



Impacting Lives. Changing the World.

2023 SUSTAINABILITY REPORT

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Sarepta’s Mission Statement

Armed with the most advanced science in genetic medicine, we are in a daily race to rescue lives otherwise stolen by rare disease. At Sarepta, every day is another twenty-four hours to stand up for patients, advance technology, challenge convention, and drag tomorrow into today.

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Since our inception, Sarepta has been driven by a mission to improve the lives of patients with rare diseases through innovative and life-changing therapies, and 2023 marked a pivotal period of advancement.

Duchenne muscular dystrophy is a devastating, life-ending disease. In June of 2023, we obtained approval and launched the first gene therapy to treat Duchenne muscular dystrophy in patients aged four to five, ELEVIDYS, representing a transformational moment for Sarepta, for genetic medicine, and most importantly for waiting patients. ELEVIDYS is offering hope for a better life to a growing number of Duchenne patients and its success so far is clear from our 2023 financial performance. Beyond this, our three RNA therapies for the treatment of Duchenne are also performing brilliantly, having exceeded financial expectations in 2023 and continuing to offer hope for the patients whose lives depend on these therapies.

I am delighted to present the first Sustainability Report from Sarepta Therapeutics. This Report represents a significant step in our ongoing commitment to sustainability, social responsibility, and ethical governance.

Even with these accomplishments, we haven't stopped innovating. We are also tenaciously pursuing treatments for the limb-girdle muscular dystrophies. We have initiated EMERGENE, a Phase 3 clinical study of SRP-9003 for the treatment of limb-girdle muscular dystrophy (LGMD) type 2E/R4. SRP-9003 is an investigational gene therapy that uses the AAVrh74 vector, which is designed to be systemically and robustly delivered to skeletal, diaphragm and cardiac muscle, making it a well-suited candidate to treat neuromuscular diseases. SRP-9003 is intended to deliver a full-length beta-sarcoglycan transgene and uses the MHCK7 promoter, chosen for its ability to robustly express in the heart, which is critically important for patients with LGMD2E/R4, many of whom die from pulmonary or cardiac complications.

We will continue to drive the science forward for patients living with Duchenne, LGMDs, and other diseases for which therapies are non-existent or inadequate.

Our dedication to fulfilling our mission for our patients is complementary to our commitment to responsible and sustainable practices that make a positive impact in our communities and environment. The executive team and the Board are committed to our ESG ambitions and have established a cross-functional team led by executive sponsors to advance these efforts.

This inaugural Sustainability Report is both a testament to our progress and an acknowledgment of the journey to come. We understand the importance of reducing our environmental footprint, fostering an inclusive and diverse workplace, and maintaining the highest standards of ethical conduct in business operations. Our Report outlines our initiatives and achievements in each of these domains.

Social Responsibility. At Sarepta, we believe in the power of diverse communities and the importance of giving back. Our social initiatives focus on patient advocacy, employee engagement, and community support. We have established programs designed to ensure access to our therapies for all patients, regardless of their socioeconomic status. We are also proud to showcase our company's robust Inclusion, Belonging, and Connection achievements, and our initiatives to support the development of our employees.

Governance. Ethical governance is the cornerstone of our business. Our Report highlights our commitment to transparency,

accountability, and integrity in all our operations. We have policies and procedures in place designed to ensure compliance with laws and regulations and to uphold our ethical standards.

Environmental Stewardship. We are deeply aware of the impact our operations can have on the environment. Our Report outlines our efforts to limit this impact through sustainable practices, including reducing waste and conserving energy.

We are committed to regular reporting on our ESG initiatives, enhancing transparency and accountability to our stakeholders. We look forward to continuing our journey toward a more sustainable and responsible future.

Thank you for your continued support and belief in Sarepta Therapeutics. Together, we can make a significant impact on the world, one patient at a time.

Sincerely,

Doug Ingram
President and CEO, Sarepta Therapeutics

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Since our inception, Sarepta has been driven by a mission to improve the lives of patients with rare diseases through innovative and life-changing therapies.”



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About Sarepta

Sarepta is a global biotechnology company on an urgent mission: to engineer precision genetic medicine for rare diseases that devastate lives and cut futures short.

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About This Report

This Report outlines Sarepta’s social, governance, and environmental activities for the year spanning January 1 to December 31, 2023, except where otherwise noted.

This document encompasses data from our U.S. operations and is informed by global frameworks, including the Sustainability Accounting Standards Board’s (SASB) standards. Information reported in accordance with global frameworks and throughout this report is not necessarily material within the meaning of the U.S. federal securities laws and its inclusion herein should not be construed as a determination by Sarepta as to its materiality for purposes of the federal securities laws or other applicable laws.

The Report includes a mix of third-party sources, surveys, studies, and our internal research and estimates. The validity of third-party sources has not been independently verified by us, and we do not claim that such information is fully accurate or comprehensive. Additionally, the Report’s data are subject to certain assumptions and limitations and have not been independently validated, and this Report has not undergone auditing, verification, or attestation by any third party.

The standards and methodologies for collecting sustainability-related data continue to evolve. The data presented in this Report may be based on standards or measurement and performance that are still developing or may change or be refined, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Therefore, in future periods, we may present different and/or additional metrics and other information.

The Sustainability Report also features forward-looking statements regarding our anticipated future outcomes. Terms like “expects,” “anticipates,” “intends,” “aims,” and similar expressions are used to identify these statements. These forward-looking statements address various matters including the impact of our therapies and our Company on patients’ lives, our community and our employees, the goals of our therapies under development, and our sustainability goals. These statements are subject to various known and unknown risks and uncertainties that could cause actual results to differ

materially from those expressed or implied by such statements. You should carefully consider the risks and uncertainties described under the heading “Risk Factors” in our Annual Report on Form 10-K for the year ended December 31, 2023 as well as other filings with the Securities and Exchange Commission made by the Company. These forward-looking statements are based on assumptions as of the report’s date, but future results are not guaranteed, and readers should not rely excessively on these statements. We can’t assure the thoroughness or accuracy of our analysis of the factors impacting our business, the correctness of the analysis, or the success of our strategies based on this analysis contained in this Report. Except as required by law, we have no intention to update or revise any forward-looking statements.

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Who We Are

Our Mission

Armed with the most advanced science in genetic medicine, we are in a daily race to rescue lives otherwise stolen by rare disease. At Sarepta, every day is another twenty-four hours to stand up for patients, advance technology, challenge convention, and drag tomorrow into today.

Our Values

Sarepta's cultural values are the foundational behaviors that support the way we operate with the goal of bringing a better life to patients. At Sarepta, we value innovative self-starters who are committed to scientific excellence and improving the lives of patients.

Our values are more than just words, but actions we live by every day. We also reward people who live out our values. Throughout the year, we recognize Sarepta colleagues who represent, through their actions and efforts, the values that shape our culture: Patient Mission, Scientific Rigor, Simplicity, Bias to Action, One Sarepta, and Trust. Likewise, through our Expression program, employees are able to recognize each other for exemplifying Sarepta's values in action.



Our Commitment to ESG

We understand that delivering on our mission over the long term requires a focus on corporate responsibility, including ESG. Sarepta recognizes the vital connections between the well-being of our planet, communities, and human health and is committed to safeguarding the environment and supporting programs and policies that help people thrive. We are acutely aware of climate change's extensive effects, including its immediate and long-term risks to human health, and we are dedicated to contributing to a healthier environment for our patients, employees, and communities. The best way to inspire change is to model it, and we are diligently working to continuously improve our operations and policies so that they are a reflection of the kind of world we all want to protect and enjoy.

ESG Priorities

In our sector, Environmental, Social, and Governance (ESG) reporting typically focuses on a range of topics that reflect the unique challenges and opportunities in our industry. These topics are selected based on their relevance and impact on the sector's ability to create sustainable, long-term value. As this is Sarepta's first Sustainability Report and first time reporting against SASB's Biotechnology and Pharmaceuticals standard, we are gathering data on topics that are important to investors in our industry. As we move forward in our sustainability journey, we will continue to evaluate and assess topics.

1. Research and Development Innovation

The emphasis on continuous innovation in drug development, medical devices, and technology, and how it aligns with ethical standards and contributes to public health.

2. Product Safety and Quality

Promoting the highest standards of safety and efficacy for pharmaceuticals, medical devices, and other biomedical products, including compliance with regulatory requirements.

3. Ethical Marketing Practices

Adherence to ethical standards in marketing and promotion, particularly in relation to how products are presented to healthcare professionals and consumers.

4. Environmental Impact

Mitigating the environmental footprint of operations, including waste management, energy use, emissions, and the impact of products and packaging.

5. Data Privacy and Security

Safeguarding patient and consumer data, particularly in the context of increasing digitalization and use of big data in healthcare.

6. Employee Health and Safety

Promoting a safe working environment in all facilities and promoting employee wellness.

7. Inclusion, Belonging, and Connection

Developing innovative talent acquisition strategies, fostering an environment where employees thrive, and addressing issues related to equity in clinical trials.

8. Corporate Governance and Compliance

Maintaining governance structures and practices designed to ensure compliance with laws and regulations and managing risks related to corruption and unethical practices.



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Social

Our mission is centered on bringing potentially lifesaving and life-changing medicines to individuals living with rare diseases. Currently, we have over 40 programs in various stages of development.

These programs embody the values inherent in our company culture and are realized every day through the actions of our people and partners. Through programs like SareptAssist and SareptAlly, we support patients and families as they navigate treatments, clinical trials, and financial assistance opportunities.

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Social Overview

At Sarepta, we are committed to the safety and quality of life of the patients we serve and our employees. Programs designed to ensure patient safety, education, and equitable access to clinical trials are all a part of the way we do business.

We also know that our workforce and workplace initiatives should reflect our unwavering commitment to creating a better future for our patients and their families. We are dedicated to nurturing an inclusive and transparent workplace where every employee understands what it takes to succeed and feels valued. Employee safety and health, well-being, professional development, and work-life balance are all prioritized, recognizing that our team is fundamental to our success.

Beyond our walls, we extend our focus to community engagement and philanthropy, emphasizing our role in supporting and uplifting the communities we serve. This section not only showcases our achievements in these areas but also sets forth our ambitious goals for the future, underlining our commitment to continuous improvement and meaningful contribution to societal well-being.



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Inclusion, Belonging, and Connection

Sarepta's Statement on Diversity

To have the greatest impact on the lives of patients, caregivers, and families, we strive to promote a culture that rewards passion, talent, hard work, creativity, and positive contributions to our mission. A true meritocracy requires that collectively, we embrace our individual contributions and the diverse backgrounds and perspectives each of us brings to our work. By advancing inclusion, belonging, and connection, we not only support our employees, but we also enable our ability to excel. To live these values, we speak up, challenge ideas respectfully, and celebrate each other's unique contributions to the mission. We learn and act every day because this work is never done.

“

Our approach to DEI is strategic, systematic, and embedded in both business process and culture. Examples include pay equity, impact investing, competency-based interviewing, robust benefits, location-flexibility, facilities design, and beyond. Our “Patient Mission” value ensures equity and access is considered in everything we do. At Sarepta, DEI is more than words we use, it’s how we work. Recent employee engagement scores validated that this approach is working.”

Caroline Mailloux
Senior Director, Diversity, Equity, and Inclusion



Pay Equity

At Sarepta, we are deeply committed to equitably supporting every member of our community, especially our employees. Our dedication extends beyond work-life balance initiatives and learning and development opportunities. We offer a comprehensive total rewards package, including base salaries and incentive programs designed to attract, retain, and motivate skilled employees who are instrumental in achieving our mission.

Our grading and pay structure aligns with our Total Rewards Philosophy. It aims to competitively position salaries within a range based on local and national markets in pharma, biotech, and

life sciences. This structure provides flexibility to differentiate pay based on factors like job level, experience, proficiency, performance, skills, responsibility, and market conditions, with the goal of providing equitable compensation for comparable work. In line with national pay transparency laws, regardless of state variations, we include good faith salary ranges in all job postings.

We regularly engage with an external compensation consultant for a pay equity analysis on a bi-annual basis. Our latest analysis in 2023 found no statistical evidence of gender or racial pay disparities, reinforcing our commitment to fairness.

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Workforce Demographics

At Sarepta, we strive to foster an environment where everyone can thrive. We are committed to building a culture that is inclusive and promotes a sense of belonging, and personal and professional development across the organization.

In the area of gender diversity, representation of women has increased over the past several years: in 2017, women made up approximately half of our workforce, and in 2023, women made up 57% of the workforce.

Women’s representation is also growing in our leadership roles. In 2017, women represented 35% of leadership positions at Director level and above. In 2023, women comprised 52% of roles at Director level or above.

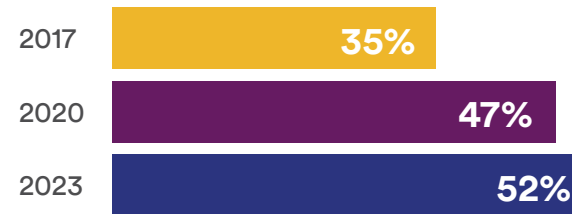
The number of employees identifying as people of color has also increased from 23% of our workforce in 2017 to 34% in 2023. In 2017, employees identifying as people of color represented 21% of leadership positions at the Director level and above, and in 2023, 26% of leadership positions were filled by people of color.

Our commitment to fostering an environment where all people thrive continues to expand through initiatives such as appointing a Senior Director of Diversity, Equity, and Inclusion and supporting five employee resource groups. These groups aim to create an environment where all colleagues feel valued and empowered to contribute to both the organization’s success and their personal career growth. We have also recently completed an initial supplier diversity assessment to better understand the composition of our suppliers.

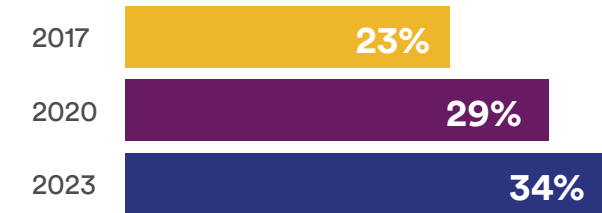
Women in the Sarepta Workforce



Women in Leadership Positions (Director or Higher)



People of Color in the Sarepta Workforce



People of Color in Leadership Positions (Director or Higher)



Executive Committee Diversity

63%

of our Executive Committee is a woman or person of color



Diversity in Clinical Trials

As part of our mission to develop precision genetic medicine for rare diseases, we recognize diverse representation in clinical trials supports improvements in human health. We are listening to patients and actively working to break down demographic, socio-economic, and geographical barriers to accessing scientific and educational information, participating in clinical trials, and receiving treatment.

In addition to offering reimbursement options for patients who participate in clinical trials, Sarepta also works to ensure wider access to trials for patients of all income levels by providing upfront stipends to cover travel expenses related to participation. We offer concierge services to participants and in some cases, we compensate participants for their initial visit to help alleviate the barrier of financial burden for participating in a clinical trial.

By listening to patients, we can make a bigger difference for our patients and provide more equitable access to clinical trials.

Our commitment to Inclusion, Belonging, and Connection is not separate from our commitment to patients. Equity and belonging fuel the science that improves lives.





Employee Resource Groups

We have five Employee Resource Groups (ERGs) that aim to foster an environment where all of our colleagues feel valued for their unique perspectives and are empowered to contribute to the success of our organization and their personal career growth. As of December 31, 2023, over 40% of our colleagues participate as active members of at least one ERG.

HUES: Attracts, retains, and facilitates the development of Black employees by providing opportunities to grow and develop talented, engaged leaders who represent and reinforce the mission and vision of Sarepta. HUES also fosters and engages Black students in various communities to provide exposure to Sarepta and the sciences.

MULTI-CULTURAL ERG (M-ERG): Embraces, promotes, and celebrates Sarepta’s cultural diversity and fosters a culture of inclusion and appreciation for employees of varied backgrounds.

PRIDE: Promotes a dynamic, welcoming, and friendly atmosphere for employees who identify as LGBTQIA+, along with allies, and provides members with a forum to promote a dynamic, welcoming, and friendly atmosphere while strengthening diversity and inclusion at Sarepta.

SAREPTA WOMEN’S ALLIANCE (SWA): Facilitates the development of women and allies by providing leadership opportunities to grow and develop talented, engaged leaders who represent and reinforce the mission and vision of Sarepta.

SPARK: Fuels employees’ career growth and development to cultivate industry leaders through networking and mentoring opportunities and forming meaningful connections within Sarepta and the broader community.

At Sarepta, we are continuing to explore what it means to embed inclusion and belonging into an international organization. While this is a complex process, our shared dedication to the company mission makes it possible. Moving forward, we are exploring how to ensure inclusion and access in the context of global meeting schedules, time zones, holidays, and more.

“

At Sarepta, our ERGs enable employees to build meaningful connections across our entire organization. They offer employees a mechanism to develop networks that help us feel seen, heard, and valued. Our ERGs help drive a culture of learning, belonging, and meritocracy.”

Matt Ragheb
Senior Director, Compensation

In 2023, the Human Rights Campaign awarded Sarepta a 95% in their Corporate Equality Index, the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender, and queer employees.



Quality and Safety

At Sarepta, we are dedicated to delivering safe and effective products and therapies that comply with regulatory standards and our Quality Management System. This commitment to quality is not just the company's responsibility but extends to every employee at Sarepta.

Sarepta Programs

To maintain our high standards, we employ a dynamic, continuously-evolving Quality Management System (QMS), actively supported and improved by all staff members. This system is governed by the Sarepta Quality Manual which is approved by the CEO, the Chief Compliance Officer, and the Head of Quality. This document describes Sarepta's commitment to Quality, Sr. Management's responsibility to Quality, as well as the structure and elements of Sarepta's Quality Management System.

Furthermore, for each Quality System Element, Sarepta has deployed a corporate quality policy which governs and informs the generation of all of Sarepta's Standard Operating Procedures (SOPs). These SOPs are subject to periodic reviews, designed to ensure they remain effective and up to date.

Training

Internally, training is the responsibility of each area manager who identifies training needs through employee job requirements, procedures, and working structure of each employee. Sarepta annually reviews training needs for each function to determine sufficiency. Sarepta maintains a robust GxP training policy. All employees who oversee GxP activities receive annual GxP training.

Vendor Selection

Sarepta employs a rigorous process for approving vendors, which includes conducting risk-based assessments for potential vendors across various service levels. We also maintain two GxP auditing groups dedicated to ensuring patient safety and product efficacy. Regular reviews of all vendors are conducted to guarantee ongoing

compliance. Furthermore, Sarepta implements quality agreements to clearly outline the roles and responsibilities shared between the company and its vendors.

Product Safety

It is the responsibility of our Quality Assurance team to safeguard the integrity of our products and therapies throughout every part of our supply chain. Aside from utilizing risk-based vendor selection processes and internal systems for compliance reviews, we review and approve all clinical and commercial materials. Additionally,

the Quality Assurance team oversees all data associated with pharmaceutical testing and finalizes the release. We have processes in place to comply with all relevant global regulatory requirements related to our products.

Clinical Trials

Clinical trials are conducted with adherence to all regulations, best practices, and confidentiality requirements. Additionally, Sarepta works to ensure ongoing safety for patients post-clinical trial through processes governed by our Quality Management System.



Supporting Patients

At Sarepta, we understand how challenging it can be for patients with rare diseases and their families to navigate the healthcare system. We have created several programs to help in their journeys.

SareptAssist

SareptAssist is a personalized support program to help patients with their treatment journey. When a patient contacts us, they are connected to a dedicated Case Manager with experience in rare diseases and knowledge of insurance plans and healthcare networks. The Case Managers work closely with patients to provide one-on-one personalized support. While patients' doctors are their primary resource for discussing medical needs, Case Managers are key contacts for questions regarding insurance benefits, treatment logistics, and community resources. They also help patients understand the requirements of their treatments, explore financial assistance options, and provide ongoing education and support.

SareptAlly

SareptAlly is a global program designed to help patients, families, and physicians gain access to resources and information about Sarepta clinical trials and potential treatment options. SareptAlly is dedicated to helping physicians and families in two important ways:

- Sarepta clinical trial identification and matching, or
- Assessing potential treatment options.

SareptAlly supports individuals with rare diseases in which Sarepta has therapeutic expertise and a physician has determined a patient has an unmet medical need.

Clinical Trial Identification

Well-designed clinical trials are the best way to determine the safety and effectiveness of investigational therapies and for patients

to gain access prior to regulatory approval. SareptAlly connects patients with research physicians conducting Sarepta-sponsored clinical research. If a trial is identified, patients may be assessed for trial eligibility by the research physician based on their clinical status and the study protocol.

Local Treatment Assessment

When a clinical trial is not identified, SareptAlly serves as a resource for physicians, patients, and families seeking potential treatment options. SareptAlly responds to inquiries, walks through steps in the process for potentially securing treatment, and identifies resources to help make the process easier.

Giving Back

Sarepta is committed to providing support at every stage of a patient's journey. Our partnerships with patient advocacy groups are fundamental to this work.

We provide grants, donations, medical education support, and sponsorships to advocacy groups, nonprofit organizations, academic institutions, scientific and medical associations, continuing medical education providers, and other organizations across the spectrum of neuromuscular and rare diseases, with priority assigned to Duchenne muscular dystrophy, limb-girdle muscular dystrophies, and other disease areas of focus for the company. For more information, please see our [website](#).

Route 79, The Duchenne Scholarship Program

Sarepta provides academic scholarships to students with Duchenne muscular dystrophy and their siblings. Route 79, The Duchenne Scholarship Program, was designed to help students diagnosed with Duchenne muscular dystrophy pursue their post-high school educational goals. The scholarship is named after the 79 exons in the dystrophin gene impacted by Duchenne. Sarepta knows that the route traveled by every person with Duchenne is distinct.

Through this program, every year we acknowledge and support individuals with Duchenne who are mapping out their future via educational pursuits. Scholarships of up to \$5,000 are awarded to each scholarship recipient.

We know that Duchenne affects the entire family and so, in 2022, we added Duchenne sibling scholarships to the program. Siblings are an integral part of the Duchenne community and we hope that this scholarship program plays a small role in helping them achieve their dreams.

In the 2023-2024 academic year, we are awarding up to 20 academic scholarships to individuals living with Duchenne and five academic scholarships of \$5,000 each to siblings of individuals living with Duchenne. Scholarship recipients are selected by a blind, independent board with no knowledge of whether the applicant or applicant's family are receiving a Sarepta therapy or enrolled in a clinical trial.



Limb-girdle Muscular Dystrophy Grants

While earlier access to care is key to improving outcomes for LGMD patients, the journey to diagnosis is often lengthy and frustrating, with limited access to genetic testing. Sarepta provides grant funding to Patient Advocacy Organizations and non-governmental organizations worldwide who are working to help speed up the diagnostic process and increase access to genetic testing. We allocate up to \$100,000 with the number of recipients determined by an internal selection committee.



Supporting Our People

At Sarepta, prioritizing employee wellness means taking care of the whole person. We strive to provide employees with tools to manage their physical wellness, financial wellness, mental health, and work/life balance while also providing opportunities to advance their careers and further their education.

Health and Wellness

We recognize that the health and wellness of our employees are pivotal to sustaining our mission. Our comprehensive wellness programs cater to the physical, mental, and emotional needs of our team. By investing in health initiatives, such as fitness subsidies, mental health resources, and flexible work arrangements, we not only enhance our employees' quality of life but also foster a supportive and innovative work environment.

Physical Wellness

At Sarepta, we want to help our employees build healthy lifestyles. We offer fitness benefits, including a fitness reimbursement program, access to yoga classes, boot camps, and group walks and runs, and we invite all employees to participate in Sarepta Strong, our health and fitness group.

Financial Wellness

At Sarepta, we know that financial wellness is a key aspect of overall wellness. We offer comprehensive total rewards packages that include competitive pay, equity grants, bonuses, healthcare benefits, retirement savings plans, and paid time off. In addition, we provide financial seminars to educate employees about a number of topics associated with these benefits. Employees can take advantage of a variety of financial reimbursement and discount programs and perks aimed at helping employees save money. These programs include caregiving support, tuition reimbursement, legal support, and fitness subsidies.

Mental Health

Mental health is critical. Loneliness and anxiety are at an all-time high, and we have developed programs, webinars, and newsletters to offer resources and support to our employees. Our Employee Assistance Program, accessible through an 800 number 24 hours a day, seven days a week, helps employees access mental healthcare resources for themselves and their children. Our benefits package also includes free mental health counseling and we partner with organizations such as NAMI of Massachusetts to bring in experts to speak about mental illness.

We also provide employees with a mental health resources page on our intranet, and our employees can connect with therapists immediately at any time. Managers are often the first point of contact for struggling employees. We provide our managers with resources to help struggling team members and managers can make same-day appointments with experts to discuss how to navigate complicated mental health matters with employees.

Work/Life Balance

Sarepta recognizes the important need to have a balance between work and personal life. We are committed to providing work/life resources to make this balance possible. We host regular lunch and learns, wellness events, and offer resources to help employees deal with a diverse array of work life challenges. Our Employee Assistance Program is available 24 hours a day and provides information to employees with resources for navigating personal issues, from help with elder care to finding summer camps for kids. We also partner with Care.com to help subsidize backup daycare options for employees who need urgent child care assistance. Additionally, we offer Tutor.com benefits to employee dependents to help with their studies.



Leave Benefits

Sarepta understands the impact on employees as a result of caregiving responsibilities and provides robust leave benefits to support employees who need medical, parental/bonding, or family leave.

Employees receive time off and full pay during their leave period which can be 12 to 20 weeks depending on the leave type, and which includes time off for adoption, surrogacy, or foster care needs. In addition to time off, employees are eligible to submit for reimbursement of eligible expenses (up to \$5,000) related to adoption or surrogacy.



Ongoing Education

We are dedicated to offering talent development opportunities for all employees. This includes individual career development plans, internal mentoring programs, and a mix of online and in-person learning sessions. Our community building efforts are enhanced through networking and learning events. We provide online and instructor-led learning opportunities for employees at every career stage.

Educational Reimbursements and Perks

Under our tuition reimbursement program, Sarepta reimburses employees for job related education expenses of up to \$5,250 per year, which includes the cost of tuition, books, and fees.

Sarepta has a relationship with Gradifi, a leading student loan refinancing vendor. This service helps our employees access the lowest student loan refinance rates in the industry and free one-on-one counseling.

Employees have access to thousands of free LinkedIn Learning courses on various topics to assist in their professional development.

Employees have free access to online certified tutors to provide assistance on homework for students of all ages, kindergarten through 12th grade, and into college.

Candidate Recruitment, Retention, and Advancement

Sarepta's recruitment, retention, and advancement strategies are a strategic imperative for our business. By seeking out candidates from a broad pool, and offering hybrid work models and flexible schedules, we gain access to a wider range of skills and experiences, critical for fostering innovation. By supporting employees' desire for growth and development and providing everyone with access to career development opportunities, we are able to attract top talent, drive sustainable growth, and help ensure long-term success.

Recruitment

In 2023, Sarepta returned to in-person career fairs post-pandemic, specifically targeting diversity-centric career fairs. Sarepta had a presence at six diverse career fairs in 2023, across New England and Ohio, and a presence at eight campus-based career fairs. We specifically search out campus-based and diverse career fairs to both broaden our diverse candidate populations and develop more early career opportunities.

Interviewing Approach

In 2023, we introduced a new interview process called the Competency-Based Interviewing (CBI), which helps foster unbiased approaches to interviews and enables managers to make better hiring decisions. CBI involves asking a standardized set of questions about the candidate's knowledge, skills, and abilities and then utilizes a predetermined rating scale to assess all candidates equally. This process helps interviewers make informed and fair hiring decisions and allows for consistency in assessment across all candidates.

Onboarding

In 2023, we launched a program for new hires called First Year Connections. This program provides new hires with the opportunity to spend a full day on site, meeting our executives, learning our cultural values, and hearing the Sarepta story. Employees also receive information about Sarepta's Employee Resource Groups.

Upon onboarding and annually thereafter, employees undergo anti-discrimination and anti-harassment training and are also trained in best practices related to cybersecurity, such as password management, phishing campaigns, and more, as well as annual training related to our Code of Business Conduct and Ethics and Insider Trading Policy.

Intern Program

In 2023, Sarepta focused on developing early career opportunities through internships. During the summer, we provided interns a meaningful experience to learn about working at a biotech company. Our interns spanned life sciences and non-science disciplines. The internship program offered interns an opportunity to work on challenging projects and learn about different career journeys.

Career Development

Career development at Sarepta is multi-tiered and available to all employees who have the desire to grow, learn, and develop. Our annual performance process provides the opportunity for transparent, meaningful development conversation that identifies areas of opportunity for employees at all levels of the organization. Employees are encouraged to own their career journey and have access to a variety of resources including: Mentor Match, Individual Performance Plans, and personal coaching.

We are committed to transparency around internal opportunities through clear promotion criteria, a leveling guide, and career framework shared on Sarepta's intranet. These resources outline specific behaviors, skills, and experience requirements needed for success at each level. They also summarize the discretion and judgment needed for those roles.

Sarepta has implemented a robust internal posting and transfer policy to provide all employees with insight about and access to opportunities within the organization.



Community Engagement and Volunteerism

Sarepta is invested in the well-being of our patients, employees, and communities. Supporting and giving back to the communities in which we live and work are at the core of our values. Volunteering is not just good for our communities, it also provides us with valuable insights, innovations, and avenues for team cohesion.

Sarepta is a proud sponsor of and contributor to J.P. Morgan's Empowering Change program, which supports minority-owned depository institutions (MDIs). The additional revenue stream for the program is driving important initiatives, including:

- More small business lending and mortgage lending
- Investing in a digital footprint and enhanced technology
- Increasing headcount and investing in branch infrastructure and ATM technology
- Enhanced financial literacy programs and community outreach programs

We are also an active corporate sponsor of [Life Science Cares](#), Project Onramp, and reachHire.

We support local and patient communities, including:

- East End House Annual Adopt-A-Family Program
- Boys and Girls Clubs of Massachusetts Mentor 2.0 Program
- [Boys & Girls Club of Lawrence](#)
- People Helping People
- Ronald McDonald House Charities of Central Ohio



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Environment

The connection between planetary health and human health has never been more apparent. The impacts of climate change are far-reaching, including short-term and long-term risks to human health.

At Sarepta, we strive to be environmentally responsible community members. We believe in the impact of individual and corporate actions and acknowledge our commitment to environmental stewardship.

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Environmental Overview

Our mission will always be delivering precision medicines with urgency to our patients. However, we also recognize our responsibility to contribute to a healthy environment for patients, employees, and communities.

As our business continues to grow, we recognize the importance of understanding, reporting, and mitigating our environmental footprint. As part of our sustainability efforts, using 2022 as a baseline year, Sarepta has established tracking and measurement tools to collect data on our energy consumption, greenhouse gas (GHG) emissions and other areas of environmental impact. We have identified energy and water; material and hazardous waste; and GHG emissions as key components of our environmental footprint. We plan to develop strategies and evaluate our environmental performance based on guidance from the Task Force on Climate-related Financial Disclosures (TCFD).

“

We recognize the tie between the health of our planet and humanity, and our environmental compliance and stewardship programs aim to protect the communities in which our patients, colleagues, and families live. We do incredible work for our patients, and want to make sure we are doing our part in providing a healthy environment to live in as well.”

Brooke Sapia
Manager, Environmental Health and Safety

To advance our commitment, we have initiated several programs:

Commuting Initiatives:

- Offering green and sustainable commuter benefits, including fully subsidized public transportation
- Providing flexible work arrangements, such as remote and hybrid work options
- Ensuring colleagues have access to electric vehicle charging stations at our Andover, MA, Burlington, MA, and Cambridge, MA, locations
- Providing discounts for bike-sharing programs

Facility and Laboratory Management:

- Implementing nighttime and weekend setback programs for lighting and heating at most Sarepta sites, including all laboratories

- Promoting green lab practices to minimize waste and prioritize reusable materials
- Undertaking a companywide re-lamping initiative to replace compact fluorescent and metal halide bulbs with LEDs in offices and the Andover, MA, site parking lot
- Implementing recycling programs for paper, batteries, lab glass, and electronic waste across the company
- Employing single-stream recycling at our Andover, MA, site
- Establishing a sustainability committee in our Ohio labs, aiming to expand this initiative to all Sarepta laboratories
- Contributing to a LEED certification for our Burlington, MA, laboratory space



Health and Safety

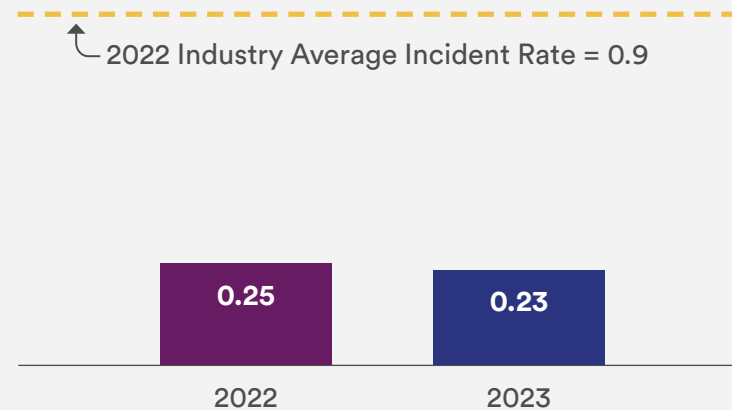
Sarepta is dedicated to maintaining a healthy and safe workplace, preventing injuries and illnesses, and providing a safe environment for employees to engage in life-saving work.

We have established an Environmental Health and Safety Policy (“EHS Policy”), which can be found on our website. All employees and contractors must comply with our EHS policy. Employees follow role-specific training curricula and are enrolled in related EHS programs. We expect all our employees and contractors to act in a manner that protects themselves, their colleagues, the community, and the environment.

Sarepta was below the industry incident rate (IR) average for 2022 and 2023.



Sarepta Incident Rate



Engaging Employees in Sustainability

Sarepta strives to contribute positively to environmental sustainability while maintaining our focus on providing crucial genetic medicines. We recognize that environmental sustainability will be achieved by both collective actions and individual choices. To engage our employees in sustainability topics, we go beyond offering electric vehicle charging stations and bike-share discounts: we also offer raffles and prizes for colleagues who demonstrate to the larger Sarepta community the ways in which they have made sustainable choices in their own lives. We also host sustainability-themed Lunch and Learns and e-Waste Recycling Drops.

“

Ensuring our colleagues are safe at work allows us to continue working rapidly towards our mission every day.”

Jay Carima

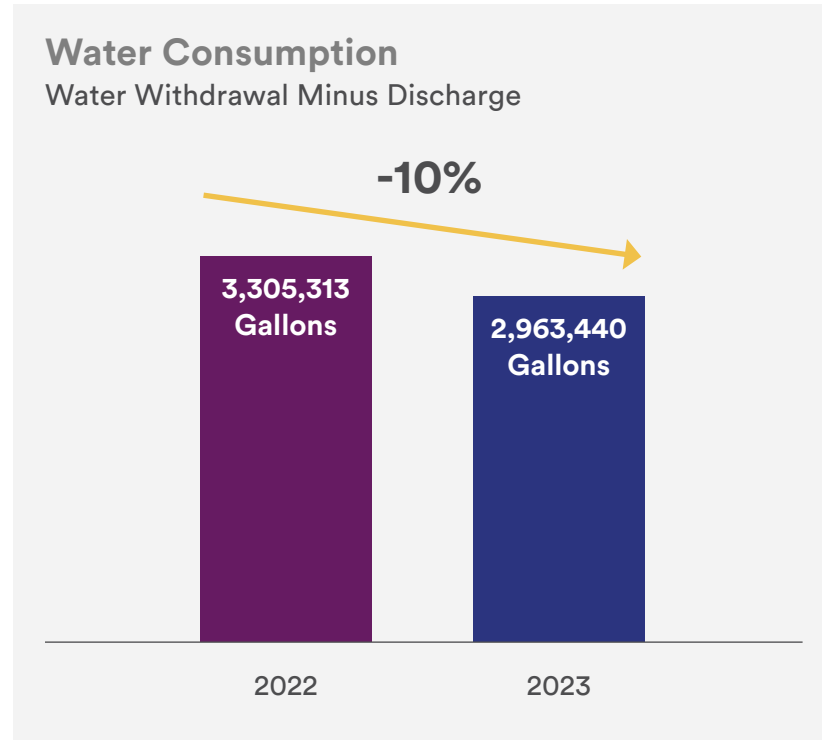
Director, Environmental Health and Safety



Waste and Water

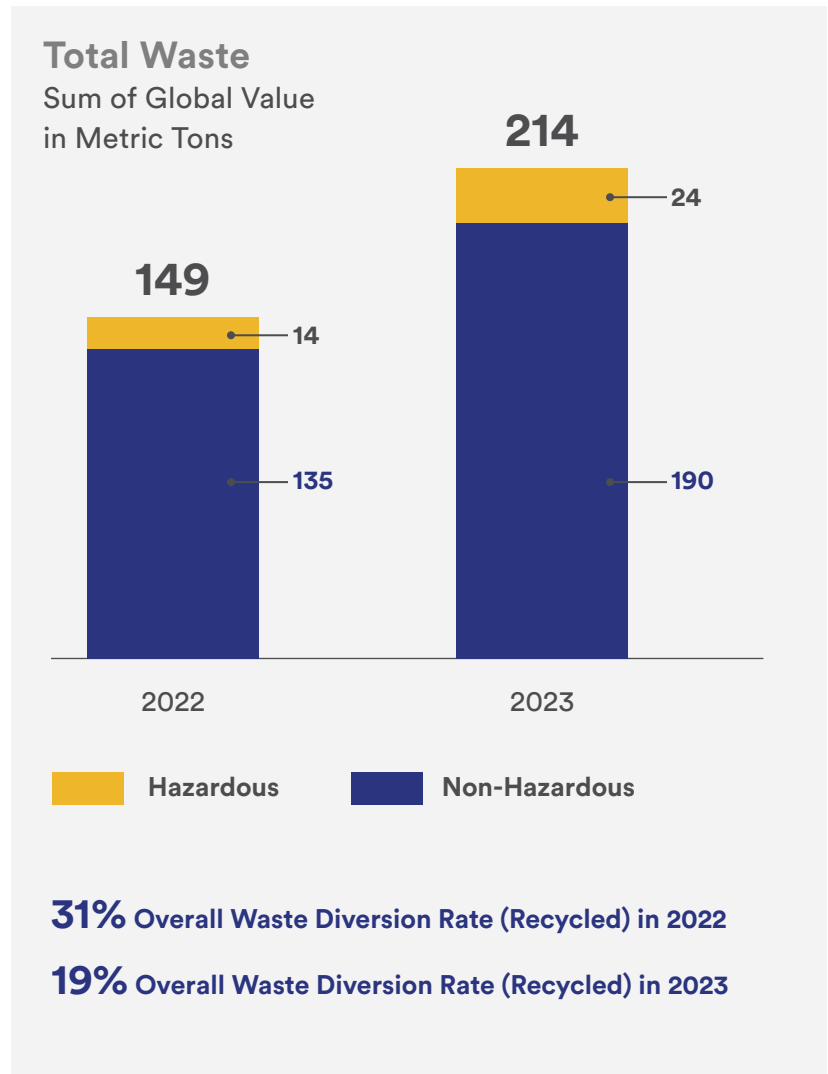
At Sarepta, we recognize that in order to protect our planet, we must manage our water use and our waste responsibly.

Water is a finite resource, and we strive to always manage our water use sustainably within our operations. We proactively monitor wastewater discharge to confirm compliance. Our Burlington, MA, office features low flow flushing systems that utilize reclaimed cooling tower water.



Responsible management of all types of waste is foundational to our environmental practices. Some of the programs we have developed in order to more sustainably manage our waste include:

- Promoting green lab practices to minimize waste and prioritize reusable materials
- Implementing recycling programs for paper, batteries, lab glass, and electronic waste across the company
- Employing single-stream recycling at our Andover, MA, site



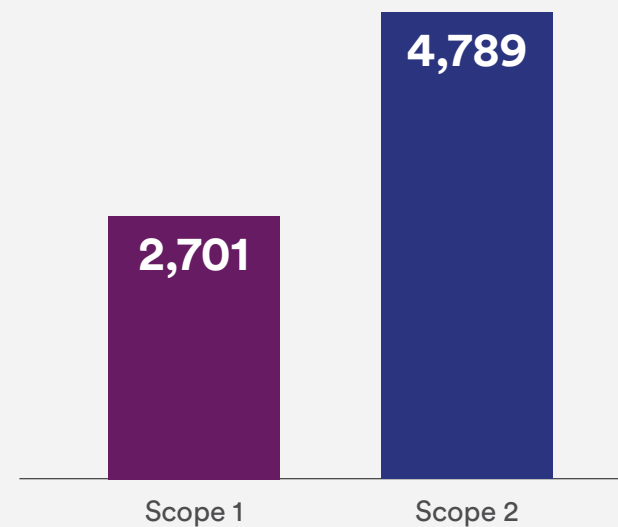
Energy and GHG Emissions

We are committed to addressing climate change and doing our part to create a healthier planet for our patients, families, and communities. We recognize that our activities, operations, and programs have the potential to reduce our carbon footprint.

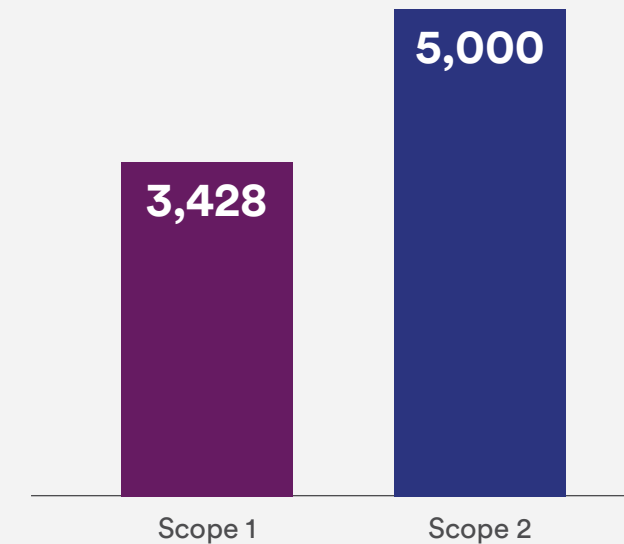
As we continue to grow as an organization, and more individuals return to working in the office, we will continue to monitor emissions and identify opportunities to reduce emissions. So far, we have initiated several programs:

- Offering green and sustainable commuter benefits, including fully subsidized public transportation
- Providing flexible work arrangements, such as remote and hybrid work options
- Ensuring colleagues have access to electric vehicle charging stations at our Andover, MA, Burlington, MA, and Cambridge, MA, locations
- Providing discounts for bike-sharing programs
- Implementing nighttime and weekend setback programs for lighting and heating at most Sarepta sites, including all laboratories
- Undertaking a companywide re-lamping initiative to replace compact fluorescent and metal halide bulbs with LEDs in offices and the Andover, MA, site parking lot

2022 Emissions*
Metric Tons of CO₂ Equivalent



2023 Emissions*
Metric Tons of CO₂ Equivalent



**2022 and 2023 emissions are externally assured with limited level of assurance.*



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Governance

Our governance policies and practices lay the essential groundwork necessary for fulfilling our environmental and social obligations and bolstering our overarching business strategy.

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Governance Overview

At Sarepta, we proudly uphold the highest standards of ethical conduct and transparent corporate governance. This section details our framework, designed to ensure accountability, integrity, and compliance in all aspects of our operations. Our governance structure, led by a diverse and experienced Board of Directors, establishes policies and practices that align with our mission and values, while also meeting the rigorous expectations of our stakeholders. We emphasize transparency in our decision-making processes, adherence to legal and regulatory requirements, and a steadfast dedication to ethical business practices. Here, we will explore our governance policies, board composition, risk management strategies, and our ongoing efforts to foster a culture of integrity and responsibility at the heart of our corporate ethos.

Board of Directors

The Board and its standing committees (Audit, Compensation, Nominating and Corporate Governance, and Research and Development) oversee the management of risks inherent in the operation of our business and activities related to mitigation of such risks.

The Board possesses a combination of skills, professional experience, and diversity of backgrounds necessary to oversee Sarepta. The Board, along with the Board’s Nominating and Corporate Governance Committee, considers the qualifications of director candidates individually and within the broader context of the Board’s overall composition and Sarepta’s current and future needs. Our Board seeks to ensure that each director will have high standards of personal and professional ethics, integrity and values and will consistently exercise sound and objective business judgment. In addition, the Board and the Nominating and Corporate Governance Committee annually evaluate the composition of the Board to assess the skills and experience that are currently represented, as well as the skills and experience that the Board will find valuable in the future, given our strategic plans.

In 2023, ESG oversight was granted to the Nominating and Corporate Governance Committee and cybersecurity oversight were granted to the Audit Committee, and more recently, human capital oversight was granted to the Compensation Committee.

Independence

We are a strong advocate of the independence of the Board. The position of Chief Executive Officer and Chair of the Board are held by two different individuals, and our Chairwoman is a non-executive director. Further, each of the Board’s four standing committees is currently composed solely of independent directors. Oversight of critical matters, such as the integrity of our financial statements, executive compensation, the selection of directors and the evaluation of the Board and its committees, is therefore entrusted to independent directors.

Board Diversity

The Board and the Nominating and Corporate Governance Committee believe that diversity is an important factor in determining the composition of the Board and, therefore, seek a variety of occupational and personal backgrounds for its members in order to obtain a broad range of viewpoints and perspectives.

Board Diversity Matrix		
Total Number of Directors	8	
	Female	Male
Part I: Gender Identity		
Directors	2	6
Part II: Demographic Background		
African American or Black	0	1
Alaskan Native or Native American	0	0
Asian	0	0
Hispanic or Latinx	0	0
Native Hawaiian or Pacific Islander	0	0
White	2	5
Two or More Races or Ethnicities	0	0
LGBTQ+	0	
Did Not Disclose Demographic Background	0	



This annual evaluation of the Board’s composition enables the Board and the Nominating and Corporate Governance Committee to continuously assess the skills and experience they seek in the Board as a whole, and in individual directors, as our needs evolve and change.

ESG Oversight

We recognize the importance of proper oversight of ESG as it relates to our business operations. The Board and its Nominating and Corporate Governance Committee oversee Sarepta’s ESG goals. In addition, the Board’s Audit and Compensation Committees oversee risks related to cybersecurity and climate and human capital, respectively. Company management, including members of the Executive Committee, provides the Board with updates on ESG activities and initiatives, including potential ESG framework alignment. The Chief Financial Officer, Head of HR, and General Counsel are all executive sponsors of Sarepta’s ESG initiatives and part of our cross-functional ESG oversight team.

Supply Chain

Sarepta screens potential suppliers for financial risk and data security and receives reporting on supplier diversity from vendors. We also continue to monitor existing suppliers for matters related to law enforcement actions, regulatory enforcement actions and sanctions.

Data Privacy and Cybersecurity

We understand the importance of protecting not only our business but the personal data of our employees and patients. Sarepta’s data security program is designed using industry best practices, regularly implementing risk assessments and third-party

Sarepta’s Executive Sponsors



RYAN E. BROWN, JD
Executive Vice President,
Chief General Counsel



IAN M. ESTEPAN
Executive Vice President,
Chief Financial Officer



ALISON NASISI
Executive Vice President,
Chief People Officer

audits. Sarepta complies with all local, state, and federal privacy regulations and engages employees through annual training and ongoing informational campaigns.

Sarepta’s information security program is informed by industry standards and best practices, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework. The program is managed by the Company’s dedicated Chief Information Security Officer (CISO), reporting directly to the Company’s Chief Information Officer (CIO), whose team is responsible for leading cybersecurity policies and procedures. At least annually, the CIO provides updates on the program to the Board’s Audit Committee and provides regular updates to members of the Company’s senior management team.

The program also includes regular internal evaluations, including penetration tests, phishing attacks, and vulnerability scans, as well as evaluations by external vendors. In addition, all employees are required to complete annual cybersecurity training.

Ethics, Policies, and Compliance

We are committed to operating as an ethical global citizen and expect our employees to act with integrity. Sarepta has established written standards, applicable to all employees and relevant contingent workers, that are available to all employees to access at any time. The written standards include Sarepta’s procedures, policies, and guidelines for regulatory requirements, behavioral expectations, and disciplinary actions.



Our core written standards that are available to all employees include Sarepta's Code of Business Conduct and Ethics, Insider Trading Policy, U.S. Healthcare Compliance Manual, and International Healthcare Compliance Manual. Required compliance trainings are made available to employees in video forms, often broken into short modules for greater accessibility and understanding. In addition, all employees receive annual training related to the Code of Business Conduct and Ethics and Insider Trading Policy.

Sarepta's compliance program is informed by the laws applicable to our industry, the "Program Guidance for Pharmaceutical Manufacturers" published by the Office of the Inspector General of the U.S. Department of Health and Human Services (OIG) and the Code of Interactions with Healthcare Professionals of the Pharmaceutical Research and Manufacturers of America (PhRMA). Consistent with the OIG Guidance, Sarepta's compliance program includes a dedicated Compliance Officer, employee hotline, and audits and other techniques to monitor compliance and identify and address risk.

We have adopted policies and practices consistent with the PhRMA Code that govern interactions with healthcare professionals. Promotion of our products is also in compliance with the U.S. Food and Drug Administration's regulatory framework regarding promotion of pharmaceutical products.

Upon onboarding and on at least an annual basis, all Sarepta employees receive Inclusion, Belonging, and Connection training, which includes Sarepta's anti-discrimination policy, as well as function-specific health and safety topics, according to local, state, and federal regulations.



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For our inaugural Report, we have aligned disclosures with the Sustainability Accounting Standards Board (SASB) standard for Sarepta's industry (Biotechnology & Pharmaceuticals).

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SASB Index

The following table maps information contained elsewhere and in this Report to the indicated disclosure topics and accounting metrics in the Biotechnology & Pharmaceuticals industry SASB standard. Sarepta has not reported all of the metrics or information indicated in that standard and in some cases alternative metrics or information have been reported. Information reported in accordance with the foregoing standard and throughout this Report is not necessarily material within the meaning of the U.S. federal securities laws and its inclusion herein should not be construed as a determination by Sarepta as to its materiality for purposes of the federal securities laws or other applicable laws.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	We have designed our trials in compliance with relevant quality and regulatory standards to comply with applicable laws, including adhering to Good Manufacturing Practices. Patient safety is monitored throughout the trial.
	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	https://datadashboard.fda.gov/ora/cd/inspections.htm
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries <i>Footnote 1: Note to HC-BP-210a.3 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.</i>	HC-BP-210a.3	As reported in our Annual Report on Form 10-K, Sarepta is not currently subject to any material legal proceedings associated with clinical trials in developing countries.
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	Zero. https://extranet.who.int/prequal/medicines/prequalified-lists



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE
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 time 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	We have not increased the list price of any of our products since each product's launch.
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	We have not increased the list price of any of our products since each product's launch.
Drug Safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	Zero. https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	https://fis.fda.gov/sense/app/95239e26-e0be-42d9-a960-9a5f7f1c25ee/sheet/45beeb74-30ab-46be-8267-5756582633b4/state/analysis
	Number of recalls issued, total units recalled	HC-BP-250a.3	None.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type <i>Footnote 2: Note to HC-BP-250a.5 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the enforcement actions.</i>	HC-BP-250a.5	As reported in our Annual Report on Form 10-K, Sarepta is not currently subject to any material regulatory issues.



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TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE
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	Any material proceedings are reported in our Annual Report on Form 10-K.
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims <i>Footnote 3: Note to HC-BP-270a.1 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.</i>	HC-BP-270a.1	As reported in our Annual Report on Form 10-K, Sarepta is not currently subject to any material legal proceedings associated with false marketing claims.
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Our employees are trained to promote our products only in a manner consistent with FDA-approved product labeling. All Sarepta marketing programs are reviewed and approved by an internal committee to confirm compliance with FDA regulations on promotion and advertising.
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	We face intense competition for qualified and specialized employees from other pharmaceutical and biotechnology companies, universities, and government entities, and we are committed to rewarding, supporting, and developing our employees who make it possible to deliver on our strategy. To that end, we offer a comprehensive total rewards package that includes market competitive pay, broad-based equity grants, bonuses, and rewards and recognition opportunities throughout the year as well as healthcare benefits, retirement savings plans, paid time off and family leave, caregiving support, fitness subsidies, and an Employee Assistance Program. We also offer robust learning opportunities for employees at every stage in their career and provide annual training to employees on various topics.
	(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	Our voluntary employee turn-over rate for 2023 was 3.39%.



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TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE
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	Sarepta is not currently part of the RX-360 program and relies on an internal quality team and external auditors for vendor audits.
	Business Ethics Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery <i>Footnote 4: Note to HC-BP-510a.1 – The entity shall briefly describe the nature, context, and any corrective actions taken as a result of the monetary losses.</i>	HC-BP-510a.1	As reported in our Annual Report on Form 10-K, Sarepta is not currently subject to any material legal proceedings associated with corruption and bribery
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	All employees are required to abide by policies and healthcare compliance programs regarding interactions with health care professionals. https://investorrelations.sarepta.com/static-files/f0726efa-2cf3-49e0-85c5-b6bfd15d0089 https://investorrelations.sarepta.com/static-files/0d3c75f3-213d-4c0e-914e-bb1fd51b1c8
ACTIVITY METRIC		CODE	
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)		HC-BP-000.B	https://www.sarepta.com/products-pipeline/products https://www.sarepta.com/products-pipeline/pipeline





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