



2022 Agios Pharmaceuticals

Environmental, Social and Governance Report



Remy, living with PK deficiency

Agios Pharmaceuticals

Corporate *Sustainability* Tear Sheet

At Agios, we are committed to building a sustainable business that provides long-term value for all our stakeholders. We support environmental, social and governance (ESG) initiatives that are aligned with our culture and values and that may positively impact the patients we serve, our employees, our communities and our world.

This document contains disclosure of sustainability metrics relevant to Agios' business and strategy. These metrics are aligned with the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals Industry and the United Nations Sustainable Development Goals (UN SDGs). Unless otherwise noted, it covers ESG disclosures for Agios Pharmaceuticals for the period Jan. 1, 2021 through Dec. 31, 2021.



↓ ESG Program Objectives

Our vision to make the world a better place is foundational to Agios. We are driven to improve the lives of those fighting life-threatening and life-altering genetically defined diseases, including those that have often been overlooked or neglected. We have pioneered two novel therapeutic approaches — IDH inhibition and PK activation — and continue to focus on creating an environment in which scientific innovation on behalf of patients can thrive.

Our ESG program is centered around our commitments to:



08 Patients

- 09 Case Study: *Advancing Care for an Underserved Patient Community*
- 10 Access to Medicines and Affordable Pricing
- 13 Safety of Clinical Trial Participants
- 14 Drug Safety
- 16 Case Study: *Patient Voice in Clinical Trials*



18 Employees

- 19 Culture
- 20 Employee Recruitment, Engagement, and Retention
- 22 Diversity and Inclusion
- 26 Health and Safety
- 27 Case Study: *Reimagining Work*



28 Our Communities & World

- 29 Case Study: *Season of Service 2021*
- 30 Case Study: *Increasing Diversity in Life Sciences*
- 32 Community Involvement
- 33 Energy and Greenhouse Gas Emissions
- 33 Environmental Stewardship and Corporate Responsibility



34 Ethics & Values

- 35 Oversight of Sustainable Practices
- 36 Ethical Business Practices and Marketing
- 37 Data Security and Privacy
- 39 Corporate Governance
- 41 Agios Awards
- 42 Safe Harbor Statement

We were founded to unlock a new field of discovery in cellular metabolism.

Our first application in IDH inhibition resulted in two precision oncology therapies within 10 years.

We are fueled by *connections.*

Agios is a biopharmaceutical company passionately committed to improving the lives of people living with genetically defined diseases.

The strong bonds we build with patient communities, healthcare professionals, partners and colleagues enrich the impact we have as experts in cellular metabolism. These connections enhance our collaboration, creativity and productivity — driving our ability to develop life-changing treatments.



We are expanding our impact.

Our pioneering research in PK activation has yielded the first approved therapy for a rare, debilitating, lifelong blood disorder as well as a robust clinical and preclinical pipeline.

At a Glance

FOUNDED
2008

IPO
July 2013

1ST APPROVED THERAPIES
2017 & 2018

HEADQUARTERS
Cambridge, Mass.

PK ACTIVATION PROGRAMS
*Pyruvate Kinase Deficiency,
Thalassemia & Sickle Cell Disease*

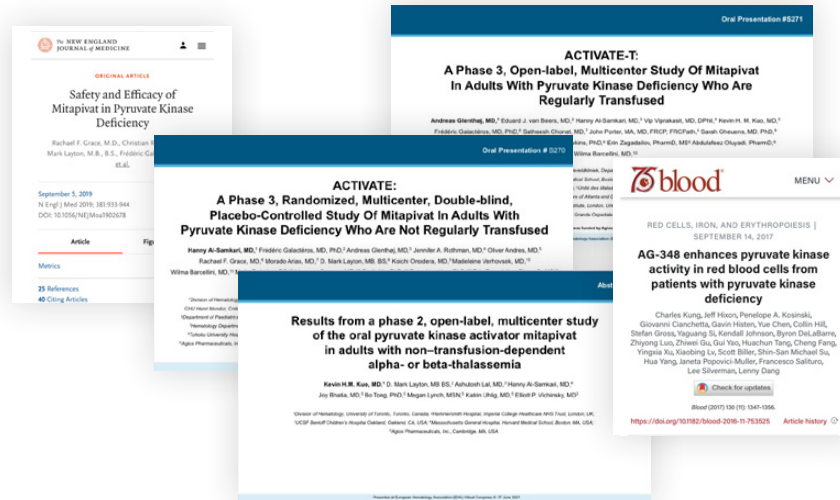
FIRST GENETICALLY DEFINED DISEASE THERAPY APPROVED BY U.S. FDA
February 2022

Through our *pioneering leadership* in PK activation, we are making a difference for people with *genetically defined diseases*

Pivotal Clinical Programs

- ACTIVATE
- ACTIVATE-T
- ENERGIZE
- ENERGIZE-T
- RISE UP

Publications



Diseases with POC Achieved

- PK DEFICIENCY
- THALASSEMIA
- SICKLE CELL DISEASE

+ A Lot of Firsts

1st Global PK Deficiency Registry

1st International PK Deficiency Advocacy Council

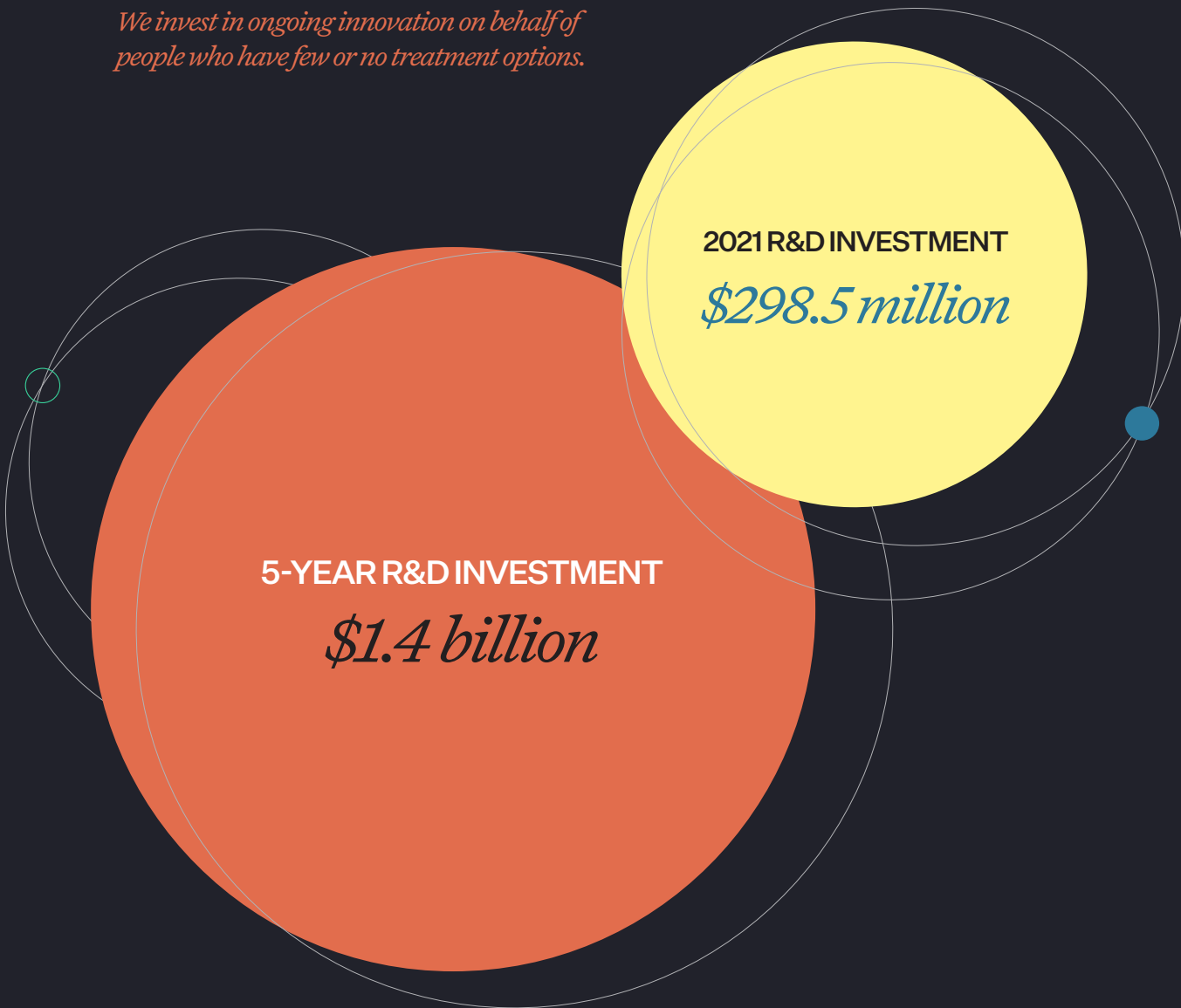
1st Hemolytic Anemia Advocacy Coalition Building

1st Clinical Trial Evaluating Treatment in α -Thalassemia

1st Therapy for PK Deficiency

↓ Financial Performance

We invest in ongoing innovation on behalf of people who have few or no treatment options.



Our strong balance sheet enables focused execution on our near- and long-term priorities advancing genetically defined disease therapies.

In April 2021, Agios divested its oncology business for an upfront payment of \$1.8 billion in order to focus solely on accelerating and expanding its genetically defined disease portfolio.



↓ *Our Values* Guide Our Actions and Decisions

For us, it's not enough simply to say we have values. We put our values into action by creating and supporting initiatives that positively impact patient communities, the environment, society, our own team and the way we run our business. We believe that by building a sustainable and ethical business foundation, we're able to create deeper and more meaningful connections with all of our stakeholders.

Aim High

We're here to do great things in partnership with patients. We set the bar high for ourselves, and we keep working to raise it. At our core, we're guided by a deep respect for the science and a commitment always to act with the utmost integrity.

Come Together

We foster a caring and open community with our team. We grow supportive relationships with patients and caregivers. We build trusting connections with collaborators. Together, we make a bigger impact than we ever could alone.

Embrace Differences

Because opportunities and insights come from anywhere and anyone, we honor all voices and encourage honest dialogue. We learn equally from success and failure, bringing an open mind and a flexible approach to everything we do.

Bring Your Whole Self

We know we make the biggest impact when each of us can contribute and lead in our own way. So, we honor everything that makes you uniquely "you" — and we never, ever tolerate jerks. At the end of the day, we aim to solve serious problems and have fun doing it.

Blaze New Trails

We ask the tough questions that lead to groundbreaking scientific advances. We nurture a creative mindset and resourceful approach that spark life-changing innovations for patients. No matter where our journey takes us, we keep challenging ourselves and our colleagues to find new and better ways to realize the potential of our science.

Our Commitment *to Patients*

Meet Nathan

Nathan is a husband, father, friend, hobbyist and PK deficiency advocate. He was diagnosed with the disease at birth because he was born heavily jaundiced and his older brother also had PK deficiency.. Though he has struggled with debilitating fatigue for his entire life, it wasn't until his kidney and liver transplants at age 35 that he was no longer able to work consistently. He has also managed additional complications from his disease, including iron overload, splenectomy and osteoporosis.

Nathan loves spending time with his wife and children, playing music and connecting with friends through video gaming. He says that these games enable him to socialize without being limited by the realities of his physical world. He also finds tremendous meaning in sharing his experiences with PK deficiency to help others battling the condition know that they're not alone.

Agios is proud to work toward improving the lives of people like Nathan.



Nathan, living with PK deficiency

*Check out
this video
to hear more of
Nathan's story*

3 GOOD HEALTH
AND WELL-BEING



UN Sustainable Development Goals

Case Study

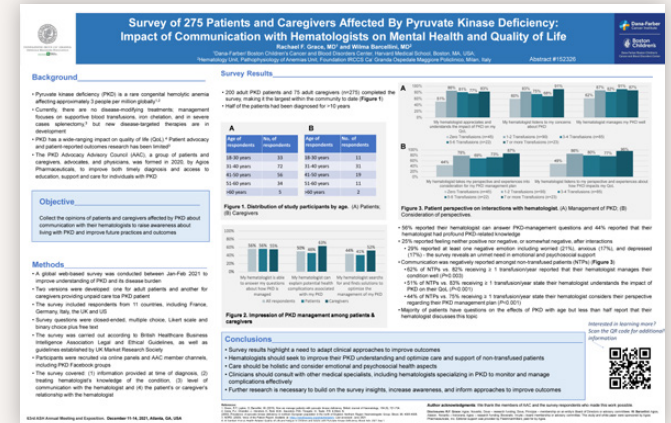
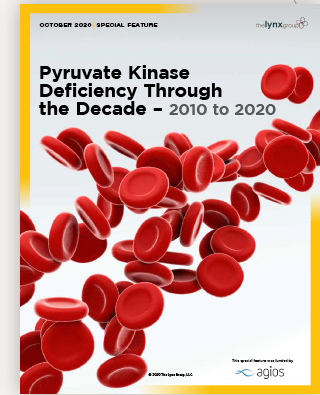
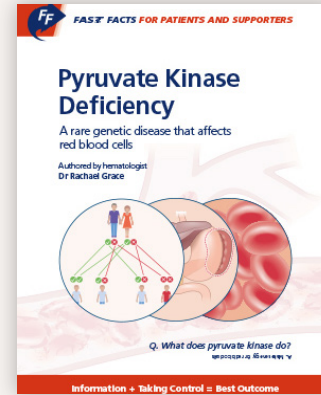
Advancing Care for an Underserved Patient Community

Pyruvate kinase (PK) deficiency is a rare, debilitating, lifelong blood disorder. Due to the rarity of the condition, people living with PK deficiency have historically been overlooked, underdiagnosed and underserved. Agios is proud to have developed the first therapy for this community — a PK activator approved by the FDA for the treatment of hemolytic anemia in adult patients with PK deficiency.

In addition, Agios has led the way in supporting this patient community holistically. Agios has made important strides in elucidating the burden of disease by funding a natural history study of PK deficiency in partnership with Boston Children’s Hospital and continuing that work through building the first global patient registry ([PEAK Registry](#)). Agios has also developed [informative resources](#) to educate both physicians and patients. And Agios has worked to solve the problem of underdiagnosing genetically defined hemolytic anemias by launching a no-cost next-generation sequencing testing program called [Anemia ID](#), which was expanded in 2021 to also provide genetic counseling.

Agios has collaborated with patient advocacy groups to help establish the first international PK deficiency patient advocacy advisory council (AAC), an international, multi-disciplinary group of experts, including patients, caregivers, patient advocates and clinicians. Through funding from Agios, the AAC conducted an international survey to explore communication between PK deficiency patients and caregivers and their hematologists, and developed a landmark white paper highlighting how the survey findings can inform approaches to improve PK deficiency disease management and the patient experience. Given PK deficiency prevalence, the survey is thought to be the largest of its kind for the PK deficiency community to date. Findings from the survey and white paper were presented for the first time at the American Society of Hematology (ASH) Annual Meeting in December 2021.

Agios continues to advance care and support for a group of individuals who previously had been underserved. It is this potential to make a significant impact for patients that drives the Agios team every day.



↓ Agios' Access to Medicines & Affordable Pricing Philosophy

At Agios, we forge deep connections

with patients, providers, policymakers and payers to better meet the needs of people living with genetically defined diseases.

Our commitment begins with discovering, developing and delivering

transformative medicines that address patients' needs. We build on this commitment by supporting patients throughout their journeys. We provide and participate in programs that increase awareness, support accurate and timely diagnosis and enable access to safe and effective treatments.

We pledge to set prices for our medicines that balance the benefits

to patients, caregivers, the healthcare system and society and allow us to help as many people as possible today while investing in innovation to help even more people tomorrow.

↓ Guiding Principles Help Inform Our Decisions

These values and beliefs underscore our thinking related to access and pricing



Create meaningful outcomes for patients

We work tirelessly to understand genetically defined diseases, so we can develop medicines that help address the outcomes that are most important to people living with these diseases.



Stay connected with communities

We connect directly with patients, caregivers, advocates, providers, payers and policymakers and are invested in collaborating with them to develop new and better solutions.



Emphasize transparency

We connect communities with the information they need by sharing our data, values, processes and progress as openly as possible.



Ensure sustainability to help more patients

We invest in innovation to help more patient communities, while ensuring we continue to serve the patients of today.

↓ Access to Medicines and Affordable Pricing Strategy

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

SASB: HC-BP-240A.1

Our goal is for as many eligible patients as possible to have access to our medicines and for out-of-pocket costs for the individual patients to be as reasonable as possible.

U.S. Access Program for PYRUKYND®

PYRUKYND® (mitapivat) was approved by the U.S. Food and Drug Administration in February 2022. For eligible U.S. patients with commercial health insurance, we have designed the PYRUKYND® Copay Program which lowers copay costs to **\$0 per prescription**. We also have a Patient Assistance Program which offers **free prescriptions** for eligible U.S. patients who are uninsured, underinsured or rendered uninsured to help them get access to our medicines.

We developed myAgios Patient Support Services in close collaboration with the patient, caregiver and provider communities. Through myAgios, we provide:

- A single point of engagement for patients and prescribers for prescription and access support
- Dedicated, clinically experienced patient support managers
- Disease education for patients and their caregivers
- Support for patients and caregivers to navigate access to treatment regardless of their insurance carrier or coverage status
- Customized adherence support
- Opportunities to connect with the patient community

More details can be found at PYRUKYND.myagios.com



*On March 31, 2021 we completed the sale of our oncology assets (including our rights to TIBSOVO® and IDHIFA®) to Servier.

↓ Access to Medicines and Affordable Pricing Strategy

Our Pledge

We have pledged to price our medicines in a way that reflects the benefits to patients, caregivers, the healthcare system and society and allows us to help as many people as possible today while investing in innovation to help even more people tomorrow.

As part of our commitment, we are not taking any price increases on PYRUKYND® for the next five years.

Global Access

PYRUKYND® is currently only approved and available in the U.S., and is under regulatory review in the EU with a decision expected by the end of 2022.

Agios is reviewing options with both partners and distributors to determine the best path forward for access in additional global markets.

List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)

SASB: HC-BP-240A.2

Given the focus on genetically defined disease medications, Agios' products do not qualify for the WHO List of Prequalified Medicinal Products.

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

SASB: HC-BP-240B.1

None



Jonathan, living with PK deficiency, and his mom Alejandra

↓ Safety of Clinical Trial Participants

Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials

SASB: HC-BP-210A.1

Agios follows all review and approval procedures required by applicable laws and regulations before initiating clinical research. Agios protects patient safety and well-being through appropriate informed consent procedures and Good Clinical Practices. For more information, see [Agios' Code of Business Conduct and Ethics](#).

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)

SASB: HC-BP-210A.2

2 FDA sponsor inspections and zero findings (VAI or OAI).

Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries

SASB: HC-BP-210A.3

No monetary losses resulting from legal proceedings in 2021. For more information, see Agios' [202110-K](#).



Committed to the Humane Treatment of Animals in Research

In early 2022, Agios achieved American Association for Accreditation of Laboratory Animal Care (AAALAC) accreditation for our animal research facility. AAALAC is an internationally recognized standard for application of the highest criteria toward animal welfare, care and usage. This accreditation exemplifies our dedication to excellence in animal care, which results in a better environment for animals and higher quality research for patients.

Drug Safety and Counterfeit Drugs

Total amount of product accepted for take-back, reuse, or disposal

SASB: HC-BP-250A.4

Agios manufactures medicines on a schedule that avoids, to the greatest extent possible, the expiration of product before it is consumed through patient use. In the event that (a) materials do expire before use and are returned or (b) they are found to be unsuitable for release into inventory or (c) they are subject to a recall/withdrawal notice, all materials are destroyed using regulated and monitored incineration processes. As of December 31, 2021, no product returns have been required.

Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting

SASB: HC-BP-260A.1

Agios has successfully implemented serialization practices into its supply chain such that every unit has a unique identifier. As such, the supply chain could be halted the moment any transaction takes place that involved a falsified product.

Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products

SASB: HC-BP-260A.2

Agios has internal processes in place to ensure that customers and business partners are notified if counterfeit or unsafe products are detected in the supply chain. As of December 31, 2021, no alerts have been received.

Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products

SASB: HC-BP-260A.3

None.

List of products listed in the Food and Drug Administration (FDA) MedWatch Safety Alerts for Human Medical Products database

SASB: HC-BP-250A.1

PYRUKYND® (mitapivat) is included in the FDA MedWatch database.

↓ *Drug Safety* and Counterfeit Drugs

Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System

SASB: HC-BP-250A.2

As of December 31, 2021, no fatalities have been assessed as related to Agios products (mitapivat & AG-946) as reported in the FDA Adverse Event Reporting System, which can be found [here](#).

Number of recalls issued, total units recalled

SASB: HC-BP-250A.3

Agios has not been subject to any FDA recalls.

Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type

SASB: HC-BP-250A.5

Agios has not had any GMP violations or FDA enforcement actions.



Case Study



Patient Voice in Clinical Trials

Patients are the true experts in their disease, and their partnership in clinical trials is essential for developing meaningful new innovations. Agios strives for patient voices to be central when developing clinical trial protocols, creating communications for trial participants to ensure transparency, and responding to unexpected challenges such as the COVID-19 pandemic and climate crises. By seeking input from patients early on, and incorporating their feedback, our trials are better equipped to address the aspects of the disease that are most important to patients, and are more inclusive and accommodating of patients' needs which paves the way for more representative diversity in our trials.

Pediatric PK Deficiency Trial Design

Agios is preparing to initiate our first pediatric clinical program in mid-2022, designed to evaluate the first potential treatment for children born with PK deficiency, a rare blood disorder. In order to ensure that the clinical trial program would evaluate the symptoms of greatest importance to this community, and to ensure that the trial protocol would be as easy for participants as possible, we involved caregivers of PK deficiency patients in the design of our trials. We met with a group of caregivers while developing the study protocol, and their feedback guided several key decisions. For example, we learned that swallowing pills may be challenging for some older children, so we built into the protocol the option to ingest the pills as “sprinkles.” In addition, we heard from caregivers that a certain series of tests — which we had believed might be burdensome for patients but which would provide valuable information on the medication’s safety and efficacy — were in fact considered routine by most patients and caregivers, and would therefore not be burdensome to include in our protocol.





Case Study



Patient Voice in Clinical Trials



RISE UP Sickle Cell Disease Trial Recruiting Campaign

For more than a year, we have partnered closely with sickle cell warriors from around the world to design a clinical trial that is created by sickle cell warriors, for sickle cell warriors. This included developing the study protocol, the trial branding and recruitment campaign for our RISE UP study, a Phase 2/3 study in sickle cell disease. These warriors spent months working with us, sharing their voice that set the direction for the project, brainstorming study branding and providing input on the recruitment campaign materials. Importantly, they are also the face of the campaign. Our hope was to together create something that would be meaningful to the community and represent their resilience in the face of challenges, refusal to settle for the status quo, and influential efforts to educate the world about sickle cell and close the equality gap in healthcare.

While the RISE UP study is sponsored by Agios, it is also a study created for and by the sickle cell community. We view this study as a pilot initiative and plan to take lessons learned to inform our approach to recruit more representative populations in future clinical trials as well.



Tristian, living with sickle cell disease

Coronavirus Clinical Trial Task Force

In February 2020, very early in the COVID-19 pandemic, Agios established a clinical trial task force to ensure the safety of patients in our clinical trials and to support patients on a case-by-case basis to enable their continued participation in the studies. Since the launch of the task force, we have managed more than 750 patient requests, allowing for at-home study visits, investigational medicines shipped to patients, telemedicine approaches, and the use of local laboratories.

Managed more than 750 clinical trial patient requests during COVID-19 pandemic



Decentralized Trials Research Alliance Founding Member

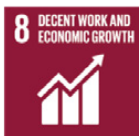
Agios is proud to have become a founding member of Decentralized Trials Research Alliance (DTRA) as of January 2021. DTRA strives to enable collaboration of stakeholders in the industry to accelerate the adoption of patient-focused, decentralized clinical trials through education, research and collaboration within the healthcare community. Decentralized trials use novel technologies or processes to create options for participation outside of conventional clinical settings, improving convenience and access to clinical trials and research for all patient populations, especially those that have been traditionally ignored or overlooked. Agios hopes to leverage the collective knowledge of the DTRA to further evolve our clinical development approaches and increase diversity and access for our participants.



Teonna, living with sickle cell disease

Our Commitment *to Employees*

Agios is a supportive, fun and flexible environment full of people empowered to bring their whole selves to work and motivated to make a positive impact for those living with genetically defined diseases. We cultivate this environment in part by hiring and retaining people who care deeply about our mission, about each other, and about the people who count on us.



↓ Our Culture

Building a connected and caring environment

At Agios, our deep sense of caring is what drives every person on our team and enables us to do meaningful work on behalf of people with genetically defined diseases. It is central to our people development strategy and our approach to human resources. It is the reason we regularly ask our people about their experiences at Agios and what we can do to improve our programs and enhance our environment. We eagerly listen to our team's feedback, analyze what we hear and use the findings to make informed decisions that help us continue to be a great place to work.

Every effort we employ to build and sustain this type of environment is guided by our three pillars.

Flexibility

Employees with access to flexibility are happier, more engaged and more productive. Flexibility is about individual needs — it's not one size fits all. We encourage a culture that promotes different perspectives, work styles, health & wellness, care of families and productivity.

Psychological Safety

Based on research initially conducted by Google, we know that high performing teams exhibit psychological safety — the belief that risk-taking and failure won't be punished. We encourage everyone on the team to speak up if something goes wrong or if they disagree or see a different way to approach our work. This leads to more creativity and candor and better results.

Deliberate Development

We emphasize providing ongoing opportunities for employees to grow professionally, whether through bringing in external speakers, offering preceptorships in different departments or providing stretch assignments.

↓ Employee *Recruitment, Engagement and Retention*

Discussion of talent recruitment and retention efforts for scientists and research and development personnel

SASB: HC-BP-330A.1

We focus on retaining and hiring people who care about our important work, and who are driven to connect to our mission of helping patient communities.

We maintain a focus on the development of all employees, promoting a deliberately developmental culture. For example, our scientists and clinicians are invited to quarterly development sessions to enhance professional skill sets beyond that of their technical/scientific areas.

Other talent development and retention programs Agios offers include:

- Tuition reimbursement
- Mentorship, internship and fellowship programs
- Leadership development for managers
- 1-on-1 coaching and presentation skills for employees transitioning from academic, laboratory or physician settings to the corporate environment
- DevelOPPortunities program: Temporary, part time assignments that provide employees with an opportunity to build new, differentiated skill sets while maintaining current role
- Cross-functional internal moves are encouraged when aligned with employee career interests and internal promotions are part of our culture; in 2021, 14% of open positions at Agios were filled by existing employees

- Two-thirds of our current C-suite roles have been filled through internal promotions of highly effective leaders
- Equity for employees with flexibility to select the percentage of restricted stock units (RSUs) vs. stock options

Identifying and recruiting top talent is critical to our growing organization. To do so, we leverage internal networks and a variety of external resources such as professional organizations, academic institutions, career sites, job fairs and industry conferences. We take a creative approach to identify and assess a diverse pool of candidates for all our openings including:

- Facilitating interview training for all interviewers; in 2021, a section on unconscious bias and valuing differences was added to reinforce our commitment to hiring a diverse team
- Providing hiring managers with 360° assessments of candidates using Agios competencies
- Leveraging additional interviewers outside of candidates' functional area to assess value fit and culture add
- Adhering to our equal opportunity employment policy
- In 2021, began partnering with third party vendors to ensure a diverse candidate slate for open positions and apply best practices for recruiting
- Holding proactive, open and honest conversations with hiring managers and leaders about the existing make-up of teams to identify gaps in representative, experiential and/or cognitive diversity and ensure the candidate pool reflects individuals who may fill those gaps
- Continuously reviewing and improving our interviewing practices

↓ Employee *Recruitment, Engagement and Retention*

Employee Engagement

We conduct a full organizational health survey every 2–3 years and supplement that with more frequent, targeted pulse surveys to measure employee engagement and satisfaction. In Q4 2021, we had an 86% participation rate in our organizational health survey with 85% or more of employees indicating:

- They can speak up when they disagree, when they have an idea or if something goes wrong.
- They know what they need to do to perform their jobs successfully and understand how their work contributes to Agios’ overall goals.
- They are confident we put the patient at the center of our work, and that they feel they are part of something meaningful.
- They are supported and have been productive in the evolving model of work.

Agios utilizes these company surveys to form action plans and experiments designed to identify and to improve company culture and the employee experience. Progress against action plans is shared with the entire company. For example, in response to employee feedback from 2020 surveys, Agios has launched a new model of work that we have been operating with for six months. Additionally, we’ve utilized our DE&I survey to continue to inform our approach to creating an inclusive workplace, with improvements to our talent acquisition strategy, an expanded speaker series and access to learning and volunteer opportunities.

Other Agios benefits that have evolved as a result of employee feedback include: discretionary time off policy, formal company shut down during the last week of August and December, expanded parental leave, a lifestyle spending account and an inclusive family forming benefit.

Voluntary and Involuntary Turnover Rates

SASB: HC-BP-330A.2

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.

Comprehensive Compensation, Rewards and Benefits

To incentivize and reward performance, we have established a competitive and balanced compensation and benefits package, including short-term and long-term incentives, discretionary paid time off policy, generous parental and family leave plans and premium medical benefits.

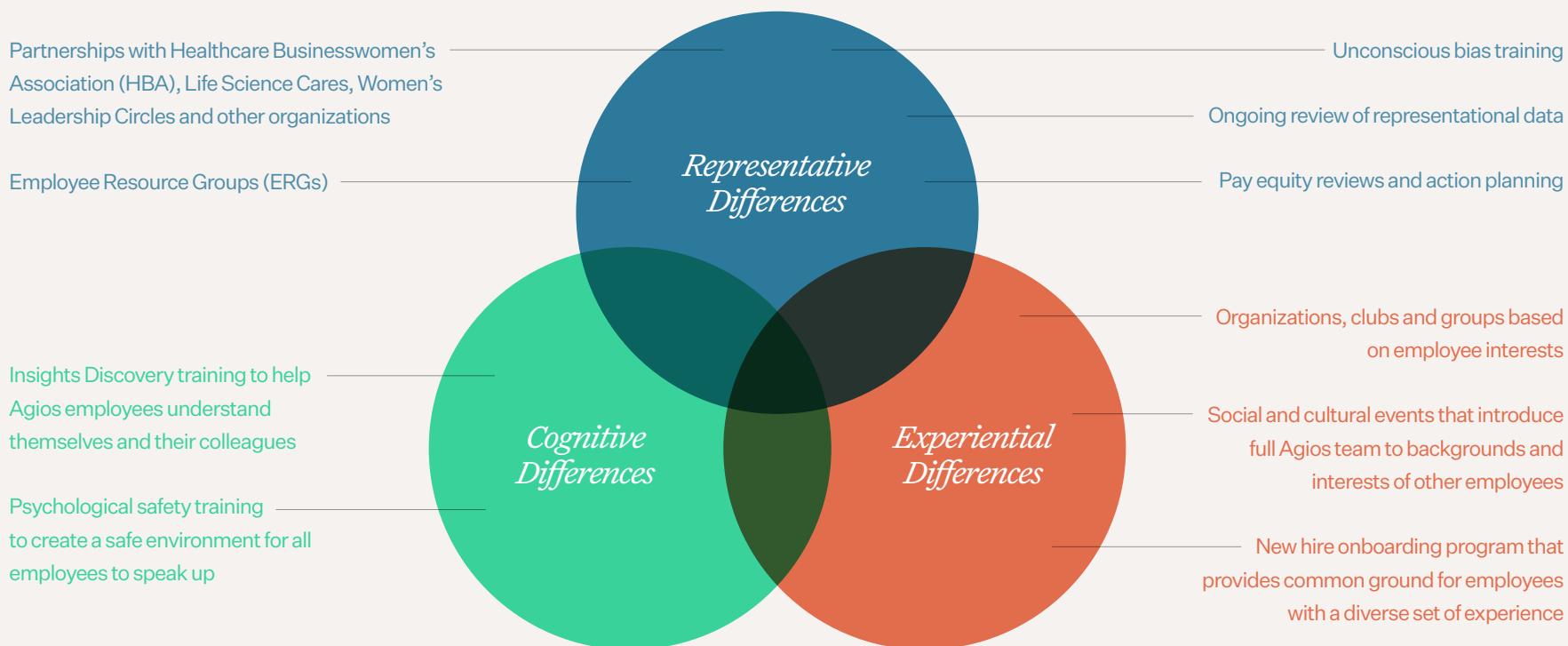


↓ Diversity and *Inclusion*

Diversity Program

Our approach to diversity, equity and inclusion (DE&I) is guided by our Valuing Differences framework. This framework helps drive our culture and innovative spirit. It acknowledges the types of differences that exist among people, and it provides Agios with a guide for ensuring these differences are reflected, embraced and honored in the people we hire and work we do. The three types of differences that shape our team are representative differences (demographic diversity, such as gender, race, ethnicity, sexual orientation), experiential differences (identities based on life experiences that may change over time) and cognitive differences (unique ways of understanding and interpreting the world).

Actions we take to encourage diversity across each of these facets include:



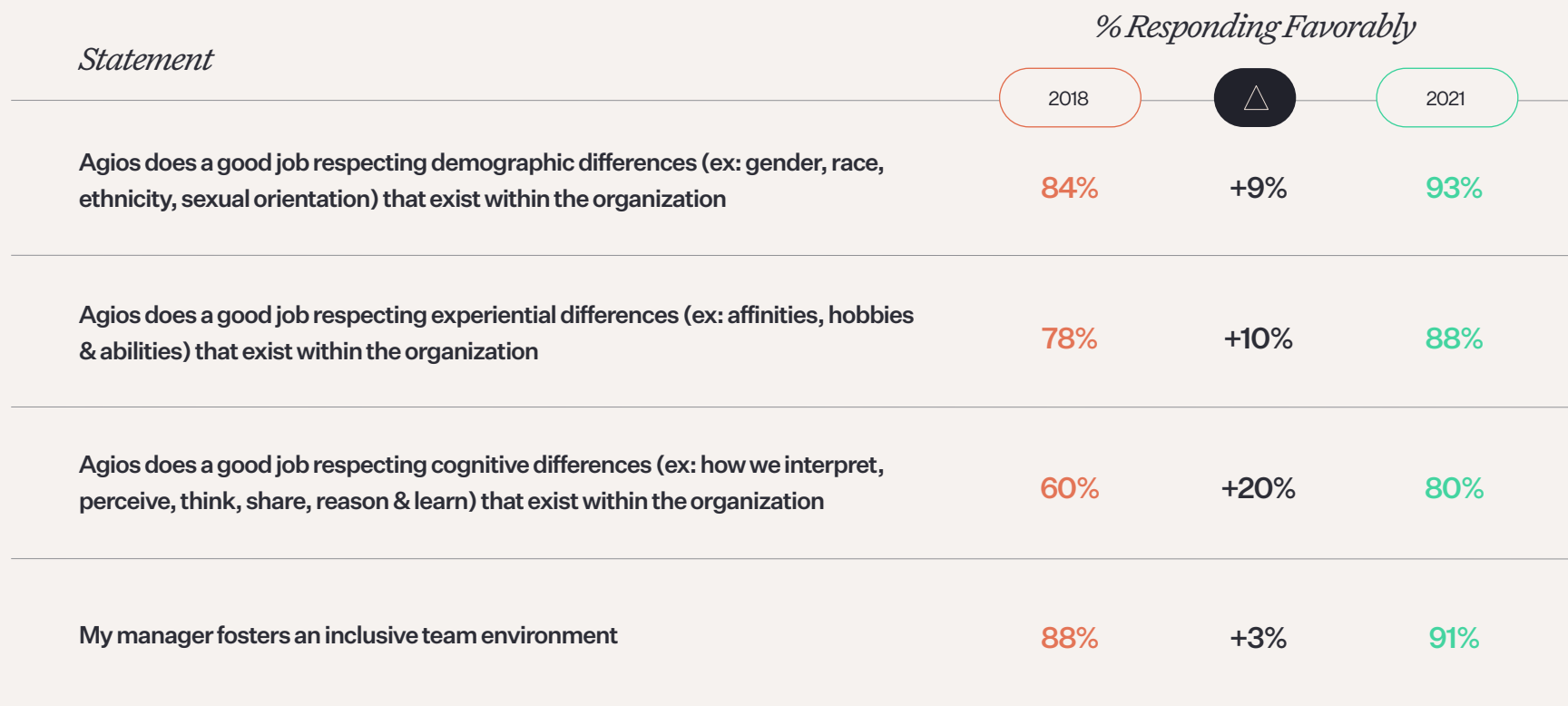
Model adapted from: Celia de Anca and Salvador Aragón, “The 3 Types of Diversity That Shape Our Identities,” Harvard Business Review, May 2018.

↓ Diversity and *Inclusion*

A commitment to diversity, equity, and inclusion (DE&I) is an ongoing journey; we recognize there is always more to do. We also believe that *measuring progress is critical to ensuring that our DE&I efforts are having a real impact* on our teams and communities. We are pleased to share that our companywide surveys from 2018 and 2021 demonstrate an improvement in DE&I at Agios.

Companywide Surveys: 2018 and 2021

DE&I Statements



↓ Diversity Initiatives

Diversity Council

At Agios, we believe that our commitment to diversity, equity and inclusion is essential to our success. In 2020, we led a diversity initiative at Agios that included speakers and workshops on valuing differences to heighten our awareness and help us learn together. In January 2021, we formed the Agios Diversity, Equity & Inclusion Council to ensure we are fostering a welcoming, diverse workplace where all employees can thrive and be their true selves. The Council supports this commitment by:

- Representing and reflecting the different voices in the Agios community
- Furthering the work of diversity, equity and inclusion at Agios and in our communities
- Working in partnership with Agios leadership, HR and Employee Resource Groups (ERGs) to shape, drive and lead our DE&I agenda

Employee Resource Groups (ERGs)

Agios Association of Black Professionals (AAOBP)

The AAOBP is dedicated to articulating, supporting and advancing the needs and goals of Agios Black professionals through the following:

- Developing a nurturing and empowering community for Agios' Black employees through professional development and networking
- Supporting Agios' efforts to increase recruitment, retention and promotion of Black employees
- Enhancing civic engagement and strengthening Agios' image in the community
- Raising Agios' cultural awareness

Advancing DE&I in Our Communities

The Diversity Council is not only dedicated to advancing DE&I within our company and team, but also to lending our voice to encourage increased DE&I externally among our partners and communities.

For example:

Inclusive Research: Agios' Diversity Council, along with relevant cross-functional Agios teams, are working to address health disparities and intend to identify opportunities through collaborations with other biotech companies in the local Cambridge area or partnering with patient advocacy groups. (See also: [RISE UP case study on p.17](#))

Supplier Diversity: Agios is focused on growing our business with diverse suppliers and ensuring our largest supplier partners have an equally strong commitment to DE&I initiatives. In 2021, we measured the percentage of spend with diverse suppliers in order to establish a baseline from which to improve. We also reviewed the DE&I practices of our key suppliers to ensure alignment with our own diversity initiatives. In 2022, we will focus on updating our supplier selection process to include more diverse suppliers in the bidding process.

Agios Pride ERG

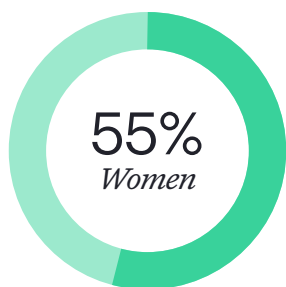
The Agios Pride ERG seeks to create a supportive and affirming environment for lesbian, gay, bisexual, transgender, queer, questioning and asexual (LGBTQIA) employees and allies through the following:

- Providing a network that supports the professional development of LGBTQIA employees
- Facilitating recruitment and retention of LGBTQIA employees
- Working with HR and Agios leadership to develop policies and practices that positively impact LGBTQIA employees

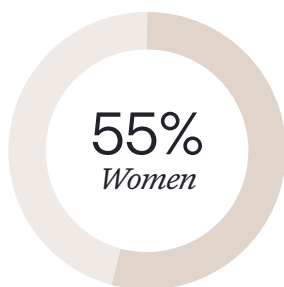
↓ Diversity and *Inclusion*

Gender Diversity

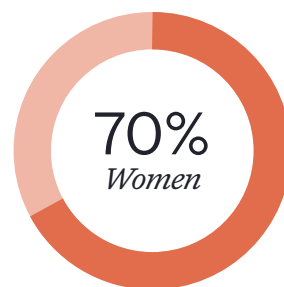
Executive/Senior Manager



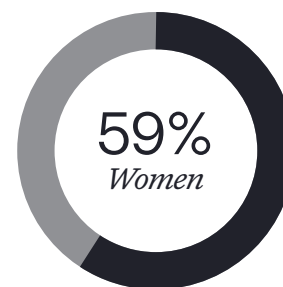
Mid-Level Manager



Professional

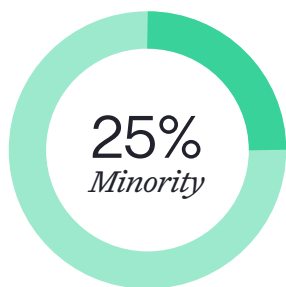


Total

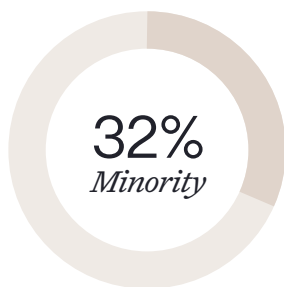


Racial and Ethnic Diversity

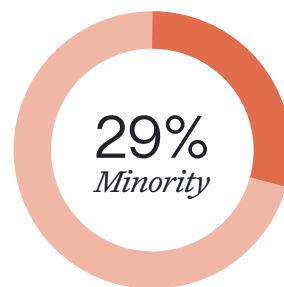
Executive/Senior Manager



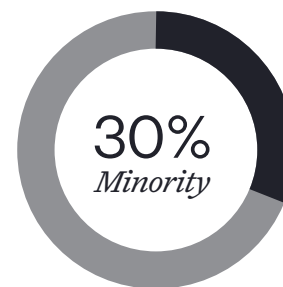
Mid-Level Manager



Professional



Total



Asian	23%
Black or African American	0%
Hispanic or Latino	1%
Other Minority*	1%

Asian	23%
Black or African American	4%
Hispanic or Latino	3%
Other Minority*	2%

Asian	13%
Black or African American	5%
Hispanic or Latino	11%
Other Minority*	0%

Asian	21%
Black or African American	4%
Hispanic or Latino	4%
Other Minority*	2%

* Includes Native Hawaiian or other Pacific Islander as well as employees with two or more races

↓ *Health and Safety*

OSHA Health and Safety Records and Certifications

Agios rates of injuries, illnesses and DART (days away, restricted or transferred) are at or below industry averages. In 2021, Agios had no OSHA recordable injuries.

Health and safety certifications include: ASP (by BCSP), HAZWOPER (40 hour), RCRA/DOT.

Health and Safety Program

Agios provides a variety of health and safety training programs for employees. Training for all employees includes: overview during new hire orientation, hazard communication, personal protective equipment (PPE), ergonomic principles, evacuation procedures and emergency medical notification. All employees working in or entering a laboratory setting receive additional Lab Safety Training, which covers lab safety, chemical safety, biosafety, bloodborne pathogens, respiratory protection, PPE and pathogen-specific training. Examples of other job-specific training provided are lockout tagout, fall protection, ladder safety and other specialty topics as required.

Auditing processes include external environmental audits conducted every three years, internal regulatory compliance assessments conducted throughout the year, biosafety audits conducted externally every five years and annual program evaluation conducted internally. In 2021, Agios also conducted a third party OSHA compliance audit.



Case Study

↓ Reimagining Work

“Reimagining Work” = Agios’ approach to workplace flexibility that offers all location-agnostic team members (i.e., those who are not based in a lab or in the field interacting with healthcare providers) the option to choose where they work — fully remote, fully in the office, or hybrid.

How It Started

Even before the COVID-19 pandemic, Agios was dedicated to *embracing flexibility and differences*. These efforts not only included equipping our team with remote working technology, which most companies have, but importantly we fostered a culture that promotes different perspectives, work styles, health and wellness, care of families, and productivity. With a *culture that supports individual employee needs* already in place, we were able to respond nimbly to the unprecedented challenges of the COVID-19 pandemic and continue serving the patients who are counting on us.

We then took our learnings and experiences from the pandemic to initiate our “Reimagining Work” pilot program in September 2021, allowing our team members to have complete flexibility in where and when they do their work. Through COVID, we saw that our team maintained their productivity and dedication to our mission — and we saw no reason to reduce flexibility as the world slowly began returning to a “new normal.”

How It’s Going

At Agios, every significant decision that affects our team is data-driven and made with *employee input and feedback*. We conducted surveys to help design the Reimagining Work program and to gauge its effectiveness; the feedback to date has been overwhelmingly positive.

In addition, the opportunity to work remotely has opened doors for us to hire a more diverse team including individuals from different locations and backgrounds and with a variety of responsibilities in their personal lives. In 2021, *more than 50% of our new hires chose to work remotely*.



Last year, I saw my dream job in patient advocacy posted as a remote role by Agios Pharmaceuticals on LinkedIn. Given my commitments as a mom and caregiver, I was not able to move to Boston. However, the great workplace transformation gave me an opportunity to work at Agios despite living in Chicago.

Previously, I commuted 52 miles one way in Chicago traffic which regularly took over two hours from my day — 10+ hours per week, 50+ hours a month, 600+ hours per year! If it snowed or rained, I experienced an even longer commute time! Working remotely at Agios has taken a lot of unproductive time out of my work and home life.

What does a better work/life balance look like for me? It allows me to work out in the morning and then check on my dad who has Alzheimer’s while still making it on time to the morning WebEx meeting. It allows me the flexibility to attend my daughter’s senior year class presentation within minutes after I’ve gotten off a call with patient advocates. I show up as my authentic self and am completely present for both meetings.

At Agios, I have been able to quickly build bonds with colleagues and multiple stakeholders, all from my home office. It also allows me to focus on what really matters — at work AND home.

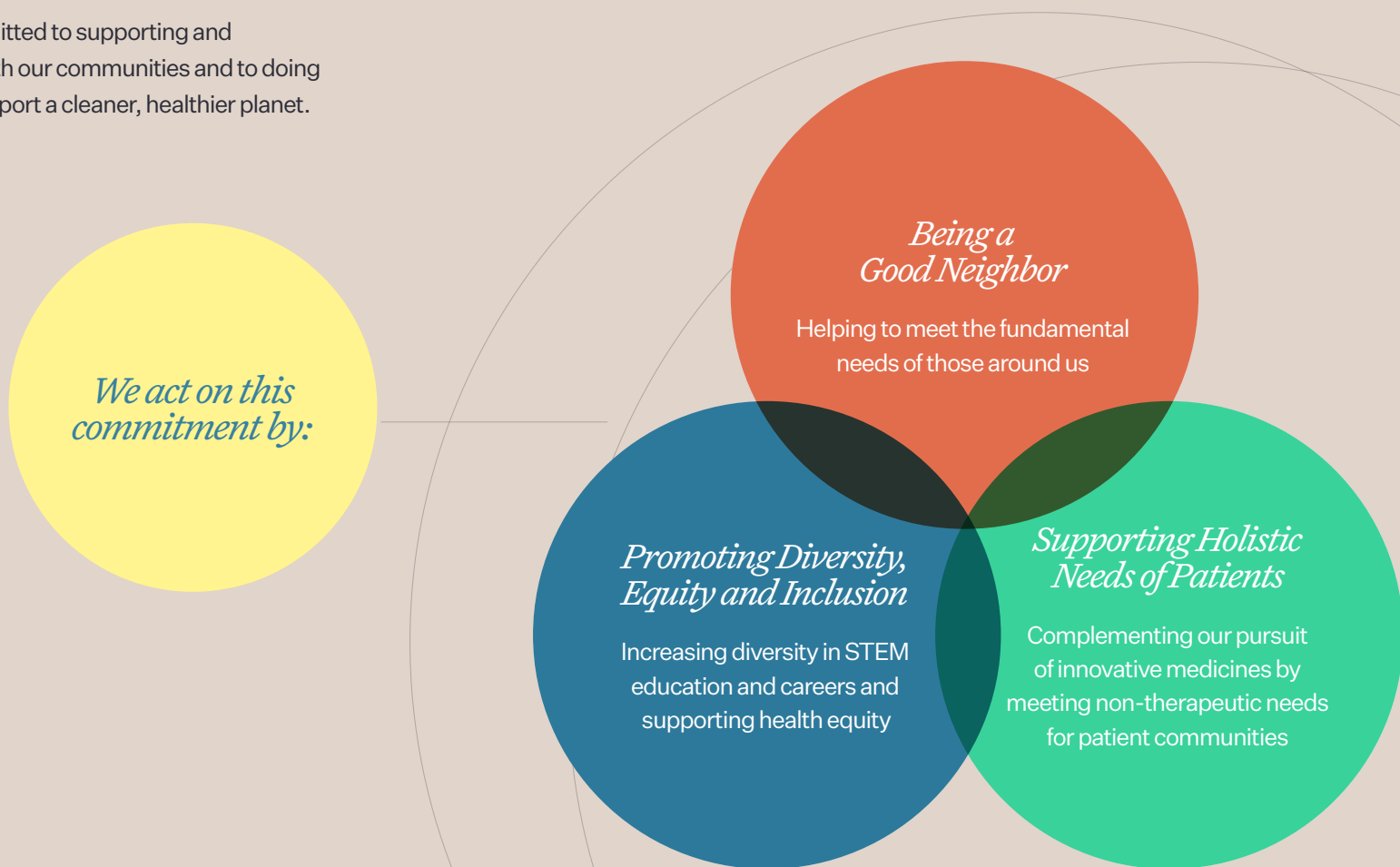
Janie Young Davis, Associate Director, Patient Advocacy





Our Commitment *to Our Communities and World*

Agios is committed to supporting and connecting with our communities and to doing our part to support a cleaner, healthier planet.



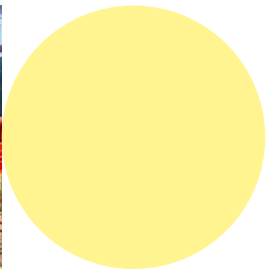
Case Study

↓ *Season of Service 2021*

In keeping with our *culture of flexibility* and our *drive to make the world a brighter place*, we organized a Season of Service in November and December 2021 with a range of flexible opportunities to give back and support a variety of causes that met needs in our communities, helped patients and opened new doors to STEM careers.

Impact Stats

- Served 4 charitable organizations through in-person, hybrid and virtual service projects
- Donated nearly \$12,000 and bought gifts for 80+ children with life-threatening illnesses through the Giving Tree, partnering with the [Frank and Rosemary Iovieno Caring for Children Foundation](#)
- Built more than 150 [Happy Hope](#) STEAM (science, technology, engineering, art, and math) kits for children staying long-term in the hospital
- Spearheaded our first [nationwide blood drive](#), enabling all Agios employees to donate blood at any participating Red Cross location
- Learned more about [Science from Scientists](#)' mission to inspire a new generation of under-represented students and spark interest in STEM; filled out career cards to highlight the diverse backgrounds and career paths of Agios employees



“

In 2021, the 25th anniversary of our first Giving Tree wrapping party held in my apartment in Waltham, Mass., we were able to help a record number of children — more than 675 — thanks to the support and generosity of so many people, including the amazing team at Agios. Thank you to everyone at your company who personally sponsored a child or made a donation, and thank you to the 19 elves who spearheaded your Giving Tree. Through your phenomenal corporate effort, you provided gifts for 81 children across 35 families, enabling us to have our most successful holiday season ever and making a difference in the lives of so many people.”

John Iovieno, President, Frank and Rosemary Iovieno Caring for Children Foundation (Caring for Children)



Case Study

↓ *Increasing Diversity* in Life Sciences

We believe every voice has value. When people from a variety of backgrounds work together and contribute freely, we can be more innovative and bring about better outcomes for people living with genetically defined diseases. That’s why a pillar of our Community Relations program is *increasing diversity in our industry* and *improving health equity* by *improving representative diversity* in healthcare.

Showing Students There’s a Place for All in STEM

We love connecting with students from all backgrounds and helping to spark their interest in STEM. We want every student to know that there’s a place for them in these fields. In 2021, we volunteered in our community with outstanding organizations that share this mission, including:

Sponsored STEM backpacks and conducted science projects (made slime and lava lamps) alongside students from Lowell, Mass., in partnership with [Kids in Tech](#), [Coalition for a Better Acre](#) and [Life Science Cares](#).

Filled out career cards for [Science from Scientists](#) to share with their network of students, showing that STEM career paths are open to people with diverse backgrounds and areas of expertise.

Participated in Life Science Cares’ [One-to-One](#) networking pilot program, which provides local under-resourced college students with access to industry professionals for one-on-one conversations around networking and career exploration.



Case Study

↓ *Increasing Diversity in Life Sciences* (continued)

Providing Early Career Opportunities

The earliest career experiences can sometimes be the most difficult to find for those looking to break into the biopharma industry — particularly those who are under-resourced or underrepresented. At Agios, we strive to open the door to our industry through participating in the following programs:

- **MassBioEd Life Sciences Apprenticeship Program:** Two apprenticeship programs — one for clinical trial associates and one for biomanufacturing technicians — provide accelerated job training, foundational knowledge and hands-on skills to launch a career in a critical, state-of-the-art role in the life sciences industry.
- **Project OnRamp Internships:** These summer internships offer rewarding life sciences industry experiences to talented undergraduates from low-income backgrounds.

Supporting Healthcare Providers Treating Underserved Conditions

Agios serves people living with conditions that are often overlooked and underserved. We know that clinicians and researchers play a critical role in ensuring these individuals receive the best possible care, so we aim to support and advance new clinical and scientific leaders in these fields.

- **Agios Hemolytic Anemias Clinical Fellowship Grant Award:** In early 2022, Agios launched a grant program intended to increase the number of skilled clinicians committed to providing comprehensive care for individuals living with classical hematological disorders with a focus on hemolytic anemias. Award funding of up to \$75,000 will be provided to support costs affiliated with fellowship research (clinical or scientific) for physicians who show an interest in the field of hemolytic anemias and in becoming expert clinicians and role models in the field of classical hematology. Ideal candidates will strive to be leaders who exhibit the potential to become outstanding mentors in their own right — able to provide training and support to other future clinicians in hemolytic anemia care.
- **Uplifting Athletes Underrepresented Researchers in Medicine:** In early 2022, Agios sponsored the Uplifting Athletes Young Investigator Draft — Underrepresented Researchers in Medicine Initiative. The program is designed to inspire the next generation of rare disease researchers, leaders, and advocates; engage with and celebrate young rare disease researchers from underrepresented backgrounds; drive increased diversity in medicine; and ensure that rare disease patients from all walks of life feel represented by the researchers who are advancing innovations in their disease.



Community *Involvement*

Charitable Giving

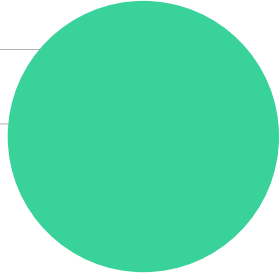
Agios is committed to being a good neighbor in our communities, helping to meet the fundamental needs around us, promoting health and science, supporting people living with genetically defined diseases and advancing opportunity for all regardless of socioeconomic status, race, gender or other factors that have historically limited opportunity.

We maintain a corporate giving program that identifies initiatives to support and creates opportunities for employee involvement in these causes that benefit our community. 2021 highlights included:

- Committed \$15,000 in sponsorships to support meaningful events to raise awareness of rare diseases, including [MassBio's Rare Disease Day](#) and [DISORDER: The Rare Disease Film Festival](#).
- Raised funds for the [Sickle Cell Community Consortium \(SCCC\) COVID-19 relief fund](#) to provide educational resources for students with sickle cell disease who were learning in remote or hybrid environments. The funds raised by Agios help provided tablets, printers, online tools, access to tutors and other resources for these students.
- Provided public health education on COVID-19 vaccines for the sickle cell disease community through sponsorship of [CheatCodes "Vax Facts"](#) podcast episode.
- Formed alpha-thalassemia working group composed of leading thalassemia experts across the globe to address gaps in knowledge and raise awareness for alpha-thalassemia, a community which has seen few medical advances and has no approved treatment options.
- Provided more than \$770,000 in unrestricted medical education grants to support healthcare provider education and disease awareness, including continuing medical education (CME) programs focused on: (1) new and emerging data on the diagnosis and treatment of PK deficiency and how novel agents might impact clinical practice, (2) patient perspectives and expert recommendations for improving outcomes and quality of life in beta-thalassemia, and (3) expert discussion on current and future disease management strategies in sickle cell disease, including recent safety, efficacy, and tolerability data for currently approved and emerging therapies.
- Provided unrestricted grant to BIOcares fund for rare disease patient advocacy groups.
- Sponsored and assembled 100 STEM backpacks for children attending [Kids in Tech](#) community fair.
- Through partnership with the [Caring for Children Foundation](#), donated and wrapped holiday gifts for 81 children across 35 families facing life-threatening or life-limiting illnesses.
- Provided \$20,000 in corporate giving donations to [Life Science Cares](#) to further the organization's mission to make a difference on issues of poverty for our neighbors while helping life sciences companies build connections with the community.



For more information on Agios' charitable contributions, please see Our Commitment to Community page [here](#).



↓ Energy and *Greenhouse Gas Emissions*

Energy and Emissions Reduction Efforts

Although Agios leases all of our buildings, we continue to enhance and promote sustainable practices in our existing spaces and ensure our future spaces are designed with sustainability in mind. To date, we have completed a number of sustainability projects such as building a 50+ bike storage unit to encourage employees to cycle to work. Most recently, we completed a lab renovation project utilizing energy efficient cold storage equipment, updated LED lighting technologies and added HVAC efficiencies through use of our building automation system to reduce energy demand outside of normal working hours.

↓ *Environmental Stewardship* and Corporate Responsibility

Efforts to Reduce Hazardous Waste Production

Our hazardous waste program ensures that Agios complies with all relevant local, state and federal regulations for proper signage, storage, labeling, transporting and disposal of waste. Weekly internal inspections are conducted to ensure compliance. Agios is evaluating additional measures to reduce hazardous waste through improved solvent inventory, purchasing and recycling practices.

Efforts to Reduce Solid Waste Production

Agios continues to compost as a main strategy for reducing waste. We use all compostable products in our cafeteria. Throughout this year, we aim to expand our composting program and have worked to engage our food service partners to use compostable containers for meal deliveries.

Efforts to Reduce Water Usage

Agios continues to reduce our water consumption and plastics waste by introducing low-flow, high-efficiency fixtures and water bottle fill stations into our facility. **Through laboratory water use reduction initiatives, Agios qualified for and successfully attained a Low Flow, Low Pollutant Sewer Use Discharge permit in 2021.**

Agios currently has single-stream recycling programs and pipette tip recycling throughout the labs. Agios continues to explore additional opportunities to reduce enterprise-wide consumption of single-use plastics. To date, we have saved over 100,000 plastic bottles from being landfilled.



Our Commitment *to Ethical Business Practices*

At Agios, we are committed to conducting business ethically, responsibly and transparently. We hold ourselves to the highest standards and have built strong governance practices to ensure accountability for our actions.



↓ Oversight of *Sustainability Practices*

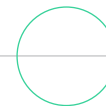
ESG Working Group

Our ESG working group is a cross-functional group of individuals representing the entire organization, including team members from clinical development, market access, human resources, legal, information technology, facilities, technical operations and external communications. This group is led by the Director of External Communications and overseen by the Chief Financial Officer, Head of Corporate Affairs, who together provide updates to the Agios executive leadership team and Board of Directors.

ESG Oversight by the Board of Directors

Our Board receives updates on ESG and sustainability at Agios. Updates come from the CEO, CFO, Head of Facilities and Director of External Communications. In addition, the Board receives regular updates on human capital management from our Chief People Officer.





↓ *Ethical Business Practices* and Marketing

Description of code of ethics governing promotion of off-label use of products

SASB: HC-BP-270A.2

Our business practices must be ethical, reflect our values, and adhere to all applicable local laws, regulations, industry codes, and guidelines. Our Code of Business Conduct & Ethics and policies are designed to support these values, among which is a commitment to the honest and truthful promotion and marketing of our products by:

- Only promoting Agios products after the necessary marketing authorization and only for approved indications
- Only using accurate and well-balanced scientific information in all of our marketing activities
- Responding to unsolicited requests for information about unapproved uses of Agios products in accordance with our policies
- Appropriately engaging with healthcare professionals and internal colleagues

All Agios sales representatives are appropriately incentivized and trained on the products they promote and appropriate marketing practices. They are responsible for adhering to our Code of Business Conduct & Ethics and policies and are supervised by regional sales managers who have additional oversight to ensure compliance with the Code and our policies.



Description of code of ethics governing interactions with health care professionals

SASB: HC-BP-510A.2

Given that healthcare professionals are often in a position to prescribe, recommend, purchase, supply, administer, or promote Agios' products, Agios places a strong emphasis on ensuring that its arrangements and communications with healthcare providers are appropriate and not intended to interfere with the integrity of those decisions. Agios's healthcare compliance policies establish consistent global standards for Agios' interactions with healthcare professionals and healthcare organizations to ensure that such interactions are legitimate, appropriate and comply with applicable local laws, regulations, and industry codes and guidelines. We require all relevant employees to complete training and regular retraining with respect to our policies. Agios's Compliance function plans and executes monitoring and auditing efforts to help identify compliance risk areas or matters that require further review or investigation. The Compliance team has direct access to Agios's leadership team, Board of Directors and its committees.

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

SASB: HC-BP-270A.1

None.

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

SASB: HC-BP-510A.1

None.

↓ Data Security and *Privacy*

Protection of Personal and Patient Data

Agios is committed to processing personal data in compliance with applicable laws and in accordance with the principles below. In particular, all activities involving the collection and use of patient information must adhere to applicable privacy laws and patient authorizations or consents. Agios is respectful of patient privacy and has processes in place to protect the confidentiality of personal health information.

Transparency

When acting as a Data Controller, Agios will inform individuals whose personal data will be processed of the details of such processing through a Privacy Notice. In addition, where required by applicable laws, we will obtain consent prior to processing personal data.

Limitation of Data Collection

Agios only processes personal data that are relevant and not excessive for the legitimate business purposes specified in the privacy notice provided to data subjects.

Data Integrity

Agios takes reasonable steps to ensure that personal data are accurate and up to date. We will promptly update or correct inaccurate personal data or, if necessary, erase such personal data.

Information Security

Agios takes reasonable and appropriate precautions to protect personal data in its possession from loss, misuse, unauthorized access and disclosure, alteration and destruction.

Data Subject Rights

Agios respects the rights of individuals to request access, rectification, erasure, restriction and portability of their personal data, or to object to its processing, as provided by applicable laws.

Disclosure to Third Parties

Agios binds all vendors or other third parties who process data on behalf of Agios by contract to appropriate standards for the processing and safeguarding of personal data.

↓ Data Security and *Privacy*

Cybersecurity and Privacy Program

Agios maintains a cybersecurity strategy that is based on four fundamental areas: Policy, Procedure, People and Technology. The Audit Committee of our Board of Directors is briefed on our cybersecurity program periodically throughout the year.

Agios maintains several policies and procedures that describe our employees' responsibilities for accessing computerized systems, handling of data and information and reporting cybersecurity events in a timely manner. Formal training on all policies and procedures relating to acceptable use, reporting lost or stolen equipment, password policy, access to computerized systems and reporting cybersecurity incidents is required by all employees and contractors.

Our Cybersecurity Incident Management Process is used to handle all levels of cybersecurity incidents. Incidents are categorized by severity, impact and risk and tracked for resolution.

2021 Highlights

- Implemented a single source of truth for all employees and non-employees via our multi-year Identity & Access Management Program (right access granted to the right asset, at the right time, for the right reasons)
- Better positioned to respond to crises through progress with our Disaster Recovery Program, with all production servers now fully replicated to our disaster recovery site and improved confidence that SaaS / hosting partners can do the same
- Continued year-over-year improvement in employee cybersecurity metrics (including phishing simulation scores and levels of incident reporting) through improved cybersecurity awareness training
- Noteworthy improvements in our external security audit results supported by a revised password policy and continued server, laptop, and lab security patching



Policy



Procedure



People



Technology

Corporate Governance *Highlights*

Code of Conduct

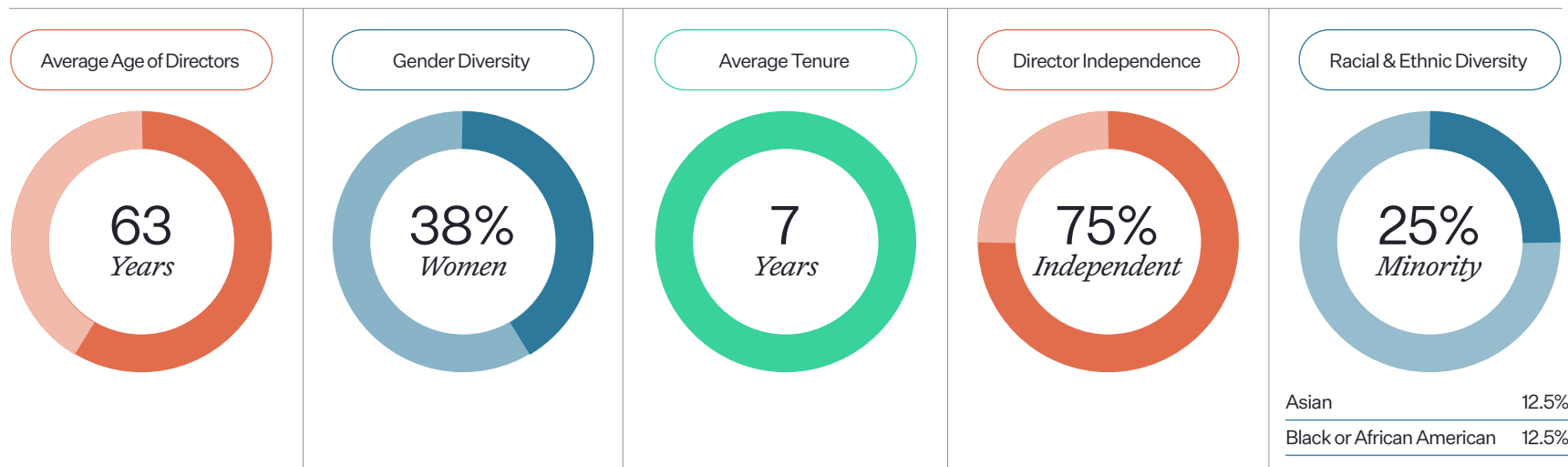
We believe that good corporate governance is important to ensure that Agios is managed for the long-term benefit of our stockholders. We have adopted a [Code of Business Conduct and Ethics](#), which applies to all of our officers, directors and employees.

Board of Directors

Our board of directors has adopted [corporate governance guidelines](#), as well as charters for our audit committee, compensation committee, nominating and governance committee and science and technology committee, to assist in the exercise of its duties and responsibilities and to serve the best interests of Agios and our stockholders.

These guidelines, which provide a framework for the conduct of our board’s business, provide that:

- Our board’s principal responsibility is to oversee the management of Agios, and, in so doing, serve the best interests of the company and its stockholders, while considering the impact on other stakeholders including patients, the healthcare system and the our employees
- A majority of the members of our board shall be independent directors
- The independent directors meet regularly in executive session
- Directors have full and free access to management and, as necessary and appropriate, independent advisors
- New directors participate in an orientation program and all directors are expected to participate in continuing director education on an ongoing basis
- Our board and its committees will conduct a self-evaluation periodically to determine whether they are functioning effectively



Corporate Governance *Highlights*

Best Practices

- Shareholder engagement program
- Diverse board
- Board oversight of ESG
- Board oversight of corporate strategy and risk
- Stock ownership guidelines for executive officers and directors
- Continuing education for directors and orientating for new directors
- Mandatory retirement age of 75

Independence

- Separated CEO and Chair Role
- Independent Lead Director with delineated responsibilities
- 100% independence among standing members of audit, compensation and nominating and corporate governance committees

Accountability

- Regular Board and Committee self-evaluation
- Annual evaluation of CEO by independent directors
- Clawback policy
- Resignation policy

Shareholder Rights

- No poison pill
- One-share, one-vote
- No dual-class common stock

↓ *Agios Awards*



FierceBiotech's
2009
Fierce 15



2021
TOP 100
Women-Led Business
COMMONWEALTH
INSTITUTE



2020
Women on Boards
“W”
WINNING COMPANY



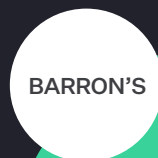
2021
Gallagher
Best-in-Class
EMPLOYER FOR
EMPLOYEE BENEFITS



2014
World Economic Forum
Technology
Pioneer



New England
Venture
Capital Association's 2018
NEVY Awards
PATIENT IMPACT
AWARD



Barron's
TOP 100
SUSTAINABLE
COMPANIES
2020



Finalist 2021
Citeline Award for
Excellence in
Rare Disease Drug
Development

↓ Safe Harbor *Statement*

This communication contains forward-looking statements within the meaning of The Private Securities Litigation Reform Act of 1995. These statements are based upon the current beliefs and expectations of Agios and are subject to significant risks and uncertainties. For example, there can be no guarantee that development of any of Agios' product candidates will successfully commence or continue, and there can be no guarantee that any positive developments in Agios' business will result in stock price appreciation. If underlying assumptions prove inaccurate or risks or uncertainties materialize, actual results may differ materially from those set forth in the forward-looking statements. Risks and uncertainties include, but are not limited to, those related to the impact of the COVID-19 pandemic to Agios' business, operations, strategy, goals and anticipated milestones, including its ongoing and planned research activities, ability to conduct ongoing and planned clinical trials, clinical supply of current or future drug candidates, commercial supply of current or future approved products, and launching, marketing and selling current or future approved products; Agios' results of clinical trials and preclinical studies, including subsequent analysis of existing data and new data received from ongoing and future studies; the content and timing of decisions made by the U.S. FDA, the EMA or other regulatory authorities, investigational review boards at clinical trial sites and publication review bodies; Agios' ability to obtain and maintain requisite regulatory approvals and to enroll patients in its planned clinical trials; unplanned cash requirements and expenditures; competitive factors; Agios' ability to obtain, maintain and enforce patent and other intellectual property protection for any product candidates it is developing; Agios' ability to maintain key collaborations; and general economic and market conditions. These and other risks are described in greater detail under the caption "Risk Factors" included in Agios' public filings with the Securities and Exchange Commission. Any forward-looking statements contained in this communication speak only as of the date hereof, and Agios expressly disclaims any obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.



Madison, living with Thalassemia



Mia, living with sickle cell disease

Ryan, living with thalassemia



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