



# 2021

## CORPORATE RESPONSIBILITY REPORT



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This Corporate Responsibility Report primarily covers our sustainability efforts during 2020. Throughout this report, we call out **NEW** sustainability topics, as well as a few key **2021** highlights

## FORWARD-LOOKING STATEMENTS

This Corporate Responsibility Report contains forward-looking statements made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and the Private Securities Litigation Reform Act of 1995 (**PSLRA**). These statements, which are based on our beliefs and expectations as to future outcomes, include, among others, statements about our future operating results, business plans, objectives, pipeline advancements, benefits of our products, and any others that contain the words believe, seek, expect, anticipate, forecast, project, intend, estimate, should, could, may, will, plan, or similar expressions, and any other statements contained or incorporated by reference into this Proxy Statement that are not historical facts. These forward-looking statements are subject to certain risks and uncertainties, such as those described in our periodic reports filed with the Securities and Exchange Commission (**SEC**) that could cause actual results to differ materially from anticipated results. These statements may also be based on standards for measuring progress that are still developing and on assumptions that are subject to change in the future. Consequently, such forward-looking statements are qualified by the cautionary statements, cautionary language, and risk factors set forth in our periodic reports and documents filed with the SEC, including our most recent Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K. We claim the protection of the safe harbor contained in the PSLRA for forward-looking statements. We are providing this information as of September 10, 2021, and assume no obligation to update or revise the information contained in this Report whether as a result of new information, future events, or any other reason.

# A MESSAGE FROM OUR CEO

We are pleased to share our annual United Therapeutics Corporate Responsibility Report. Here, we outline our deep and long-standing commitments to our **Patients**, our **People**, our **Payers & Physicians**, our **Planet & Communities**, and our **Principles & Other Priorities**.

## RESPONDING TO COVID-19

In responding to COVID-19, we focused on our Patients and our People. One of our earliest strategic imperatives was to ensure that we always had a sufficient amount of our treprostinil therapies on hand for our patients — no less than two years' supply of our treprostinil-based therapies at any given time. That strategy was crucial for overcoming industry-wide disruptions caused by the pandemic. And we supported our Unitherians, top performers who thrive in an entrepreneurial culture, by providing them the tools needed to do their jobs safely and effectively — from the office or from home. Not only did we not lay off, furlough, or reduce the pay of any Unitherians as a result of the pandemic, despite initially having to stop enrollment of our clinical trials and put other projects on hold, we gave every employee multiple additional bonuses in 2020 to help them face the sometimes major challenges that new work protocols and family dynamics created. They rose to meet these challenges and kept up our innovations and breakthrough technologies, continuing to launch new products and achieve clinical trial successes. Our forethought to have a pandemic playbook in hand, as well as an infectious disease expert in-house, also allowed us to successfully navigate the ever-changing environment.

## ADVANCING RACIAL JUSTICE AND SOCIAL EQUITY

Equally important to us was facing society's reckoning with racial injustice and social unrest. We view United Therapeutics as a diverse, equitable, and inclusive environment, but also recognize that there is more that we can, and should, do. As a start, we committed \$1 million over the next four years to organizations that are working to achieve greater racial justice and equity in the United States. We

also engaged an external consultant to help better embed diversity, equity, and inclusion (DEI) into our DNA, launched a comprehensive DEI training curriculum required for all Unitherians, and created a new DEI governance structure, with informal and formal avenues of communication — to inform, measure, and continuously improve our DEI initiatives.

## A WINNING PORTFOLIO OF ENVIRONMENTAL SOLUTIONS

We are also investing in our Planet and Communities. We have an impressive portfolio of LEED-certified and net zero buildings located in Maryland, North Carolina, and Florida, and we utilize solar arrays, renewable energy credits (RECs), carbon offsets, and other green energy technologies to help us diminish our climate impact. In 2020, we purchased RECs to offset 100% of the energy we use at our Research Triangle Park campus in North Carolina (other than a newly-constructed net zero day care center). We also launched a project to construct a **net zero** logistics warehouse facility in North Carolina, which will use a combination of geothermal, solar, microgrid, and extensive battery back-up systems to power the warehouse. For our communities, in light of COVID-19 we pivoted from our traditional in-person service events to creatively support a broader swath of organizations.

## COMMITMENT TO INTEGRITY

And, of course, we remained steadfast to our Principles. In 2020, we updated our Code of Conduct to better align it with our unique culture and rolled out interactive and role-based training to resonate and connect with our Unitherians, who all ascribe to our guiding principle of "Do the Right Thing." This mantra runs through all levels of our organization, including our active and engaged Board of Directors. In this year's report, we also provide more detail about our key compliance, privacy and data security, organizational resilience, and risk management practices.

## LOOKING AHEAD

Throughout 2020, United Therapeutics remained committed to pursuing critically important social, environmental, and governance (ESG) goals, while also delivering excellent financial performance for our shareholders. As we continue on our sustainability journey, we are optimistic about the progress we will achieve and the shared value we will create as we execute on the work ahead. The progress we have made so far would not have been possible without working side-by-side with our patients, people, communities, shareholders, and other stakeholders. And as we look into 2021, we are confident that it is going to be an exciting and meaningful year for United Therapeutics. Not only does it mark the 25th anniversary of our founding, we are also pursuing a conversion to a Delaware public benefit corporation to align our corporate charter with our long-standing patient-centric mission. We are also looking forward to welcoming our Unitherians back onto our campuses with the knowledge and experience that a fluid work-life balance is possible and even encourages them to do their best work for what really matters — our patients. Finally, together with our unwavering passion and dedication, and with sustainability integrated in our DNA, we will continue to deliver on our purpose while beneficially impacting our society, our environment, and all our stakeholders.

Onward!



**Martine Rothblatt,**  
Ph.D., J.D., M.B.A.  
Chairperson & Chief  
Executive Officer

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## UNITED THERAPEUTICS—ENABLING INSPIRATION

United Therapeutics focuses on the strength of a balanced, value-creating biotechnology model. We are confident in our future thanks to our fundamental attributes, namely our obsession with quality and innovation, the power of our brands, our entrepreneurial culture, and our bioinformatics leadership. We also believe that our determination to be responsible citizens — having a positive impact on patients, the environment, and society — will sustain our success in the long term.

### OUR STRATEGIC OBJECTIVES

- Develop the best medicines possible from our intellectual property
- Conduct the most insightful clinical trials of our medicines
- Achieve superior communication and awareness of our products among physicians
- Grow our business to be in the top quintile of our peers
- Achieve our goals by doing the right thing and using the highest ethical standards

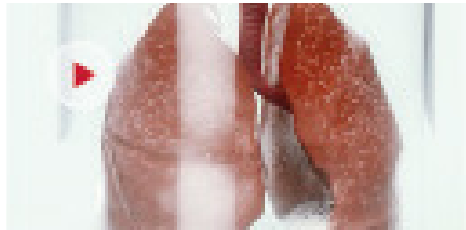
## Our Focus

Developing novel, life-extending technologies for patients in two core areas:

### LUNG DISEASE



### ORGAN MANUFACTURING



### 2020 HIGHLIGHTS

~\$1.48 BILLION  
product revenue



**ONE**  
product approval:  
Remunity® Pump for Remodulin



**950**  
employees,



~\$1.6 MILLION  
revenue per employee, which  
ranks in the **top 25** among all  
200+ companies in the Nasdaq  
Biotechnology Index

**ONE**  
clinical trial success: the  
INCREASE study in PH-ILD

**50%**  
of whom are women

**SIX**  
major workplace awards:  
*Washington Post*, *Fortune*  
(4 categories), *Triangle*  
*Business Journal*



**ONE**  
sNDA submission: Tyvaso in  
PH-ILD



Minimum  
“living total  
compensation” of  
**~\$75,000**  
per year for all employees

## Mission & Unitherian Culture

At United Therapeutics, we are crystal clear about our purpose and talk about it often — developing innovative therapies for unmet needs — with the ultimate objective of finding a cure for end-stage organ diseases by creating an unlimited supply of transplantable organs.

Our employees share the same passion and commitment to meet this mission. We maintain a vibrant, entrepreneurial culture, instilling our employees with a greater sense of ownership and meaning that we believe gives us a competitive advantage.

## Creating a Sustainable Public Benefit Corporation

We are seeking shareholder approval to convert our company from a traditional Delaware corporation into a Delaware public benefit corporation (PBC). We believe this change will help align our legal form with our longstanding commitment to serve our patients; enhance our ability to recruit and retain top talent; reinforce our standing and credibility with regulators and stakeholders; attract more of the rapidly growing pools of duration, impact, and ESG-screened capital; and therefore enhance our ability to create excellent and sustainable value for our shareholders.

We converted our largest subsidiary, Lung Biotechnology, into a PBC in 2015 — so we are already familiar with this relatively new form of entity, and the benefits it can provide. Learn about Lung Biotechnology on page 14.

Our shareholders have expressed a keen interest in learning how United Therapeutics is working to both create a sustainable company and to address our ESG objectives, and we are steadily increasing the amount and granularity of our disclosures to meet these needs. With a PBC conversion, we aim to continue our leadership in this area by becoming the first publicly traded biopharmaceutical company organized as a PBC. As a PBC, we will be required to post reports on our progress toward fulfilling our PBC mission, which we believe will further enhance our disclosures and relationships with employees, stakeholders, patients, and shareholders.

**For more information,** see our Definitive Proxy Statement, filed with the SEC on August 19, 2021



## Our Products

Our portfolio is composed of five commercial products: four for pulmonary hypertension and one for neuroblastoma, a rare pediatric cancer.

### PAH PRODUCTS



Subcutaneous and intravenous Remodulin® is approved to diminish symptoms associated with exercise in patients with PAH



Orenitram® is an orally-administered prostacyclin analogue approved for the treatment of PAH patients to delay disease progression and improve exercise capacity



Adcirca® is a PDE-5 inhibitor and aids in improving exercise ability in patients with PAH



Tyvaso® is an inhaled prostacyclin analogue approved for the treatment of PAH and pulmonary hypertension associated with interstitial lung disease (PH-ILD; WHO Group 3) to improve the ability to exercise

### NEUROBLASTOMA PRODUCT



Unituxin® is a monoclonal antibody approved to treat pediatric patients with high-risk neuroblastoma

# Where We Operate

Our co-headquarters are in Silver Spring, MD and Research Triangle Park, NC with additional facilities located principally in North America. Selected locations include:



- Blacksburg, VA
- Bromont & Magog, Quebec, Canada
- La Jolla, CA
- Manchester, NH
- Melbourne & Jacksonville, FL
- Research Triangle Park, NC
- Silver Spring, MD
- Washington, DC
- Duxford, Cambridgeshire, UK

## OUR SUSTAINABLE FOOTPRINT:

### MARYLAND

**ONE**

Platinum LEED-certified, net zero building

135,000 square foot site known as the Unisphere

**TWO**

Gold LEED-certified buildings

164,000 square feet of administrative, laboratory, and manufacturing space

Renewable energy credits (RECs) offset **100%** of the electrical consumption

Learn more about our long-standing commitment to sustainable building practices starting on page 34.

### NORTH CAROLINA

**ONE**

net zero building

11,000 square foot day care center

**NEW IN 2020**

RECs offset **100%** of the electrical consumption (other than day care center)

### FLORIDA

**TWO**

net zero buildings

25,000 square foot ex-vivo lung perfusion (EVLP) facility at the Mayo Clinic in Jacksonville

10,000 square foot call center in Melbourne

### CANADA

23,000 square foot hangar using high performance HVAC, hydroelectric power, and insulated wall panel system to support R&D for future organ delivery eVTOL vehicles



## 2020 AWARDS & RECOGNITION HIGHLIGHTS



SEVENTH YEAR ON THE WASHINGTON POST TOP WORKPLACE LIST



SEVENTH YEAR ON THE TRIANGLE BUSINESS JOURNAL'S BEST PLACES TO WORK LIST



THIRD YEAR AS A CERTIFIED - GREAT PLACE TO WORK



**NEW** ISPE FOYA 2020 FACILITY OF THE YEAR SOCIAL IMPACT CATEGORY

SECOND YEAR ON FORTUNE'S BEST WORKPLACES IN HEALTH CARE & BIOPHARMA

THIRD YEAR ON FORTUNE'S BEST SMALL & MEDIUM WORKPLACES

FIRST YEAR ON FORTUNE'S BEST WORKPLACES FOR MILLENNIALS

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## About This Report

As part of our commitment to proactively recording and reporting on our corporate social responsibility (**CSR**) strategy, in 2020 we published our first Corporate Responsibility Report. We continue this commitment with this year's report, which communicates our approach, efforts, and performance in ESG matters and covers our activities and engagements, primarily for 2020. This report also references Global Reporting Initiative (**GRI**) Standards, selected indicators from the Sustainability Accounting Standards Board (**SASB**), and — **NEW** for this year — recommendations from the Task Force on Climate-related Disclosures (**TCFD**), as further detailed in the attached indexes.<sup>1</sup>

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<sup>1</sup> Note: In this report, we use the terms “material” and “materiality” to refer to topics that are meaningful to our CSR strategy. The use of such terms is not to be deemed to constitute an admission as to the materiality of any information in this report for purposes of applicable securities laws or any other laws of the United States, nor are we using them as they are used in the context of financial statements and financial reporting.

# Sustainability & Governance

We strive to always operate with an eye toward corporate responsibility, environmental sustainability, and solid governance. These practices have long been embedded into our business at all levels. We have a strong tone at the top, with leaders who care deeply about improving the lives of patients, empowering our people, and making our planet and the communities in which we live and work better. We are guided by doing the right thing, while also relentlessly pushing to always do better.

We also have an active, engaged, and diverse Board of Directors, which oversees our key business strategies and objectives,

our risk management process, our compliance program, and key aspects of our corporate social responsibility program.

In recent years, we aimed to more thoroughly incorporate and operate with corporate responsibility and environmental sustainability in mind. Specifically, we worked to bring new voices and perspectives onto our Board with strong backgrounds in these areas.

Our active and engaged Board of Directors has recently been refreshed to bring in directors with sustainability backgrounds.

## IN THE PAST SEVEN YEARS, WE ADDED:



**Nilda Mesa**, who has a long and innovative career in environment, energy, and sustainability at the city, state, national, and global levels



**Judy Oljan**, a thought leader in organizational development



**Katherine Klein**, an award-winning organizational psychologist and Vice Chair of the Wharton Social Impact Initiative



**Linda Maxwell, M.D.**, a medical educator, published scientific author, and health technology entrepreneur

Our Board of Directors — in particular our Nominating and Governance Committee — actively oversees our corporate responsibility program. Among other things, members of our Board reviewed and provided input on our inaugural Corporate Responsibility Report.

*Our Board also actively engages with our employees. In 2020, our new director Linda Maxwell and the chair of our Nominating and Governance Committee, Chris Causey, served as judges in a company-wide innovation contest called “The Big Idea.” Learn more on page 19.*

Learn more about our active and engaged Board of Directors and our corporate governance practices on page 43.

In **2021**, we amended the Nominating and Governance Committee’s charter to expressly include ESG oversight.

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# Materiality & Stakeholder Engagement

Since our founding, we have had ongoing engagement with a wide range of internal and external stakeholders, including our employees, patients, patient organizations, healthcare partners, investors, suppliers, community groups, governmental entities and other regulators, and non-governmental organizations, which has helped inform our CSR strategy.

This ongoing engagement, as well as targeted engagement with several teams throughout our organization, helped us to identify the following CSR-related topics that are the most important to our business:

- Access to Medicine
- Community Engagement
- Compliance & Ethics
- Data Privacy & Security
- Diversity & Inclusion

- Employee Attraction, Retention, & Development
- Environmental Footprint
- Healthcare Provider Awareness & Education
- Innovation (Research & Development)
- Patient Safety
- Workplace Safety

As we continue to formalize our approach to developing, monitoring, and evaluating our CSR efforts, we intend to use a variety of methods to gather input that will help us further develop our CSR strategy.

| Stakeholder Group     | How We Engage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees             | <ul style="list-style-type: none"> <li>• Town halls</li> <li>• Regular company-wide emails and mailings from senior leadership</li> <li>• Listening sessions on diversity, equity, and inclusion</li> <li>• Performance management programs</li> <li>• Employee surveys</li> <li>• Open door policy for ongoing, informal engagement</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Patients              | <ul style="list-style-type: none"> <li>• Patient portal on our website</li> <li>• Dedicated "ASSIST" team for insurance coverage, financial assistance, and other questions</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Patient Organizations | <ul style="list-style-type: none"> <li>• Participate in and support the Pulmonary Hypertension Association, among others</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Healthcare Providers  | <ul style="list-style-type: none"> <li>• Interact through website portal and ASSIST team</li> <li>• Participate in a wide range of public forums to communicate safety and efficacy of our treatments</li> <li>• Offer training to nursing or pharmacy staff on our products and treatments</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Investors             | <ul style="list-style-type: none"> <li>• Quarterly earnings conference calls open to investors and available on our website</li> <li>• Participation in sell-side conference presentations</li> <li>• Annual Meeting of Shareholders</li> <li>• Investor Relations website</li> <li>• Meetings with large institutional investors and other shareholders, including direct shareholder engagement by our Lead Independent Director/Chair of the Compensation Committee and Chair of the Nominating and Governance Committee <ul style="list-style-type: none"> <li>• In 2020, we reached out to shareholders that collectively held over 70% of our outstanding shares and spoke to 15 shareholders that collectively held 35% of our outstanding shares</li> </ul> </li> </ul> |
| Community Groups      | <ul style="list-style-type: none"> <li>• Volunteering and financial support, including specific COVID-19-related support in 2020</li> <li>• Tours of, and presentations on, the Unisphere and our other net-zero and LEED-certified properties</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Governmental Entities | <ul style="list-style-type: none"> <li>• In-depth discussions on our sustainable building and EHS practices</li> <li>• Supported efforts to oppose potentially restrictive voting laws in Georgia and Arizona</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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# OUR PATIENTS

The background of the entire page features a complex pattern of thin, overlapping grey circles. On the left side, there are vertical streaks of orange and red. On the right side, there is a large, irregular purple and red watercolor-like splash. In the center, a woman with short brown hair, wearing a white lab coat, is smiling and gesturing with her hands. To her left, the back of another person's head with long blonde hair is visible, slightly out of focus.

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# OUR PATIENTS

Since our inception, we have been committed to our patients and their families. Our medicines treat life-threatening conditions that are extremely difficult to manage, with a tremendous impact on quality of life for patients and their loved ones. At United Therapeutics, we not only provide treatments, but we strive to ensure that patients have the support, education, and assistance they need when using our therapies to manage their disease.

## Innovation

We seek to push technology forward for the benefit of patients, with the ultimate goal of developing cures for pulmonary hypertension and other end-stage organ diseases through our organ manufacturing program, which includes multiple technologies and programs to create an unlimited supply of transplantable organs.

## Rare Disease Focus

The defining characteristics for our patients are two-fold: their conditions are extremely rare and they are life-threatening. United Therapeutics is here to support our small patient populations through all aspects of their treatment.



TARGET US PATIENT POPULATIONS:

**45,000 PAH**

**30,000 PH-ILD**

**800 NB**

We were granted orphan drug exclusivity (ODE) for our approved PAH drugs, Remodulin and Orenitram, and we have been granted orphan drug designation (ODD) for Tyvaso in development for idiopathic pulmonary fibrosis (IPF). Our focus on these rare conditions, coupled with ODE/ODD, compels us to push forward with our innovations, overcome any obstacles to adoption of our treatments, and — for lack of a better phrase — run down the corridors of indifference.

This commitment to our rare disease patients comes in many forms. We are a long-standing supporter of the Pulmonary Hypertension Association, and we sponsor our own PAH Initiative. We also have a dedicated “ASSIST” team to help our patients navigate insurance coverage and explore other financial assistance programs.

We strive to ensure that no patient in the United States who needs and wants our therapies goes without treatment.



## Lung Biotechnology

Lung Biotechnology PBC, a wholly owned subsidiary of United Therapeutics, houses our organ manufacturing work which is aimed at dramatically increasing the supply of transplantable organs. It is also the first public benefit corporation (PBC) subsidiary of a public biotech or pharmaceutical company. As a PBC, Lung Biotechnology is chartered with the express purpose of “address[ing] the acute national shortage of transplantable lungs and other organs with a variety of technologies that either delay the need for such organs or expand the supply,” and is expressly allowed to consider the interests of this public benefit purpose and to operate in a responsible and sustainable manner in addition to the emphasis on shareholder value.

### ORGAN MANUFACTURING PROGRESS\*



#### EVLP

Ex Vivo Lung Perfusion, also applicable to other organs

**182**

patient lives changed



#### 3DAP LUNG

3D Autologous Printed lung using re-differentiated iPS cells from patient on 3D printed scaffold

**70%**

of lung 3DAP printed



#### LUNG LOBES

Regenerated allogeneic human cellularized lung lobes on decellularized porcine scaffold

**70%**

recellularization

**20%**

lung function



#### XENOKIDNEY

Genetically modified pathogen-free pig organs

**>SIX MONTHS**

life supporting organs

\* As of the date of this report.



### Rehabilitating discarded lungs into life-saving organs

Since 2014, we have been developing technologies to convert donor lungs deemed unsuitable for transplantation into usable lungs through ex-vivo lung perfusion (EVLP). To date, our EVLP procedures have resulted in successfully transplanted lungs for patients with end-stage lung disease. These are donor lungs that otherwise would have been discarded, absent the use of EVLP technology. We have two facilities dedicated to these technologies, including a site net zero facility we constructed on the campus of Mayo Clinic Jacksonville.

## Animal Welfare

United Therapeutics is committed to and abides by all ethical requirements related to animal welfare in research, teaching, and testing. Research involving the use of live animals must be approved by Institutional Animal Care and Use Committees (IACUC) at both our in-house facilities and our partner institutions, a requirement of U.S. federal and state laws. The IACUC has a key oversight role, including the review and approval of animal use activities and inspection of animal facilities. In addition, we comply with the “Three Rs” (**Replacement, Reduction, and Refinement**), widely accepted ethical principles that are now embedded in the conduct of animal-based science in many countries around the world. United Therapeutics, and its subsidiaries, strive to partner with organizations that have earned accreditation from AAALAC International, a non-profit that assesses organizations that use animals in research, teaching, or testing. More than 1,000 companies, universities, hospitals, government agencies, and other research institutions in 49 countries have been accredited through AAALAC’s rigorous program and site evaluation review.

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## WHAT UNITHERIANS SAY

Not many drug companies have an ultimate goal to find a cure. UT does and our mission is personal.

To give a first-hand account of United Therapeutics, we are including comments submitted by our employees in our most recent “Great Place to Work” survey.

## Patient Safety

Protecting and improving patient health is our most important goal. To ensure our patients’ safety, we have a robust safety governance structure and a comprehensive set of standards designed to ensure that we have proper oversight over pharmacovigilance (PV) activities. We extensively monitor the use of our therapies, throughout the product life cycle starting from development programs and continuing into the post approval phase, to identify potential side effects, and to ensure a positive benefit-risk ratio. We provide mandatory training to our employees and our third-party collaborators to ensure proper identification, rapid collection, and analysis of adverse events (AE) regarding the use of our therapies.

Our overall safety program is overseen by our Senior Vice President — Global Drug Safety, Pharmacovigilance and GxP Compliance, with safety oversight supported by our clinical operations and product development teams at both United Therapeutics and our subsidiary Lung Biotechnology.

Our safety program is governed by a Product Safety Review Committee (PSRC) that meets at least quarterly to make recommendations and draw conclusions to protect patient safety based on a comprehensive review of data across all of our locations, populations, drugs, devices, and combination products.

The PSRC is supported by the Product Safety Management Team, a scientific-oriented team of experts responsible for evaluating and confirming safety trends or signals and recommending a risk mitigation strategy to the PSRC.

All of our clinical trials have a safety data review and management plan in place at the outset of each study.

We have also established transparent communication channels among these teams and programs to ensure that we have a complete view of patient safety issues.

Our dedication to patient safety also extends beyond the manufacturing of these products. We conduct ongoing monitoring of our products through the use of post-marketing surveillance and also review reports from prescribers and consumers.

Our safety priorities also involve significant training, auditing, and monitoring of third parties, such as contract pharmacies, clinical sites, and vendors, to ensure a uniform approach to patient safety across United Therapeutics and those with whom we do business.

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In 2020, we had more than 975 volunteers participating in 16 clinical trials. We are subject to external audits by health authority inspectors that verify that we are complying with ethical standards and applicable laws and regulations. Over the course of 2020, no regulatory inspections of our clinical trials resulted in required voluntary or official actions or monetary fines.

Patient safety risk minimization is at the core of our safety and PV practice. Our PV team is continuously monitoring AEs for any key risks and stands ready to enact risk minimization measures in order to prevent or minimize AE-associated risks for patients using our therapies. These principles also guide our development efforts and strategies. For example, one of our lead products, Remodulin, is delivered by either subcutaneous administration, which often causes site pain reaction, or by intravenous administration, which involves the use of an indwelling catheter and carries a risk of bloodstream infections. We are developing RemoPro™, a novel prodrug version of treprostinil, to help mitigate or eliminate these concerns by delivering a continuous infusion of treprostinil

subcutaneously without the infusion site pain associated with Remodulin today.

We maintain a comprehensive set of standard operating procedures and training programs to guide and serve as best practices for our employees with respect to patient safety (identification, collection, and reporting of safety data), data security, patient privacy, and other important matters. Each function within United Therapeutics retains proficiency to develop its own training protocols, and we maintain a centralized learning management system to monitor progress and ensure that our employees are completing their required training.

Learn more about our commitment to patient privacy on page 49.

United Therapeutics participates in a wide range of public forums to communicate the safety and efficacy of our treatments. In 2020, our findings — in the form of UT-sponsored, UT-supported research, investigator sponsored study programs, as well as through abstracts, posters, and presentations — were published or presented more than 150 times:

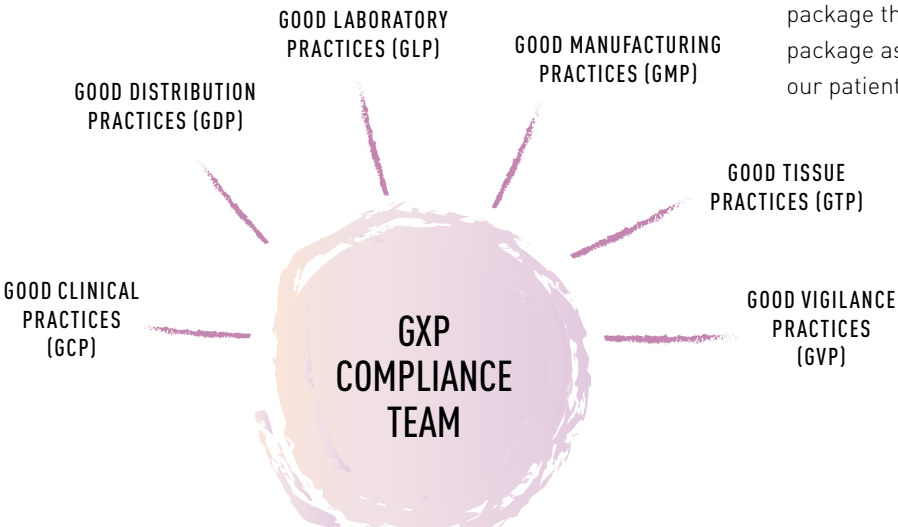
- Nine Congresses joined: PVRI, ISHLT, ATC, CHEST, AHA, TTS, ASCO, Quantitative Systems Pharmacology Conference, HVS
- 44 abstracts submitted
- 50 manuscripts submitted and 21 published as of the end of 2020
- 54 oral presentations, posters, and virtual abstracts



# Supply Chain Management

United Therapeutics maintains a rigorously compliant GxP Quality & Compliance program covering those aspects of our supply chain that could impact the quality and safety of our products. We use more than 700 pre-qualified raw material vendors and service providers to support clinical and commercial business operations. Greater than 80% of these are located domestically, with the balance distributed worldwide, including Canada, Europe, and Asia. Procedures are in place to assess every supplier to ensure compliance with our quality standards. These procedures are risk-based, creating more focus on critical suppliers such as excipient manufacturers. Our GxP program contains a rigorous auditing and vendor selection approach, using both internal and third-party expert resources.

Our GxP Compliance team is comprised of experts in Good Clinical Practices (GCP), Good Distribution Practices (GDP), Good Laboratory Practices (GLP), Good Manufacturing Practices (GMP), Good Tissue Practices (GTP), and Good Vigilance Practices (GVP). The team is responsible for auditing our suppliers, service providers, distributors, and internal functions to ensure they are qualified to meet global regulatory and United Therapeutics standards.



## QUALITY POLICY

### Quality Policy Statement

Unitherians are committed to providing safe and effective therapeutic products to enrich the quality of life for our patients. We will continually achieve our mission through improving scientific innovation, enhancing the quality management system, complying with regulatory requirements, and meeting the expectations of our customers.

**Sam Mancuso**  
Quality Management  
System Representative  
VP, Global Quality Systems  
and Compliance

**Dr. Martine Rothblatt**  
Chairperson &  
Chief Executive Officer

QP-001 Revision 01

### COUNTERFEIT DRUGS:

Commercial drug products are tracked, after packaging, by means of a serialization process, which involves placing a unique identifier on each package that allows partners in the distribution network to verify a given package as a product of United Therapeutics. This provides protection to our patients against the possibility of counterfeiting.

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## WHAT UNITHERIANS SAY

“The overall outlook on work responsibility and pride in work is just amazing. Everyone for the most part is very open minded and generally just a caring group of people. This is one of the only jobs I have had where people come to work motivated to make a difference and help each other to reach goals.”

At United Therapeutics, we strive to serve all patients. In 2010, we rolled out our first copay assistance care program for patients taking Adcirca. From 2010 to 2020, more than 20,000 patients enrolled in our ASSIST programs and received help in filling over 240,000 dispensed prescriptions.

## Patient Support, Education, & Financial Assistance

We take a holistic approach to helping our patients and their families by expanding our focus beyond just treatments and therapies to include a variety of support, education, and assistance programs related to our products. A few of our key programs are outlined on our patients page on our corporate website. Among other initiatives, we sponsor the **PAH Initiative**, which is committed to improving the lives of patients with PAH through education and empowerment, and we are a long-standing supporter of the **Pulmonary Hypertension Association**.

We have dedicated teams to ensure that patients have access to our treatments. One team works with insurers to strive for the best possible coverage for our drugs, and we are proud of the results we have achieved. We also have a variety of options for patients who may still need financial assistance to pay for our treatments. And we have a dedicated team, ASSIST (**Access Solutions and Support Team**), that helps our patients and their families navigate



this complex area. Our ASSIST associates are ready to work with them, their health care providers, and specialty pharmacies to help them understand their insurance coverage, educate them about available financial assistance options, and answer their questions.

Finally, patient education is critical to ensuring effective management of a complex and life-threatening disease such as PAH. Many PAH therapies are specialty medications that bring with them unique complexities requiring in-depth patient education to ensure safe and effective

administration. For this reason, we engage a network of contracted specialty pharmacies with dedicated nurses and pharmacists across the country who are experienced in training and educating patients on how to safely and effectively use our medications. It is this level of interactions with patients — either through specialty pharmacy nursing or the pharmacy staff — that allows us to educate our patients as effectively as we possibly can.



United Therapeutics itself is the volcanic core.

And like a volcano, when our tectonic plates move, BIG Ideas erupt.

This particular BIG Idea brought with it thousands of sparks in the form of post-it notes and ideas sketched out on paper napkins.

Sixty ideas were submitted, five made the final cut, and two of those were funded: one has been submitted for a patent and one is already benefitting patients.

Nothing could be more crucial to UT's success than proving to ourselves that ideation is diverse and inclusive as it comes from all corners of our company."

**Shola Oyewole, MBA**  
Vice President, Digital Innovation



## United Therapeutics & "The Big Idea"

In 2020, we brought together our two biggest resources — innovative thinking and our people — in a company-wide contest called The Big Idea. The contest was the brainchild of Shola Oyewole, a 20+ year Unitherian who currently leads our Department of Innovative Thinking (DO/IT!). DO/IT!'s mandate is to bring innovative, "out of the box" ideas to the company. Innovation is in our DNA, even if it isn't expressly included in everyone's job descriptions. Shola invited all Unitherians to submit ideas to improve our patients' experiences, to enhance our research and development and manufacturing processes, and to make United Therapeutics a better place to work.

Over **60 ideas** submitted through an internal portal, with fellow Unitherians commenting to show support for their favorite ideas

**Five finalists** selected by a cross-functional committee, comprised of Unitherians across all levels and areas of the company

**Ongoing support** from DO/IT! on design thinking and business development skills

Winners received a **\$100,000 grant** to be used for building a prototype and developing a proof of concept

**Live "shark tank-like" presentations** to a panel of five judges: two members of the Board of Directors and three senior executives, broadcast to all Unitherians

Board member judges:

- **Christopher Causey, MBA**, a healthcare veteran with 30 years' experience in strategic planning and marketing for health care delivery, financing, and biotechnology organizations
- **Linda Maxwell, M.D., M.B.A.**, a head and neck surgeon, as well as a medical educator, a published scientific author, and a health technology entrepreneur and innovator

## Two Winning Big Ideas

Two finalists had such compelling ideas that the judges selected co-winners, and both received a \$100,000 grant. The first winning idea came from Teresa Vandre, a former specialty pharmaceutical nurse who now trains patient and healthcare providers on our products. Her big idea is to provide a free cooling pad to patients to ease the discomfort of subcutaneous infusions. The second winning idea came from a group of bioengineers, Randolph Shelton, Jeff Soohoo, and Simone Gregor. They are developing a prototype of a new medical device to safely transport lungs, and we are seeking patent protection for their invention.



### BIG WINS FROM THE BIG IDEA:

Innovation  
Patient Experience  
Employee Engagement  
Diversity & Inclusion  
Board Interaction

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# OUR PEOPLE

We are proud of our employees. Without their hard work and ingenuity, none of our success would be possible, and none of our goals would be achievable. We strive to hire exceptionally smart people who are passionately committed to our goals and who will thrive in our unique Unitherian culture.

We provide Unitherians with the opportunity to work on innovative, revolutionary projects with significant autonomy to determine how to approach their work in inspiring surroundings and state-of-the-art facilities. We are intentional in our efforts to cultivate an entrepreneurial, inclusive, and high-performance culture where employees are motivated to achieve ambitious goals.

**97%**

of participating employees said they consider United Therapeutics a "Great Place to Work"

## WHAT UNITHERIANS SAY

"They care about the person as much as they care about the worker. It seems cliché, but there are many people who work here, from c-suite on down, who I have gotten to know both personally and professionally, and they all work incredibly hard, and feel as if they do so with purpose."

"The culture at United Therapeutics is one-of-a-kind. Everybody is friendly, fair, hard working, and eager to make a difference. It truly is a great place to work!"

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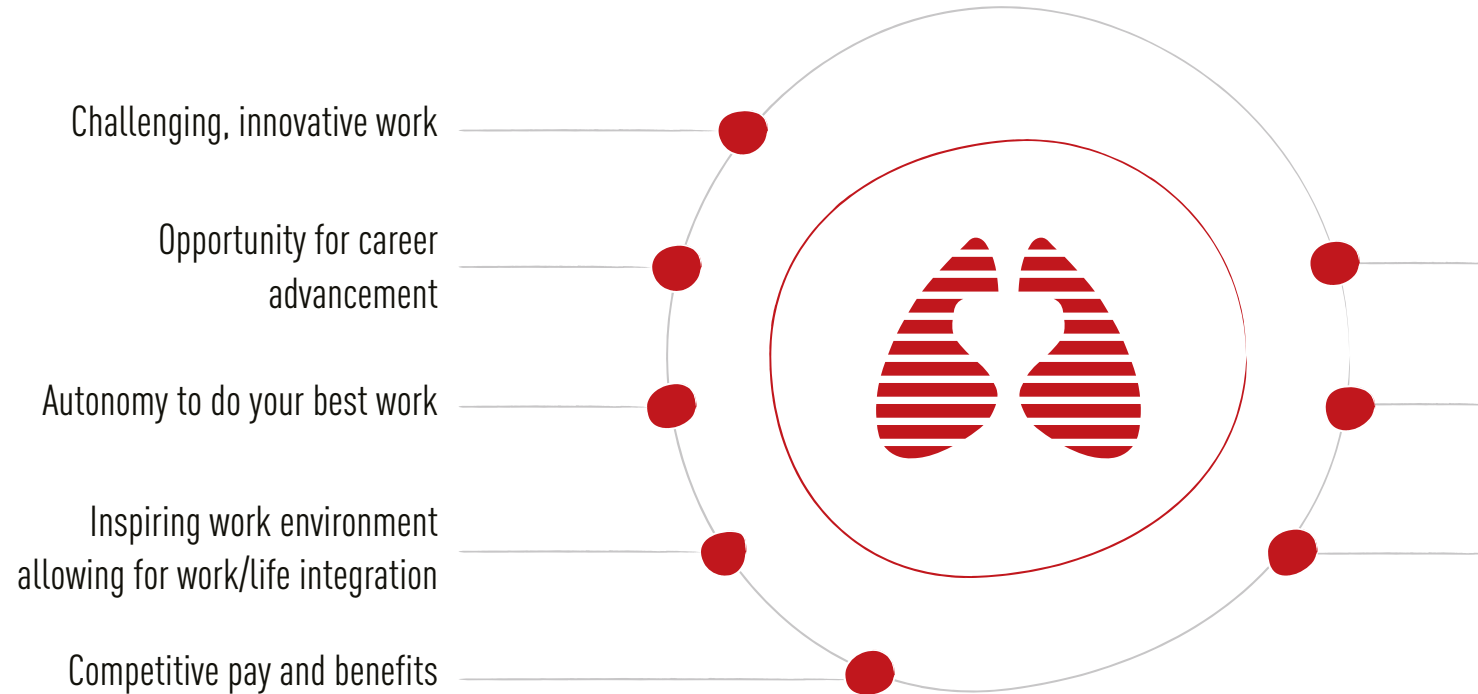
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# The Unither Pact

## OUR COMMITMENT TO UNITHERIANS



## UNITHERIAN RESPONSIBILITIES

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Unitherians take great pride in our belief that our culture is different from most companies. We are relentless in our commitment to achieve our mission of developing innovative therapies for unmet needs, and finding a cure for end-stage organ diseases by creating an unlimited supply of transplantable organs. This mission defines our culture and drives everything that we do. We are laser-focused on our patients, and on continuously advancing our therapies, leveraging innovation, entrepreneurship, and the talents of our workforce to achieve a common goal. Plus, we have a lot of fun while doing this very important work.”

**Alyssa Friedrich**  
SVP and Chief People Officer

## Diversity, Equity, & Inclusion

We are proud of our diverse Board of Directors and workforce, and firmly believe that being a great place to work means being a diverse, equitable, and inclusive place to work. We are committed to the development and advancement of women and underrepresented minorities within our organization as part of our overall diversity, equity, and inclusion (DEI) strategy, with an intention that our leadership team is reflective of our workforce. Additionally, the Nominating and Governance Committee of our Board takes diversity seriously in its Board refreshment deliberations.

In 2020, we took several concrete actions to drive a deeper commitment to DEI throughout our organization and in our communities:

- Announced a \$1 million commitment in financial support over the next four years to organizations that are working to achieve greater racial justice and equity in the United States. We surveyed our employees, and, upon their collective recommendation, have made our first round of contributions to:
  - NAACP Legal Defense and Ed Fund
  - Black Girls Code
  - Boys and Girls Club of America
  - Equal Justice Initiative
- Hired an external diversity and inclusion expert to help leadership embed DEI concepts in our DNA
- Held three “listening sessions” to provide an opportunity for an open dialogue on DEI
- Launched a company-wide DEI curriculum required for all Unitherians that provides broader diversity and inclusion and related training on topics such as recognizing unconscious bias, empathy, change management, emotional intelligence, and leadership — in addition to our core training on preventing harassment and discrimination
- Additional DEI training for people leaders, including facilitated training with our external consultant
- Engaged our Unitherian community around Black History Month, Women’s History Month, Asian American and Pacific Islander Heritage, Pride Month, and Juneteenth events

To govern our DEI efforts and create a feedback loop and accountability, we established a DEI framework and governance structure.

### Our DEI Framework

- **Lead** by setting clear tone from top about the importance of DEI
- **Evaluate** where we are, what we have in place, and what we need in the future
- **Act** by implementing programs to foster DEI
- **Progress** forward with sustainable improvements in DEI

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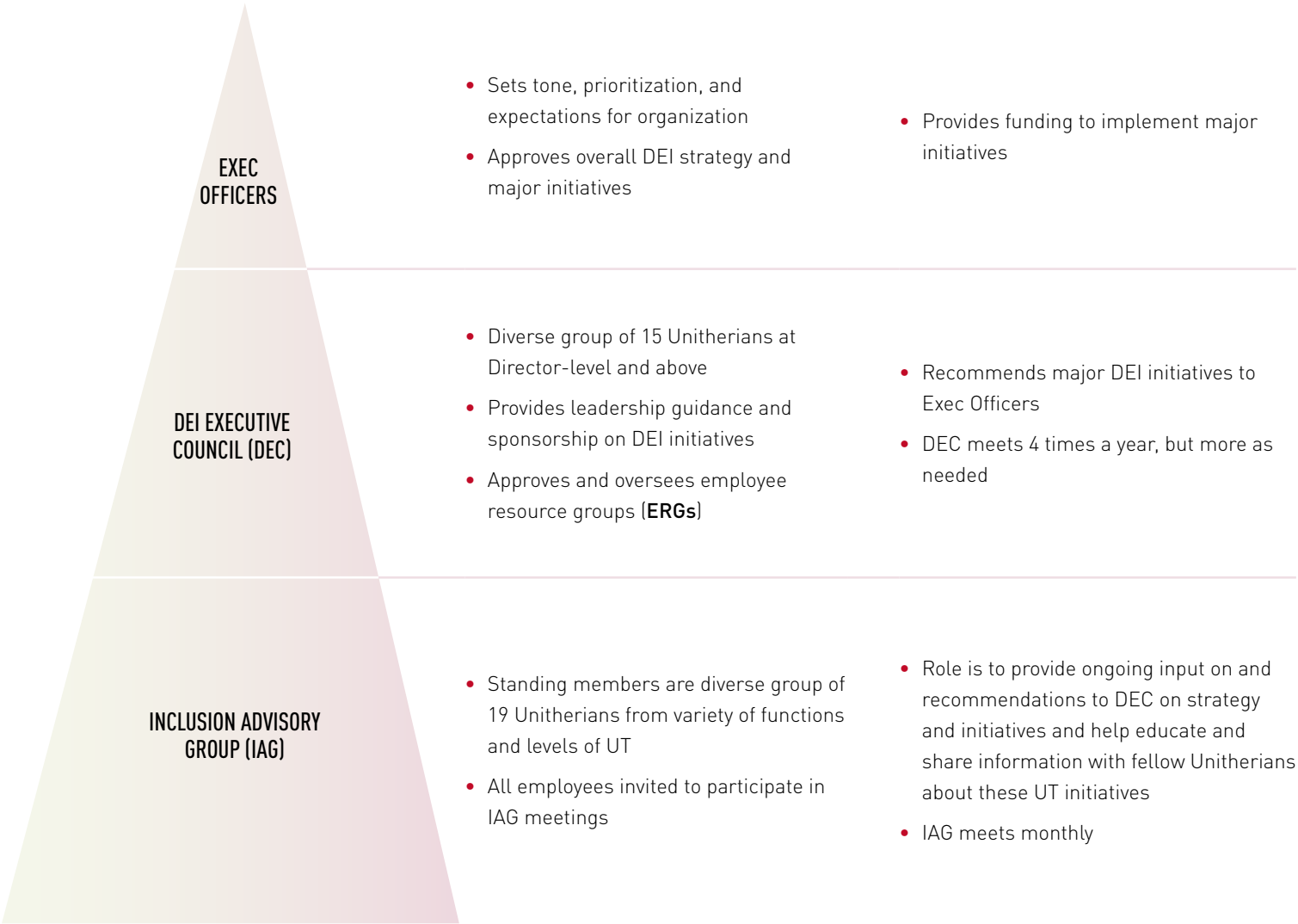
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# OUR DEI GOVERNANCE STRUCTURE



We also encourage and support employee resource groups (ERGs), such as *Women in Manufacturing*, *Women in Regenerative Medicine*, and the *Inspire Initiative*, all of which are intended to promote leadership development and peer-to-peer networking for women at United Therapeutics. We have a new ERG, the Regen Medicine Lab (RML) Black Affinity Group. The Mission of this ERG is to be a strategic partner with United Therapeutics to promote a culture of diversity and inclusion through outreach and continual learning, and advance the understanding and inclusion of employees with common backgrounds, interests, and goals. Their vision, mission, goals, policies, and activities are fully aligned with those of United Therapeutics.

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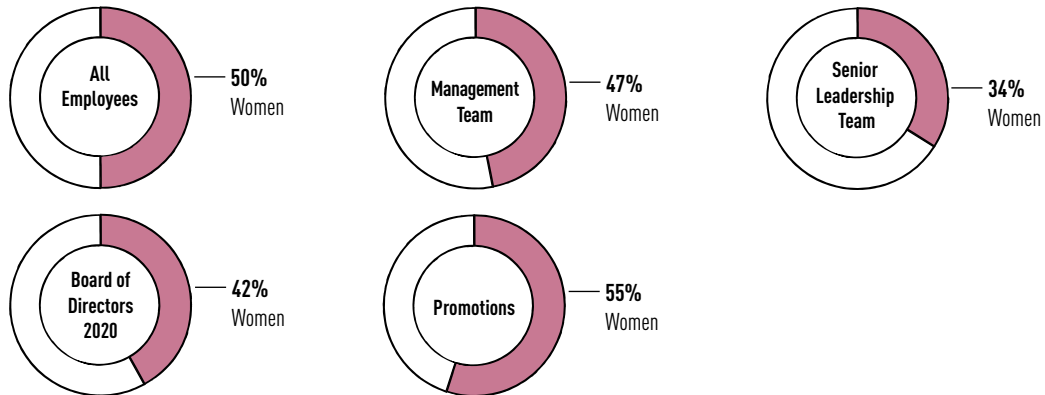
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## Diversity Snapshot (2020)

### GENDER DIVERSITY



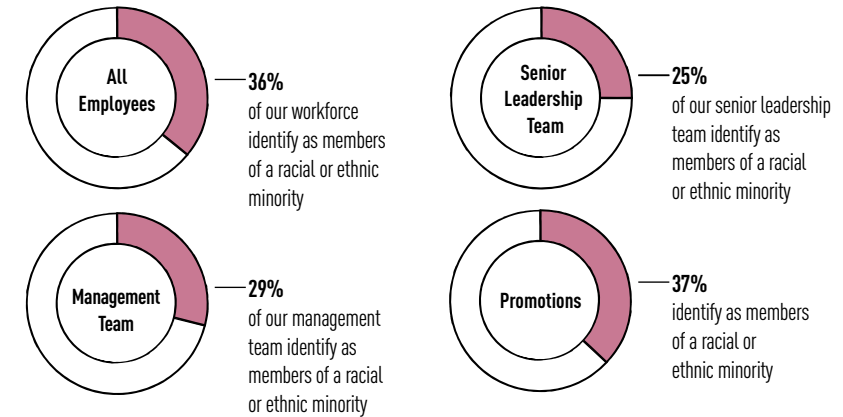
### PROMOTION DATA

**150**  
employees received  
promotions in 2020

**37%**  
were employees who identify  
as racial/ethnic minority

**55%**  
were women

### RACIAL & ETHNIC DIVERSITY



## WHAT UNITHERIANS SAY

I believe the benefits offered to employees show that management cares about making the workplace comfortable for employees. I was really impressed at the effort UT made to ensure the well-being of employees during the pandemic. They not only provided monetarily to assist employees through a tough time, but they also sent care packages and notes to check in on employees throughout the pandemic, instances of racial injustice, and let employees know where the company stood on important issues.

## Communication

We believe in the value of maintaining an open-door policy — we encourage our employees to speak up, and we take action when there is an issue. We have also taken steps to have more proactive communication from our management team, including employee recognition, personal updates from leadership, and cross-functional engagement. During the COVID-19 pandemic, we maintained a steady stream of communication from our leadership team and opportunities for our Unitherians to connect with one another.

## Connecting with Unitherians

### TOWN HALL MEETINGS

In 2020, we held three virtual town halls led by our President and other key executives in the organization. Topics of these meetings included our goal to achieve 25,000 patients on our therapies by the year 2025, our business operations and COVID-19 response, and our plans and commitment as an organization to better address diversity, equity, and inclusion

### MAILERS

At least every other month in 2020, we sent all of our Unitherians a “care package,” with beneficial or fun contents and messages from our Chairperson & CEO

### PATIENT-FOCUSED SESSIONS

We held one town hall session to connect our Unitherians to the patient experience, where a PH-ILD patient shared his treatment journey

### WORKPLACE BY FACEBOOK

This provides an employee-only social environment with a familiar Facebook user interface. Through this platform, we are able to conduct:

- **Employee recognition programs** (such as “Meet a Unitherian” segments and anniversary callouts from managers)
- **Personal updates from leadership** (such as regulatory approvals, ribbon cutting ceremonies, and “Following Martine”)
- **Cross-functional engagements** (live updates when an EVLP lung is in transport)
- **Initiative updates** on key people programs like our DEI topics
- **Big Idea.** Our Department of Innovative Thinking contest, open to all Unitherians – see page 19

In April 2021, we hosted a virtual book club with James Nestor, the author of *Breath: New Science of a Lost Art*, attended by over 200 Unitherians.



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## WHAT UNITHERIANS SAY

“Caring people are rare, having a job where people care is even more rare. I am thankful I work at United Therapeutics and I wouldn’t want to be anywhere else. I get many offers each day. But I can’t compare or think of anything to make me leave.”

## Low Turnover & Balanced Hiring

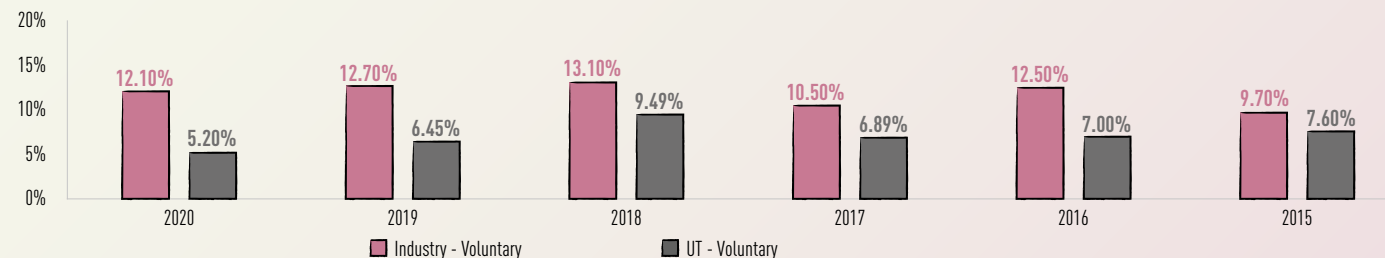
We are very proud of our low turnover compared to our industry peer group; at 7.4% it is half the median turnover of 15.6% for the biotech industry, and we have historically trended well below the industry average. The average tenure of our employees is about six years, with nearly half of our employees having between five and 25+ years of service.

In 2020, we hired 101 new employees, of which 52.5% were females and 41.6% identified as members of racial or ethnic minorities.



## Employee Turnover Data (2015–2020)

### VOLUNTARY TURNOVER: LIFE SCIENCE INDUSTRY VS. UNITED THERAPEUTICS



Recent surveys showed that 93% of our employees “have a high degree of trust, are likely to be retained, and are highly engaged.”

We use the term “racial or ethnic minority” to refer to Unitherians who self-identified as Black or African American, Hispanic or Latino, Asian, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, or Two or More Races, which are the categories used for federal EEO-1 reporting purposes.

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## WHAT UNITHERIANS SAY

“Our company has gone above and beyond over the last year to support me during the unprecedented times of COVID-19 by big and small gestures of generosity, flexibility, and promotion of self care. I feel that my well-being truly matters.”

## People Programs

Our people programs are designed to demonstrate how much we value our employees, and to enable them all to participate in our financial success. We offer a comprehensive total rewards package, as well as additional services and amenities. You can learn more on the [careers page](#) on our corporate website.

Though many of our in-person activities were paused during the COVID-19 pandemic, we intend to resume these People Programs when safe to do so.

### FINANCIAL SECURITY



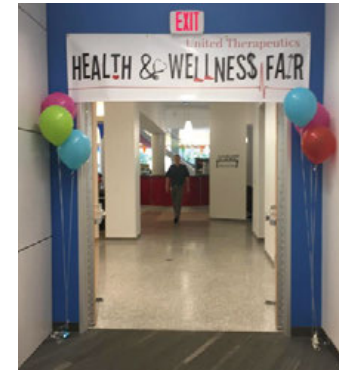
- We adhere to a minimum “living wage” policy, and almost all employees are eligible to participate in our cash bonus program
- Every full-time employee has the opportunity to be a shareholder through our long-term incentive program and our employee stock purchase plan
- 401(k) program with employer match

### WORK-LIFE INTEGRATION



- Generous time off policy
- Paid parental leave
- Subsidized, on-site daycare at our main locations
- Take your Parents to Work Day
- Take your Kids to Work Day
- Milestone celebrations/happy hour/holiday parties
- Meaningful community service events

### HEALTH & WELLNESS



- State-of-the-art “health-positive” facilities in Maryland, North Carolina, and Florida
- On-site gym, sport court, and game room at our main locations
- Cafeterias at our main locations providing free, locally sourced, sustainable food
- Wellness Fair with flu shots
- Motivate Me health incentive program
- Fitness and activity challenges

### PERSONAL & PROFESSIONAL DEVELOPMENT



- Up to \$30,000 per employee for tuition assistance; in 2020, we reimbursed over \$175,000 in tuition assistance to almost 30 employees
- Variety of instructor-led and web-based training opportunities
- Initiated a three-phase performance management training and development program for employees and people leaders

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## SPOTLIGHT ON TRAINING:

We offered a variety of instructor-led and web-based training opportunities resulting in a total of over 10,000 hours of training involving all employees across United Therapeutics. Training included:

- Delivery of over 300 live/instructor led and web-based trainings
- Compliance training for EHS, Corporate compliance, and HR topics
- DEI training completed by all employees
- Performance management completed by all employees
- 63 attendees completed management development training for new/newly hired managers
- 267 attendees at Get to Know UT courses where employees deepened their knowledge of the business
- 170 attendees participated and completed training on the topics of remote working, leading remotely, and avoiding burnout
- Employees proactively identified and completed a variety of courses on leadership and professional development topics



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# OUR **PHYSICIANS & PAYERS**





# OUR PHYSICIANS & PAYERS

Since our inception, we've taken our role in the healthcare system seriously. We regularly engage with the physicians community to further the science behind our therapies and look to be careful stewards of the pricing of our products.

## Physicians

As part of our ongoing commitment to our patients, we maintain a robust Global Medical Affairs organization that works with physicians and researchers to advance the science behind our patients' diseases and how our products can help those in need. The mission of United Therapeutics Global Medical Affairs is to leverage our talents, experience, and ingenuity to improve the care of patients with life-threatening diseases through collaboration, research, education, and outreach. Along with its research partners — often physicians who treat patients with pulmonary hypertension or neuroblastoma — we participate in wide range of public forums to communicate the safety and efficacy of our treatments. In 2020, our findings — in the form of UT-sponsored, UT-supported research, investigator sponsored study programs, as well as through abstracts, posters, and presentations — were published or presented more than 150 times.

More information on our Global Medical Affairs team is at [unithermedaffairs.com](https://unithermedaffairs.com) where you can find a list of recent [publications](#) from our partners. Other presentations can be found at [pipeline.unither.com](https://pipeline.unither.com).

## Payers

Along with our commitment to advance the science behind our products, we are mindful about the costs of our products to the healthcare system, and believe we should act responsibly with respect to price increases. While we increase the price of our products from time to time to reflect inflation, research and development, and infrastructure investments to support the manufacture of our products, these price increases average in single digit percentages per year for the products where we maintain pricing control. And in fact, we have only taken one single digit percentage price increase of Remodulin, our largest product by revenue, in the last 11 years.

In April 2020, we [detailed](#) a recent publication in the journal *Drugs – Real World Outcomes* concluding that treatment with Orenitram was associated with lower PAH-related healthcare costs compared to a leading alternative therapy, despite similar adherence, persistence, and rates of PAH-related hospitalizations. Comparison of products does not imply clinical comparisons of safety or efficacy.

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# OUR PLANET & COMMUNITIES

## Environmental Stewardship

United Therapeutics is in the business of enhancing lives, and that is not limited to our focus on patients. We also put innovative efforts into mitigating our impact on the planet and prioritizing environmental stewardship. This focus has been a central part of our strategy for over a decade. The cornerstone of our commitment to our planet is demonstrated in the industry-leading design and construction of our facilities in Silver Spring, MD; Research Triangle Park (RTP), NC; and Melbourne and Jacksonville, FL.

### NET ZERO AND LEED-CERTIFIED BUILDINGS

Our site net zero energy and LEED-certified portfolio includes:

The Unisphere, a  
**135,000 sq.ft.**  
site net zero energy and Platinum LEED-certified commercial building in Silver Spring, MD

Two additional LEED Gold certified buildings totaling  
**238,000 sq.ft.**  
on our Silver Spring campus, providing administrative, laboratory, and manufacturing space

**25,000 sq.ft.**  
site net zero energy ex-vivo lung perfusion (EVLV) facility on the campus of the Mayo Clinic in Jacksonville, FL

**14,000 sq.ft.**  
site net zero energy patient support center in Melbourne, FL

**11,000 sq.ft.**  
site net zero energy day care center in Research Triangle Park, NC

We recognize that climate change poses a significant risk to the global community, and we seek to do our part to minimize our footprint and increase our carbon-neutrality. We know this is better for the planet, our communities, and our people, including both our patients and our Unitherians.

Our net zero and LEED certified buildings physically manifest our commitments to innovation and our core value of doing the right thing. We believe this manifestation helps our employees feel good about where they work and is a useful recruiting tool for the strong talent we need to carry on our mission.

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# Our Path to Sustainable Building Practices

2003

Dating back to 2003, when we built our first manufacturing facility in Silver Spring, MD, sustainability was always included in our designs. Through a local solar panel supplier, BP Solar, our first 92 kW solar array was installed.

Since our first building, all owned new construction properties have had elements of sustainability/ solar arrays.

2011

In 2011, the opportunity presented itself to acquire the public garage adjacent to our Silver Spring manufacturing facility, at which point our Chairperson and CEO, Dr. Rothblatt laid out the design and sustainability elements of what would ultimately be known as the Unisphere.

2016

By 2016, our Corporate Real Estate team was provided a mandate to design all non-manufacturing facilities with a site net-zero goal.

2014

In 2014 following our purchase of 132 acres of land adjacent to our existing manufacturing facility in RTP, we commissioned the construction of our 4 MW solar array, originally in anticipation of offsetting the energy consumption of a clinical facility. This array has the capacity to offset 30% of existing campus-wide RTP consumption.

UT is currently upgrading the 4MW array with an estimated completion date of August 2021.

Also in 2014, UT started tracking all solar installations in the RTP area and sharing with six different organizations.

2017

In December 2017, we delivered our ASSIST patient support center facility in Melbourne, FL our first site net zero facility.

2018

In September 2018, we delivered the largest commercial site net zero building, the Unisphere, including a closed loop geo-exchange system, and a 1 MW array among a host of other sustainable technology to accomplish the feat.

2019

In May 2019, we constructed a 23,000 square foot hangar in Bromont, Quebec using high performance HVAC, hydroelectric power, and an insulated wall panel system. Later that year, we delivered our third site net zero facility, LB2 on the campus of Mayo-Jacksonville, utilizing similar technology to previous buildings, but this time adding an open loop geothermal system.

2020

In February 2020, we completed our fourth site net zero facility — our 11,000 sqft daycare facility on our RTP campus.

In 2020, we purchased RECs to offset 100% of our RTP campus (other than the net zero day care center)

In October 2020, we launched a project to construct a net zero logistics warehouse facility in RTP, which will use a combination of geothermal, solar, microgrid, and extensive battery back-up systems to power the warehouse. We anticipate completion in 2023.

## RECENT AWARDS & RECOGNITION



2020 USGBC MARYLAND LEADERSHIP AWARD – INNOVATIVE DESIGN, NEW CONSTRUCTION



2020 URBAN LAND INSTITUTE EXCELLENCE IN SUSTAINABILITY



2020 TRENDS AWARD FOR EXCELLENCE IN SUSTAINABILITY – ULI WASHINGTON



2020 PROJECT OF THE YEAR FINALIST - ENR



2020 INTERIORS – SUSTAINABILITY – CONTRACT MAGAZINE



2020 BEST OF THE BEST GREEN PROJECT – ENR



2020 COMMUNITY LEADER AWARD FOR INNOVATIVE DESIGN – USGBCMD

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## The Unisphere

We recognized early on that the Unisphere would serve as a landmark for our Maryland co-headquarters campus and would also function as a gateway into downtown Silver Spring.

Every element, from the overall building form to the interaction between building systems, was designed to optimize energy saving strategies. This interactive, intelligent building communicates its operations and inspires others to strive for high performance.

### Some of the sustainable features of the unisphere include:

- **Over 500** operable windows provide natural ventilation when outdoor temperatures are moderate
- **200** active chilled beams provide efficient cooling to the spaces
- **2,959** photovoltaic panels on the building generate 1,175 MWH of energy each year, enough to power 109 homes
- The atrium is tempered by a subterranean earth labyrinth, a quarter-mile long concrete maze located 14 feet below the parking garage and includes a swimming pool that is heated through a high-efficiency heat pump that transfers unwanted heat from the building

- **52** closed-loop, dual-circuited geo-exchange wells are drilled 500 feet into the earth below the building to provide energy storage
- Vegetated roofs reduce heat island effect and manage stormwater runoff
- The building's stormwater catch basin is designed to collect nearly 15,000 cubic feet of rainwater to prevent overwhelming the county sewer. The water is then slowly released at a controlled rate

Going forward, we will strive to ensure all new buildings are "site net zero" to the greatest extent practicable — meaning the building's operational carbon-equivalent emissions are at zero as it produces as much renewable energy on-site as it consumes in a year. This is accomplished through a variety of technologies, including solar power, geothermal exchange, earth-coupled heating and cooling, and intelligent building automation systems.

## Renewable Energy

We use a variety of methods to minimize and offset our energy usage.

- Our **net zero facilities** — the Unisphere, LB2, the RTP day care center, and the ASSIST office — make up close to **6%** of our electric usage portfolio
- Three of our facilities use **100% clean energy**
- Our solar arrays generated energy equivalent to **7%** of our total 2020 electric consumption
- Beyond solar, we purchase renewable wind energy credits (**RECs**) to offset energy usage by our operations outside of our day care centers, and in 2020 we purchased RECs that equal **86%** of our total electric consumption



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## Sharing our Best Practices

More importantly, we are proactively sharing our experience and developed best practices within the net zero energy design community, as we have welcomed a wide variety of governmental and private groups to tour the Unisphere and learn about its innovative energy-saving features. Members of our Corporate Real Estate team have also presented at regional and national sustainability conferences, along with the architectural firm that designed the facility. Working with the same architectural firm for over a decade, United Therapeutics has developed a close collaborative relationship that has fostered innovative achievements and the ability to grow and learn from shared project experiences.

### SUSTAINABILITY CONFERENCES WHERE OUR BUILDINGS WERE FEATURED

| Year | Conference                                                           | Topic                                                                                           |
|------|----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| 2020 | Better Buildings Big South Summit, USGBC                             | Unisphere                                                                                       |
|      | AIA COTE Working Group                                               | Unisphere                                                                                       |
|      | 2020 Green Building Symposium                                        | Unisphere                                                                                       |
|      | SageGlass International Sales Conference                             | End user of SagePath's electro chromatic glass at Jacksonville facility                         |
| 2019 | CoRETECH 2019                                                        | Unisphere — Net Zero Design                                                                     |
|      | ASHRAE Baltimore Chapter Meeting                                     | United Therapeutics – Unisphere                                                                 |
|      | DOE Better Buildings Summit                                          | Renewables & Zero Energy @ Unisphere                                                            |
|      | US DOE Better Buildings Challenge                                    | How Buildings of All Shapes and Sizes are Achieving Zero Energy                                 |
|      | Getting to Zero Forum                                                | How'd They do That? Getting to Zero in Complex Building Types                                   |
|      | Greenbuild International Conference & Expo                           | Urban Net Zero – It is Possible at Unisphere                                                    |
|      | Montgomery County Energy Summit                                      | An Inside Look at Unisphere, Silver Spring's First Zero-Net Energy Building                     |
|      | NAIOP DC/MD Chapter                                                  | Seat at the Sustainable Table                                                                   |
|      | AEE World Energy Engineering Congress                                | Integration Strategies in Net Zero and High-Performance Buildings                               |
|      | USGBC NCR ZNE Roundtable                                             | United Therapeutics Unisphere                                                                   |
| 2018 | AEE World Energy Engineering Congress                                | Challenges of Net Zero Building Design in an Urban Environment                                  |
|      | I2SL Annual Conference                                               | Designing a Cutting Edge, Zero Net Energy Facility to Support Breakthrough Technology           |
|      | Tradeline Facility Strategies for Animal Research and Biocontainment | The Next Level: A Guide to Planning a Net Zero Energy, Designated Pathogen Free Animal Facility |
| 2017 | Next Generation Research Labs                                        | Integrating Energy Efficient Engineering Strategies into Research Buildings                     |
| 2016 | I2SL National Capital Chapter                                        | Net Zero Design – Overview                                                                      |

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## Other Sustainability Initiatives

Sustainability does not stop at the design and construction of our buildings. We have also implemented many other initiatives, including:

- The use of isolation technology to reduce ISO 5 spaces in our manufacturing facilities (used for aseptic preparation of critical processing activities), which in turn significantly reduces the energy consumption required for HVAC, as well as the consumption of gowning materials
- Recommissioning many of our older buildings to improve their energy efficiency and health and wellness impact
- Electric car charging stations
- A commitment by our manufacturing operations to continuously look for innovative ways to implement a variety of different recycling and repurposing measures to divert solid waste from landfills, such as:
  - Right cycle — recycling disposable cleanroom and lab apparel into plastic products and durable goods
  - Reusing buffer drums as waste collection bins
- Recycling and composting programs at our main facilities

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## Our Environmental, Health, Safety, and Sustainability (EHSS) Commitments to our Planet

United Therapeutics is committed to be positioned as a global leader by protecting our people, partners, contractors, and communities in a safe and environmentally sustainable manner. The EHSS team works with internal and external stakeholders to promote a culture of safety with a focus on environmental stewardship and sustainability, while ensuring our global operations meet regulatory requirements and compliance obligations.



### CLEAN WATER

Our commitment to clean water is in partnership with local wastewater authorities so they can return clean water to the environment and millions of customers.

United Therapeutics has an outstanding track record in meeting wastewater discharge standards and employing best practices for water management. We have earned water stewardship awards at our Silver Spring, MD campus over the last several years from our water effluent regulator, the Washington Suburban Sanitary Commission (**WSSC**). We were recognized again in 2020 by WSSC for over three years of consecutive compliance and at least five years without a significant nonconformance.



### CLEAN AIR

At United Therapeutics we have a special connection to breathing. We strive to do our part to make sure the air we breathe in the communities where we operate is clean. In 2020, the UT Research Triangle Park campus was successful in working with the North Carolina Department of Environment Quality in the reduction of our air emission status through the quantification of our air emissions.



### RESPONSIBLE WASTE MANAGEMENT

Waste management is a critical part of our sustainability efforts at United Therapeutics. In 2020 we partnered with our hazardous waste vendor at major manufacturing sites to provide onsite support deep in the waste generation cycle to make sustainability and compliance a straightforward process for waste generators. This partnership created several wins including the movement towards landfill free disposal, implementation of a sustainable labeling systems, chemical profile accuracy, and container reuse.

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# Historical Environmental Data

UT reviews historical information to improve our commitment to environmental stewardship. Through our CSR efforts, we are developing specific environmental building infrastructure goals to ensure our use of non-renewable resources are in line with best practices within the net zero energy design community.

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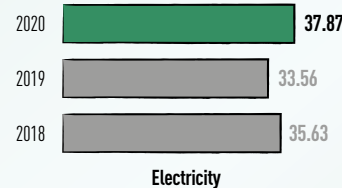
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ENERGY INTENSITY (EUI)  
KBTU (IN MILLIONS)/SQFT (IN MILLIONS)

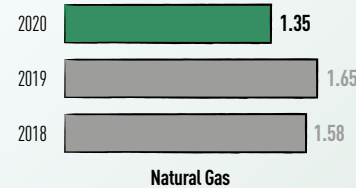
|             |             |             |
|-------------|-------------|-------------|
| 263.87/1.59 | 279.73/1.60 | 279.51/1.54 |
| 2020        | 2019        | 2018        |

## ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES

kWh (in millions)



therms (in millions)



## WATER CONSUMPTION

(megaliters)

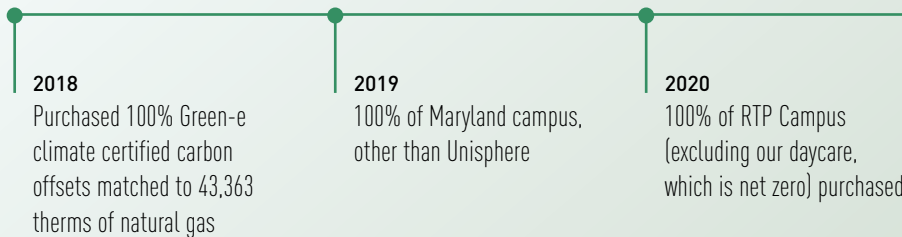


## RENEWABLE ENERGY CAPACITY\*

(kW)



## RENEWABLE ENERGY CREDITS (RECS)



\* Total size of array



## Our Community Programs

Giving back is the Unitherian way. It is part of who we are. Our community engagement program has historically been organized around two principles: first, supporting causes that are directly related to our mission around PAH and other rare diseases; and second, supporting our local communities where we live and work through monetary donations, an annual Community Service Day, and other service projects throughout the year.

The activities provide meaningful assistance and support to charitable organizations in our communities while fostering a spirit of volunteerism in our employees. Unitherians have supported many organizations through volunteer efforts or sponsorships, such as Habitat for Humanity and the Salvation Army/Boys & Girls Club, among others. In 2020, we also supported Black Girls Code, Equal Justice Initiative, Reality Ministries, and Ronald McDonald House of Durham.



## Continued Support for STEM Initiatives

- In 2020, we helped fund the Richard Montgomery High School mBIT competition, which is a student-run computing competition
- For the past 10 years leading up to 2020, we sponsored the Montgomery County Science Fair in Maryland. We expect to resume our support in the upcoming school year
- We work closely with FIRST®, (**For Inspiration and Recognition of Science & Technology**), which is the leading, not-for-profit STEM engagement program for youth worldwide. The mission of FIRST is to inspire young people to be science and technology leaders and innovators, by engaging them in exciting mentor-based programs that build science, engineering, and technology skills; that inspire innovation; and that foster well-rounded life capabilities, including self-confidence, communication, and leadership. As part of this partnership, United Therapeutics sponsors numerous individual FIRST teams. Each team's goal

is the opportunity to attend and compete in the World Championship event at the end of the season. As a leading biotech company, we also sponsor the FIRST Innovation Faire at the World Championship event, which inspires participating youth to seek career opportunities they may not have been aware of with the knowledge and skills they obtained participating in FIRST

### 2020 HIGHLIGHTS



~ \$450,000  
in community-focused donations



Over 150  
organizations supported



100%  
employee participation



Remote learning  
and STEM support

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## THE SEISMIC EVENTS OF 2020 – THE COVID-19 PANDEMIC AND CALLS FOR RACIAL JUSTICE AND EQUITY – EXPANDED OUR COMMUNITY ENGAGEMENT PRIORITIES.

- As part of our \$1 million commitment (see page 23 for more details), we donated to the NAACP Legal Defense and Ed Fund, Black Girls Code, Boys and Girls Club of America, and the Equal Justice Initiative
- We provided a cash stipend to our Unitherians — in the form of a \$100 gift card for each employee — to support one of our five selected charities or a charity of their choice. Our Unitherians supported over 150 organizations, in many cases personally matching the donation to double the impact. This innovative program helped drive engagement throughout our organization, as employees across all locations participated in support of their favorite charities
- When we learned that many students would not be returning to their classrooms in the fall, we shifted our typical funding for local organizations in Silver Spring, MD and Research Park Triangle, NC to purchase technology and other supplies needed for remote learning
- We provided financial aid to local charitable organizations



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# OUR PRINCIPLES & OTHER PRIORITIES

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# OUR PRINCIPLES AND OTHER PRIORITIES

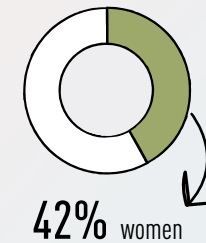
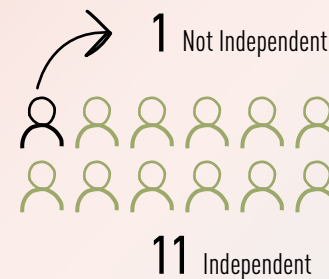
One of our core principles is to “Do the Right Thing.” That principle is the guiding force behind all of our actions, starting with our Board of Directors, and cascading throughout our business.

## Our Board of Directors

We believe that our directors should possess the highest personal and professional ethics, integrity, and values, and should be committed to advancing the interests of our stakeholders. We also endeavor to have a Board of Directors that, as a whole, represents a range of experiences in business, government, education, and technology and in other

areas that are relevant to our business activities. As reflected in our Corporate Governance Guidelines, our Board and our Nominating and Governance Committee seek to achieve a diversity of occupational and personal backgrounds on the Board, including with respect to gender, race, and ethnic diversity.

### BOARD OF DIRECTORS



## Board Diversity

We believe it is important that our Board is composed of individuals reflecting the diversity represented by our employees, our patients, and our communities. In recent years, our Nominating and Governance Committee has taken this priority to heart in its nominations process, and the diversity of our Board has grown significantly. With the addition of Linda Maxwell, M.D. in 2020, we have continued to expand the diversity of our Board, which is among the most diverse of our peers.

### BOARD DIVERSITY MATRIX (AS OF APRIL 29, 2021)

#### Board Size:

|                           |    |  |  |  |
|---------------------------|----|--|--|--|
| Total Number of Directors | 12 |  |  |  |
|---------------------------|----|--|--|--|

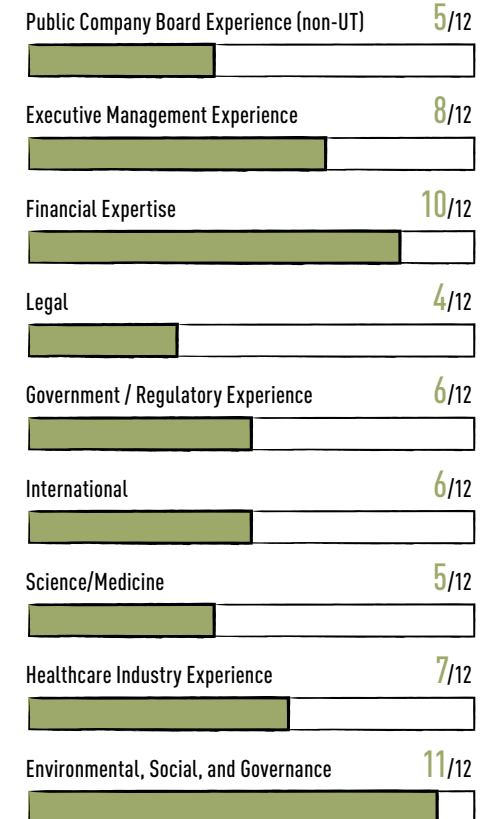
| Gender:                                      | Male | Female | Non-Binary | Gender Undisclosed |
|----------------------------------------------|------|--------|------------|--------------------|
| Number of directors based on gender identity | 7    | 5      | 0          | 0                  |

#### Number of directors who identify in any of the categories below:

|                                     |   |   |   |   |
|-------------------------------------|---|---|---|---|
| African American or Black           | 1 | 1 | 0 | 0 |
| Alaskan Native or American Indian   | 0 | 0 | 0 | 0 |
| Asian                               | 0 | 0 | 0 | 0 |
| Hispanic or Latinx                  | 0 | 1 | 0 | 0 |
| Native Hawaiian or Pacific Islander | 0 | 0 | 0 | 0 |
| White                               | 6 | 5 | 0 | 0 |
| Two or More Races or Ethnicities    | 0 | 2 | 0 | 0 |
| LGBTQ+                              | 1 |   |   |   |
| Undisclosed                         | 0 |   |   |   |

## Board Skills

In addition to the qualifications described above, we seek to maintain a diverse set of skills on our Board.



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# Corporate Governance Best Practices

We have taken great strides over recent years to implement corporate governance best practices, often acting ahead of the curve in terms of our industry peers and the Russell 3000, and through a thoughtful and responsive shareholder engagement program.

## Majority Voting

In 2015, we adopted a majority voting standard with a director resignation policy.

## Board & Committee Refreshment

We added Linda Maxwell, MD as a new director in 2020, joining three new female directors added over the last seven years. As part of our Board refreshment strategy and to increase the diversity of voices on our Board committees, we refreshed our Compensation, Nominating and Governance, and Audit Committee composition in 2020.

## Risk Oversight

We take risk oversight very seriously. Our Board committees each tackle various risks facing our company to ensure management is focused on identifying and mitigating the material risks to our company.

| Board Committee                     | Key Risk Oversight Areas                                                               |
|-------------------------------------|----------------------------------------------------------------------------------------|
| Nominating and Governance Committee | Enterprise risk management system and corporate compliance program; CSR/ESG activities |
| Audit Committee                     | Auditing, accounting, and financial matters, as well as cybersecurity                  |
| Compensation Committee              | Compensation programs, as well as diversity and other human capital priorities.        |

## Board Destaggering

In 2020, we began a destaggering process for director elections. Going forward, directors will be elected to one-year terms.

## Overboarding

We reduced our overboarding limit to four public company boards (down from the previous limit of five), in direct response to shareholder feedback.

## Proxy Access

In 2015, we adopted a market-standard form of proxy access.

### NEW

## ENTERPRISE RISK MANAGEMENT

We use a variety of methods to appropriately manage our enterprise risks. Our process aligns with the 2017 Enterprise Risk Management – Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission, as well as guidance issued by the International Organization for Standardization.

We conduct an annual risk assessment, soliciting input from over 30 business leaders across the enterprise (known as our “risk owners”). We share the assessment with our executive leadership team, Nominating and Governance Committee, and the full Board of Directors. Each quarter, we check in with each risk owner to keep apprised of any material changes.

## USEFUL RESOURCES



2021 Proxy Statement



2020 Form 10-K



Corporate Governance Documents



Board of Directors

In March 2021, we established the Unither Security Council, composed of leaders from Risk Management, Corporate Security, IT and IT Security, Legal, and Compliance operations to evolve our controls over the protection of sensitive data and systems. The group will focus on educating key business leaders about internal and external risks and assist them in identifying and protecting corporate assets.

Learn more about our commitment to data security and privacy on page 49.

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# Ethics & Compliance

One of our strategic objectives is to achieve our goals by doing the right thing and using the highest ethical standards. This is evidenced by our commitment to a robust compliance program, ethical operations, scientific integrity, responsible sourcing, and environmental sustainability. Ethics is one of our core values, and we continue to enhance our programs across all of these areas.

One important aspect of our approach to business ethics is a well-defined set of Compliance Principles that outlines how we behave, and clear leadership attributes that we expect from all Unitherians. **Our Compliance Principles revolve around the overarching tenet that WE DO THE RIGHT THING.** Other principles include:

## WE ARE PASSIONATE FOR PATIENTS

- We get the right products, to the right patients, for the right reasons
- We manufacture with the highest quality standards
- We promptly report adverse events and product complaints

## WE RESPECT PRIVACY

- We protect the privacy of our patients, caregivers, customers, and employees
- We use and share information carefully and sensibly
- We avoid or disclose conflicts of interest

## WE DON'T PAY TO PLAY

- We operate with the highest standards of integrity
- We don't use money or favors to inappropriately advance business objectives
- We ensure all of our interactions have an appropriate and legitimate purpose

## WE COMMUNICATE ETHICALLY & HONESTLY

- We communicate at the right time, to the right people, with the right message
- We communicate in an honest, transparent, and accurate way
- We document our books, records, and actions with integrity and attention to detail

NEW

## Compliance Model

We have a Compliance Committee that oversees our compliance activities, including the administration of our Code of Conduct. It is chaired by our Chief Compliance Officer and composed of senior executives. In addition, each quarter, our Chief Compliance Officer reports to the Board of Directors on the activities of the Compliance Committee and Compliance Department.





## Code of Conduct

Our Code of Conduct serves as the foundational tool to ensure employees do the right thing in their day-to-day operations. The biotechnology industry is dynamic and ever-changing, and no one can assume that the right course of action is always clear. Our Code, with support of our existing principles, policies, and procedures, described in more detail below, provides guidance for our decisions and actions.

Our Compliance policies and procedures include, but are not limited to:

- Advisory Boards SOP
- Business Engagements with Healthcare Professionals Policy
- Business Meals Policy
- Charitable Contributions Policy
- Consultant and Fee-For-Service SOP
- Fair Competition (Antitrust) Policy

- Global Anti-Bribery & Corruption Policy
- Grant Review Committee SOP
- Interactions with Healthcare Professionals Policy
- Medical Education Grants Policy
- Patient Assistance Program Policy
- Promotional Communications Policy
- Promotional Speaker Program SOP
- Sponsorships Promotional Exhibits and Non-Promotional Medical Information Booths Policy
- Support for Independent Third-Party Patient Assistance Programs Policy

In 2020, we updated our Code of Conduct to continuously improve this foundational tool. We also rolled out new interactive training with the goal of making learning more engaging and interesting and with an emphasis on real-world and role-specific training.



NEW

## KEY COMPLIANCE POLICIES

### Preventing Bribery and Corruption

United Therapeutics must comply with all U.S. and international anti-bribery and anti-corruption laws that apply where we do business. United Therapeutics has a **zero-tolerance policy** with respect to bribery and corruption and will not tolerate bribery of any person, in any form, at any time, for any reason, including health care practitioners (**HCPs**), health care organizations (**HCOs**), government officials, vendors, customers, competitors, collaborators, or patients.

We also direct our employees to carefully evaluate and systematically monitor the third parties we engage to ensure they are compliant with United Therapeutics' policies and all applicable laws, including our Global Anti-Bribery/Anti-Corruption Policy. More information is available on pages 18 and 19 of our code of conduct and ethics.

### Interactions with Healthcare Professionals and Organizations

All interactions and communications with HCPs and HCOs that involve promoting United Therapeutics' products, providing scientific and educational information, and/or supporting medical education must be conducted in a manner that is fair and balanced, scientifically rigorous, and compliant with applicable laws and regulations

### Grants and Other Third-Party Support

Consistent with our mission and corporate funding priorities, United Therapeutics may provide financial and/or in-kind support for a variety of bona fide third-party activities, including medical education grants, charitable contributions, and community donations. Our company does not provide such support or funding to influence or reward any recipient for present, past, or future support of United Therapeutics or recommendation, referral, purchase, or use of its products.

## Additional Information

### TRAINING

All of our employees receive training on our key policies, including our Code of Conduct, Global Anti-Bribery and Corruption Policy, Privacy Policy, and Policy on Reporting Concerns of Non-Compliance. Our Board, employees, and relevant vendors also receive extensive compliance-related training specific to their role in our company.

### ANONYMOUS REPORTING AND INVESTIGATIONS

Employees can report any concerns anonymously to the our Ethics and Compliance Hotline 24/7. All concerns are investigated by our Compliance Department. Any non-compliance is addressed, and risk mitigation and monitoring plans are developed with relevant stakeholders, as appropriate. In all cases, we take the steps necessary to protect reporting or cooperating parties from any form of retaliation.

### CONFLICT OF INTEREST POLICY

Conflicts of interest may exist when an individual's private interest competes with his or her professional duties and may or actually influence his or her ability to perform obligations for our company.

Our employees are strictly prohibited from engaging in any activity that may result in such a conflict of interest with the company unless a prior written exception is obtained from our Legal Department or our Board of Directors.

If they are in doubt as to whether a conflict of interest exists, our employees are also advised to seek guidance from our Legal Department and be aware that they all have a duty to report even potential conflicts of interest to their manager or the Legal Department.

### 2020 Highlights

Refreshed Code of Conduct  
New interactive training  
100% of employees trained

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“

At United Therapeutics, WE RESPECT PRIVACY. As a life sciences company, our success requires that we collect and use certain personal information that is gathered from various sources, including patients, clinical trial subjects, customers, healthcare professionals, and UT employees. United Therapeutics is committed to protecting the privacy and integrity of this sensitive information and we depend on the Unitherians who obtain and appropriately use this information to diligently uphold this commitment.”

**Rebecca McCarty**  
SVP & Chief Compliance Officer

NEW

## Data Privacy & Security

One of our core values is “**We respect privacy.**” Gathering and using certain personal information from various sources, including patients, clinical trial subjects, customers, health care providers, and our employees, is essential to what we do as a business. We are committed to protecting the privacy and integrity of this information. We do this through a robust data privacy program and by driving training and awareness for our Unitherians.

### Data Privacy Program

We established a Data Privacy Office (DPO) to manage our approach to privacy-related matters. We follow all applicable General Data Protection Regulations (GDPR) and other privacy laws, leveraging input from outside legal counsel and operational advisors to help us administer our program and navigate key issues.

- We have an external [privacy notice](#), as well as an internal policy and related standard operating procedures

- Our DPO collaborates across the business to ensure that any data shared internally is with the right people and for the right reasons
- Before we use software programs or applications, Information Technology and the DPO determine whether any personal information will be transmitted
  - If so, the DPO partners with the business owner to conduct a Data Privacy Impact Assessment (DPIA) to ensure data is handled in line with the GDPR and other applicable laws
  - The DPIA assessment is conducted for all new software programs or applications with privacy considerations, and we are undergoing a retroactive assessment of our existing critical applications as per UT’s Critical Applications and Systems List
- We have a standardized process for responding to data subject requests from our patients, clinical trial subjects, customers, health care providers, and employees

### Training and Awareness

- Privacy is a key pillar of our Compliance program. All Unitherians are trained on privacy as part of our annual Code of Conduct training
- Prior to COVID-19, the Compliance team conducted “road shows” with our main business functions highlighting relevant data privacy protection aspects
- In October 2020, we rolled out data privacy training to all relevant UT functions
- Our DPIA and data subject request processes provide real-time and real-world training opportunities and help drive awareness on data privacy issues



#### DEDICATED DATA PRIVACY EMAIL

Our employees, patients, and other third parties can reach us for any data privacy requests or questions at [privacyoffice@unither.com](mailto:privacyoffice@unither.com).



“

Our cybersecurity mission is to enable the business so that the organization can innovate anytime and from anywhere. We take a risk-based approach to cybersecurity so that IT services remain both available and secure. With cyberattacks on the rise, it is important that we foster a culture of security and I am pleased to say the folks here at United Therapeutics are some of the most engaged in supporting cybersecurity I have ever had the pleasure to work with.”

**Vicky Ames**

Director of Information Security, Risk & Compliance

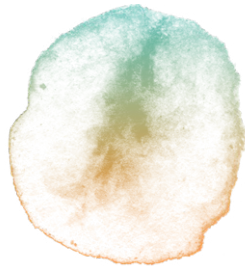
In October 2020, Vicky Ames, our head of Information Security, Risk & Compliance, did a deep dive on cybersecurity as part of our “Get To Know Unither” series. She provided practical tips for work and home to further drive engagement and awareness.

## Cybersecurity

Our approach to cybersecurity is organized around the following key pillars:

| Focus Area                            | Key Risk Oversight Areas                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Governance                            | <ul style="list-style-type: none"> <li>Board level oversight assigned to the Audit Committee; the Audit Committee is 100% comprised of independent directors</li> <li>Led by our head of Information Security, Risk &amp; Compliance, who reports directly to our Chief Information Officer (CIO)</li> <li>Provides written reports to the Chair of the Audit Committee of the UT Board of Directors each quarter, and the CIO leads discussion with the full Audit Committee each year</li> <li>Leverage the National Institute of Standards and Technology Cybersecurity Framework</li> <li>Consult with our Data Privacy Office and IT operations teams on implementing proper controls for data protection and data use</li> <li>All members of IT security team have industry-leading security certifications such as CISSP, CRISC, CIPM, CISA, and HITRUST</li> </ul> |
| Continuous Monitoring                 | <ul style="list-style-type: none"> <li>Use of a 24/7/365 managed security service provider to monitor our cyber environment and alert us of any suspicious activity</li> <li>Ongoing managed vulnerability scanning and patching through our vulnerability management program</li> <li>Targeted audits and penetration tests conducted throughout the year by internal and external entities</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Training and Awareness                | <ul style="list-style-type: none"> <li>IT security training provided at hiring and annually to all employees</li> <li>Ongoing training around “phishing,” with frequent changes and differing levels of difficulty to improve awareness; Rewards for Unitherians that recognize and report phishing exercises</li> <li>Additional training for employees identified as high risk</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Business Resilience                   | <ul style="list-style-type: none"> <li>Collaborate with Enterprise Risk Management to ensure organizational business resilience Incident Response Program in place</li> <li>Disaster Recovery Program to identify critical business systems, real-time replication, and periodic recovery testing</li> <li>Cyber insurance coverage in place that covers data privacy and data security events</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Identifying and Mitigating Cyber Risk | <ul style="list-style-type: none"> <li>Leverage the ISO 27005 model, CoBIT, and Coso frameworks to manage cyber risk</li> <li>Ensure systems are built to comply, and remain in compliance, with regulatory requirements including SOX and GxP programs</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

United Therapeutics is not aware of any information security breaches during 2018, 2019, and 2020.

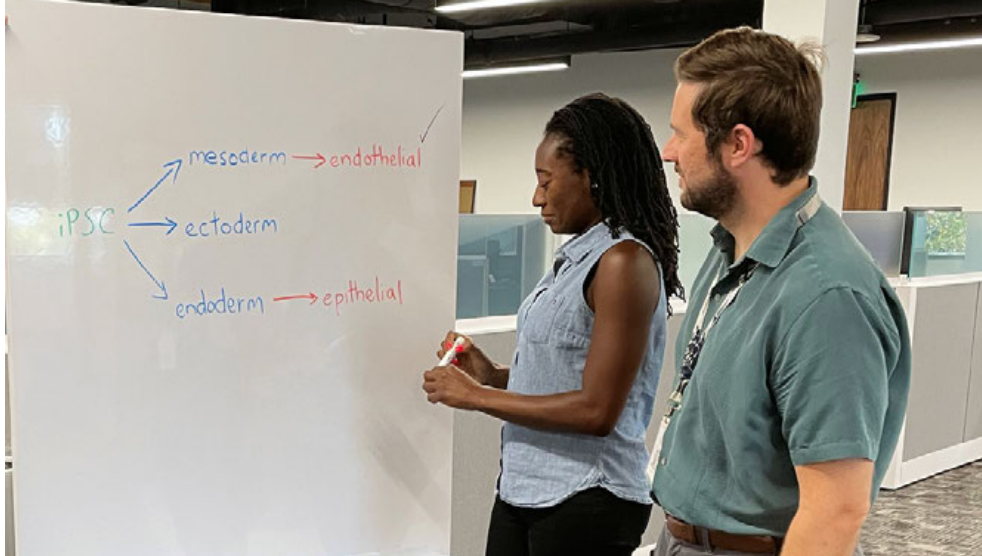


NEW

## Organizational Resilience Program

We have an Organizational Resilience (OR) Program designed to provide a comprehensive approach to ensuring continuity in the event of a severe business disruption. This program is built upon four key pillars that provide the foundation for enterprise-wide resiliency:

- **Crisis Management:** coordinates crisis response at the executive level
- **Business Continuity:** ensures that business processes can be continued
- **Disaster Recovery:** recovers critical information technology systems
- **Emergency Management:** addresses life, health, and safety issues

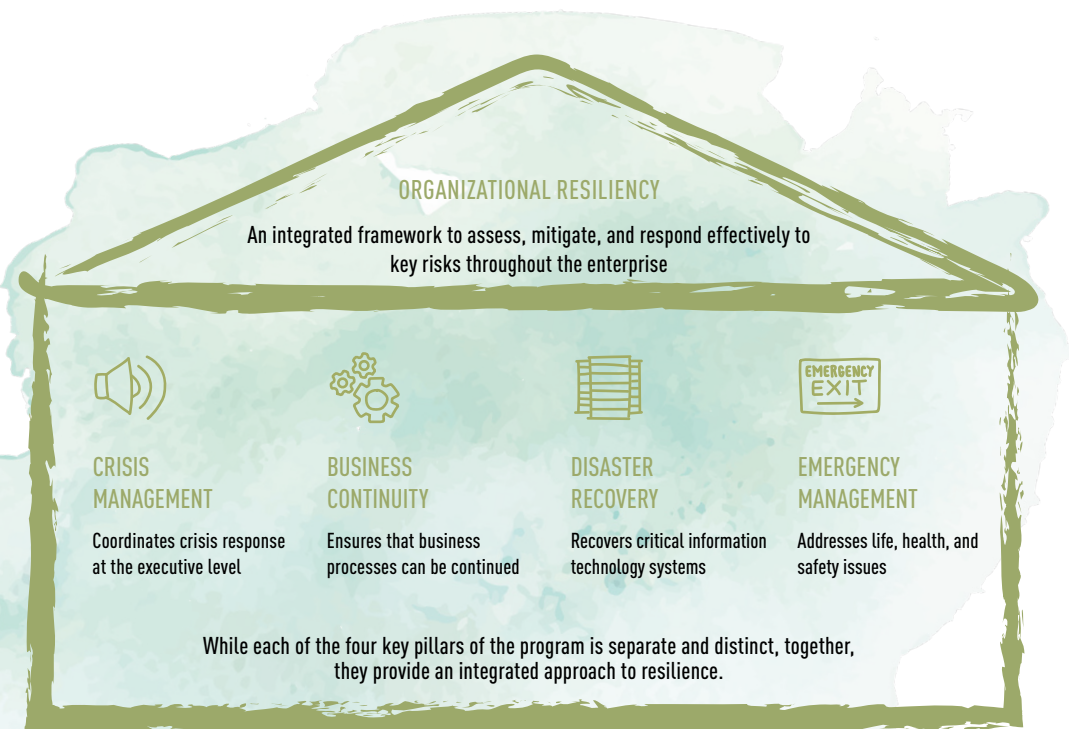


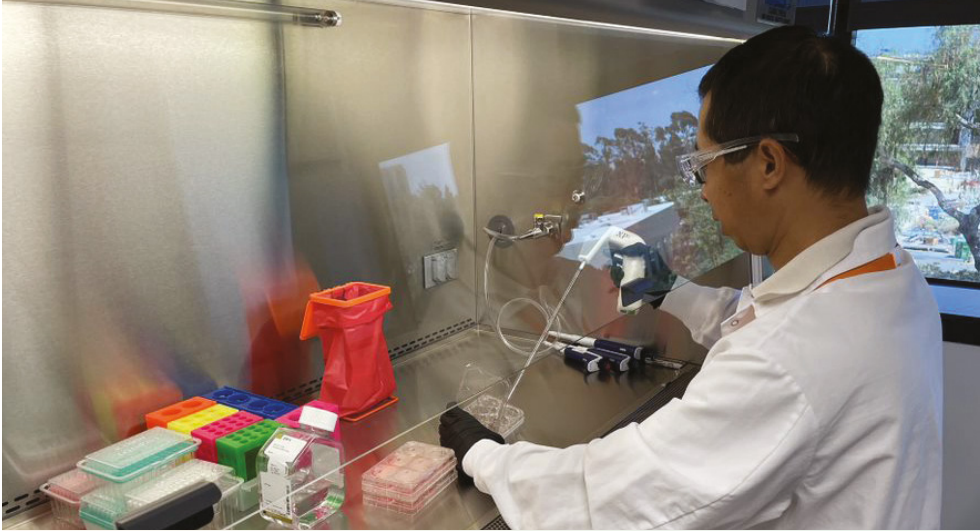
Our OR Program is supported by executive leadership and led by dedicated recovery teams company-wide and across all United Therapeutics facilities. We use the following core components to maintain our comprehensive OR Program:

- The **Governance Model** defines and supports the OR Program
- **Business Process Inputs** integrate OR with the business and information technology to determine and evaluate criticality of processes and systems
- **People, Plans, and Technology** are components essential to recovery operations
- **Sustainability** activities and strategies test, maintain, and continuously improve the program

### BEST PRACTICES AND ALIGNMENT

The OR Program is aligned and consistent with the guidance issued by the National Institute of Standards and Technology and ISO, as well as industry best practices.





“

Incorporating conscious risk management into UT’s culture truly starts at the top! Dating back to her work in the field of satellite communications, our Chairperson and CEO has recognized, and embraced the value of actively managing risk. As she has said, “When a satellite breaks — you can’t just send a repairperson to fix it — you need to have a replacement ready to launch.”

And, when you make innovative medicines, as we do, you can never run out! People’s lives depend upon the resilience of our personnel, supply chain, manufacturing plants, warehouses, and R&D facilities. Organizational Resiliency is and has always been at the forefront of our proactive risk management strategies.

Holistic, mindful risk management is ingrained in everything we do, every day, at every level of our company. Everyone has a role to play, and every contribution is valued.

**Christina M. Donnelly, CIC, CRM, CBCP**  
Enterprise Risk Management

## Environmental Health & Workplace Safety

United Therapeutics is a safe place to work. Our Environmental, Health, Safety, and Sustainability (EHSS) team oversees our environmental, health, and workplace safety program. Our EHSS team is committed to work with internal and external stakeholders to promote a culture of safety with a focus on environmental stewardship and sustainability, and to ensure UT’s global operations meet regulatory requirements and compliance obligations. We empower our people to promote a strong safety culture and build community trust.

### Overview of our Safety Program

Our EHSS team utilizes project reviews, proactive engagement, compliance training, and medical surveillance to drive continuous improvement throughout our organization. Business leaders incorporate health and safety engineering practices in current processes and new projects. We also encourage employees at all levels to actively contribute to our positive safety culture through, among other things, participation on our safety-focused committees. A compliance-based training approach, including in-person and online learning, builds essential safety skills.

### OUR PANDEMIC PLAYBOOK: ORGANIZATIONAL RESILIENCE AND EMPLOYEE SAFETY

In 2017, we developed an incident response plan for Pandemic/Infectious Disease. We used this plan to guide our actions in response to COVID-19 – as well as input from Dr. Michael Callahan, a leading infectious disease expert who works with us. Our EHSS team partnered with our Human Resources, Risk Management/Organizational Resilience, Corporate Security, and Legal teams. We provided our employees with personal protective equipment (PPE) and training on proper respiratory protection. The comprehensive Infectious Disease Preparedness and Response Plan served as a guiding document for the enterprise by summarizing the changing federal, state, and local health and safety guidance/requirements, and providing specific, actionable information on protecting our workforce and operations. The EHSS team worked with members of our Lung Bioengineering Ex-vivo Lung Perfusion team to perform a risk assessment and implement PPE enhancements to help mitigate risks identified for aerosol generating procedures with human lungs. We kept the safety and well-being of our employees as a top priority, while also ensuring that our patients had uninterrupted access to our therapies.

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EHSS manages our occupational health and medical services program through a third-party named Corporate Health Services. This outsourced medical function is designed to ensure the confidentiality of worker medical records. A board-certified physician also provides consultation to the EHSS group on general occupational health matters. Required occupational health services are based on job profiles and employees are systematically and routinely scheduled by Corporate Health Resources to receive services with off-site medical providers during work hours. Employees may access these services through EHSS.

## 2020 Safety Focus Areas



People  
Empowerment +  
Safety Culture

As part of a broader safety outreach initiative with the goal of promoting a strong safety culture, EHSS established regular safety meetings with various groups. A new collaboration with the Organ Manufacturing Group in Manchester, NH has resulted in several safety enhancements including industrial hygiene assessments, enhanced engineering controls, and improved hazard communications of materials used in emerging technologies. The longstanding Regenerative Medicine Laboratory Safety Committee was formed by employees with representation from each department that meets routinely to encourage, assess, and contribute to the positive safety culture. Although the pandemic restricted in-person meetings, we continued our collaborative safety efforts by meeting virtually.



Occupational  
Health and Safety

We had eight work-related injuries (with one being OSHA recordable) for our U.S. operations in 2020. This resulted in a recordable injury incidence rate of 0.1, significantly below the incidence rate of 1.7 per 100 full-time workers for our industry.

### 2020 INITIATIVES

**Hazardous Energy Control:** We initiated a comprehensive review of the Hazardous Energy Control program across the enterprise to include Electrical Arc Flash Safety (NFPA 70e) and Lockout/Tagout programs. EHSS partnered with experts to review programs, perform a hazard risk assessment, and develop a written Electrical and Arc Flash Safety plan as well as 500+ equipment specific lockout/tagout procedures for affected equipment. Qualified-level Arc Flash and LOTO training was also conducted for affected staff members.

**Fall Protection:** We took industry and OSHA best practices and implemented them as requirements for preventing workers from falls during routine and non-routine tasks performed at heights. A collaborative effort with key stakeholders was pivotal in the implementation of the enhanced Fall Prevention and Protection SOP that had stronger emphasis on hazard elimination, fall prevention, and fall arrest.

**Chemical Inventory:** To ensure chemical safety at United Therapeutics, we make information about the identities and hazards of the chemicals used available and understandable. In 2020, we conducted audits to verify that Safety Data Sheets (SDS) are immediately available for the current chemical inventory. UT's SDS and Chemical Management Tool is now even more accessible via a mobile app for easy access to site-specific chemical inventories.



Aligning with  
Business Strategy  
Site Expansion

The EHSS team aligns with our Corporate Real Estate team by joining design and construction project teams to ensure new facilities are a safe place to work and meet EHSS regulatory, compliance, and sustainable obligations. EHSS team members were active on various projects including the expansions of research and development facilities at Manchester NH, and La Jolla CA, the build out of the Scaffolding Center at Research Triangle Park NC, and warehouse and distribution spaces in Beltsville MD and Research Triangle Park, NC.

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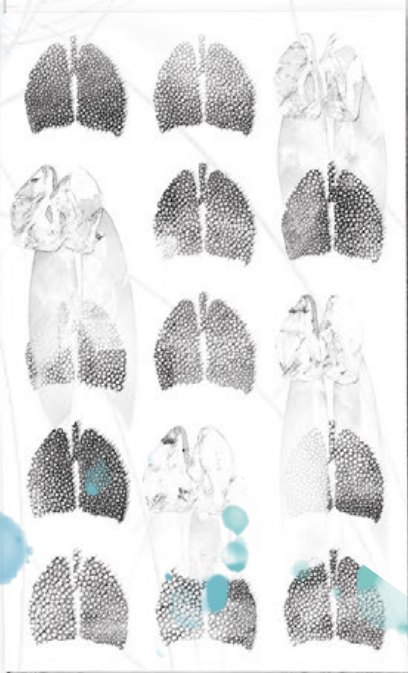
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# REPORTING INDEXES



**55** GRI Standards

**68** SASB Topics

**70** TCFD Framework **NEW**

# REPORTING INDEXES

Our 2021 Corporate Responsibility Report (2021 Report) references disclosures from the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), and – **NEW** for this year – Task Force on Climate-related Financial Disclosure (TCFD).

## GRI Standards

GRI is an international independent standards organization that helps business, governments, and other organizations understand and communicate their impacts on various issues. We have applied the GRI Sustainability Reporting Standards as an identification and cross-reference tool to make meaningful data accessible to our stakeholders.

| GRI Disclosure Number         | Disclosure Title | Explanation or Location                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-------------------------------|------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General Disclosures</b>    |                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Organizational Profile</b> | 102-1            | <b>Name of the organization</b><br>United Therapeutics Corporation                                                                                                                                                                                                                                                                                                                                                                                           |
|                               | 102-2            | <b>Activities, brands, products, and services</b><br>2021 Report: Who We Are (pp. 6-7) and Innovation (pp. 13-14)<br>2020 Form 10-K: Item 1, Business (Overview, Our Commercial Products, Products to Treat Pulmonary Arterial Hypertension, Products to Treat Cancer - Unituxin, and Research and Development, starting on p. 3)<br><a href="https://pipeline.unither.com/">https://pipeline.unither.com/</a>                                               |
|                               | 102-3            | <b>Location of headquarters</b><br>Co-headquarters at Silver Spring, MD and Research Triangle Park, NC                                                                                                                                                                                                                                                                                                                                                       |
|                               | 102-4            | <b>Location of operations</b><br>2020 Report: Where We Operate (p. 7)<br>All significant operations are in the United States. For further information, see 2020 Form 10-K: Item 1, Business (Distribution of Commercial Products, starting on p. 12, and Manufacturing and Supply, starting on p. 17) and Item 2, Properties (p. 46)                                                                                                                         |
|                               | 102-5            | <b>Ownership and legal form</b><br>United Therapeutics is a publicly traded corporation (Nasdaq: UTHR) incorporated in Delaware. It also operates a wholly-owned subsidiary, Lung Biotechnology PBC, which is a public benefit corporation incorporated in Delaware. United Therapeutics is currently seeking shareholder approval to convert to a Delaware public benefit corporation. See preliminary proxy statement filed with the SEC on July 14, 2021. |
|                               | 102-6            | <b>Markets served</b><br>We sell drug products and medical devices in the U.S. and internationally through a network of distributors. Customers/beneficiaries include: patients, prescribers, and private and government healthcare programs/payers.                                                                                                                                                                                                         |
|                               | 102-7            | <b>Scale of the organization</b><br>2020 Form 10-K: Item 1, Business (starting on p. 3), Item 2, Properties (p. 46), and Item 8, Financial Statements and Supplementary Data (starting on p. F-1)                                                                                                                                                                                                                                                            |

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|-------------------------------|----------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General Disclosures</b>    |                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Organizational Profile</b> | <b>102-8 Information on employees and other workers</b>                    | <p>Male: 480<br/>Female: 474<br/>Research Triangle Park, NC: 432, Silver Spring, MD: 233, Remote US: 170, Blacksburg, VA: 24, Melbourne, FL: 24, Manchester, NH: 18, La Jolla, CA: 11, Sudbury, 11, Jacksonville, FL: 10, Washington, DC: 5, Canada: 9, UK: 5, Germany: 2<br/>Male: Full-time 478, part-time 2<br/>Female: Full-time 469, part-time 5<br/>Contingent workers make up 5.1% of the workforce, and we do not experience seasonal variations in our workforce.</p>                                                                                                                                                                                                           |
|                               | <b>102-9 Supply chain</b>                                                  | <p>United Therapeutics manufactures commercial drug substance and drug product at its own facilities in Silver Spring, MD and Research Triangle Park, NC, with capacity supplemented by external contractors. These internal and external manufacturing sites, along with the associated supply chain and distribution systems, are carefully managed to assure that our patients have reliable access to the medicines United Therapeutics produces.<br/>2021 Report: Supply Chain Management (p. 17)<br/>2020 Form 10-K: Item 1, Business (Distribution of Commercial Products, starting on p. 12, and Manufacturing and Supply, starting on p. 17) and Item 2, Properties (p. 46)</p> |
|                               | <b>102-10 Significant changes to the organization and its supply chain</b> | During fiscal year 2020, there have been no significant changes to the organization or our supply chain.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                               | <b>102-11 Precautionary Principle or approach</b>                          | 2021 Report: Sustainability Governance (p. 10) and Risk Oversight (p. 45)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                               | <b>102-12 External initiatives</b>                                         | This 2020 Report references disclosures from GRI, SASB, and new for 2020, TCFD. We are considering subscribing to the U.N. Sustainable Development Goals and other external initiatives as we continue to formally build out our corporate responsibility program.                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                               | <b>102-13 Membership of associations</b>                                   | UT maintains strategic memberships in local, regional, national, and international associations and/or organizations unique to biopharma, environmental, regional, and community-orientated memberships.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>Strategy</b>               | <b>102-14 Statement from senior decision-maker</b>                         | 2021 Report: A Message from Our CEO (p. 3)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                               | <b>102-15 Key impacts, risks, and opportunities</b>                        | 2020 Form 10-K: Item 1, Business (starting on p. 3) and Item 1A, Risk Factors (starting on p. 34)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|-----------------------------|---------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>General Disclosures</b>  |                                                                                             |                                                                                                                                                                                                    |
| <b>Ethics and Integrity</b> | <b>102-16 Values, principles, standards, and norms of behavior</b>                          | 2021 Report: Our People (pp. 22-28) and Ethics & Compliance (pp. 46-48)<br>Our Corporate Governance website, including the United Therapeutics Code of Conduct and Corporate Governance Guidelines |
|                             | <b>102-17 Mechanism for advice and concerns about ethics</b>                                | 2021 Report: Ethics & Compliance (pp. 46-48)<br>United Therapeutics Code of Conduct                                                                                                                |
| <b>Governance</b>           | <b>102-18 Governance structure</b>                                                          | 2021 Report: Sustainability Governance (pp. 10-11)<br>2021 Proxy Statement: Board Structure (starting on p. 33)                                                                                    |
|                             | <b>102-20 Executive-level responsibility for economic, environmental, and social topics</b> | 2021 Report: A Message from our CEO (p. 3) and Sustainability Governance (pp. 10-11)                                                                                                               |
|                             | <b>102-21 Consulting stakeholders on economic, environmental, and social topics</b>         | 2021 Report: Materiality & Stakeholder Engagement (p. 11)<br>2021 Proxy Statement: Shareholder Engagement (p. 36)                                                                                  |
|                             | <b>102-22 Composition of the highest governance body and its committees</b>                 | 2021 Proxy Statement: Proxy Summary (Governance Highlights, pp. 14-15), Board Diversity (p. 22), Board of Directors and Nominees (starting on p. 25), and Board Structure (starting on p. 33)      |
|                             | <b>102-23 Chair of the highest governance body</b>                                          | 2021 Proxy Statement: Board Structure (starting on p. 33)                                                                                                                                          |
|                             | <b>102-24 Nominating and selecting the highest governance body</b>                          | 2021 Proxy Statement: Selecting Directors (starting on p. 20)                                                                                                                                      |
|                             | <b>102-25 Conflicts of interest</b>                                                         | 2021 Report: Ethics & Compliance (pp. 46-48)<br>United Therapeutics Code of Conduct<br>2021 Proxy Statement: Selecting Directors (starting on p. 20)                                               |
|                             | <b>102-26 Role of highest governance body in setting purpose, values, and strategy</b>      | 2020 Report: Sustainability Governance (p. 9) and Our Principles & Other Priorities and Our Board of Directors (pp. 36-37)                                                                         |

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| <b>General Disclosures</b> |                                                                      |                                                                                                                                                               |
| 102-27                     | Collective knowledge of highest governance body                      | 2021 Proxy Statement: Board of Directors and Nominees (starting on p. 25) and Board Education (p. 37)                                                         |
| 102-28                     | Evaluating the highest governance body's performance                 | 2021 Proxy Statement: Selecting Directors (starting on p. 20)                                                                                                 |
| 102-29                     | Identifying and managing economic, environmental, and social impacts | 2021 Report: Materiality & Stakeholder Engagement (p. 11)                                                                                                     |
| 102-30                     | Effectiveness of risk management processes                           | 2021 Proxy Statement: Risk Oversight (p. 35)                                                                                                                  |
| 102-31                     | Review of economic, environmental, and social topics                 | 2021 Report: Sustainability Governance (pp. 10-11) and Materiality & Stakeholder Engagement (p. 11)                                                           |
| 102-32                     | Highest governance body's role in sustainability reporting           | 2021 Report: Sustainability Governance (pp. 10-11)<br>2021 Proxy Statement: Committees of our Board of Directors (p. 34)                                      |
| 102-33                     | Communicating critical concerns                                      | 2021 Report: Ethics & Compliance (pp. 46-48)<br>United Therapeutics Code of Conduct<br>2021 Proxy Statement: Shareholder Communication with Directors (p. 37) |
| 102-34                     | Nature and total number of critical concerns                         | None.                                                                                                                                                         |
| 102-35                     | Remuneration policies                                                | 2021 Proxy Statement: Non-Employee Director Compensation (starting on p. 38) and Executive Compensation (starting on p. 41)                                   |
| 102-36                     | Process for determining remuneration                                 | 2021 Proxy Statement: Non-Employee Director Compensation (starting on p. 38) and Executive Compensation (starting on p. 41)                                   |
| 102-37                     | Stakeholders' involvement in remuneration                            | 2021 Proxy Statement: Shareholder Outreach and Responsiveness to our 2020 Say-on-Pay Vote (pp. 45-46)                                                         |
| 102-38                     | Annual total compensation ratio                                      | 2021 Proxy Statement: Pay Ratio (p. 72-73)                                                                                                                    |
| 102-39                     | Percentage increase in annual total compensation ratio               | 2021 Proxy Statement: Pay Ratio (p. 72-73) and 2020 Proxy Statement: Pay Ratio (p. 76)                                                                        |

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| General Disclosures    |                  |                                                            |                                                                                                                                                                                                                                       |
| Stakeholder Engagement | 102-40           | List of stakeholder groups                                 | 2021 Report: Materiality & Stakeholder Engagement (p. 11)                                                                                                                                                                             |
|                        | 102-41           | Collective bargaining agreements                           | None.                                                                                                                                                                                                                                 |
|                        | 102-42           | Identifying and selecting stakeholders                     | Shareholder engagement is a core part of our corporate governance process, and includes direct involvement from our Board. Engagement with other relevant stakeholders occurs throughout our organization at the business unit level. |
|                        | 102-43           | Approach to stakeholder engagement                         | 2021 Report: Materiality & Stakeholder Engagement (p. 11)                                                                                                                                                                             |
|                        | 102-44           | Key topics and concerns raised                             | 2021 Report: Materiality & Stakeholder Engagement (p. 11)<br>2021 Proxy Statement: Shareholder Engagement (p. 36) and Shareholder Outreach and Responsiveness to our 2020 Say-on-Pay Vote (pp. 45-46)                                 |
| Reporting Practice     | 102-45           | Entities included in the consolidated financial statements | 2020 Form 10-K: Exhibit 21                                                                                                                                                                                                            |
|                        | 102-46           | Defining report content and topic Boundaries               | 2021 Report: Materiality & Stakeholder Engagement (p. 11)                                                                                                                                                                             |
|                        | 102-47           | List of material topics                                    | 2021 Report: Materiality & Stakeholder Engagement (p. 11)                                                                                                                                                                             |
|                        | 102-48           | Restatements of information                                | None.                                                                                                                                                                                                                                 |
|                        | 102-49           | Changes in reporting                                       | None.                                                                                                                                                                                                                                 |
|                        | 102-50           | Reporting period                                           | Fiscal year ended December 31, 2020                                                                                                                                                                                                   |
|                        | 102-51           | Date of most recent report                                 | 2020 Corporate Responsibility Report, published on November 24, 2020                                                                                                                                                                  |
|                        | 102-52           | Reporting cycle                                            | We expect to publish reports on an annual basis.                                                                                                                                                                                      |
| Reporting Practice     | 102-53           | Contact point for questions regarding the report           | ir@unither.com                                                                                                                                                                                                                        |
|                        | 102-54           | Claims of reporting in accordance with the GRI Standards   | This report was prepared in accordance with the GRI Standards: Core option.                                                                                                                                                           |
|                        | 102-55           | GRI content index                                          | 2021 Report: GRI Standards (pp. 55-67)                                                                                                                                                                                                |

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|---------------------------------------------|-------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Topic-Specific Disclosures: Economic</b> |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>GRI 201: Economic Performance</b>        | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: Who We Are (pp. 6-7), Our Patients (p. 13), Our People (p. 21), Our Physicians & Payers (p. 31), Environmental Stewardship (p. 33), and Our Community Programs (p. 40)                                                                                                                                                                                                                                                                                            |
|                                             | 201-1                   | <b>Direct economic value generated and distributed</b><br>2021 Report: 2020 Highlights (p. 5)                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                             | 201-2                   | <b>Financial implications and other risks and opportunities due to climate change</b><br>Given the significant threat of climate change, United Therapeutics has taken aggressive and groundbreaking steps to diminish its climate impact.                                                                                                                                                                                                                                                                   |
|                                             | 201-3                   | <b>Defined benefit plan obligations and other retirement plans</b><br>2020 Form 10-K: Note 11 (pp. F-31-F-33). As of December 31, 2020, we had 96% participation in our U.S. 401(k) plan.                                                                                                                                                                                                                                                                                                                    |
| <b>GRI 202: Market Presence</b>             | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: People Programs (pp. 28-29)                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                             | 202-1                   | <b>Ratios of standard entry level wage by gender compared to local minimum wage</b><br>We pay all employees a minimum base salary of \$62,500 (with a total of approximately \$75,000 per year including each employee's bonus opportunity), well above all applicable minimum wage levels.                                                                                                                                                                                                                  |
| <b>GRI 203: Indirect Economic Impacts</b>   | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: Environmental Stewardship (p. 33) and Our Community Programs (p. 40)                                                                                                                                                                                                                                                                                                                                                                                              |
|                                             | 203-2                   | <b>Significant indirect economic impacts</b><br>We track our spend on all of our major projects, with an emphasis on selecting vendors and service providers located in the county or state where the project is located. We are also committed to using women-owned, veteran-owned, and minority-owned businesses for the completion and operation of our buildings. For instance, the vendor that provides compost/food waste services to our Silver Spring campus, MD is owned and operated by a veteran. |

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| GRI Disclosure Number                       | Disclosure Title        | Explanation or Location                                                         |
|---------------------------------------------|-------------------------|---------------------------------------------------------------------------------|
| <b>Topic-Specific Disclosures: Economic</b> |                         |                                                                                 |
| <b>GRI 205: Anti-Corruption</b>             | 103-1, 103-2, and 103-3 | Management Approach                                                             |
|                                             | 205-1                   | Operations assessed for risks related to corruption                             |
|                                             | 205-2                   | Communication and training about anti-corruption policies and procedures        |
|                                             | 205-3                   | Confirmed incidents of corruption and actions taken                             |
| <b>GRI 206: Anti-Competitive Behavior</b>   | 103-1, 103-2, and 103-3 | Management Approach                                                             |
|                                             | 206-1                   | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices |

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|--------------------------------------------------|---------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Topic-Specific Disclosures: Environmental</b> |                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 301: Materials                               | 103-1, 103-2, and 103-3<br><b>Management Approach</b>         | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                  | 301-1<br><b>Materials used by weight or volume</b>            | Within the boundaries defined by patient safety and regulatory compliance, United Therapeutics works to minimize the footprint we leave with raw materials consumption in our operations.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| GRI 302: Energy                                  | 103-1, 103-2, and 103-3<br><b>Management Approach</b>         | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                  | 302-1<br><b>Energy consumption within the organization</b>    | 2021 Report: Historical Environmental Data (p. 39)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                  | 302-3<br><b>Energy intensity</b>                              | 2021 Report: Historical Environmental Data (p. 39)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                  | 302-4<br><b>Reduction of energy consumption</b>               | 2021 Report: Renewable Energy (p. 35) and Historical Environmental Data (p. 39)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| GRI 303: Water and Effluents                     | 103-1, 103-2, and 103-3<br><b>Management Approach</b>         | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                  | 303-1<br><b>Interactions with water as a shared resource</b>  | 2020 Report: Clean Water (p. 38)<br>Our manufacturing sites withdraw water from third-party water. Wastewater is discharged and treated at the local third-party, publicly-owned treatment works. Our Environmental, Health, Safety, and Sustainability (EHSS) team works to establish positive public-private partnerships with local third-party, publicly-owned treatment works by engaging and collaborating regularly with regulators. This has led to United Therapeutics being awarded recognition awards at its Silver Spring, MD site, as a permitted industrial user who demonstrates consistent compliance with all federal, state, and local requirements. EHSS provides oversight to the sites that have wastewater discharge permits to comply with water quality standards for the quality of effluent discharge established by the conditions contained in the permits. |
|                                                  | 303-2<br><b>Management of water discharge-related impacts</b> | Sites that have wastewater discharge permits comply with water quality standards for the quality of effluent discharge established by the conditions contained in the permits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                                  | 303-3<br><b>Water withdrawal</b>                              | We withdraw water from the local third-party water supply. For 2020, the total volume of water used was 204.9 megaliters.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|--------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Topic-Specific Disclosures: Environmental</b> |                                                                     |                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>GRI 303: Water and Effluents</b>              | <b>303-4 Water discharge</b>                                        | EHSS maintains estimated quarterly and/or monthly volumes of planned water discharges primarily from UT manufacturing operations, specifically at sites that have wastewater discharge permits.                                                                                                                                                                                 |
|                                                  | <b>303-5 Water consumption</b>                                      | 2021 Report: Historical Environmental Data (p. 39)                                                                                                                                                                                                                                                                                                                              |
| <b>GRI 306: Effluents and Waste</b>              | <b>103-1, 103-2, and 103-3 Management Approach</b>                  | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                                                                                                                                                                                                                                                                              |
|                                                  | <b>306-1 Water discharge by quality and destination</b>             | EHSS maintains estimated quarterly and/or monthly volumes of planned water discharges primarily from UT manufacturing operations, specifically at sites that have wastewater discharge permits.                                                                                                                                                                                 |
|                                                  | <b>306-3 Significant spills</b>                                     | No significant spills in 2020.                                                                                                                                                                                                                                                                                                                                                  |
|                                                  | <b>306-4 Transport of hazardous waste</b>                           | EHSS maintains a record of weights of RCRA hazardous waste (40 CFR 260-273) generated at United Therapeutic sites. The waste is transported off-site by a third-party provider to permitted treatment, storage, and distribution facilities. Based on the 2019 hazardous waste reports, we did not import hazardous waste nationally or export hazardous waste internationally. |
| <b>GRI 307: Environmental Compliance</b>         | <b>103-1, 103-2, and 103-3 Management Approach</b>                  | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                                                                                                                                                                                                                                                                              |
|                                                  | <b>307-1 Non-compliance with environmental laws and regulations</b> | United Therapeutics is not aware of any administrative and judicial sanctions for failure to comply with applicable environmental laws or regulations during 2020.                                                                                                                                                                                                              |

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|--------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic-Specific Disclosures: Social         |                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| GRI 401:<br>Employment                     | 103-1, 103-2, and 103-3 | Management Approach<br>2021 Report: Our People (p. 21)                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                            | 401-1                   | New employee hires and employee turnover<br>2021 Report: Low Turnover & Balanced Hiring (p. 27)                                                                                                                                                                                                                                                                                                                                                             |
|                                            | 401-2                   | Benefits provided to full-time employees that are not provided to temporary or part-time employees<br>2021 Report: People Programs (pp. 28-29)                                                                                                                                                                                                                                                                                                              |
|                                            | 401-3                   | Parental leave<br>All full-time employees are eligible for parental leave.<br>Took parental leave in 2020: 13 females, 15 males<br>Returned to work following parental leave in 2020: All employees who took parental leave returned to work.                                                                                                                                                                                                               |
| GRI 403:<br>Occupational Health and Safety | 103-1, 103-2, and 103-3 | Management Approach<br>2021 Report: Environment, Health & Workplace Safety (p. 52)                                                                                                                                                                                                                                                                                                                                                                          |
|                                            | 403-1                   | Occupational health and safety management system<br>EHSS is evaluating centralized Occupational Health and Safety management systems to ensure activities company wide are aligned with recognized standards.                                                                                                                                                                                                                                               |
|                                            | 403-2                   | Hazard identification, risk assessment, and incident investigation<br>Hazard identifications, risk assessments, and incident investigations are used on both a routine and non-routine basis through compliance initiatives, loss profile reviews, new process and engineering reviews, and incident, near miss and hazard analysis reporting. Employees report work-related hazards and hazardous situation to their management and through EHSS directly. |

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|-----------------------------------------|-------------------------|---------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic-Specific Disclosures: Social      |                         |                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| GRI 403: Occupational Health and Safety | 403-3                   | Occupational health services                                                                                  | 2021 Report: Environmental, Health & Workplace Safety (pp. 52-53)                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                         | 403-4                   | Worker participation, consultation, and communication on occupational health and safety                       | EHSS collaborates with workers and leadership through collective group forums to develop practices that directly improve EHSS performance; these group forums meet routinely to allow continuous access for this type of involvement to succeed.<br>2021 Report: Environmental, Health & Workplace Safety (pp. 52-53)                                                                                                                                                                                                                     |
|                                         | 403-5                   | Worker training on occupational health and safety                                                             | Training needs have been assessed by EHSS, and a training curriculum has been developed and assigned to all manufacturing and laboratory workers. This training is compliance based and is specific to work-related hazards and hazardous activities in each worker’s job function. Training is delivered during work hours in a hybrid format, both online in multiple languages through Unither University and in the training room, and as practical experiences.<br>2021 Report: Environmental, Health & Workplace Safety (pp. 52-53) |
|                                         | 403-6                   | Promotion of worker health                                                                                    | 2021 Report: People Programs (pp. 28-29)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                         | 403-7                   | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | The prevention and mitigation of occupational health and safety impacts that are directly linked to operations, products, or services by business relationships and the related hazards and risks are managed by line management. For example, safety information, engineering controls, and PPE relating to hazardous materials including pharmaceutical compounds and pharmaceutical intermediate materials are available to train and protect workers from hazards associated with UT operations.                                      |
|                                         | 403-9                   | Work-related injuries                                                                                         | For U.S. operations, we had eight work-related injuries (with one being OSHA recordable) for our U.S. operations in 2020.                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                         | 403-10                  | Work-related ill health                                                                                       | For U.S. operations, no OSHA reportable work-related illnesses were reported in 2019.                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| GRI 404: Training and Education         | 103-1, 103-2, and 103-3 | Management Approach                                                                                           | 2021 Report: People Programs (pp. 28-29)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                         | 404-1                   | Average hours of training per year per employee                                                               | 2021 Report: People Programs (pp. 28-29). We estimate an average of 50 hours of training per year per employee.                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                         | 404-2                   | Programs for upgrading employee skills and transition assistance programs                                     | 2021 Report: People Programs (pp. 28-29). In addition, for any Reductions in Force (RIF), we offer transition assistance through Right Management, which includes career coaching, resume support, networking, and related support.                                                                                                                                                                                                                                                                                                       |
|                                         | 404-3                   | Percentage of employees receiving regular performance and career development reviews                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|-------------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Topic-Specific Disclosures: Social</b>       |                         |                                                                                                                                                                                                                                                                                                             |
| <b>GRI 405: Diversity and Equal Opportunity</b> | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: Diversity, Equity & Inclusion (p. 23)                                                                                                                                                                                                                            |
|                                                 | 405-1                   | <b>Diversity of governance bodies and employees</b><br>2021 Report: Diversity, Equity & Inclusion (p. 23)                                                                                                                                                                                                   |
| <b>GRI 406: Non-Discrimination</b>              | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>We are an equal opportunity employer ( <a href="https://www.unither.com/careers-eoe.html">https://www.unither.com/careers-eoe.html</a> ).                                                                                                                                     |
|                                                 | 406-1                   | <b>Incidents of discrimination and corrective actions taken</b><br>In 2020, we had one Equal Employment Opportunity (EEO) charge; however, it was dismissed. We also had one pending federal lawsuit in 2020, which did not materially affect our financial position, cash flows, or results of operations. |
| <b>GRI 416: Customer Health and Safety</b>      | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: Patient Safety (pp. 15-16)                                                                                                                                                                                                                                       |
| <b>GRI 417: Marketing and Labeling</b>          | 103-1, 103-2, and 103-3 | <b>Management Approach</b><br>2021 Report: Ethics & Compliance (pp. 46-48)                                                                                                                                                                                                                                  |
|                                                 | 417-1                   | <b>Requirements for product and service information and labeling</b><br>2020 Form 10-K: Item 1, Government Regulation (starting on p. 20)                                                                                                                                                                   |

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|------------------------------------|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Topic-Specific Disclosures: Social |                         |                                                                                                                                                                                                                  |
| GRI 417: Marketing and Labeling    | 417-2                   | Incidents of non-compliance concerning product and service information and labeling                                                                                                                              |
|                                    | 417-3                   | Incidents of non-compliance concerning marketing communications                                                                                                                                                  |
| GRI 418: Customer Privacy          | 103-1, 103-2, and 103-3 | Management Approach<br>2021 Report: Ethics & Compliance (pp. 46-48) and Data Privacy and Security (pp. 49-50)<br>United Therapeutics Code of Conduct<br>2020 Form 10-K: Item 1, Privacy Laws (starting on p. 30) |
|                                    | 406-1                   | Substantiated complaints concerning breaches of customer privacy and losses of customer data                                                                                                                     |

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# SASB Topics

SASB is an independent, private sector standards-setting organization whose mission is to help businesses around the world identify, manage, and report on the sustainability topics that SASB believes matter most to investors. We have considered the industry standards (as defined by SASB's Industry Classification System) for the Biotechnology & Pharmaceuticals Sector, and the table below represents some topics that we believe are relevant to our company and that are discussed in our 2021 Report. In certain instances, and as noted below, a specific SASB topic may be discussed generally in our 2021 Report but we do not currently track or report progress on the corresponding SASB metrics.

| SASB Topic                            | Code         | Accounting Metric                                                                                                                                                                           | Explanation or Location                                                                                                                                                                                                                                         |
|---------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Safety of Clinical Trial Participants | HC-BP-210a.1 | Discussion of management process for ensuring quality and patient safety during clinical trials                                                                                             | 2021 Report: Patient Safety (pp. 15-16)                                                                                                                                                                                                                         |
|                                       | HC-BP-210a.2 | Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI) | None.                                                                                                                                                                                                                                                           |
|                                       | HC-BP-210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries                                                                    | None.                                                                                                                                                                                                                                                           |
| Affordability & Pricing               | HC-BP-240b.2 | Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year                                                              | 2021 Report: Payers (p. 31). Additional detail on this metric would potentially reveal competitive information given our small portfolio of five FDA-approved medicines as compared to larger pharmaceutical companies. We do not control pricing over Adcirca. |
|                                       | HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year                                                                           | 2021 Report: Payers (p. 31). Additional detail on this metric would potentially reveal competitive information given our small portfolio of five FDA-approved medicines as compared to larger pharmaceutical companies. We do not control pricing over Adcirca. |
| Drug Safety                           | HC-BP-250a.1 | List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database                                                              | Not reported.<br>Please visit the FAERS MedWatch page for more information.                                                                                                                                                                                     |
|                                       | HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System                                                                                         | Not reported.<br>Please visit the FAERS MedWatch page for more information.                                                                                                                                                                                     |
|                                       | HC-BP-250a.3 | Number of recalls issued, total units recalled                                                                                                                                              | None.                                                                                                                                                                                                                                                           |
|                                       | HC-BP-250a.5 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type                                                                   | None.                                                                                                                                                                                                                                                           |

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| SASB Topic                                    | Code         | Accounting Metric                                                                                                                                 | Explanation or Location                                                                                                                                                                                                                                                     |
|-----------------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Counterfeit Drugs                             | HC-BP-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting          | 2021 Report: Counterfeit Drugs (p. 17)                                                                                                                                                                                                                                      |
|                                               | HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products                          | None.                                                                                                                                                                                                                                                                       |
| Ethical Marketing                             | HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims                                           | None.                                                                                                                                                                                                                                                                       |
|                                               | HC-BP-270a.2 | Description of code of ethics governing promotion of off-label use of products                                                                    | United Therapeutics Code of Conduct                                                                                                                                                                                                                                         |
| Employee Recruitment, Development & Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development personnel                                      | 2021 Report: Our People (pp. 21-29)                                                                                                                                                                                                                                         |
|                                               | HC-BP-330a.2 | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others | 2021 Report: Low Turnover & Balanced Hiring (p. 27)                                                                                                                                                                                                                         |
| Business Ethics                               | HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery                                           | None.                                                                                                                                                                                                                                                                       |
|                                               | HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals                                                               | United Therapeutics Code of Conduct                                                                                                                                                                                                                                         |
| Activity Metrics                              | HC-BP-000.A  | Number of patients treated                                                                                                                        | Not reported. Unlike larger pharmaceutical companies, United Therapeutics treats a small number of patients with rare, life-threatening conditions. As such, this metric would provide greater visibility into our business and potentially reveal competitive information. |
|                                               | HC-BP-000.B  | Number of drugs (1) in portfolio and (2) in R&D (Phases 1–3)                                                                                      | <a href="https://pipeline.unither.com/">https://pipeline.unither.com/</a>                                                                                                                                                                                                   |

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# TCFD Framework

The TCFD has developed a framework of recommendations to help public companies and other organizations more effectively disclose climate-related risks and opportunities through their existing reporting processes. The following table outlines our climate-related discussions in accordance with the TCFD framework.

| TCFD Recommendation                                                                                                                                                                                            | Explanation or Location                                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| <b>Governance</b><br>Disclose the organization's governance around climate-related risks and opportunities.                                                                                                    | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                        |
| <b>Strategy</b><br>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material. | 2021 Report: Environmental Stewardship (pp. 33-38)                                                                        |
| <b>Risk Management</b><br>Disclose how the organization identifies, assesses, and manages climate-related risks.                                                                                               | 2021 Report: Environmental Stewardship (pp. 33-38); Enterprise Risk Management (p. 45); Organizational Resilience (p. 51) |
| <b>Metrics and Targets</b><br>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.                                  | [2021 Report: Environmental Stewardship (pp. 33-38)]                                                                      |

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