



**United
Therapeutics**

C O R P O R A T I O N

2022

Corporate Responsibility and Public Benefit Report



Table of Contents

A MESSAGE FROM OUR CEO

WHO WE ARE

- 5 Our Mission and Vision
- 6 We are a Sustainable Public Benefit Corporation
- 9 Our 2021 Performance

OUR APPROACH TO SUSTAINABILITY

- 12 Sustainability and Governance
- 13 Materiality and Stakeholder Engagement

OUR PATIENTS

- 16 Innovation
- 21 Patient Safety
- 24 Patient Support

OUR PEOPLE

- 28 The Unither Pact
- 29 Diversity, Equity, and Inclusion
- 32 Employee Engagement
- 34 People Programs

OUR PHYSICIANS AND PAYERS

- 37 Physicians
- 37 Payers

OUR PLANET AND COMMUNITIES

- 39 Environmental Stewardship
- 40 Our Path to Sustainable Building Practices
- 43 Our Environmental, Health, Safety, and Sustainability (EHSS) Commitments to Our Planet
- 44 Historical Environmental Data
- 45 Our Community Programs

OUR PRINCIPLES AND OTHER PRIORITIES

- 48 Our Board of Directors
- 51 Ethics and Compliance
- 54 Data Privacy and Security
- 56 Enterprise Risk Management
- 58 Organizational Resilience
- 61 Environmental Health and Workplace Safety

REPORTING INDEXES

- 63 GRI Standards
- 75 SASB Topics
- 77 TCFD Framework

FORWARD-LOOKING STATEMENTS

This Corporate Responsibility and Public Benefit Report (this **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 Report 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 12, 2022, 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

“CHILDREN HEAR NOTHING YOU SAY BUT SEE EVERYTHING YOU DO.”

At United Therapeutics, we think that the above observation applies to more than children: patients, employees, investors, and regulators aren’t fooled by aspirational corporate speak. So, from the beginning, we set out to do things that leave no doubt about what matters most – and we hope you notice the sheer volume and variety of the actions described in the pages that follow.

We believe each of our decisions reflects on our character, attracts and retains the people we want, and supports the innovation we expect to enhance our financial sustainability as the world’s growing populations encroach on our finite natural resources. Saying we care about people while trashing the planet we share is something even children wouldn’t miss.

Or think about what we do with our employees. You can’t mandate courage and creativity. But these qualities are essential to the breakthrough insights that enable us to create treatments for life threatening diseases. So, we do things – hundreds of things, actually – to enable, to nurture, to reward, and simply to have fun together and enjoy each other. We don’t just hope these things matter – we measure them in results such as the growing number of patients on our therapies as well as our shareholder returns.

We’re also relentlessly innovating to support our patients. Our groundbreaking achievements in 2021 – the first xenokidneys transplanted into human pre-clinical models, the first drone flight of lungs for transplant, and the approval of Tyvaso® for pulmonary hypertension associated for interstitial lung disease – are the result of years – decades! – of tireless work from Unitherians across multiple disciplines. And that’s just the start of the innovation to come.

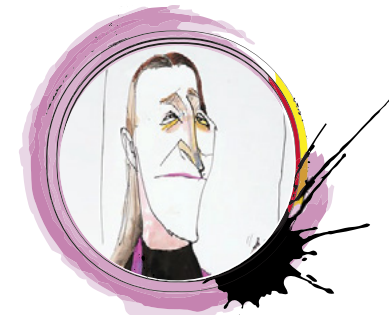
Like our patients and employees, we’re concerned about the environment’s impact on our business and patients. Our core patient population with pulmonary hypertension is especially affected by air quality and climate change. Recent research demonstrates that over half of known human pathogenic diseases can be aggravated by climate change*, and we’re working hard to ensure that our operations avoid exacerbating climate change.

To align these values and actions with patients, employees, and the environment with our corporate structure, we have taken the courageous leap to update our charter to become a public benefit corporation (PBC). That is why this is both our corporate responsibility report and our inaugural

PBC report. We believe putting patients, employees, the environment, and shareholders shoulder-to-shoulder when making corporate decisions is the new leadership model for biotech and the benefits we create for each magnify, rather than diminish, those experienced by others.

Onward!

Recent research demonstrates that over half of known human pathogenic diseases can be aggravated by climate change*, and we’re working hard to ensure that our operations avoid exacerbating climate change.



Martine Rothblatt, Ph.D.
Chairperson and CEO

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

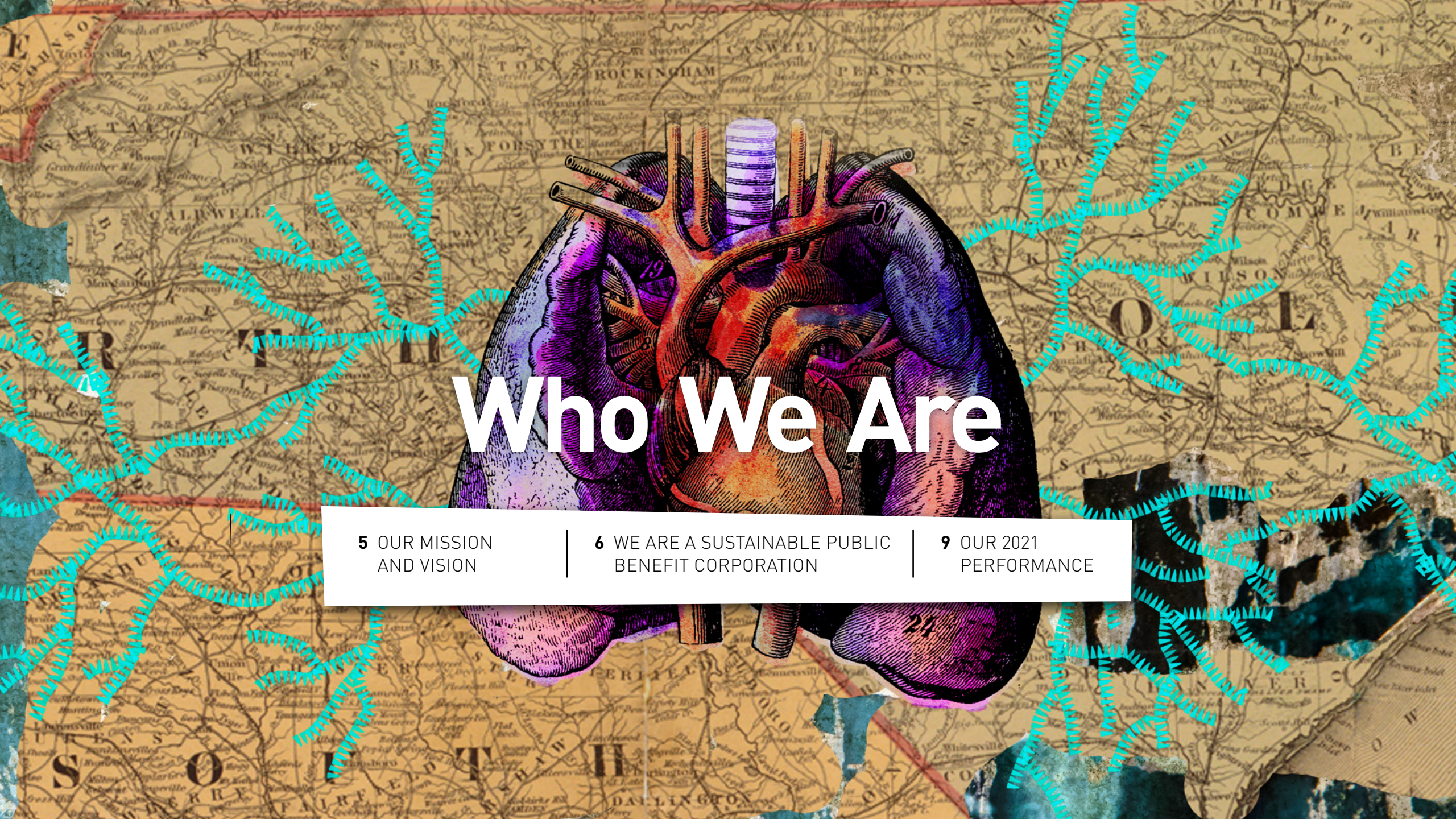
OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

* Mora, C., McKenzie, T., Gaw, I.M. et al. Over half of known human pathogenic diseases can be aggravated by climate change. Nat. Clim. Chang. [2022]. <https://doi.org/10.1038/s41558-022-01426-1>



Who We Are

5 OUR MISSION
AND VISION

6 WE ARE A SUSTAINABLE PUBLIC
BENEFIT CORPORATION

9 OUR 2021
PERFORMANCE

Our Mission and Vision

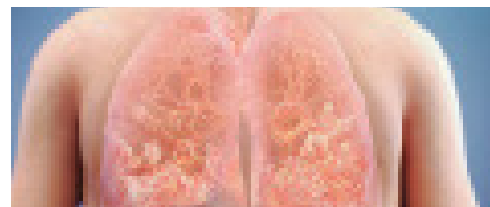
At United Therapeutics, our vision and mission are one. We use our enthusiasm, creativity, and persistence to innovate for the unmet medical needs of our patients and to benefit our other stakeholders. We are bold and unconventional. We have fun, we do good.



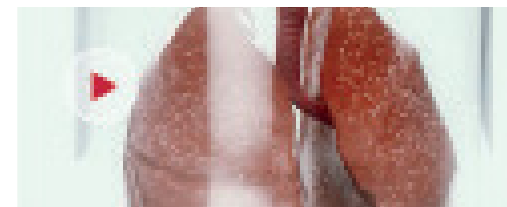
Our Focus

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

LUNG DISEASE



ORGAN MANUFACTURING



Our Products

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

PH Products



Subcutaneous and intravenous Remodulin® are approved to diminish symptoms associated with exercise in patients with pulmonary arterial hypertension (PAH)



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



Tyvaso® and Tyvaso DPI™ are inhaled prostacyclin analogues 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

We are a Sustainable Public Benefit Corporation

Since our founding, we have operated with a patient-driven mission, strong values, and a long-term vision. In 2021, we converted our company from a traditional Delaware corporation into a Delaware PBC. This aligns our legal form with our longstanding commitment to serve our patients and, among other things, enhances our ability to create superior and sustainable value for our shareholders.

What is a PBC?

A Delaware PBC is distinct from a traditional corporation in two primary ways:

- A PBC adopts a public benefit purpose in its certificate of incorporation that is intended to have positive effects on a category of persons, entities, or communities other than solely shareholder financial interests.
- In making decisions, directors of a PBC are required to balance the interests of shareholders, the interests of stakeholders materially affected by the PBC's conduct, and pursuit of the corporation's public benefit purpose.

Our public benefit purpose is to provide a brighter future for patients through (a) the development of novel pharmaceutical therapies; and (b) technologies that expand the availability of transplantable organs.

Why did we convert to a PBC?

- We converted our largest subsidiary, Lung Biotechnology, into a PBC in 2015 and are familiar with the benefits a PBC can provide.* And we have seen growing understanding and acceptance of the PBC form in recent conversions and initial public offerings.
- We view United Therapeutics' PBC conversion as a virtuous cycle where our mission and strategic objectives benefit a wide range of stakeholders, which in turn, creates long-term shareholder value:
 - **Patients and Providers:** We have always felt that our duty to patients stands shoulder-to-shoulder with our duty to generate strong shareholder returns. In fact, in our experience the two are symbiotic, as the former is what has enabled us to deliver the latter.
 - **Employees:** We compete for the best global talent with many other employers, and we believe that converting to a PBC helps us attract and retain Unitherians who are genuinely, and fiercely, committed to advancing our treatments and furthering our mission.

- **Regulators:** We operate in a sector that needs to work constantly and positively with regulators who expect us to meet the highest standards in our clinical trials and other actions. We believe our PBC conversion helps signal to them how committed we are to not just meeting, but exceeding, these standards.
- **Investors:** We are encouraged by the growth of long-term investors who care not only about how well we do financially, but also about *how we do well*. We want to make clear that we share the same long-term focus and values.

Our shareholders overwhelmingly approved our PBC conversion in September 2021.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

* Learn about Lung Biotechnology and its public benefit purpose on [page 17](#).

How do we plan to balance our obligations?

Our stated public benefit purpose has a positive effect on non-shareholders, while also benefitting our shareholders. We do not view these interests as mutually exclusive.

- We believe our goals of treating patients and employees well and seeking sustainable results (rather than sacrificing them for immediate returns) are consistent with the goal of creating long-term shareholder value.
- We also do not believe that balancing competing interests necessarily creates conflicts of interest between stakeholders. Nearly every decision that any public company's directors, executives, and employees make involves assessing competing views, competing interests, and competing timeframes. Having to weigh various interests when making decisions is what leaders do, and our directors and officers continue to be bound by fiduciary obligations to our company and our shareholders.

How do we plan to report on our PBC objectives?

As a PBC, we are required to post reports on our progress toward fulfilling our PBC mission, which we believe will further enhance our disclosures and relationships with our employees, patients, regulators, shareholders, and our other stakeholders.

- **Annual reporting:** While Delaware law requires that we report every other year, we plan to report on an annual basis.
- **First PBC report and goals:** This 2022 Corporate Responsibility and Public Benefit Report serves as our first PBC report. On the next page, you will find our initial PBC goals, which we believe will help us fulfill our PBC mission.
- **Board-level oversight:** The Nominating and Governance Committee of our Board has oversight of our PBC status and has approved these initial PBC goals.
- **Goal refinement:** In future reports, we will continue to report against these goals. We also expect to further refine these goals, including by adding key performance indicators.
- **Alignment with other leading disclosure frameworks and standards:** To meet the growing investor demand for environmental, social, and governance (ESG) information, we are aligning our reporting with the leading frameworks and standards used by this community. These include the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board standards (SASB), which have been incorporated into the International Sustainability Standards Board (ISSB), a board established by the International Financial Reporting Standards Foundation (IFRS), and the Task Force on Climate Related Financial Disclosures (TCFD). We have also linked our work to the UN Sustainable Development Goals (UN SDGs), which provide a shared blueprint for peace and prosperity for people and the planet now and in the future.



“

“My interest in United Therapeutics stems from its clear, passionate care for the patients and communities it serves and an unrelenting mission to find a cure for PAH. A close relative of mine was diagnosed with PAH, and Martine’s deep interest in the mission was inspiring both personally and professionally. United Therapeutics values its people and I am proud to be a part of the family, for the past 14 years and counting!”

Manju Lal

Senior Cardiopulmonary Specialist at United Therapeutics



Our Initial PBC Goals

Goals	Key Highlights	UN SDG Alignment
 PATIENTS • Address Unserved Needs We will find areas where patients are underserved – patients with life-threatening needs – and develop therapies to serve them <i>Learn more under Innovation, starting on p. 16</i> • No Patient Left Behind We aim to ensure that all patients who are appropriate for use of our medicines can do so, regardless of their financial position <i>Learn more under Financial Support on p. 26</i>	HISTORIC ADVANCES in organ manufacturing programs GROWING NUMBER OF PATIENTS benefitting from our therapies, with over 10,000 at year-end 2021, and steady progress toward our goal of 25,000 by the end of 2025 ROBUST SUPPLY CHAIN RELIABILITY despite challenges presented by the pandemic	  
 EMPLOYEES • Be a Destination Employer We aim to create a mission-centric, diverse, and inclusive environment where Unitherians are inspired by the challenging work ahead of us and the opportunity to grow and advance their careers <i>Learn more under Our People, starting on p. 28</i>	965 EMPLOYEES, 50% of whom identify as women and 36% identify as a racial/ethnic minority GREAT PLACE TO WORK, according to 97% of participating employees Minimum “LIVING TOTAL COMPENSATION” of ~\$75,000 per year for all employees, before incentive equity grants NINE MAJOR WORKPLACE AWARDS: <i>Washington Post</i>, <i>Fortune</i> [Best Workplaces for Parents, Women, Millennials, in Health Care and Biopharma, and Best Medium Workplaces], <i>PEOPLE Companies that Care</i>, <i>Triangle Business Journal</i>	 
 HUMANKIND • Operate Sustainably We aim to mitigate our environmental impact and operate in a sustainable fashion <i>Learn more under Our Planet and Communities, starting on p. 39</i>	FOUR NET ZERO* facilities, with two more beginning construction Renewable energy (through onsite solar arrays or RECs) cover 99% of our electricity consumption; RECS in Maryland and North Carolina are disbursed according to state-level renewable electricity standards 4 megawatt solar array in NC supplements the local power grid Recognized in 2021 by Montgomery County, MD Department of Environmental Protection for “Outstanding Efforts in Waste Reduction and Recycling”	   

As the first publicly-traded biotechnology company organized as a PBC, we have an opportunity to contribute to the achievement of the United Nations Sustainable Development Goals, a collection of 17 global goals designed to create a better and more sustainable future for all. We believe our initial PBC goals are aligned with and most meaningfully contribute to the nine SDGs included here.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

* Net Zero facilities meet the definition of LEED Zero Energy where source energy generated and site energy used nets to zero annually; UT net zero facility source energy is wholly generated onsite.

Our 2021 Performance

~\$1.685 BILLION
product revenue

ONE
product launch:
Remunity® Pump
for Remodulin

~\$1.75 MILLION
revenue per employee
in 2021, which ranks
4th among the
25 companies in
our compensation
peer group

Continued progress on
SEVEN registration-phase
clinical studies

ONE
new indication approval in
2021 – Tyvaso® for PH-ILD
(the first-ever approval for
this indication)

Industry-leading **TSR¹**
and profitability

ONE
new product submission –
FDA new drug application
for Tyvaso DPI filed in 2021

¹ TSR = Total Shareholder Return



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

2021 Awards and Recognition Highlights



EIGHTH YEAR ON THE
WASHINGTON POST
TOP WORKPLACE LIST



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



FOURTH YEAR AS A
CERTIFIED - GREAT
PLACE TO WORK

THIRD YEAR ON
FORTUNE'S BEST
WORKPLACES IN HEALTH
CARE AND BIOPHARMA

SECOND YEAR ON
FORTUNE'S BEST
WORKPLACES FOR
MILLENNIALS



NEWSWEEK
AMERICA'S MOST
RESPONSIBLE
COMPANIES 2022

FORTUNE'S BEST
WORKPLACES FOR
WOMEN 2021

PEOPLE'S COMPANIES
THAT CARE 2021

FORTUNE'S
BEST MEDIUM
WORKPLACES 2021

FORTUNE'S BEST
WORKPLACES IN
HEALTH CARE AND
BIOPHARMA 2021

GREAT PLACE
TO WORK'S BEST
WORKPLACES FOR
PARENTS 2021

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:

NORTH AMERICA



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

Our Sustainable Footprint

Our 27 owned facilities represented approximately 92% of the square footage of our building footprint and 97% of our annual energy usage in 2021.

Maryland

ONE

Platinum LEED-certified, net zero facility

135,000 square foot site known as the Unisphere

TWO

Gold LEED-certified facilities

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

CAMPUS

Total represents 27% of owned square footage

North Carolina

ONE

net zero facility

11,000 square foot day care center

ONE

net zero GMP logistics center under construction

CAMPUS

4 megawatt array supplements the local power grid

RECS used to mitigate 100% of electrical consumption outside the net zero day care center

Total represents 34% of owned square footage

Satellite

TWO

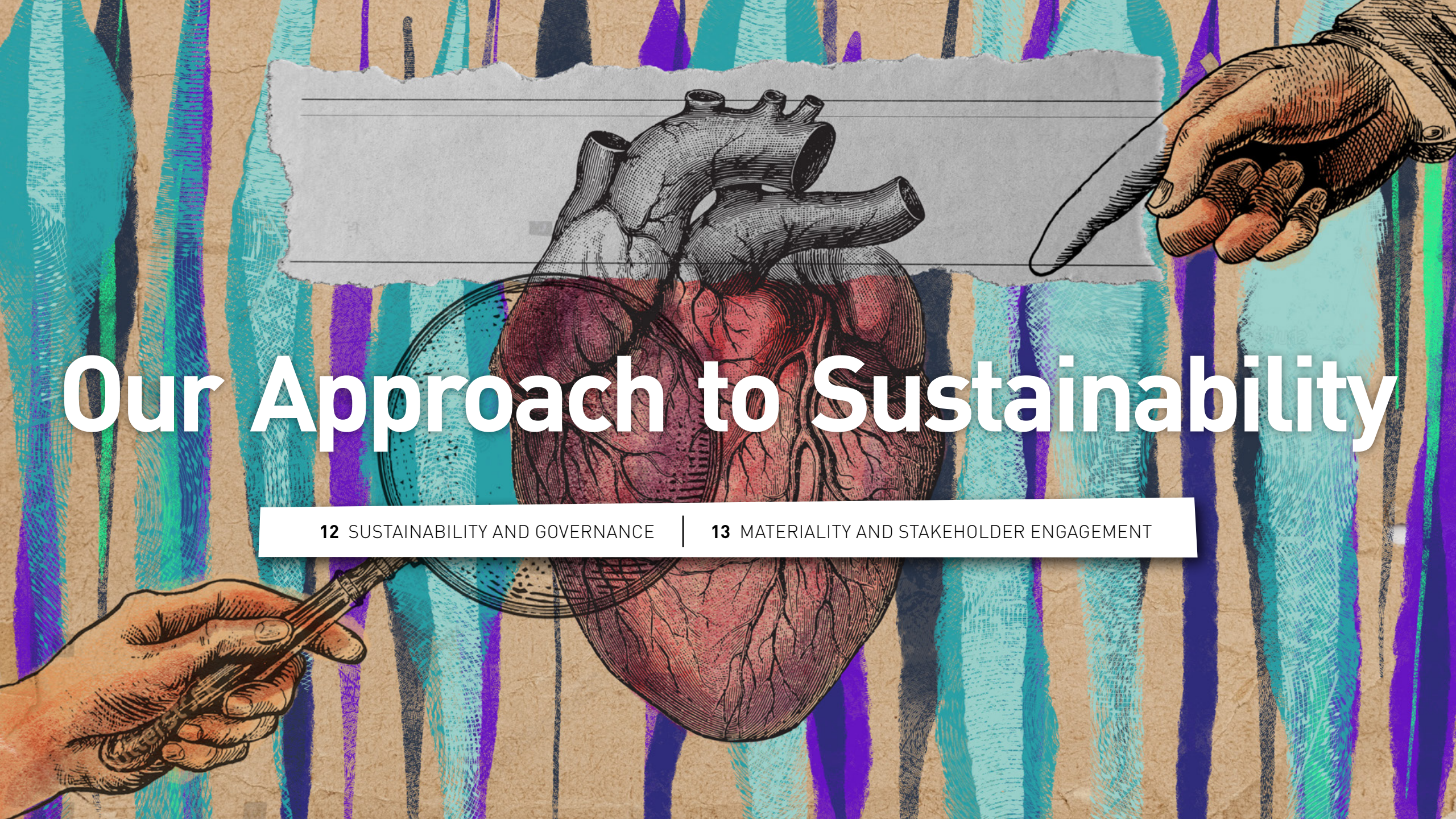
net zero facilities

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

10,000 square foot call center in Melbourne, FL



Learn more about our long-standing commitment to sustainable building practices starting on [page 39](#).



Our Approach to Sustainability

12 SUSTAINABILITY AND GOVERNANCE

13 MATERIALITY AND STAKEHOLDER ENGAGEMENT

Sustainability and 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.

Starting in 2020, we began to formalize our ESG reporting program, and we are committed to continuing to evolve the transparency of our ESG reporting. We have an active, engaged, and diverse Board of Directors, which oversees our key business strategies and objectives, our risk management process, and our compliance program. Our Board – in particular our Nominating and Governance Committee – has increased its oversight of our ESG program and PBC conversion:

- In 2021, we amended our Nominating and Governance Committee’s charter to expressly add ESG oversight
- At least semi-annually, the Committee receives an update on our ESG and PBC activities, and our Board is briefed at least annually
- In February 2022, the Committee approved our initial PBC goals; more detailed targets and goals will be developed over time
- The Committee reviewed and provided input on this 2022 Corporate Responsibility and Public Benefit Report
- We have hired external consultants to advise on and enhance the Committee’s knowledge of the ESG landscape, and regularly benchmark our practices against industry peers; in 2022, one of these consultants presented to the Committee to provide continuing education on these topics

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.

IN THE PAST EIGHT 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



Katherine Klein, an organizational psychologist and Vice Chair of the Wharton Social Impact Initiative



Judy Olian, a thought leader in organizational development and president of Quinnipiac University



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

Learn more about our active and engaged Board of Directors and our corporate governance practices on [page 48](#).

ABOUT THIS REPORT

As part of our commitment to proactively recording and reporting on our corporate responsibility and environmental, social, and governance (ESG) 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 2021. This report also references Global Reporting Initiative (GRI) Standards, selected indicators from the Sustainability Accounting Standards Board (SASB), and recommendations from the Task Force on Climate-related Disclosures (TCFD), as further detailed in the attached indexes.¹

Materiality and Stakeholder Engagement

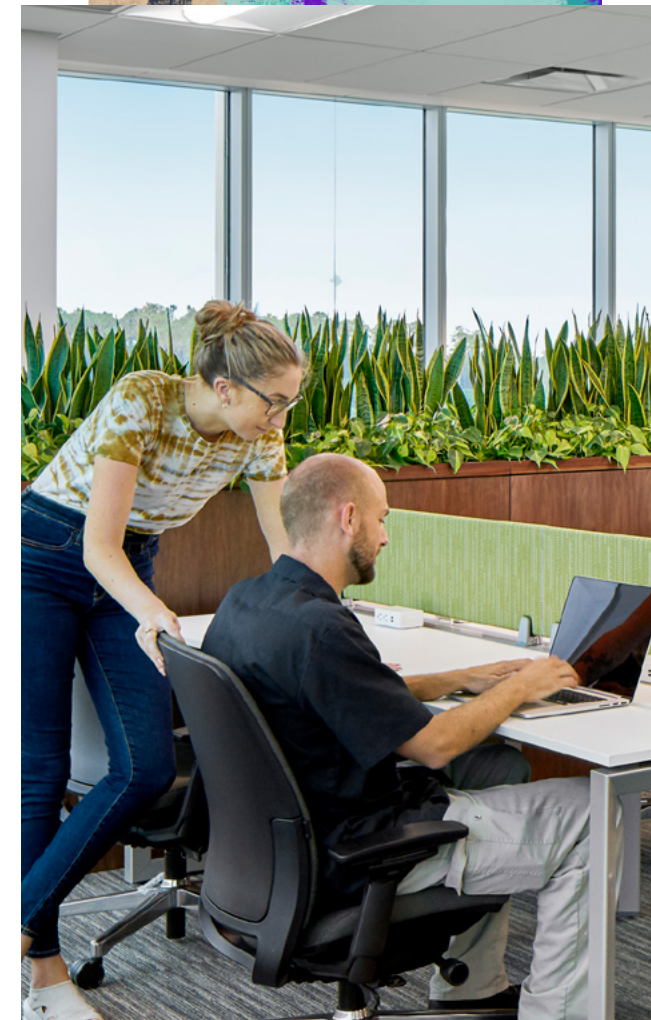
Since our founding, we have had ongoing engagement with a wide range of internal and external stakeholders, including our employees, patients, patient organizations, healthcare partners, investors, suppliers, community groups, governmental entities and other regulators, and non-governmental organizations,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

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

- Access to Medicine
- Compliance, Culture, and Ethics
- Data Privacy and Security
- Diversity, Equity, and Inclusion
- Employee Attraction, Retention, and Development
- Environmental Footprint
- Healthcare Provider and Patient Awareness and Education
- Innovation (Research, Development, and Clinical Trials)
- Patient Safety, Product Quality, and Supply Chain Management
- Workplace Safety

As we continue to formalize our approach to developing, monitoring, and evaluating our ESG efforts, we intend to use a variety of methods to gather input that will help us further develop our strategy. We recently conducted a survey of over 30 members of our management team to gather their insights into ESG-related topics. Our findings emphasized the importance of all aspects of the patient experience (Safety, Innovation, Access), our other core values, such as our commitment to Compliance and Ethics, and our 2021 PBC conversion. Respondents also strongly identified our Board of Directors as a significant asset and priority setter and as responsible for holding management accountable.

¹ Note: In this report, we use the terms "material" and "materiality" to refer to topics that are meaningful to our ESG 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.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

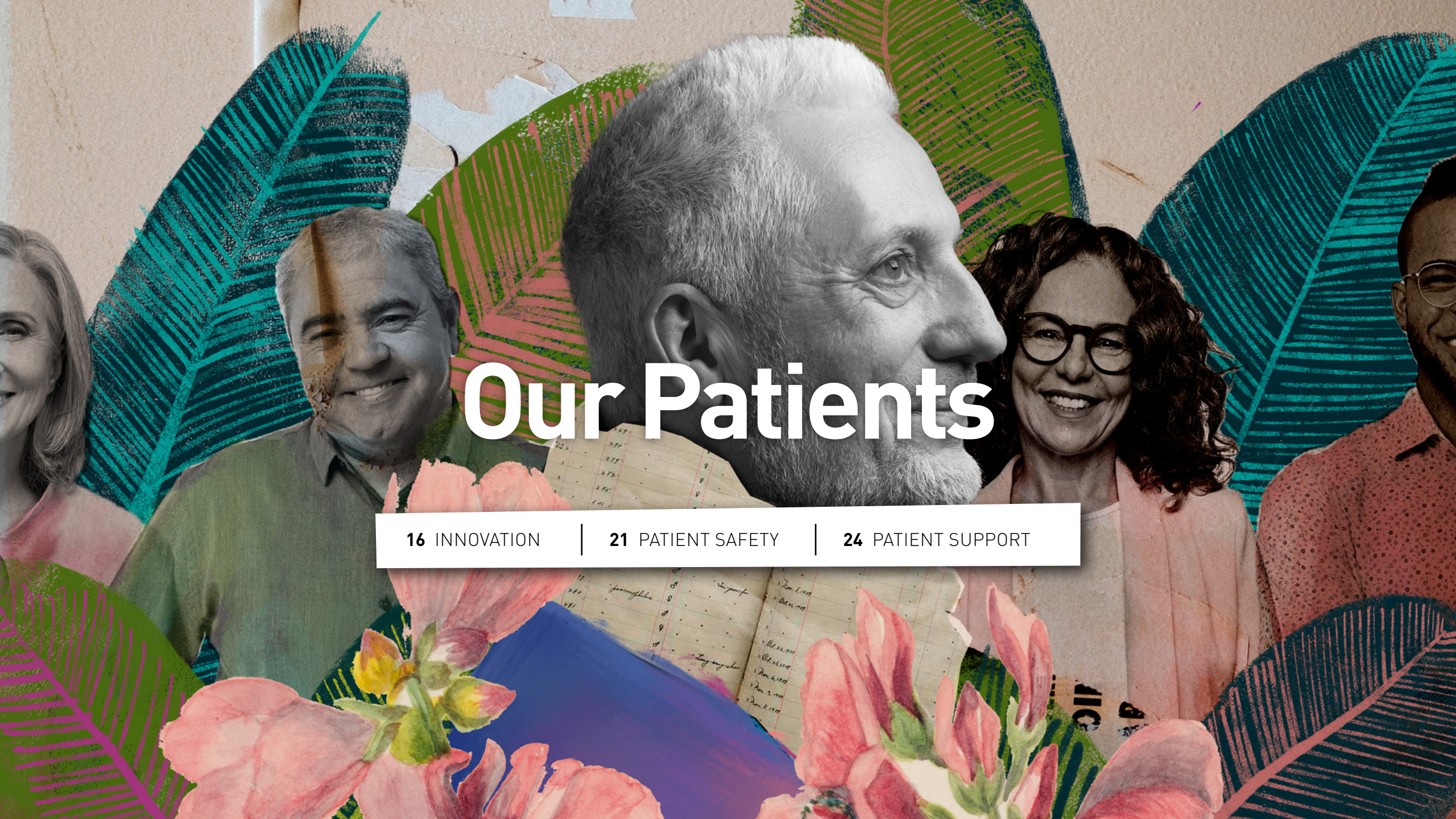
OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Stakeholder Group	How We Engage
Employees	• Town halls • Regular company-wide emails and mailings from senior leadership • Listening sessions on diversity, equity, and inclusion • Performance management programs • Employee surveys • Open door policy for ongoing, informal engagement
Patients	• <i>PAH Initiative</i>, an ever-expanding resource designed to educate and support the PAH community • Dedicated <i>ASSIST</i> team for insurance coverage, financial assistance, and other questions
Patient Organizations	• Work with and support the Pulmonary Hypertension Association, among others
Healthcare Providers	• Interact through website portal and ASSIST team • Participate in a wide range of public forums to communicate safety and efficacy of our treatments • Offer training to nursing or pharmacy staff on our products and treatments
Investors	• Quarterly earnings conference calls open to investors and available on our website • Participation in sell-side conference presentations • Annual Meeting of Shareholders and a Special Meeting of Shareholders for our proposed PBC conversion • Investor Relations website • 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 • In 2021, we reached out to shareholders that collectively held over 70% of our outstanding shares and spoke to five shareholders that collectively held 25% of our outstanding shares, with engagement focused on our PBC conversion
Community Groups	• Volunteering and financial support • Tours of, and presentations on, the Unisphere and our other net zero and LEED-certified properties
Governmental Entities	• In-depth discussions on our sustainable building and environmental health and safety practices
Planet	• Present at numerous regional and national sustainability conferences to share our experience and promote net zero energy and other sustainable building design practices



Our Patients

16 INNOVATION

21 PATIENT SAFETY

24 PATIENT SUPPORT

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 intended to create an unlimited supply of transplantable organs.



SUPPORTING OUR INITIAL PBC GOAL:
**Address Unserved
Patient Needs**

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.



Clinical Trials

In 2021, we had more than 700 volunteers participating in 14 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 2021, no regulatory inspections of our clinical trials resulted in required voluntary or official actions or monetary fines.

Lung Biotechnology

Lung Biotechnology PBC, a wholly owned subsidiary of United Therapeutics, houses several of our organ manufacturing programs, which are aimed at dramatically increasing the supply of transplantable organs. It is also the first 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 required 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*

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



3DAP LUNG

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

The most complex object ever 3D-printed

44 trillion voxels
200 million alveoli
4,000 km of pulmonary capillaries



EVLP

Ex Vivo Lung Perfusion

223
patient lives changed



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). 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.

* As of May 31, 2022.

INNOVATION IN ACTION: DRONE DELIVERY OF ORGANS



Unither Bioelectronics is paving the way for the future of sustainable and reliable organ transplant delivery through autonomous electric aircraft organ delivery systems.

In September 2021, Unither successfully delivered a set of lungs via drone between two hospitals in Toronto, Canada.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS AND
PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

INNOVATION IN ACTION: XENOTRANSPLANTATION

UTHYMOKIDNEY™



Collaboration with New York University Langone Medical Center

Sep
2021

Dr. Robert A. Montgomery of NYU Langone successfully transplanted the first xenokidney into a brain-dead human recipient

UHEART™



Collaboration with the University of Maryland

Jan
2022

Dr. Bartley Griffith of University of Maryland successfully transplanted the first genetically modified UHeart™ into a living human with two-month survival

UKIDNEY™



Collaboration with the University of Alabama at Birmingham

Jan
2022

Dr. Jayme Locke of UAB announced the first peer-reviewed study of its kind after successfully transplanting the first double UKidney™ transplant into a brain-dead human recipient in October 2021

INNOVATION IN ACTION: BRINGING OUR EMPLOYEES' "THE BIG IDEAS" TO MARKET



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.



“

The **BIG** Idea is a reflection of our ethos of “*running like hell down the corridors of indifference*” producing two great ideas: The Cold Pack and the LIFEUT device.”

Shola Oyewole, MBA

Vice President, Digital Innovation

Our Unitherians submitted over **60 IDEAS**, with five finalists selected

THE FINALISTS

pitched their ideas in live “shark tank-like” presentations to a panel of five judges: two members of our Board of Directors and three senior executives, broadcast to all Unitherians

TWO WINNERS

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

WINNING BIG IDEA #1: THE COLD PACK

Teresa Vandre

BSN, RN, Sr. Manager, Clinical Product Training

Teresa is a former specialty pharmaceutical nurse who now trains healthcare providers on our products. She developed a cooling pad to help patients ease the discomfort of subcutaneous infusions.

Since February 2022, we have shipped over 600 kits to patients (40% uptake in three months), at a cost of less than \$100,000 to prototype and distribute.



Teresa receiving her award from our Chairperson and CEO

BIG WINS FROM THE BIG IDEA



Innovation



Patient
Experience



Employee
Engagement



Diversity and
Inclusion



Board
Interaction

WINNING BIG IDEA #2: THE LUNG INFLATION DEVICE FOR TRANSPORTATION (LIFEUT)

Randolph M. Shelton

CTP, CPTC, Ex Vivo Lung
Specialist Team Lead

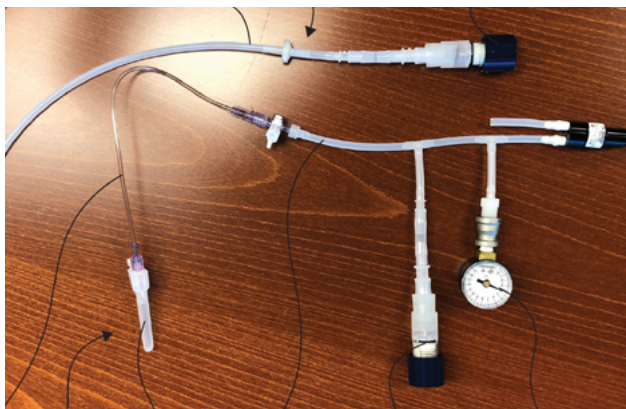
Jeffrey Soohoo

Director, R&D Engineering, Regenerative
Medicine

Simone Gregor

Biomedical Engineer, Regenerative
Medicine

This team of bioengineers are designing a device to safely transport lungs at a preset pressure to minimize damage to the organs. They have filed a provisional patent and are currently developing and testing prototypes.



LIFEUT Prototype 1.0



LIFEUT Prototype 2.0



The winners have been added to our "Wall of Inventors"



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.

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 treprostinil analog prodrug therapy, 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 54](#).

United Therapeutics participates in a wide range of public forums to communicate the safety and efficacy of our treatments. In 2021, 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 140 times:

- 18 Congresses joined
- 67 abstracts submitted
- 64 manuscripts submitted and 40 published in 2021
- 51 oral presentations or posters

Relevant presentations and publications from our clinical efforts are available at the [UT pipeline website](#) and the [UT Global Medical Affairs website](#)



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 US 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.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

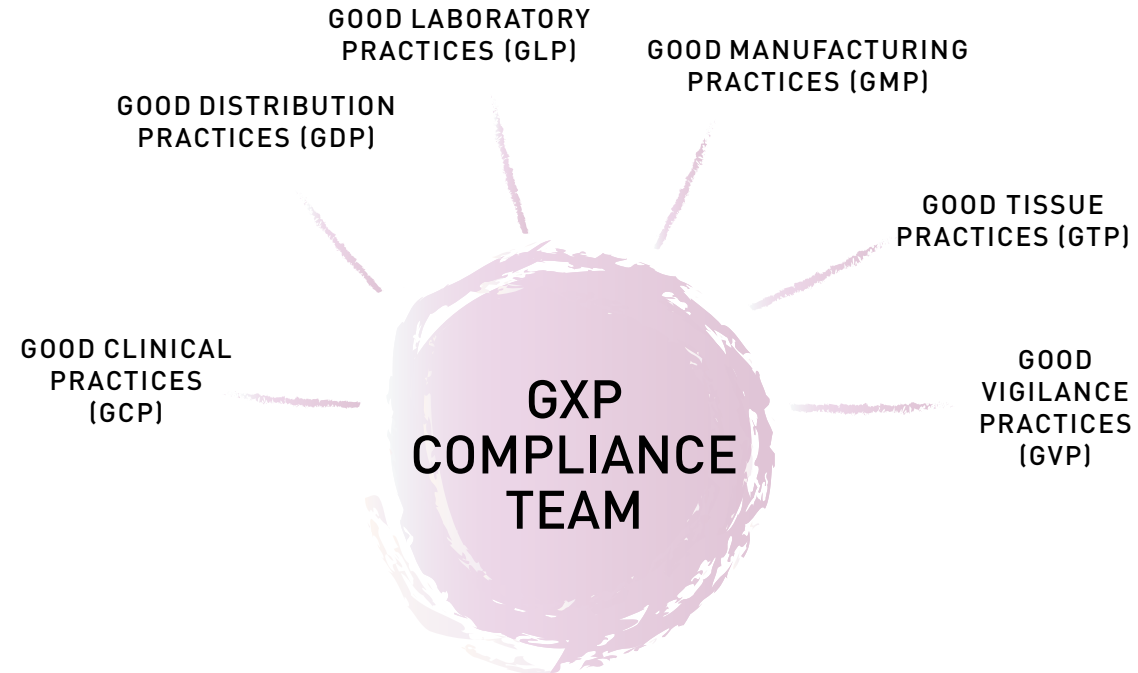
Supply Chain Management

United Therapeutics maintains a rigorously compliant GxP Quality and 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.

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.



Quality Policy

QUALITY POLICY STATEMENT

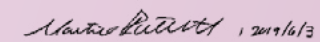
Unitherians are committed to providing safe and effective therapeutic products to enrich the quality of life for our patients. We will continually achieve our mission through improving scientific innovation, enhancing the quality management system, complying with regulatory requirements, and meeting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

QP-001 Revision 01



Sam Mancuso

Quality Management System
Representative VP, Global Quality
Systems and Compliance



Dr. Martine Rothblatt

Chairperson and Chief Executive Officer

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Patient Support

We take a holistic approach to helping patients and their families by expanding our focus beyond just treatments and therapies to include a variety of support, education, and assistance programs. A few of our key programs are outlined on our patients page on our corporate [website](#). Among others, we sponsor the **PAH Initiative**, and we are a long-standing supporter of the **Pulmonary Hypertension Association**.

Patient Education and Empowerment

PAH Initiative

A RESOURCES FOR EVERYONE AFFECTED BY PAH

Patient education and empowerment are critical to ensuring effective management of a complex and life-threatening disease such as PAH. We have long had a patient outreach and assistance program, and in 2020, we launched the PAH Initiative to provide a more comprehensive education and resource program for anyone affected by PAH, whether or not they are using our products. The PAH Initiative is the cornerstone of our holistic approach – its mission is to help patients navigate life with PAH and move forward in their journey by providing both knowledge and inspiration.



KEY PROGRAMS INCLUDE:

- **PAH Initiative Ambassadors:** One of the most valuable resources for patients is someone else who is living with the same disease. We have a network of 20+ ambassadors who embody how PAH fits into a patient's life. They provide inspirational stories, practical tips and insights, and other helpful information through articles and videos available on our [website](#).
- **National Broadcasts:** We offer national broadcasts featuring key opinion leaders on treating PAH who are particularly skilled at explaining the disease and treatment considerations to patients. We hosted seven broadcasts during 2020 and 2021. These events are heavily attended, and provide an opportunity for patients to ask questions of leading experts. We also archive each broadcast on our PAH Initiative website, with answers to frequently asked questions from event attendees and quick summary sheets about each event.
- **Advisory Board Meetings:** We meet several times a year with our patients to get timely feedback on our programs and materials to ensure that we are addressing the right topics with the right level of detail. Our Advocacy team also holds advisory board meetings, known as "Patient Voices," each year. We are proud of our many avenues for wrapping patient perspectives into our efforts.
- **PAH Today:** In late 2021, we began work to publish a semi-annual magazine, *PAH Today*, and we are seeing large demand from the PAH community. The latest issue focuses on the role of oxygen in PAH care and tips on integrating it into daily activities. In a digital world, the magazine serves as a tangible reminder that PAH patients are not alone.
- **PHpal:** In 2021, we launched an app that contains easy to use tools and resources that helps those living with PH learn about and track their disease. PHpal contains an at-home walk self-assessment, real patient stories, and educational games, videos, and podcasts, and has been downloaded over one thousand times.
- **Educational Videos:** We offer a variety of educational videos in both English and Spanish.
- **Nutrition, Fitness, and Self-Care Resources:** We also offer a host of information on "Living with PAH," focusing on nutrition, fitness, and self-care, to help provide strength, courage, and motivation to patients.
- **Facebook and Instagram Pages:** We maintain social media pages to connect directly with our patients and those seeking more information about PAH.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

MEET SOME OF OUR PAH AMBASSADORS



Peggy

Prior to her diagnosis in 2017, Peggy lived an active lifestyle. With ongoing treatment, including oxygen, she has found new activities to challenge her competitive spirit.

And that's how she views PAH: merely another competitor in her way.

Read her story [here](#).



Joanne

Joanne was diagnosed with PAH over 20 years ago. She shares her knowledge with other patients on all the things she wish she knew when she was first diagnosed.

See videos from Joanne and many other PAH Patient Ambassadors, with topics ranging from self-care to working with PAH experts, [here](#).



Caregivers

PAH does not just affect the person who receives the diagnosis. Caregivers play a crucial role in the PAH journey. We showcase our caregivers through personal testimonials and recently highlighted how much they are appreciated.

Read more about Jane and Nicole [here](#).

"I want the best life I can possibly live. Not, you know, muddle through every single day but feel as good as I can feel by helping myself as much as possible."

- Joanne, PAH Initiative Ambassador

INTERSECTION WITH OTHER DISEASES

Our mission to treat PAH expands beyond that singular disease, as we also know that PAH intersects with other health issues. Most notably, the heart and lungs are critical partners. Our national broadcasts and other educational material include information from cardiologists, particularly the relationship among the right heart, PH, and PAH. We also partner with the Scleroderma Foundation, as patients with scleroderma, a chronic connective tissue disease, are at high risk of getting PAH.

For more information, see www.pahinitiative.com

In-Depth Instruction

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.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Financial Support

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.

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 2021, more than 20,000 patients enrolled in our ASSIST programs and received help in filling over 240,000 dispensed prescriptions.



**SUPPORTING OUR INITIAL PBC GOAL:
No Patient Left Behind**



Our People

28 THE UNITHER PACT

29 DIVERSITY, EQUITY, AND INCLUSION

32 EMPLOYEE ENGAGEMENT

34 PEOPLE PROGRAMS

Our People

We are proud of our employees, whom we call “Unitherians.” 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 culture.

We provide our employees 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. We believe this instills in our workforce a strong sense of ownership, meaning, and commitment that gives us a competitive advantage in attracting and retaining the talented group of employees we call “Unitherians”.

97% of participating employees said they consider United Therapeutics a “Great Place to Work”.

The Unither Pact

Our Commitment To Unitherians

Challenging, innovative work

“The company has invested a lot into the future. This is like the sci-fi world out here, with cool gadgets. It’s a future-looking company.”

Opportunity for career advancement

“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.”

Autonomy to do your best work

“We bring people in because we want to hear their thoughts and ideas; we bring people in so they can also add value, bring their expertise in, bring their years of experience in.”

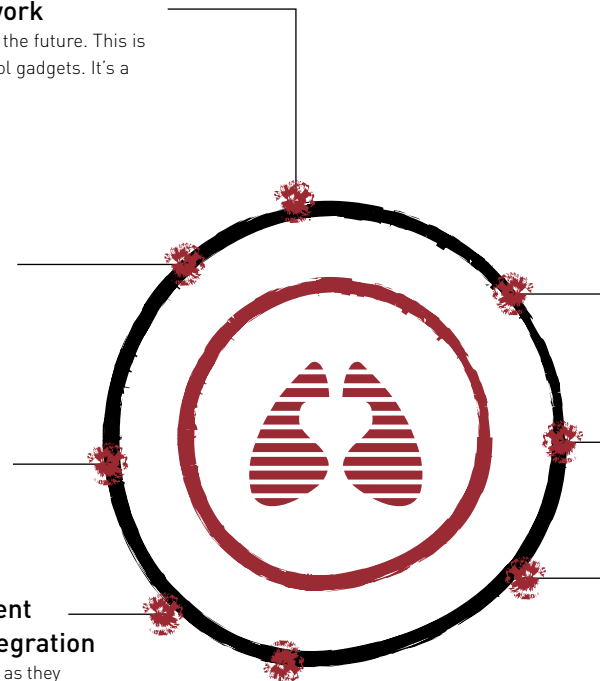
Inspiring work environment allowing for work/life integration

“They care about the person as much as they care about the worker.”

“Our company has gone above and beyond to support me by big and small gestures of generosity, flexibility, and promotion of self-care.”

Competitive pay and benefits

“I am thankful I work at United Therapeutics and I wouldn’t want to be anywhere else. I can’t compare or think of anything to make me leave.”



Unitherians tell us – in their own words – how we support and empower them through our Unither Pact.

Unitherian Responsibilities

Be efficient and resource wisely

“We are moving quickly. We’ve got lots of things on our plate – we have lots of things that we need to accomplish.”

Act like an owner

“We are invested heavily in our patients here. That’s what motivates me to be in this industry.”

Work hard

“There are 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.”

A MESSAGE FROM OUR CEO

WHO WE ARE

OUR APPROACH TO SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS AND PAYERS

OUR PLANET AND COMMUNITIES

OUR PRINCIPLES AND OTHER PRIORITIES

REPORTING INDEXES

Diversity, Equity, and Inclusion

We celebrate 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, our Nominating and Governance Committee of our Board takes diversity seriously in its Board refreshment deliberations.

- Over the course of 2021, we continued to strengthen our focus on DEI at our Board level and throughout our company, continuing to follow the plan we developed in 2020. Our goal is to ensure that DEI continues to be intrinsically woven into our day-to-day culture.
- We formalized and established guidelines for Employee Resource Groups.
- We expanded and enhanced sourcing and recruiting strategies to target diverse candidate groups as part of our overall talent acquisition program. We added DEI-focused interview questions to our core interview guide, allowing us to emphasize UT's commitment to DEI and helping ensure we are recruiting and hiring candidates that are aligned with these priorities. Human Resources is also making substantial progress on developing and implementing a UT-wide career framework, which will drive more transparent and meaningful career conversations.
- We refreshed and re-launched UT Core Values, with "Inclusiveness" added as one of our five which represent who we are and what we stand for as Unitherians.
- We continued with our commitment of financial support to organizations that are working to achieve greater racial justice and equity, making our second round of donations.
- Developed and launched an all-new DEI survey.
- We used a variety of programs, internal social media, articles, and videos to educate Unitherians and raise awareness.
- Our internal Diversity and Inclusion social media group includes every employee in the company, and is fantastically active, allowing Unitherians to learn from and share with one another in this collaborative space.

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



Our DEI Governance Structure

Exec Officers

- Set tone, prioritization, and expectations for organization
- Approve overall DEI strategy and major initiatives
- Provide funding to implement major initiatives

DEI Executive Council (DEC)

- Diverse group of 15 Unitherians at Director-level and above
- Provides leadership guidance and sponsorship on DEI initiatives
- Approves and oversees employee resource groups (ERGs)
- Recommends major DEI initiatives to Exec Officers
- DEC meets 4 times a year, but more as needed

Inclusion Advisory Group (IAG)

- Standing members are diverse group of approximately 25 Unitherians from variety of functions and levels of UT
- All employees invited to participate in IAG meetings
- Role is to provide ongoing input on and recommendations to DEC on strategy and initiatives and help educate and share information with fellow Unitherians about these UT initiatives
- IAG met monthly in 2021

Employee Resource Groups

We also encourage and support ERGs such as:

- Inspire Group, which is intended to promote development and peer-to-peer networking for women at United Therapeutics.
- United Therapeutics Black Affinity Group (U-BAG). 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.

Our ERGs' vision, mission, goals, policies, and activities are fully aligned with those of United Therapeutics.



SUPPORTING OUR INITIAL PBC GOAL:
Be a Destination Employer

Diversity Snapshot (2021)

GENDER DIVERSITY

All Employees



50% Women

Management Team



45% Women

Senior Leadership Team



36% Women

Board of Directors



42% Women

New Hires



54% Women

RACIAL AND ETHNIC DIVERSITY

All Employees



36% identify as members of a racial or ethnic minority

Management Team



31% identify as members of a racial or ethnic minority

Senior Leadership Team



26% identify as members of a racial or ethnic minority

Board of Directors



25% identify as members of a racial or ethnic minority

New Hires



39% identify as members of a racial or ethnic minority

PROMOTION DATA

176

employees received promotions in 2021 (approximately 18% of our workforce)

34%

of promoted employees identify as racial/ethnic minority

52%

of promoted employees are women

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.



A MESSAGE FROM OUR CEO

WHO WE ARE

OUR APPROACH TO SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS AND PAYERS

OUR PLANET AND COMMUNITIES

OUR PRINCIPLES AND OTHER PRIORITIES

REPORTING INDEXES

Employee Engagement

We believe in the value of maintaining an open-door policy – we encourage our employees to speak up, and we take action on ideas, suggestions and employee concerns. We have also taken steps to enhance leadership communication, including the development of a recognition platform, formalizing leadership updates to staff, and encouraging proactive cross-functional engagement.

Connecting with Unitherians

Town Hall Meetings	In 2021, we held four virtual town halls led by our President and other key executives in our company. Topics of these meetings included a look at 2021 goals, our continued commitments to DEI efforts, education to Unitherians about our inspiring ESG initiatives, insight about our pump technologies, and a celebration of the launch of Tyvaso in PH-ILD and World PH Day
Patient-Focused Session	We held a 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 have a variety of communication and culture reinforcing objectives including: • Employee updates (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”) • DEI knowledge sharing, recognition, and learnings between employees • Cross-functional engagements (live updates when an EVLP lung is in transport) • Initiative updates on key people programs like our DEI topics • Program updates (such as the Remodulin 20th Anniversary in 2022) • Other informative updates to let employees know about COVID-related developments, events happening at our offices, and community service opportunities • Personal and professional sharing between Unitherians across the company in focused interest groups, such as our wildly popular “Pawson of the Month” group where employees share fun anecdotes and pictures of their pets
Recognition	We introduced kUTos, a new recognition program, in 2022 as another resource to recognize, thank, and spotlight Unitherians for a variety of work activities, noteworthy achievements, work anniversaries, and for exemplifying our core values
Taking a Collective Breath During COVID	We hosted a virtual book club with James Nestor, the author of <i>Breath: New Science of a Lost Art</i> , attended by over 200 Unitherians

GIVING TD-100 A PROPER SEND OFF

As much as we love to celebrate our product approvals and launches, we also show our respect when our product innovations make an existing United Therapeutics product obsolete. In August 2021 we conducted a Viking funeral to celebrate the innovation and service of the TD-100 device, the nebulizer originally used to deliver Tyvaso therapy.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

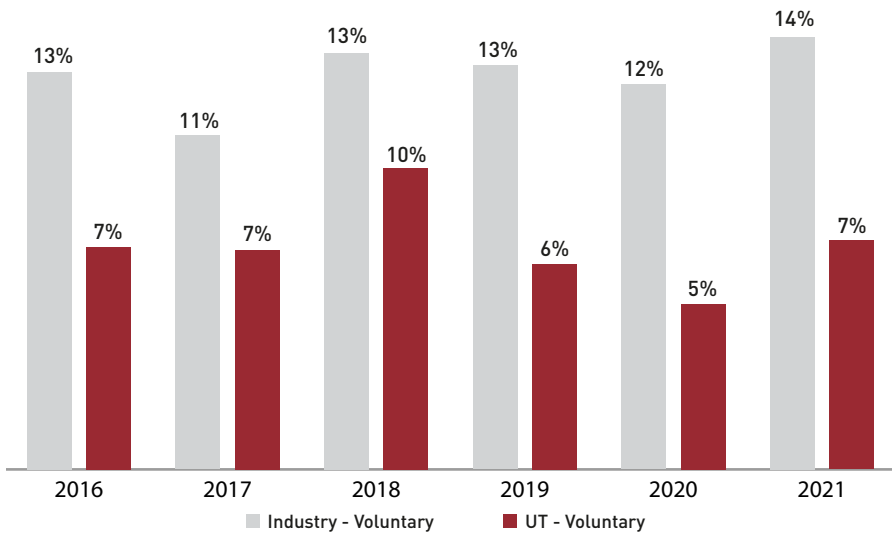
Low Turnover and Balanced Hiring

We are very proud of our low turnover compared to our industry peer group: 7% compared to an industry average of 14% in 2021, 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 2021, we hired 111 new employees, of which 54% were women and 39% identified as members of racial or ethnic minorities.

EMPLOYEE TURNOVER DATA (2016-2021)

VOLUNTARY TURNOVER: LIFE SCIENCE INDUSTRY VS. UNITED THERAPEUTICS



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



People Programs

Our people programs are designed and curated to attract, retain, and motivate our high performing workforce, demonstrating how much we value each Unitherian. We offer a comprehensive total rewards package that features a long-term incentives program ensuring all employees can participate in our financial success. In addition, we provide several services and amenities to round out our program offerings. You can learn more on the careers page of our corporate [website](#).

We are thoughtfully and carefully restarting many in-person activities that were paused during the COVID-19 pandemic, including social- and activity-based events in support of our culture and giving shape to our new, post-pandemic workplaces.



Financial Security

- We adhere to a minimum “living wage” policy where all full-time US-based employees receive at least \$75,000 annual compensation, including salary and bonus opportunity (and before any incentive equity grants)
- 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



Health and 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 served in 100% compostable packaging
- Wellness Fair with flu shots
- Motivate Me health incentive program
- Fitness and activity challenges



Work-Life Integration

- Flexible hybrid work policy
- Generous time off policy, which included which included COVID-19-specific time off for related absences
- 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



Personal and Professional Development

- Up to \$30,000 per employee for tuition assistance; in 2021, we reimbursed over \$250,000 in tuition assistance to 35 employees
- Variety of instructor-led and web-based training opportunities

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Spotlight On Training

In 2021, we offered a variety of instructor-led and web-based training opportunities resulting in a total of over 11,000 hours of training delivered to employees across United Therapeutics. Training included:

- Over 350 live/instructor-led and web-based trainings
- Compliance-related training including environmental health and safety, corporate compliance, and HR-related compliance topics
- DEI training completed by all employees including Unconscious Bias (**UB**), team discussions, articles, activities and micro-courses on UB, and inclusion to reinforce and sustain the training
- Performance management training completed by individual contributors on feedback and listening while all managers completed a course on navigating performance conversations
- Management development training for newly promoted hired managers
- Live virtual leadership development courses
- Emerging leader live virtual courses
- 15 *Get to Know UT* sessions were held where Unitherians deepened their knowledge of our business
- “Molecule to Manufacturing” course to increase their knowledge of the pharmaceutical/biotech industry
- 993 sessions/courses completed by employees on a variety of courses on leadership and professional development topics



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Our Physicians and Payers

37 PHYSICIANS

37 PAYERS

Our Physicians and Payers

Since our inception, we've taken our role in the healthcare system seriously. We regularly engage with our physician 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 2021, 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 almost 100 times.

More information on our Global Medical Affairs team is at unithermedaffairs.com where you can find a list of recent publications from our partners. Other presentations can be found at 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.

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.

PAH INITIATIVE

While the focus of our PAH Initiative is on the patient experience, we also provide resources for healthcare providers treating PAH, whether they occasionally see patients with PAH, or are a dedicated PAH specialist. The PAH Initiative provides clinically useful information and practical tools to help providers improve the lives of patients with PAH, including:

- Information on the diagnosis and treatment of PAH
- An in-depth discussion on the pathophysiology of PAH
- Data showing the importance of risk assessment in determining prognosis
- Risk calculators to assess the risk status of patients
- Information on treatment approaches
- Resources including podcasts by experts in PAH, recent publications about PAH, and more, including a new, comprehensive education curriculum

For more information,
see www.pahinitiative.com



Our Planet and Communities

39 ENVIRONMENTAL
STEWARDSHIP

40 OUR PATH TO
SUSTAINABLE
BUILDING PRACTICES

43 OUR ENVIRONMENTAL,
HEALTH, SAFETY, AND
SUSTAINABILITY (EHSS)
COMMITMENTS TO
OUR PLANET

44 HISTORICAL
ENVIRONMENTAL
DATA

45 OUR COMMUNITY
PROGRAMS

Our Planet and 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.

As a responsible business committed to the communities in which we operate, we know our net zero energy achievements not only mitigate our own climate impacts, but also help the jurisdictions in which we operate make progress toward their greenhouse gas (GHG) emission reduction targets, whose goals range anywhere from 20% to 100% community GHG reductions with target deadlines as close as 2035.

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.

In fact, the link between climate change and patient health is becoming increasingly clear, with evidence that 58% of infectious diseases affecting humanity globally have been aggravated by climate change-related hazards, such as floods, wildfires, and heatwaves.* Recognizing the risks climate change pose to our ability to serve our patients – and, consequently, attend to their health outcomes – was behind why we elevated the foundation of our building on the Jacksonville, Fla., campus of the Mayo Clinic to mitigate flood risk. Learn more about our organizational resilience program on [pages 58-60](#).

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.

* Mora, C., McKenzie, T., Gaw, I.M. et al. Over half of known human pathogenic diseases can be aggravated by climate change. Nat. Clim. Chang. [2022]. <https://doi.org/10.1038/s41558-022-01426-1>

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** EVLP 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



**SUPPORTING OUR INITIAL
PBC GOAL:
Operate Sustainably**

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, our first 92 kW solar array was installed. Since our first building, all owned new construction properties have had sustainable elements, such as solar arrays.

2011

In 2011, the opportunity presented itself to acquire an underused public garage adjacent to our Silver Spring manufacturing facility, at which point our Chairperson and CEO 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. This array has the capacity to offset 30% of existing campus-wide RTP consumption.

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

2017



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

2018

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

2019

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

2021



We completed an upgrade to our 4 MW array in RTP in August 2021.

2020

In February 2020, we completed our fourth site net zero facility – our 11,000 sq.ft. daycare facility on our RTP campus.

In 2020, we purchased RECs to address 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.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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.

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, LB-2, the RTP day care center, and the ASSIST office — make up close to **6%** of our electric usage portfolio
- Our solar arrays generated energy equivalent to **10%** of our total 2021 electric consumption
- Beyond solar, we purchase renewable energy credits (**RECs**) to offset energy usage by our operations, and in 2021 we purchased RECs that equal **90%** of our total electric consumption
- We purchased 4,203 tons of carbon dioxide equivalent (**CO₂e**) carbon offsets through a forest conservation project in Peru

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

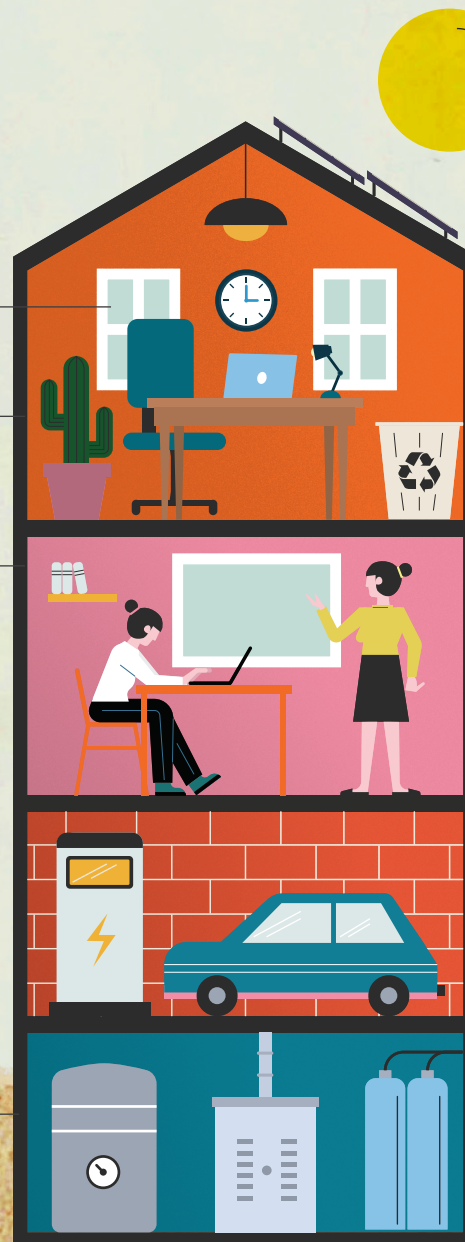
The atrium is tempered by a subterranean earth labyrinth, a quarter-mile long concrete maze located **14 feet** below the parking garage and includes a swimming pool that is heated through a high-efficiency heat pump that transfers unwanted heat from the building

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

2,959 photovoltaic panels on the building generate **1,175 MWH** of energy each year, enough to power 109 homes

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



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, EwingCole. 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.

In 2021, Our CEO, Martine Rothblatt took to the stage at the prominent *Greenbuild Global Health and Wellness Summit* to deliver the keynote address, focused on construction's role in climate change and the cost associated to mitigate that impact. Greenbuild is the largest annual event for green building professionals worldwide, gathering tens of thousands of practitioners each year, and presented in partnership with the US Green Building Council, owner of the LEED green building system.

SUSTAINABILITY CONFERENCES WHERE OUR BUILDINGS WERE FEATURED

Year	Conference	Topic
2021	Montgomery County Expo	Post Occupancy Verification at Unisphere: How Did We Do?
	Greenbuild Global Health and Wellness Summit	Keynote by Martine Rothblatt
	DC Sustainability Summit	NZE Panel
	Construction Owners Association of America (COAA)	Urban Net Zero: It Can be Done
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 and 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 and 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

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:
- Reusing buffer drums as waste collection bins
- Award winning recycling and composting programs at our main facilities

A MESSAGE FROM OUR CEO

WHO WE ARE

OUR APPROACH TO SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS AND PAYERS

OUR PLANET AND COMMUNITIES

OUR PRINCIPLES AND OTHER PRIORITIES

REPORTING INDEXES

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 protecting and preserving our planet, focusing 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 national and regional 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 continues to improve water management practices. Results of water sampling and annual compliance reviews at our manufacturing sites demonstrate our commitment to water quality. We have consistently earned water stewardship awards at our Silver Spring, MD campus over the last several years. We received the Washington Suburban Sanitary Commission (WSSC) Gold Level award for the 2021 calendar year for five or more consecutive years of consistent compliance. The Silver Spring, MD and RTP, NC sites are also certified "No Exposure" contributors with regards to Stormwater and the EPA Clean Water Act.

Our EHSS team engages with stakeholders at water regulator annual forums to share best practices and ensure that we are operating in a way that facilitates the safe return of water to the environment in a sustainable manner.

CLEAN AIR

At United Therapeutics we have a special connection to breathing. We strive to do our part to make sure the air in the communities where we operate is clean and healthy to breathe. Our site facilities team provide the resources to operate and maintain fuel burning equipment within the operating permit limits. Our assurance with air quality compliance at the RTP, NC site was reaffirmed in 2021 with a no findings compliance review by the North Carolina Department of Environmental Quality.

RESPONSIBLE WASTE MANAGEMENT

Waste management is a critical part of our sustainability efforts at United Therapeutics. We are committed to managing and minimizing waste at the source. There has been an overall reduction in the amount of regulated biowaste generated at our Regenerative Medicine facility. We partner with our waste management providers with onsite resources to manage regulated waste through good practices, including waste profile accuracy, compliant container storage and labeling, careful packaging, and shipping to audited storage and treatment facilities. We strive to practice waste minimization, container reuse, landfill free disposal, and waste-to-energy practices. We initiated proactive third-party audits of the current hazardous and medical waste programs at our manufacturing sites. Observations from these reviews demonstrate the strength of our existing programs. Best practice recommendations were implemented as part of our goal of continuous process improvement.

Historical Environmental Data

Buildings are among the largest consumers of energy and sources of greenhouse gas (GHG) emissions. Obsessively minimizing the energy consumption of new and existing buildings is one of the most effective and impactful carbon reduction strategies we can undertake. We have committed to operational net zero energy and minimizing embodied carbon – that is, carbon associated with building construction – in all new construction to the extent possible, prioritizing on-site solar and covering the gaps through the procurement of renewable energy credits. We use carbon offsets where necessary to mitigate our carbon footprint across our existing portfolio. We are implementing an environmental management software solution in 2022 that will enable us to quantify reduction targets across our environmental impacts, with focused priority on our carbon emissions. This, in turn, will enable us to establish evidence-based emission reduction targets.

ENERGY USE INTENSITY (EUI)

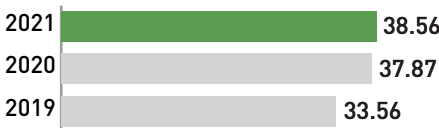
KBTU (in millions)/SQ.FT. (in millions)

305.28/1.59	263.87/1.59	279.73/1.60
2021	2020	2019

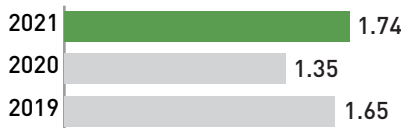
The EUI increase in 2021 over 2020 was due to a new product launch and the resumption of manufacturing and clinical trials temporarily put on hold during the height of the COVID-19 pandemic.

ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES

kWh (in millions)

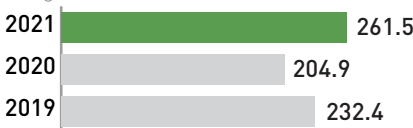


therms (in millions)



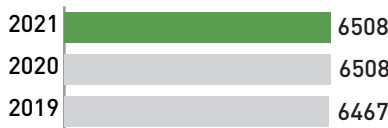
WATER WITHDRAWAL

(megaliters)

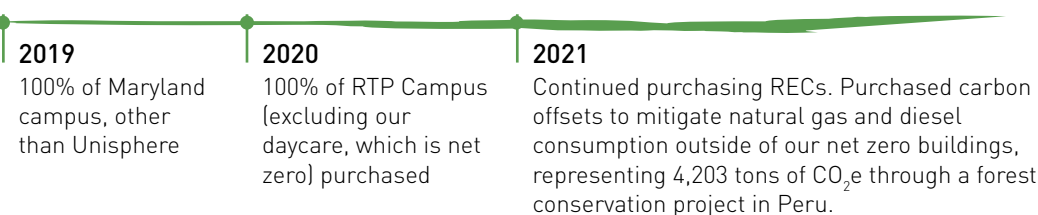


RENEWABLE ENERGY CAPACITY*

(kW)



RENEWABLE ENERGY CREDITS AND CARBON OFFSETS



* Total size of array



RECs: tradeable, market-based instrument that represents the legal property rights to the sustainable attributes of electricity. A unique REC is created for every megawatt hour of electricity generated and delivered to the grid from a renewable energy resource.

Carbon Offsets: tradeable, market-based instrument representing 1 metric ton of carbon removed from the atmosphere via sequestration or the prevention of the destruction of a sequestered carbon resource (e.g., forest preservation).

We use credible RECs and carbon offsets, such as those verified to Verra and Gold Standard standards. See <https://verra.org/> and <https://www.goldstandard.org/>.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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 the communities in which we live and work through monetary donations, as well as supporting volunteerism and 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. Together, we have supported many causes through our volunteer efforts or sponsorships, such as Habitat for Humanity, the Salvation Army/Boys & Girls Club, Martha's Table, Soldiers Best Friend, Reality Ministries, Ronald McDonald House of Durham, and Book Harvest.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Book Harvest

In November 2021, we donated \$30,000 to Book Harvest, an organization in North Carolina that provides an abundance of books and ongoing literacy support to families and their children. In addition, our employees and their families donated books to help further Book Harvest's efforts.



STEM Initiatives

- In 2021 we provided funding for the Richard Montgomery High School mBIT competition, which is a student-run coding competition for middle and high school age students.
- We work closely with FIRST®, (**For Inspiration and Recognition of Science and 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.
- In 2021, we sponsored the Maryland STEM Festival, which is a month-long festival that encourages all students, regardless of age, background, and experience to take a greater interest in STEM with the hope that they will pursue a STEM-focused career.

Continued Focus on Racial Justice and Equity

As part of our commitment of \$1 million 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 made our second round of contributions to the National Museum of African American History, Black Girls Code, Equal Justice Initiative, and United Negro College Fund.

Continued Virtual Approach to Community Engagement in 2021

Continuing a practice we started in 2020, when the COVID-19 pandemic disrupted our traditional in-person community service activities, in 2021 we provided a cash stipend to participating Unitherians — in the form of a \$100 gift card — to support one of our five selected charities or a charity of their choice through either donation or service activity. 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 and were able to share their causes with fellow employees through our internal social media.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES



Our Principles and Other Priorities

48 OUR BOARD
OF DIRECTORS

51 ETHICS AND
COMPLIANCE

54 DATA PRIVACY
AND SECURITY

56 ENTERPRISE RISK
MANAGEMENT

58 ORGANIZATIONAL
RESILIENCE

61 ENVIRONMENTAL HEALTH
AND WORKPLACE SAFETY

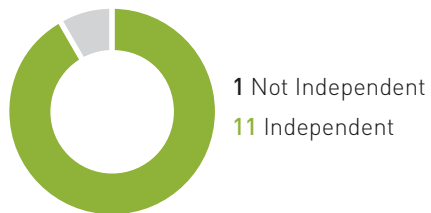
Our Principles and Other Priorities

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.

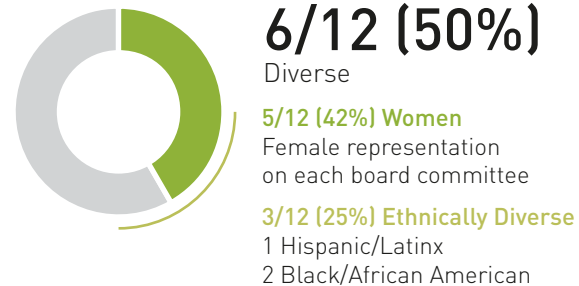
Our Board of Directors

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, technology, and 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 our Board, including with respect to gender, race, and ethnic diversity.

INDEPENDENCE



BOARD DIVERSITY



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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, 2022)

Board Size:

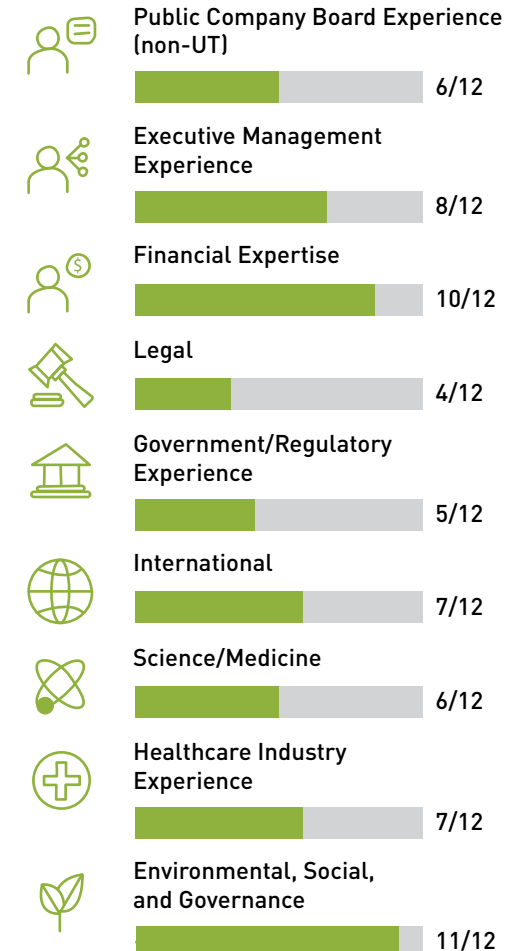
Total Number of Directors	12
---------------------------	----

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	

In response to shareholder feedback, we expanded our director diversity and skills disclosure to include a detailed matrix. See page 20 of our most recent proxy statement.

Board Skills

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



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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 Destaggering

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

Proxy Access

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

Overboarding

We reduced our overboarding limit to four public company boards in 2020 (down from the previous limit of five), in direct response to shareholder feedback.

Board and Committee Refreshment

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

Our four newest directors also bring strong sustainability backgrounds. In 2021, we amended the Nominating and Governance Committee's charter to expressly include ESG oversight.

Board 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.

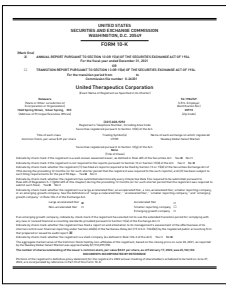
Board Committee	Key Risk Oversight Areas
Nominating and Governance Committee	Enterprise risk management system and corporate compliance program; PBC/ESG activities
Audit Committee	Auditing, accounting, and financial matters, as well as cybersecurity
Compensation Committee	Compensation programs, as well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

Learn more about our Enterprise Risk Management program on [page 56](#).

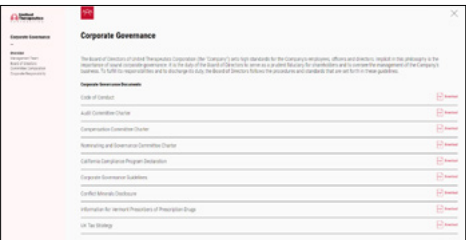
Useful Resources



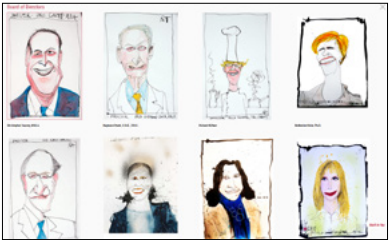
Proxy Statement



Annual Report



Corporate Governance website



Board of Directors page

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Ethics and 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 AND 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

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 our Board of Directors on the activities of the Compliance Committee and Compliance Department.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Code of Conduct

Our Code of Conduct serves as a 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 from our existing principles, policies, and procedures, described in more detail below, provides guidelines 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 and 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. In 2021, we updated most of our Compliance policies and procedures and provided role-specific training to key functions at the Company.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Key Compliance Policies

PREVENTING BRIBERY AND CORRUPTION

Unitherians must comply with all US 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 and Anti-Corruption Policy. More information is available on [pages 18 and 19](#) of our [Code of Conduct](#).

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 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.

2021 HIGHLIGHTS

Updated Compliance Policies

Role Specific Training for Key Functions

100% of employees trained on Code of Conduct

A MESSAGE FROM OUR CEO

WHO WE ARE

OUR APPROACH TO SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS AND PAYERS

OUR PLANET AND COMMUNITIES

OUR PRINCIPLES AND OTHER PRIORITIES

REPORTING INDEXES

Data Privacy and 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 our 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 receive periodic training on privacy as part of our annual Code of Conduct training
- Our DPIA and data subject request processes provide real-time and real-world training opportunities and help drive awareness on data privacy issues
- We ran several data privacy protection awareness campaigns via email, our internal UT-Facebook platform, and text messaging
- We procured and implemented a state-of-the-art Data Privacy Protection management tool to streamline our processes and demonstrate accountability to our stakeholders and data protection agencies



“United Therapeutics Corporation is committed to protecting the Personal Data entrusted to us by patients, healthcare professionals, employees, and other individuals with whom we interact. Respecting the rights and privacy of our stakeholders is part of our culture and is fundamental to conducting business in an ethical and legally compliant manner, as reflected in our Code of Ethics.

Rebecca McCarty
SVP and Chief Compliance Officer

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.

Cybersecurity

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

GOVERNANCE

- Board-level oversight assigned to our Audit Committee; our Audit Committee is 100% comprised of independent directors
- Led by our head of Information Security, Risk and Compliance, who reports directly to our Chief Information Officer (CIO)
- Provides written reports to the Chair of the Audit Committee each quarter, and the head of Information Security, Risk and Compliance leads discussion with the full Audit Committee each year
- Leverage the National Institute of Standards and Technology Cybersecurity Framework
- Consult with our Data Privacy Office and IT operations teams on implementing proper controls for data protection and data use
- All members of IT security team have industry-leading security certifications such as CISSP, CRISC, CIPM, CISA, and HITRUST

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.

CONTINUOUS MONITORING

- Use of a 24/7/365 managed security service provider to monitor our cyber environment and alert us of any suspicious activity
- Ongoing managed vulnerability scanning and patching through our vulnerability management program
- Targeted audits and penetration tests conducted throughout the year by internal and external entities

In 2021, we conducted quarterly threat hunts to identify potential threats and dubious patterns in our environment and completed SSL decryption to inspect encrypted traffic for security threats.

TRAINING AND AWARENESS

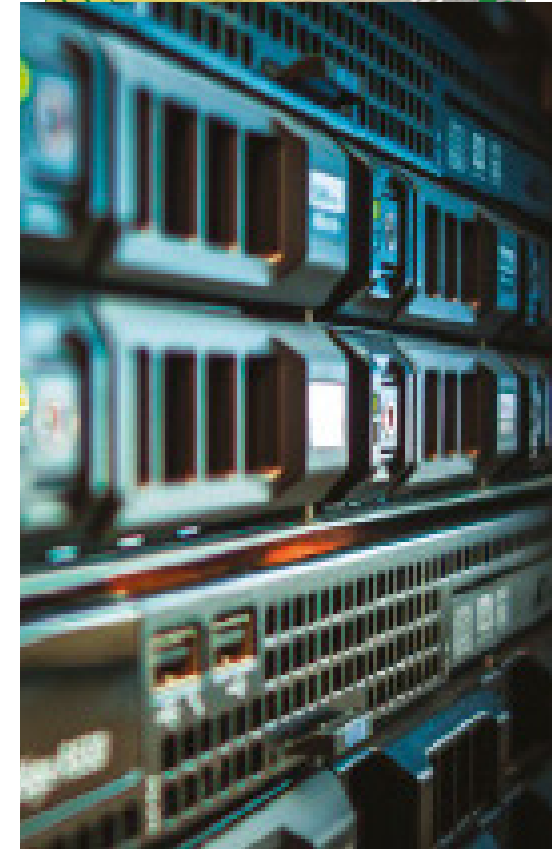
- IT security training provided at hiring and annually to all employees
- Ongoing training around “phishing,” with frequent changes and differing levels of difficulty to improve awareness; Rewards for Unitherians that recognize and report phishing exercises
- Additional training for employees identified as high risk

BUSINESS RESILIENCE

- Collaborate with Enterprise Risk Management to ensure organizational business resilience Incident Response Program in place
- Disaster Recovery Program to identify critical business systems, real-time replication, and periodic recovery testing
- Cyber insurance coverage in place that covers data privacy and data security events

IDENTIFYING AND MITIGATING CYBER RISK

- Leverage the ISO 27005 model, CoBIT, and Coso frameworks to manage cyber risk
- Ensure systems are built to comply, and remain in compliance, with regulatory requirements including SOX and GxP programs



United Therapeutics is not aware of any information security breaches during 2019, 2020, and 2021.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Enterprise Risk Management

The Enterprise Risk Management (ERM) Program is an important aspect of our corporate strategy, and we use a variety of methods to appropriately manage our enterprise risks.

Our ERM Program

- Assists in identifying and assessing a broad array of risks that could negatively impact our ability to meet our corporate objectives
- Engages functional leaders to identify and prioritize risks and ensure appropriate ownership and accountability of those enterprise risks
- Provides our executive leadership and Board with key information regarding enterprise risks, priorities, and trends to support risk-informed action and decision-making
- Facilitates the development and implementation of appropriate risk mitigation actions

ERM is a Continuous Process

- Conducted on an annual cycle
- Aligned to the Integrated Framework of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), as well as guidance issued by the International Organization for Standardization (ISO)

Structure and Governance

Effective ERM starts with clarity around risk strategy and governance, with the following roles and responsibilities of key stakeholders

NOMINATING AND GOVERNANCE COMMITTEE (NOMGOV)

- Seeks understanding of the enterprise risks facing our company and provides guidance
- Oversees enterprise risk management activities

EXECUTIVE SPONSORS

- Includes the CEO, President and COO, CFO, General Counsel, and EVP, Technical Operations
- Ensure alignment between the ERM assessment and corporate objectives
- Review ERM outputs and oversees ERM Program Management team
- Co-develops any additional risk mitigation strategies, at the direction of NomGov, with Risk Owners

INTERVIEWEES

- Includes functional leaders as well as key employees in critical areas
- Identifies and presents risks impacting their business area for consideration as potential enterprise risks

RISK OWNERS

- Co-develops risk mitigation strategy with Executive Sponsors
- Drives the execution of risk mitigation tactics and escalates challenges or concerns, as needed

ERM PROGRAM MANAGEMENT

- Oversees execution of our ERM Program
- Reviews and assesses corporate risks presented by Risk Owners and other stakeholders
- Promotes transparency across the enterprise and facilitates risk-informed decision-making through various reporting mechanisms
- Continuously improves the ERM Program and function

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Methodology and Approach

We engage in a four-phase process to execute our ERM Program — Plan, Discover, Report, and Manage.



PHASE I — PLAN



PHASE II – DISCOVER



PHASE III – REPORT



PHASE IV – MANAGE

TIMING:			
Q3 of each Calendar Year	Q4 of each Calendar Year	Q4 – Q1 of each Calendar Year	Beginning Q2 of each Calendar Year and Ongoing
STAKEHOLDERS INVOLVED:			
- ERM Program Management - Executive Sponsors	- ERM Program Management - Interviewees	- ERM Program Management - Executive Sponsors - NomGov Committee	- ERM Program Management - Executive Sponsors - Risk Owners - NomGov Committee
KEY OBJECTIVES:			
- Confirm strategic alignment on the corporate objectives and business needs for the year - Update ERM tools in preparation for Discover and Report phases	Identify and assess current and emerging enterprise risks	- Draft, refine, and finalize Summary Report - Calibrate and align around top 10 enterprise risk with Executive Sponsors - Conduct read out during Q1 NomGov Committee Meeting, and Q1 Board of Directors Meeting	- Develop and execute functional risk response plans - Provide updates on risk mitigating actions to Executive Sponsors and NomGov - Close out ERM Program year

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Organizational Resilience

The Organizational Resilience (OR) Program is a central component of our risk management strategy and is an integrated framework designed to assess, mitigate, and respond to key operational risks throughout the enterprise. Our program provides a comprehensive approach that aims to reduce the impact of unplanned business disruptions and protect employee life and safety, critical business processes, and key applications and systems.

Under the OR Program umbrella, we have developed a comprehensive set of safety, security, and risk management plans, processes, and procedures to assess, mitigate, and respond to risks and recover from crises. These resources, and the dedicated Unitherians that execute and support OR, facilitate the rapid, efficient, and cost-effective recovery of our critical operations and enable us to react quickly, decisively, and cooperatively to any crisis or emergency.



The United Therapeutics OR framework includes four key components:



CRISIS MANAGEMENT

coordinate crisis response at the executive and site/facility level



BUSINESS CONTINUITY

continue critical business processes and functions during a disruption



DISASTER RECOVERY

protect and recover IT systems and applications



EMERGENCY MANAGEMENT

protect people and assets

Organizational Resilience is the ability of the organization to survive and prosper in the face of sudden disruptions or crises. The United Therapeutics Organizational Resilience Program:

- **Promotes** and **enhances** the safety and security of our employees, their families, physical assets, and the communities in which we operate.
- Enables United Therapeutics to **continue**, **recover**, and **restore** critical business processes and systems following a disruption.
- **Safeguards** the interests of our clients and the integrity and continuity of United Therapeutics operations.
- **Protects** United Therapeutics' public reputation, shareholder value, and standing as a industry leader.



A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

Structure and Governance

A successful OR Program requires leadership and all Unitherians working together with clear ownership responsibilities and lines of authority to operate as a well-organized, integrated team that can work as one cohesive unit to respond successfully to any disruption or emergency. At United Therapeutics, **Organizational Resilience is a whole-of-organization approach.**

Our OR Program encompasses nine major United Therapeutics facilities – including the delivery of business continuity, disaster recovery, crisis management, and emergency management plan documentation and preparedness activities. Our OR leadership teams support response and recovery operations enterprise-wide across these four key areas.



Crisis Management planning addresses the overall direction and control of our response to a disruptive event – with a focus on command, control, and communications during and immediately following an incident.

We maintain a **Corporate Crisis Management Plan** to mobilize and direct response and recovery actions at the company level and a **Crisis Communications Plan** to ensure effective internal and external communications no matter the severity of the event. At the site level, **Site Crisis Management Teams** work hand in hand with the **Corporate Crisis Management Team** to execute local crisis response actions.



Business Continuity planning defines recovery actions for our facilities and provides the processes and planning resources to support the response and recovery of facility operations to restore critical business functions and mitigate the impact of a disruption.

Business Continuity Plans provide the procedures to maintain or resume business processes in the event of a disruption to business operations. Understanding that climate change-related challenges pose risks to our business and ability to serve our patients is part of why we for several years have included climate disasters in the Business Impact Analysis we complete as part of our initial development of site Business Continuity Plans. This work helped us understand the need to elevate the foundation of our building on the Jacksonville campus of the Mayo Clinic to mitigate flood risk. Going forward, we plan to roll out a Physical Property Climate Risk Assessment tool as part of our 2023 Enterprise Risk Management Process. We maintain an overall Business Continuity Plan, as well as individual plans specific to our main facilities in Silver Spring, MD and RTP, NC and our satellite facilities in Florida, New Hampshire, Virginia, and Canada.



Disaster Recovery planning facilitates the recovery of information technology applications and systems affected by a disruption in accordance with defined recovery times.

The information contained in **Disaster Recovery Plans** defines the recovery processes necessary to coordinate the various recovery personnel and to specify detailed activities at each phase of the recovery process.



Emergency Management planning provides guidelines for the management of immediate response actions and operations required to respond to an emergency or disaster at our facilities — with a prioritization on the protection of **lives, property, the community, and the environment.**

Global Emergency (Contingency) Plans are in place for our facilities to outline and guide emergency management response actions, including, but not limited to, information and actions around facility evacuation, first aid, shelter-in-place, communications, and emergency training and drills.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

We also maintain plans that are specific to unique scenarios that may pose a risk to company operations, health and safety, and key assets, including:

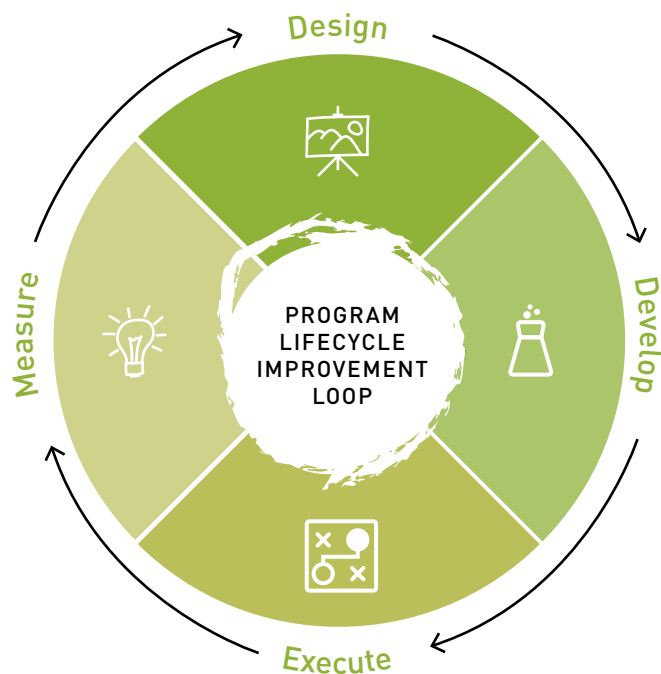
- an **Aviation Response Plan** that guides and informs actions to plan for, respond to, and mitigate aviation incidents, and
- a **Pandemic/Infectious Disease Plan** to safeguard employee health and continue to provide essential services during an infectious disease outbreak. This plan has been in place since 2017 and has been instrumental in guiding the company's actions during the COVID-19 pandemic. United Therapeutics kept the safety and well-being of its employees as a top priority while also ensuring that patients had uninterrupted access to their therapies.

All plans are living documents and must be regularly exercised, updated, and maintained to be effective tools to respond to emergencies, crises, and disruptions. Our OR Program includes a comprehensive training and exercise framework to ensure that all plans are maintained in a state of readiness.

Training and Exercises

As part of our whole-of-organization approach to resiliency, all Unitherians receive an annual OR refresher training and new hires receive introductory OR training as part of the onboarding process. Unitherians with OR-related roles and responsibilities conduct additional training and exercises.

IMPROVEMENT LIFECYCLE



Best Practices and Alignment

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

2021 Highlights

- The Organizational Resilience Program conducted 31 Business Continuity training and exercise initiatives at United Therapeutics sites and facilities
- All Unitherians received organizational resilience training
- As of the end of 2021, 76 Business Continuity Plans have been developed for United Therapeutics facilities and business units.
- Environmental Health, Safety, and Sustainability updated all site-specific Global Contingency Plans
- The Corporate Crisis Management was updated, and the Crisis Communications Plan was developed
- Critical disaster recovery plan documentation was updated and tested — including the Enterprise Disaster Recovery Plan, System Recovery Plans, Infrastructure Standard Disaster Recovery Procedures, and the Computer Security Incident Response Plan

Environmental Health and Workplace Safety

United Therapeutics is a safe place to work. Our Environmental, Health, Safety, and Sustainability (EHSS) team oversees our environmental, health, workplace safety, and sustainability programs. We are committed to work with internal and external stakeholders to promote a culture of safety, focusing on environmental stewardship and sustainability, and to ensure our 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

In 2021, our EHSS team selected an EHSS management system to effectively and efficiently engage our workforce, control risks, manage centralized sustainability reporting, and oversee key aspects of safety and health. We utilize project reviews, proactive engagement, industrial hygiene monitoring, compliance training, and medical surveillance to drive continuous improvement throughout our organization. Business leaders incorporate health and safety engineering practices in current processes and future projects. We also encourage employees at all levels to actively contribute to our positive safety culture by promoting employee participation on our safety-focused committees and other collaborative initiatives.

2021 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. In 2021 EHSS worked with the Organ Manufacturing Group (OMG) in Manchester, NH to establish a site safety committee. The OMG safety committee consists of members representing individual contributors and site leadership. The OMG Safety Committee meets routinely to encourage, assess, and contribute to the positive safety culture.

Occupational Health and Safety

We had four work-related injuries, including one classified as an OSHA recordable, for our US operations in 2021. This resulted in a recordable injury incidence rate of 0.1 cases per 100 full-time workers, significantly below the incidence rate of 1.6 cases per 100 full-time workers in private industry.

2021 SAFETY AND HEALTH INITIATIVES

Industrial Hygiene

As part of our ongoing Industrial Hygiene (IH) program, EHSS completed IH monitoring studies in our API Manufacturing, Solid-dose Manufacturing, and Quality Control Laboratories in RTP, NC and Silver Spring, MD. Based on the IH assessments, results have consistently demonstrated workplace exposures below occupational exposure limits.

Flammable Storage and Handling

We partnered with Risk Management to perform reviews of the flammable storage and handling programs at our manufacturing sites. This included procedures and layouts of the current storage and handling locations for each site. We aim to continuously improve flammable liquids storage and handling practices.

Emergency Preparedness

We strengthened our emergency response with training and drills across the enterprise. Throughout 2021, we continued to update our COVID-19 protocols, including the Infectious Disease Preparedness and Response Plan, to align with the most current federal, state and local public health guidance. This included developing a comprehensive COVID-19 vaccination corporate policy to help protect our workforce, business partners, and communities.

Aligning with Business Strategy Site Expansion

The EHSS team aligns with our Corporate Real Estate department by collaborating with our design and construction project consultants to ensure new facilities are a safe place to work and meet EHSS regulatory, compliance, and sustainability obligations. EHSS team members were active on multiple projects across the enterprise.

Reporting Indexes

63 GRI STANDARDS

75 SASB TOPICS

77 TCFD FRAMEWORK

Reporting Indexes

Our 2022 Corporate Responsibility and Public Benefit Report (2022 Report) references disclosures from the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), and Task Force on Climate-related Financial Disclosure (TCFD). Unless otherwise indicated, data in these tables cover calendar year 2021.

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
General Disclosures		
102-1	Name of the organization	United Therapeutics Corporation
102-2	Activities, brands, products, and services	2022 Report: Who We Are (pp. 5-8) , Innovation (pp. 16-20) , and Patient Support (pp. 24-26) 2021 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) https://pipeline.unither.com/
102-3	Location of headquarters	Co-headquarters at Silver Spring, MD and Research Triangle Park, NC
102-4	Location of operations	2022 Report: Where We Operate (p. 10) All significant operations are in the United States. For further information, see 2021 Form 10-K: Item 1, Business (Distribution of Commercial Products, starting on p. 11, and Manufacturing and Supply, starting on p. 16) and Item 2, Properties (p. 45)
102-5	Ownership and legal form	United Therapeutics is a publicly-traded corporation (Nasdaq: UTHR) incorporated in Delaware. We converted to a Delaware public benefit corporation on September 30, 2021. We operate a wholly-owned subsidiary, Lung Biotechnology PBC, which is also a public benefit corporation incorporated in Delaware.
102-6	Markets served	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	Scale of the organization	2021 Form 10-K: Item 1, Business (starting on p. 3), Item 2, Properties (p. 45), and Item 8, Financial Statements and Supplementary Data (starting on p. F-1)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number	Disclosure Title	Explanation or Location
General Disclosures		
102-8	Information on employees and other workers	Male: 482 Female: 483 Research Triangle Park, NC: 430, Silver Spring, MD: 222, Remote US: 195, Blacksburg, VA: 29, Melbourne, FL: 23, Manchester, NH: 22, La Jolla, CA: 14, Jacksonville, FL: 11, Washington, DC: 5, Canada: 9, UK: 5 Male: Full-time 479, part-time 3 Female: Full-time 478, part-time 5 Contingent workers make up 3.5% of the workforce, and we do not experience seasonal variations in our workforce.
102-9	Supply chain	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. 2022 Report: Supply Chain Management (p. 23) 2021 Form 10-K: Item 1, Business (Distribution of Commercial Products, starting on p. 11, and Manufacturing and Supply, starting on p. 16) and Item 2, Properties (p. 45)
Organizational Profile		
102-10	Significant changes to the organization and its supply chain	Other than our conversion to a Delaware public benefit corporation in September 2021, during fiscal year 2021, there have been no significant changes to the organization or our supply chain.
102-11	Precautionary Principle or approach	2022 Report: Sustainability and Governance (p. 12), Board Risk Oversight (p. 50), and Enterprise Risk Management (pp. 56-57)
102-12	External initiatives	This 2022 Report references disclosures from GRI, SASB, and TCFD, and new for this year, alignment with relevant U.N. Sustainable Development Goals. We will consider other external initiatives as we continue to formally build out our ESG program.
102-13	Membership of associations	We maintain strategic memberships in local, regional, national, and international associations and/or organizations unique to biopharma, environmental, regional, and community-orientated memberships.
Strategy		
102-14	Statement from senior decision-maker	2022 Report: A Message from Our CEO (p. 3)
102-15	Key impacts, risks, and opportunities	2021 Form 10-K: Item 1, Business (starting on p. 3) and Item 1A, Risk Factors (starting on p. 33)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number		Disclosure Title	Explanation or Location
General Disclosures			
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	2022 Report: Our People (pp. 28-35) and Ethics and Compliance (pp. 51-53) Our Corporate Governance website, including the United Therapeutics Code of Conduct and Corporate Governance Guidelines
	102-17	Mechanism for advice and concerns about ethics	2022 Report: Ethics and Compliance (pp. 51-53) United Therapeutics Code of Conduct
Governance	102-18	Governance structure	2022 Report: Sustainability and Governance (p. 12) and Our Board of Directors (pp. 48-50) 2022 Proxy Statement: Board Structure (starting on p. 30)
	102-20	Executive-level responsibility for economic, environmental, and social topics	2022 Report: A Message from Our CEO (p. 3) and Sustainability and Governance (p. 12)
	102-21	Consulting stakeholders on economic, environmental, and social topics	2022 Report: We are a Sustainable Public Benefit Corporation (pp. 6-8) and Materiality and Stakeholder Engagement (pp. 13-14) 2022 Proxy Statement: Shareholder Engagement (p. 33)
	102-22	Composition of the highest governance body and its committees	2022 Proxy Statement: Proxy Summary (Governance Highlights, pp. 14-15), Board Diversity and Skills (pp. 20-21), Board of Directors and Nominees (starting on p. 23), and Board Structure (starting on p. 30)
	102-23	Chair of the highest governance body	2022 Proxy Statement: Board Structure (starting on p. 30)
	102-24	Nominating and selecting the highest governance body	2022 Proxy Statement: Selecting Directors (starting on p. 18)
	102-25	Conflicts of interest	2022 Report: Ethics and Compliance (pp. 51-53) United Therapeutics Code of Conduct 2022 Proxy Statement: Selecting Directors (starting on p. 18)
	102-26	Role of highest governance body in setting purpose, values, and strategy	2022 Report: Sustainability and Governance (p. 12) and Our Board of Directors (pp. 48-50)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number	Disclosure Title	Explanation or Location
General Disclosures		
102-27	Collective knowledge of highest governance body	2022 Proxy Statement: Board of Directors and Nominees (starting on p. 23) and Board Education (p. 34)
102-28	Evaluating the highest governance body's performance	2022 Proxy Statement: Selecting Directors (starting on p. 18)
102-29	Identifying and managing economic, environmental, and social impacts	2022 Report: Materiality and Stakeholder Engagement (pp. 13-14)
102-30	Effectiveness of risk management processes	2022 Proxy Statement: Risk Oversight (p. 32)
102-31	Review of economic, environmental, and social topics	2022 Report: Sustainability and Governance (p. 12) and Materiality and Stakeholder Engagement (pp. 13-14)
102-32	Highest governance body's role in sustainability reporting	2022 Report: Sustainability and Governance (p. 12)
Governance	102-33	Communicating critical concerns 2022 Report: Ethics and Compliance (pp. 51-53) United Therapeutics Code of Conduct 2022 Proxy Statement: Shareholder Communication with Directors (p. 34)
	102-34	Nature and total number of critical concerns None.
	102-35	Remuneration policies 2022 Proxy Statement: Non-Employee Director Compensation (starting on p. 35) and Executive Compensation (starting on p. 38)
	102-36	Process for determining remuneration 2022 Proxy Statement: Non-Employee Director Compensation (starting on p. 35) and Executive Compensation (starting on p. 38)
	102-37	Stakeholders' involvement in remuneration 2022 Proxy Statement: 2021 Shareholder Outreach (p. 41)
	102-38	Annual total compensation ratio 2022 Proxy Statement: Pay Ratio (pp. 65-66)
	102-39	Percentage increase in annual total compensation ratio 2022 Proxy Statement: Pay Ratio (pp. 65-66) and 2021 Proxy Statement: Pay Ratio (pp. 72-73)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES



GRI Disclosure Number	Disclosure Title	Explanation or Location
General Disclosures		
Stakeholder Engagement	102-40	List of stakeholder groups 2022 Report: Materiality and Stakeholder Engagement (pp. 13-14)
	102-41	Collective bargaining agreements None.
	102-42	Identifying and selecting stakeholders 2022 Report: We are a Sustainable Public Benefit Corporation (pp. 6-8) and Materiality and Stakeholder Engagement (pp. 13-14) 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 2022 Report: Materiality and Stakeholder Engagement (pp. 13-14)
	102-44	Key topics and concerns raised 2022 Report: Materiality and Stakeholder Engagement (pp. 13-14) 2022 Proxy Statement: Shareholder Engagement (p. 33) and 2021 Shareholder Outreach (p. 41)
Reporting Practice	102-45	Entities included in the consolidated financial statements 2021 Form 10-K: Exhibit 21
	102-46	Defining report content and topic Boundaries 2022 Report: Materiality and Stakeholder Engagement (pp. 13-14)
	102-47	List of material topics 2022 Report: Materiality and Stakeholder Engagement (pp. 13-14)
	102-48	Restatements of information None.
	102-49	Changes in reporting None.
	102-50	Reporting period Fiscal year ended December 31, 2021
	102-51	Date of most recent report 2021 Corporate Responsibility Report, published on September 10, 2021
	102-52	Reporting cycle We expect to publish reports on an annual basis.
	102-53	Contact point for questions regarding the report ir@unither.com

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number		Disclosure Title	Explanation or Location
General Disclosures			
Reporting Practice	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	2022 Report: GRI Standards (pp. 63-74)
Topic-Specific Disclosures: Economic			
GRI 201: Economic Performance	103-1, 103-2, and 103-3	Management Approach	2022 Report: We are a Sustainable Public Benefit Corporation (pp. 6-8), Our Patients (p. 16), Our People (p. 28), Our Physicians and Payers (p. 37), Environmental Stewardship (p. 39), and Our Community Programs (p. 45)
	201-1	Direct economic value generated and distributed	2022 Report: Our Performance (p. 9)
	201-2	Financial implications and other risks and opportunities due to climate change	Given the significant threat of climate change, United Therapeutics has taken aggressive and groundbreaking steps to diminish its climate impact.
	201-3	Defined benefit plan obligations and other retirement plans	2021 Form 10-K: Item 8, Note 11 (pp. F-29-F-30) . As of December 31, 2021, we had 96% participation in our U.S. 401(k) plan.
GRI 202: Market Presence	103-1, 103-2, and 103-3	Management Approach	2022 Report: People Programs (pp. 35-36)
	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	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.
GRI 203: Indirect Economic Impacts	103-1, 103-2, and 103-3	Management Approach	2022 Report: Environmental Stewardship (p. 39) and Our Community Programs (p. 45)
	203-2	Significant indirect economic impacts	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.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number		Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Economic			
GRI 205: Anti-Corruption	103-1, 103-2, and 103-3	Management Approach	2022 Report: Ethics and Compliance (pp. 51-53)
	205-1	Operations assessed for risks related to corruption	2022 Report: Ethics and Compliance (pp. 51-53)
	205-2	Communication and training about anti-corruption policies and procedures	2022 Report: Ethics and Compliance (pp. 51-53) United Therapeutics Code of Conduct
	205-3	Confirmed incidents of corruption and actions taken	None.
GRI 206: Anti-Competitive Behavior	103-1, 103-2, and 103-3	Management Approach	2022 Report: Ethics and Compliance (pp. 51-53) United Therapeutics Code of Conduct
	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	2021 Form 10-K: Item 8, Note 14 (pp. F-33-F-36)
Topic-Specific Disclosures: Environmental			
GRI 301: Materials	103-1, 103-2, and 103-3	Management Approach	2022 Report: Environmental Stewardship (pp. 39-43)
	301-1	Materials used by weight or volume	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	Management Approach	2022 Report: Environmental Stewardship (pp. 39-43)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number		Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Environmental			
GRI 302: Energy	302-1	Energy consumption within the organization	2022 Report: Historical Environmental Data (p. 44)
	302-3	Energy intensity	2022 Report: Historical Environmental Data (p. 44)
	302-4	Reduction of energy consumption	2022 Report: Renewable Energy (p. 41) and Historical Environmental Data (p. 44)
GRI 303: Water and Effluents	103-1, 103-2, and 103-3	Management Approach	2022 Report: Environmental Stewardship (pp. 39-43)
	303-1	Interactions with water as a shared resource	2022 Report: Clean Water (p. 43) Our manufacturing sites withdraw water from third-party water. Wastewater is discharged and treated at the local third-party, publicly-owned treatment works. We work 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 which demonstrates consistent compliance with all federal, state, and local requirements. Both Silver Spring, MD and Research Triangle Park, NC sites are also certified “No Exposure” contributors with regard to Stormwater and the EPA Clean Water Act. 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	Management of water discharge-related impacts	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	Water withdrawal	2022 Report: Historical Environmental Data (p. 44) 261.5 megaliters.
	303-4	Water discharge	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.
	303-5	Water consumption	2022 Report: Historical Environmental Data (p. 44)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number	Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Environmental		
GRI 306: Effluents and Waste	103-1, 103-2, and 103-3	Management Approach 2022 Report: Environmental Stewardship (pp. 39-43)
	306-1	Water discharge by quality and destination EHSS maintains estimated quarterly and/or monthly volumes of planned water discharges primarily from our manufacturing operations, specifically at sites that have wastewater discharge permits.
	306-3	Significant spills No significant spills in 2021.
	306-4	Transport of hazardous waste EHSS maintains a record of weights of RCRA hazardous waste (40 CFR 260-273) generated at United Therapeutics sites. The waste is transported off-site by licensed third-party providers to permitted treatment, storage, and distribution facilities. Based on the 2021 hazardous waste reports, we did not import hazardous waste nationally or export hazardous waste internationally.
GRI 307: Environmental Compliance	103-1, 103-2, and 103-3	Management Approach 2022 Report: Environmental Stewardship (pp. 39-43)
	307-1	Non-compliance with environmental laws and regulations 2022 Report: Environmental Health and Workplace Safety (p. 61) United Therapeutics is not aware of any administrative and judicial sanctions for failure to comply with applicable environmental laws or regulations during 2021. We had one Notice of Violation for a self-reported wastewater discharge in April 2021 in RTP representing 0.001 millions of gallons per day (MGD) over permitted average monthly flow values.
Topic-Specific Disclosures: Social		
GRI 401: Employment	103-1, 103-2, and 103-3	Management Approach 2022 Report: Our People (p. 28)
	401-1	New employee hires and employee turnover 2022 Report: Low Turnover and Balanced Hiring (p. 33)
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 2022 Report: People Programs (pp. 34-35)
	401-3	Parental leave All full-time employees are eligible for parental leave. Took parental leave in 2021: 11 females, 9 males Returned to work following parental leave in 2021: All employees who took parental leave returned to work.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number	Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Social		
GRI 403: Occupational Health and Safety	103-1, 103-2, and 103-3	Management Approach 2022 Report: Environmental Health and Workplace Safety (p. 61)
	403-1	Occupational health and safety management system In 2021, we identified a centralized Occupational Health and Safety management system to ensure corporate business activities are aligned with recognized standards.
	403-2	Hazard identification, risk assessment, and incident investigation Hazard identification, risk assessments, and incident investigations are used on 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 situations to their management and through other appropriate channels.
	403-3	Occupational health services 2022 Report: Environmental Health and Workplace Safety (p. 61)
	403-4	Worker participation, consultation, and communication on occupational health and safety We collaborate with employees and leadership through collective group forums to develop practices that directly improve our occupational health and safety performance. Group forums meet routinely to facilitate collaboration and successful employee involvement. 2022 Report: Environmental Health and Workplace Safety (p. 61)
	403-5	Worker training on occupational health and safety 2022 Report: Environmental Health and Workplace Safety (p. 61) Training needs have been assessed by EHSS, and a comprehensive training curriculum has been developed and assigned to all manufacturing and laboratory workers. This training is compliance-based and specific to work-related hazards and potentially hazardous activities in each worker's job function. Training is delivered during work hours in a hybrid format, both online in multiple languages through Universe and in-person in our state-of-the-art training rooms. We supported the enterprise-wide transition to our single learning management system, Universe, during the 4 th quarter of 2021.
	403-6	Promotion of worker health 2022 Report: People Programs (pp. 34-35)
	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 our 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 our operations.
	403-9	Work-related injuries Overall, we had four work-related injuries, including one OSHA recordable, for our U.S. operations in 2021.
	403-10	Work-related ill health For U.S. operations, no OSHA recordable work-related illnesses were reported in 2021.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number	Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Social		
GRI 404: Training and Education	103-1, 103-2, and 103-3	Management Approach 2022 Report: People Programs (pp. 34-35)
	404-1	Average hours of training per year per employee 2022 Report: People Programs (pp. 34-35) . Our training program comprises both company-wide training and enhanced or targeted role-based training. On average in 2021, employees participated in at least 12 hours of training and/or programming related to DEI, leadership, soft skills/competency, and compliance. Specific departments, such as our sales team, receive additional training. In 2021, we estimate an average of 75 hours of training per sales employee, including compliance, product, and disease-related training. In addition, all employees complete self-directed GxP training.
	404-2	Programs for upgrading employee skills and transition assistance programs 2022 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.
GRI 405: Diversity and Equal Opportunity	103-1, 103-2, and 103-3	Management Approach 2022 Report: Diversity, Equity and Inclusion (p. 29)
	405-1	Diversity of governance bodies and employees 2022 Report: Diversity, Equity and Inclusion (p. 31)
GRI 406: Non-Discrimination	103-1, 103-2, and 103-3	Management Approach We are an equal opportunity employer (https://www.unither.com/careers-eoe.html).
	406-1	Incidents of discrimination and corrective actions taken In 2021, we had one Equal Employment Opportunity (EEO) charge; however, it was dismissed. We also had one pending federal lawsuit in 2021, which did not materially affect our financial position, cash flows, or results of operations.
GRI 416: Customer Health and Safety	103-1, 103-2, and 103-3	Management Approach 2022 Report: Patient Safety (pp. 21-22)
GRI 417: Marketing and Labeling	103-1, 103-2, and 103-3	Management Approach 2022 Report: Ethics and Compliance (pp. 51-53)
	417-1	Requirements for product and service information and labeling 2021 Form 10-K: Item 1, Government Regulation (starting on p. 19)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

GRI Disclosure Number		Disclosure Title	Explanation or Location
Topic-Specific Disclosures: Social			
GRI 417: Marketing and Labeling	417-2	Incidents of non-compliance concerning product and service information and labeling	None.
	417-3	Incidents of non-compliance concerning marketing communications	None.
GRI 418: Customer Privacy	103-1, 103-2, and 103-3	Management Approach	2022 Report: Ethics and Compliance (pp. 51-53) and Data Privacy and Security (pp. 54-55) United Therapeutics Code of Conduct 2021 Form 10-K: Item 1, Privacy Laws (starting on p. 29)
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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 and Pharmaceuticals Sector, and the table below represents some topics that we believe are relevant to our company and that are discussed in our 2022 Report. In certain instances, and as noted below, a specific SASB topic may be discussed generally in our 2022 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, by world region, management process for ensuring quality and patient safety during clinical trials	2022 Report: Patient Safety (pp. 21-22)
	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.
Access to Medicine	C-BP-240a.1	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	2022 Report: Our Initial PBC Goals (p. 8), Innovation (pp. 16-20), and Financial Support (p. 26) While not listed as a company in scope for the 2022 Access to Medicine Index, we are deeply committed to increasing access to our medicines. Two of our Initial PBC goals – Address Unserved Needs and No Patient Left Behind – demonstrate this commitment. In addition, our current commercial and therapeutic footprint does not cover any priority countries or priority diseases listed in the Access to Medicine Index.
	C-BP-240.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	We have no products on the WHO List of Prequalified Medicinal Products because our core therapeutic areas – pulmonary hypertension and pediatric neuroblastoma – are not in the therapeutic scope of the WHO List of Prequalified Medicinal Products.
Affordability and 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	2022 Report: Payers (p. 37) . 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 our medicine Adcirca.
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	2022 Report: Payers (p. 37) . 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 our medicine Adcirca.

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

SASB Topic	Code	Accounting Metric	Explanation or Location
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. Please visit the FDA FAERS MedWatch website for more information.
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Not reported. Please visit the FDA FAERS MedWatch website 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.
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	2022 Report: Counterfeit Drugs (p. 23)
	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 and Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	2022 Report: Our People (pp. 28-35)
	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	2022 Report: Low Turnover and Balanced Hiring (p. 33)
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)	https://pipeline.unither.com/

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES

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
Governance Disclose the organization’s governance around climate-related risks and opportunities.	2022 Report: Environmental Stewardship (pp. 39-43)
Strategy 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.	2022 Report: Environmental Stewardship (pp. 39-43)
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	2022 Report: Environmental Stewardship (pp. 39-43) , Enterprise Risk Management (pp. 56-57) , and Organizational Resilience (pp. 58-60)
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	2022 Report: Historical Environmental Data (p. 44)

A MESSAGE FROM
OUR CEO

WHO WE ARE

OUR APPROACH TO
SUSTAINABILITY

OUR PATIENTS

OUR PEOPLE

OUR PHYSICIANS
AND PAYERS

OUR PLANET AND
COMMUNITIES

OUR PRINCIPLES AND
OTHER PRIORITIES

REPORTING
INDEXES



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