



F Y 2 1 A N N U A L

# ENVIRONMENTAL SOCIAL & GOVERNANCE

R E P O R T





# **ABIOMED ENVIRONMENTAL, SOCIAL & GOVERNANCE MANAGEMENT AND DISCLOSURE**

As a medical device and health care technology company, environmental, social and corporate governance (ESG) factors are integral to our business. We take our responsibility to promote ESG principles and best practices seriously and continuously seek to improve our performance. Our FY21 ESG report was developed to facilitate convenient access and increase transparency of our core corporate responsibility goals, initiatives, progress and achievements. Our management system for health, safety, environment and quality are regularly reviewed to achieve best performance.

We are publishing our first sustainability report for FY21 based on third-party sustainability standards. This report is the single accurate source of information about Abiomed's ESG. Abiomed provides no assurance or guarantee that any other ESG report or third-party report contains accurate and updated information.

We maintain stringent procedures to guarantee the safety of our employees, patients and the communities we work in, all while protecting the environment. All of our research and production sites and manufacturing facilities have met the International Organization of Standardization (ISO) requirements for medical devices of the ISO 13485 standard for certification, have been audited by Intertek, and are Authorized Economic Operator (AEO) certified. Our manufacturing facilities also meet all local regulations and the standards for compliance with the United States Food and Drug Administration (FDA), Pharmaceuticals and Medical Devices Agency (PMDA), and General Data Protection Regulation (GDPR).

We will be providing annual updates in relation to our ESG programs, progress and performance.

In addition to this report, please visit [www.abiomed.com](http://www.abiomed.com).

**ABIOMED MISSION**

TO RECOVER HEART MUSCLE  
AND SAVE LIVES WITH PERCUTANEOUS HEART  
PUMP AND OXYGENATION TECHNOLOGIES,  
ENABLING SAFER, MORE EFFECTIVE TREATMENT  
AND THERAPIES FOR HIGH-RISK, URGENT AND  
EMERGENT PATIENTS.



Impella® patients | Mary Hanel and Adam Millar visit Abiomed headquarters

# ABIOMED'S FOUR PRINCIPLES

## Recovering Hearts and Saving Lives

Recovering hearts and saving lives is the founding principle and guiding compass of our organization. This is our highest recognition of success. Recovering and preserving our patients' hearts and oxygenating their bodies enables them to return home to their families and enjoy an improved quality of life.

## Leading in Technology and Innovation

We are committed to providing patients and health care providers with the highest quality devices and optimal cost-effective solutions. We accomplish this through the relentless exploration of new ideas and approaches that allow us to address new clinical challenges for our customers and patients.

## Growing Shareholder Value

Growing shareholder value rewards our investors and helps to ensure the company's financial stability, allowing for the continued pursuit of our mission. Shareholder value is driven by executing our goals and achieving positive financial results. For employees, growth of shareholder value provides financial security for our families and the pursuit of happiness for our future.

## Sustaining a Winning Culture

Patients First. Our patients and customers are the motivation for all that we do, and achieving our mission is dependent on their well-being. We must always act with integrity and honor and demand the best of ourselves. We work hard, have faith in each other and have fun celebrating the patient success stories.

## ESG EXECUTIVE SUMMARY



\$848M  
IN FULL-YEAR SALES

\$120+  
MILLION INVESTED IN RESEARCH  
AND DEVELOPMENT



4,660  
POUNDS OF UNIVERSAL  
WASTE RECYCLED



500M+ KWh  
ENERGY SAVED



420yd<sup>3</sup>  
OF LANDFILL ELIMINATED



878M+  
GALLONS OF WATER  
CONSERVED



1,725  
GLOBAL EMPLOYEES



100%  
TRAINING PARTICIPATION



43%  
FEMALE WORKFORCE



29%  
U.S. DIVERSE  
WORKFORCE



50%  
DIVERSE INDEPENDENT  
BOARD DIRECTORS



6,214

POUNDS OF HAZARDOUS WASTE TURNED  
INTO ENERGY



2,000+  
HOSPITALS USE IMPELLA®

MANUFACTURING  
FACILITIES ARE



BY THE INTERNATIONAL  
ORGANIZATION OF STANDARDIZATION

IN 2020, THE COMPANY ESTABLISHED  
THE ABIOMED CHARITABLE  
FOUNDATION



ASSISTING EMPLOYEES AND THEIR  
FAMILY MEMBERS NEGATIVELY  
IMPACTED BY COVID-19 OR OTHER  
EMERGENCY HARDSHIP SITUATIONS

## **PURPOSE AND PRODUCTS:**

Recovering Hearts. Saving Lives.  
Through Technology and Innovation



Impella CP® patient | Shirley Polk (left), with her family

## **Our Purpose and Products**

Our product portfolio preserves the heart and oxygenates the lungs allowing them to rest, heal and recover. We are humbled by the intricacies of the human heart and lungs and honored to have a role in saving people's lives.

Our products are intended for use in high-risk percutaneous coronary interventions (PCIs), cardiogenic shock, right heart/biventricular support, class III and IV heart failure, and respiratory failure (ECMO). We are expanding our product offerings to include new indications to help save more lives.

## **Saving Lives**

Impella®, our signature product line, has supported more than 170,000 patients globally. Impella is used in more than 2,000 hospitals. We believe the current addressable market for Impella is more than 640,000 patients in the United States for high-risk PCI and AMI cardiogenic shock, 25,000 patients in Germany and 50,000 patients in Japan. We look forward to supporting more patients and hospitals across the globe.

## **Expansion of New Products**

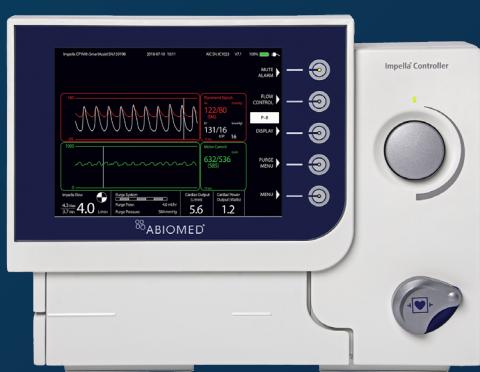
The first 1,000 patients have been treated with our newest heart pump, the Impella 5.5® with SmartAssist®, in the first year after the FDA granted Impella 5.5 with SmartAssist its highest level of approval for safety and efficacy.

In 2020, the Abiomed Breathe Oxy-1 System™ received FDA 510(k) approval to more comprehensively serve the needs of patients whose lungs can no longer provide sufficient oxygenation, including patients suffering from cardiogenic shock or respiratory failure due to ARDS, H1N1, SARS or COVID-19.

The FDA also approved our investigational device exemption application to start an early feasibility study with a first-in-human trial of the 9 French (Fr) Impella ECP™ heart pump. Impella ECP, which stands for expandable cardiac power, has started an early feasibility study in high-risk PCI patients and has seen great success in the first patients treated.

We are excited about the new products we have in development, including the Impella XR Sheath™ that expands and recoils to allow for small-bore access, and the Impella BTR™, a minimally-invasive, wearable, long-term hemodynamic support device, for which we will seek a bridge-to-recovery indication.

## Product Roadmap | Today



**Automated Impella Controller®<sup>®</sup>  
(AIC)**



**Impella Connect®**



**Abiomed Breathe  
OXY-1 System™**

## Product Roadmap | Future



**Impella ECP™**

**Impella XR Sheath™**

**Impella BTR™**

*Impella ECP™, Impella XR Sheath™ and Impella BTR™ are in development and are not approved for use or sale in the United States.*

### Education, Training and Professional Resources

Abiomed is committed to providing readily available and advanced clinical and product information. Our professional resources range from classroom training to virtual proctoring and on-demand video training. We are committed to providing an exceptional educational suite of offerings.

While our patients depend upon our products, they also depend upon their medical professionals' understanding of how lifesaving products work. Building these relationships and partnerships in the medical community is among our highest priorities.

We engage the physician community with dedicated live and online resources, continuous virtual training and proctoring to ensure our physicians are supported in their use of Abiomed products. In FY21, we launched a cutting-edge digital education platform called CAMP PCI (Coronary Artery & Myocardial Protected PCI). This platform is dedicated to improving patient outcomes and quality of life with supported high-risk PCI by utilizing best practices, techniques and technologies to enable safer, more effective and complete revascularization.

Our dedicated professional education team delivers programs that inform and teach our employees and health care professionals about the uses for our products.

## PEOPLE AND COMMUNITIES



Impella 2.5® patient | John Kimball (center) with Abiomed employees

## **Our People**

At Abiomed, we are passionate about recovering hearts and making a difference in the lives of our patients. We embrace a Patients First culture and take great joy in celebrating every patient success story.

As part of achieving our mission, we are committed to creating an inclusive and diverse environment in which all employees are encouraged to achieve their full potential.

In addition, we are committed to fair and equal employment. We ensure that no employee or applicant for employment is denied an opportunity because of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, veteran status or any other non-merit-based factor.

The human resources team is responsible for implementing our global people programs and policies. We provide educational resources for our employees through Abiomed's online learning system. We regularly provide training opportunities to employees on company policies, code of conduct, operational practices, leadership development, product training and more.

## **Diversity and Inclusion**

We view diversity as a strength because a diverse workforce leads to innovative ideas and solutions that help us recover more hearts and save more lives. As a global company, Abiomed is committed to creating an environment where the cultures, experiences and perspectives of our employees are embraced and respected. We provide equal employment opportunities to internal and external talent that allow all individuals to maximize their capabilities regardless of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, veteran status or any other non-merit-based factor.

We are a global company with employees in 16 countries, including the United States, Canada, France, Germany, Japan, India and more. Currently, 32% of management and 43% of our total workforce are female. We rank above the industry benchmark for females in management (+6%) and professional employees (+5%). With 29% ethnic diversity among our United States teams, we are above the industry benchmark in medical device companies for non-white employees in the professional category (+5%), specifically with Black (+0.7%), Hispanic (+2.7%), and Asian (+1.4%) employees.

We acknowledge that the medical device industry and Abiomed can do better to increase diversity in the workforce, and we are committed to doing so. In 2020, we hosted an all-company virtual town hall meeting and dialogue on diversity, which was led by Abiomed leaders of our diversity working group.

We hosted a series of diversity and inclusion listening sessions for our employees to engage with, listen to, and learn from each other. We will continue company-wide discussions to advance this important conversation.

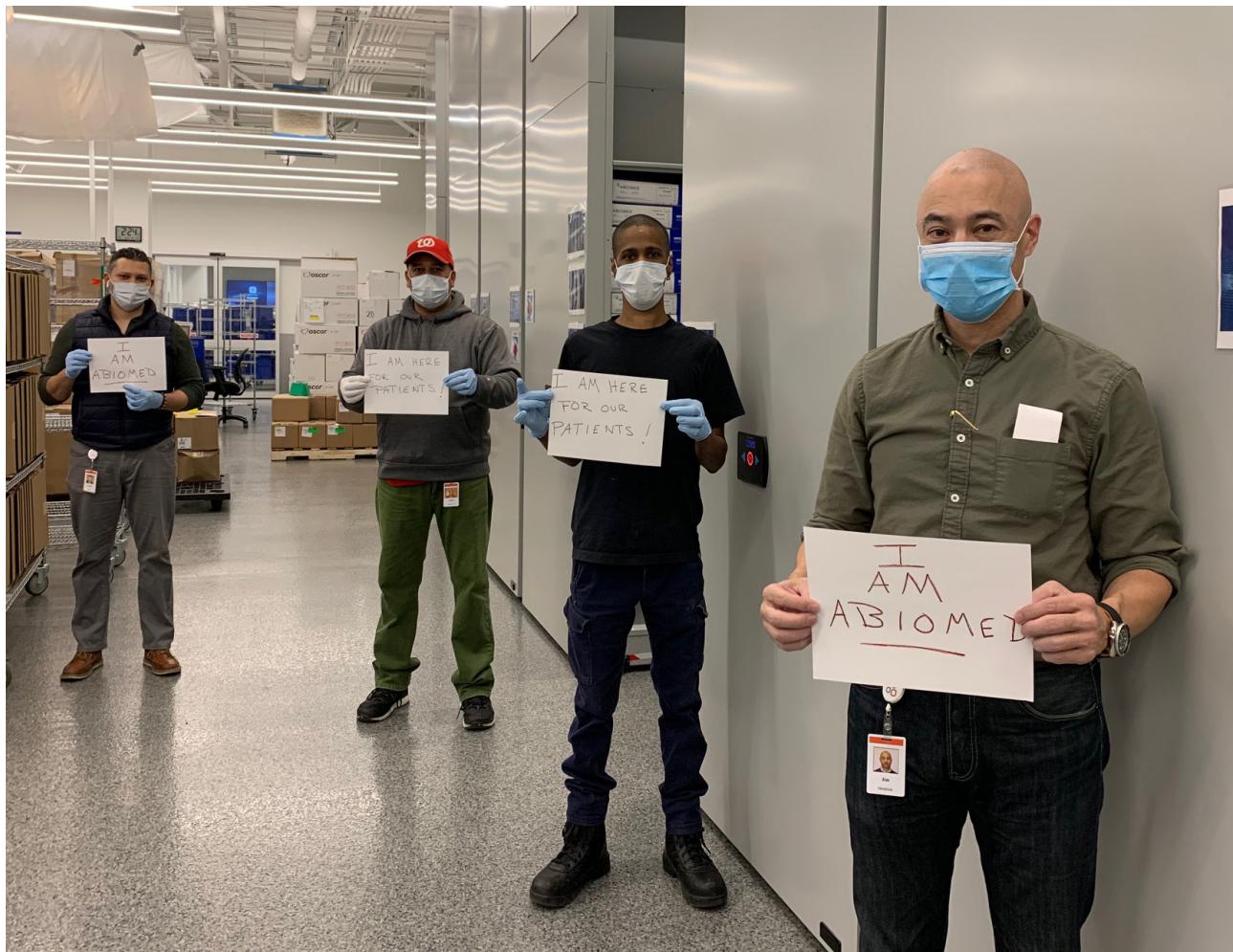
We initiated a training pilot on “Unconscious Bias in the Workplace” and are currently evaluating additional programs for employees around diversity and inclusion.

We have the Abiomed Women's Network. This group is led by 15 Abiomed female leaders and encourages women to advance their skills and leadership potential through connection, mentorship, learning and discussion. We are fortunate to have exceptional female board members to advise and support this program.

We have engaged an external advisor, Colonel Gregory Gadson, a retired colonel in the United States Army after serving for more than 20 years and former commander of the United States Army Fort Belvoir, to guide Abiomed's diversity working group efforts.

Abiomed has created a Diversity in Health Care Advisory Board comprised of physicians and patients to explore how best to improve outcomes in underserved communities. Our goal is to bring Impella® technology and best practices into areas that need it most.

We actively support community organizations that help increase equal access and opportunity for underserved communities, including the Boys and Girls Club, Inner City Scholarship Fund and STEM educational programs.



## Talent and Hiring Practices

Our talent acquisition team is committed to recruiting diverse employees who share our Patients First values. We continually strive to be better and have collaborated with colleagues, external partners and local organizations to build stronger diversity in our workplace.

We are intentional with our goal to increase diverse hires. We have created partnerships with select associations and universities to build a pipeline of future talent. One of the areas we have adapted is our student hiring programs for internships and co-ops. We now include a focus on historically Black colleges and universities. Our talent acquisition team also regularly attends networking events and provides support to veterans transitioning to full-time jobs in the medical technology and life science industries.

We have reassessed how and where we look for top talent. Our recruiting team has implemented new sourcing strategies, revamped intake meetings with managers to focus on hiring diverse candidates, and diversified interview teams whenever possible.

Abiomed is a member of the medical technology industry association, AdvaMed, and we work closely on its diversity initiative to recruit more diverse candidates into the medical device industry. Abiomed and AdvaMed endorse and sponsor MedTechVets, which Abiomed Chairman, President and Chief Executive Officer Michael Minogue co-founded.



Impella CP® patient | Soma Ambadapudi and his wife, Lakshmi, share his story with Abiomed employees

## **Student Mentor Programs**

Each year, our employees mentor and provide learning opportunities to the next generation through our student initiatives.

In FY21, we hosted 61 United States students and 30 from the European Union in our academic research, business development, human resources, finance, manufacturing, quality, clinical training, marketing, research, corporate communications, engineering and IT departments. Nine of these students became full-time employees.

## **Employee and Community Engagement**

Our most recent annual employee engagement survey results indicate that 86% of Abiomed employees are engaged, exceeding the global benchmark for employee engagement (77%), and 83% gave an overall favorable job satisfaction score. Additionally, we continue to have high employee participation in this survey, with the most recent participation rate of 98%. We attribute that high rate to the fact that our employees know that we listen and learn from the insights, we make changes based on the feedback, and we always strive to improve.

Abiomed was one of four organizations that received DecisionWise's 2020 and 2021 Employee Engagement Best Practice Award, based on a review of more than 10 million survey responses in the international employee engagement survey benchmark database.

We strongly believe in recognizing our employees for their contributions to our unique culture and mission and for their talent and hard work. Among the programs at Abiomed that recognize our talented employees are:

- Certificate of Appreciation, which recognizes employees who go above expectations demonstrating one or more of Abiomed's four principles or operating procedures
- The Management Award that recognizes employees for outcomes that result in a measurable impact on the business
- The Abiomed Anniversary Recognition Program
- The Patients First Culture Award
- The Chairman's Lightning Bolt Award

We foster a sense of community within our company. Employees participate in the following company activities, among many others:

- Visits with the patients who benefited from our products
- Special informational sessions for new employees and various leadership development programs
- Our annual patient summit and summer party
- Sports teams, including softball and hockey
- Company-sponsored races, including the Aachen Run in Germany and JP Morgan Corporate Challenge Run

## Citizenship and Give Back Program

At Abiomed, we are committed to giving back to the community on a local and national scale. The Abiomed Citizenship and Give Back Program supports multiple national organizations including those that support heart health and U.S. military veterans. The program also supports education and local service organizations in Massachusetts and the North Shore community.

### NATIONAL



### LOCAL



### BOARD OF DIRECTORS



Derek Herrera  
Chairman



Michael R. Minogue  
Founder



John DeBlasio



Gregory Gadson



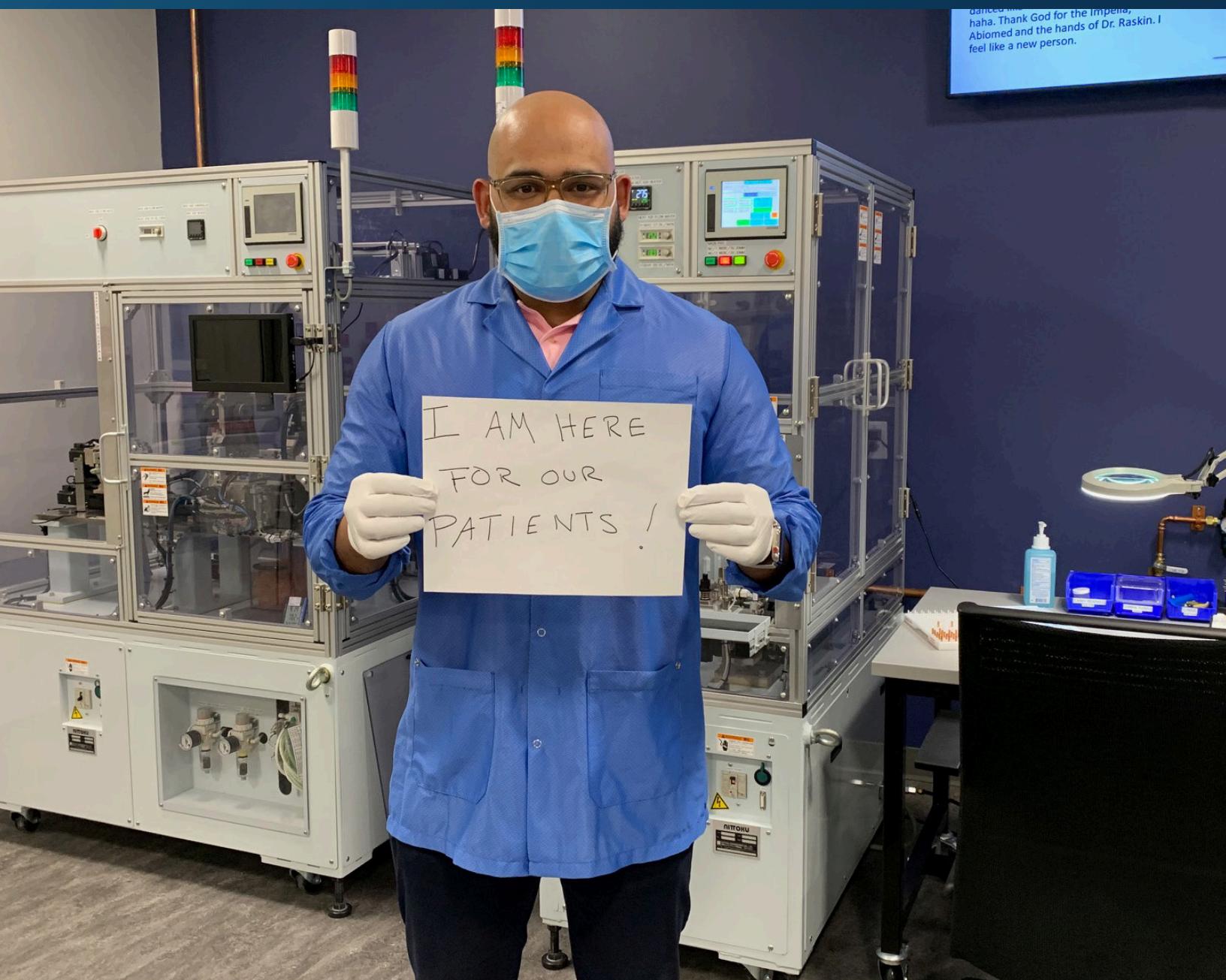
Robert Neuner



Michael Grice

MedTechVets ([www.medtechvets.org](http://www.medtechvets.org)) is a nonprofit organization that assists and prepares service members and military veterans for meaningful employment in medical technology and life science companies.

## ENVIRONMENT, HEALTH AND SAFETY



## **Environment, Health and Safety**

At Abiomed, we are dedicated to ensuring that our company's growth is based on quality and innovation in the ways we manufacture our products, interact with partners and protect our people. Our commitment to the highest level of quality in each of our products extends to the safety and well-being of our employees, those who manufacture our products, our patients and the environment.

As we continue to act upon our commitment to provide the quality of care we desire for our own families and friends, we seek opportunities to lead, manage, adapt and execute at the highest caliber.

We assess risk of all new development projects and products to maximize safety and minimize environmental impact. We implement recognized and certified systems on our products and facilities, including ISO and AEO. We provide education and training for medical professionals and others using our products.

## **Environmental Safety Responsibility and Progress**

At Abiomed, we strive to improve our performance relating to the protection and preservation of the environment and the health and safety of the communities where we live and work. We are committed to improvement and to measuring our success.

During FY21, we achieved supply chain improvements to minimize hazardous and non-hazardous waste with waste-to-energy methods, increased production efficiency and reduced costs associated with purchasing raw materials. Our efforts:

- Saved more than 500 million kilowatt hours of energy
- Conserved more than 878 million gallons of water
- Reduced use of more than 48,000 gallons of oil
- Saved more than 2,000 trees
- Eliminated 420 cubic yards of landfill

Our systems and manufacturing equipment are designed to use water, energy and materials in efficient ways, reusing and recycling wherever possible. Our waste management procedures comply with local, state and federal environmental regulations that also protect employees, visitors and the community.

We encourage and expect our employees to be environmentally responsible and encourage their engagement and participation in environmental and sustainability initiatives to meet our goal of reducing our environmental impact.

Our environmental programs include:

- Spill prevention, control and countermeasures
- Secure data destruction
- Refrigerant and coolant inventory
- Electronics and battery recycling (accredited recycler)
- Single-stream recycling and composting
- Cooking oil recycling
- Abiomed Café food composting
- Building upgrades, including energy efficient lighting, heating/cooling (HVAC) systems and water conservation systems
- Electric vehicle charging stations

## Product Safety

Throughout our organization, manufacturing facilities and in our research and production sites, we maintain stringent quality control and testing procedures to guarantee the safety of our employees, patients and the communities we work in and to protect the environment.

We hold our products to the highest safety standards. Our manufacturing facilities have met the requirements for medical devices of the ISO 13485 standard for ISO certification, have been audited by Intertek and are AEO-certified. Our manufacturing facilities also meet all local regulations and have met the standards for compliance with the FDA, PMDA and GDPR.

We work with the FDA and its global equivalents to define quality and monitoring programs based on key metrics of our products' success and safety across our supply chain. These metrics include our monitoring of global regulatory quality standards, continuous updates to standard operating procedures, our annual management review process and our program dedicated to reporting on potential adverse events.

Abiomed follows United States FDA regulations when running clinical trials, including receiving authorization for studies through the Investigation Device Exemption (IDE) application, reviewed by the FDA and an institutional review board. Data collected from the studies is also analyzed using FDA-approved methods.

Collaboration is the best way to improve our products, and the conversations and interactions we facilitate between manufacturers and engineers help to ensure the safety and quality of our products.



## Supply Chain Excellence

Abiomed sources materials from suppliers who share our values and priorities. We evaluate both new and existing suppliers on a range of criteria, including engineering capability, financial stability, quality systems, geographic location, language and much more.

Because our products are essential to keep people alive, we have developed a robust risk mitigation and production monitoring system to protect against shortages. We monitor internal production and inventory shipments, maintain a dedicated safety stock of raw and finished goods, manage a second sourcing program and risk mitigation plan with suppliers, and run scheduled audits on the quality of all our suppliers. We also maintain business interruption insurance.

## **Employee Health, Safety and Well-Being**

Health and safety at Abiomed are priorities that we maintain and cultivate. We are committed to safety excellence and maintaining our accident/incidents rates below industry average.

We believe that our employees will do their best work when they are healthy and happy. To support our talented teams, Abiomed offers a suite of health and wellness programs for employees and their families. We provide resources for employees that are intended to support emotional and physical wellness and assist with productivity. Our telehealth service offering provides high-quality health care services for our employees who prefer support in a virtual setting. This has become a widely used benefit with positive feedback from our employees. Additionally, our employee assistance program provides employees with text or live video sessions for mental health, financial or legal counseling at no cost.

## **Employee Safety**

The safety of our employees, visitors and contractors is of the utmost importance at Abiomed. We believe that safety is everyone's responsibility, and we are committed to nurturing a safe and healthy workplace for all employees, identifying and mitigating hazards and reducing the likelihood of accidents.

We have environmental, health and safety (EHS) programs, policies and trainings in place for employees and contractors. These meet or exceed regulatory requirements and are regularly reviewed.

Abiomed had no regulatory violations/findings by the Occupational Safety and Health Administration (OSHA).

We conduct regular safety meetings and trainings and have a robust global training program, all of which are mandatory. All Abiomed employees, contractors and vendors participate in a rigorous training program specific to their role to clearly define our safety expectations.

In FY21, members of the global commercial team completed, on average, 62.5 hours of training annually; global non-commercial team members completed an average of 35 hours of training annually.

To uphold our high standards, we engage employee adherence through our safety committee, which brings employees and management together in a non-adversarial, cooperative effort to promote safety and health in the workplace. Safety representatives in all laboratories, clean rooms and process areas help ensure compliance. Velocity EHS, our near-miss and hazard reporting tool, has helped us identify, reduce and eliminate significant safety risks and hazards.

As essential workers, we have faced additional safety challenges due to COVID-19, which we have addressed to ensure the health and safety of our employees and their families. All employees, including those in manufacturing and shipping, are provided personal protective equipment (PPE), in-house antigen and COVID-19 testing, temperature screening and monitoring, ample space for proper social distancing, and sanitation procedures. These measures have been implemented both for everyone's health and safety as well as to maintain our manufacturing processes.

## INTEGRITY, COMPLIANCE AND GOVERNANCE



Impella CP® patient | Tara Mowery stands with Abiomed VP Mike Howley

## **Integrity, Compliance and Governance**

Abiomed's reputation as a leader in medical device technology is based on the excellence of our technology and products and on the skill, integrity and superior performance of our people.

Abiomed complies with all federal, state and local laws and regulations pertaining to all products that we develop, manufacture and sell.

We recognize that we are in the business of making medical devices and our patients depend on the reliability and performance of our products. We are committed to standards of excellence in every aspect of development, manufacturing and use of our products. We owe this to our patients, to our customers, to our shareholders and to ourselves.

We are committed to the highest standards of ethical behavior in all aspects of our role as an employer, manufacturer and corporate citizen. This commitment to ethical behavior extends beyond legal and regulatory compliance to our relationships with our shareholders, health care professionals and employees.

We strive to:

- Act with honor and integrity in all that we do
- Act as an inclusive and bias-free global company
- Provide attractive employment opportunities for and retain diverse candidates at all levels and in all segments of our organization
- Pursue and maintain relationships with sources of diverse candidates, community organizations and academic institutions
- Develop internal and external partnerships that support our efforts

## **Our Code of Conduct**

Our code of conduct is the cornerstone of our compliance program as it guides us on how to apply our values every day with our employees, health care professionals, suppliers and business partners. The code of conduct holds us to the highest standards of self-improvement, internal communications, innovation, compliance and response to potential violations of laws and regulations, and protects good faith reporters who speak up about potential violations.

In addition, we expect suppliers, distributors, consultants and others with whom we do business to act in a way that is consistent with the principles and values in our code of conduct.

Our code of conduct applies to all our interactions with individuals (clinical and non-clinical including, without limitation, physicians, physician assistants, nurses, technicians, purchasing managers, hospital administrators and office staff) and entities (including, without limitation, hospitals and group purchasing organizations), that directly or indirectly purchase, lease, use, recommend or arrange for the purchase, lease or use of any Abiomed product or service.

The code of conduct is accessible on Abiomed's intranet and is publicly available on our website.

Should Abiomed become aware of potential violations of law or company policy, we will investigate and, as appropriate, take disciplinary action and implement corrective measures designed to prevent future violations. Additionally, Abiomed monitors and audits the company's adherence to the code, establishing priorities based on identified risk factors, industry trends, government enforcement actions and laws in countries where we do business.

In addition, every Abiomed employee must abide by all policies in Abiomed's employee handbook, which is provided at the start of employment. Each employee also is bound by the terms and conditions of their employment or other agreement, if any, with Abiomed. Our non-discrimination policy is included in the employee handbook.

Abiomed's chief compliance officer has overall responsibility for overseeing and monitoring our compliance program and reports out to the Risk and Compliance Committee of the board of directors quarterly. We are committed to regularly reviewing and enhancing our code of conduct to meet our evolving compliance needs.

## **Our Board of Directors**

Our board of directors sets corporate governance policies, practices and strategic direction and is accountable to our shareholders. In carrying out its fiduciary duties, the board ensures the company is properly addressing financial and operational risk.

Our board outlines expectations for our commitment to ethical and effective corporate governance. These guidelines cover topics such as:

- Board size and composition
- Director selection and qualification
- Director responsibilities and operation of the board
- Responsibilities of board committees
- Board oversight for strategic planning and fiduciary responsibility
- Director compensation
- Process for performance evaluations

## **Goals and Commitments to Company Governance**

Our objective is to meet the highest possible standards of responsible governance and business ethics.

Abiomed's board of directors is structured to promote accountability within the business. The board's four standing committees are audit, compensation, governance and nominating, and risk and compliance. All are comprised of independent directors. The committee charters are publicly available on our website.

The Audit Committee is responsible for overseeing the integrity of financial statements and financial reporting processes.

The Compensation Committee recommends and establishes executive compensation.

The Governance and Nominating Committee strives to make our board of directors full of diverse individuals from different backgrounds and sectors that are important to the company. Race and gender are among the factors that the committee considers. Currently, 50% of the independent directors are diverse. The committee also is committed to maintaining a degree of refreshment on the board of directors while also balancing the contributions made by current directors and their knowledge of Abiomed's strategic goals.

The Risk and Compliance Committee works with Abiomed's chief compliance officer to oversee significant health care-related regulatory areas, including the FDA and the Health Insurance Portability and Accountability Act, and provides similar support across international jurisdictions to help ensure Abiomed is also compliant when additional clinical trials are required to market a product outside of the United States.

## **Compliance Training and Education**

We provide the education and training of our employees on their legal and ethical obligations under applicable federal health care program requirements. To prevent corruption and fraud, Abiomed provides mandatory anti-corruption and anti-fraud training for its staff and third-party distributors. Employees are required to participate in trainings to familiarize themselves with our policies and be informed about our ethical behavior standards according to our code of conduct.

In FY21, members of the global commercial team completed, on average, 62.5 hours of training annually; global non-commercial team members completed an average of 35 hours of training annually.

At Abiomed, we speak up if we learn about actual or potential unethical conduct or violations of the code of conduct.

We have established dedicated channels and reporting structures to identify any fraudulent activity and non-compliant behavior within our company. These channels are accessible by internal and external stakeholders and are managed by our compliance team. For example, we have established a compliance hotline and a dedicated website, which is maintained by an external party, Navex Global. All information provided through this channel is confidential and can be made anonymously to the chief compliance officer or the compliance hotline.

## I AM ABIOMED PATIENTS FIRST COMMITMENT

I am Abiomed. I am heart recovery. Together with my teammates, we put Patients First and are committed to recovering hearts and saving lives. We sustain our winning culture by acting with honor and integrity in all that we do.

We are dedicated to ensuring that Abiomed's growth as the standard of care is based on innovation, improving outcomes and appropriate use. We advocate for every patient to receive the care we desire for our own family and friends, and we recognize the potential benefits of other products and treatments.

We inspire each other and have the courage and grit to explore new ideas and approaches that can change the world. We work together to achieve our goals and demand the best of ourselves.

We are dedicated to continuous improvement and strive for perfection. And we always seek opportunities to lead, manage, adapt and execute.

I am Abiomed  
**Patients First!**



oo  
**ABIOMED®**  
Recovering hearts. Saving lives.

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