Environmental, Social and Governance Report 2023

argenx

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About this Report

This report has been prepared in alignment with the Sustainability Accounting Standards Board (**SASB**) standards for Biotechnical and Pharmaceuticals and, unless otherwise indicated, data published in this 2023 ESG report are for the period January 1, 2023 – December 31, 2023.

This report is intended to serve as a complement to our **2023 annual report**, in which we make all disclosures required for our compliance with the Non-Financial Reporting Directive (**NFRD**) and the EU Taxonomy Regulation, and ancillary legislation and guidelines applicable to us.

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Message from our CEO

Dear Shareholder,

argenx is changing the landscape of how we treat people who are living with autoimmune diseases, starting with generalized myasthenia gravis (**gMG**). We want to set a new standard for what an innovative treatment can provide to patients and we are proud to say it is working. In 2023, we doubled the number of gMG patients who are benefiting from our first-in-class treatment, VYVGART.


Tim Van Hauwermeiren

"We know that continued growth and breakthrough discoveries require us to embed truly sustainable business practices in every aspect of our organization. By tirelessly focusing on the wellbeing of patients, our people, and our shared planet, we will continue to transform lives together."

Living Up to our Promise to Patients

We have reached more than 6,000 patients globally since the launch of VYVGART and this success reflects our dedication to reshaping the understanding of autoimmunity worldwide. Looking ahead, we eagerly anticipate the potential approval and U.S. launch of VYVGART HYTRULO in chronic inflammatory demyelinating polyneuropathy (**CIDP**) and the potential approval and launch in Japan of VYVGART in primary immune thrombocytopenia (**ITP**), marking another step forward in our mission to make innovative medicines accessible to the many autoimmune patients that are waiting.

For our second asset, empasiprubart, we have demonstrated proof-of-concept in multifocal motor neuropathy (**MMN**) — a disease with a challenging, complex and often distressing diagnosis for which few effective treatments exist. Many patients with MMN are waiting for a targeted, effective treatment option, and we share their sense of urgency as we work to advance this program.

I know my fellow argonauts are as inspired as I am by the optimism and resilience of our patients as we look ahead to our goal of helping as many patients worldwide as possible.

A Sustainable Approach to Groundbreaking Innovation

We cannot achieve our ambitious mission without continuous innovation and collaboration. Our commitment to developing groundbreaking therapies perfectly aligns with our ESG strategy, ensuring the sustained ability to pioneer in immunology.

I have always believed that our people — argonauts — are our greatest asset, and that collective commitment is the only way to achieve our mission. Advancing scientific breakthroughs requires a culture that will attract the brightest minds, and keep them engaged and inspired to realize their full potential in service of patients. Guided by our cultural pillars, we seek to bring out the best in ourselves and in each other to maximize our collective impact. Together, we can make meaningful breakthroughs that change lives.

> "Sustainability reaches far beyond environmental stewardship: our ESG practices must help us to sustain a culture of innovation that is as strong as the patients we serve.
>
> This philosophy extends beyond medications and therapies; it's about fostering a dynamic work environment that attracts and retains top talent, creating a culture where people flourish and grow in alignment with our broader communities."

Our dedication to innovation is also evident in our ongoing collaborations with leading experts in disease biology research, driving advancements in understanding the science of autoimmune diseases. Just as no argonaut can achieve our mission alone, we operate beyond the four walls of argenx: our Immunology Innovation Program (**IIP**) enables a unique approach to co-creation that combines our world-leading antibody engineering capabilities with external collaborators' deeply specialized understanding of disease and target biology. This program helps us to continuously develop our pipeline and supports our sustainable approach to innovation.

Creating Value for Stakeholders Through ESG Excellence

Just as our mission of innovation extends far beyond the lab, ESG at argenx goes beyond plans on paper: it is a pathway to creating stakeholder value with thoughtful choices that fit into our mission and business. Revenue is one measure, but we measure success in other ways as well. Our ability to reach patients with our innovative medicines also reinforces our employees' shared sense of purpose, and underpins our productive and meaningful work environment. Our growth means that we can re-invest across our business in our discovery engine, clinical pipeline and commercial infrastructure to drive towards sustainability. It permeates beyond the four walls of argenx, creating a vibrant ecosystem of innovation. And this is just the beginning, as we anticipate continued global expansion in the year ahead.

Anticipating an Expansive Future

Reflecting on our achievements and the integral role of ESG in our journey, we are confident in our ability to sustain growth. We have plans to report data from six Phase 2 studies and initiate multiple Phase 3 studies in 2024, as well as to file four new IND candidates by the end of 2025. This demonstrates our continuous commitment to groundbreaking therapies.

Through responsible business practices, we can ensure sustained innovation centered on patients. On this journey, we are not just meeting expectations; we aim to exceed them. Collectively, I know we will continue transforming lives and shaping a future where everyone can thrive.

Sincerely
Tim Van Hauwermeiren

About argenx

We are on a mission to transform the treatment of autoimmune diseases by translating immunology breakthroughs into a pipeline of novel antibody-based medicines.

Autoimmune diseases manifest when the body mistakenly turns its own defenses against itself, triggering the immune system to produce antibodies that attack its own tissues and cells. The causes are not always well understood. We know that symptoms and effects are highly individualized, necessitating an equally individualized approach to treatment.

This work demands our relentless commitment, dedication and curiosity. Most of all, it demands that we put patients at the center of every step of our innovation journey. As part of our work, we listen to patients and their supporters and we integrate their stories and aspirations into all that we do on our mission to transform autoimmunity.

2023 Progress

VYVGART is a first-in-class antibody fragment targeting the neonatal Fc receptor (**FcRn**) and is now approved for generalized myasthenia gravis (**gMG**) in more than 30 countries globally. VYVGART SC is approved in the U.S. (as VYVGART HYTRULO), the EU, the UK, and in Japan (as VYVDURA). This makes VYVGART the only gMG treatment available as both an intravenous (**IV**) and a simple subcutaneous (**SC**) injection. Looking ahead, we are focused on reaching more patients globally who are living with gMG and other autoimmune diseases. As part of this goal, we are working towards reaching patients earlier in the gMG treatment paradigm and expanding to new patient populations through additional global regulatory approvals in gMG, as well as the expansion of uses to treat a broad range of autoimmune indications with efgartigimod.

Our Roadmap to Growth

- **In 2024, our goal is to reach more patients globally with VYVGART through the below milestones:**
  - Decision on approval of VYVGART for ITP in Japan expected in first quarter of 2024
  - A supplemental Biologics License Application (**sBLA**) for SC efgartigimod for CIDP has been accepted for priority review by the U.S. Food and Drug Administration (**FDA**), with a Prescription Drug Used Fee Act (**PDUFA**) target date of June 21, 2024
  - Decisions on approval of VYVGART for gMG expected in multiple jurisdictions by the end of 2024
  - Decision on approval of VYVGART SC for gMG expected in mainland China (**Mainland China**) by the end of 2024 (through Zai Lab)

- **Advance current pipeline through upcoming data readouts:**
  - On track to be approved or in development in 15 autoimmune indications for efgartigimod by 2025
  - Advancing earlier stage pipeline programs, including empasiprubart (C2 inhibitor) with Phase 2 studies ongoing in multifocal motor neuropathy (**MMN**), delayed graft function (**DGF**) and dermatomyositis (**DM**), and ARGX-119 (MuSK agonist) currently in Phase 1 with Phase 1b/2a in CMS and ALS, respectively, planned to start in 2024
- **Leverage repeatable innovation playbook to drive long-term pipeline growth:**
  - Continued investment in our discovery engine; the IIP
  - Nominated four new pipeline candidates, in which preclinical work is ongoing and on track for an investigational new drug (**IND**) application filing by the end of 2025:
    - ARGX-213 targeting FcRn and further solidifying our leadership in this new class of medicine
    - ARGX-121 and ARGX-220, which are first-in-class targets broadening our focus across the immune system
    - ARGX-109, targeting IL-6, which plays an important role in inflammation

Journey to Transform Autoimmunity

Innovation is at the core of everything we do — and we recognize that success is not only defined by what we do, but also how we do it. The argenx approach is grounded in co-creation and empowerment, aiming to lift each other to achieve the unthinkable by building on each other's strengths. Our dedicated argonauts know that we can only achieve excellence when we follow the data in our decision-making. We do so while maintaining our humility — never taking success for granted because we have as much to learn from our challenges as from our achievements.

VYVGART is setting new expectations in gMG treatment, supported by a consistent and repeatable efficacy and safety profile from clinical trials and real-world experience

- 45% of treated patients in ADAPT achieved minimal symptom expression (**MSE**), which is defined as myasthenia gravis activities of daily living score of 0 or 1. MSE achievement results in quality-of-life measures that are comparable to healthy populations
- Real-world VYVGART usage demonstrates meaningful steroid tapering by at least 5mg/day within first 6 months of treatment initiation
- Leading Health Technology Assessment agency assessed VYVGART to demonstrate superior cost/benefit over intravenous immunoglobin (**IVIg**)
- The VYVGART safety database now includes an estimated 4,000 patient years of safety follow-up

24
active clinical trials

1,148
full-time employees globally

$859M
invested in R&D in 2023

9
programs have been tested in humans since our inception

Numerous programs
at all times in our broad IIP portfolio

2,900+
clinical trial patients treated with candidates from our pipeline

4
pipeline candidates out-licensed to our partners

ESG Strategy

Our Strategy

We are dedicated to enhancing patient lives by pioneering groundbreaking medicines. Innovation is at the heart of our mission to bring life-changing medicines to patients, underscoring the profound link between our purpose and the opportunity to create lasting value for all stakeholders. In order to succeed, we must create an internal environment that can attract the best talent, enable people to perform at their best and retain them over the long-term. We must also work to maintain the trust we have established with stakeholder communities so far, which we do by going the extra mile. We know that if we do the right thing for our patients and our communities, we are doing the right thing for the business.

Our primary objectives in setting our ESG strategy are to highlight non-financial performance data and to disclose metrics that provide insight into our long-term sustainability and role in our global community. We believe that sustainability is not only a moral imperative but a strategic enabler, driving innovation, resilience and long-term societal impact.

Since 2022, when we began to disclose non-financial performance data, we have continued to evolve our reporting to address feedback from key stakeholders, as well as address regulatory developments and industry best practices. As we navigate the evolving landscape, we acknowledge the importance of adapting to our changing environment and aligning with the evolving mindset of our stakeholders. Innovation isn't just about groundbreaking science; it's about embracing our role and responsibilities in ESG, and aiming to improve year over year in providing even greater insight into our sustainability initiatives and practices.

As of January 1, 2024, we are required under the Corporate Sustainability Reporting Directive (**CSRD**) to disclose sustainability-related information in accordance with the European Sustainability Reporting Standards (**ESRS**). The scope of these disclosures is determined by the outcome of the double materiality assessment we have conducted. For fiscal year 2024, we will align our disclosure practices with the CSRD and ESRS requirements, and we will complement them, where possible, with additional voluntary standards and metrics to enhance transparency and accountability. We are implementing procedures and policies to enable our auditor to perform a limited assurance engagement on the disclosures in our 2024 annual report.

In developing this and other reports, we try to strike the right balance between sharing data points and providing appropriate context about why they are important to us. We remain committed to deepening ESG integration into our core strategy, fostering a sustainable business that not only delivers value today but shapes a better tomorrow for patients, employees, collaborators and the global community.

Patients

We exist to innovate on behalf of people living with severe autoimmune disease. We are motivated by the resolve of patients and share in their determination to overcome the many challenges they experience living with a chronic disease. We know that much of the suffering they face is unseen, and we hope that by pioneering immunology innovations we can advance the understanding of autoimmune disease and deliver transformational treatments to patients worldwide.

When we start with a deep understanding of patients' needs, we accelerate scientific breakthroughs and deliver differentiated medicines that change lives.

Contents

Innovation

"Scientific breakthroughs might be possible by working alone, but they become even more meaningful when we work together. Our shared purpose at argenx is to translate our immunology breakthroughs into innovative medicines to transform autoimmunity. By cultivating a strong ecosystem of experts invested in this cause, including the greatest experts — patients themselves — we unlock the true power of co-creation."

Peter Ulrichts
Chief Scientific Officer

Our Pipeline and Medicine: Delivering Breakthroughs for Underserved Patients

Healthcare providers and their patients deserve options to treat rare autoimmune diseases, but historically those options have been sorely lacking. We are working to change that with our pipeline of first-in-class therapies.

We balance depth and breadth in our development portfolio, creating opportunities to pursue potential breakthroughs within our own walls and in collaboration with our partners. By prioritizing patient needs, clinical rigor and bringing a sense of humility to the innovation ecosystem, we believe we can make the fastest progress. We have demonstrated this approach with our first-in-class FcRn blocker, VYVGART and VYVGART SC for the treatment of gMG, and hope to bring the same transformational approach to the treatment of CIDP.

Breadth and Depth within Autoimmune Pipeline

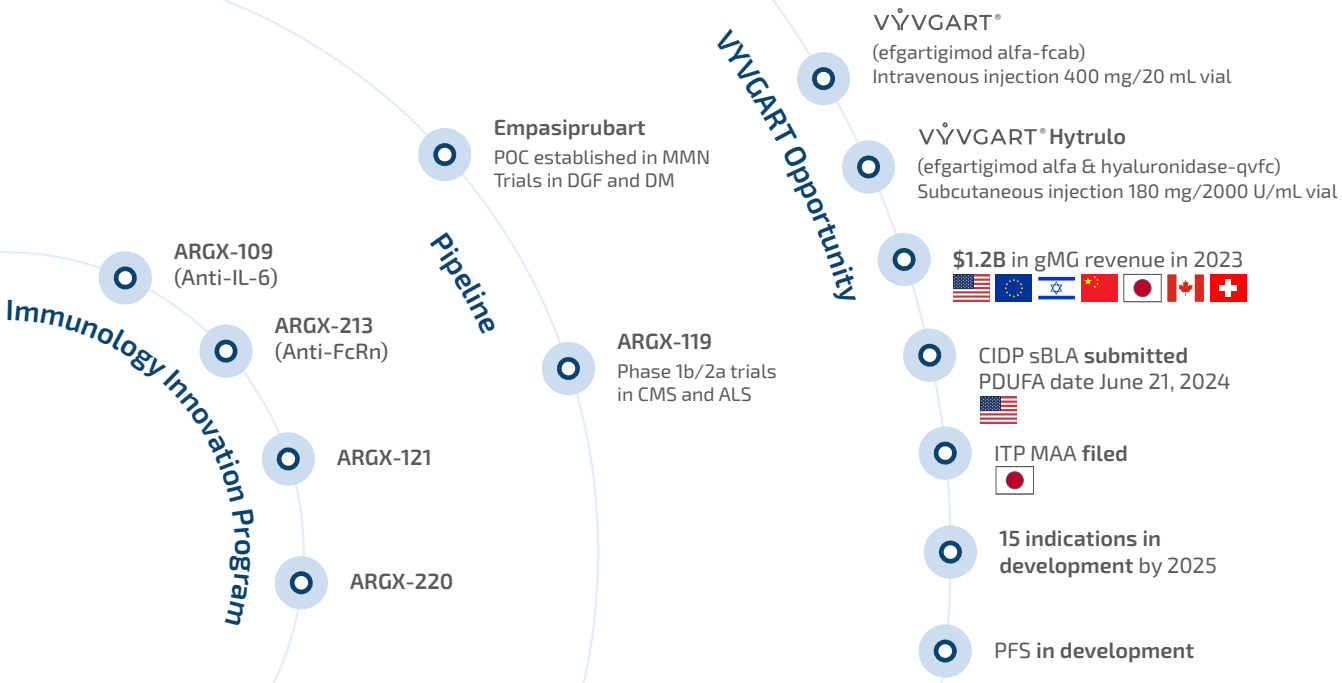
Program	Indication	Preclinical	Phase 1	Proof of Concept	Registrational	Commercial
VYVGART	gMG					
	ITP					
VYVGART Hytrulo	gMG					
	CIDP					
Efgartigimod	Thyroid Eye Disease					
	Bullous Pemphigoid					
	Myositis (IMNM, ASyS, DM)					
	Sjögren's disease					
	POTS post-COVID-19					
	Membranous Nephropathy					
	Lupus Nephropathy					
	ANCA-associated vasculitis[1)]					
	Antibody Mediated Rejection					
Empasiprubart	Multifocal Motor Neuropathy					
	Delayed Graft Function					
	Dermatomyositis					
ARGX-119	Congenital Myasthenic Syndrome					
	Amyotrophic Lateral Sclerosis					
ARGX-109	NOT DISCLOSED					
ARGX-121	NOT DISCLOSED					
ARGX-213	NOT DISCLOSED					
ARGX-220	NOT DISCLOSED					

1) AAV program under review; phase 2 study paused at the time of publication of this ESG report

NEUROLOGY | HEMATOLOGY AND RHEUMATOLOGY | DERMATOLOGY | NEPHROLOGY | INDICATION NOT DISCLOSED

Autoimmune Diseases

Immunology Innovation Horizons



IIP: Co-Creating Differentiated Therapies

The name argenx was inspired by the tale of the argonauts, one of the first stories on record recognizing the power of the team rather than one hero.

The IIP unites our antibody engineering expertise with the brightest minds in disease biology, as a means of propelling the discovery of novel targets, disease pathways and differentiated therapeutic antibodies. In other words, it is our discovery engine.

Pipeline diversification is a crucial aspect of the argenx strategy to ultimately offer patients as many options as possible.

We have optimized a pipeline expansion model to create a fully functioning innovation ecosystem. Within the IIP, “collaboration” is not a buzzword; it’s our way of operating to unleash our shared potential on every level. Our IIP collaborators serve as ongoing program advisors from the earliest concept discussions through commercialization conversations, building a culture of mutual accountability and shared success.

Our deep pipeline of highly differentiated product candidates all emerged from this elevated co-creation model. This includes wholly-owned programs like efgartigimod, empasiprubart and ARGX-119 and our preclinical candidates ARGX-220, ARGX-120 and ARGX-109. It also includes pipeline programs that we have out-licensed, including ARGX-112 (anti-IL-22R antibody) to LEO Pharma and ARGX-115 (anti-GARP antibody) (ABBV-151) to AbbVie, as well as efforts within our spin-off companies, like OncoVerity, Inc. through our collaboration with the University of Colorado to develop cusatuzumab (anti-CD70 antibody) in acute myeloid leukemia.

Improving Patients' Lives: Inspired by Those We Serve

Patient Stories

Our argonauts know that the patients who need our therapies are tireless. We see their resolve, and we commit to being equally tireless in pursuit of transformative therapies.

Our work has the potential to change countless lives in the future. We are grateful to, and inspired by, each patient who trusts us with their stories today.

Ryohei Japan

embraces the unseen gifts of MG

"I personally think of this illness as a gift. Thanks to this illness, I have been able to meet friends and various people from around the world. I can still move my body. I can still play the piano. I am grateful for the help I receive from those around me, and for what I can do now. I want to continue living positively and cheerfully."

Diplopia and sensory symptoms affected piano playing, which gives meaning to his life.

Today, he continues to play the piano every day as he explores ways to express himself.

Ryohei (58 years old) began having subjective symptoms of MG in his twenties.

His symptoms began with extreme fatigue and feeling heavy, but multiple hospital visits could not identify the cause. One day, he began to experience diplopia (double vision). An ophthalmologist was unable to find any abnormalities, but prolonged symptoms led Ryohei to a university hospital for further testing.

The result was unexpected: myasthenia gravis, a disease with which he was unfamiliar — and which he expected to be curable.

Ryohei's online research after the hospital visit led to a second shock, when he realized it was an incurable condition with few treatments available. Still, having a diagnosis provided its own small sense of relief. After decades of symptoms that friends, family and colleagues typically dismissed as mere exhaustion, any answer gave him hope for improvement.

Ryohei's progressing MG symptoms meant that he was no longer able to drive, or easily take a walk. He had to give up everyday activities he had previously taken for granted, like a quick trip to the convenience store or even stepping outside for a breath of fresh air.

Some changes were difficult in other ways. Playing piano had always infused his life with meaning, but now the diplopia made it difficult to read music, and sensory symptoms made it challenging to hit the keys. In the face of these challenges, Ryohei has persevered, and continues to find new ways to express himself — including as a pianist — even if it feels different than it used to.

As with many patients, Ryohei went through a process of trial and error in order to reduce his reliance on medication as much as possible. Through this process he met his current physician, a "wonderful doctor" who helps him find new ways to live fully with MG. Ryohei also understands the importance of his role in these conversations: "To ensure that the doctor knows my symptoms, it is vital for me to put in the effort myself," said Ryohei. In addition to tracking symptoms, he makes sure to clearly communicate his goals and hopes for the type of treatment plan and condition he ultimately hopes to achieve.

Ryohei's MG journey has shifted his thinking about other relationships, too. "When you are really having a hard time, it is fine to depend on those around you," he said.

> "I, too, tried to do everything by myself at first, even when I could not open the lid of a PET bottle on my own. When that happened, the nurse told me it is fine to ask for help. Being told to ask for help made me realize that there are also times when we should rely on others."

One way he has learned to signal his needs is by using a cane in crowded or congested areas, and to wear a "help mark" to make sure that others are aware of his disease.

Today, Ryohei thinks of his illness as a gift. Through this illness, he has met many people and discovered new perspectives on everyday life, such as gratitude for being able to move his body, desire to continue playing the piano, and the possibility of coming up with creative ways to get around problems. Going forward, he says that he wants to continue to live a positive and enjoyable life – complete with myasthenia gravis.

Patient Stories

Brenda U.S.

MMN

"Sometimes you can't always see what's going on with people – autoimmune issues are not always visible to the naked eye. With MMN, fatigue is a huge problem, your body is working harder to do everything."

Marguerite France

MG

Marguerite urges people to resist snap judgments and to seek a deeper understanding of conditions such as MG. She emphasizes the need for awareness and encourages people to educate themselves about these unassuming diseases.

Clinical Trials

Safety, efficiency and ethics govern the argenx approach to clinical trials. Within the sometimes-limited patient populations that suffer from severe autoimmune diseases, we prioritize diverse trial enrollment that mirrors the patient population and global regions where we operate.

At argenx, we believe in patient-led research and prioritize patient involvement in the clinical research process. In 2023, every protocol was vetted by patients through diverse patient panels and listening sessions. We conducted more than 25 panels in 10 countries.

Clinical Trial Quality and Safety at argenx

- Training and oversight focused on **real-time engagement** and what is critical to quality
- **Holistic oversight** of all trials through our Clinical Operations Excellence leads
- Designated **Good Clinical Practice Quality Lead** for each study, to assure quality from the start
- Risk-based clinical trial related audit programs **focused on critical aspects** of the clinical trials
- Accessible, user-friendly **standard operating procedures**
- Stringent **vendor assessments and oversight** to help ensure high quality

Across our 24 active clinical trials in 2023, we ensured the continuous monitoring of the safety profile of our investigational products and ensured compliance with adverse event reporting to health authorities worldwide. We also ensured supply to patients on clinical trials and have had no supply disruption.

Clinical Trial Transparency

Clinical trial transparency is an important topic for us. Transparency enhances trust among all those involved in clinical research: trial participants, healthcare professionals and biopharmaceutical companies. It is also essential to measure the progress made to address unmet therapeutic needs for patients. As outlined in our standard operating procedure, we must adhere to all mandatory clinical trial and results posting and associated requirements and timelines per regional and national directives, guidelines and/or laws. To support (public) transparency of information involving argenx clinical trials and to allow usability of the gathered clinical data, argenx ensures that every clinical trial involving patients (Ph1b to Ph4) is registered in a publicly accessible database per required timelines. A dedicated transparency team is responsible for registering and maintaining accurate information in publicly accessible databases[1].

1) These include (but are not limited to) ClinicalTrials.gov (U.S.) and Clinical Trials Information System (CTIS, EEA), clinicaltrialsregister.eu (EEA), and jrct.niph.go.jp (Japan).

Clinical Trial Diversity

Improving clinical trial diversity is a scientific necessity and a moral imperative. Ensuring diverse enrolment can be especially challenging in the case of many orphan indications, which can be rare diseases with comparatively limited patient populations — while at the same time, our belief in the importance of highly individualized therapies necessitates that we mirror those patient populations in our research.

As with other aspects of our operations, we aim to embed a focus on diversity from the earliest phases of trial development. Analyses of the population impacted by a given disease are conducted as early as possible in the development phase of work, as are conversations engaging patient association group representatives, so that this insight may be carried into the clinical trial process.

Cross-functional experts from pharmacokinetic and pharmacodynamic, all clinical functions, patient advocacy, medical affairs and legal and compliance work together to ensure that we prioritize diversity across our value chain.

To reduce barriers to access and build trust with historically underserved communities, our efforts involve proactive outreach, patient education and accessibility considerations in each community where we aim to conduct trials.

We reduce barriers for prospective trial enrollees in the following ways:

- Broadened patient **eligibility**
- **Epidemiological data** to inform gender and racial diversity in participant composition
- **Transparent materials** focused on creating clear, easy-to-read resources in local language

Making Progress with Underrepresented Populations

Our first 2023 study on diversity in clinical trials validated our approach and methodology to increasing representation. We believe we have made progress in increasing diverse patients by race and ethnicity, both in patient screenings and in actual trial participants.

Patient Engagement & Advocacy

Patient Engagement

At argenx, patients with severe autoimmune disease are at the heart of our purpose.

Inspired by these individuals' resilience in the face of extraordinary challenges, our own commitment goes beyond conventional care. We offer a comprehensive approach to care, offering a wide range of tools to support patients, their caregivers and families — from resources, studies and a documentary to online communities that foster interaction and sharing.

In 2023, we were able to hold more than 25 patient panels and listening sessions in 10 countries. As a result, we not only increase disease awareness and strengthen these patient communities, but we deepen our own ability to identify and address unmet clinical needs.

Reaching Diverse Patients with Untold Stories

In collaboration with iHeartRadio, we executed a data-driven initiative to enhance patient engagement and raise awareness for MG. The outcome was the creation of the podcast "Untold Stories: Life with Myasthenia Gravis," a targeted effort merging innovation with grassroots strategies. This initiative was created to tell the stories of patients from diverse backgrounds and life experiences dealing with rare autoimmune conditions.

Hosted by Martine Hackett, the podcast strategically addressed the diverse experiences of individuals living with Myasthenia Gravis and CIDP by highlighting stories of patients from a range of backgrounds and life experiences, all telling their stories of living with rare autoimmune conditions. "Untold Stories" illuminated the challenges of diagnosis and individuals' unique journeys toward improved wellbeing. In addition to positive anecdotal feedback, the robust metrics available through podcast platforms documented a significant impact within target audiences.

Untold Stories reached

97,000

downloads with

83,000

individual listeners globally

Untold Stories Resonates with MG Community

"So important for the MG community. This is the first time there has been an entire show dedicated to those living with MG. Thank you for making this!!!!!"

Rusty
listener living with MG

Patient Advocacy

Caring for severe autoimmune disease means more than treating symptoms and connecting with patients; it means carrying the lessons from this dynamic community into our work every day.

At argenx, we envision patients as active participants in our meetings, influencing our strategies and infusing our discussions with urgency and a sense of possibility.

We know that a patient-centric mindset is not enough: we aim to operationalize patient-centricity through our Global Patient Advocacy Team, with dedicated country-level staff in Canada, Mainland China, the EU, Israel, the UK, the U.S., and Japan serving as daily ambassadors for the patient voice.

At the core of these roles is a focus on real patient engagement, facilitating conversations that go beyond the superficial to uncover the foundational unmet needs. From patient panels to our online communities, we seek to gain deeper insight into all aspects of the patient journey.

This is exemplified through the “All United for MG” Patient Coalition in EMEA and the Global argenx MG Advocacy Leadership Council (**ALC**), a diverse group of dedicated leaders in the MG Patient Community. The ALC has been active for four years and during this time, it has released data on the economic burden of MG. In 2023, the organization facilitated collaboration between leaders of Patient Advocacy Organizations (**PAOs**) and innovators working on MG. This collaboration led to critical insights that shaped our strategy for 2024.

These included:

- **Knowledge gaps:** addressing gaps between patients and healthcare providers for improved collaboration and standardized care
- **Data emphasis:** leveraging data and research for education within the MG community
- **Collaborative spirit:** PAO leaders' eagerness to collaborate for the betterment of the MG community
- **Positive patient feedback:** validation from patients on the impact of meeting sessions and content

This collaborative, data-driven approach reflects our dedication to patient-centricity and aligns with our ESG commitments, actively contributing to a stronger global MG community.

Access to Medicines

argenx exists to improve the lives of individuals with severe autoimmune diseases through breakthrough therapies — but even the most effective novel therapies are meaningless if patients lack access to them.

VYVGART for gMG is now approved in the U.S., Japan, the EU, UK, Israel, Mainland China and Canada, and VYVGART SC for gMG is now approved in the U.S., Europe, UK and Japan. Our 2024 efforts to improve patient access to VYVGART through the below milestones on geographic expansion, patient engagement and financial initiatives are included below.

- **Geographic expansion:**
  - Expecting a decision on approval of VYVGART for ITP in Japan in the first quarter of 2024
  - sBLA for SC efgartigimod for CIDP accepted for priority review by the FDA with a PDUFA target action date of June 21, 2024
  - Expecting a decisions on approval of VYVGART for gMG in multiple jurisdictions by the end of 2024
  - Expecting a decision on approval of VYVGART SC for gMG in Mainland China by the end of 2024 (through Zai Lab)
- **Patient engagement:**
  - Expanding our U.S. field force to engage more health systems and help more patients with gMG access VYVGART
  - Continue growing My VYVGART Path, our patient support program offering personalized assistance from nurse case managers, including benefits verification, reimbursement, disease education, and resources for co-pays and other costs; the program also connects healthcare providers with dedicated case coordinators for assistance with insurance needs
  - Maintaining or exceeding strong satisfaction ratings for My VYVGART Path, including these 2023 results from surveyed patients
    - 90% satisfaction with Nurse Case Managers
    - Over 85% satisfaction with the program overall
    - Nearly 80% willingness to recommend the program

- **Financial support (in compliance with relevant laws and prevailing industry standards):**
  - Continuing with the support program for eligible patients with commercial health insurance in the U.S., which in 2023 has a 94% patient satisfaction rate
  - Our internal patient assistance program provides support for uninsured patients in the U.S. who meet certain criteria. More than half of applications were granted, with over 45 patients currently enrolled
  - Contributing funding to independent 501(c)(3) charitable organizations for copay and premium assistance, consistent with industry best practices

Pre-Approval Access

Pre-approval access (**PAA**) is a term we use to describe access to investigational therapies that have not yet been approved by regulatory bodies. In certain cases, we may provide an investigational product outside of a clinical trial to a patient or group of patients through their treating physicians. Our PAA program governs patient access to our investigational medicines outside of clinical trial settings, for certain patients who are ineligible for trials and have exhausted other available treatment options. Our PAA program remains open in countries where VYVGART is not yet launched or reimbursed.

In 2023, we approved access to the PAA for over 330 gMG patients in 14 countries. **Additional information on our PAA program**.

Quality & Safety

Quality

We focus on quality at every stage, from preclinical to commercial, to provide effective, innovative therapies to patients who need them. The argonauts on our quality teams are dedicated to embedding best practices across all functions and facets of our business. Members of the quality team are embedded in cross-functional teams, ensuring accountability to best-in-class standards in line with our value of excellence.

Our 2025 Quality Vision guides our forward looking approach to quality, pursuing a strong culture of quality:

- Robust, sustainable global quality management system bringing about high quality standards and consistency across all argenx sites, processes and operations
- enabling innovation at every corner of the business with quality part of its core
- dedication to bringing high quality, efficacious and safe products, fast to patients wherever they are in the world and
- continuing to foster and support the growth and learning mindset of the organization, through enhancements in our approach to learning at argenx

Following our Quality Policy and Management Commitment, our senior management is deeply involved and accountable for the implementation and continual improvement of the quality management system.

We demonstrate our commitment through:

- Ensuring that the quality culture of the organization is clearly lived through the cultural pillars and that it is an integral part of the way we do business
- Taking accountability for the effectiveness of the quality management system
- Ensuring that the quality policy and quality objectives, established for the quality management system, are aligned with the strategic direction of the organization
- Engaging, directing and supporting persons to contribute to the effectiveness of the quality management system
- Ensuring that adequate qualified resources are available to support quality of our deliverables and activities
- Ensuring the integration of the quality management system requirements into the organization's business processes

0

recalls

81%

of CAPAs considered preventative

0

FDA safety notices

Building a Quality Culture

Our annual Quality in Action Day helps argonauts celebrate and share ways to embed quality into activities across functions and around the world. Through a combination of live and virtual programs throughout the day, our 2023 day included more than 350 argonauts sharing insights and examples of innovation with quality at its core. In addition to facilitating deeper connection with colleagues, these events foster learning and awareness of quality activities across the business, as well as celebrate and recognize the individuals and teams whose commitment to quality is exemplary.

Patient Safety

Nothing is more important than patient safety: our mission to transform the lives of patients with autoimmune disease means that we must move beyond harm prevention into pre-emptive measures to protect patient and public health. We strive to be proactive, risk-based and continuously adaptive to provide transparent communication and cooperation between all stakeholders. Ensuring quality by design regarding our global patient safety efforts is a scientific and strategic driver for the company and allows us to comply with legal requirements, prevent harm, promote safe and effective use, and most importantly, protect patient and public health.

Prioritizing patient safety extends to our broader network as well. For vendors, this begins during the earliest stages of the selection process and is codified in partnership agreements that dictate specific quality and technical processes.

Our internal standards as well as our adherence to Good Manufacturing and Good Pharmacovigilance practices bring clarity and structure to this philosophy.

Our quality management system outlines clear risk management and thorough investigation practices, including corrective and preventative action (**CAPA**) procedures for any incidents within argenx or at any of our vendors.

Our internal programs emphasize the importance of co-creation:

- Product Quality Councils that meet regularly to review metrics and objectives/safety processes and procedures
- Ongoing collaboration between Chemistry, Manufacturing and Controls (**CMC**)/Technical Operations team and a team of Product Quality professionals
- Continuous improvement initiatives have commenced to optimize process performance, product quality monitoring and regulatory compliance. Examples include an initiative to introduce automation for our batch release process and an organizational learning transformation project with the introduction of a new learning management experience platform, set to roll out in late 2024

We use a risk-based approach to audit our vendors globally. In 2023, 100% of planned audits of our vendors involved in manufacturing, testing and distribution of all argenx products and product candidates were conducted.

People

argonauts **are** argenx.

United in our purpose and inspired by the patients we serve, we share a commitment to work collaboratively to deliver breakthrough therapies.

Together, we can achieve the impossible. But it takes more than the right people; it takes the right ways of working to push the boundaries of antibody research and ultimately change lives.

Contents

People and Leadership Development

Thanks to the dedication of our argonauts, what began as a research and development organization has grown into a fully integrated immunology company with a deep, broad portfolio of differentiated therapies and drug candidates.

We know that continuing to fulfil our commitment to patients requires us to first fulfil our commitment to our teams, ensuring that we remain a best-in-class place for the brightest talent to work and grow their careers. Our future growth as a company depends on our ability to attract talent and provide opportunities for their growth as individuals.

How do we know it's working?
Our **voluntary turnover rate of 5%** and **involuntary turnover rate of 2%**, well below industry standards. Perhaps most importantly, we see the proof of talented innovators in **our pipeline**.

1,148
full-time employees

410
research & development employees

309
consultants

10
geographic regions

Talent Attraction

argenx takes a value- and team-based approach to talent acquisition. This means we not only prioritize the requisite knowledge and skills when hiring, but also seek alignment with our cultural pillars to strengthen the organization. In other words, we hire for attitude and train for skill. This commitment to building cohesive and values-driven teams is essential for fostering innovation and sustainability.

Recognizing the importance of diversity in our global teams, we actively seek the greatest talent from around the world. Our leaders' continuous commitment helps us to attract the brightest minds with equally collaborative spirits, in every function from R&D to legal. All argonauts serve as ambassadors of our culture, which the best recruiting tool to rely on the broad network of our veteran teams. This approach helps to ensure that our workforce reflects the global nature of the biotech industry and brings diverse perspectives to drive our innovation forward.

Recruiting Early-Career Talent in Belgium

To attract early-career scientists to our discovery teams based in Belgium, we engage in several targeted initiatives. These include participation in the Interuniversity Job Market for Young Researchers, site visits and job shadowing projects with Belgian universities. Our R&D teams also actively contribute to the academic community by delivering lectures, presentations and workshops at Science Faculties across the country.

Our involvement in the Workgroup for potential representation at the Nerdland-Festival 2024, Belgium's largest science festival, also emphasizes our commitment to nurturing the next generation of scientific talent. By embracing these strategies, we are building a sustainable and impactful future for argenx.

Employee Development & Retention

We know our mission is a large part why people choose to work at argenx; we also know that our mission alone will not keep top talent satisfied forever. We draw on our cultural pillars of innovation, co-creation, empowerment, excellence and humility to create an environment in which argonauts not only do their best — their best can become even better.

The scientific breakthroughs we pursue on behalf of patients do not happen quickly — it can take years of research to bring an effective therapy to market. As a result, we need argenx to be a place where people want to work for the long-term, and where they can continue to grow their skills and impact over time.

Throughout 2023, we deepened several initiatives to cultivate our team's leadership skills while living up to our values.

- **Essentials Leadership Development Program:** We aim to help all rising leaders appreciate the full complexities of the biotech business and how we can continue to improve decision-making across the company. In 2023, eight cohorts of argonauts (four in the EU and four in the U.S.) participated in this program. Feedback from the approximately 70 participants was extremely positive, with several noting the practicality of the skills developed and that the program helped them feel secure in newly expanded roles. In 2024, we plan to continue refining the program and add two new additional cohorts in the EU and the U.S., as well as launch our first two cohorts in Japan.
- **Personal Development Plans (PDP):** One of our core operating principles is that we develop our business by developing our people. It's critical that argonauts share a continuous growth mindset in pursuit of innovation, which means we must attract people who want to take on new challenges. We take a strengths-based approach to PDPs that allows argonauts to flex and grow within their current roles, while opening doors to new roles with new experiences on their argenx journey.

- **Communications Council:** To live up to our promise of "one company, one purpose," we bring together argonauts spanning teams, management levels and geographies on our Communications Council. This group embodies our spirit of co-creation and collaboration by reviewing company-wide internal communication as well as social media programs and provides a channel for candid feedback and conversation.
- **Culture Labs:** We also bring argonauts together for in-person and virtual Culture Lab sessions. In 2023, 295 argonauts took part in at least one of these sessions to deepen our collective understanding of our cultural pillars. In a testament to their value, 88 of our colleagues participated in multiple sessions. Our goal is to continue scaling this program so that all new argonauts participate within their first 90 days with argenx, and to participate at least once annually thereafter.

Unify all colleagues around a consistent understanding and illustration of our Cultural Pillars

Activate all argonauts to **live the pillars**

Gather insights and data to better understand and continuously **improve our experience**

Provide argonauts an opportunity to **connect in a new way** and **gain new, global perspectives** and a better understanding of who we are as an organization

Leaders Emerging and Developing (**LEAD**) Program

LEAD is designed to help U.S. Commercial and Medical Affairs argonauts deepen their understanding and practice of successful leadership skills. Our inaugural 2023 cohort included 15 U.S. colleagues who attended three summits focused on leading self, leading others and leading the business.

Diversity, Equity & Inclusion

Scientific advancements happen faster when diverse teams bring their perspectives to problem-solving together. Diversity can mean different things based on function and region; our core values of empowerment and co-creation elevate diversity in every aspect of our work. Innovation and excellence also require that we recruit and retain the brightest minds in our business.

Our **Diversity, Equity and Inclusion (DE&I) Policy**, as approved by our Board of Directors, articulates our commitment to fostering a culture where all argonauts feel able and encouraged to apply their skills to our shared mission. This includes our pursuit of gender balance in all regions and at all levels, including our leadership team and Board of Directors.

Our DE&I policy does not stand alone; the approach is integrated into our recruitment and retention strategies, ensuring that we attract the most talented candidates for openings and that we provide appropriate career development initiatives to leverage that talent and promote balanced representation.

Core Values

Co-creation

We create through **collaboration**

Humility

We **listen** to patients and their communities

Excellence

We live by our **reputation** for data-driven decision-making

Empowerment

We build our people based on **strengths** to benefit the broader team

Innovation

We live to **innovate** and do so at every step

Taking Action Toward Workplace Inclusion

Building a culture of inclusion starts in our first interactions with prospective argonauts. Our recruitment process is standardized across the business, focused on "What Counts Factors" that describe key attributes we seek in all candidates.

What Counts Factors

The What Counts Factors are key attributes sought in a candidate

We offer bias-recognition training to all argonauts, and mandate participation for anyone participating in interview processes. We also embed group decision-making into our recruitment processes to help reduce individual bias and capture diverse perspectives.

Because onboarding sets the tone for our argonauts' long-term success, our HR and respective people leader provides and implements a robust onboarding plan for each new argonaut. This program covers all regions and includes a core training program and a personal welcome session with our CEO shortly after joining. As from 2024, all new employees will also be invited to participate in a culture lab session within three months of joining.

Opportunities for promotion, training and career development are available to all argonauts and tailored based on clearly defined job-related criteria, considering each individual's capabilities and goals.

662

female employees

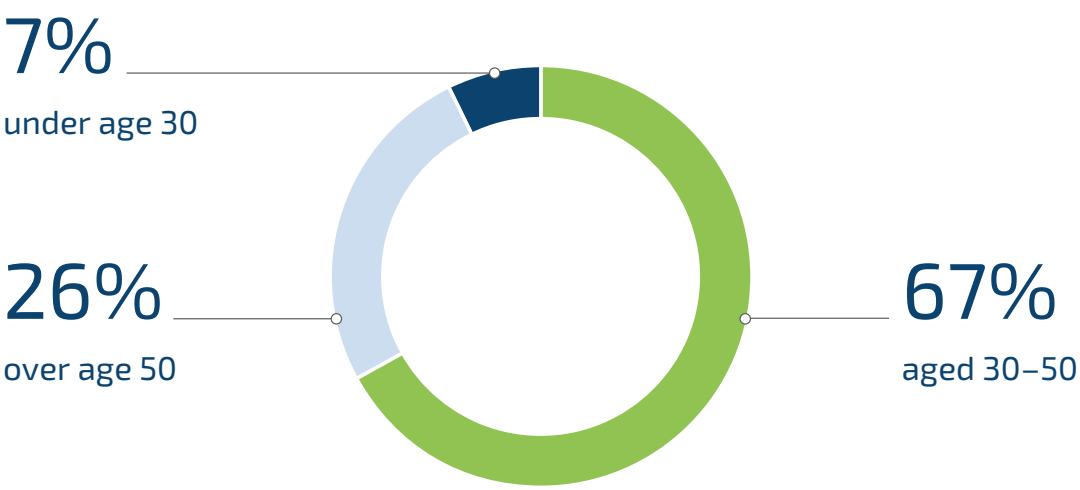
486

male employees

We also recognize that employee resource groups play an important role in our inclusive culture and provide leadership and development opportunities in parallel to the opportunities in argonauts' daily work. Atalanta, our women's employee resource group, welcomes all colleagues regardless of gender identity to join in dialogue on advancing women's representation in leadership.

For example, Atalanta members hosted a panel discussion and Q&A with Camilla Sylvest, Pam Klein and Ana Cespedes as members of our Board of Directors who discussed active mentoring and coaching in support of each individual's professional development. Regional chapters in the EU, Japan and the U.S. each hosted events and interviews to address local members' interests and needs.

Employee Age



Compensation and Pay Equity

At argenx, we believe in fair pay for all. Our base pay principles focus on being fair, inclusive and aligned globally. We assess our compensation against industry peers at least once each year and adjust to ensure it is competitive and fair in keeping with our commitment to attract and retain top talent of all backgrounds. In 2023, we disclosed a total average 2.1% pay gap by gender, and we continue our efforts to decrease that gap to 0.

Global alignment means that our compensation philosophy is consistent around the world, while also allowing flexibility to adapt to local practices that fit the markets where our employees live and work. Our base pay is part of our broader reward philosophy, including variable compensation, equity incentives, bonuses, benefits and recognition rewards. This all adds up to more than compensation: it's about equality, diversity and recognizing each argonaut's contributions to our shared mission.

Wellbeing and Benefits

We cannot solve challenges for patients without prioritizing the health and wellness of our team. Physical, mental and financial wellbeing are all integral to our organizational mindset at all levels and across all regions.

In order to transform autoimmune therapy, argonauts must be able to focus completely while at work. We know this is made possible when we can support them in meeting their needs at home. This starts with competitive compensation to attract the best talent and includes a wide range of benefits and support to create a well-rounded environment in which argonauts can thrive.

A Broader Approach to Wellness

- **Virtual wellness support:** Since 2022, argonauts have had access to Wellable, addressing physical, mental, and environmental wellbeing. It includes team challenges, activity tracking, nutrition, on-demand fitness classes, health coaching, and webinars
- **Caregiver support:** Family benefits are tailored to local markets. For example, U.S. employees receive including access to tutor.com, which provides academic support for students of all ages (including in higher education)
- **Self-paced cognitive behavioral therapy (CBT):** argonauts also have access to Mindlab, a digital self-service tool offering CBT techniques in Dutch, French and English to strengthen mental health
- **Employee Assistance Program (EAP):** Our EAP is a free, confidential program available 24/7 to offer argonauts and their family members specialized support for a wide range of life's demands, from nutrition and mental health to parenting and eldercare, as well as access to legal and financial advice
- **Localized approach:** Additional benefits, like medical, pension, mobile phones and company cars, are made available at a regional level in line with local market practices. At our site in Belgium, employees can participate to an electric bike access program

Compensation and Financial Responsibility

- **Corporate bonuses:** Bonuses tied to company-wide goals are fixed and equal for all employees, deepening our sense of co-creation and commitment to excellence. For 2023, these goals focused on:
  - Simplifying 10 high-impact cross-functional processes
  - Saving more than $100 million in negotiated spend to advance financial responsibility
  - Increasing cybersecurity awareness and reducing the number of argonauts sharing login credentials
- **Annual variable pay**: All employees have an important component of their compensation directly tied to annual variable pay targets. These targets are linked to individual business and organizational goals specifically aligned to our corporate objectives. Variable pay targets are earned by achieving specific strategic goals (what) in a manner that supports and embeds our cultural values (how)
- **Equity grants:** All employees and directors have the opportunity to participate in our company equity incentive plan, creating a shareholder mindset in which all argonauts are invested in the company's future success

Health and Safety

A safe working environment enables innovation. At argenx, we reduce risk and keep employees safe through a combination of clear protocols and standards, rigorous training and measurable workplace safety goals.

- **0 incidents goal:** In 2023, for the fifth year in a row, we achieved our goal of 0 workplace accidents or injuries (Total Recordable Incident Rate)
- **Site-specific training:** All employees undergo health and safety training as part of their onboarding process, regardless of region or function, including receipt of our argenx biosafety manual for lab scientists in Zwijnaarde

Within their first week and first month, lab-based staff receive mandated trainings on argenx standards for biosafety including working with chemicals and waste management. Training for office-based staff includes hazards, site access, fire safety and evacuation procedures.

Metric	2023	2022	2021
Total Recordable Incident Rate (**TRIR**)	0	–	–
Days Aways, Restricted, or Transferred Rate (**DART**)	0	–	–
Incidents causing permanent injury	0	0	0
Days lost to incidents causing permanent injury	0	0	0
Incidents causing temporary injury	0	0	0
Days lost to incidents causing temporary injury	0	0	0
Total days lost due to injury (**LTIR**)	0	0	0

Community

Our focus on co-creation means that we bring a community mindset to everything we do and celebrate the power of cumulative impact. Throughout 2023 we continued to build on programs to support the communities where we live and work, by providing time, expertise and financial assistance to causes that matter most to our patients, neighbors and the next generation of Science, Technology, Engineering and Mathematics (STEM) innovators.

Just as we seek to provide tailored therapeutic options to meet patient needs, we aim to engage and support our local communities in ways that are most meaningful to those neighbors.

Making a Difference for Neighbors in Need

In Ghent, Belgium, local argonauts collected donations for VZW De Zonnebloem, a local charity that helps people fighting poverty, social exclusion and discrimination.

Our Boston, Massachusetts team in the U.S. continues to support a number of local nonprofits, including the Boys and Girls Clubs of Boston Holiday Gift Program. The program reaches more than 1,000 local families with gifts during the holiday season, extending joy and cheer to neighbors who need it most. Our local team sponsored 15+ children, granting their wishes for holiday gifts.

We also kicked off our first Food Drive through Feeding America, the largest hunger relief organization in the U.S. with a nationwide network of food banks, food pantries and community-based organizations. By collecting canned food donations during the holiday season, our team supported several organizations in the greater Boston area where hunger is greatest.

Supporting Community Health and Wellness

We made an initial EUR 50,000 donation to the Institute for Indian Mother and Child (**IIMC**) in West Bengal, India, to support its health program. IIMC trains local community health workers to conduct outreach and education in their villages, with a special emphasis on prenatal health and care for pregnant women. argenx is committed to supporting IIMC and their vital work.

Our Boston-based argonauts also supported the Dana-Farber Cancer Institute's Jimmy Fund by participating in the Jimmy Fund Scooper Bowl® for the third year in a row, helping to raise funds for cancer care and research. Over the years, at the U.S.'s largest all-you-can-eat ice cream festival has raised more than $7.3 million for the cause.

We also support mission-driven organizations like the Foyer Handicap Foundation in Geneva, Switzerland, which supports, employs and houses individuals with physical disabilities. One of the Foundation's initiatives is producing custom clothing. We contracted with them to produce branded items for our internal annual meeting and for a new hire welcome gift, knowing that their mission is to "make possible the complete integration within society of people with physical disabilities as a priority."

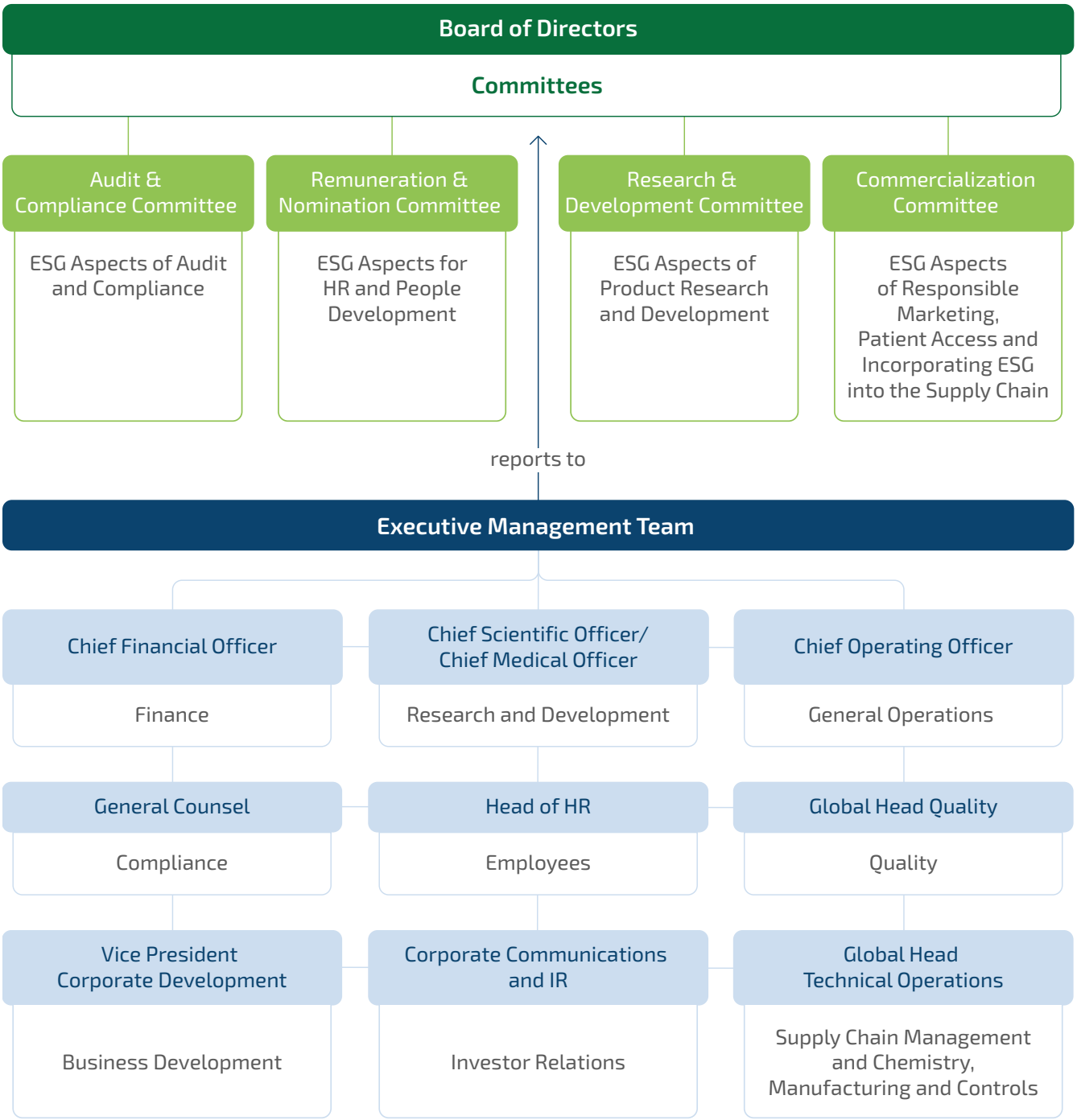
Governance

In the rapidly evolving landscape of corporate responsibility, good intentions are not enough — they must be reinforced by thoughtful governance structures and mechanisms to ensure accountability, adaptability and alignment with our values and with the highest ESG standards.

Contents

ESG Governance and Oversight

Our Board of Directors, our highest governance body, is a one-tier board under Dutch law. Our general counsel has primary responsibility for management oversight and helps to guide our ESG strategy and disclosure, in addition to coordinating with the Board of Directors on ESG workstreams.



The Board has primary responsibility for setting our ESG strategy. Within the Board of Directors, the Audit and Compliance Committee is charged with overseeing argenx's ESG disclosures, in coordination with other board committees as appropriate, taking into account their specific respective responsibilities. This process is formalized in the Board Rules and the respective committee's **Terms of Reference**. In this way, we engage the entire Board of Directors in ESG oversight with clear accountability instead of creating a standalone ESG committee in isolation.

The Board of Directors and its committees meet at least five times per year, including discussion of all major ESG initiatives. Executive management is responsible for day-to-day aspects of ESG, including dedicated ESG employees in quality, legal, compliance, HR, supply chain and investor relations who meet regularly in cross-functional core working groups. These dedicated ESG employees regularly interact with the Board of Directors and report on ESG efforts for review of the Board of Directors.

The Board committees are engaged deeply in their respective following areas of our ESG strategy:

- Remuneration and Nomination Committee
  - talent and culture
  - employee diversity, equity and inclusion
  - employee engagement
  - board composition
- Audit and Compliance Committee
  - integrity of non-financial reporting and ESG disclosures
  - non-financial information processes and controls
  - code of business conduct and ethics compliance
- Commercialization Committee
  - access to medicine
  - patient engagement
  - supply chain
  - product quality
- Research and Development Committee
  - ethical research and patient safety
  - clinical trial diversity
  - animal welfare

Board Structure and Dutch Corporate Governance Code

61 average age	5 years average tenure	33⅓% women
6 nationalities represented	89% independence	Separate chair and CEO roles

We are subject to the Dutch Corporate Governance Code and, to the extent we deviate from the best practice principles set out therein, we must explain the reasons for such deviations in our make public disclosures. For the year ended December 31, 2023, we complied with the best practice principles set out in the Dutch governance code, except for certain principles relating to our remuneration policy and practices. The reasons for these deviations are explained in detail in the Dutch Corporate Governance Code section of our 2023 annual report, and primarily relate to the fact that although we are a Dutch company, we are competing in the global talent market and consequently we must ensure our remuneration practices are globally competitive, including against U.S. based talent competitors.

Additional information on Board structure, committees, members and their backgrounds (including expertise, tenure, independence, nationality and cross-board memberships) is available in the **Governance section** of our website.

Risk Management

Our risk and control systems — as well as the risks we have identified as material to our business — are reported in detail in the **Risk Appetite & Control** section of our 2023 annual report.

Ethical Business Conduct

The argenx way means that our commitment to ethical business goes beyond regulatory requirements; it's a fundamental aspect of building and preserving stakeholder trust in service of meaningful innovation. Accordingly, the objective of the Ethics & Compliance program at argenx is to guide, promote and embed a strong ethics and compliance culture to ensure that the right patient receives the right medicine at the right time in the right way.

Systematizing our ethical business guidelines creates clarity for all argonauts and the partners, collaborators, and vendors across our network, as we work toward our shared goal of improving patient care.

Code of Business Conduct and Ethics

Our **Code of Business Conduct and Ethics** translates our core values of Innovation, Co-creation, Excellence, Humility and Empowerment into specific expectations for all argonauts to live by as co-owners of the company. The Code is a business enabler, guiding our ongoing work and behavior in the increasingly complex, competitive and highly regulated global marketplace as we continue to grow as an integrated global immunology company.

Senior leaders are expected and required to set visible examples of compliance with the Code, including prioritizing integrity in hiring and promotion, setting variable pay and guiding employee development. All argonauts receive annual training on Code expectations and are required to accept and commit to its contents as a condition of employment.

The Audit and Compliance Committee of our Board of Directors supervises Code compliance, informed by quarterly reports from our Global Head of Ethics and Compliance including ethical risks, violations and corrective actions.

Interactions with Healthcare Professionals

The spirit of co-creation is one of our core values, and we regularly engage healthcare providers in our mission to provide better, more effective therapies for patients. As with many pharmaceutical companies, the services for which we contract with healthcare professionals include clinical investigations, advisory services and speaking engagements at argenx events.

We recognize the potential for perceived or real conflicts of interest when we engage these healthcare professionals, who are also our customers. To avoid even the suggestion of a conflict, we conduct all such interactions with the utmost integrity, scrupulously adhering to government and industry body regulations and enforcing our own strict internal guidelines. We prohibit the exchange of gifts of other items of value to ensure that we avoid even the perception of improper influence.

There is a growing expectation from the public that interactions between pharmaceutical companies and healthcare professionals or organizations should also be transparent. We comply with all laws, regulations and industry codes requiring the disclosure of payments or other transfers of value to healthcare professionals or organizations. We also develop and maintain adequate systems and processes to ensure timely, accurate and complete disclosures.

Our Global Anti-Bribery and Corruption Policy

We do not tolerate bribery or corrupt conduct, either in our direct business dealings or by a third party acting on our behalf. We do not offer, promise, or provide anything of value to improperly influence a business decision or for the purpose of obtaining or retaining business.

We are aware that many bribery cases involve payments through third parties. Therefore, we will not permit a third party acting on our behalf to offer improper gifts, payments, or other rewards.

Most countries have their own anti-bribery and anti-corruption legislation, and in many countries these laws, such as the UK Bribery Act and the U.S. Foreign Corrupt Practices Act, extend and apply beyond the country's borders. Corrupt conduct committed in one country may therefore result in civil and criminal actions not only in that country, but also in another country. We are committed to ensuring all our business dealings, wherever they take place, remain free of corrupt practices.

99.4% of employees completed our Code of Business Conduct training and 99.4% completed our Anti-Bribery Policy training in 2023

Ethical Marketing and Promotions

Patients with severe autoimmune disease, as with any condition, deserve to make well-informed individual treatment choices in consultation with their healthcare providers. This is only possible when information on treatment and therapies is clear and truthful. At argenx, we only promote our therapies for approved uses, and have strong internal procedures to ensure regulatory compliance and consistency with approved product labelling in each region where we operate.

In any promotional context, we require all argonauts and those in our wider argenx network to share balanced, honest information about our products in line with approved uses, including all relevant safety information.

Speak Up and COMPASS Helpline

We are committed to an environment where open and honest communication is the expectation. We want argonauts to feel comfortable in approaching their manager, Human Resources, Legal and/or Compliance or using the argenx COMPASS Helpline (hosted by a third-party hotline provider) in instances where they have questions, concerns, or believe violations of policies or standards have occurred. We encourage argonauts to always ask questions when they are unsure of the right course of action. In case argonauts prefer to raise their concerns anonymously, they can do so through the COMPASS Helpline.

Human Rights

We comply with international labor standards and applicable labor and employment laws in every region where we operate.

This includes, but is not limited to:

- prohibiting child exploitation and child labor
- prohibiting forced, bonded or indentured labor and involuntary prison labor
- prohibiting harsh or inhumane treatment, the threat thereof, or any form of modern slavery or human trafficking
- upholding the right to freedom of association
- zero tolerance for workplace discrimination

We also choose to work with third parties who align with our values throughout our network and supply chain. We do not conduct business with any individual or organization that participates in activities we prohibit.

Taxation and Tax Transparency

At argenx, our **Global Tax Policy** is part of our sustainable business strategy. Transparency, reliability and trust are fundamental to our success in the communities where we work and serve patients; this includes paying our fair share of taxes. These taxes include, but are not limited to, corporate income taxes, employment taxes, and other indirect and local taxes.

At the core of this strategy is the idea that tax follows business: from innovation to delivery to the patient, our legal entity structure is based on our business needs. As a result, transactions have business purpose and economic rationale in alignment with our values.

Animal Welfare

Until new developments are available, the discovery, development and production of new medicines still requires some use of living animals to ensure quality, efficacy and safety. Our **Animal Welfare Policy** provides guidance and key principles to safeguard the welfare of animals used in research conducted by argenx or used on our behalf.

Central to our policy is a commitment to the 3R principles of animal welfare: **replace** (use alternative experiments in place of live animals whenever reasonably possible); **reduce** (use the minimum number of animals possible to obtain valid results and achieve research objectives); and **refine** (modify procedures to limit any discomfort and distress to animals).

Our commitment to the 3R principles includes:

- **Reduce:** we have a strategy to minimize animal surplus, designing studies in a cross-functional way that allows sharing of study goals or tissue where possible and involving biostatisticians to help us design studies that limit the number of animals used
- **Replace:** where possible, we use in vitro or ex-vivo experiments to reduce the number of animal experiments needed
- **Refine:** we keep abreast of innovation and development in animal welfare science and use our Animal Welfare Committee to ensure we apply learnings in the R&D community

Supply Chain Management

Our comprehensive approach to supply chain management underscores our commitment to a secure and reliable supply chain, aligning with industry standards and keeping patient safety at the center.

Collaborating with reputable third-party contract manufacturers ensures strict adherence to the FDA's current good manufacturing practices. Lonza, with facilities in Slough, UK, Portsmouth, the U.S., Singapore and Visp, Switzerland, plays a pivotal role in our supply chain. We engage Lonza in activities ranging from the development of cell banks to the manufacturing of drug substances, employing validated and scalable systems widely accepted in the industry. Additionally, in 2022, we extended our collaboration to Fujifilm in Hillerød, Denmark, specifically for the large-scale manufacturing of efgartigimod.

These strategic partnerships enable us to build a robust global network to support the development and commercialization of our products.

Our commitment to supply chain excellence extends beyond drug substance manufacturing. We collaborate with experienced commercial partners, incorporating redundancy and deploying differentiated technologies to enhance resilience. Every facet of our supply chain, from filling and labelling to packaging, storage, and distribution of investigational and commercial drug products, is meticulously designed to preserve product integrity.

Temperature control is a critical aspect of our logistics. All shipping solutions undergo rigorous qualification processes, considering seasonal variations. Thermal qualification, transport simulation and shipping route verification studies ensure products remain uncompromised during worldwide transit. We carefully select premium couriers to transport our products, providing an additional layer of assurance, and employ reusable shipping solutions wherever possible to reduce waste.

Participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program further solidifies our commitment to industry standards. While we don't own production facilities, our manufacturing partners actively engage in this program. This dedication extends to our other top-tier suppliers across various outsourced operations.

Our approach to product lifecycle management strikes a careful balance between sustainability and responsibility. We accept products for takeback, reuse, or disposal based on stringent criteria, with a focus on full traceability of temperature conditions and the absence of visual damage. This holistic strategy underscores our commitment to a secure and reliable supply chain, ensuring that patient safety remains paramount in every step of our operations.

Product Traceability and Counterfeit Prevention

Product traceability is essential for patient safety, and as global supply chain management gets more complicated, we have robust processes to prevent counterfeiting.

In compliance with national legislation like the United States Drug Supply Chain Security Act and the European Union Falsified Medicines Directive, all commercial argenx products are coded with serial numbers at unit, case and pallet levels. Each sellable unit has its own unique random serial number product code along with its lot number and expiration date. These are printed in a readable format for human eyes, as well as encoded in a 2D data matrix barcode. Dedicated software generates and tracks these numbers. To prevent physical product tampering, tamper-evident seals are added during manufacturing, and transport vehicles are tagged with numbered seals as well.

We require our contract manufacturing organizations (**CMOs**), which perform batch manufacturing, to maintain rigorous quality systems of their own. This includes compiling a full processing history and lot genealogy of consumed raw materials, along with documentation of all processing steps.

An enterprise resource planning (**ERP**) system allows us to trace argenx drug substances, semi-finished drug products and finished products, whether they are at CMOs, third-party warehouses and logistics distributors, or in transit. We require our distributors and wholesalers to trace downstream product distribution to our end customers.

0

incidents of confirmed or suspected counterfeit activity

0 incidents of confirmed or suspected counterfeit activity were reported in 2023. Our Management of Suspected Falsified Medicines process outlines specific action steps to take in the event of any suspicious activity regarding falsified or counterfeit medicine. If a case is reported, the batch of medicine in question is immediately separated and quarantined pending an investigation. A clear process outlines how we will promptly notify impacted stakeholders throughout the supply chain, along with any relevant authorities or regulatory bodies if any incidents of counterfeit products were to be confirmed.

Data Security and Privacy

At argenx, we prioritize information and privacy protection for our patients, employees and stakeholders — from intellectual property to personal health information. Our robust information security program employs technical tools, well-defined processes and highly trained staff to prevent data breaches and safeguard company assets.

We adhere to the European General Data Protection Regulation (**EU GDPR**), as well as other federal, regional, state or national data protection, privacy and security laws and regulations applicable in the countries in which we conduct our business. We follow relevant privacy, cookie and retention policies and procedures.

Our Information Security Management System (**ISMS**) aligns with ISO 27001, incorporating GDPR and HIPAA standards. We conduct regular self-assessments to review the effectiveness of our privacy and security controls.

We conduct security and data protection impact assessments (**CSIAs** and **DPIAs**), to appropriately evaluate security and privacy risks and for the confidentiality, integrity and resilience of our information assets and our adherence to generally recognized data protection principles and security standards. When exchanging personal data or personally identifiable information with third parties, we include data protection and privacy-compliant language in our contracts, including executing data processing and data transfer agreements, and data transfer impact assessments, where relevant. Many of our partners and vendors are certified to ISO 27001 and all partners and vendors undergo security reviews and audits, including mandatory security questionnaires, privacy impact assessments, GDPR compliance checks and appointments of responsible individuals/ process owners.

Our incident response and data breach procedures are designed for the timely detection, reporting, investigation of all security incidents, as well as the timely notification of any reportable breaches (including any material cybersecurity incidents and personal data breaches) to the competent authorities and the timely communication to the affected individuals, where relevant. We maintain records of breaches on our Quarterly Corporate Risk Dashboard and our Personal Data Breach Register. We also monitor and regularly report our security and data breach metrics to senior management, including the Audit and Compliance Committee of our Board, the Global Corporate Compliance Committee, and the Global Risk Management Committee.

Routine training on data security, privacy and phishing awareness is provided to all employees and contractors annually. Data security and privacy oversight is managed by our Data Protection Officer, who provides quarterly updates to senior management, including the Audit and Compliance Committee, the Global Corporate Compliance Committee, and the Global Risk Management Committee.

Our robust framework includes a comprehensive Incident Response Plan so that any employee who suspects a potential security breach may report and escalate their concerns efficiently. This plan guides employees through a step-by-step procedure in case of a security incident, with escalation based on severity.

In 2023, we identified and addressed only low-risk external personal data breaches, none of which involved argenx employees or information assets. Notably, in line with our internal procedures and applicable breach reporting requirements, none of the security incidents reported to us, internally and externally, required disclosure to the local competent data protection authorities or other competent authorities. Our commitment to privacy and security is underscored by continuous internal compliance reviews and regular self-assessments, identifying potential gaps and monitoring our privacy and reporting on program's performance.

98.83% of argonauts globally and 100% of argonauts in Japan as well as 100% of our consultants completed the GDPR interactive training in 2023

Planet

As we center patient needs in everything we do, we recognize our responsibility to act as good stewards of the planet we all share. We are committed to measure and manage our impact on the environment, from improving energy efficiency and minimizing waste within our sites to reducing the use of hazardous materials in our operations.

Contents

Environmental Impact

We're dedicated to sustainable practices within argenx and throughout our value chain. We start by examining our own sites as well as working closely with our main suppliers, making sure they follow environmental, health and safety guidelines that match our commitment to environmental stewardship.

Operations

Efficiency in Office

- Our Tokyo, Japan offices are LEED certified and received the Minato Model Carbon Dioxide Fixation Certification, and received the highest rating (**S/excellent**) from CASBEE, the Comprehensive Assessment System for Built Environment Efficiency in Japan
- Our Boston, United States office has received the BOMA 360 Performance Program designation. BOMA 360 is a globally recognized standard for operational best practices and is validated by GRESB

Progress Around the World

Energy Consumption

Location	
Zwijnaarde	814,362 kWh
Tokyo	39,177 kWh
Boston	87,108 kWh

Gas Consumption

Location	
Zwijnaarde	52,427 m^3

Waste

Zwijnaarde, Belgium	
Type of Waste	**Volume**
Hard plastic	530 kg
Glass	490 kg
Paper and cardboard	3,600 kg
PMD	580 kg
Residual waste	6,660 kg
Medical waste	3,420 kg
Waste water	630 kg
EPS waste	5 m^3
Non halogenated solvents	2,480 kg

Waste

Tokyo, Japan	
Type of Waste	**Volume**
General waste	1,750 kg
Waste plastic	395 kg
Magazine/ leaflet	40 kg
Cardboard scrap	65 kg
Paper	150 kg
Waste total	**2,400 kg**

Greenhouse Gas Emissions (Scope 1, 2, and 3)

We calculated our greenhouse gas (**GHG**) emissions for the first time in its entirety for 2023. We completed these calculations as a first iteration and on a voluntary basis for the general requirements of a GHG emissions calculation. Reporting on our GHG emissions will be mandatory as of January 1, 2024 under the CSRD for fiscal year 2024.

The GHG footprint was calculated using the GHG Protocol as guidance for the methodological approach followed. Emission factors were sourced from publicly available databases including the French database: ADEME (**Base Empreinte**) and, where needed, the UK database: **DEFRA 2023 emission factors**.

When necessary, reference was made to the IPCC Sixth Assessment report for the Global Warming Potential factors.

This GHG footprint covers the emissions of argenx SE and all of its subsidiaries for the timeframe 1 January 2023 to 31 December 2023.

argenx Spain S.L. was incorporated in October 2023. Emissions generated from this entity have therefore been accounted for where appropriate.

Since this is the first GHG footprint calculation for us, this calculation was completed using readily available actual data alongside industry-specific averages and assumptions, which is likely to be adapted in the future reporting years.

Explicit reference is made to the notes included in the below tables.

Consolidated Emissions in tCO_2e at argenx SE Level

	Emissions in tCO_2e	Notes
Total GHG emissions (location based)	**433,347**	
Total GHG emissions (market based)	**433,353**	
Scope 1	**378**	• **Fuel-related emissions based on HR insights and proxy calculations done using the employee number, where no data was available** • **Assumed petrol use for company cars** • **Gas-related emissions based on actual data and proxy calculations done using the number of desks, where no data was available** • **Assumed negligible refrigerant use**
Scope 2 (location based)	**183**	• **Based on actual electricity consumption and proxy calculations done using the number of desks, where no data was available** • **Location factors = generation/most recent** • **Market factors = residual/default to location**
Scope 2 (market based)	**189**	
Scope 3 Total[1]	**432,786**	
Scope 3 Category 1: Purchased Goods and Services	378,956	• Detailed until €1 million (and others where possible) and thereafter split emissions factor (50:50) between Pharmaceutical products and Research and development
Scope 3 Category 2: Capital goods	28,054	• Based on actual fixed asset spend data for applicable entities, using the most appropriate emission factors available according to the item purchased
Scope 3 Category 3: Fuel related	97	• Based on data used for scope 1&2 calculations
Scope 3 Category 4&9: Upstream and Downstream Transportation and Distribution[2]	18,563	• Based on spend-related data only • Breakdown per transport mode based on argenx's insights
Scope 3 Category 5: Waste	90	• Based on EU waste trends assumptions and the number of employees • It is noted that the estimate for Zwijnaarde might be inaccurate considering it has a laboratory and it is not differentiated from the office uses. This will be refined in future reporting years
Scope 3 Category 6: Business Travels	5,328	• Based on travel agent spend-related data and using the most conservative emission factor (associating all spend with air travel)
Scope 3 Category 7: Employee Commuting	538	• Based on HR insights and SDWorx research assumptions and using the most appropriate and conservative emissions factors to account for car, public transport or other travel mediums
Scope 3 Category 12: End of life treatment of sold product	29	• Based on revenue generated and cost of product • Based on disposal methods per product sold (as calculated)
Scope 3 Category 15: Investments	1,130.98	• Based on % ownership and employee ratio • Based on own emissions calculations (peer)

1) The scope 3 categories left off from this disclosure have been identified as immaterial or not significant to the overall GHG emissions associated with argenx SE.
2) The GHG emissions associated with Transportation and Distribution could not be distinguished between upstream and downstream in this reporting year.

The overall GHG emissions intensity (total GHG emissions per $ net revenue, which covers net product sales and collaboration revenue) of the Group is noted as 0.0004 tCO_2e/$, using the location-based total GHG emissions and 0.0004 tCO_2e/$, using the market-based total GHG emissions. We refer to footnote 15, Net Product Sales and footnote 16, Collaboration Revenue in the consolidated financial statements included in the **2023 annual report** for details on the net product sales and collaboration revenue.

Detailed Breakdown of GHG Emissions per Legal Entity

in tCO_2e	Total Emissions (location based)	Total Emissions (market based)	Scope 1	Scope 2 (location based)	Scope 2 (market based)
Total group	**433,347**	**433,353**	**378**	**183**	**189**
argenx Benelux BV	5,290.65	5,290.65	1.60	0.30	0.30
argenx BV	303,953.24	303,952.64	310.39	118.82	118.22
argenx Canada Inc.	5,453.58	5,453.58	0.42	0.06	0.06
argenx Germany GmbH	7,283.73	7,286.34	15.22	4.54	7.15
argenx Italy S.r.l.	5,310.77	5,310.95	14.59	0.78	0.96
argenx Japan K.K.	8,667.61	8,667.61	0.00	21.70	21.70
argenx Netherlands Services B.V.	5,291.54	5,291.58	5.67	0.88	0.92
argenx France SAS	5,330.60	5,331.21	20.05	0.44	1.05
argenx SE	7,214.83	7,214.83	0.00	0.00	0.00
argenx Switzerland SA	5,831.74	5,831.74	6.33	0.25	0.25
argenx UK Ltd.	5,363.17	5,366.14	3.80	3.90	6.87
argenx US Inc.	68,355.30	68,355.30	0.00	30.90	30.90
argenx Spain S.L.	0.74	0.61	0.42	0.32	0.19

Appendix

Contents

Performance Data

Introduction

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Employees	Number of employees globally	Number	1,148
Innovation	Amount globally invested in R&D in 2023	USD	$859 million
Clinical Trials	Active clinical trials	Number	24
	Clinical trial patients treated with our own pipeline candidates	Number	2900+
Innovation	Pipeline candidates out-licensed to our partners	Number	4
	Number of programs that have been tested in humans since our inception	Number	9

Patients

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Access to Medicines	Number of patients approved for PAA for their gMG patients	Number	330+
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Percentage (%)	(1) 2 (2) 2
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Percentage (%)	(1) 2 (2) 2
Clinical Trials	Active clinical trials	Number	24
	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	Number	0
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Presentation currency	0
Innovation	Amount globally invested in R&D in 2023	USD	$859 million
Patient Engagement and Advocacy	Number of patient advocacy projects undertaken or organizations engaged with	Number	More than 25 patient panels and listening sessions in 10 countries
Quality	Number of recalls issued	Number	0
	Total units recalled	Number	0

Patients – Continuation

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Quality	Number of fatalities associated with products	Number	0
	Total Amount of products accepted for take-back, reuse or disposal	Metric tonnes (t)	0.03122
	Percentage of CAPAs considered preventative	Percentage (%)	81
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Number	0
	Number of FDA safety notices	Number	0
	Percentage of audits completed on vendors involved in manufacturing, testing and distribution of argenx products and product candidates.	Percentage (%)	100
	Number of falsified or counterfit medicine incidents reported	Number	0
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Number	0

People

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Employees	Number of full-time employees	Number	1,148
	Number of consultants	Number	309
	Number of Research and Development employees	Number	410
	Number of geographic regions	Number	10
Talent Attraction, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Percentage (%)	(1) Voluntary turnover rate: 5 (2) Involuntary turnover rate: 2
Diversity, Equity, Inclusion	Number of male employees	Number	486
	Number of female employees	Number	662
	Percentage of employees more than 50 years-old	Percentage (%)	26
	Percentage of employees less than 30 years-old	Percentage (%)	7
	Percentage of employees between the ages of 30-50 years-old	Percentage (%)	67
Occupational Health & Safety	Total Recordable Incident Rate (**TRIR**)	Injuries per 100 employees	0
	Days Away, Restrictred, or Transferred Rate (**DART**)	per 200,000 employee hours worked	0

People – Continuation

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Occupational Health & Safety	Number of incidents causing permanent injury	Number	0
	Number of days lost to incidents causing permanent injury	Number	0
	Number of incidents causing temporary injury	Number	0
	Number of days lost to incidents causing temporary injury	Number	0
	Number of days losts due to injury (**LTIR**)	Number	0

Governance and Ethics

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	USD	0
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	USD	0
Supply Chain Management	Percentage of (1) entity's facilities and participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients (2) Percentage of Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Percentage (%)	argenx does not own production facilities. argenx partners with Lonza for its global manufacturing capabilities. Lonza participates in Rx-360. argenx has selected other top-tier suppliers across many of its outsourced operations, whether in preclinical, clinical or manufacturing and distribution operations, of which some are participating in Rx-360
Governance	Average age of argenx board members	Number	60
	Governance	Number	5
	Percentage of women board members	Percentage (%)	33⅓
	Number of nationalities represented	Number	6
	Percentage of independence	Percentage (%)	89
	Chair and CEO roles		Separate
Business Ethics	Percentage of employees that completed the Code of Business conduct and ethics training	Percentage (%)	99.4
Business Ethics	Percentage of employees that completed the Anti-Bribery Policy training	Percentage (%)	99.4

Planet

Topic	Accounting Metric	Unit of Measure	argenx Disclosure
Environmental Impact	Total GHG emissions (location based	tCO_2e	433,347
Environmental Impact	Total GHG emissions (market based)	tCO_2e	433,353
Environmental Impact	Scope 1	tCO_2e	378
Environmental impact	Scope 2 (Location based)	tCO_2e	183
Environmental Impact	Scope 2 (Market based)	tCO_2e	189
Environmental Impact	Scope 3 Total	tCO_2e	432,786[1)]
Environmental Impact	Location based GHG emissions intensity	tCO_2e/$	0.0004
Environmental Impact	Market based GHG emissions intensity	tCO_2e/$	0.0004
Environmental Impact	Tokyo office waste total	kg	2,400
Environmental Impact	Tokyo office general waste	kg	1,750
Environmental Impact	Tokyo office waste plastic	kg	395
Environmental Impact	Tokyo office magazine/leaflet	kg	40
Environmental Impact	Tokyo office cardboard scrap	kg	65
Environmental Impact	Tokyo office paper	kg	150
Environmental Impact	Zwijnaarde office hard plastic	kg	530
Environmental Impact	Zwijnaarde office glass	kg	490
Environmental Impact	Zwijnaarde office paper and cardboard	kg	3,600
Environmental Impact	Zwijnaarde office PMD	kg	580
Environmental Impact	Zwijnaarde office residual waste	kg	6,660
Environmental Impact	Zwijnaarde office medical waste	kg	3,420
Environmental Impact	Zwijnaarde office waste water	kg	630
Environmental Impact	Zwijnaarde office EPS waste	m^3	5
Environmental Impact	Zwijnaarde office nonhalogenated solvents	kg	2,480
Environmental Impact	Zwijnaarde office energy consumption	kWh	814,362
Environmental Impact	Tokyo office energy consumption	kWh	39,177
Environmental Impact	Boston office energy consumption	kWh	87,108
Environmental Impact	Zwijnaarde office gas consumption	m^3	52,427

1) The scope 3 categories left off from this disclosure have been identified as immaterial or not significant to the overall GHG emissions associated with argenx SE.

All data measured regularly and YOY throughout the pillars will be captured here (data will be collected in excel worksheets).

SASB Table

Topic	Accounting Metric	SASB Code	argenx Disclosure
Number of Patients Treated	Number of patients treated.	HC-BP-000.A	2900+ clinical trial patients treated with candidates from our pipeline
Number of Drugs	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3).	HC-BP-000.B	As of December 31, 2023: Number of drugs (1) in portfolio: 2 Number of drugs (2) in research and development: Phase 1: 1 Phase 2: 3 Phase 3: 1 IV efgartigimod and SC efgartigimod are considered as two separate drugs for the purpose of this SASB metric. For more information on each of the indications and the status of clinical trials, we refer to our 2023 annual report
Safety of Clinical Trial Patients	Discussion, by region, of management process for ensuring quality and patientsafety during clinical trials.	HC-BP-210a.1	We ensured the continuous monitoring of the safety profile of our investigational products and ensured compliance with adverse event reporting to health authorities worldwide. We also ensured supply to patients on clinical trials and have had no supply disruption. In 2023, there were 24 active clinical trials
	Number of inspections related to clinicaltrial management and pharmacovigilancethat resulted in: (1) entity voluntaryremediation or (2) regulatory oradministrative actions taken against theentity.	HC-BP-210a.2	0
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries 1.	HC-BP-210a.3	0
Access to Medicine	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	argenx did not sustain any monetary losses in the reporting period as a result of legal proceedings associated with the conduct described. argenx discloses all material legal and regulatory proceedings in its 2023 annual report
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (**PQP**).	HC-BP-240a.2	0

SASB Table

Continuation

Topic	Accounting Metric	SASB Code	argenx Disclosure
Affordability and 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	(1) 2 (2) 2
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period.	HC-BP-240b.3	(1) 2 (2) 2
Drug Safety	Products listed in public medical product safety or adverse event alert databases.	HC-BP-250a.1	argenx maintains high ethical standards with regards to patient safety. To guide us through this there are processes in place on how to manage safety or adverse events Utilizing these processes, argenx collects, assesses and reports adverse events and other safety information in compliance with all pharmacovigilance standards and regulatory requirements applicable to argenx. argenx regularly reviews the accumulated safety data from various sources according to established safety surveillance schedule to detect signals Identified signals are further evaluated and recommended actions are taken based on the results of the signal evaluation
	Number of fatalities associated with products.	HC-BP-250a.2	0
	(1) Number of recalls issued, (2) total units recalled.	HC-BP-250a.3	0
	Total amount of product accepted for takeback, reuse, or disposal.	HC-BP-250a.4	0.03122 t
	Number of enforcement actions taken in response to violations of good manufacturing practices (**GMP**) or equivalent standards, by type 2.	HC-BP-250a.5	0

SASB Table

Continuation

Topic	Accounting Metric	SASB Code	argenx Disclosure
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting.	HC-BP-260a.1	To the extent this is required by national legislation (e.g. DSCSA in U.S. and FMD in EU), all commercial argenx products are serialized at unit, case and pallet (aggregated level). On each sellable unit a unique random serial number is printed as well as a product code, lot number and expiration date, both in human readable format and encoded in a 2D data matrix barcode. All products are tamper-evident sealed and shipping systems and trucks are sealed with numbered seals during transit to prevent product tampering. During batch manufacturing (outsourced to CMOs), all processing steps are documented to have a full processing history and lot genealogy of consumed raw materials, which is also maintained in the CMO's quality system. An ERP system is used to provide full lot genealogy and traceability of intermediates and finished products owned by argenx, located at its CMOs, third party warehouses and 3PL. For downstream distribution, the entity can rely on the distributors and wholesaler's systems to trace product to the end customer
	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products.	HC-BP-260a.2	argenx has a procedure in place to ensure that all suspicions of falsified or counterfeit medicine are reported in a consistent manner. When a case is reported, the impacted batches will be separated and quarantined, an investigation will be performed and the impacted stakeholders in the supply chain will be informed, as well as the relevant competent authorities in case of confirmed counterfeit product. Market actions will be taken in consultation with the competent authority
	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products.	HC-BP-260a.3	0
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims.	HC-BP-270a.1	0
	Description of code of ethics governing promotion of off-label use of products.	HC-BP-270a.2	Please refer to **page 43** of this report.

SASB Table

Continuation

Topic	Accounting Metric	SASB Code	argenx Disclosure
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff.	HC-BP-330a.1	Please refer to **page 28** of this report.
	(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	(1) Voluntary turnover rate: 5 (2) Involuntary turnover rate: 2
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 programme or equivalent third-party audit programmes for integrity of supply chain and ingredients.	HC-BP-430a.1	argenx does not own production facilities. argenx partners with Lonza for its global manufacturing capabilities. Lonza participates in Rx-360. argenx has selected other top-tier suppliers across many of its outsourced operations, whether in preclinical, clinical or manufacturing and distribution operations, of which some are participating in Rx-360.
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery.	HC-BP-510a.1	0
	Description of code of ethics governing interactions with health care professionals.	HC-BP-510a.2	We conduct all interactions with healthcare professionals with the utmost integrity, scrupulously adhering to government and industry body regulations, as well as enforcing our own strict internal guidelines. For more information, see pages 31-32 of our **Code of Business Conduct and Ethics** available on our website.

Reporting Practices

About this Report

Our Board of Directors reviewed and approved the ESG report, after discussing it with our senior executives. This report is up to date as of December 31, 2023, unless another date is specified for certain information, which may be the case if we have access to more recent information which we deem relevant to include.

This is the third year that we have published an ESG report. The report uses the Sustainability Accounting Standards Board (**SASB**) standards for the Biotechnology & Pharmaceuticals industry as a framework of reference to report our metrics and initiatives.

In case of any questions regarding the contents of this report, please contact our team via the contact information specified on our website. This report is compliant with existing regulations in the EU, aligning with the Non-Financial Reporting Directive (**NFRD**). A statement pertaining to disclosures according to NFRD is also included in our 2023 annual report. We have calculated our European taxonomy eligibility, which we have concluded to be 0%. We refer to our annual report for additional information on the NFRD and European taxonomy eligibility. We are required to disclose according to CSRD in fiscal year 2024, reported in calendar year 2025.

Legal Information

This ESG report is published by argenx SE, a company incorporated under the laws of the Netherlands, with its registered statutory seat in Breda, the Netherlands, and its office address at **Laarderhoogtweg 25, 1101 EB Amsterdam, the Netherlands.** argenx SE has its ordinary shares listed on the Euronext Brussels exchange and American Depository Receipts of ordinary shares in its capital are listed on the NASDAQ exchange. argenx SE holds 100% of the shares in argenx Benelux BV and argenx BV, both limited liability companies incorporated under the laws of Belgium with their office address at Industriepark Zwijnaarde 7, 9052 Zwijnaarde (Ghent), Belgium. argenx BV holds 100% of the shares in argenx US Inc., argenx Japan K.K., argenx Switzerland SA, argenx France SAS, argenx Germany GmbH, argenx Canada Inc., argenx UK Ltd., argenx Italy S.a.r.l., argenx Netherlands Services B.V., argenx Spain S.L. and argenx Australia Pty Ltd.

The activities of each of the aforementioned entities of the argenx group are consolidated in this ESG report, and references to “we,” “our,” “the company” or “argenx” should be read as references to the argenx group, unless otherwise indicated.

VYVGART (efgartigimod alfa) (**VYVGART**) has been approved in the U.S., Japan, the EU, the UK, Israel, Mainland China and Canada for the intravenous treatment of gMG. We have now commercialized VYVGART in the U.S., several countries in the EU, Japan, Mainland China (through our partner Zai Lab), Israel (through our partner Medison) and Canada.

VYVGART SC (efgartigimod alfa + hyaluronidase qvfc) (**VYVGART SC**) has been approved in the U.S. as VYVGART HYTRULO™ (**VYVGART HYTRULO**) and in Japan as VYVDURA® (**VYVDURA**) for the treatment of gMG. VYVGART SC has also been approved in Europe and the UK for the treatment of gMG. We have now commercialized VYVGART SC in the U.S. (as VYVGART HYTRULO) and in Germany. Pricing and reimbursement discussions for VYVGART SC remain ongoing in multiple other countries, including in Europe and Japan (as VYVDURA).

For both VYVGART and VYVGART SC, we are aiming for further approvals and we are working to expand commercialization in other jurisdictions.

Where not specified, references in this ESG report to VYVGART should be read as references to VYVGART and/or VYVGART SC (including VYVGART HYTRULO in relation to the U.S. and VYVDURA in relation to Japan) depending on the context.

No Assurance on the Contents of This Report

Information made available in this report is reviewed carefully by us, including by our Board of Directors and our senior management team, to limit inaccuracies, misstatements or errors. Notwithstanding, in the event of any discrepancy between this ESG report and our consolidated financial statements for the period ending December 31, 2023, the information in our consolidated financial statements shall prevail. This ESG report has not been externally assured, nor has it been subject to any audit to ensure compliance with generally accepted accounting principles.

Forward-Looking Statements

The contents of this ESG report may include statements that are, or may be deemed to be, "forward-looking statements." These forward-looking statements can be identified by the use of forward-looking terminology, including the terms "believes," "hopes," "estimates," "anticipates," "expects," "intends," "may," "will" or "should" and include statements we make concerning its global launch strategy; its expectation concerning treatment options, scale of potential patients and impact and effect on patients; estimates concerning the commercialization potential of VYVGART; expected approvals of VYVGART by regulatory authorities in new regions, in new formulations and/or for new indications; evaluation of efgartigimod in additional high-need conditions by 2025 and ambitions or expectations regarding the further build out of our non-financial disclosures in future years. A further list and description of these risks, uncertainties and other risks can be found in our 2023 annual report and our U.S. Securities and Exchange Commission (**SEC**) filings and reports, including in our most recent annual report on Form 20-F filed with the SEC, as well as subsequent filings and reports filed by us with the SEC. Given these uncertainties, the reader is advised not to place any undue reliance on such forward-looking statements. These forward-looking statements speak only to conditions existent as of the date of publication of this document. We undertake no obligation to publicly update or revise the information in this press release, including any forward-looking statements, except as may be required by law.

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