astria
THERAPEUTICS

Corporate Responsibility Report

Transforming science that works into therapies that patients want

Published: May 2025

About This Report

We are pleased to present our annual corporate responsibility report, which contains environmental, social, and governance (ESG) metrics relevant to Astria Therapeutics' business and strategy. These disclosures are aligned with the principles and goals set forth in the International Financial Reporting Standards General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and the United Nations Sustainable Development Goals (UN SDGs).

In accordance with IFRS S1, we are leveraging the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals industry to report our sustainability-related risks and opportunities. Unless otherwise noted, the report covers ESG disclosures for Astria Therapeutics for the period January 1 through December 31, 2024. Building on this report, we intend to publish corporate responsibility reports annually and are committed to advancing both our corporate responsibility initiatives and our disclosures over time.

With patients as our guiding stars, Astria Therapeutics' dedicated and passionate team is devoted to bringing life-changing therapies to patients and families impacted by allergic and immunologic diseases.

Values

At Astria, our values are woven into everything we do as we advance our mission of bringing hope with life-changing therapies to patients and families affected by allergic and immunologic diseases. We have a responsibility to consider the effects of our actions on our stakeholders – patients and their families, healthcare providers, each member of our team, our shareholders, our community, and our world. We believe that operating in accordance with our values enables us to drive positive long-term impact for all our stakeholders and realize our vision of a world where science, passion, and compassion create better todays and more tomorrows.

Impact
We are driven to make a meaningful impact through agility, innovation, and perseverance to unlock our collective potential. We measure our success by delivering on our commitment to improve lives.

Patients First
Patients are at the forefront of everything we do; they are woven into the fabric that makes up each of our days. They are our purpose.

People Always
People are our greatest resource. We embrace diverse backgrounds and perspectives and are committed to the advancement of everyone. Our combined strength culminates from respect, empathy, passion, and selflessness.

Excellence
We have a relentless commitment to excellence. We do not settle and will push ourselves to be better and do better.

Integrity
We operate and act with integrity. We strive to do what is right, to earn and maintain trust in all that we do, with everyone we serve.

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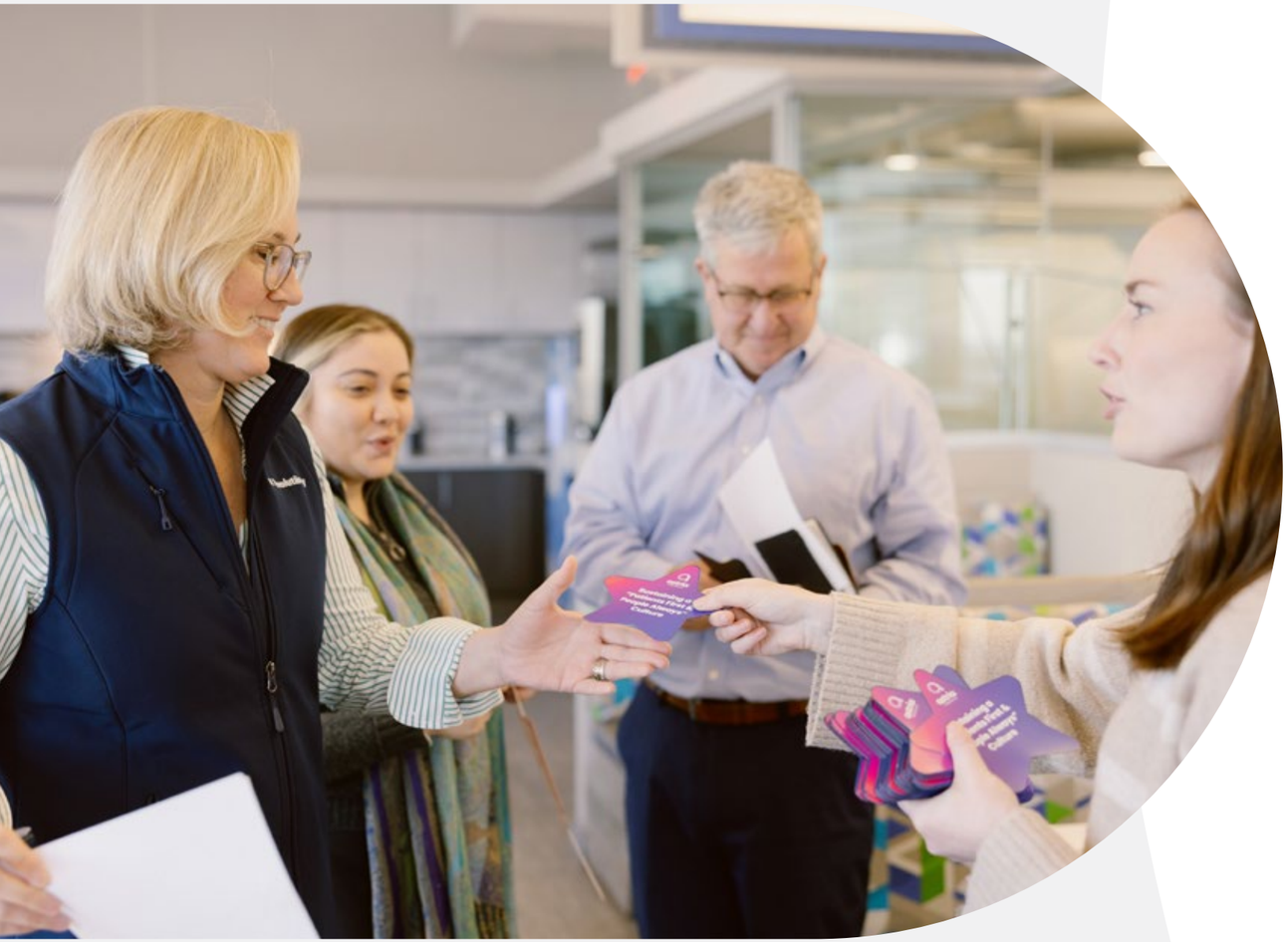
This report is driven by our values and divided into the following sections:



Impact

We are driven to make a meaningful impact through agility, innovation, and perseverance to unlock our collective potential. We measure our success by delivering on our commitment to improve lives.

Jill C. Milne, Ph.D.
Chief Executive Officer,
Astria Therapeutics

Letter from Our CEO

At Astria, we are determined to change people's lives. We are driven to improve not just outcomes, but quality of life for patients, families, and caregivers. Our mission is to transform science that *works* into treatments that patients *want*.

Over the past year, we have made tremendous progress toward this mission. In the beginning of 2025, we achieved two important clinical milestones:

- Initiated the Phase 3 ALPHA-ORBIT trial of our lead candidate, navenibart, for the prevention of hereditary angioedema (HAE) attacks that cause swelling in the face, limbs, abdomen, and airway
- Entered the clinic with our second investigational medicine, STAR-0310, which is being researched as a potential long-acting treatment for atopic dermatitis (AD)

This year, we anticipate data readouts from our Phase 2 long-term open-label trial of navenibart and our Phase 1a trial of STAR-0310. The strong momentum propelling our mission continues.

It is not just what we do; it is *how we do it* that sets us apart. I am pleased to share our second annual Corporate Responsibility Report, which is structured around our values and demonstrates how these shared principles guide both our "what" and our "how."

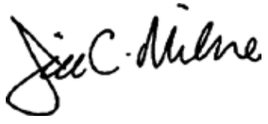
In order to develop treatments that patients truly want, we actively seek patient community input at every stage of drug discovery and development. For example, we share in this report how our "**patients first**" value has shaped our Phase 1b/2 ALPHA-STAR and Phase 3 ALPHA-ORBIT trials, and how we have maximized opportunities for patient choice in navenibart dosing and the device used for administering the medicine.

We also understand that our mission cannot be achieved without the dedication and engagement of our employees. This report highlights our "**people always**" culture, which enables team members to bring their authentic selves to work, grow professionally in an environment that fosters inclusion, share their best ideas, and collaborate with others from various backgrounds and perspectives as we together advance our important work.

In everything we do, we continually push ourselves to be better and do better. We strive for **excellence** in how we advance knowledge and break new ground in the field of medicine, as well as in the ways we care for our planet and engage with our communities – both of which are inextricably intertwined with human health and thriving.

Integrity and ethics are the foundation for all our business decisions and operations. We are dedicated to putting in place the appropriate safeguards and governance structures to ensure we do the right thing and maintain trust.

As a company, we exist to have a positive **impact** on patients, our people, the planet, and all of our stakeholders. As such, we are committed to being responsible corporate citizens. As Astria grows, evolves, and reaches new heights, so too does our approach to corporate responsibility. Thank you for joining us on this ongoing journey!



About Astria

Our company name comes from the Greek word for star, and at Astria, patients are the stars that guide our journey. We listen to the communities of those impacted by allergic and immunologic diseases and are guided by their experiences. Our compassion for patients also brings with it a natural sense of urgency, efficiency, and dedication to excellence.

Our Investigational Medicines

navenibart

Our lead program candidate, navenibart, is in clinical development for the treatment of hereditary angioedema (HAE). Based on positive initial results from the ALPHA-STAR Phase 1b/2 trial in people living with HAE, we initiated a Phase 3 trial of navenibart in February 2025.

HAE is a rare genetic disorder that causes unpredictable attacks of swelling in the face, limbs, abdomen, and airway. These attacks can be severe, painful, disabling, and potentially life-threatening.[1]

HAE is estimated to affect less than 8,000 people in the U.S., and less than 15,000 people in Europe.[2]

star-0310

STAR-0310
STAR-0310 is a monoclonal antibody OX40 antagonist being developed as a potential best-in-class long-acting treatment for atopic dermatitis (AD), and potentially additional indications. In January 2025, we initiated a Phase 1a trial of STAR-0310 in healthy subjects.

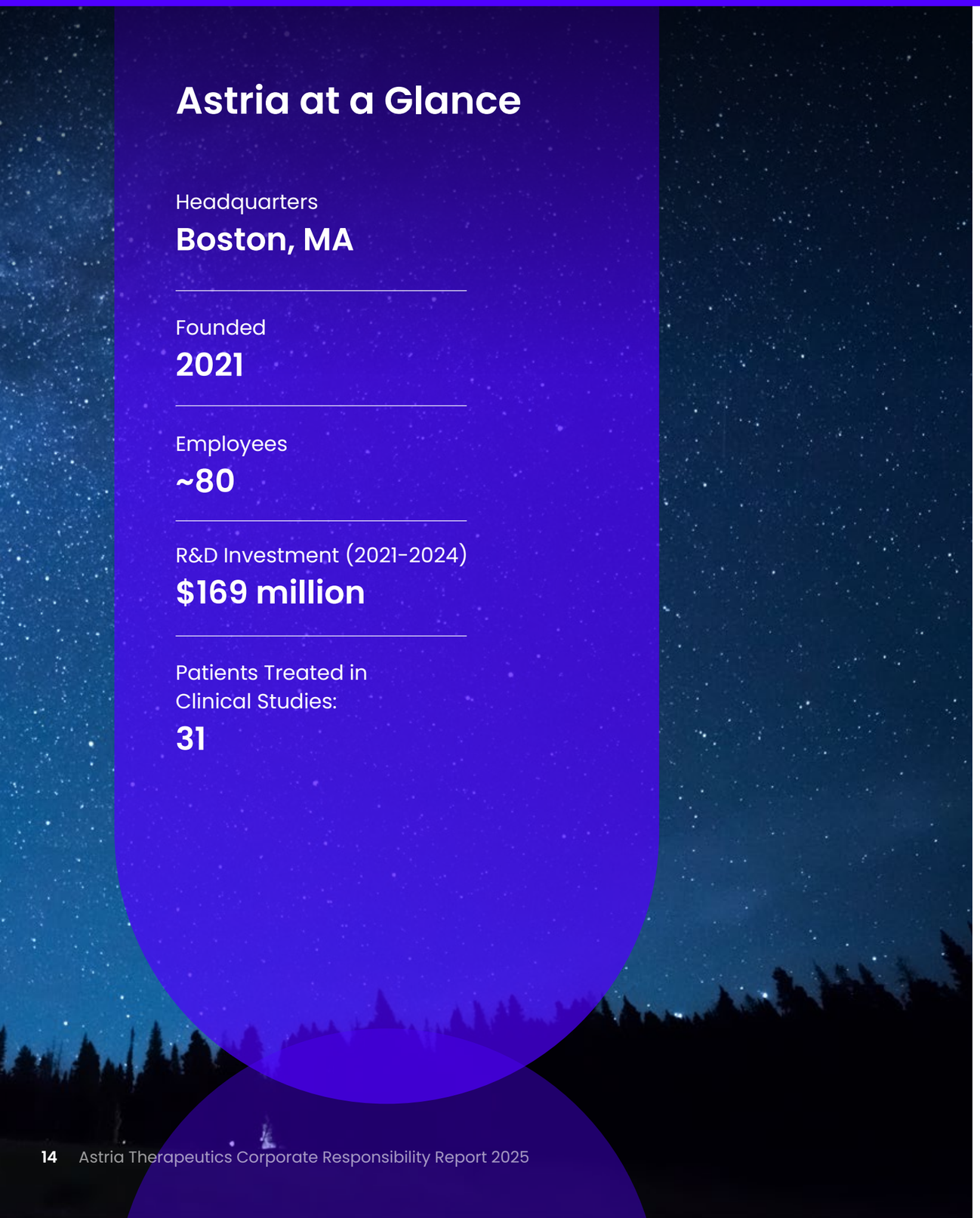
AD is an immune disorder associated with loss of skin barrier function and itching. Comorbidities include contact dermatitis, food allergies, anxiety, depression, skin infections, and asthma.

Approximately 90% of patients develop AD within the first 5 years of life.[3]

1. Zuraw, B. L. (2008). Hereditary angioedema. New England Journal of Medicine, 359(10), 1027-1036.

2. Lumry WR. Hereditary Angioedema: The Economics of Treatment of an Orphan Disease. Front Med (Lausanne). 2018 Feb 16;5:22. doi: 10.3389/fmed.2018.00022. PMID: 29503818; PMCID: PMC5820358.

3. Avena-Woods. Am J Manag Care. 2017 Jun;23(8 Suppl):S115-S123. PMID: 28978208] AD affects an estimated 5% of the adult population in the U.S., and approximately half of these cases are reported to be moderate to severe. Barbarot S, et al. Allergy. 2018 Jun;73(6):1284-1293. doi: 10.1111/all.13401]



Astria at a Glance

Headquarters
Boston, MA

Founded
2021

Employees
~80

R&D Investment (2021-2024)
$169 million

Patients Treated in Clinical Studies:
31

Our Approach to Corporate Responsibility

Our mission is to bring hope through developing life-changing therapies for patients and families affected by allergic and immunologic diseases. We are working toward a world where science, passion, and compassion create better todays and more tomorrows. We believe an ardent and thoughtful focus on corporate responsibility is critical to achieving our vision and making the world a healthier and better place.

In 2023, we undertook a robust process to develop our inaugural corporate responsibility report. We conducted a series of surveys and conversations with internal and external stakeholders, a detailed review of third-party frameworks and guidelines, and research into best practices for biopharmaceutical companies of our size and stage. With guidance and engagement from Astria senior leadership and the Board of Directors, a cross-functional corporate responsibility working group was established.

Through this process, we identified the following corporate responsibility priorities of greatest relevance to our business and importance to our various stakeholders:

- Scientific innovation to improve human health
- Engagement with patients, healthcare providers, and advocacy groups
- Safety and ethics in clinical trials
- Product safety and quality
- Inclusion and belonging
- Health equity and access to medicines

In 2024, we built upon our foundational efforts as Astria's Board of Directors, senior leadership, and cross-functional corporate responsibility working group gathered additional insights and feedback to inform the development of this year's report. As our business and pipeline continue to evolve, corporate responsibility remains a top priority for Astria and is central to the realization of our vision.

Patients First

Patients are at the forefront of everything we do; they are woven into the fabric that makes up each of our days. They are our purpose.

Patient Engagement

At Astria, patients are our guiding stars. This means that, whenever possible, we intentionally, thoughtfully, and compliantly engage with them to incorporate the patient voice and to ensure that their insights, needs, and perspectives shape everything we do.

Our commitment to patient engagement includes the following tangible actions:

We actively seek patient community input at every stage of drug discovery and development. We take a patient-focused approach to drug discovery, evaluating the unmet needs in the community and patients' goals for therapy before we begin preclinical research. Once an investigational medicine is nearing the clinic, we continue to involve patients and caregivers every step of the way, from study design to patient enrollment, to continue to ensure our programs are designed to meet patients' needs and reduce potential barriers to participation.

We take seriously our responsibility to communicate in a transparent, timely, appropriate, and accessible way with the patient community. We endeavor to share key Astria news with the patient community on a timely basis, while at the same time ensuring that we are only providing information that is appropriate based on the stage of our programs and regulations specific to where the patient resides. We also regularly interact with both the HAE and AD communities through attending, supporting, and participating in patient advocacy meetings and events.

We center patient voices and stories at our company by hosting patient community speakers and sharing patient experiences with our team whenever possible. This enables every function to proactively consider actions they can take to improve patients' experiences.

> *"Taking a medication two or four times a year would mean freedom for me. That is the closest thing to a normal life that I could imagine. I could travel. I could make plans without checking the day of the week."*
>
> -**Coli,** living with HAE

Our 2024 Patient Engagement Focus Areas

- **HAE:** We continued to learn from the patient community, seeking input as we prepared to initiate our Phase 3 trial of navenibart.
- **AD:** We in-licensed STAR-0310 in October 2023, so our focus in 2024 was building relationships with patients and advocacy organizations as we prepared to initiate our first-in-human trial.

Advocacy Partnerships

We recognize and applaud the critical work that patient advocacy organizations do to drive progress and meet the needs of their constituents. As such, transparent and appropriate engagements with these groups are central to how we operate. We are committed to establishing meaningful and compliant relationships with advocacy communities at the very earliest stages of development. In 2024, we were proud to support the following organizations through sponsorships and/or memberships:

- U.S. Hereditary Angioedema Association (HAEA)
- HAE International (HAEi)
- HAE Canada
- National Organization for Rare Disorders (NORD)
- European Organisation for Rare Diseases (EURORDIS)
- Global Genes
- Everylife Foundation
- Rare Disease Diversity Coalition
- Patient Advocates in Life Sciences (PPALS)
- National Eczema Association
- Global Parents for Eczema Research
- Pediatric Dermatology Research Alliance
- Global Skin
- Coalition of Skin Diseases
- International Topical Steroid Awareness Network

We are dedicated to supporting the priorities of the advocacy community through appropriate donations and sponsorships, volunteer activities, and conference and event participation.

STAR Council

The STAR Council is Astria's standing HAE patient and caregiver advisory group. The STAR Council meets regularly with Astria's clinical, medical, new product planning, and patient advocacy teams to provide feedback, preferences, and guidance on a number of different areas related to drug development.

In 2024, the STAR Council advised Astria on key topics including:

- Mental health challenges often faced by people living with HAE
- Gaps in the HAE treatment landscape
- Building connections within the HAE community

> *"This [STAR Council] session was exceptionally inclusive! Every participant was given the chance to actively engage, and those who chose not to attend, whether due to time constraints or personal preference, were not overlooked. The [Astria team] ensured that everyone felt included and not left out. Thank you for this thoughtful approach."*
>
> **-STAR Council member**

Case Study: **Global HAE Patient Insights**

With support from HAEi, Astria convened a focus group with HAE patient organization leaders representing 6 countries spanning Africa, South America, Asia, and Europe. The goal of the meeting, which was held in Copenhagen, Denmark in October 2024, was to gain regional insights into the standard of care for HAE, desired improvements for HAE care and treatment, and interest in or barriers to clinical trial participation. Key insights included:

- Mental health is a significant area of unmet need for the global HAE community, with opportunity for improved access to care and dedicated resources to support patients and their families.
- Patient leaders wish to have treatments that are easier to administer at home.
- Additional funding is needed to build capacity and train more HAE specialists, as travel to reach specialists is a significant burden for many patients.
- Access to medicines can be limited by regional availability and insufficient reimbursement policies.
- Patients are interested in clinical trial participation, but access to clinical trials is limited in certain regions. There is need for improved awareness and continued clinical trial education.

Through this meeting, we learned more about the experiences of HAE patients around the world and how we can better serve communities in different regions. We look forward to continued partnership with the global HAE community.

Clinical Trial Practices

From setting our research priorities to how we design, conduct, and enroll individuals in our trials, the perspectives of the patient community are central at every step of the clinical development process. Our trials aim to include a broad range of people in order to represent the broad demographics of patients who may benefit from our therapies.

We adhere to the highest standards in our clinical development efforts to ensure the safety and well-being of all participants and that the results of the study are informative and actionable.

Our Commitment To:

Clinical Trial Ethics

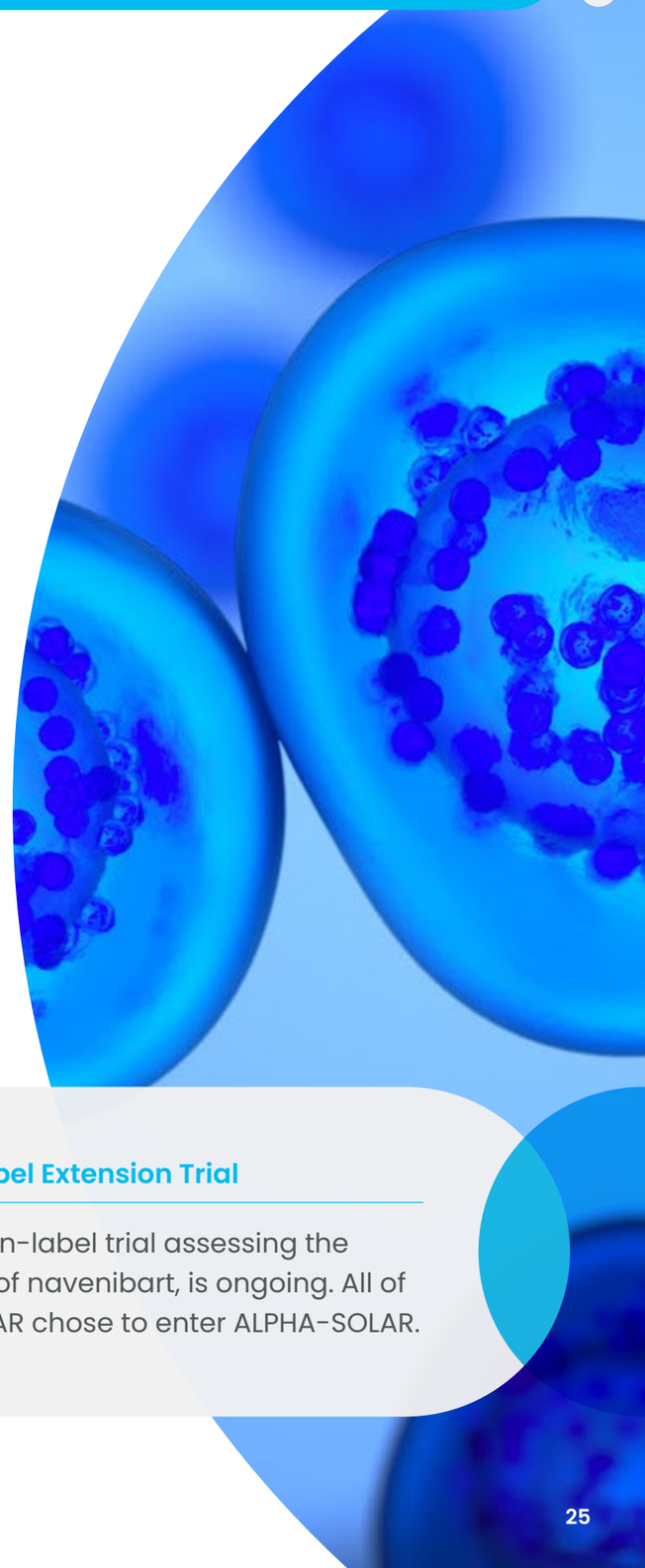
We have taken important steps in our clinical trial designs, planning, and execution to ensure that they are conducted according to the highest ethical standards. When designing the ALPHA-STAR trial, we took into account feedback from patients and key stakeholders who conveyed a strong preference for removing a placebo group from the trial. Additionally, when selecting the key third party partners, we have done the necessary diligence to ensure that these vendors operate under the same ethical standards we hold ourselves to. Investigational review boards (IRBs), ethics committees, and regulatory authorities review the protocol, informed consent forms, patient-facing materials, and other clinical trial documents for all of our clinical trials.

Safety of Clinical Trial Participants

We are committed to ensuring the safety and well-being of all our clinical trial participants. The Astria Safety Committee is accountable for safety decision making and ensuring the safe use of all Astria products. As part of the committee, our Safety Surveillance Team periodically reviews and evaluates safety data generated from our ongoing clinical trials and makes recommendations to minimize risks and maximize potential benefits to participants throughout the lifecycle of all Astria products. Additionally, in the event of new or updated safety data, the Astria team promptly updates both the Investigator's Brochure and the risk section of participant informed consent forms to ensure all trial participants are aware of the possible risks associated with any Astria product.

Patient Data Privacy

All patient data collected as part of an Astria clinical trial are kept confidential in accordance with applicable law. Personally identifiable data are replaced by a combination of characters assigned to each participant by each study doctor. Each study doctor keeps a list that matches participant codes to participant names, but that list is kept secure and is not shared with Astria. Study data will contain participant information such as age, sex, and medical history, but personally identifiable data is not shared with Astria or the public.



High Rollover Rate to Open-Label Extension Trial

ALPHA-SOLAR, a long-term open-label trial assessing the long-term safety and efficacy of navenibart, is ongoing. All of the 29 patients from ALPHA-STAR chose to enter ALPHA-SOLAR.

Case Study: alpha-star

Astria's Approach to Patient-Focused Drug Development

In our Phase 1b/2 ALPHA-STAR trial of navenibart, an investigational therapy with the potential to provide long-acting prevention of HAE attacks, we sought patient perspectives in the following ways:

01	**Research Priorities**	• Gathered perspectives on disease burden, treatment burden, and goals for future treatments through conversations with advocacy groups and market research with HAE patients, caregivers, and physicians who treat HAE
02	**Research Design & Planning**	• Received advocacy groups' input on clinical trial design and protocol • Connected to sites and principal investigators (PIs) via advocacy groups in order to make trials accessible to the broadest number of patients • Selection of multi-lingual sites when possible; development of Spanish language study materials • Informed Consent Forms (ICFs) reviewed by patients and clinical study site staff • Trial recruitment messaging developed in collaboration with patients • Based on patient feedback, designed navenibart formulation with the goal of reducing or eliminating injection site pain • Qualitative and quantitative patient market research to inform drug administration and delivery options
03	**Research Conduct & Operation**	• STAR Council – patient and caregiver advisory board – provides ongoing advice and feedback across functions • ALPHA-STAR was a global trial, and sites were encouraged to enroll patients who broadly represented their regional population • Support for trial participants: travel booked and/or reimbursed, stipends to cover reasonable and proper costs associated with trial involvement, providing HAE rescue medications if not covered by patient's insurance • Developed diary for tracking HAE attacks in the long-term open-label extension study informed by the feedback of both advocacy organizations and individual patients, including patient input on both content (questions and flow for gathering info on each attack) and mechanism (app rather than paper) • Patient-friendly best practices for safety monitoring and data privacy
04	**Results Dissemination & Communication**	• Commitment to clear and timely updates to the patient community, including trial results in accordance with all legal and regulatory requirements, and prompt updates to ICFs and relevant regional trial site listings such as ClinicalTrials.gov.

Case Study: ALPHA-ORBIT

Astria's Approach to Patient-Focused Drug Development

Astria's ALPHA-ORBIT Phase 3 clinical trial of navenibart in people with hereditary angioedema (HAE) was designed in collaboration with the HAE patient community and physicians, as well as with input from global regulatory authorities. Based on feedback from these stakeholders, Astria's Phase 3 clinical program, which includes ALPHA-ORBIT and ORBIT-EXPANSE, a long-term extension trial of navenibart, is designed to support the potential approval of a medicine that allows for maximum patient choice in dosing and administration with the goal of reducing treatment burden. Flexibility and choice are particularly important in highly variable diseases like HAE.

Dosing Flexibility and Reduction of Treatment Burden

- The current market-leading HAE product is dosed every 2-4 weeks (12-26 times per year). In contrast, navenibart's planned dose schedule is every 3 or 6 months (2-4 times per year).
- The ALPHA-ORBIT Phase 3 study is designed to evaluate both every 3-month and every 6-month administration in three different potential dose arms: 300 mg every 3 months, 600 mg every 6 months, or 600 mg every 3 months.
- Astria aims to bring both every 3-month and every 6-month administration options to market, enabling patients to choose a regimen that works best for their life and disease.

Assuming regulatory approval, Astria plans to launch navenibart with two device options: the Ypsomed YpsoMate autoinjector and a pre-filled syringe.

- This flexibility would allow patients to choose the administration device that would work best for their lives. Both devices have been optimized to be as user-friendly as possible.
    - Autoinjector: Ergonomic, convenient, and portable with audio and visual feedback to promote user-confidence, with needle hiding and shielding functions to support anyone with a phobia of needles.

    - Pre-filled syringe: Easier to use than a traditional vial and syringe, reducing the need for manual preparation, likelihood of medication errors, and contamination. This administration option is in-line with current standard-of-care, reducing the learning curve for patients who switch medications.
- To ensure ease of use, Astria conducted a healthy volunteer user study on the autoinjector and pre-filled syringe. The feedback from the study indicated that the devices and corresponding instructions for use were easy for participants to use.

Device Sustainability

- The autoinjector is based on Ypsomed's carbon footprint reduction NetZero Program, which reflects our commitment to sustainability.

Product Quality

As part of our commitment to patients, we place the highest degree of importance on product quality. Our processes to ensure product quality include the following:

Supplies, Services, & Materials

All supplies, services, and materials used by Astria must adhere to Good Manufacturing Practice (GMP), Good Clinical Practice (GCP), and Good Laboratory Practice (GLP). GMP, GCP, and GLP standards (sometimes referred to as GxP standards) are delineated by regulatory agencies such as the U.S. Food and Drug Administration (FDA).

Drug Substance & Product

All vendors that make and maintain our drug substance and drug product materials are held to GMP quality standards and possess rigorous temperature monitoring systems to ensure that our drugs are ultimately distributed with the highest quality and safety. Rigorous stability studies are performed on our materials, and shelf-life dating is performed per U.S. Pharmacopeia (USP) standards and guidelines by our contract manufacturing organization (CMO) partners. Proper expiration dating provides safe delivery of drugs to all potential clinical patients.

Pharmacovigilance (PV)

Our PV program is focused on the collection, detection, assessment, monitoring, and prevention of adverse effects in our pharmaceutical products. Astria oversees our contract vendors and partners performing this work through vendor qualification and management procedures, PV oversight, clinical trial vendor oversight, and product quality complaint procedures.

Vendor Qualification

Because Astria relies on contract research and manufacturing organizations, it is essential that our vendor partners share our values and commitment to quality. We approve all of our GxP vendors through a process of questionnaires and/or audits, and we maintain an up-to-date Approved Vendor List. Re-qualification audits are performed every two to three years.

Employee Training

We have cultivated a culture in which quality is everyone's responsibility. All employees, contractors, and relevant interns are trained through our comprehensive Quality Training Program, with tailored assignments aligned to their specific roles and responsibilities.

Our training initiatives include GxP refresher courses, function-specific video training, and acknowledgment training. Additionally, we evolved our Electronic Document Management System (EDMS) in 2024, offering a robust, secure, and validated database that houses an extensive collection of interactive training modules, controlled procedures, training materials, and other critical GxP documents.

Furthermore, we are committed to the implementation of robust processes and procedures through cross-functional stakeholder collaboration, ensuring that a continuous improvement mindset is applied throughout our operations. This approach enables us to consistently deliver on our commitments and obligations to the best of our abilities, reinforcing quality, compliance, and operational excellence across all levels of the organization.

Responding to Patient Input Resulted in Improved Adherence

During a patient advisory board, patients indicated that injection site pain with the market-leading HAE drug is a significant barrier to adherence and a source of anxiety upon administration. A common contributor to injection site pain is the use of citric acid as a part of the drug's formulation. In response to this concern, Astria formulated navenibart without citrate buffer, in hopes that we can reduce injection site pain for patients and improve compliance. In our initial proof-of-concept results from the Phase 1b/2 ALPHA-STAR trial in HAE patients, we saw no injection site reactions of pain.

Health Equity & Access

We firmly believe that every individual should have equitable access to quality healthcare. Health equity and access to medicines are a priority for Astria, and we are actively engaging in learning and contributing to progress in these areas. Our ultimate goal is to enable all eligible patients to have access to our medicines and to support an environment that reduces or removes barriers to access and innovation on behalf of people with unmet medical needs.

Clinical Trial Diversity

We are committed to evaluating the efficacy and safety of our investigational medicines in a broad range of people representing the demographics of patients who may ultimately benefit from our innovations. Research has shown that including a representative sample in clinical studies improves the generalizability of the results and contributes to patient trust in the healthcare system.[1]

As such, we prioritize inclusion of all people with the disease we are studying in our clinical development programs – from selecting sites that are multi-lingual and/or accessible to patient populations from all demographics, when possible, to utilizing inclusive and layperson-friendly language in patient recruitment materials.

For our Phase 3 ALPHA-ORBIT trial, we have taken the following actions to make the trial as accessible as possible to a broad range of people:

- Selected clinical sites in locations, both within and outside the U.S., to ensure the inclusion of a wide variety of patient populations.
- Partnered with local community and advocacy groups, as well as regional study recruitment vendors, who better understand the needs and barriers of specific communities and who support engagement with a wide variety of patient populations.
- Designed study protocol with broad inclusion criteria, including HIV-positive individuals, adults and adolescents twelve years of age and greater, and no upper limit for body mass index (BMI).
- Reduced burden of trial participation wherever possible by encouraging flexible visit options (i.e., evenings and weekends to reduce participants' time off from work or school), providing digital participation options to reduce required in-person site visits, and offering travel arrangement coordination and reimbursement for reasonable expenses
- Created accessible, layperson-friendly materials to inform and support participants throughout the study, including materials translated into participants' first language.

Rare Disease Diversity Coalition

We are corporate members of the Rare Disease Diversity Coalition (RDDC) and are proud to support this organization's health equity work to meet the needs of all patient populations despite the systemic inequities they face.

Policy Engagement

We thoughtfully engage with U.S. policymakers to advocate for policies that take into account the unique needs of rare disease communities and advance health equity for all patient populations.

In 2024, we organized multiple "Hill Days" in Washington DC for Astria leadership to meet with key U.S. legislators or their staffs to discuss the anticipated impact of proposed legislation and regulations on innovation and access. Our policy focus at these meetings was designed to be aligned with the most pressing policy concerns of key HAE and AD patient advocacy organizations, with whom we regularly engage about these topics. We advocated for, among other things, improved insurance processes and rules to enable patients to access innovative therapies more efficiently and for legislation that incentivizes the development of new medicines including those for rare diseases, 95% of which currently have no FDA-approved therapies.

We also supported a Hill Day for representatives of the advocacy group U.S. Hereditary Angioedema Association (HAEA) to meet with policymakers, share their stories, and highlight their most pressing policy concerns.

1. Marcella Alsan, Maya Durvasula, Harsh Gupta, Joshua Schwartzstein, Heidi Williams, Representation and Extrapolation: Evidence from Clinical Trials, The Quarterly Journal of Economics, Volume 139, Issue 1, February 2024, Pages 575–635, https://doi.org/10.1093/qje/qjad036

We are corporate members of the Rare Disease Company Coalition, a group of 20+ rare disease life sciences companies focused on educating policymakers on the unique challenges and opportunities in rare disease drug development and advocating for policies that support rare disease innovation and access to medicines.

> *"Our mission is to bring hope with life-changing therapies to people living with allergic and immunologic diseases; this mission necessitates a focus on equitable access, both within the U.S. and globally, with a goal of ensuring all people affected by a disease can benefit from advances in treatment. As a pre-commercial company, we are actively listening, learning, and building a foundation to advance health equity and access to medicines which will inform our approach to deliver our medicines to the broadest possible number of patients."*

Chris Morabito, MD, Chief Medical Officer

We are also corporate members of the Biotechnology Innovation Organization (BIO) and MassBio, the global and Massachusetts biotech trade associations, respectively. BIO is the world's largest advocacy association representing biotechnology companies, academic and research institutions, state biotechnology centers, and related organizations across the U.S. and in more than 30 other nations. BIO advocates for policies that support innovation in the healthcare, agricultural, industrial, and environmental biotechnology industries. MassBio represents and supports the #1 life sciences cluster in the world with more than 1,700 member organizations. MassBio aspires to extend Massachusetts' impact as the global center of excellence in biomedical breakthroughs.

Patient Support

Astria is committed to supporting patients and caregivers in appropriate ways that address the true needs and lived experiences of the communities we serve. As a pre-commercial company, this commitment means we are actively listening to the community, through a series of interviews, to understand barriers to equitable access and opportunities to address them. We are also supporting the efforts of HAEA and HAEi to contribute to patient diagnosis and access to life-changing medicines globally.

People Always

People are our greatest resource. We embrace diverse backgrounds and perspectives and are committed to the advancement of everyone. Our combined strength culminates from respect, empathy, passion, and selflessness.

Culture & Approach

At Astria, we understand that the best work is performed by those who are deeply engaged and find their work meaningful. Our employees make our mission possible, and we strive to give back to them in any way we can. We foster an environment that is supportive, hard-working, inclusive, and fun. As a small, ~80-person company, each of us is essential to not only our business operations and success but to our culture.

Inclusion & Belonging

We are committed to building a team where every Astrian endorses the idea that people bring their authentic self to work. We embrace a patient-first, people-always culture which strives to ensure all Astrians and our collaborators have a sense of belonging and receive the support they need to thrive.

We invest in our people through our words, our actions, and our values. We are working to develop and implement initiatives that promote inclusion and belonging throughout the organization and foster a culture of openness, respect, and collaboration, where all voices are heard, and everyone is valued for their unique perspectives and contributions.

At Astria, people are our greatest asset, and by fostering an inclusive environment we all shine brighter. Together we can bring our passion and compassion to the work of delivering life-changing therapies to patients, families, and communities.

We have a cross-functional committee with 20+ members focused on advancing inclusion and belonging in all aspects of Astria's business.

In 2024, some of our key initiatives included:

- Implementing an Inclusion & Belonging Committee Charter, which sets the mission, objectives, and direction of our activities
- Formalizing an Inclusion & Belonging Committee communications plan, allowing for expanded reach of committee messaging throughout the company
- Engaging with the industry group MassBio and participating in MassBio's Roundtable
- Hosting lunch & learn sessions throughout the year
- Conducting inclusive leadership training for managers

Recruiting

Astria is dedicated to fair and inclusive hiring practices and is an equal opportunity employer. In 2024, we improved the candidate experience by streamlining the application process with ADP Applicant Tracker.

We are also proud that our current employees are our best ambassadors for Astria, and that their endorsements of our company's science, mission, and culture have further expanded our candidate pool for open positions. In 2024, 41% of our hires either came from referrals or contractor conversions, demonstrating Astria's commitment to building a culture that people want to be part of and a mission that people want to help achieve.

When new employees join our team, we strive to ensure they feel welcome, included, and engaged in our mission from their very first day. We have an extensive onboarding program that includes a corporate-wide welcome email, team lunch, customized agenda of meet-and-greets with colleagues in various departments, and overviews of our patient advocacy, inclusion and belonging, and corporate affairs work in addition to HR, legal/ compliance, finance, and IT orientations.

In 2024, we added a new hire buddy program called Astro Buddies to connect new team members with an Astrian in a different department who can help welcome, answer questions, and assist with a streamlined transition into the new role.

Retention

Making a Difference for Patients & Communities

Our team is motivated by our mission of delivering life-changing therapies to patients and families affected by allergic and immunologic diseases, a passion for scientific discovery, and the opportunity to make a true difference. Our involvement with patients, advocacy groups, and community organizations are important to our team and a valuable part of our culture. We support HAE Day and Rare Disease Day by participating in walks for advocacy groups, raising awareness for rare conditions, and showing our support for providing education and resources to the patient communities who need them most. We also regularly bring in patient speakers to talk directly to our employees, answer questions, and share their stories about living with a rare disease.

Beyond patient communities, we also give back to our local greater Boston area community in a variety of ways. For example, at our annual holiday party, we take the time to be with each other, but also think bigger than ourselves by participating in a charity event. We open doors to biotech careers for college students from underserved backgrounds through Project Onramp internships. We encourage our team to take off work and participate in community service.

Learning & Sharing Knowledge

We foster a culture in which employees have the opportunity to share their knowledge and learn from one another. Our R&D team has organized events for our entire company to make science accessible to all in fun and meaningful ways. Throughout the year, we hosted leading physician-researchers to provide our team with educational seminars to increase their knowledge of HAE and enable them to better support this patient community. These internal seminars included:

- Pathogenesis and Treatment of Hereditary Angioedema – Allen Kaplan, MD (February 15)
- Hereditary Angioedema: Burden of Disease and Treatment – Autumn Burnette, MD (May 21)
- Hereditary Angioedema: Treatment Landscape & Switching Strategy – Marc Riedl, MD (September 12)
- Hereditary Angioedema in Women and Pregnancy – Aleena Banerji, MD (November 14)

The entire organization is also encouraged to contribute to our research through submitting suggestions of programs, research, disease areas, or therapies for the R&D team to pursue more deeply, allowing everyone to be involved in our scientific process and speak up for what they care about.

Employees also have the opportunity to participate in cross-functional collaborative projects that enable each team member to contribute their own expertise, learn from others and seek input, and gain visibility into parts of the organization outside of their functional team. In addition, we offer LinkedIn Learning and reimbursement for professional development or education.

Driving the Strategy

Our culture of transparency means that all employees are connected to our company strategy and are provided with regular updates on our progress. We hold bi-weekly company-wide touchpoints and monthly company-wide half-day meetings, and we distribute weekly internal newsletters.

We encourage everyone to take initiative and speak up if they observe gaps or opportunities to further advance our strategy and mission on behalf of patients. The Astria team shares a genuine desire for individual peers and the company as a whole to succeed.

Work/Life Balance & Team-Building

Astria promotes a culture of workplace flexibility while enabling meaningful team connections regardless of working location.

We support our hybrid working model through:

- Home office reimbursements
- Mobile phone and internet support
- Flexible transportation benefit
- Technology that enables the team to work smarter and stay connected from any location

In addition, Astria provides regular opportunities for employees to connect with each other. These touchpoints encourage a vibrant culture of strong connections, transparency, and inclusiveness. Team-building activities include:

- Annual summer outing
- Annual holiday party which always includes a charitable component
- Office happy hours and team lunches
- Affinity groups available to all, such as a Working Parents Club
- DiSC individual working style assessments and other facilitated activities to promote strong working relationships

Benefits

To support the health and well-being of our employees and their families, we are pleased to offer a competitive and comprehensive benefits package. Our full-time benefits include but are not limited to:

- Medical Insurance
- Long Term Disability Insurance
- Healthy Actions
- Employee Assistance Program (EAP)
- Dental Insurance
- 401(k) Match
- Vision Insurance
- Transportation Benefit
- Life/AD&D Insurance
- Vacation & 20 Paid Holidays
- 5- and 10-Year Anniversary Time Off Bonuses
- Short Term Disability Insurance
- Wellness Perks
- Supplemental Ancillary Benefits
- Summer Half-Day Fridays
- Office Lunches (typically provided 3 days a week, informed by employee preferences)

Employee Development & Recognition

Astria supports continuous development for all employees, including through:

- On-the-job experiences and stretch assignments
- Scientific conferences
- Reimbursement for professional development or education ($5,000 annual stipend)
- LinkedIn Learning
- Astria University – a learning platform with professional development trainings – launched in early 2025
- Employee/team spotlights
- Ongoing coaching performance and development discussions
- Inclusion of professional development goals in each employee's annual goal-setting process
- Guiding Star mentoring program
- Stellar Gratitude employee rewards and recognition program

2024 Highlights

Guiding Star Mentoring Program

- Connecting experienced leaders at Astria with those earlier in their career journeys
- Personalized matches based on goals, interests, and areas of expertise
- Professional development opportunities
- Relationship-building and networking

Stellar Gratitude Rewards & Recognition

- Engaging platform for employee recognition, awards, and peer-to-peer kudos
- Expansive rewards marketplace
- Hundreds of appreciations given since program launch in Fall 2024

Excellence

We have a relentless commitment to excellence. We do not settle and will push ourselves to be better and do better.

Environment

Business Operations Environmental Impact

We are proud to lease space which prioritizes incorporating sustainability initiatives, including best practices in energy efficiency, water conservation, waste management, and air quality. We moved into a new LEED Gold Certified building in 2024. According to surveys of Astria employees, our new location received high scores on a transportation survey (11 out of 14) and human satisfaction survey (8 out of 10).

In addition, Astria's day-to-day operations support environmental sustainability. We use reusable dishes and glassware in our on-site kitchen; we have a robust recycling program; we use digital communications rather than paper across our business whenever possible.

Our office's central accessible location encourages employees to walk, bike, or take public transit to work, and we provide a commuting reimbursement benefit for employees who leverage these methods of transport. Astria employees come into the office 2-3 days per week on average, and, per our 2024 employee commuter survey, 46% of respondents use a sustainable method of travel (public transit, walking, biking, or carpooling). When planning company-wide events such as a summer outing or holiday party, we prioritize locations that are within walking distance and are accessible for persons with disabilities.

Product Environmental Impact

We make every effort to minimize the environmental impact caused by manufacturing and distributing our investigational medicines. Navenibart, our investigational therapy for preventing HAE attacks, has the potential to be dosed only once every 3 and 6 months – much less frequently than the leading HAE therapies which are dosed daily to up to once every four weeks. This dosing regimen may result in less waste overall, fewer patient office visits, and improved patient adherence and quality of life.

We limit waste in our supply chain by utilizing reusable shipping containers that can be returned to our distribution centers for re-use.

We also ran a series of rigorous experiments to optimize the manufacturing process of navenibart, which resulted in a significant increase in the productivity of our upstream bioreactor. This increased efficiency reduces the environmental impact of our manufacturing by using fewer raw materials and reducing the total number of manufacturing runs required. It also helps to ensure that product quality is maintained while lowering the overall cost of production and improving supply flexibility.

In 2025, we plan to explore sustainable materials for navenibart's commercial packaging.

2024 Sustainability Highlights

- Following its installation in May, our Bevi machine replaced 11,426 12-oz plastic water bottles.
- We replaced our 5+ year-old water heater with a new model that is more energy efficient.
- We partnered with sustainability-minded food and drink vendors. **Forkable**, our catering vendor, promotes the use of compostable packaging by obtaining preferred pricing that makes it easy for restaurants to switch to sustainable packaging. **BostonbeaN**, our coffee vendor, uses compostable and biodegradable cups, lids, plates, bowls, cutlery, and coffee pods, as well as paper goods that are made from recycled materials, and sources coffee from local roasters.

Case Study: **Environmentally Friendly Device Manufacturing & Delivery**

We are working to reduce carbon emissions and waste across the product life cycle – including manufacturing, packaging, distribution, and end-of-life – of our autoinjector device which is used to administer navenibart to people with HAE. Our manufacturing partner, Ypsomed, is analyzing emissions at every step of the process and identifying opportunities for improved sustainability.

Our selected device – the YpsoMate 2.25ml autoinjector – is one of Ypsomed's "Net Zero Products" and is expected to be the first device platform to achieve net zero emissions. In collaboration with the Science Based Targets initiative (SBTi), Ypsomed has developed reduction targets to ensure the product can meet net zero carbon emissions across its individual value chain by 2030. Examples of these reduction initiatives include:

- Sourcing alternative, but chemically identical, bio-based plastics for the manufacturing of the majority of parts (no changes in production or biocompatibility tests necessary).
- Using rPET (plastic made entirely from recycled materials) as a packaging tray material.
- Using transport pallet wood (change 100% plastic to 100% wood).
- Certifying that high sustainability requirements are met with International Sustainability & Carbon Certification (ISCC) PLUS.
- Compensating for residual carbon emissions (cradle-to-gate).

NetZero Products
Scope of product life cycle analysis: Crade-to-gate

Community

Patient Community

Astria is committed to listening to the patient communities we serve and supporting advocacy-led initiatives via sponsorships, memberships, and employee participation. In 2024, we contributed to advocacy organizations supporting HAE, AD, and general rare disease communities through appropriate sponsorships and grants.

HAE Organizations
- HAE Association (HAEA)
- HAE International (HAEi)
- HAE Canada
- HAE Netherlands
- HAE Poland

Atopic Dermatitis Organizations
- National Eczema Association (NEA)
- Pediatric Dermatology Research Alliance (PeDRA)
- Global Parents for Eczema Research (GPER)
- International Alliance of Patient Dermatology Organizations (Global Skin)
- Allergy and Asthma Network
- Coalition of Skin Diseases (CSD)
- International Topical Steroid Awareness Network (ITSAN)

Rare Disease Organizations
- EveryLife Foundation for Rare Diseases (ELF)
- National Organization for Rare Disorders (NORD)
- Rare Disease Diversity Coalition (RDDC)
- European Organisation for Rare Diseases (EURORDIS)

HAE Day:

- Organized a month-long, company-wide step count challenge to support HAEi's #Active-for-HAE campaign
- Worked with our large office building in downtown Boston to display information about HAE on elevator screens and other building communications channels
- Unveiled two art pieces developed from our HAE advisory board session
- Employee participation in HAEA's photo wall campaign

HAE-in-Motion:

- Astria volunteers participated in this once-a-year, virtual step challenge benefiting HAEA
- Raised funds to support HAEA as a team

Astria also works to ensure that patients' voices and experiences are front-of-mind for all Astria team members to promote a "patients first" mindset across the company. In collaboration with patient advocacy groups, Astria organized the following internal events in 2024.

navenibart

Navenibart (STAR-0215) Day

On Navenibart (STAR-0215) Day, Astria held an internal event to hear from patients and caregivers facing HAE. Event included:

- Interview with an HAE caregiver
- HAE and Family fireside chat
- Interactive "If HAE were an animal…" activity to consider the experience of living with HAE
- Unveiling of artwork conveying the HAE journey

star-0310

STAR-0310 Day

Following the in-licensing of STAR-0310 in October 2023, Astria held an internal event in March 2024 to highlight voices from the atopic dermatitis community, featuring:

- Interview with Kelly Barta, Head of Coalition for Skin Diseases
- Atopic dermatitis disease burden experience activity
- Layperson-friendly creative and educational skit to explain the OX40 pathway, its role in atopic dermatitis, and how STAR-0310 is believed to work

Local & Global Communities

Astria strives to be a good corporate citizen of our local greater Boston community, as well as of the world, by meeting the needs of those around us. Our community support efforts in 2024 included:

- Fighting poverty and its effects through partnering with Life Science Cares.
- Supporting Project Onramp.
- Hosting a virtual jacket drive in support of Enroot
- Partnering with Life Science Cares to collect books for local public-school students
- Collecting toys and gift cards around the holiday season to deliver to Children's Services of Roxbury
- Working in the kitchens at Community Servings to prep, portion, and package medically tailored, nutritious, and made-from-scratch meals for chronically and critically ill individuals and their families
- Hiring six promising college students into paid summer internships at Astria

"I wanted to intern at Astria because of the people here. Despite not having prior experience in biotech, I was eager to become part of a team that's so passionate about helping others. I am grateful for the opportunity to support company operations on a daily basis and look forward to further developing my management skills throughout the remainder of the summer."

Summer Gayle,
Business Management Intern

Innovation

We are dedicated to furthering knowledge and advancing the scientific and clinical study of allergic and immunologic diseases. In 2024, our contributions to the scientific and medical community included:

- Presented 10 original abstracts and 3 encores. Highlights included:
  - Global Angioedema Forum 2024: ALPHA-STAR, a phase 1b/2 clinical trial of single and multiple doses of navenibart (STAR-0215) in patients with hereditary angioedema: Initial safety and efficacy results
  - American College of Allergy, Asthma, and Immunology 2024: Navenibart (STAR-0215) induces rapid improvements of quality of life in HAE patients in the ALPHA-STAR trial
  - European Academy of Allergy and Clinical Immunology 2024: Development and characterization of STAR-0310: a novel OX40 antagonistic monoclonal antibody
- Participated in 11 medical congresses, including 5 outside the U.S.

Integrity

We operate and act with integrity. We strive to do what is right, to earn and maintain trust in all that we do, with everyone we serve.

Code of Conduct

To codify our commitment to integrity, ethics, and compliance, we have adopted a Code of Conduct, which applies to all employees, officers, and directors of Astria. All new hires are trained on the Code, and all employees and directors review and acknowledge the Code annually.

We are committed to fair, honest, and ethical business practices, and we require that all employees, officers and directors comply with all laws, rules, and regulations applicable to the company wherever we do business. The Code describes policies that guide our behavior and our work, including:

- Refraining from engaging in activities that may present a conflict of interest
- Complying with insider trading laws and our insider trading policy
- Protecting confidential and proprietary information
- Dealing honestly and ethically with the company's partners, service providers, suppliers, customers, competitors, and employees
- Not giving or accepting gifts that may be viewed as bribes or kickbacks
- Keeping accurate records; reporting transparently and compliantly

Consistent with our Code of Conduct, we have adopted and implemented policies and processes that address other important areas of business risk given our stage of development, including: our relationships and interactions with critical stakeholders, including patients, patient advocacy organizations, healthcare professionals, government officials, and stockholders; how we use, store, and secure confidential information, including personal information and data; cybersecurity; and good clinical, manufacturing, and laboratory practices. Violations of the Code and our other policies and processes may be reported confidentially or anonymously through both an online and telephonic whistleblower hotline that is carefully monitored and will be promptly reviewed and addressed.

In 2024, we held a 2.5-hour anti-sexual harassment training session, including a presentation, group activity, and manager-specific training.

Governance Practices

Our Board of Directors sets high standards for the company's employees, officers, and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the company's business. To fulfill its responsibilities and to discharge its duty, our Board of Directors follows the procedures and standards that are set forth in the company's governance guidelines. Our Board of Directors regularly reviews these guidelines to ensure they incorporate best practices, comply with applicable laws and regulations, and continue to meet our standards of corporate governance.

Highlights of our approach to corporate governance include:

- We have an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee, and a Science & Technology Committee, all of which are comprised of independent directors with relevant expertise. Each such committee has a charter that has been approved by the Board. All current charters may be viewed here.
- 8 of 9 of our Board members are independent directors, as defined by applicable Nasdaq listing standards and rules and regulations of the U.S. Securities and Exchange Commission.
- The Board regularly reviews its leadership structure, size, and committee membership to ensure an appropriate and optimal make-up given the specific characteristics or circumstances of the company.
- The Board meets multiple times per year in executive session and our independent directors evaluate the performance and determine the compensation of our Chief Executive Officer based on the recommendations of our compensation committee.
- Directors have full and free access to officers and employees of the company.
- New directors participate in an orientation program. All directors are expected to be involved in continuing director education on an ongoing basis to enable them to better perform their duties and to recognize and deal appropriately with issues that arise.
- We separate the roles of Chair of the Board of Directors and Chief Executive Officer because we believe that this structure enhances the Board's oversight of, and independence from, our management team, and enables our Board of Directors to carry out its responsibilities on behalf of our stockholders. This leadership structure also allows our Chief Executive Officer to focus time and energy on operating and managing the Company, while leveraging the experience and perspective of our Chair of the Board.
- Our Board is responsible for the oversight of our risk management processes and, either as a whole or through its committees, regularly discusses our major risk exposures, the potential impact of these risks on our business and the steps we take to mitigate them with our management team. The Board's risk oversight process includes receiving regular reports from its committees and members of senior management to enable our Board to understand our risk identification, risk management and risk mitigation strategies with respect to areas of potential material risk, including but not limited to operations, finance, legal, regulatory, strategic, compliance, information technology, data privacy, cybersecurity, environmental, social, governance and reputational risk. For a comprehensive overview of risks, see Astria's latest 10-K.

New Board Member in 2024

In April 2024, we were proud to further strengthen our Board of Directors with the appointment of Sunil Agarwal, who has previously held top leadership roles at Sana Biotechnology and Juno Therapeutics. Dr. Agarwal has more than 20 years of biotechnology research, development, and commercialization experience.

Data Security

At Astria, we uphold high standards of data security and have made significant advancements in 2024 to enhance our cybersecurity posture. Our commitment to data protection is demonstrated through the implementation of IT policies and continuous improvements across all platforms and IT assets.

In 2024, we focused on identifying and addressing vulnerabilities in our wireless, internal, cloud, and external environments. We conducted comprehensive penetration tests and successfully remediated several critical and high-severity vulnerabilities.

Key Improvements:

- **Physical Safeguards:** Upgraded access control system to manage door and badge access and implemented new CCTV/camera security.
- **Procedural Safeguards:** Updated IT policies for stricter data handling, incident response, and employee training.
- **Technical Safeguards:**
  - Turned off outdated network protocols (LLMNR and NBNS) to reduce the risk of impersonation attacks.
  - Upgraded our Wi-Fi security by switching to WPA2 Enterprise, which provides stronger protection for wireless connections.
  - Strengthened multi-factor authentication (MFA) with risk-based authentication.
  - Deployed Microsoft Intune, updating our mobile device management, application protection, and conditional access policies.
  - Collaborated with external cybersecurity experts to improve threat detection and incident response.

Our Board of Directors provides direct oversight of cybersecurity risk, with the Audit Committee conducting periodic reviews to ensure continuous improvement in our cybersecurity strategies.

In 2024, Astria achieved a National Institute of Standards and Technology (NIST) cybersecurity maturity score of 2.60, up from 2.06 in 2023. This places us above the typical industry average of approximately 2.0-2.2 for similarly sized organizations reflecting our ongoing investment in security best practices.

Supply Chain

The biopharmaceutical industry relies on complex supply chains to develop and deliver medicines and investigational products to patients. We are committed to ensuring that our supply chain partners share our commitment to product quality, human rights, and business ethics. We closely oversee our third-party vendors and regularly re-qualify any vendors involved in research, manufacturing, and distribution. Astria and our vendors operate under Good Manufacturing Practice (GMP) guidelines, ethical standards, and practices to ensure honesty and integrity.

Healthcare Provider & Patient Interactions

We are committed to engaging with healthcare providers, patients, and advocacy groups in an appropriate manner that adheres to all applicable laws, regulations, and industry codes and guidelines. As a pre-commercial company, we do not promote our investigational medicines. We engage in accurate and truthful scientific exchange in order to advance knowledge of human health and support potential advances in care for patients. We disclose payments to healthcare providers as required, and we follow applicable regulations and industry code guidance in our interactions and relationships with healthcare providers, patients, and advocacy groups, including paying for legitimate services at fair market value.

Regulatory

The regulatory team at Astria ensures that the company's drug development processes and clinical trial strategies comply with global regulatory, legal, and ethical requirements. We collaborate across the company to ensure that our initiatives and plans are aligned with regulatory and ethical guidelines and recommendations. For example, the development of our Phase 3 ALPHA-ORBIT clinical trial was shaped by U.S. Food and Drug Administration (FDA) and the International Council on Harmonisation of Technical Requirements for Pharmaceuticals for Human Use (ICH) guidance. We additionally submitted a Diversity Action Plan to the FDA as a commitment to our proscribed strategies to conduct a robust and inclusive trial that can be applicable across multiple nations and all ethnicities and demographics.

We recognize the value of transparency and communication with regulatory authorities across the globe. Throughout a product's lifecycle, pharmaceutical companies are both required and encouraged to submit documents and product dossiers to regulators. The regulatory team at Astria not only verifies that the content and timing of these submissions meet these requirements but also ensures that each submission component is of the highest quality. We additionally solicit feedback from regulators early and often. These interactions at strategic points throughout drug development have led to valuable insights from these agencies that have been incorporated into our clinical trial protocols, manufacturing processes, and long-term strategies. Astria recognizes that alignment with these agencies is crucial to ensuring that our drugs ultimately reach the market and the patients who need them.

SASB Index

Topic	Metric	Code	Astria Report Information
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	For details, see "Clinical Trial Practices" in the Patients First section of this report.
Safety of Clinical Trial Participants	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	None
Safety of Clinical Trial Participants	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	None
Access to Medicines	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	Not applicable - Astria is a pre-commercial company. Astria is deeply committed to increasing access to medicines and is actively laying the foundation to be able to do so if our products are approved. For details, see "Health Equity & Access" in the Patients First section of this report.
Access to Medicines	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Not applicable - Astria is a pre-commercial company.
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	Not applicable - Astria is a pre-commercial company.
Affordability & Pricing	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	Not applicable - Astria is a pre-commercial company.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	Not applicable - Astria is a pre-commercial company.
Drug Safety	Number of fatalities associated with products	HC-BP-250a.2	Zero
Drug Safety	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Zero
Drug Safety	Total amount of product accepted for take back, reuse, or disposal	HC-BP-250a.4	Zero
Drug Safety	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	Zero
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Not applicable - Astria is a pre-commercial company.
Counterfeit Drugs	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Not applicable - Astria is a pre-commercial company.
Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Zero

Topic	Metric	Code	Astria Report Information
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Astria does not have any material legal proceedings.
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Not applicable - Astria is a pre-commercial company.
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	For details, see People Always section of this report.
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid level managers, (c) professionals, and (d) all others	HC-BP-330a.2	In 2024, our total turnover rates were better than the benchmark for the Northeast U.S. Bio/Pharma industry at 11.55%.
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	Not applicable
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	None
Business Ethics	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	For details, see "Healthcare Provider & Patient Interactions" in the Integrity section of this report. Internal policies governing healthcare provider interactions include: Interactions with the Healthcare Community Policy and associated business processes, Code of Conduct, Employee Handbook, and Anti-Bribery and Corruption Policy.
Activity Metrics	Number of patients treated	HC-BP-000.A	31 individuals with HAE were dosed with investigational navenibart.
Activity Metrics	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Astria is a pre-commercial company and does not have any approved products in any geography. We have two clinical-stage assets in research and development (navenibart for HAE and STAR-0310 for atopic dermatitis).

astriatx.com