

uniQure

2022 Corporate Responsibility Report





Jesse / Huntington's Disease
Community Advocate



← Front Cover:
Charles / Huntington's Disease
Community Advocate



Rob / Hemophilia B
Clinical Trial Participant

Rob / Hemophilia B
Clinical Trial Participant

to transform lives

Our mission at uniQure is
to reimagine the future
of medicine by delivering
innovative cures that
transform human lives.

A Message From Our CEO



In 2023, uniQure marks its 25th anniversary, and in doing so, we proudly commemorate our achievements while holding tremendous excitement for our future. Our vision in 1998 was to harness the power of genetics to deliver a new class of medicines that have the potential to transform the lives of the patients we serve. Today, this dawn of a new era in gene therapy has arrived.

Last year, we celebrated the historic approval of HEMGENIX®, our second internally developed gene therapy to be licensed and the world’s first gene therapy for patients living with hemophilia B. The approval of HEMGENIX® represents a major milestone in the field of genomic medicine and delivers on our promise of providing people with hemophilia B the possibility of being liberated from burdensome infusions and an ability to unlock the potential in their daily lives. Also in 2022, we completed enrollment of our U.S. Phase I/II trial in Huntington’s disease, a devastating disease, and announced encouraging initial data from this important study.

These accomplishments could not have been possible without our 500+ valued employees. Our people are what make uniQure special and are essential to our business success. I am profoundly grateful for their tireless commitment and dedication which have enabled us to successfully overcome numerous challenges. I am extremely proud of what we have achieved together and highly confident we will continue to accomplish many more important milestones in the future.

With the same passion we have for developing transformative therapies for people living with serious diseases, we are committing ourselves to making a difference for all our stakeholders – our patients, our employees, our communities and our earth. Our approach and efforts to corporate responsibility continue to expand as we grow and the world changes around us.

Last year, we established an environmental, social and governance (ESG) committee to provide oversight and to ensure that we develop the right programs and policies across our organization. This Committee, which is chaired by me and comprises both executives and staff across our organization, is key to advancing our corporate responsibility strategy.

The Committee is currently focused on the following priorities:

- Community Outreach — supporting the patients whom we serve and the communities in which we work
- Diversity, Equity & Inclusion — fostering an inclusive culture and diverse workforce
- Employee Wellness & Engagement — investing in our employees’ health, growth and success
- Environmental Impact — improving the sustainability of our planet

In our inaugural corporate responsibility report, we aim to show how our work is favorably impacting all our stakeholders. We are just beginning with our efforts on corporate responsibility reporting, and as such, we expect to continuously improve transparency, establish targets and track our performance.

Breakthrough science and innovation have never been more important, and I am incredibly excited about uniQure’s future as we build upon our successes to help more patients and beyond.

Matt Kapusta
Chief Executive Officer



Embracing diversity, equity and inclusion

At uniQure we are dedicated to championing a culture that celebrates diversity in all of its forms. uniQure believes that by harnessing the power of our differences, backgrounds and journeys, we stand to make an even greater impact in the scientific, patient, and wider communities in which we participate.

We aspire to ensure that our employees feel they can be their authentic selves at work and thus derive more meaning and purpose from the work that they do. As our own company name suggests, by embracing our “unique” qualities, we stand strong as “One uniQure.”

As a small but rapidly growing biotech, we believe in celebrating our differences. We believe that our diversity of backgrounds whether it be race, country of origin, gender, sexual orientation, religion, age, or any one of the many differences that make us each unique, enables us to harness the best minds in the industry

to fuel our mission to bring transformative gene therapies to patients and their families.

At uniQure, we are aware that the past contains many inequities that led to an unbalanced environment both in science and in the societies in which we live. As a result, we actively encourage women who previously were underrepresented in the STEM fields. We also support groups which raise awareness of unequal treatment of people in our societies, such as the recognition of Black History Month.

UNIQUE EMPLOYEES HAIL FROM MORE THAN 50 DIFFERENT COUNTRIES ALL OVER THE WORLD:

Australia • Bangladesh • Bosnia and Herzegovina • Brazil • Bulgaria • Canada
China • Colombia • Congo • Costa Rica • Croatia • Czech Republic • Finland • France
Germany • Greece • Hong Kong • Hungary • India • Indonesia • Iran • Ireland • Israel
Italy • Latvia • Malta • Mexico • Nepal • The Netherlands • New Zealand • Pakistan
Peru • Poland • Portugal • Romania • Russia • Serbia • Sint Maarten • South Africa
Spain • Sri Lanka • Sudan • Suriname • Sweden • Switzerland • Thailand • Turkey • UK
Ukraine • USA • Vietnam



uniQure supports employee-driven initiatives that celebrate diversity, equity, and inclusion. In 2022, we introduced a new annual tradition of celebrating Diwali, the Hindu festival of lights. Additionally, uniQure celebrates Lunar New Year, observed in many countries across Asia. In doing this, we strive to be as inclusive as possible, to make our employees feel that not only are they understood, but that their colleagues are being given an opportunity to learn about their differences and perspectives on the world.

Celebrations globally share something that everyone can relate to: delicious food and holiday treats, no matter which holidays you happen to celebrate. We strongly encourage everyone to share food as often as possible.

uniQueer is an employee-driven LGBTQIA initiative which in 2023 will continue to drive visibility during Amsterdam’s Pride parade — with a float-boat in the iconic canals. We also acknowledge and honor national Coming Out Day and Pride month.

LEADERSHIP TEAM DIVERSITY

Gender and Ethnic Diversity

30%

GLOBAL EMPLOYEE POPULATION

54% Female
46% Male

2022 GENDER BALANCE ACROSS THE ORGANIZATION

BOARD OF DIRECTOR DIVERSITY

Gender and Ethnic Diversity

33%

PROMOTION POPULATION

BY GENDER

59% Female
41% Male

BY LEVEL

91% Assoc Director & Below
9% Director & Above

We seek to actively recruit and retain diversity on our board and leadership team as we believe that diversity in backgrounds, experiences and opinions leads to optimal business success.

In 2022, we recognized the outstanding work of our employees through promotions that represented just under 14 percent of our global headcount.

We are committed to paying our employees fairly, regardless of their gender, race or other personal characteristics. To ensure we are achieving our objective, we benchmark and evaluate pay based on market data and consider factors such as an employee’s role and experience, employee performance and internal equity. We audit annually our pay grades and ranges for these equity purposes. For 2022, below the leadership team, the data were nearly indistinguishable and well within the statistical mean.

Enhancing culture and employee wellness

Our values define our culture. They unite us and drive us forward to realize our vision. These values start with a passion for the patient. With that passion guiding us in all that we do, we strive to always act with integrity and respect, take ownership in our actions, maintain a sense of urgency, innovate every day and focus relentlessly on quality.

LISTENING TO OUR EMPLOYEE VOICES

In 2022, we conducted our first comprehensive company-wide culture and engagement survey. As a data-driven organization, this initiative was critical to our understanding of our “baseline” employee engagement. We are very pleased to have achieved an 83% employee participation rate which is above industry standards for surveys of this kind. In the survey, we asked over 85 questions across eight different topics including Growth and Development, DE&I, Senior Leadership, Recognition and Values. We are proud to report that our DE&I category earned the highest ranking among our employees.

Beyond a company-level response, we were also able to evaluate the data in each of our three largest business units along with differences among views by our U.S. and European locations. These data insights allow the leaders of our various groups to undertake more targeted initiatives for their organizations.

In 2023, we will engage employee focus groups to explore certain categories in greater depth. We will conduct this survey annually so that we may see the impact of our initiatives, as well as responding in real time to data that trends higher or lower, year over year.



UNIQURE EMPLOYEES
AT THE 2022 CELEBRATION
OF DIWALI

ONE uniQure

uniQure draws on its deep roots as a Dutch company as we expand across the globe. uniQure now has more than 300 employees in our Amsterdam, The Netherlands and Basel, Switzerland offices and approximately 225 employees in the U.S. While we have locations that serve as centers of excellence, there are employees that fit into each of our business units in all of our locations. This breadth allows uniQure to pull on many locations to obtain the top-level talent that we need.

ALIGNING SHARED INTERESTS

Additionally, as a result of feedback received from our culture survey and under the guidance of our ESG committee, we will execute on two new social actions in 2023:

- A “Day of Volunteering” across uniQure to enable our employees to take hands-on action impacting communities of their choice.
- A modest financial match for employee contributions to public health initiatives across the globe.

In the Netherlands, a works council is a support structure for employee participation within a business that is built to protect and promote an employee’s position in the company. A company that employs more than 50 people is under obligation to form a works council.

The works council acts to ensure employee participation in both the daily operations of a company and the decision making for the company’s future direction. The purpose of such a council is to benefit both the employer and employees, through both representation in the workplace and having a forum in which constructive feedback can allow the business to progress.



EMPLOYEE ENGAGEMENT

Employee Activity Committees lead site-specific celebrations and various social events aimed at bringing employees together in fun, collaborative ways throughout the year.

EMPLOYEE RECOGNITION

At uniQure, our people are the most important factor in our success. While we seek to recognize growth through semi-annual promotion cycles, ongoing recognition and gratitude for exceptional contributions is a key area of focus. Any employee can nominate a fellow employee for a “Spot Award,” a meaningful moment for timely acknowledgement. At our site meetings, we encourage an open conversation for “Shout Outs” to recognize teams and individuals for their accomplishments. In addition, we use our Global Town Hall meetings to welcome newly hired employees and celebrate longstanding employee tenure.

COMPENSATION, BENEFITS AND TALENT RETENTION

At uniQure, we offer competitive salaries and a comprehensive benefits package that are designed to attract and retain bright, talented people. While they vary by location, below are a few of the benefits offered to our employees:

- Medical, Dental, and Vision plans with the majority of premiums paid by the company
- Stock Options and Bonus programs
- Flexible work schedules and hybrid office-remote work arrangements

- 401(k) Retirement Savings Plan with company match
- Generous paid time off with up to four weeks of vacation, plus holidays
- Year-end holiday shutdown for non-essential, on-site employees
- 100% company-paid life insurance and short-term and long-term disability
- Dependent Care and Health Flexible Spending Accounts
- Tuition Reimbursement
- Financial support for full-time commuters

SUPPORTING EMPLOYEE WELL BEING

In addition to our benefits, we offer a range of industry-leading wellness and stress management initiatives and programs. These include:

- On-site gyms in select locations
- Company-wide fitness challenges
- Partial fitness membership reimbursement
- Regular wellness tips and resources shared with employees each month

- An Employee Assistance Program (EAP) with phone, online and face-to-face counseling sessions
- Mental and behavioral health benefits through our healthcare insurance
- Online resources through LinkedIn Learning on topics such as work-life integration, avoiding burnout, managing stress and working from home
- Flexible work schedules
- Access to Calm Business digital app for overall well-being

INVESTING IN OUR EMPLOYEES - LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT INITIATIVES

In 2022, we undertook a company-wide initiative to have all of our employees participate in an “Insights” personality assessment. Insights is a fun way for employees to learn about their own communication preferences and those of their teammates. Insights is a key tool for uniQure to develop a common language across the

business as we continually work in a network of cross functional teams. Insights allows for departmental teams and other global teams a “short cut” for understanding key communication differences and similarities. LinkedIn Learning also became a new benefit offering in 2022 to help meet the myriad of training needs across the organization.

Supporting patients and the community



ROB, A FORMER CLINICAL TRIAL PARTICIPANT, TALKS WITH OUR EMPLOYEES IN DECEMBER 2021

Transforming lives is at the heart of what we do. Patients are everything to us — they are why we are here.



JESSE / HUNTINGTON'S DISEASE COMMUNITY ADVOCATE



PATIENT ADVISORY BOARD

Transforming the lives of patients through

Patient and caregiver advisory boards are powerful ways to hear and learn directly from the community to help uniQure shape its programs in important ways.



TEAM HOPE WALK 2022

uniQure

We are fully committed in our pursuit to create innovative, transformative gene therapies for people with serious diseases. We know that understanding the personal experiences of patient communities helps us advance our research and clinical programs. We maintain an open dialogue with patient community organizations and advocacy groups to learn from them, and we use this knowledge to help guide our efforts.

We welcome patient speakers and the patient community into our organization on a regular basis, providing opportunities for direct learning engagement with employees and serving as a reminder of why we are here and what we are working towards.

We are proud of our efforts to help sponsor important community programming and events by awarding grants and sponsorships that allow these organizations to excel at what they do. Collaborating with groups like the Huntington's Disease Society of America and the European Huntington Association are excellent opportunities to educate the patient community about gene therapy and its potential to treat this devastating neurodegenerative disease.



Acting with Stewardship of the Environment

We are committed to doing everything possible to operate more efficiently, minimize waste, and reduce consumption and emissions.

Our business is growing, and we continue to take actions across our operations to minimize our environmental footprint and ensure the highest standard of workplace health and safety.

ENERGY CONSERVATION

We have sensors on all light switches, and all overhead lighting has been upgraded to low-voltage LED throughout our facilities. HVAC and lighting enters an unoccupied state after hours to minimize electric and gas requirements, and we have an energy recovery system for manufacturing HVAC to pre-heat or cool incoming air to reduce electricity consumption. We also installed seasonal thermal energy storage to heat and cool down our Amsterdam facility.

ENSURING WORKPLACE HEALTH AND SAFETY

We strive to protect the health and safety of all employees, contractors and visitors. We are also committed to providing an injury-free workplace. The company maintains workplace health and safety requirements that are equal to or exceeding best practices in the industry.

- Detailed new-hire safety training is provided to all employees outlining safety practices and policies in the office and laboratory.
- Job Hazard Analysis (JHA) is performed for all new process changes to proactively identify potential hazards and implement appropriate controls and safety measures as required.
- Department-specific annual safety training is provided to reinforce safety principles and remind staff of hazards specific to their job function.
- Additional safety trainings and measures are made available to all staff to improve overall awareness and health throughout the year.

Our holistic approach to safety across the company has consistently produced exceptional safety metrics which are highlighted below for 2022:

- Four recordable incidents
- No work-related time loss incidents
- Total recordable incident rate: 0.85

MANAGING WATER AND MINIMIZING WASTE

Through efficient manufacturing processes, we focus on reducing water use and minimizing waste. We have an established hazardous waste program, and conduct annual training on proper waste handling and disposal. We have an authorized waste removal company for all hazardous and biological waste to ensure proper disposal, and all plastic and biological waste is recycled. We also have a waste neutralization system for liquid waste to prevent unintentional discharges outside of permissible pH levels.

All cardboard used in our facilities is separated and recycled, and our waste removal company utilizes a single-stream processor for efficient separation of waste and recycle streams.

ENVIRONMENTAL CONTAMINATION PREVENTION

Our facilities are manufacturing and handling Advanced Therapy Medicinal Products. We are in compliance with the national and regional legislation for these activities. We use our long-standing experience with these products and apply the best known practices in pharmaceutical industry to ensure employees and the environment are fully protected. In the event of accidents, assessments are undertaken and preventive or corrective actions implemented.

Other Sustainability Measures

- Working from home policies
- Promotion of public transportation
- Green purchasing program



Leading through corporate governance and business integrity

We are committed to high legal and ethical standards and adhering to those standards is of significant importance to us and our employees. We use a clear governance structure to oversee every aspect of our operations and ensure we act with integrity while pursuing our business objectives.

CORPORATE GOVERNANCE

Our Board of Directors is committed to effective corporate governance and represents the interests of uniQure and its stockholders by providing guidance and strategic oversight to optimize long-term value. Eight of our nine directors are independent, and three of nine directors are gender or ethnically diverse.

In 2022, the Nominating and Corporate Governance Committee of the Board expanded its oversight to corporate responsibility and ESG-related matters. As we are just beginning our initiatives in these areas and building our practice of transparency in reporting, Board oversight ensures that we prioritize corporate responsibility through our actions.

ETHICS AND COMPLIANCE

We strive to achieve and maintain the highest level of integrity and ethics across all our business operations and interactions with our stakeholders. We are guided by our Code of Business Conduct and Ethics which applies to all employees, including executive officers, and all members of our Board of Directors. In this Code, we outline our commitment to comply with relevant laws and regulations in our global operations.

All employees receive annual training on the Code of Business Conduct and Ethics, insider training, and other corporate policies, and execute an acknowledgment on an annual basis.

ETHICS AND COMPLIANCE HOTLINE

Our anonymous and confidential 24-hour hotline can be accessed by phone or online to report concerns. This hotline is monitored by a third party and sends reports directly to members of the executive team and to our Audit committee chair. Any reports are referred to the Audit Committee and followed-up on thoroughly.

KEY PRIORITIES IN 2023

- Further promoting diversity and inclusion, reflecting the company’s commitment to fostering a workplace that values diversity.
- Further development of our ESG programs at both the Board and the Company level.
- Further development of governance practice throughout uniQure to facilitate an engaged and empowered employee culture.

MATERIAL TOPICS RELATED TO GOVERNANCE AND INTEGRITY

- Data security and privacy
- Product safety and quality management
- Supply chain management



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