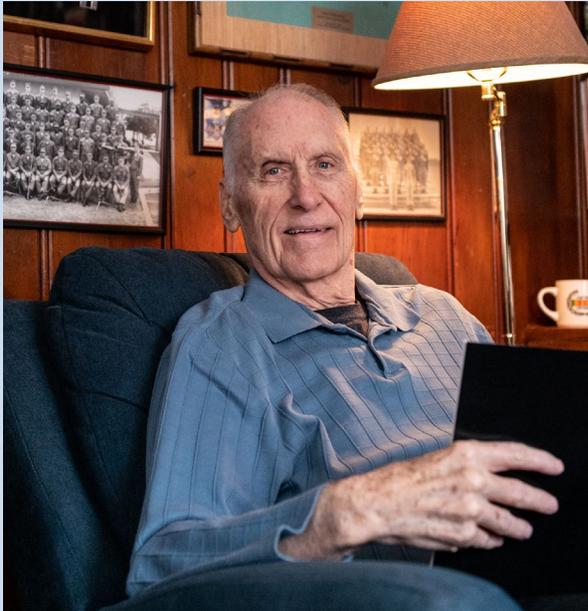




2022  
Environmental,  
Social and  
Governance  
Report



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**Tim Van  
Hauwermeiren**  
Chief Executive  
Officer

# Message from our CEO

argenx is on a bold mission to transform the treatment paradigm for those living with autoimmune diseases. In 2022, argenx built a fully integrated, global commercial organization, uniting a team of more than 1,000 diverse and talented colleagues whose work and expertise allowed us to reach more than 3,000 patients living with generalized myasthenia gravis.

Alongside our success, I am proud to share that we are building a long-term sustainable business that contributes to the broader healthcare, scientific and global community as outlined in this report. argenx operates within an innovation ecosystem that is driven by a commitment to patients, to science, and to our people – it's this ecosystem that allows us to positively impact the world around us.

### **Commitment to Patients & Their Communities**

More than 4% of the world's population is living with an autoimmune disease and we know that patients are waiting for new treatment options. Our commitment to patients far outreaches simply developing medicines – we listen to patients and immerse ourselves in the community so that we can hear directly about their experiences and needs. We want to ensure understanding and awareness of the burden of rare autoimmune diseases and deliver meaningful solutions to address these needs. Our investment in holistic patient care programs extends beyond the patients themselves to families and caregivers because we know that behind every patient living with a rare disease is a community of caregivers. As part of this, we are also building strong partnerships with rare disease advocacy organizations globally to listen and learn, and identify ways to collaborate on behalf of patients and their supporters.

### **Commitment to Scientific Innovation**

Scientific innovation is core to argenx and to our mission to deliver impactful immunology treatments to patients. By following the science and the translational data we generate, we are not only advancing new treatment

options within our pipeline, but also unraveling novel disease biology insights which contribute to broader understanding of the diseases we treat. We typically do this in partnership through our Immunology Innovation Program where we marry our best-in-class capabilities as antibody engineers with the specialized insight into disease and target biology of our external collaborators. This model of co-creation has led to a deep pipeline of highly differentiated product candidates, including our wholly owned programs as well as those that sit in the pipelines of our partners or spin-off companies.

### **Commitment to Our People**

argenx was founded on the belief that our people are our greatest asset and that no molecule or scientific breakthrough could ever stand on its own without the collective strength of our team. Our cultural pillars guide how we interact with each other as teammates so that we think beyond what we are achieving but also how we achieve it. We strive to foster an environment that welcomes diverse perspectives, encourages growth and development and values well-being. We ultimately know that our teams will be most successful if the people within that team are working at their best. By building on individual strengths and deploying colleagues where they are most inspired, we believe we will be well-positioned as a team to meet the needs of our stakeholders.

Finally, I am proud of the work we have done to enhance and evolve our Board of Directors. In 2022, we diversified our members and added three new directors who have the right experience and knowledge to help guide our steep growth trajectory.

2022 was a year of significant progress but it is just the beginning of what we aim to achieve. We recognize the tremendous opportunity in front us and are in a strong position to achieve it. We will do this by keeping our patients as our north star, our scientific innovations as our core strategy and our culture as the heart of our company.

# The argenx Purpose

argenx emerged from a breakthrough antibody engineering discovery and from this origin, we have built a differentiated pipeline of antibody candidates. Our purpose is immunology innovation with the goal of delivering new treatment options to patients who need them and transforming the way autoimmunity is managed today.

We know that it is not just about what you do but how you do it. Our team of argonauts has earned us a reputation for consistent execution based on hard work, integrity and a philosophy that collaboration is key to success. Through our Immunology Innovation Program (IIP), we partner with leading disease biologists to build antibody candidates aimed at transforming immunology breakthroughs into differentiated treatments.

We are leading the field of neonatal Fc receptor (FcRn) biology and, in 2022, launched our first-in-class FcRn blocker, VYVGART® (efgartigimod alfa-fcab), for the treatment of generalized myasthenia gravis (gMG) in the U.S., Japan and the European Union (EU). We built and developed VYVGART through our longstanding collaboration with Professor Sally Ward and her research team at The University of Texas Southwestern Medical Center who uncovered the role of FcRn in maintaining IgG homeostasis.

Our differentiated pipeline of antibody candidates, includes:



**FcRn blocker in development in 13 serious autoimmune indications which are driven by pathogenic IgG antibodies**



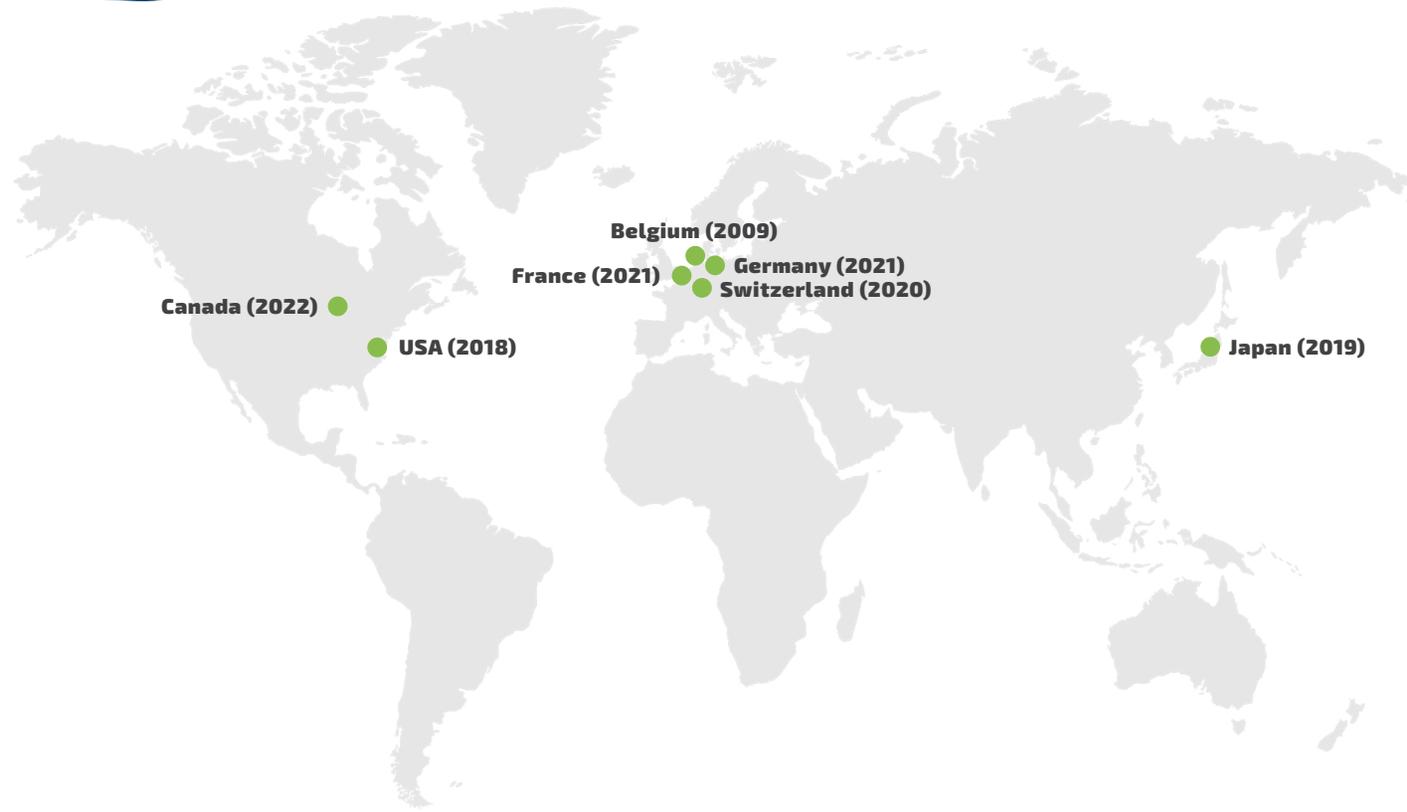
**Anti-C2 inhibitor targeting the complement pathway and in development in 3 autoimmune indications**



**Agonist against muscle-specific kinase (MuSK) at the neuromuscular junction with potential in serious diseases within our neurology franchise**

## Partnered Pipeline





843

employees globally

\$663M

invested in R&D in 2022

2

compounds in preclinical  
development

9

compounds in clinical  
development

19

active clinical trials

1300+

clinical trial patients treated  
with our own pipeline  
candidates

13

Immunology Innovation  
Program discovery programs  
ongoing

4

pipeline candidates out-  
licensed to our partners

8

candidates from our IIP that  
have demonstrated human  
proof-of-concept

# Our Philosophy on ESG

We are rooted in our purpose—immunology innovation—and united in our commitment to improve the lives of argenx patients. We understand this commitment is not limited to the development and innovation of life-changing medicines, but also encompasses the construction of a long-term sustainable business that will contribute to a more sustainable future for our planet. With innovation at our core and rooted in our DNA, we recognize the opportunity that becoming a more sustainable business presents to all of our stakeholders—our patients and those that support them, employees, research collaborators and the wider community. We appreciate that we must adapt to our changing environment and to the evolving mindset of the people around us—this is part of the role of being innovators.

## Values



### Innovation

#### Our Core Mission

We live to innovate—and do so at every step.



### Co-Creation

#### We Create Through Collaboration

We trust in the power of the team and know that together we are better.



### Empowerment

#### We Share in Our Joint Purpose

Our people are our most valuable asset.



### Excellence

#### We Have a Quality Culture

We want to do things right the first time and prioritize patient safety.



### Humility

#### The Heart of Our Organization

We want to handle successes and challenges gracefully and learn from both.



# Patients

Our mission is to reach patients through immunology innovation. Fueled by the resilient spirit of our patients, our ambition to urgently engineer and deliver life-changing immunology solutions is actualized through our unique model of co-creation.

We bring our antibody engineering expertise to bear in collaborations with leading disease biologists, with the intent to advance the seeds of immunology breakthroughs into differentiated medicines for patients.

Through co-creation, we have a common purpose and can accelerate discovery processes and bring solutions to patients who need them. We know that together, we are better.

# Immunology Innovation Program

The Immunology Innovation Program (IIP) is a core business strategy of argenx to build and diversify our pipeline. Through the IIP, we connect our best-in-class capabilities as antibody engineers with the specialized insight into disease and target biology of our external collaborators.

This model of co-creation has led to a deep pipeline of highly differentiated product candidates, including our wholly-owned programs as well of those that sit in the pipelines of our partners or spin-off companies.

The argenx difference is in bringing expertise together to optimize a technology transfer model that facilitates true collaboration to foster an innovation ecosystem. Our researchers share our mutual success through shared ownership, serving as ongoing advisors to the program from inception all the way through to potential commercialization working seamlessly together towards a joint goal.

"Nothing is more energizing than working shoulder to shoulder towards a common goal. Whether we want to create an innovative treatment, define the most impactful clinical trial or ensure that our products reach patients in need, the first step is gathering a passionate internal and external expert group which has mutual respect for each other's expertise.

That atmosphere of collaboration and sharing knowledge is the best habitat for best-in class outcomes. Great ideas come to those who co-create."

**Peter Ulrichs**  
Chief Scientific Officer



**LEARN MORE** about our innovation ecosystem and watch a video from Professor Bart Lambrecht, M.D., Ph.D, an argenx collaborator, on argenx's approach to immunology innovation on our [website](#).

# Our Pipeline and Medicines

argenx engineers first-in-class therapies for rare autoimmune diseases—where underserved patients need breakthrough therapies and the health care community needs options.

Our franchise-focused approach to development has created a pipeline that is as broad as it is deep, allowing us to advance select opportunities ourselves while partnering on others.

## Autoimmune Diseases

The immune system is the body’s defense system against infection and other diseases. In the case of autoimmune diseases, the immune system mistakenly identifies part of its own body as an invader and produces antibodies to attack its tissues and cells. In many cases, it is not known what causes the immune system to initiate this autoimmune response.

Autoimmune diseases lend themselves to individualized symptoms and impacts, as each individual’s immune system has a unique response to the condition. Therefore, we take a very individualized approach to how we treat autoimmune diseases.

We are currently evaluating efgartigimod and ARGX-117 in 15 severe autoimmune diseases:



### Neurology

Chronic inflammatory demyelinating polyneuropathy

Generalized myasthenia gravis

Myositis

Thyroid eye disease

Multifocal motor neuropathy

### Hematology and Rheumatology

Post-COVID postural orthostatic tachycardia syndrome

Primary immune thrombocytopenia

Primary Sjogren’s syndrome

ANCA-associated vasculitis

### Dermatology

Bullous pemphigoid

Pemphigus vulgaris and foliaceus

Dermatomyositis\*

### Nephrology

Membranous nephropathy

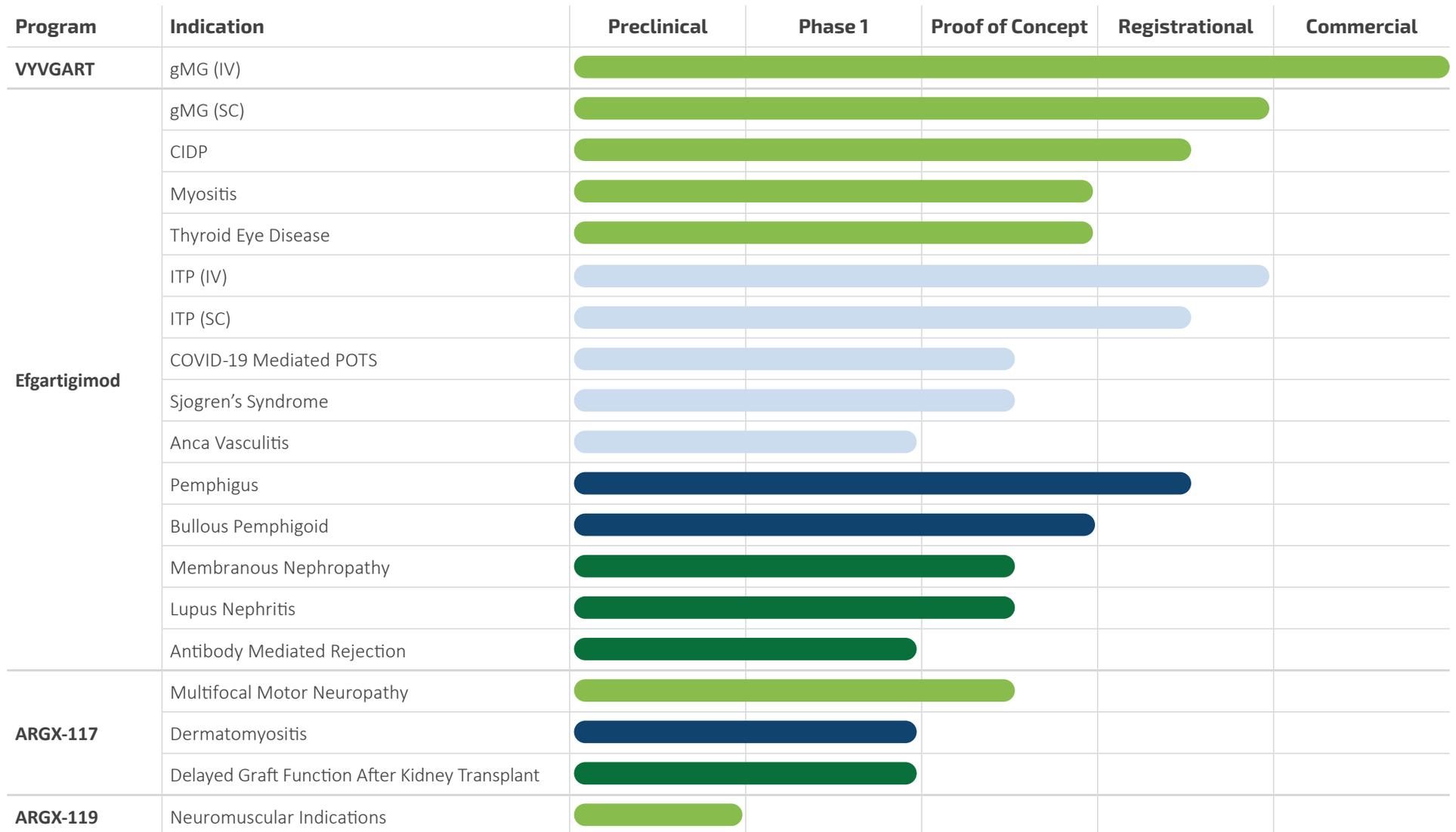
Lupus nephritis

Antibody mediated rejection

Delayed graft function



## Breadth and Depth within Our Autoimmune Pipeline



Patient  
Stories

## Improving Patients Lives

To the patients we aim to serve:  
**we see you, we hear you, we are  
here with you.**

Each day at argenx, we are motivated to pursue a better tomorrow alongside patients. We are pioneering innovations to advance the understanding of rare diseases; our vision is to deliver innovative immunology treatments to patients worldwide.

USA

**Melissa**  
(Myositis)

“My life changed overnight. I wasn’t able to care for myself, when I had been a very independent person.”

“This disease is such a roller coaster. One minute you’re feeling well, and the next minute you feel like a freight train has knocked you off your feet.”



JAPAN

## Mihoko

(Generalized myasthenia gravis)

“When I was diagnosed with gMG, it was hard for me not knowing when I would lose my motor functions, or even what tomorrow might bring. It was also difficult for me to make plans to meet with my friends, and I could not commit to completing tasks at work. I was in an unstable state of mind, as if I were walking down a narrow path and somehow trying to make it to tomorrow.”

“Above all, I want to become a role model for other MG patients. We cannot recover completely, and face challenges in terms of mental health and our appearance, but we can figure out ways and means to live with the disease. I want to encourage others by sharing my experience.”



Patient  
Stories

GERMANY

## Carola

(Generalized  
myasthenia gravis)

“I could no longer lift my arms, I could no longer lift my legs. I couldn’t stand on my own anymore. It was as if I was switched off. It’s a state that is very difficult to grasp emotionally. You lie there and you are there, but somehow you are not there.”

“You have to find a balance between ‘I’m staying active’ and ‘I’m recovering’. And it took me years to find that balance to some extent.”



Patient  
Stories

BELGIUM

# Dina

(Immune  
thrombocytopenia)

“I still struggle with fatigue but continue to work, and I’m fortunate to have understanding colleagues who flex and adjust their ways of working so I can take care of myself.”

“I believe it’s important that people with ITP have an accurate source of information and a way to connect with others with ITP so we can learn from each other and be with people who understand the challenges of living with ITP.”



USA

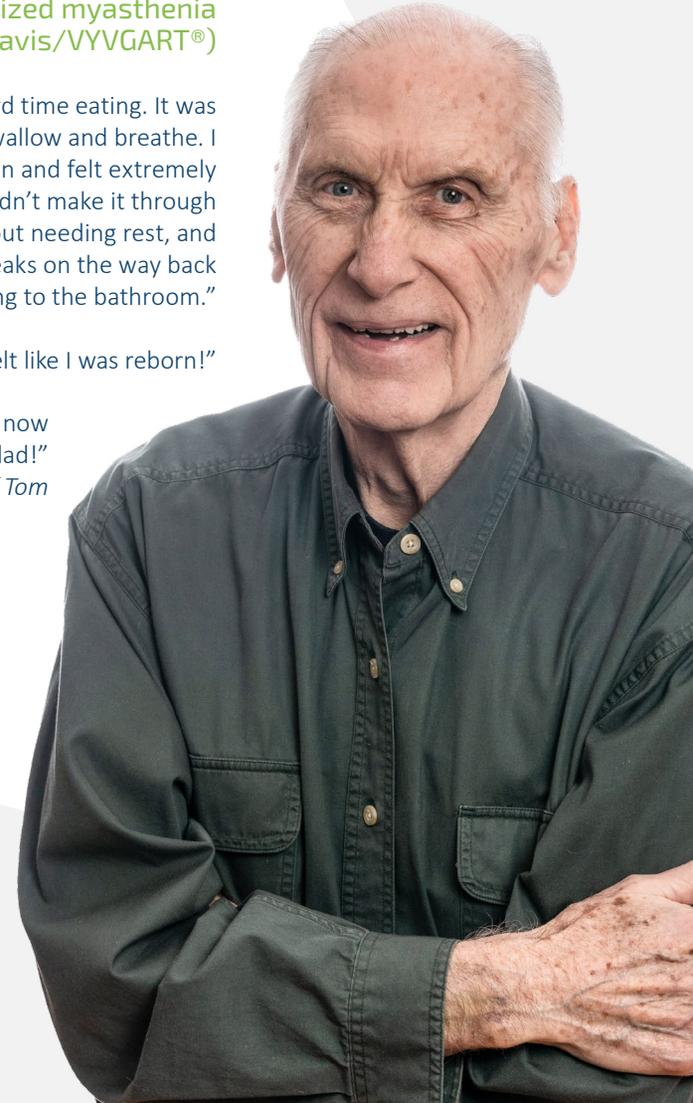
# Tom

(Generalized myasthenia  
gravis/VYVGART®)

“I had a hard time eating. It was difficult to swallow and breathe. I had double vision and felt extremely fatigued. I couldn’t make it through a shower without needing rest, and I had to take breaks on the way back from going to the bathroom.”

“After my first infusion, I felt like I was reborn!”

“He was a shadow, but now he’s back to being my dad!”  
—Karen, daughter of Tom



# Clinical Trials

At argenx, we strive to ensure that clinical trials are undertaken safely, ethically and efficiently. We support a trial enrollment that reflects the diversity of both the patients we aim to treat and the countries in which we operate.

To ensure quality and safety in our clinical trials, we take the following measures:

- Good Clinical Practice (or GCP) managers assigned to all studies
- Clinical Operations Quality lead to oversee operational quality across all studies
- Standard operating procedures (SOPs) that are accessible and user-friendly
- Vendor assessment procedures to help ensure high-quality from vendor partners
- Effective training, real-time sponsor oversight and risk-focused approaches

## Clinical Trial Diversity

Ensuring diversity in clinical trials is a matter of equity and building trust within diverse communities.

Representation in these studies reduces historical barriers to access and enables clinical trial results that better reflect the diverse populations we serve.

Enhancing clinical trial diversity is a moral and scientific imperative for us. Diversity is especially challenging in the context of orphan indications, and rare diseases, where overall populations are comparatively limited. As such, our efforts focus on proactive outreach, education and awareness and considerations to encourage accessibility in each local community where we operate our clinical trials.

At argenx, we constantly strive to improve. By serving our patients for a better tomorrow, we are helping to build the path to equality and access to treatment for all.

We created a team of internal cross-functional experts to develop a strategy and pathway to fully embed diversity into our clinical trials.

Clinical Trial Ops

Data Management

Medical

Regulatory

Quantitative Sciences

Pharmacology & Pharmacometrics

Global Health Economics Outcomes Research

Legal

Global Patient Advocacy

Medical Writing

Technical Operations

Quality

We identified constraints and barriers that historically impact underserved patients' capability and willingness to participate in trials, and have taken the following steps to enroll participants that align with our commitments to clinical trial safety and diversity:

- Engagement with local health care professionals and the various communities we seek to serve
- Broadening our eligibility criteria to remove unnecessary barriers to access
- Informing our target clinical trial participant composition with epidemiological data to account for gender and racial diversity of historical patient populations
- Ensuring our materials and engagement efforts follow the argenx way, aligned with principles of transparency and accessibility:
  - Reach communities and patients to increase awareness, accessibility, and trust
  - Inform and educate communities on clinical trials
  - Ensure use of local community language(s)
  - Use easy-to-read documents



# Patient Engagement and Advocacy

At argenx, we keep the needs of patients at the center of everything we do. To do this, we imagine that our patients are in our meetings with us—listening to our strategies, our planning, our discussions. We want the resilience and optimism of the patients to guide us in our decision-making and instill a true sense of urgency.

## Engaging the Patient Community

There is a common purpose across argenx that is driven by the resilience of our patients. We listen to patients, supporters and advocacy communities. We hear their stories and share their determination. This purpose extends beyond the traditional parameters of care; we create a holistic patient care program that offers a range of support to patients, their families and their caregivers. We created a series of tools, online communities, studies and documentaries aimed at providing support to our patients and to fostering interaction and sharing, which drives disease awareness as well as our own knowledge and scientific capabilities to serve unmet medical needs.

### MG United

MG United is a global lifestyle platform dedicated to the myasthenia gravis (MG) community that provides personalized, carefully selected resources aimed at addressing the needs of people living with MG beyond their diagnosis. These include but are not limited to educational articles, real and relatable patient stories of struggle and success, caregiver guides and exclusive access to “A Mystery to Me” documentary and “Cooking Together,” an MG-friendly cookbook.

In 2022, we added a Support Group Leaders page to MG United to provide support, workshops and materials to U.S. MG Support Group Leaders. We also launched MG United in Japan with several offerings to the Japan MG Community, including a large cooking event.

### MyRealWorldMG

argenx partnered with patient organizations from ten countries to launch MyRealWorldMGTM (MRW-MG), an international real-world evidence study assessing the impact of myasthenia gravis on patients’ lives. There are currently 2,270 global MG patients enrolled in the app-based study, inputting data on their experience with this debilitating disease.

In the past year, we published several posters, manuscripts and white papers to provide data on the burden of MG. Through MRW-MG, we have demonstrated that MG puts significant burden on patients and caregivers from time off work, reduction in quality of life and increased need for medical care.

### Creation of the EU MG Day

In 2022, we hosted five patient-caregiver workshops in Spain, Italy, France, Belgium and Germany in collaboration with patient advocacy groups across these countries. The workshops supported the production of white paper reports that focused on practical efforts to mitigate the burden of illness on the lives of MG patients and their caregivers. We also supported a pan-European event that compiled these reports and resulted in a multistakeholder discussion with patients, caregivers and Members of the European Parliament (MEPs) that led to the creation of an annual European Union MG Day, endorsed by the EU Commission. The inaugural EU MG Day will be June 2, 2023, and will aim to raise awareness of MG and the impact it has on the lives of patients and caregivers, in pursuit of greater empathy across the public and progress towards solutions for those affected.

## Advocacy

**argenx is committed to advocating for the patient community.** Our support for patients goes beyond treating symptoms to providing a holistic and collaborative approach to care.

Our dedicated Global Patient Advocacy Team continues to expand the initiatives we offer to our patients. Country-focused staff support patients in the EU, U.S. and Japan and are responsible for:

- Organizing patient panels to gain insights into the patient diagnostic journey, treatment burden and daily challenges
- Integrating of patient feedback into clinical trial protocols to ensure they align with patient need
- Participating in clinical development teams to support clinical trial awareness within patient communities

**In 2022, we made significant strides in our continuous pursuit of a better way for our patients and how we advocate in support of their needs.**

- Elevated the role of our U.S. MG Advocacy Leadership Council by advancing collaborative real-world evidence research on MG, including the publication of the MDA MG Burden Survey. The survey highlighted the economic challenges that MG patients face including challenges of disability and access to treatments. Together with the Council, we also sought to understand through a survey how to better provide services to patients who have challenges related to social determinants of health—the conditions in a person’s environment that affect health and quality-of-life outcomes. Some of the ideas that emerged from the survey include the establishment of an information hotline and symptom tracking app, a patient mentoring program, an innovative giving strategy and broadened awareness campaigns of nurse case manager services.
- Convened a group of advocacy leaders for the “Rare Autoimmune Roundtable” to gain insights from a cross indication group of advocates from the primary immune thrombocytopenia (ITP), chronic inflammatory demyelinating polyneuropathy (CIDP), pemphigus and post-COVID postural orthostatic tachycardia syndrome (POTS) communities. This roundtable highlighted several key areas of opportunity in the management of these diseases

including decreasing diagnostic delays, ensuring access to innovative treatments and managing the economic burden of living with a rare autoimmune diagnosis.

- Sponsored the Late Onset Neuromuscular Disease Consortium (LONDC), a project of the American Neuromuscular Foundation. LONDC collaborates across organizations and industries to increase awareness, education and care for adults with neuromuscular conditions.
- Performed a study to better understand the value of caregivers in patient treatment. The study focused on MG patients and their caregivers to document the extent of caregiver help needed, the impact of caregivers on patients’ daily lives and how the amount of support required is related to symptoms and disease severity.
- Continued as an active and engaged member of the broader rare disease community and serve as a corporate partner to National Organization for Rare Disorders, Global Genes, EveryLife Foundation and the Rare Disease Company Coalition.

# Access to Medicines

We are committed to improving the lives of people suffering from severe autoimmune diseases. We aim to do this through partnerships and our commitment towards our patients in clinical trials and by hearing the stories of patients, supporters and advocacy communities.

Our commitment to accessibility is supported by our efforts to expand product availability in additional geographic markets. In 2022 we filed for approval of VYVGART in parallel across several regions, including the U.S., Japan and the EU, all in the same calendar year. Additionally, we are already preparing for the submission of filings in other key geographies in the near future.

We launched **My VYVGART® Path<sup>OB</sup>** which focuses on personalized support to prioritize the needs of patients. Our team of nurse case managers offers specialized attention to patients and supports them with benefits verification and reimbursement, disease education and resources to assist with co-pays and other costs associated with accessing VYVGART. Through My VYVGART Path, health care providers can also receive assistance from a dedicated case coordinator for insurance needs from the provider perspective.

We also provide funding to independent 501(c)(3) charitable organizations in the U.S. that provide copay and premium assistance to patients consistent with applicable law, regulations, U.S. Department of Health and Human Services Office of Inspector General guidance and industry best practices. We also maintain a separate “internal” patient assistance program to support patients in the U.S. with access to VYVGART who do not have access to insurance and meet certain financial and other eligibility criteria. Additionally, we maintain a copay support program for eligible patients with commercial health insurance in the U.S. Likewise, these patient programs are developed in compliance with applicable law, regulations, and industry best practices.

We are proud to have secured rapid access programs for patients in the U.S., Japan and Germany and we have initiated reimbursement discussions in parallel, with more than ten authorities.

## Pre-Approval Access Policy

argenx has a preapproval access (PAA) policy to provide access to our investigational efgartigimod medicines outside of a clinical trial setting for patients who have exhausted available treatment options and are not eligible for clinical trials. Since the U.S. and EU approval of VYVGART, we have closed our PAA program in U.S., and countries within Europe that have local commercial access. We have PAA programs open in Canada and several remaining European countries that are still

awaiting local commercial access. At year-end 2022, we approved over 160 requests from physicians for PAA for their gMG patients in over 11 countries. For more information, please refer to [argenx.com](https://argenx.com).



# Quality and Safety

We live by our reputation for making data-based decisions. We strive to do things right the first time by integrating quality from the start of all business processes and seeking out efficiencies through continuous improvement. Our commitment to quality is described in the [Quality Policy and Management Commitment](#) page and is lived through the argenx cultural pillar of Excellence.

To achieve our goal of delivering innovative therapies to patients, a quality-focused mindset must be exercised at every step, from preclinical to commercial stages. The argonauts that make up our Quality team work diligently to ensure this applies across all segments of the business. We also have Quality representatives within each of the functions who work together with the Quality team to ensure we meet the highest quality standard across the company. Our 2025 Quality Vision guides our approach to deliver on these promises to our patients.

Quality is the promise we make to our patients, to provide them with the best possible treatments, developed to high quality and safety standards.”



## Quality in Action Day

We have dedicated a day for the last two years to celebrate and recognize the quality efforts across the business at our annual Quality in Action Day. The event brings colleagues together from across the globe to showcase how they live Quality in their day-to-day activities. Over 250 argonauts attended Quality in Action Day in person with others joining the event online across 20 countries.

## Patient Safety

Global patient safety is a top priority of our quality commitment. We put patients first and consider the needs of caregivers, healthcare providers and relevant stakeholders. We strive to be proactive, risk-based and continuously adaptive to provide transparent communication and cooperation between all stakeholders. Ensuring quality by design regarding our global patient safety efforts is a scientific and strategic driver for the company and allows us to comply with legal requirements, prevent harm, promote safe and effective use, and most importantly, protect patient and public health. Our Product Quality and Development Quality Councils meet regularly to review metrics and objectives associated with product quality and safety processes and procedures.

We hold our vendors to high quality standards, which are embedded in our vendor selection strategy. This includes quality evaluations within our onboarding process, as well as data-driven requests for proposal selection process, effective contract management, and budget negotiation and continuous operational and quality oversight.

To ensure high-quality product is supplied to patients, we have a strong collaboration between our Chemistry, Manufacturing and Controls (CMC)/Technical Operations team and a team of Product Quality professionals overseeing development and commercial programs.

- We ensure quality oversight and management of our vendors, including clear partnership agreements that govern quality and technical aspects and routines

In 2022, we completed audits on 100% of all vendors involved in manufacturing, testing and distribution of our product and product candidates.

- We have investigation and risk management practices in the argenx Quality Management System, including thorough incident investigation and corrective action processes. These processes are handled in accordance with applicable procedures for deviations and corrective and preventative action (CAPA) for incidents that occur at argenx and at our vendors.
- We have change control processes in place to ensure continuous improvement initiatives related to process performance, product quality monitoring and regulatory compliance of product.
- We focus on compliance to internal standards and GMP regulations

## Product Traceability and Preventing Counterfeiting

As the management of global supply chains becomes increasingly complex, argenx is committed to implementing solutions to manage product traceability and to prevent counterfeiting.

All commercial argenx products are serialized at unit, case and pallet (aggregated level) to the extent this is required by national legislation (e.g. Drug Supply Chain Security Act in U.S. and Falsified Medicines Directive in EU) On each sellable unit a unique random serial number product code, lot number and expiration date

are printed both in human readable format and encoded in a 2D data matrix barcode. A dedicated software database is used to generate and maintain the status of the serial numbers and interface with the relevant partners in the supply chain. All products are tamper-evident sealed during manufacture and transport vehicles are tagged with numbered seals in transit to prevent product tampering.

Our batch manufacturing is outsourced to contract manufacturing organizations (CMOs). All processing steps are documented to compile a full processing history and lot genealogy of consumed raw materials, which is also maintained in the CMO's quality system. An ERP system is used to provide full lot genealogy and traceability of intermediates and finished products owned by argenx, located at its CMOs, third party warehouses and 3PL distributors, or in transit. For downstream distribution, we rely on the distributors' and wholesalers' systems to trace product to the end customer.

We have a procedure in place to ensure that all suspicions of falsified or counterfeit medicine are reported in a consistent manner. When a case is reported, the impacted batches will be segregated and quarantined. An investigation will be performed and the impacted stakeholders in the supply chain will be informed, as well as the relevant competent authorities in case of confirmed counterfeit product. Market actions will be taken in consultation with the competent authority.

**ZERO** | incidents were reported in 2022



# People

One team, one purpose—**We are argenx**

Our global team of argonauts are the driving force of our business. We build our culture from the collective power of the team and the knowledge that together, we are better. We rely on each other's strengths and align the growth of our employees with the shared goals of the organization. Together we are one team, with one culture and one purpose – to improve the lives of patients living with severe autoimmune diseases.

# Our Team

To achieve the unthinkable, we stand shoulder-to-shoulder, empowering each other to reach higher levels of performance while also holding each other accountable.

Our cultural pillars of Innovation, Co-creation, Empowerment, Excellence and Humility bind our argonauts to our mission and purpose and guide us as we grow and develop, together.

At argenx, our future success is built on a foundation of highly talented employees. By joining argenx, argonauts choose to join this adventure and to be part of a team looking to build the next great integrated immunology company that is rooted in science, data-based decisions and patient-oriented. Our ability to attract and retain talent and to motivate and inspire team members to contribute to our future is the cornerstone of our business.

843

full-time employees

216

consultants

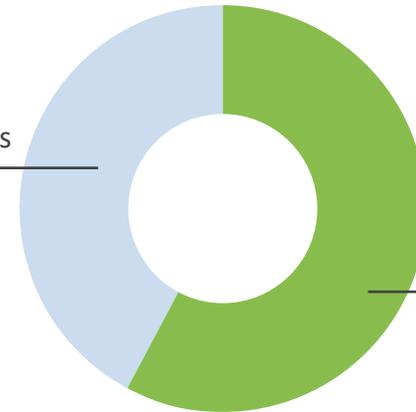
367

research and  
development employees

8

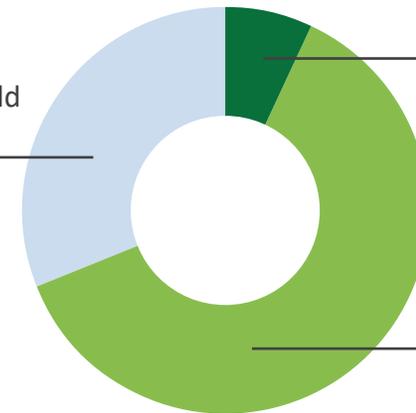
geographic regions

42%  
male employees



58%  
female employees

31%  
over 50 years old  
employees



7%  
under 30 years old  
employees

62%  
30-50 years old  
employees

# Employee Engagement

The future belongs to the curious. The future belongs to the ones who aren't afraid to explore to pose the questions that have never been asked and to listen with an open mind. The future belongs to those who see the opportunity in not yet knowing the answers and have a passion for discovering them.

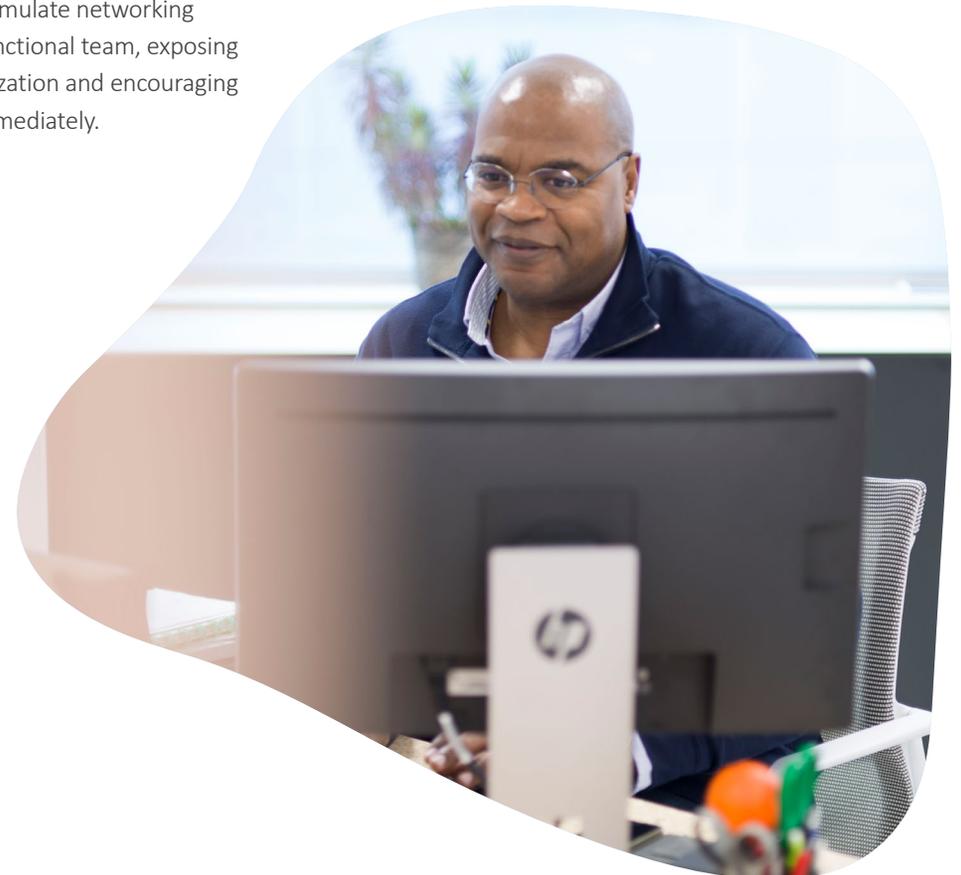
At argenx, we are committed to regularly and holistically engaging our argonauts. We engage to ensure we are providing argonauts with everything they need to maintain their curiosity and drive to improve the lives of the patients we serve. From employee councils to engagement workshops, we are constantly working on innovative approaches to capture feedback and improve. We believe our turnover rate of 4.27% reflects our success in retaining our core talent.

## Communications Council

Fostering a corporate culture of collaboration, innovation and co-creation requires us to ensure we engage our argonauts, listen to feedback and implement changes. The argenx Communications Council is made up of a unique group of argonauts spanning teams, management levels and geographies. The Council reviews company-wide internal communication and social media programs and collects input from participants with the aim of ensuring these communications reflect our "one company, one purpose" corporate culture.

## Buddy Program

In 2022, we expanded our Buddy Program to help new argonauts navigate our organization with the goal of accelerating their integration and learning during their first months at argenx. The current program followed a successful pilot in 2021. We offer new argonauts the opportunity to be coupled with a person of trust to help them navigate any challenges as they onboard. The program additionally serves to stimulate networking outside of the argonaut's own functional team, exposing them to other parts of the organization and encouraging cross-functional collaboration immediately.



# People and Leadership Development

Over the last few years, we have transformed from a research and development organization into a fully integrated immunology company. Every argonaut has played a vital part in this growth and going forward we will rely on the leadership capabilities of our argonauts to ensure we transform patients' lives by remaining agile and innovative. We understand the value and importance of strong leaders and leadership qualities and developing leaders for the near future and in the long term is integral to the continued growth and innovation of argenx.

In 2022, we engaged in a range of projects designed to promote and develop leadership across the company. We began the development of a leadership skills program that will support argonauts at all levels in their personal and professional development, as well as the overall growth of argenx. In 2022, we made significant strides, partnering with third-party thought leaders and universities, and in 2023 we will officially roll out the program.

We also held a leadership lab in 2022 with a global group of emerging leaders. Hosted by an external collaborator, this program was designed to provide the participants with a better understanding of how a biotech is run and what levers create impact or drive large company decisions. To solidify the learning, the participants engaged in a mock exercise of being part of the leadership of a fictional biotech start up and then presented their business and decision-making to our senior leadership team.

Our leadership development program will enable every argonaut to be a leader, contribute to our argenx mission and ambitions, and align with our cultural pillars.

## Personal Development Plans

We aim to lift each other to our highest performance and have created a learning and development experience to achieve this through our Personal Development Plan (PDP). With the PDP, we identify and maximize our argonauts' strengths.

The PDPs also allow us to find the place within the business for individuals to make the greatest impact. By aligning the interests of our argonauts with the interest of the business, we can optimize the energy and enthusiasm of our organization. In 2022, we held a PDP Panel to illustrate how argonauts have used this tool to make lateral career transitions within the company or broadened their skillset to support their professional development.

# Diversity, Equity and Inclusion

## Our Commitment

We value diversity among our argonaut colleagues and strive to create a culture and environment where everyone feels safe, is encouraged to contribute, and that fosters creativity—allowing us to deliver innovative therapies to patients. Our commitment to diversity, equity and inclusion (DE&I) is set out in our [Diversity, Equity and Inclusion Policy](#).

We aim to have gender balance across all levels at argenx, including our Board of Directors, our leadership team and the rest of our organization. Measures to achieve gender balance include a number of recruitment and career development initiatives that promote balanced and diversified representation in recruitment and promotion.

In 2022, we made progress towards achieving gender balance in our leadership. Our Board of Directors is now 33% women (3 of 9 total directors), whereas our leadership team is 39% women (12 of 31 leaders). This reflects an increased headcount of women leading argenx, which we celebrate as a significant milestone on our journey toward diverse and equitable representation.

## Our Approach

Our commitment to an inclusive, diverse and accessible workplace is embedded in the way we recruit, develop and promote argonauts. We strive to create an inclusive recruitment process, standardized across our business, that focuses on “what-count factors.” We provide employees with regular training to recognize and mitigate existing and unconscious bias. Further, our recruitment process and decisions are based on group decision making, aimed at reducing individual bias and capturing different perspectives.

Our onboarding program for new argonauts is designed to maximize inclusion across the business and regions. Initiatives like our Buddy Program, which matches new argonauts with current ones, further strengthen inclusion across the company. We strive to offer opportunities for promotion, training and career development solely based on job-related, appropriate criteria such as skills, competencies, experience, aptitude and enthusiasm, giving account to each individual argonaut’s ambitions and capabilities.

Equally important is our women’s employee resource group, Atalanta, which facilitates networking and educational activities for engagement around topics related to professional women at argenx. The group is focused on women’s leadership opportunities and development, but is welcoming to anyone, regardless of gender identity, to continue the dialogue on what can be done to further advance the representation of women in leadership at argenx.

Our board subcommittee, The Remuneration and Nomination Committee, is responsible for oversight of diversity, equity and inclusion at argenx and approved our Diversity, Equity and Inclusion Policy.

# Wellbeing and Benefits

## Wellbeing

Our commitment to health and wellbeing extends beyond our patients. Our dedication to the wellbeing of our argonauts is a fundamental part of how we operate—an organizational mindset that encourages employees to make their mental and physical health a priority. We understand the value of ensuring our corporate culture includes healthy, happy employees across all levels of the business and across all regions.

Our argonauts have access to a health and wellness application. Wellable's comprehensive solutions address multiple dimensions of health, including physical, mental and environmental wellbeing. This is a health and wellness platform dedicated to helping employees determine what areas to focus on personally and enables users to join different team challenges argenx hosts throughout the year. Wellable can track steps, distance exercised and other physical activities as well as nutrition. Wellable also provides on-demand fitness classes, health coaching and monthly webinar series.

Our enhanced Employee Assistance Program (EAP) is a free, confidential program for our argonauts and any adult household members. Available 24/7 by phone, email and mobile app, our EAP can assist in a number of areas, such as emotional health, parenting, eldercare, legal and financial matters and nutrition.

In 2022, we invested in Mindlab, an online self-service tool available to all employees globally that provides a step-by-step program to improve mental health

and wellbeing, available in three languages: Dutch, French and English. Mindlab offers a range of tools and techniques used in cognitive behavior therapy to help argonauts gain control of their own life and lifestyles. The program is anonymous and is a vital tool in our wellbeing and mental health toolkit.

We recognize that for many, life was significantly impacted by the COVID-19 pandemic, both personally and professionally. In November 2022, we invited argonauts to join a session on hybrid work and life strengthening resilience, offering insights into a post-pandemic era. This session focused on how hybrid work and life may lead to better productivity and having more energy to accomplish tasks. The session also focused on how to maintain inner peace and provided techniques to advance self-leadership, foster stronger professional connections and focus on what is important and essential for a happy, healthy life.

## Benefits and Compensation

We work hard to support argonauts across our organization by offering a competitive and attractive package of short and long-term benefits to attract and retain the best talent.

### Employee Compensation and Support

Annual variable pay is aligned to our corporate objectives, and our corporate bonuses are fixed and equal for all and tied to company-wide goals. This model ensures that every argonaut is working towards our common goals and

is rewarded for our joint success, regardless of their role at argenx. In 2022, our annual variable pay was focused on bolstering our Buddy Program:

- **Welcome Buddy** – we incentivized the creation of argonaut duos, where new and longer tenured argonauts pair to continue driving the successful onboarding of new colleagues.
- **No Strangers** – to encourage connection across the company, every argonaut must reach out and connect with five other argonauts.
- **Financial Responsibility** – as co-owners of argenx, all argonauts should take individual and collective responsibility to ensure the responsible use of company funds, which done consistently, will reduce costs and empower us to fulfill our mission for patients.

### Other Employee Benefits

**Family Benefits**—including access to tutor.com, which provides academic support for students of all ages including higher education.

**Electric Bike Scheme**—we offer argonauts based at our Belgium site the opportunity to participate in an electric bike access scheme.

**Equity Grant Program**—we offer a grant of stock options and restricted stock units to all employees and directors, allowing argonauts to participate and benefit from the future success of argenx and driving a shareholder mindset within the company.

We provide customary fringe benefits depending on local market practices, including medical, pension, company car, mobile phone and other benefits as applicable per local market.

# Health and Safety

At argenx, we strive to ensure that we provide a safe working environment for all. We work hard to minimize risk, train our argonauts, and set standards and targets for a safe workplace.

We aim for zero accidents or injury incidents every year, a goal which we achieved in 2022 and for the prior three years. We make sure that all lab employees are trained during their first week of work and mandate that these argonauts receive training on basic biosafety within a month of their start date.

All employees receive health and safety training as part of the employee onboarding program, which is site-specific across all our regions. Office-based colleagues are made aware of working hazards, access, fire safety and evacuation procedures. Our lab-based staff training includes working with chemicals, waste management and biosafety training. All lab colleagues also receive a biosafety manual which they are encouraged to review regularly.



Metric	2020	2021	2022
Incidents causing permanent injury	0	0	0
<b>Days lost to incidents causing permanent injury</b>	<b>0</b>	<b>0</b>	<b>0</b>
Incidents causing temporary injury	0	0	0
<b>Days lost to incidents causing temporary injury</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total days lost due to injury (LTIR)</b>	<b>0</b>	<b>0</b>	<b>0</b>

# Community

At argenx, we know the importance of being an active member of the communities where we live and work. Throughout 2022, we supported a range of efforts, focusing on helping underserved families, those in crisis and fostering youth education in science, technology, engineering and mathematics (STEM).

At the start of 2022, we directed much of our company fundraising efforts to support the victims of the Russia-Ukraine war and their families. Many teams at our global sites worked together to raise funds to support families displaced by the war, and our Ghent, Belgium, office provided donations in the form of critical supplies such as first aid kits, drugs, winter clothes, baby products and food.

At our Boston, MA office, we sponsored the Boys and Girls Clubs of Boston (BGCB) Holiday Gift Program, which provides support and holiday cheer for over 1,000 families in the Boston area through gift giving. We also sponsored two families experiencing difficulties in Roxbury, MA. Our employees were invited to purchase holiday gifts for their 11 children from a wish list so they could have gifts to open during the festive period. In total, 23 volunteers participated in this event. Our Boston office also sponsored a gala at the English High School of Boston, the oldest public school in Boston, which provides education in an underserved community. Collaborating with high schools also provides our people the opportunity to take on mentorship roles with the students and provide support for their future.

Our Boston-based argonauts also participated in the annual Dana Faber Jimmy Fund Scooper Bowl, where our team and their families volunteer to support the event and serve ice cream.

In Europe, we support STEM education by giving laboratory equipment a second life when possible. In 2022, after replacing our pipettes and tips, we donated the old pipettes, tips and associated laboratory materials that were still usable to three different organizations. These items were donated to the non-profit organization [Ekoli](#), which conducts science workshops for underprivileged and vulnerable children. We also donated materials to The King Baudoin Foundation's Montagu Fund and to support the establishment of a new research group at KU Leuven, as part of their Kringloop Labs Initiative, which intends to give a "new life" to laboratory equipment that is used to create new research and education opportunities in Africa.





# Governance

At argenx, we are on a journey together to achieve the unthinkable. We are all working hard to build an integrated immunology company and reach patients. As we continue to scale up the business to achieve this vision, it is critical that we do so with integrity and passion. When each of us acts with honesty and integrity, we gain the trust of our colleagues, patients and communities.

# Corporate Governance

The highest governance body in our company is the Board of Directors, which is structured as a one-tier board under Dutch law and which interacts regularly with our functional and project leaders. We report on the structure of our one-tier board, including its committees, its members and their backgrounds—expertise, tenure, independence, nationality, cross-board memberships—in the [Governance](#) section on our website.

Our risk and control systems—as well as the risks we have identified as material to our business—are reported in detail in the [Risk Appetite & Control](#) section of our 2022 Annual Report.

We are subject to and are required to follow the Dutch Corporate Governance Code and, to the extent we deviate from the best practice principles set out therein, we must publicly disclose. For the year ended December 31, 2022, we complied with the best practice principles set out in the Dutch governance code, with the exception of certain principles relating to our remuneration policy and practices. From our perspective, each of these deviations is defensible and the reasons thereof are explained in detail in the [Dutch Corporate Governance Code](#) section of our 2022 Annual Report.

## 59

average age

## 7 years

average tenure

## 33%

women

## 6

nationalities represented

## 89%

independence

## separate CEO and Chair Roles



# ESG Governance and Oversight

The Audit and Compliance Committee is responsible for overseeing our overall ESG strategy and the integrity of our ESG disclosures, with input from other Board Committees as related to their function and expertise, as formalized in the Committee's [Terms of Reference](#).

As such, the full Board is engaged in supervising and monitoring our ESG efforts. For example, the Remuneration and Nomination Committee oversees matters such as human capital and diversity, equity and inclusion. It had an important role in establishing and approving the company's Diversity, Equity and Inclusion Policy. We have opted not to establish a separate ESG committee, but instead leverage our existing committee structure to oversee key ESG topics and prepare recommendations and decision making on those topics. Key topics per committee include (but are not limited to):

## Remuneration and Nomination Committee

- employee diversity, equity and inclusion
- talent and culture
- employee engagement
- board composition and diversity, equity and inclusion

## Audit and Compliance Committee

- integrity of non-financial reporting and ESG disclosures
- process and controls regarding non-financial information
- monitoring of compliance with our code of business conduct and ethics

## Commercial Committee

- access to medicine
- patient engagement
- supply chain
- product quality

## Research and Development Committee

- ethical research and patient safety
- animal welfare and
- clinical trial diversity

As we continue to build on our ESG program, we are also actively building our Board of Directors' knowledge base on ESG. In December 2022, we conducted an education session with an external partner. During this session, these board members were also provided with an update on our ESG program and reporting and engaged in a collaborative discussion about the long-term ESG strategy for the company.

At the management level, we recently established a cross-functional ESG working group including colleagues from legal, compliance, finance, communications and investor relations. Management oversight is carried principally through our general counsel who is actively involved in helping guide our ESG strategy and disclosure as well as coordinating the interactions with the Board of Directors on this topic.



# Ethical Business Conduct

Our [Code of Business Conduct and Ethics](#) reflects our core values: a way of working that celebrates innovation, co-creation, excellence, humility and empowerment. Our Code translates the core values into a set of clear standards to help guide our conduct as we navigate the complexities of this highly regulated and competitive global marketplace and as we continue to grow into an independent, fully integrated and global immunology company.

The argenx Board of Directors oversees the company's compliance with the Code. Our Global Head of Ethics and Compliance, the management-level officer who oversees the code, provides quarterly compliance dashboard reporting to the Board's Audit and Compliance Committee on ethical risks, violations and corrective actions. Supporting our Global Head of Ethics and Compliance on the management-level is our Global Compliance Committee and Regional Compliance Committees, which monitor compliance at their respective levels.

Our commitment to the Code is an enabler for our core business of innovation and our culture of collaboration. As co-owners of the company, our argonauts are all dedicated to and responsible for its success. Each contributes to our reputation by living our core values every day and making the best choices for argenx and the many people we serve.

Senior management is expected to reinforce our values and cultural pillars by setting the right example, ensuring integrity is at the center of variable pay target-setting and achievement, hiring and promoting talent and guiding employee development. Additionally, all argonauts are trained annually on the expectations set out by the Code and are required to accept and commit to the contents.

**100% of argonauts completed our annual Code of Business Conduct and Ethics training in 2022.**

## Ethical Marketing and Promotions

We promote our products ethically and honestly—only for the uses for which they have been approved. We believe that health care professionals and patients have the right to decide the most appropriate treatment options available based on truthful, accurate and balanced product information that is supported by scientific evidence and is consistent with approved product labeling. We only use promotional material and other product information that has been approved through our internal review process. When acting in a promotional capacity, colleagues and agents of argenx are required to always give a balanced presentation of our products, including relevant safety information.

## Human Rights

At argenx, we recognize that our people are our greatest asset. We are committed to respecting the human rights of all people working for the company, and we are dedicated to fostering a workplace where all people feel free to share their thoughts and ideas. We insist on building and maintaining a safe and secure work environment, where no one is subject to unnecessary risk.

Wherever we operate, we comply with international labor standards as well as applicable labor and employment laws. This includes prohibiting child labor and forced labor as well as upholding the right to freedom of association and eliminating discrimination at work.

When selecting our business associates, we strive to work with third parties who share our penchant for respecting and improving human rights, and we do not conduct business with any individual or company that participates in forced, bonded or indentured labor or involuntary prison labor; the exploitation of children (including child labor), harsh or inhumane treatment or threat of any such treatment or any form of modern slavery or human trafficking, among other elements.

# Animal Welfare

Given the present state of scientific knowledge, it is in many cases not possible to examine the complex interactions in a living organism solely using in vitro modeling or through the performance of experiments in cell cultures and tissue samples. Consequently, research using living animals remains essential in the discovery, development and production of new medicines, and regulatory authorities worldwide commonly require that new products undergo evaluation in both animals and humans to ensure the quality, efficacy and safety of these products before granting approval. While we do not own or operate our own animal research facilities, we are continually taking steps forward to ensure animal welfare at each of our third-party collaborators who operate in animal research.

We have an [Animal Welfare Policy](#) that reinforces our commitment to the 3R principles of replace, reduce and refine. To raise awareness of and ensure compliance with currently applicable laws, regulations and standards, we train all argonauts who are involved in experiments with live animals on our Animal Welfare Policy.

In 2022, we took more formal steps to improve animal welfare through audits, due diligence and compliance questionnaires. argenx encourages all third parties conducting animal research to be certified by the AAALAC International, a non-profit certification that promotes humane treatment of animals in science. We also created our own animal welfare quality questionnaire to verify quality in our supply chain partners who are not yet certified to AAALAC International Standards. Compliance, audits and certification of all third parties is overseen by the Animal Welfare Committee, who are responsible for organizing regular lab visits in the EU. In 2022, we were unable to perform in-person audits at our U.S.-based academic collaborators' facilities, and therefore these were performed virtually.



# Data Security and Privacy

At argenx, we understand how important information and privacy is to protect, not only the integrity of our product and assets, but the personal information of our patients, argonauts, third parties and wider stakeholders. argenx has a vigorous information security program that combines state of the art cybersecurity tools, well-defined processes and highly experienced and specially trained staff to prevent data breaches and safeguard company infrastructure and data assets.

We have adopted the European Global Data Privacy Regulation (GDPR) as our overall privacy standard across the organization. Our approach to data privacy is guided by various policies, such as our privacy policy, cookies policy and retention policy. Our Information Security Management System (ISMS) is based on ISO 27001 and incorporates data protection standards of the GDPR and HIPAA, although argenx is not a covered entity. These security controls are routinely evaluated to ensure effectiveness and quality.

We implement cybersecurity impact assessments (CSIA) and data protection impact assessments (DPIA) to ensure the integrity of our security systems. In working with any third party where data covered by GDPR is exchanged, we ensure all relevant contracts include GDPR-compliant privacy language and include a data processing agreement and transfer assessment into contract terms, where needed. argenx's various partners are ISO certified to ISO 27001 and vendors are

subject to security review and audits to ensure they have appropriate security and privacy frameworks in place to protect argenx information assets. This includes a mandatory security questionnaire, a privacy impact assessment, GDPR compliance and identification of a nominated responsible individual. In the event of a data breach, we implement the following procedure:

- Upon receipt of potential breach, we immediately notify the affected party and provide details of the potential breach.
- If determined to be a low-level breach, we add it to the data breach register, agree on remediating and preventive measures and follow up with affected stakeholders before closing. The data breach register is incorporated in the Quarterly Corporate Risk Dashboard. It reports breaches to senior management and to the Audit and Compliance Committee of the Board, which conducts regular assessments of root causes and areas of risk.
- If determined to be a mid-level or severe breach, the same procedure is followed but with the data privacy officer immediately involving the Global Head of Ethics and Compliance and General Counsel.

We conduct routine training on data security matters to ensure our argonauts are aware and vigilant against potential data security risks. Data privacy is incorporated into our overall compliance training at argenx, complemented by a privacy-specific training, both of which are conducted for all employees and contractors annually. Phishing training is also implemented regularly, which includes mock phishing emails to test employee vigilance. Additionally, all argonauts are required to read and acknowledge information security policies that are relevant to their specific role. Training is available in English and Japanese to ensure optimal reach and understanding across the enterprise.

Data security and privacy at argenx are directly overseen by our Data Privacy Officer. The Data Privacy Officer provides quarterly updates to senior management and the Audit and Compliance Committee of the Board of Directors as a component of the Committee's compliance updates. The data privacy officer also continually reports to the Global Head of Ethics and Compliance and General Counsel on matters such as the status of the organizational privacy plan, data breaches and routine programs.



# Planet

We recognize that we all have a role to play in helping protect our planet, and we make every effort to reduce our environmental footprint, minimize waste and reduce the use of hazardous materials in our processes and operations.

# Planet

In 2022, we took the first steps to measure and manage our environmental impact. Our efforts were focused on our principal office as well as research and development site in Zwijnaarde, Ghent, in Belgium. We have begun measuring our energy consumption, the use of non-renewable energy, waste and water usage. This site also complies with the EU Energy Performance of Building Directive, meaning our site has energy certifications and we perform regular inspections of heating and cooling systems.

In 2022, we began evaluating the requirements for our first Green Lab Certification for our Ghent site, and we hope to achieve this certification in the coming year as part of our commitment to operating our sites as sustainably as possible.



## Environmental Metrics

### ENERGY CONSUMPTION

Location	Energy Consumption (kWh)
Ghent	727,187
Japan	27,792
<b>TOTAL</b>	<b>754,979</b>

### GAS CONSUMPTION

Location	Annual Consumption (m³)
Ghent	53,762

### WASTE

Ghent, Belgium	
Type of Waste	Volume (kg)
Hard plastic	480
Glass	290
Paper and cardboard	1790
PMD	360
Residual waste	4130
Medical waste	6420
<b>TOTAL</b>	<b>13,470</b>

### WASTE

Tokyo, Japan	
Type of Waste	Volume
General Waste	1140
Waste Plastic	170
Magazine/leaflet	15
Cardboard Scrap	40
Paper	225
<b>Total</b>	<b>1590</b>
<b>GLOBAL TOTAL</b>	<b>15,060</b>

Our Ghent offices and laboratories are located on a multitenant site, meaning we do not have absolute control over the facilities management at the site. In 2022, we engaged our landlord to increase the renewable supply in our energy mix, which currently stands at just over 50% renewable energy<sup>1</sup>. We made strides to reduce our energy consumption by implementing new processes and adjusting systems to reduce our consumption. We modified the parameters of our cooling and heating systems to reduce energy consumption, adjusted our ventilation and switched to motion-sensitive lighting. We also continue to engage with our staff and encourage energy stewardship.

# 100%

**recycling of electronic waste**

**recycling of paper, cardboard, hard plastics, foils, glass and aluminum**

We also significantly advanced water stewardship improvements in Ghent, where we use recycled rainwater to supply sanitary installations and are in the process of installing low-flow taps in our buildings.

We continue to comply with national and international waste management regulations across all sites, maximizing recycling and minimizing waste where

possible. Our Ghent site requires management of non-hazardous as well as hazardous waste, including chemically and biologically contaminated refuse. Each of these items is disposed of and sorted for management using color-coded bins. Argonauts are made aware of the different waste systems and provided with training on how to use them.

Our waste management partners in Ghent collect and process this waste, helping us to ensure we can continue to achieve 100% recycling of paper, cardboard, hard plastics, foils, glass and aluminum as well as 100% recycling of our electronic waste. These waste management partners also collect and process our liquid waste for physiochemical treatment and detoxification, our biological waste for incineration and energy recovery, and the remaining domestic waste for composting and recycling.

Our commitment to sustainable business extends to all argonauts, too. In 2022, we implemented programs to encourage low-carbon commuting to our Ghent site through a partnership with SPIITS, a Ghent-based mobility initiative that encourages employees to use bicycles and public transportation instead of personal cars or taxis. As part of this effort, SPIITS implemented a two-week program that gave employees the opportunity to test sustainable commuting alternatives for free.

We also implemented a policy in 2022 that supported a hybrid and flexible working environment—not only does this policy help us engage and retain our argonauts, but

it also reduces the environmental impact associated with commuting workers. On average, argonauts spend three days per week in the office and two days per week working remotely. Our office desk booking system allows us to maximize the space available and minimize inoccupancy.

Our commitment to environmentally sustainable business practices is not limited exclusively to argenx and our argonauts—rather, we strive to ensure sustainability across the value chain. We engage with our top suppliers to ensure they have appropriate environmental, health and safety policies in place and that these are in alignment with our dedication to stewardship of natural resources.

## Making Storage and Distribution More Efficient

At argenx, we continuously try to innovate at different levels. To reduce storage and distribution costs and improve the energy efficiency of operations, we initiated stability and comparability studies to assess the feasibility of increasing storage and transport conditions for drug substances from below -60°C to below -40°C without compromising product quality. This will eventually result in lower energy costs needed to bring our products to patients while addressing climate challenges at the same time.



# Appendix

# Diversity, Equity and Inclusion Policy

## Why Diversity, Equity and Inclusion Matter

We value diversity among our colleagues as an integral component in building a sustainable growth platform. We believe that a diverse workforce enhances our overall performance and success. We take pride in creating and sustaining a culture and environment where each of us can excel. We bring together people with diverse backgrounds, experiences and functional expertise. By doing so, we broaden the scope of ideas and creativity essential to developing and delivering innovative therapies to patients. Acknowledging and benefiting from different perspectives promotes diversity of thought and facilitates ingenuity. It also contributes to our commitment to improving the lives of patients, wherefore we need to build teams with a healthy mix of contrasting perspectives and backgrounds that reflects the diverse communities we serve.

We recognize that our people are our greatest strength. Fostering an inclusive work environment where everyone feels safe and encouraged to contribute leads to better work outcomes and supports employee loyalty and retention. We aspire to be a consciously global company. Our success is built from and dependent on true collaboration by cross-functional and often cross-regional teams, among whom open communication is encouraged and safeguarded. Everyone has a voice

and is encouraged to contribute to our common goals, irrespective of race, ethnicity, age, gender or cultural background. Good ideas as well as real concerns are taken seriously, regardless of who brings them forward.

## Our Approach to Diversity, Equity and Inclusion

Our commitment to diversity, equity and inclusion is embedded in the way we recruit, develop and promote our employees. We value our fair, inclusive recruitment process, which is standardized across the organization and focuses on predetermined “what counts” factors. The process involves the interactions of diverse groups of colleagues from across the organization who are trained in the recognition of existing biases. Recruitment decisions are based on a group evaluation of available candidates, effectively capturing different perspectives. Our onboarding program is designed to promote inclusion by weaving a social fabric across teams, functions and geographies. Furthermore, all employees are encouraged to participate in a personal development program aimed at building on individual strengths to benefit the broader collective. We offer opportunities for promotion, training and career development solely based on job-related, appropriate criteria such as skill, competency, experience, aptitude and enthusiasm, generating a thoughtful account of each individual’s ambitions and capabilities.

## Our Goals

We aim to foster an inclusive work environment that supports our strategic priorities. We continue to raise the bar in this regard and to commit to measures and goals designed to support our maturing company culture. We aim to have an equal gender balance in our Board of Directors and in our company leadership (including functional leaders as well as project leaders). For the medicines we develop we strive to ensure that participants in our clinical trials adequately represent the patients who will ultimately use them.

## Our Values

Our diverse, equitable and inclusive work environment is reinforced by our established values, which guide our business relationships and collaborations both within and beyond our walls: Co-creation, humility, excellence, empowerment and innovation. To further support and encourage our employees to “live our values,” all our employees set annual individual performance targets specifically aimed at building the organization in line with our core values. Furthermore, we welcome global and local initiatives to encourage diversity, equity and inclusion.



# SASB Table

# SASB Table

## Activity Metrics

Topic	Activity Metric	SASB Code	argenx Disclosure
<b>Number of Patients Treated</b>	Number of patients treated.	HC-BP-000.A	1,331 patients have been treated by our pipeline candidates in a clinical trial setting as of Dec. 31, 2022. Additionally, more than 3,000 patients are currently on VYVGART globally.
<b>Number of Drugs</b>	Number of drugs (1) in portfolio and (2) in research and development (Phase 1-3)	HC-BP-000.B	<p>One approved product.</p> <p>As of December 31, 2021, we had the following number of clinical programs across two assets, efgartigimod and ARGX-117:</p> <ul style="list-style-type: none"> <li>• Number in Phase 1: 0</li> <li>• Number in Phase 2: 1</li> <li>• Number in Phase 3: 6</li> </ul> <p>We expect to initiate one Phase 1 and five Phase 2 proof-of concept trials in 2022. For more information on our pipeline please visit our website.</p>

## Accounting Metrics

Topic	Accounting Metric	SASB Code	argenx Disclosure
Safety of Clinical Trial Patients	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.	HC-BP-210a.1	We ensured the continuous monitoring of the safety profile of our investigational products and ensured compliance with adverse event reporting to health authorities worldwide. We also ensured supply to patients on clinical trials and have had no supply disruption.
	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).	HC-BP-210a.2	Zero
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	HCP-BP-210a.3	argenx did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. argenx discloses all material legal and regulatory proceedings in its Annual Report.
Access to Medicine	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	HC-BP-240a.1	argenx did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. argenx discloses all material legal and regulatory proceedings in its Annual Report.
	Products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP).	HC-BP-240a.2	Zero

## Accounting Metrics

Topic	Accounting Metric	SASB Code	argenx Disclosure
Affordability and Pricing	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 period.	HC-BP-240b.1	Zero
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year.	HC-BP-240b.2	No change in 2022 compared to 2021.
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year.	HC-BP-240b.3	No change in 2022 compared to 2021.
Drug Safety	List of products listed in the Food and Drug Administration's (FDA) Med Watch Safety Alerts for Human Medical Products database.	HC-BP-250a.1	There were no listings relevant to argenx's products on the FDA's MedWatch Safety Alerts for Human Medical Products database in 2021.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System.	HC-BP-250a.2	Zero. All information related to adverse events, including any reported fatalities, associated with argenx products is available via the FDA Adverse Event Reporting System (AERS) database.
	Number of recalls issued, total units recalled.	HC-BP-250a.3	Zero
	Total amount of product accepted for takeback, reuse or disposal.	HC-BP-250a.4	Zero
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type.	HC-BP-250a.5	Zero

## Accounting Metrics

Topic	Accounting Metric	SASB Code	argenx Disclosure
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting.	HC-BP-260a.1	To the extent this is required by national legislation (e.g. DSCSA in U.S. and FMD in EU), all commercial argenx products are serialized at unit, case and pallet (aggregated level). On each sellable unit a unique random serial number is printed as well as a product code, lot number and expiration date, both in human readable format and encoded in a 2D data matrix barcode. All products are tamper-evident sealed e and shipping systems and trucks are sealed with numbered seals during transit to prevent product tampering. During batch manufacturing (outsourced to CMOs), all processing steps are documented to have a full processing history and lot genealogy of consumed raw materials, which is also maintained in the CMO's quality system. An ERP system is used to provide full lot genealogy and traceability of intermediates and finished products owned by argenx, located at its CMOs, third party warehouses and 3PL. For downstream distribution, the entity can rely on the distributors and wholesaler's systems to trace product to the end customer.
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products.	HC-BP-260a.2	argenx has a procedure in place to ensure that all suspicions of falsified or counterfeit medicine are reported in a consistent manner. When a case is reported, the impacted batches will be separated and quarantined, an investigation will be performed and the impacted stakeholders in the supply chain will be informed, as well as the relevant competent authorities in case of confirmed counterfeit product. Market actions will be taken in consultation with the competent authority.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products.	HC-BP-260a.3	Zero
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	HC-BP-270a.1	argenx did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. argenx discloses all material legal and regulatory proceedings in its Annual Report.
	Description of code of ethics governing promotion of off-label use of products.	HC-BP-270a.2	We promote our products ethically and honestly, and only for the uses for which they have been approved. For more information see pages 23-34 of our Code of Business Conduct and Ethics available on our website.

## Accounting Metrics

Topic	Accounting Metric	SASB Code	argenx Disclosure
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel.	HC-BP-330a.1	Please refer to <a href="#">page 24</a> of this report.
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others.	HC-BP-330a.2	Voluntary Turnover Rate: 4.27% as of Jan. 1, 2023. Involuntary Turnover Rate: 2.25% as of Jan. 1, 2023.
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients.	HC-BP-430a.1	argenx does not own production facilities. argenx partners with Lonza for its global manufacturing capabilities. Lonza participates in Rx-360. argenx has selected other top-tier suppliers across many of its outsourced operations, whether in preclinical, clinical or manufacturing and distribution operations, of which some are participating in Rx-360.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	HC-BP-510a.1	argenx did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. argenx discloses all material legal and regulatory proceedings in its Annual Report.

# Reporting Practices

## About This Report

Our Board of Directors reviewed and approved the ESG Report, after discussing it with our senior executives. This report is up-to-date as per December 31, 2022, unless another date is specified for certain information, which may be the case if we have access to more recent information which we deem relevant to include.

This is the second year that argenx has published an ESG Report. The report uses the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology & Pharmaceuticals industry as a framework of reference to report our metrics and initiatives.

In case of any questions regarding the contents of this report, please contact our team via the contact information specified on our [website](#).

This report is compliant with existing regulations in the EU, aligning with the Non-Financial Reporting Directive (NFRD). A statement pertaining to disclosures according to NFRD is also included in our [Annual Report](#). We have calculated our EU taxonomy eligibility, which we have concluded to be 0%. More information is found in our [Annual Report](#). We are currently reviewing the changes

to regulatory requirements when NFRD becomes the Corporate Sustainable Reporting Directive (CSRD), and what additional metrics and disclosures will be required. argenx will be mandated to disclose according to CSRD in fiscal year 2024, reported in calendar year 2025.

## Legal Information

This ESG Report is published by argenx SE, a company incorporated under the laws of the Netherlands, with its registered statutory seat in Breda, the Netherlands, and its office address at **Laarderhoogtweg 25, 1101 EB Amsterdam, the Netherlands**. argenx SE has its ordinary shares listed on the Euronext Brussels exchange, and American Depository Receipts of ordinary shares in its capital are listed on the NASDAQ exchange. argenx SE holds 100% of the shares in argenx Benelux BV and argenx BV, both limited liability companies incorporated under the laws of Belgium with their office address at Industriepark Zwijnaarde 7, 9052 Zwijnaarde (Ghent), Belgium. argenx BV holds 100% of the shares in argenx US Inc., argenx Canada Inc., argenx Germany GmbH, argenx France SAS, argenx Switzerland SA, argenx UK Ltd., argenx Japan KK, argenx Netherlands Services B.V. and argenx Italy S.a.r.l.

The activities of each of the aforementioned entities of the argenx group are consolidated in this ESG report, and references to “we,” “our,” “the company” or “argenx” should be read as references to the argenx group, unless otherwise indicated.

References to VYVGART® should be read as references to VYVGART® and its generic name as approved in the jurisdictions where marketing approval has been obtained at the date of this report, meaning in Europe (efgartigimod alfa), the United States of America (efgartigimod alfa fcab) and in Japan (efgartigimod alfa).

## No Assurance on the Contents of This Report

Information made available in this report is reviewed carefully by us, including by our Board of Directors and our senior management team, to limit inaccuracies, misstatements or errors. Notwithstanding, in the event of any discrepancy between this ESG Report and our consolidated financial statements for the period ending December 31, 2022, the information in our consolidated financial statements shall prevail. This ESG report has not been externally assured, nor has it been subject any audit to ensure compliance with generally accepted accounting principles.

### Forward-looking Statements

The contents of this ESG Report may include statements that are, or may be deemed to be, “forward-looking statements.” These forward-looking statements can be identified by the use of forward-looking terminology, including the terms “believes,” “hopes,” “estimates,” “anticipates,” “expects,” “intends,” “may,” “will,” “aspires,” or “should” and include statements argenx makes concerning its global launch strategy; its expectation concerning treatment options, scale of potential patients and impact and effect on patients; estimates concerning the commercialization potential of VYVGART®; expected approvals of VYVGART® by regulatory authorities in new regions, in new formulations and/or for new indications; evaluation of efgartigimod in additional high-need conditions by 2025 and ambitions or expectations regarding the further build out of our non-financial disclosures in future years. A further list and description of these risks, uncertainties and other risks can be found in our [Annual Report](#) for the period ending 31 December, 2022 and our U.S. Securities and Exchange Commission (SEC) filings and reports, including in argenx’s most recent annual report on Form 20-F filed with the SEC, as well as subsequent filings and reports filed by argenx with the SEC. Given these uncertainties, the reader is advised not to place any undue reliance on such forward-looking statements. These forward-looking statements speak only to conditions existent as of the date of publication of this document. argenx undertakes no obligation to publicly update or revise the information in this press release, including any forward-looking statements, except as may be required by law.



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