



# Corporate Responsibility Report

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

## About This Report

We are pleased to present our inaugural corporate responsibility report, which contains environmental, social, and governance (ESG) metrics relevant to Astria Therapeutics' business and strategy. These disclosures are aligned with the Sustainability Accounting Standards Board (SASB) standards for the Biotechnology and Pharmaceuticals industry and the United Nations Sustainable Development Goals (UN SDGs). Unless otherwise noted, the report covers ESG disclosures for Astria Therapeutics for the period January 1 through December 31, 2023. Building on this report, we intend to publish corporate responsibility reports annually and are committed to advancing both our corporate responsibility initiatives and our disclosures over time.

# Values

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



## Impact

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



## Patients First

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



## People Always

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



## Excellence

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



## Integrity

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

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# IMPACT

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

## Letter from Our CEO

At Astria, our guiding star is to benefit patients with allergic and immunological diseases, address their unmet needs, and improve their quality of life. We are committed to having a positive impact in the world and are dedicated to being a responsible corporate citizen and working with integrity and excellence in everything we do. We are proud to share more about our commitment to corporate responsibility and the actions we are taking in our first corporate responsibility report.

As we set out to create this report, we found a natural alignment between our corporate responsibility work and our organizational values because both are foundational to all aspects of our business and how we operate. Our values are the blueprint for how we live our commitment to patients, scientific innovation, employee culture and diversity, and the value we are creating for shareholders and all our stakeholders. Because of this, our values are the organizing principle for this report and the pillars of our corporate responsibility approach.

- **Impact** is our goal. We are driven to have a positive impact on patients, our people, the planet, and all our stakeholders. We measure our success as a company based on our impact.

- **Patients** are our focus and our purpose. We are charting a new path for people living with allergic and immunological diseases – one that envisions an opportunity for a better quality of life with safe and effective therapies.
- **People** are our core. We are committed to building a diverse team where every Astrian is empowered to bring their authentic self to work.
- **Excellence** is our way. We seek to operate with the highest standards and to make a positive contribution to the planet, our community, and the field of scientific knowledge.
- **Integrity** is our foundation. We are dedicated to transparency, ethics, and doing the right thing in all we do.

Across our company, there is a mindset of continuous improvement. We are not satisfied with the status quo, and we always strive to innovate and advance. This mindset applies to our corporate responsibility journey. This is our first year systematically collecting data and reporting on our corporate responsibility efforts. We are proud of the commitment we have demonstrated to date, and we know that we have more work to do. This journey never ends. As we move toward later-stage clinical development and anticipate eventually bringing new marketed

treatments to patients, we will keep corporate responsibility at the forefront of the decisions we make. We are dedicated to continually raising the bar as we drive forward our mission on behalf of patients in need.



A handwritten signature in black ink that reads "Jill C. Milne".

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

## About Astria

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

## Our Investigational Medicines

### star-0215

Our lead program candidate, STAR-0215, is in clinical development for the treatment of **hereditary angioedema (HAE)**. Based on positive initial results from the ALPHA-STAR Phase 1b/2 trial in people living with HAE, we plan to advance STAR-0215 to Phase 3 development with trial initiation expected in Q1 2025 and top-line results expected by year-end 2026.

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

HAE is estimated to affect less than 8,000 people in the U.S., and less than 15,000 people in Europe.<sup>2</sup>

LEARN MORE

### star-0310

STAR-0310 is a preclinical monoclonal antibody OX40 antagonist. STAR-0310 is being developed as a potential best-in-class long-acting treatment for **atopic dermatitis (AD)**, and potentially additional indications.

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

Approximately 90% of patients develop AD within the first 5 years of life.<sup>3</sup>

LEARN MORE

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

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

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





## Astria at a Glance

Headquarters

**Boston, MA**

Founded

**2021**

Employees

**~60**

R&D Investment (2021-2023)

**\$92 million**

Patients Treated in Clinical Studies

**16**

*(as of February 2024)*



## Our Approach to Corporate Responsibility

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

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

corporate responsibility priorities of greatest relevance to our business and importance to our diverse stakeholders:

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

In this report, we detail our progress on these and other areas of corporate responsibility. We are also committed to growing and evolving our corporate responsibility efforts as our company grows and evolves.





# PATIENTS FIRST

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



*“Not having to think about my medication except for 2 or 4 times per year would be incredible. The opportunity to be able to forget about my HAE is something I never thought could happen.”*

—Kim, Type II HAE, Texas, USA

## Patient Engagement

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

Our commitment to patient engagement includes the following tangible actions:

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

**We take seriously our responsibility to communicate in a transparent, timely, and accessible way with the patient community.** We share key Astria news with the patient community on a timely basis. We also regularly communicate with both the HAE and AD communities through

patient-focused newsletters and by attending, supporting, and participating in patient advocacy meetings and events.

**We center patient voices and stories at our company, bringing in patient community speakers and sharing patient experiences with our team whenever possible.** This enables every function to proactively consider actions they can take to improve patients’ experiences.

### Learning from the atopic dermatitis community

Our newest program, STAR-0310, was brought into Astria in October 2023, and understanding the atopic dermatitis patient needs and advocacy landscape was an important part of our business development evaluation process. The same week that we announced in-licensing STAR-0310, we began creating opportunities for our entire company to learn from atopic dermatitis patients’ experiences first-hand through virtual conversations with atopic dermatitis community speakers.

◀ *Despite experiencing her first attack at age 8, Kim did not receive a formal diagnosis for her Type II HAE until 25 years later. Kim is a dedicated advocate for HAE patients and understands the importance of potential new treatments firsthand.*



## Advocacy Partnerships

We recognize and applaud the critical work that patient advocacy organizations do to drive progress and meet the needs of their constituents. We are committed to establishing strong, meaningful, and compliant relationships with advocacy communities at the very earliest stages of development. In 2023, we were proud to support the following organizations through sponsorships and/or memberships:

- U.S. Hereditary Angioedema Association (HAEA)
- HAEi
- HAE Canada
- NORD
- EURORDIS
- Global Genes
- Everylife Foundation
- Rare Disease Diversity Coalition
- Patient Advocates in Life Sciences (PPALS)

We look forward to expanding our advocacy partnerships with the atopic dermatitis community moving forward, including National Eczema Association, Global Parents for Eczema Research, Coalition for Skin Diseases, Pediatric Dermatology Research Alliance, and more.

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

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

—STAR Council member

### STAR Council

In 2023, Astria formed a standing HAE patient and caregiver advisory group – known as the STAR Council. The STAR Council meets regularly with Astria’s clinical, medical, commercial, and patient advocacy teams to provide feedback, preferences, and guidance on a number of different areas related to drug development.



## Case Study: HAE ER toolkits

In 2023, we partnered with the HAEA to share their emergency room (ER) toolkits with the broader Boston community. The HAEA created toolkits of information about HAE, diagnosis, symptoms, and more in order to educate first responders about the disease and help ensure that HAE patients receive the care that they need when they are having an attack. As part of our collaboration, Astria presented information about HAE and disseminated ~45 toolkits at local fire stations, police stations, schools, and medical facilities.

*“I feel like the Astria staff wants to learn from our experiences. They ask all the important questions.”*

—Individual living with HAE

◀ *Melissa and Hannah, mother and daughter living with Type I HAE share their story at Astria's STAR-0215 Day*



# Clinical Trial Practices

From setting our research priorities to how we design, conduct, and enroll individuals in our studies, the perspectives of the patient community are central at every step of the clinical development process.

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



## Our commitment to:

### Clinical trial ethics

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

### Safety of clinical trial participants

We are committed to ensuring the safety and well-being of all our clinical trial participants. The Astria Safety Committee is accountable for safety decision making and ensuring the safe use of all Astria products. As part of the committee, our Safety Surveillance Team periodically reviews and evaluates

safety data generated from our ongoing clinical trials and makes recommendations to minimize risks and maximize potential benefits to participants throughout the lifecycle for all Astria products. Additionally, in the event of new or updated safety data, the Astria team promptly updates both the Investigator’s Brochure and the risk section of participant informed consent forms to ensure all trial participants are aware of the possible risks associated with any Astria product.

### Patient data privacy

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

STAR-0215 Case Study

## Astria's Approach to Patient-Focused Drug Development

In our clinical studies of STAR-0215, an investigational therapy with the potential to provide long-acting prevention of HAE attacks, we have sought patient perspectives in the following ways:

### 01 RESEARCH PRIORITIES

Gathered perspectives on disease burden, treatment burden, and goals for future treatments through conversations with advocacy groups and market research with HAE patients, caregivers, and physicians who treat HAE

### 02 RESEARCH DESIGN & PLANNING

- Received advocacy groups' input on clinical trial design and protocol
- Connected to sites and PIs by advocacy groups in order to make trials accessible to the broadest number of patients
- Selection of multi-lingual sites when possible; development of Spanish language study materials
- Informed Consent Forms (ICFs) reviewed by patients and clinical study site staff
- Trial recruitment messaging developed in collaboration with patients
- STAR-0215 formulated with the goal of reducing or eliminating injection site pain, in response to patient feedback about existing approved therapies
- Qualitative and quantitative patient market research to inform drug administration and delivery options

### 03 RESEARCH CONDUCT & OPERATION

- STAR Council – patient and caregiver advisory board – provides ongoing advice and feedback across functions
- Support for trial participants: travel booked and/or reimbursed, stipends to cover reasonable and proper costs associated with trial involvement, providing HAE rescue medications if not covered by patient's insurance
- Developed diary for tracking HAE attacks in the long-term open-label extension study informed by the feedback of both advocacy organizations and individual patients, was developed with patient input on both content (questions and flow for gathering info on each attack) and mechanism (app rather than paper)
- Patient-friendly best practices for safety monitoring and data privacy

### 04 RESULTS DISSEMINATION & COMMUNICATION

- Commitment to clear and timely updates to patient community, including patient data results being communicated to patients at the same time as to other stakeholders
- Patient newsletter available on Astria website and via opt-in email subscription
- Prompt updates to informed consent forms and ClinicalTrials.gov listing



## Product Quality

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

### Supplies, services, & materials

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

### Drug substance and & product

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

### Pharmacovigilance (PV)

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

### Vendor qualification

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

### Employee training

At Astria, we have built a culture in which quality is everyone's responsibility. As such, each new employee, contractor, and applicable intern is trained through our Quality Training Program. We also provide an annual GxP refresher training as well as

### Responding to patient input resulted in improved adherence

During a patient advisory board, patients indicated that injection site pain with the market-leading HAE drug is a significant barrier to adherence and a source of anxiety upon administration. A common contributor to injection site pain is the use of citric acid as a part of the drug's formulation. In response to this concern, Astria formulated STAR-0215 without citrate buffer, in hopes that we can reduce injection site pain for patients and improve compliance. In our initial proof-of-concept results from the Phase 1b/2 ALPHA-STAR trial in HAE patients, we saw no injection site reactions of pain.

training on our Electronic Document Management System (EDMS), which holds all procedures, training materials, and other GxP documents in a secure, validated database.





## Health Equity & Access

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

### Clinical trial diversity

We prioritize diversity and inclusion in our clinical development programs – from selecting sites that are multi-lingual and/or accessible to diverse patient populations, when possible, to utilizing inclusive language in our study protocols. We are further advancing our efforts to support clinical trial diversity by attending industry-wide meetings on best practices and innovations in this space. In 2023, Astria team members participated in the following:

- Global Genes Health Equity Forum
- Kiasco Research's Health Equity Summit
- Indo U.S. Bridging RARE Summit

### Rare Disease Diversity Coalition

We are corporate members of the Rare Disease Diversity Coalition (RDDC) and are proud to support this organization's health equity work to meet the needs of small patient populations despite the systemic inequities they face. In 2023, our work with RDDC included:

- Participation in the clinical trials working group, which aims to address pipeline and systemic issues that inhibit low-income people and communities of color from participating in research and clinical trials
- Engagement with aspiring physicians at historically Black colleges and universities (HBCUs) to educate on the needs and opportunities in rare diseases and encourage diversity among healthcare providers to reflect the diversity of rare disease communities



## Policy engagement

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

In 2023, we organized a Hill Day for Astria leadership to meet with key U.S. legislators in order to discuss the anticipated impact of proposed legislation on rare disease innovation and access. Prior to meeting with legislators, we met with advocacy groups to understand their most pressing policy concerns, which factored into our legislative requests. We advocated for, among other things, improved insurance processes to enable rare disease patients to access innovative therapies more efficiently and for legislation that incentivizes the development of new medicines for rare diseases, 95% of which currently have no FDA-approved therapies.

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

## Patient support

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



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

—Chris Morabito, Chief Medical Officer



# PEOPLE ALWAYS

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

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



## Culture & Approach

At Astria, we understand that the best work is performed by those who are deeply engaged and find their work meaningful. Our employees make our mission possible, and we strive to give back to them in any way we can. We foster an environment that is supportive, hard-working, inclusive, and fun. As a small, ~60-person company, each of us is essential to not only our business operations and success but to our culture.



## Diversity, Equity, & Inclusion

We are committed to building a diverse team and endorse the idea that every Astrian bring their authentic self to work. We embrace a patients-first, people-always culture in which all Astrians and our partners have a sense of belonging and receive the support they need to thrive. We invest in our people through our words, our actions, and our values. We are working to develop and implement initiatives that promote diversity, equity, and inclusion throughout the organization and foster a culture of openness, respect, and collaboration, where all voices are heard, and everyone is valued for their unique perspectives and contributions.

People are our greatest asset, and only with a diverse team can Astria shine brighter. Together we can bring our passion and compassion to the work of delivering life-changing therapies to patients, families, and communities.

We have a cross-functional committee with 20+ members focused on advancing diversity, equity, and inclusion (DEI) in all aspects of Astria's business. In 2023, some of our key initiatives included:

- We held our first all-company DEI workshop focused on *Understanding Social Identities*. The workshop was ~4 hours and facilitated by a third-party organization dedicated to eliminating racism and empowering women.
- We facilitated our first company-wide DEI survey, which received a high response rate of 81% and gave us meaningful feedback on how to focus our priorities for 2024.
- Many DEI committee members participated in *Outward Inclusion* trainings focused on fostering an inclusive organizational culture. Two members were further educated through Train the Trainer sessions to be able to provide similar training across the company.
- We created a DEI library which collects donated books focused on diversity, equity, and inclusion for our team members to check out and read in their own time.
- We regularly host company-wide lunches with a focus on cultural appreciation with food ordered from minority-owned local businesses.
- We partnered with Project Onramp to place talented undergraduate students from low-income backgrounds in paid summer internships.

## Recruiting

Astria is dedicated to fair and inclusive hiring practices and is an equal opportunity employer.

We are also proud that our current employees are our best ambassadors for Astria, and that their endorsements of our company's science, mission, and culture have further expanded our candidate pool for open positions. In 2023, 48% of our employees submitted potential new hire candidates via our referral program. In an anonymous companywide survey, 98% of employees said they are proud to tell others they work at Astria.

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



**We're Great Place to Work-Certified™!**

# 100%

of our employees said that when you join the company, you are made to feel welcome

Source: 2023 Great Place to Work Trust Index® Survey



# Retention

## Making a difference for patients & communities

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

Beyond patient communities, we also give back to our local greater Boston area community in a variety of ways. For example, at our annual holiday party, we take the time to be with each other, but also think bigger than ourselves by participating in a charity event. We open doors to biotech careers for college students from under served backgrounds

through *Project Onramp* internships. We encourage our team to take off work and participate in community service.

## Learning & sharing knowledge

We foster a culture in which employees have the opportunity to share their knowledge and learn from one another. Our R&D team has organized events for our entire company to make science accessible to all in fun and meaningful ways. In February 2023, we hosted STAR-0215 Day, which included employee-led, hands-on workshops and activities to educate all employees on the science behind our lead program. One workshop taught the basics of antibody structure and their function through decorating antibody-shaped cookies as a team. Another workshop taught about the importance of viscosity in injections by letting the team use different needle sizes to inject liquid into sponges.

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

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

## Driving the strategy

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

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

## Work/Life Balance & Team-Building

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

We support our hybrid working model through:

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

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

Team-building activities include:

- Annual summer outing
- Annual holiday party which always includes a charitable component
- Office happy hours and team lunches
- “Bring your whole self to work” activities such as a chalkboard featuring questions about employees’ lives outside of work (ex. favorite books)
- Affinity groups, such as a Working Moms Club
- DiSC individual working style assessments and other facilitated activities to promote strong working relationships



▲ Astria team members make holiday cards for children in the hospital.



## Benefits

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

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

## Employee Development & Recognition

Astria supports continuous development for all employees, including through:

- On-the-job experiences and stretch assignments
- Scientific conferences
- Reimbursement for professional development or education (\$5,000 annual stipend)
- LinkedIn Learning
- Employee/team spotlights
- On-going coaching performance and development discussions
- Inclusion of professional development goals in each employee's annual goal-setting process
- Informal mentoring programs





# EXCELLENCE

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

3 GOOD HEALTH AND WELL-BEING



10 REDUCED INEQUALITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# Environment

## Business operations environmental impact

We are proud to lease space which prioritizes incorporating sustainability initiatives, including best practices in energy efficiency, water conservation, waste management, and air quality. Our building is Energy Star Rated, LEED Gold Certified, WELL Health-Safety Rated (2022), and Wired Score Gold certified.

In addition, Astria's day-to-day operations support environmental sustainability. We use reusable dishes and glassware in our on-site kitchen; we have a robust recycling program; we use digital communications rather than paper across our business whenever possible. Our office's central accessible location encourages employees to walk, bike, or take public transit to work, and we provide a commuting reimbursement benefit for employees who leverage these methods of transport. When planning company-wide events such as a summer outing or holiday party, we prioritize locations that are within walking distance and are accessible for persons with disabilities.



## Product environmental impact

We make every effort to minimize the environmental impact caused by manufacturing and distributing our investigational medicines. STAR-0215, our investigational therapy for preventing HAE attacks, has the potential to be dosed only once every 3-6 months – much less frequently than the leading HAE therapies which are dosed daily to up to once

every four weeks. This dosing regimen may result in less waste overall, fewer patient office visits, and improved patient adherence and quality of life.

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

We also ran a series of rigorous experiments to optimize the manufacturing process of STAR-0215, which resulted in a significant increase in the productivity of our upstream bioreactor. This increased efficiency reduces the environmental impact of our manufacturing by using fewer raw materials and reducing the total number of manufacturing runs required. It also helps to ensure that product quality is maintained while lowering the overall cost of production and improving supply flexibility.

The contract manufacturing organizations we work with to create our investigational medicines must adhere to high standards of environmental sustainability. For example, the large, global contract manufacturing organization that fills and finishes STAR-0215 is actively working to achieve net-zero emissions by 2050, shift to renewable energy, and promote zero-waste facilities.



# Community

## Patient community

Astria is committed to listening to the patient communities we serve and supporting advocacy-led initiatives via sponsorships, memberships, and employee participation. In 2023, we contributed \$250,000 to advocacy organizations including HAEA, HAEi, HAE Canada, Rare Disease Diversity Coalition, EURORDIS, NORD, and Everylife Foundation.

Astria employees also participated in the following advocacy-led national and international events to raise awareness about the patient experience and unmet needs:

► Danita (top), caregiver for her daughter who is living with HAE, and Jasmine (bottom), living with HAE, share their experiences at Astria's STAR-0215 Day.

### HAE Day:

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

### HAE-in-Motion:

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





Astria also works to ensure that patients' voices and experiences are front-of-mind for all Astria team members to promote a "patients first" mindset across the company. In collaboration with patient advocacy groups, Astria organized the following internal events in 2023:

#### **STAR-0215 Day:**

- Following positive Phase 1a data of our investigational therapy, STAR-0215, Astria held an internal event to highlight HAE patients' lived experiences and perspectives on clinical research
- Panel discussion featuring four people living with HAE
- Role-play of the clinical trial participant informed consent process
- Simulation of the burden of HAE through a puzzle exercise in which employees took on the role of an HAE patient and experienced some of the day-to-day challenges they face
- Smaller workshops to foster dialogue between Astria employees and those living with HAE to inform Astria's development program and understanding of HAE

#### **Rare Disease Day:**

- 2-hour employee event focused on raising awareness of the policy environment and unmet needs in rare diseases
- Rare disease trivia session with prizes
- Viewing of a government Rare Disease Day hearing



## Local & global communities

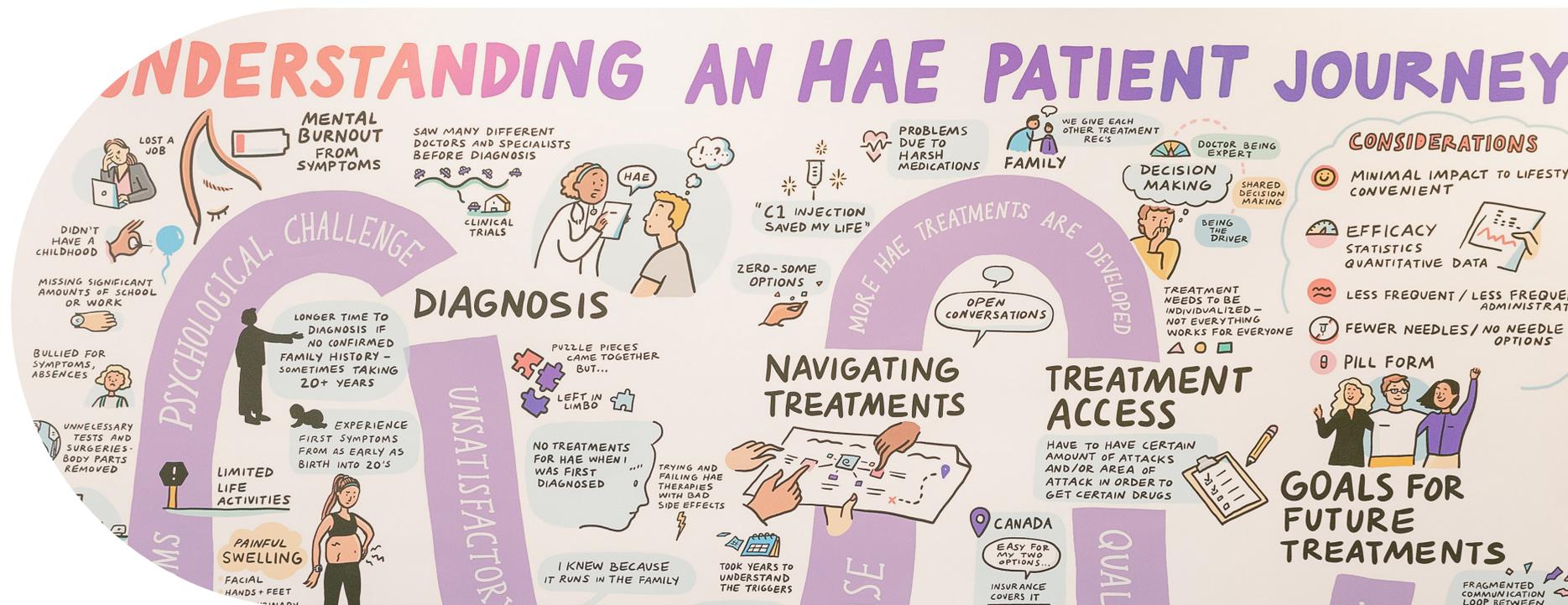
Astria strives to be a good corporate citizen of our local greater Boston community, as well as of the world, by meeting the needs of those around us. Our community support efforts in 2023 included:

- Fighting poverty and its effects through partnering with [Life Science Cares](#)
- Promoting equitable life science career opportunities through providing [Project Onramp](#) internships
- Spreading holiday cheer by making cards for children in local hospitals and purchasing gifts for families as part of the [South Boston Neighborhood House](#) gift drive
- Providing opportunities for the team to donate to relief efforts when humanitarian disasters strike, including supporting supply donations for the Turkish consulate to support victims of the earthquakes in Turkey
- Collecting book donations for the Prison Book Program, which provides books to people who are incarcerated to support their educational, vocational, and personal development, as part of our efforts to give back to the community in recognition of Juneteenth

## Innovation

We are dedicated to furthering knowledge and advancing the scientific and clinical study of allergic and immunological diseases. In 2023, our contributions to the scientific and medical community included:

- Presented 11 abstracts
- Published manuscript: “STAR-0215 is a Novel, Long-Acting Monoclonal Antibody Inhibitor of Plasma Kallikrein for the Potential Treatment of Hereditary Angioedema,” *Journal of Pharmacology and Experimental Therapeutics* [read online [here](#)]
- Participated in 9 medical congresses, including 5 outside the U.S.





# INTEGRITY

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

## Code of Conduct

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

We are committed to fair, honest, and ethical business practices, and we require that all employees, officers and directors comply with all laws, rules, and regulations applicable to the

company wherever we do business. The Code describes policies that guide our behavior and our work, including:

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

Violations of the Code may be reported confidentially or anonymously through both an online and telephonic whistleblower hotline

## Governance Practices

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

Highlights of our approach to corporate governance include:

- We have an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee, and a Science & Technology Committee, all of which are comprised of independent directors with relevant expertise. Each such committee has a charter that has been approved by the Board. All current charters may be viewed [here](#).

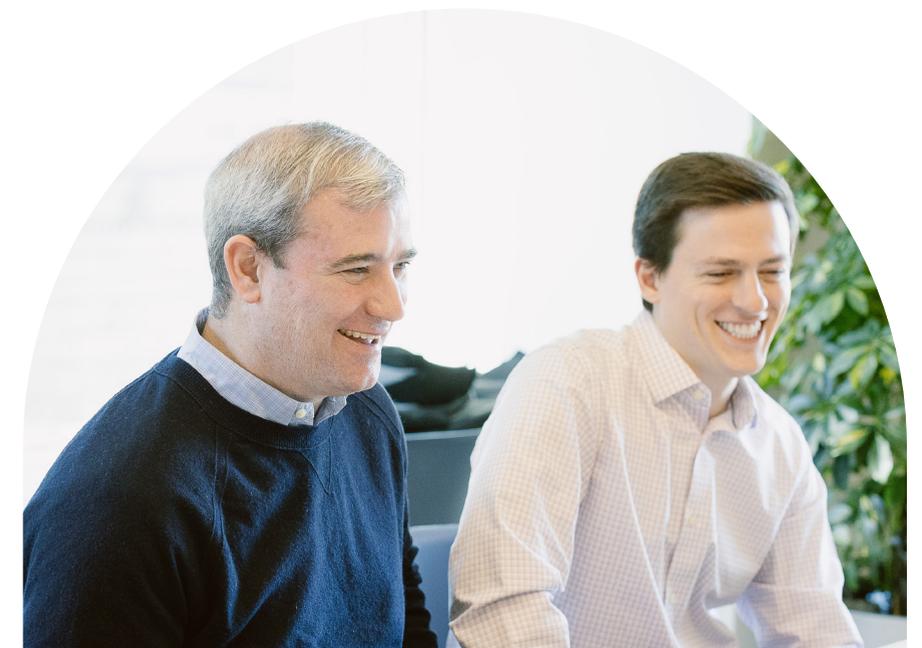


- 8 of 9 of our Board members are independent directors, as defined by applicable Nasdaq listing standards and rules and regulations of the U.S. Securities and Exchange Commission.
- The Board regularly reviews its leadership structure, size, and committee membership to ensure an appropriate and optimal make-up given the specific characteristics or circumstances of the company.
- The Board meets multiple times per year in executive session and our independent directors, based on the recommendations of our compensation committee, evaluates the performance and determines the compensation of our Chief Executive Officer.
- Directors have full and free access to officers and employees of the company.
- New directors participate in an orientation program. All directors are expected to be involved in continuing director education on an ongoing basis to enable them to better perform their duties and to recognize and deal appropriately with issues that arise.
- We separate the roles of Chair of the Board of Directors and Chief Executive Officer because we believe that this structure enhances the

Board's oversight of, and independence from, our management team, and enables our Board of Directors to carry out its responsibilities on behalf of our stockholders. This leadership structure also allows our Chief Executive Officer to focus time and energy on operating and managing the Company, while leveraging the experience and perspective of our Chair of the Board.

- Our Board is responsible for the oversight of our risk management processes and, either as a whole or through its committees, regularly discusses our major risk exposures, the potential impact of these risks on our business and the steps we take to manage them with our management team. The Board's risk oversight process includes receiving regular reports from its committees and members of senior management to enable our Board to understand our risk identification, risk management and risk mitigation strategies with respect to areas of potential material risk, including but not limited to operations, finance, legal, regulatory, strategic, compliance, information technology, data privacy, cybersecurity, environmental, social, governance and reputational risk. For a comprehensive overview of risks, see Astria's latest [10-K](#).

Astria is committed to diversity, equity, and inclusion at all levels of our company, including the Board of Directors. We strive to achieve diversity in the broadest sense, including persons diverse in geography, gender, ethnicity, age and experiences. Diversity is an important consideration in our director selection and nomination process and, in connection with that, our Board of Directors is committed to actively seeking out women and individuals from minority groups who meet the selection criteria to be nominated to our Board of Directors. Our Nominating and Corporate Governance Committee assesses diversity in connection with the annual nomination process as well as in new director searches.



## Data Security

At Astria, we uphold high standards of data security. We have implemented a comprehensive set of IT policies that demonstrate our commitment to data protection across all platforms and IT assets. These policies guide our security measures, ensure our adherence to privacy regulations, and facilitate continuous monitoring and improvement of our IT security posture.

We have established processes to assess, identify, and manage cybersecurity risks. These processes are integrated into our overall risk management program and are designed to protect our information assets from internal and external cyber threats and include:

- Implementing physical, procedural, and technical safeguards;
- Developing and maintaining comprehensive response plans;
- Conducting regular exercises and tests to identify potential vulnerabilities;
- Engaging with external cybersecurity experts to enhance our oversight and keep pace with evolving threats; and
- Considering the cybersecurity capabilities of partners and third-party service providers, both prior to engaging them and on an ongoing basis.

Our Board of Directors provides direct oversight of cybersecurity risk and has delegated to our Audit Committee the responsibility of reviewing and discussing with management our risk exposures relating to cybersecurity. Our Audit Committee conducts periodic reviews of our cybersecurity readiness to ensure continuous improvement in our cybersecurity strategies and receives regular updates from management on cybersecurity matters and are promptly informed by management about any significant new threats or incidents.

## Supply Chain

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



## Healthcare Provider & Patient Interactions

We are committed to engaging with healthcare providers, patients, and advocacy groups in an appropriate manner that adheres to all laws, regulations, and industry codes and guidelines. As a pre-commercial company, we do not promote our investigational medicines. We engage in accurate and truthful scientific exchange in order to advance knowledge of human health and support potential advances in care for patients. We transparently disclose payments to healthcare providers, and otherwise comply with all applicable, codes and regulations in our interactions with healthcare providers.





# SASB INDEX

Topic	Metric	Code	Astria Disclosure
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	For details, see “ <a href="#">Clinical Trial Practices</a> ” in the Patients First section of this report.
Safety of Clinical Trial Participants	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	HC-BP-210a.2	None
Safety of Clinical Trial Participants	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	None
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	Not applicable - Astria is a pre-commercial company. Astria is deeply committed to increasing access to medicines and is actively laying the foundation to be able to do so if our products are approved. For details, see “ <a href="#">Health Equity &amp; Access</a> ” in the Patients First section of this report.
Access to Medicines	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Not applicable - Astria is a pre-commercial company.
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.2	Not applicable - Astria is a pre-commercial company.



Topic	Metric	Code	Astria Disclosure
Affordability & Pricing	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.3	Not applicable - Astria is a pre-commercial company.
Drug Safety	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	Not applicable - Astria is a pre-commercial company.
Drug Safety	Number of fatalities associated with products	HC-BP-250a.2	Zero
Drug Safety	(1) Number of recalls issued, (2) total units recalled	HC-BP-250a.3	Zero
Drug Safety	Total amount of product accepted for take back, reuse, or disposal	HC-BP-250a.4	Zero
Drug Safety	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-BP-250a.5	Zero
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Not applicable - Astria is a pre-commercial company.
Counterfeit Drugs	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Not applicable - Astria is a pre-commercial company.



Topic	Metric	Code	Astria Disclosure
Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Zero
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Not applicable - Astria is a pre-commercial company. Any material legal proceedings are disclosed in <i>Astria's 10-K</i> .
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Not applicable - Astria is a pre-commercial company.
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	For details, see " <i>People Always</i> " section of this report.
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid level managers, (c) professionals, and (d) all others	HC-BP-330a.2	In 2023, our voluntary and total turnover rates were better than the benchmark for the Northeast U.S. Bio/Pharma industry. Our voluntary turnover rate was 8% (compared to 10.7% industry benchmark). Our total turnover rate was 10.4% (compared to 14.5% industry benchmark).



Topic	Metric	Code	Astria Disclosure
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	Not applicable
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	None
Business Ethics	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	For details, see " <i>Healthcare Provider &amp; Patient Interactions</i> " in the Integrity section of this report. Internal policies governing healthcare provider interactions include: Code of Conduct, Employee Handbook, and Anti-Bribery and Corruption Policy.
Activity Metrics	Number of patients treated	HC-BP-000.A	16 individuals with HAE have been dosed with investigational STAR-0215.
Activity Metrics	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	Astria is a pre-commercial company and does not have any approved products in any geography. We have one clinical-stage asset in research and development (STAR-0215 for HAE) and one preclinical asset (STAR-0310 for atopic dermatitis).



