' personal commitment to diversity, equity, and inclusion in the workplace, we have identified bold, yet attainable goals intended to strengthen our culture of inclusivity, while enabling us to deliver on our mission for patients.

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.

Diversity, Equity, and Inclusion (DEI) at Amicus is about creating a setting 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 "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.



CEO ACTION PLEDGE

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



In July 2020, John F. Crowley, our Chairman and Chief Executive Officer, signed the CEO Pledge, together with leaders of multiple domestic and international companies, to advance diversity and inclusion in the workplace.



The Pledge outlines a specific set of actions that companies will take to cultivate a trusting environment where all ideas are welcome, and employees feel comfortable and empowered to discuss diversity and inclusion. In support of the Pledge, amongst other actions, Amicus introduced goals to increase diversity, equity, and inclusion, and launched Employee Resource Groups; voluntary, employee-led groups designed to foster a diverse and inclusive workplace aligned with the organizations they serve.



Recognizing that diversity and inclusion are multifaceted issues, tackling these issues holistically increases better 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, and people with disabilities.

Beginning in 2021:

- ✓ 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

HEALING BEYOND DISEASE

A unique corporate initiative for Amicus is Healing Beyond Disease™ (HBD). Weaving together the cultural threads of Time, Talent, Treasure, Pledge, and Bridges, HBD inspires us to go beyond what may sometimes seem impossible. Time is our volunteerism, Talent is our mentorship of emerging talent and pro bono consulting for non-profits and nascent biotech enterprises, and Treasure shows our philanthropy through charitable giving and matching gifts. The Pledge is to reinvest in diseases until there is a cure, and Bridges strives to make product available to patients anywhere in the world who could benefit regardless of the ability to pay. Our drug development expertise gives another meaning to access and a different level of support to the rare disease community.



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 was incorporated into Healing Beyond Disease to amplify our care, connection, and compassion for the rare disease community.



9 Lunch & Learns/webcasts were presented in 2020:

Lunch & Learns: 2020 Rare Disease Day; Coping in an Uncertain World: Two Disabled Dudes; Mothers and Sons Living with Fabry: A Conversation in Honor of Mother's Day; Engagement, Research, and Treatment: Connecting to a Diverse Rare Disease Community; One Year to Live, 25 Years Later: The Power of Gratitude*

* These titles represent 5 of the 9 L&Ls presented in 2020

HBD Talent roundtables: We conducted four roundtables with individuals, patient organizations, and small private companies in research areas that aren't specific to Amicus. Through interactive Q&A, Amicus employees provide information that may be helpful as these individuals look to advance their research, disease knowledge, and mission of their organization.

“The HBD Lunch & Learns have become an important event woven into the corporate culture of Amicus. Recent programs discussing the role of newborn screening in ensuring early and appropriate treatment of diagnosed rare diseases, and how clinical trials testing new medicines represent the full diversity of the rare diseases community, **bring home the importance of the work being accomplished at Amicus.**”

PHILANTHROPY: CHARITABLE GIVING



U.S.
Contributions

82

\$1,750,386

\$1,405,209

\$321,677

\$23,500
to 4 non-profits

Amicus
Charitable
Contributions
in 2020

Total number
of contributions

Total amount of
contributions
allocated

Total amount given
to rare disease
Patient Advocacy
Organizations (PAOs)

Total amount given to
community non-profits
and non disease-specific
PAOs, e.g., HomeFront NJ
homelessness relief
and BioNJ

COVID-19-related
charitable support
2H20



International
Contributions

87

\$994,000

\$994,000

NA

\$28,900
to 3 non-profits

22

Total number of countries
in which Amicus made
charitable contributions

Australia	Ireland
Austria	Italy
Belgium	Japan
Brazil	New Zealand
Canada	Netherlands
Czech Republic	Poland
Denmark	Spain
France	Sweden
Finland	Switzerland
Germany	UK
Greece	U.S.
Hungary	

Since its founding, Healing Beyond Disease has supported employees in contributing to the causes they care about:

3,000+ hrs

Volunteer hours logged by
U.S. employees

50+

Community support programs in
which Team Amicus has participated

\$15,000+

Donated by U.S. employees

\$9,000+

Corporate-matched donations in
addition to charitable contributions

20+

Formal HBD roundtable
collaborations

*Each roundtable involves multiple volunteers
who work with early-stage organizations on
an ongoing basis

52 in **18**
Patients **Countries**

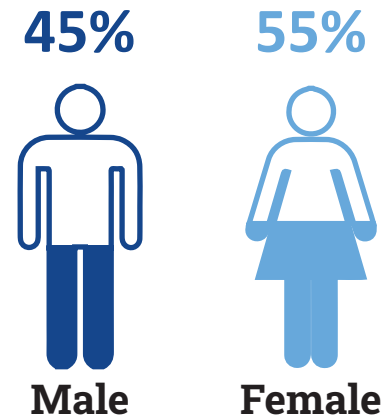
Expanded Access in 2020: delivering
our therapies to patients in need at
no charge

HUMAN CAPITAL AT AMICUS

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 management 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 process on a regular basis, including our talent pipeline, turnover, workplace culture, inclusion and engagement, and workforce risk. In addition, certain goals on maintaining gender diversity and increasing overall diversity and culture are embedded in our corporate and individual goals and reinforced through our compensation management decisions.

Overall Global Gender Population



Gender Breakdown by Level



Entry Level/Non-Manager



Middle Management



Senior Level/VP & Above

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 also launched our **Mission-Focused Behaviors Roadshow** at Amicus through extensive employee-driven workshops that shifted from traditional thinking and:

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

LED FROM WITHIN: REDISCOVER, REIMAGINE, AND REINVENT

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



PRICING PROMISE AND COMMITMENT TO PATIENTS

At Amicus Therapeutics, we believe that 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.

OUR RESPONSE TO THE COVID-19 PANDEMIC

Our two main objectives during 2020 were to protect the health of our employees and their families and to help ensure that patients and healthcare providers had uninterrupted access to our medicines. People living with rare diseases have an ongoing need for consistent access to care and their treatments, yet many faced challenges in accessing their providers and the healthcare system. Amicus committed to a business continuity plan with a proactive strategy to support public health initiatives, as well as its patients and employees.

Our Patients

Amicus committed to provide uninterrupted access to medicines for those who needed treatments.

- ✓ **Global supply chains for Galafold® (migalastat)** were not interrupted and continued to supply the medicine for people living with Fabry disease with amenable variants even in the most impacted areas
- ✓ **Participants enrolled in all clinical studies** for AT-GAA for Pompe disease, including the Phase 3 PROPEL study, continued to receive study drug with the study completed on time
- ✓ **Each patient and clinical site had individual plans** to ensure access to the study drug and completion of trial-related assessments

Amicus reinforced and elevated communications, as well as the resources provided to patient community partners



Our People

Following the emergence of the COVID-19 pandemic, Amicus 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.

- ✓ **Donated thousands of masks, gloves, and other supplies** from our Philadelphia Center of Excellence to organizations in Pennsylvania and New Jersey
- ✓ **Implemented 100% remote working**, except critical bench scientists; initiated a global, localized lunch hour free from internal meetings
- ✓ **Reinforced flex time/flex schedules** as needed
- ✓ **Implemented the "Amicus Family Day"** – a global day off for all employees to safely spend quality time with family and friends; during 2020 employees enjoyed four Amicus Family Days
- ✓ **Launched Amicus Cares** to keep employees informed and engaged and maintain business continuity; implemented remote work from home training within first weeks of lockdown
- ✓ **Instituted COVID-19 stipends for employees**; employees received two \$1,000 stipends during 2020
- ✓ **Developed and launched Amicus Learns**, an online learning portal created to encourage career development and advancement
- ✓ **Presented global town halls**, medical briefings, and patient events designed to keep employees updated and informed on the evolving climate of the COVID-19 pandemic
- ✓ **Launched interactive online social collaboration tools**, such as Microsoft Teams and Yammer, to support employee collaboration and informal connection
- ✓ **Implemented Pulse surveys** and published results from employees on how the company handled COVID-19 and its work from home policies and procedures

Risk Mitigation Measures During COVID-19



Amicus teams oversaw additional risk mitigation activities such as the acquisition of additional protective equipment, implementation of new health and safety protocols including screening tools and close contact tracing, and communication of company safety requirements and training.

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 for our field-based employees and where possible, transitioned to virtual engagement with healthcare providers.

A global task force chaired by senior leadership meets frequently to ensure that we are doing everything possible to protect the health of our employees, their families, and our communities while ensuring our medicines and services continue to reach patients. 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 agency in each country where Amicus does business.

OUR AWARDS



STANDOUT IN INNOVATION

United Kingdom Prix Galien Innovative Product Medal 2018

Prix Galien USA Best Biotechnology Product Nominee 2020, 2019

Deloitte Technology Fast 500 List in 2020, 2017, 2012

Silver Stevie® Winner Most Innovative Company of the Year 2020



EXCELLENCE IN DESIGN

**For Philadelphia Center of Excellence:
IIDA PA/NJ/DE Award for Best of Corporate
20,000 SF+2020
IES Illumination Award of Merit 2020
ENR MidAtlantic Best Project Award of
Merit in Healthcare 2020**



PARTNERSHIP RECOGNITION

**BlueJeans First Place Best Collaboration
Champion Award 2020**

**Penn Center for Innovation Deal of the
Year 2018**

**Make-A-Wish Foundation® Corporation
of the Year 2015**

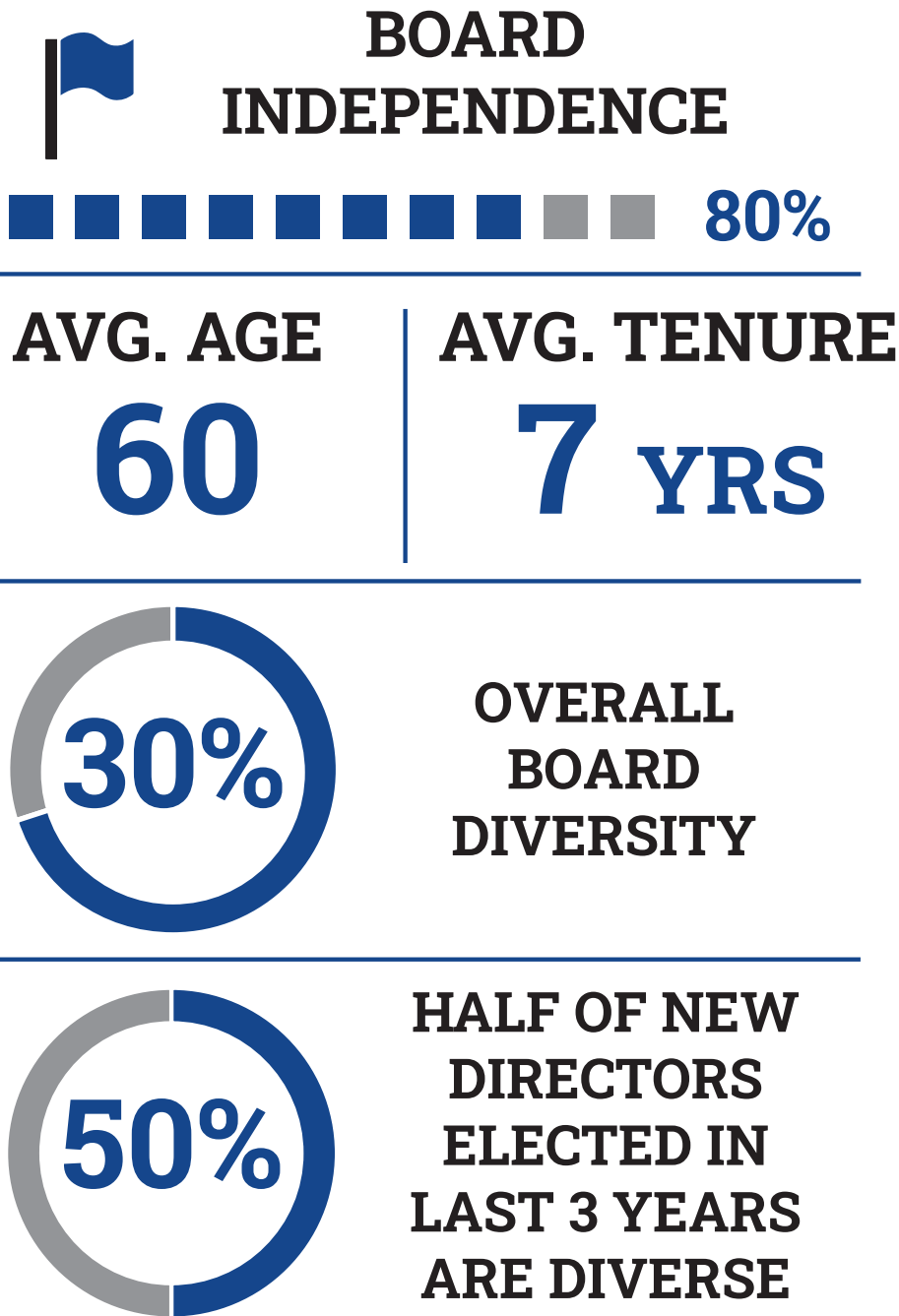
GOVERNANCE, RISK, & COMPLIANCE

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 Business 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 Governance Committee, and our Science and Technology Committee (which can be found on our corporate website). 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.

The Board is equally committed to ongoing Board refreshment and broad diversity of background, gender, skills, and experience. The Board recently introduced a Board skills matrix to ensure diversity, demonstrate the complement of skills on the Board, and identify any gaps to guide future Board refreshment.

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.

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 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.

HOW WE MANAGE RISK





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, 2020. 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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of Excellence**

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