



# 2024

## Corporate Responsibility and Public Benefit Report



A PUBLIC BENEFIT CORPORATION





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This Corporate Responsibility and Public Benefit Report primarily covers our sustainability efforts during 2023. Throughout this Report, we also call out 2024 highlights.

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### 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 and opinions about our future operating results, business plans, objectives, pipeline advancements, benefits of our products, and corporate responsibility or public benefit matters, including information or aspirations regarding sustainability and the environment, employees, philanthropy, supply chain, ethics and governance, cybersecurity and data privacy, and any others that contain the words believe, seek, aim, strive, endeavor, expect, anticipate, intend, estimate, should, could, may, will, plan, or similar expressions, and any other statements contained or incorporated by reference into this Report that are not historical facts. These forward-looking statements are subject to certain risks and uncertainties, such as technological advancements, energy prices, government incentives, stakeholder engagement, and 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 historical or current goals, targets, aspirations, commitments, or estimates; standards for measuring progress that are still developing; diligence, processes, and internal controls that continue to evolve; certifications, representations, or data provided or reviewed by third parties, including information from acquired entities that may be incomplete, subject to ongoing review, pending integration into our reporting processes, or unable to be integrated into our processes; 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 the date of publication of this Report 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. Inclusion of information in this Report is not an indication that the subject or information is material to United Therapeutics' business or operating results as that term is defined for purposes of SEC and other mandatory regulatory reporting. Website references and hyperlinks provided throughout this Report are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this Report, nor does it constitute a part of this Report.

# Message From Our CEO

Our quest to create a brighter future for our patients is taking United Therapeutics (UT) to epic heights.

For example, as you will read about in this Report, we achieved two amazing milestones in our organ manufacturing work in 2023. Our **UHeart™** from a 10-gene edited pig was successfully transplanted into a living human in an emergency-use, expanded-access procedure, and surgeons completed a 61-day study of our **UThymoKidney™** xenokidney and thymus in a human pre-clinical model. Most recently in April 2024, a UThymoKidney was transplanted into a living donor. This brought the total number of xenotransplantation procedures using organs manufactured by UT to 11 when you include both living human recipients and transplants into brain-dead human organ donors.

We also welcomed Miromatrix Medical (**Miromatrix**) and IVIVA Medical (**IVIVA**) into the UT family of companies at the end of 2023. These are two wonderful teams who share our purpose to expand the availability of suitable organs for transplant. Since then, Miromatrix received FDA clearance for the first ever clinical trial of a bioengineered organ, **miroliverELAP™**.

These are important achievements toward our goal to help patients suffering from end-stage organ diseases, and they are possible because of the selfless contributions of organ donors, patients willing to try our experimental organs, and their families. We are humbled and inspired by these noble acts.

At the same time, we are grounded in the knowledge that our pharmaceutical therapies and our ex vivo lung perfusion (**EVLP**) service are helping patients today—serving more than 14,500 in 2023, including 100 patients benefiting from our EVLP service, which, basically, is an innovation that expands the number of lungs available for transplant.

These two pursuits—serving unmet needs today while building toward a transformational future—are just another way of saying we are committed to our public benefit purpose.

Our purpose compels us to maintain excellent patient safety and quality management programs that help us make sure **no patient is left behind**. It is the impetus for the portfolio of benefits and amenities we offer our employees, and why we aim to operate safely and sustainably in all that we do, because we know that being a destination employer will help us attract and retain the diverse, creative, curious, and mission-driven individuals collectively trying to accomplish something meaningful every single day. It is also why we are trying to mitigate our climate risks through our sustainable building ambitions and through our efforts in aviation to enable the safe and sustainable delivery of organs to those who need them.

We remain confident in our future in large part because of our strong governance, ably led by our Executive Leadership Team and our Board of Directors. I'm especially gratified to welcome our newest Board member, former

Minnesota Commissioner of Health, **Jan Malcom**, whose career-long dedication to improving healthcare in the public and private sectors will undoubtedly add much value to our Board's oversight efforts.

We understand we have more work ahead as we continue to evolve our environmental and social sustainability program and disclosures.

Nonetheless, the examples and stories we share offer a glimpse of what we have achieved, as well as a roadmap for our potential. We welcome your thoughts about our progress.

**Dr. Martine Rothblatt**  
Chairperson and CEO



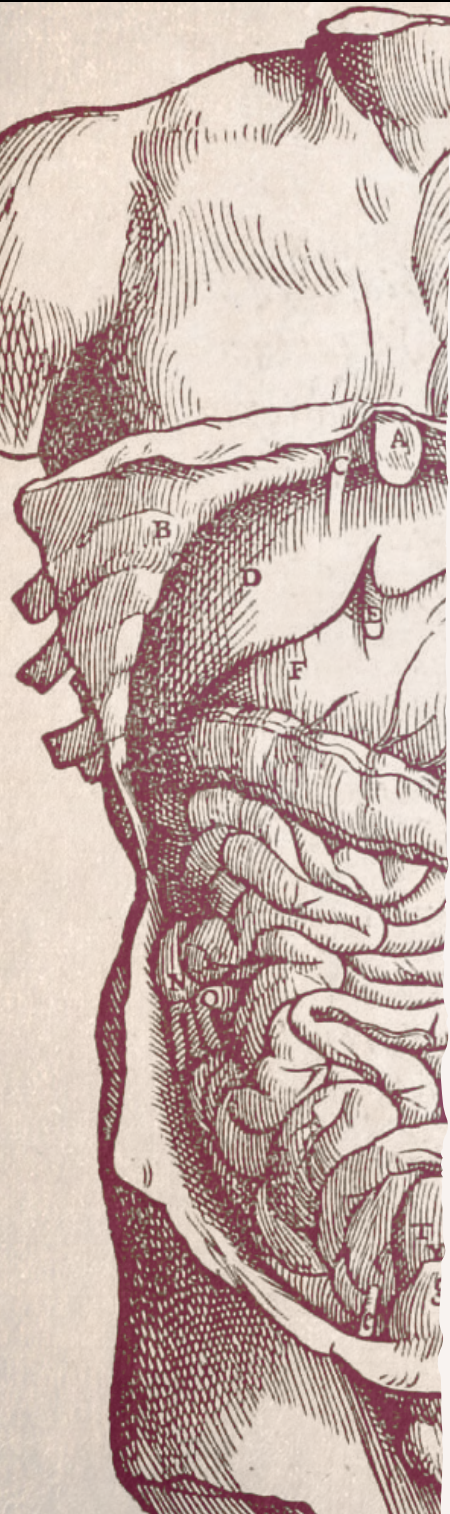
**Martine Rothblatt, Ph.D.**  
Chairperson and CEO





# Our Purpose

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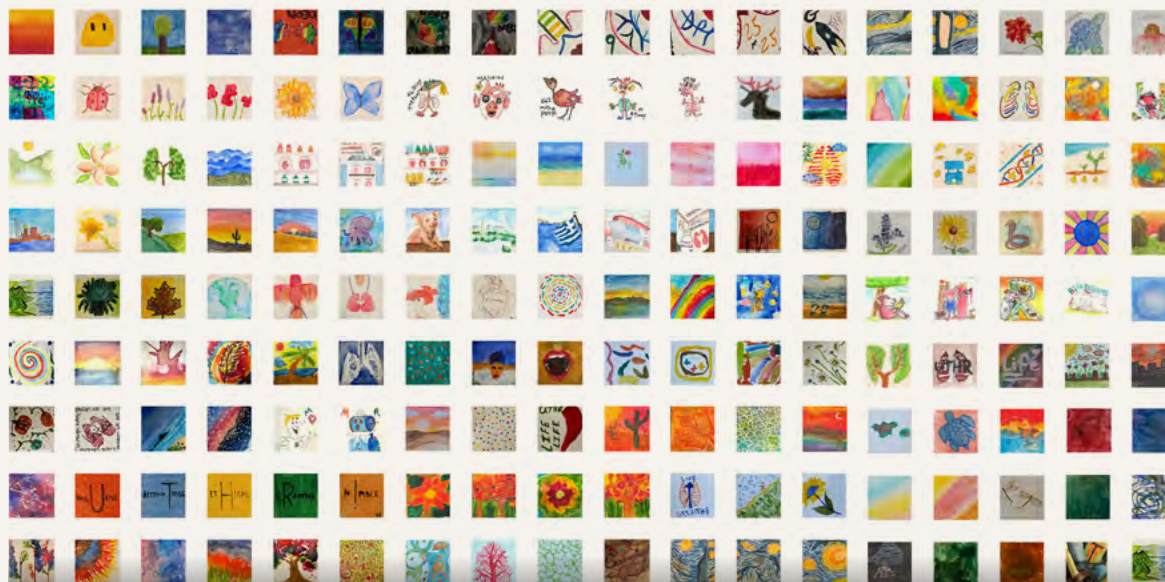




# Our Business and Purpose

United Therapeutics Corporation (**UT**) was founded by parents trying to save the life of their child who had been diagnosed with a rare and terminal disease we now call pulmonary arterial hypertension (**PAH**). At the time, there were limited therapies, and the only known cure was then—and still is today—a lung transplant.

Saving lives has always been our priority. That is why, following the overwhelming approval by our shareholders in 2021, UT became the first-ever publicly traded biotechnology company organized as a public benefit corporation (**PBC**). This aligns our legal form with our longstanding commitment to serve our patients. We believe it also enhances our ability to create superior and sustainable value for all our stakeholders, including our shareholders.



*Individual watercolors by Unitherians visualizing UT's purpose*

To achieve our purpose, we seek to make positive impacts on patients, on our people, whom we call *Unitherians*, and on the planet. This Report summarizes our ambitions and progress toward these objectives.

We are an innovative, commercially successful, dare-to-be-different biotechnology company. Our mission and vision 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 public benefit purpose** is to provide a brighter future for patients through the development of novel pharmaceutical therapies and technologies that expand the availability of transplantable organs.





## 2023 Year in Review

Data as of December 31, 2023, unless otherwise noted



Served more than  
**14,500 patients**  
being treated with our therapies



Completed acquisitions of  
**Miromatrix** and **IVIVA**,  
adding additional organ  
manufacturing technologies  
to our portfolio



Provided organs for  
**Two xenotransplantation  
procedures in 2023**, and  
one in **2024**, bringing the total  
xenotransplantation procedures  
using UT manufactured organs  
to 11<sup>^</sup>



Reached **record revenue** with  
**+20% growth**  
compared to 2022



Employed  
**1,168 employees**  
across **13 locations**, including  
82 employees who joined us  
from Miromatrix and IVIVA



Increasing our **LEED Certified total  
square footage to ~26%** by  
securing **LEED Gold certification**  
for our current Good Manufacturing  
Practices (**cGMP**)-compliant warehouse  
and logistics center



Achieved approximately  
**\$2.0 million**  
**revenue per employee**,  
the highest among our peers\*



Maintained a  
**low voluntary turnover rate at**  
**5%** compared to a  
13.5% industry average\*\*

\* See our 2024 Notice of Annual Meeting of Shareholders and Proxy Statement, page 57.

\*\* Industry data from Aon/Radford Turnover study; data published December 2023 | U.S. Life Sciences:  
Biotech/Pharma | Date range for 2023 industry data is June 2022–June 2023.

<sup>^</sup> This figure includes three xenotransplants into living human patients, and eight transplant into deceased, brain-dead  
human organ donors with the consent of the donor's family.



## Where We Operate

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



- Silver Spring, Md.
- Research Triangle Park, N.C.
- Melbourne, Fla.
- Eden Prairie, Minn.
- Jacksonville, Fla.
- Manchester, N.H.
- Washington, D.C.
- Bromont, Quebec
- Medford, Mass.

## Recent Awards and Recognition Highlights



Fortune Great Place to Work™ 2024 - seventh consecutive year



Newsweek's America's Most Responsible Companies 2024 - third consecutive year

Fortune Best Workplaces in BioPharma™ 2023 (Small and Medium)

Fortune Best Workplaces for Millennials™ 2023 (Small and Medium)

Fortune Best Medium Workplaces™ 2023



## Our Focus

We seek to develop life-extending therapies and technologies for patients in two core areas: lung disease and organ manufacturing.

The defining characteristics of our patients are two-fold: their conditions are extremely rare and they are life-threatening. While we continue to develop and commercialize therapies for these conditions, we view organ manufacturing as a complementary solution for a broad array of diseases, many of which, such as pulmonary hypertension (PH), have proven incurable to date through more traditional pharmaceutical and biologic therapies.

## Rare Disease

### U.S. Patient Populations

PAH

**45,000**

PH-ILD

**30,000**

Neuroblastoma

**800**

## Commercial Products for Pulmonary Hypertension (PH)



**Tyvaso®** and **Tyvaso DPI®** are inhaled prostacyclin analogues approved for the treatment of PAH and PH associated with interstitial lung disease (PH-ILD) (WHO Group 3) to improve the ability to exercise. They are the:

- First products approved to treat PH-ILD, and
- The most prescribed U.S. prostacyclin therapies

Important Safety Information (ISI): <https://www.unither.com/research-and-medicine/tyvaso>



**Remodulin®** is approved to diminish symptoms associated with exercise in patients with PAH.

- It is the most prescribed parenteral prostacyclin in the U.S., and
- Has been recommended in treatment guidelines since 2003

ISI: <https://www.unither.com/research-and-medicine/remodulin>



**Adcirca®** is a Phosphodiesterase 5 (PDE5i)\* inhibitor approved for treatment of PAH to improve exercise ability.

ISI: <https://www.unither.com/research-and-medicine/adcirca>



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

ISI: <https://www.unither.com/research-and-medicine/orenitram>

We also manufacture and commercialize a therapy to treat neuroblastoma, a rare form of pediatric cancer affecting approximately 800 children in the U.S.



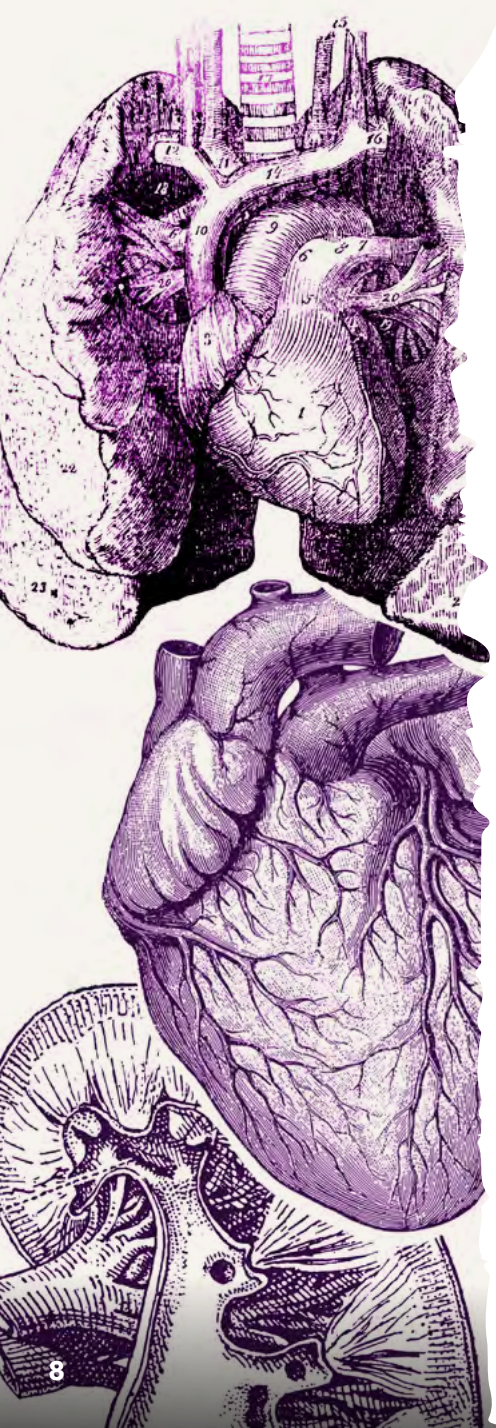
**Unituxin®** is the **first antibody therapy** approved to treat this type of cancer and the **most prescribed** antibody therapy for high-risk neuroblastoma in the U.S.\*\*

ISI: <https://www.unither.com/research-and-medicine/unituxin>

\* PDE5 inhibitors are a type of drug that can affect blood flow and how cells communicate in the body.

\*\* It is a monoclonal antibody, which means it is an immune system protein made in a lab by scientists and is specialized to target specific cells.





## Organ Manufacturing

### U.S. Organ Transplant Data\*

**~46,000**

Organ transplants performed in 2023

**~9%**

Increase in organ transplants performed (2023/2022)

**~17**

Number of people that die each day waiting for transplant

**~100,000**

Number of people on the U.S. national transplant waiting list

**At UT, we strive to help address the gap between the need and the availability of suitable organs for transplant.**

- Through our *ex vivo* lung perfusion (EVLP) service, we are increasing the number of organs available for transplant today
- We are innovating solutions that we believe will soon help save even more people's lives through our xenotransplantation efforts at our **Revivicor** subsidiary and our regenerative medicine work
- We are progressing the science of manufactured organs through our bio-artificial liver and kidney organ research under way at our **Miromatrix** and **IVIVA** subsidiaries
- We are building toward a longer-term vision to be able to supply **3D-printed organs for all who need them**

Progress across these efforts help us learn more about the functionality and biology of the four key organs of focus—lung, heart, kidney, and liver. Simultaneously, we are engaging the community of regulators, healthcare professionals (HCPs), and academic programs where future surgeons will be trained, at the same time we seek to support the organ transplant logistics infrastructure.

\* According to the U.S. Health Resources and Services Administration (HRSA), **one new person joins the organ transplant list about every eight minutes**. Source: "Organ Donation Statistics." HRSA [organdonor.gov](https://www.organdonor.gov/learn/organ-donation-statistics). <https://www.organdonor.gov/learn/organ-donation-statistics>. Accessed June 2024.

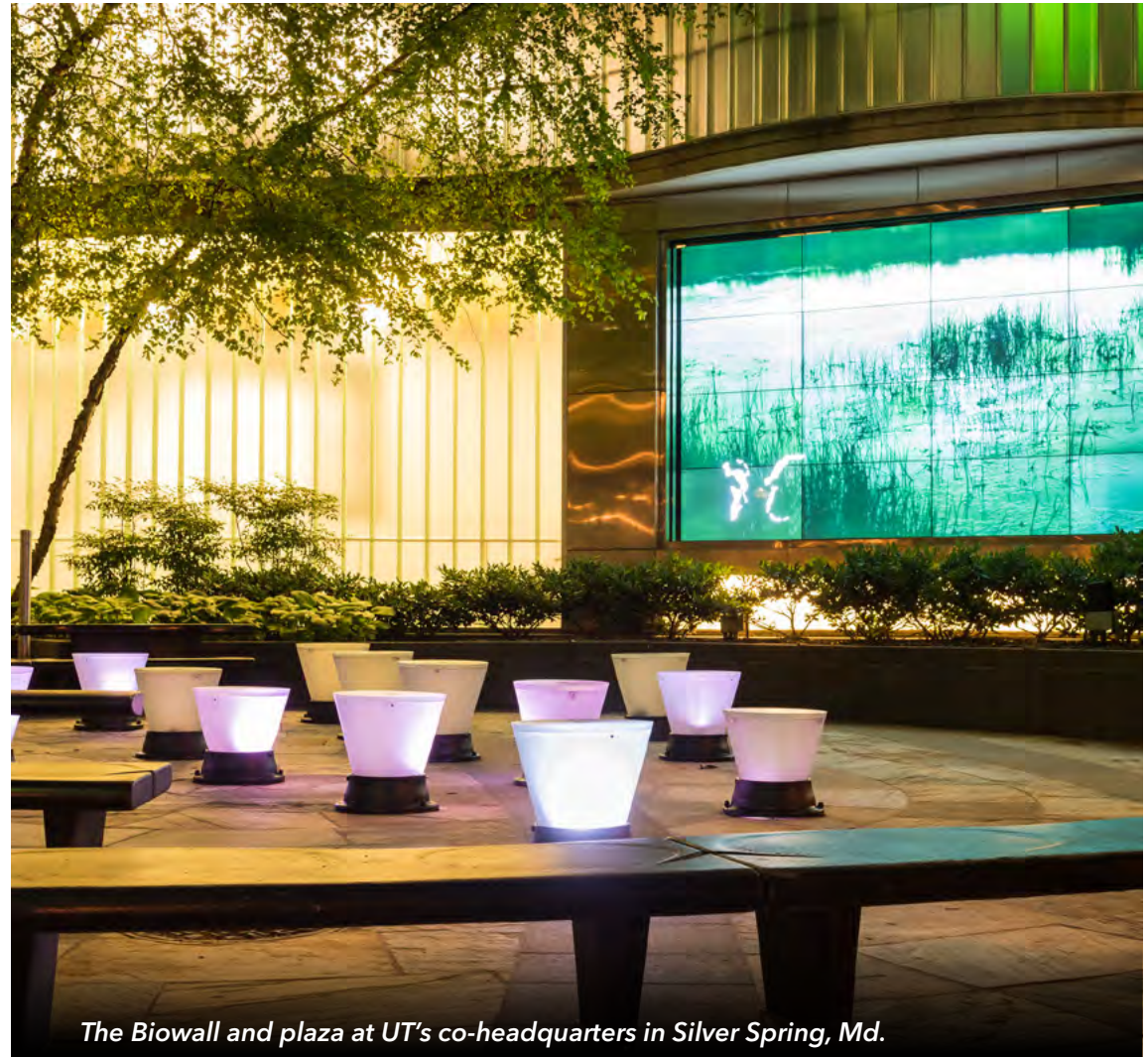




## Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities

Our PBC legal form requires that we provide our shareholders and other stakeholders with a biennial update on how we are advancing our public benefit purpose and the interests of our other stakeholders. We decided to report our PBC progress annually. We align our PBC goals with our three core stakeholder groups—**Our Patients**, **Our People**, and **Our Planet**. Cognizant of the fact that our work affects and is affected by the world, and that there is significant overlap between our PBC goals, objectives, and metrics and ESG topics, we use our PBC framework as the structure for our ESG priorities and reporting. We also strive to align our efforts and impacts with the internationally recognized blueprint for peace and prosperity for people and the planet identified in the 17 United Nations Sustainable Development Goals (**UN SDGs**).

This report summarizes our ambitions and progress. We have deliberately scaled back the narrative this year to make this Report easier to navigate and digest. We invite readers interested in or needing more details to explore the wealth of information available in the [Reports and Other Resources](#) section on our Corporate Responsibility website and by navigating to the links provided throughout this document.



*The Biowall and plaza at UT's co-headquarters in Silver Spring, Md.*





## OUR 2023 PBC AND ESG KEY PERFORMANCE INDICATOR SUMMARY

| Our PBC Goals |                                                                                                                                                                      | Key Performance Indicators                                                                             | 2023 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | UN SDG Alignment                                                                                                                                                                                                                                            |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OUR PATIENTS  | <b>Address Unserved Needs</b><br>We aim to conduct the most insightful clinical trials with our medicines in areas of high unmet medical need.                       | Number of patients being treated with our therapies ●                                                  | ✓ Over <b>14,500 patients</b> being treated with our therapies, including <b>100</b> patients benefiting from our centralized ex vivo lung perfusion (EVLP) service                                                                                                                                                                                                                                                                                                                                         |    |
|               |                                                                                                                                                                      | R&D milestones, including clinical trial results, regulatory approvals, and progress on R&D projects ● | ✓ <b>\$408 million</b> invested in <b>R&amp;D in 2023</b><br>✓ <b>10 ongoing clinical trials</b> engaging more than <b>1,700</b> volunteers, including one trial studying a potential product extension to treat progressive pulmonary fibrosis (PPF)<br>✓ <b>Two successful xenotransplantations</b> in 2023—one into a living human and one into a human pre-clinical model; with one more in <b>2024</b> , the total number of xenotransplantation procedures using UT organs was 11 as of July 31, 2024 |                                                                                                                                                                                                                                                             |
|               | <b>No Patient Left Behind</b><br>We aim to ensure that all patients who are appropriate for use of our medicines can do so, regardless of their financial situation. | Patient support programs ●                                                                             | ✓ Supported over <b>32,000</b> patients on their treatment journey since 2010                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                             |
|               |                                                                                                                                                                      | Reliable supply chain ●                                                                                | ✓ Provide generous patient access programs<br>✓ <b>Zero Good Manufacturing Practice (GMP) related issues</b> at UT-owned facilities that would prevent use or approval of our products<br>✓ Maintained <b>two-year or more inventory</b> for most of our therapies                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                             |

Key: ● met or exceeded targets ○ made progress and continuing to advance ○ delayed or deferred to future date



## OUR 2023 PBC AND ESG KEY PERFORMANCE INDICATOR SUMMARY

| Our PBC Goals |                                                                                                                                                                                                                                                                                            | Key Performance Indicators                                                           | 2023 Progress                                                                                                                                                                                                                        | UN SDG Alignment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| OUR PEOPLE    | <b>Be a Destination Employer</b><br>We aim for United Therapeutics to be a destination employer by creating 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 | Voluntary turnover ●                                                                 | ✓ Voluntary turnover of <b>5%, compared to a 13.5% industry average*</b>                                                                                                                                                             |                                                                                                                                                                                       |
|               |                                                                                                                                                                                                                                                                                            | Diversity, equity, and inclusion (DEI) initiatives and programs ●                    | ✓ Overall workforce diversity: <b>52% identify as women, 35% identify as racially/ethnically diverse</b>                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|               |                                                                                                                                                                                                                                                                                            | Employee engagement as measured by surveys ●                                         | ✓ Board Diversity: <b>42% identify as women, 25% as racially/ethnically diverse</b><br>✓ <b>More than 90%</b> of employees who responded to the Great Places to Work survey from 2018 through 2024 consider UT a Great Place to Work |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| OUR PLANET    | <b>Operate Sustainably</b><br>We aim to mitigate our environmental impact and operate in a sustainable fashion                                                                                                                                                                             | New buildings net zero when feasible ●                                               | ✓ Secured <b>LEED Gold Certification</b> at our <i>Phase Five</i> , cold storage cGMP warehouse in Research Triangle Park, N.C.                                                                                                      |       |
|               |                                                                                                                                                                                                                                                                                            | Environmental data trends (e.g., energy, water, waste) ●                             | ✓ Maintained <b>almost 7-MW</b> onsite solar capacity<br>✓ <b>Made progress toward assurable Scope 1 and 2 GHG emissions</b>                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|               |                                                                                                                                                                                                                                                                                            | Progress toward assurable Scope 1 and 2 greenhouse gas (GHG) emissions inventories ● |                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

**Key:** ● met or exceeded targets    ● made progress and continuing to advance    ○ delayed or deferred to future date

\* Industry data from Aon/Radford Turnover study; data published December 2023 | U.S. Life Sciences: Biotech/Pharma | Date range for 2023 industry data is June 2022- June 2023





## 2024 PBC Metrics and ESG Prioritization Approach

The Nominating and Governance Committee of our Board annually reviews and approves any adjustments to our PBC objectives and key performance indicators, based on recommendations from our cross-functional, management-level ESG Cabinet for implementation in the following fiscal year. We expect to continue to update our objectives and key performance indicators as we work toward our purpose with the partners in our supply chain, our collaborators in scientific exploration, and the communities in which we work and live.

In 2024, we worked with a third party to undertake a new ESG prioritization assessment and refresh our understanding of the priority ESG topics that could affect our business, our long-term ability to create stakeholder value, and our ability to serve our PBC purpose. We considered input from internal stakeholders—senior leaders and employees—and integrated feedback from a broad range of external stakeholders, including investors and customers. We also considered industry peers and industry-leading practices, leading rating organizations, and third-party reporting frameworks, including the Sustainability Accounting Standards Board (**SASB**) and the Task Force on Climate-related Financial Disclosures (**TCFD**).

Our process is outlined below:

- 1. Identifying Topics:** We used our previous priority topics as a starting point and identified additional ESG topics across United Therapeutic's value chain for consideration through a detailed review of internal and external sources.
- 2. Engaging with Stakeholders:** We refined our list of identified ESG topics through direct engagement with senior leaders, which was further informed by feedback and findings from external stakeholders, such as investor engagement and questionnaires from customers.
- 3. Scoring and Evaluating:** We scored each data source and stakeholder group to determine the priority topics for us and their importance to our business. Results were validated by our executive leadership team.

We mapped the resulting ESG priority list to our PBC goals and metrics, aligned with our core stakeholders. The illustration on the next page depicts how these ESG topics align with and are supportive of our PBC purpose. Topics are presented in alphabetical order.

The results of our 2024 assessment reaffirm our corporate responsibility and sustainability journey and inform some of the narrative in this Report. We will strive to enhance our disclosures in alignment with these ESG priorities in our future disclosures.

### LEARN MORE

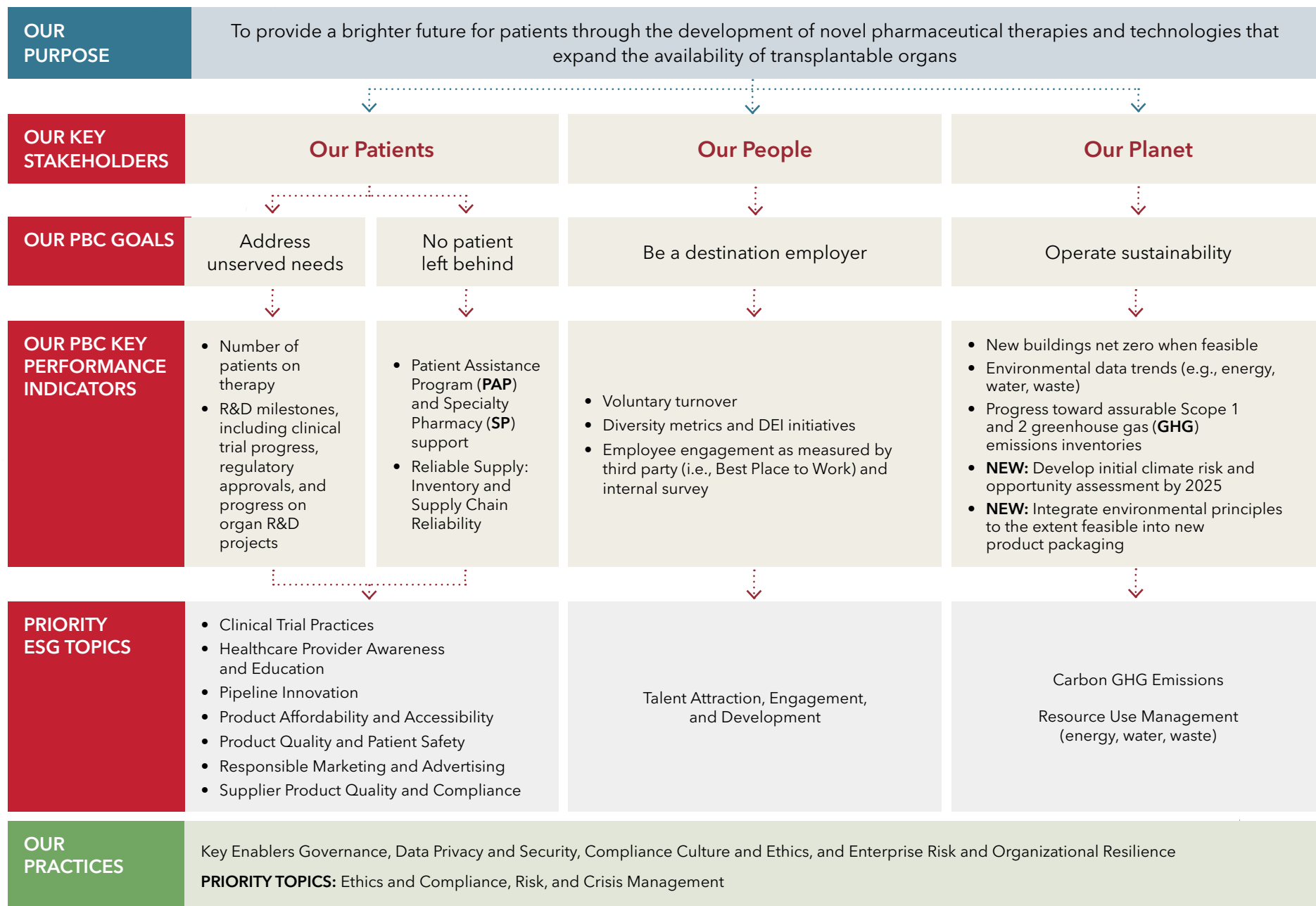
For more details, see About This Report and Stakeholder Engagement on page 55 of this Report.

For details about our Board oversight of our ESG and PBC objectives, see ESG and PBC Governance on page 46.



## Our PBC and ESG Priorities

The following chart illustrates our alignment of our PBC framework and top ESG priorities.







# Our Patients

- 15** 2023 Progress
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- 26** Patient Engagement





## 2023 Progress

Creating a brighter future for our patients is our top ambition, which is why we align two of our four PBC goals—**Address Unserved Needs** and **No Patient Left Behind**—with our patients. It is also why we align several priority ESG topics with this important stakeholder group.

### Our Key Performance Indicators

- Number of patients being treated with our therapies
- R&D milestones, including clinical trial progress, regulatory approvals, and progress on organ R&D projects
- PAP and SP support
- Reliable Supply: Inventory and Supply Chain Reliability

### UN SDGs Alignment



### Progress Highlights

Served just over **14,500 patients** being treated with our therapies, including **100+** patients benefiting from our centralized EVLP service in 2023 alone, bringing the total EVLP-assisted transplantation patients served since launch to 400+

Invested **\$408 million** in **research and development**

Supported **10 ongoing clinical trials** engaging more than **1,700** volunteers

Supported over **32,000** patients on their treatment journey since 2010

Maintained relationships with **600+** **pre-qualified raw material vendors** and service providers

Initiated the **phase 3 TETON PPF study** of nebulized Tyvaso in patients with PPF

Supported successful xenotransplantation of a porcine heart (**UHeart**) into a living human, and 61-day study of a xenokidney and porcine thymus (**UThymoKidney**) into a human pre-clinical model\*

Provided generous patient access programs, including a **\$0 co-pay** card for PH products for eligible patients, and a patient assistance program for our products

Had **zero GMP related issues** at UT-owned facilities that would prevent use or approval of our products

Maintained a **two-year or more inventory** of nebulized Tyvaso, Remodulin, and Orenitram

\* Our xenotransplantation products are investigational-stage products. United Therapeutics is preparing for clinical trials of our xenokidney, xenothymokidney, and xenoheart products following completion of ongoing preclinical studies required by the U.S. Food and Drug Administration (FDA). All xenotransplants into living humans using UT organs were authorized by the FDA under the expanded access pathway, sometimes called “compassionate use”.





## Product Innovation and Clinical Trials

Our product portfolio helps to address the critical and unmet needs of patients with rare diseases and end-stage organ disease.

**PH therapies:** With a focus on rare lung diseases, most of our therapies are concentrated in PAH and PH-ILD. We are actively working to improve our delivery systems to administer our therapies to enhance convenience, safety, and patient outcomes. We are also studying additional indications for our leading product Tyvaso, efforts that led to FDA approval of nebulized Tyvaso to treat PH-ILD in addition to PAH in 2021, and approval in 2022 of Tyvaso DPI to treat both PAH and PH-ILD.

### LEARN MORE

[Our Therapeutic Areas and Product Offerings](#)

[Our Pipeline](#)

## About Pulmonary Hypertension

PH is a type of high blood pressure that affects the arteries in the lungs and the right side of the heart.

**PAH** is one form of PH that affects the blood vessels in the lungs and is characterized by increased pressure in the pulmonary arteries, which are the blood vessels leading from the heart to the lungs. The elevated pressure in the pulmonary arteries strains the right side of the heart as it pumps blood to the lungs. This eventually leads to right heart failure and, sadly, death.

**PH-ILD** is a rare and serious progressive disease that results from a combination of high blood pressure in the lungs (due to narrowing of the blood vessels that causes the heart to work harder) plus any one or more of a group of progressive lung disorders that cause lung tissue to stiffen, making it harder to breathe.

The only known cure for PAH and PH-ILD is a lung transplant.

### Oncology therapy:

Neuroblastoma is a cancerous tumor that begins in nerve tissue of infants and very young children. Unituxin was the first antibody therapy FDA-approved to treat children with high-risk neuroblastoma.



**Patients are at the center of everything that we do at United Therapeutics. UT was founded because of a patient with PAH. Everyone who works here recognizes that this is at the core of what we do and are really proud of that."**



**Gil Golden MD, Ph.D.**  
Chief Medical Officer



## Clinical Trials

Clinical trials assess the efficacy and safety of our medicines, medical devices, and the transplantable organs we produce. Patient-volunteers make clinical trials possible.

In 2023, we had close to 1,700 volunteers participating in 10 clinical trials. During the past year, regulatory inspections of our clinical trials resulted in zero required voluntary or official actions or monetary fines.

Clinical trials in the U.S. must be registered with [www.clinicaltrials.gov](https://www.clinicaltrials.gov). We are committed to conducting our trials in compliance with laws, regulations, and guidelines for the protection of human subjects, including guidelines issued by the International Council for Harmonization: Good Clinical Practice (**ICH-GCP**). We conduct compliance audits related to our clinical trials and are subject to periodic external audits by health authority inspectors.

### LEARN MORE

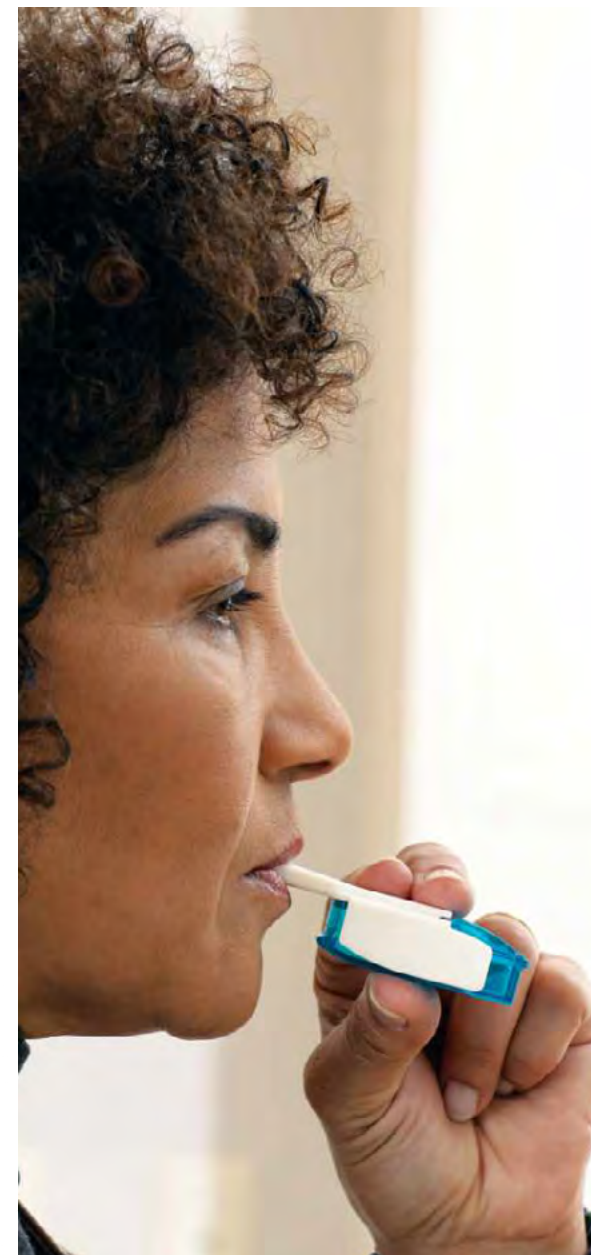
For more details, see Our Approach to Patient Engagement on page 26 in this Report.

[Our Clinical Trials](#)

[Our Global Patient Safety and Vigilance Overview](#), which covers clinical trial safety audit and oversight

**DEI and Clinical Trials:** DEI in clinical trials is an increasingly important ESG issue.

Our teams understand that non-medical factors like education and awareness can influence health outcomes, and that the more aware and educated health care professionals (**HCP**) and patients are about these diseases, the more effectively we can reach underserved populations. That is why we believe our patient education and empowerment, HCP support, and training for nurses and pharmacists in SPs are critical to providing effective management of the diseases we cover. Just as important is HCP knowledge and awareness of clinical trial opportunities for their patients. We continue to work with HCPs to increase awareness of our clinical trials.





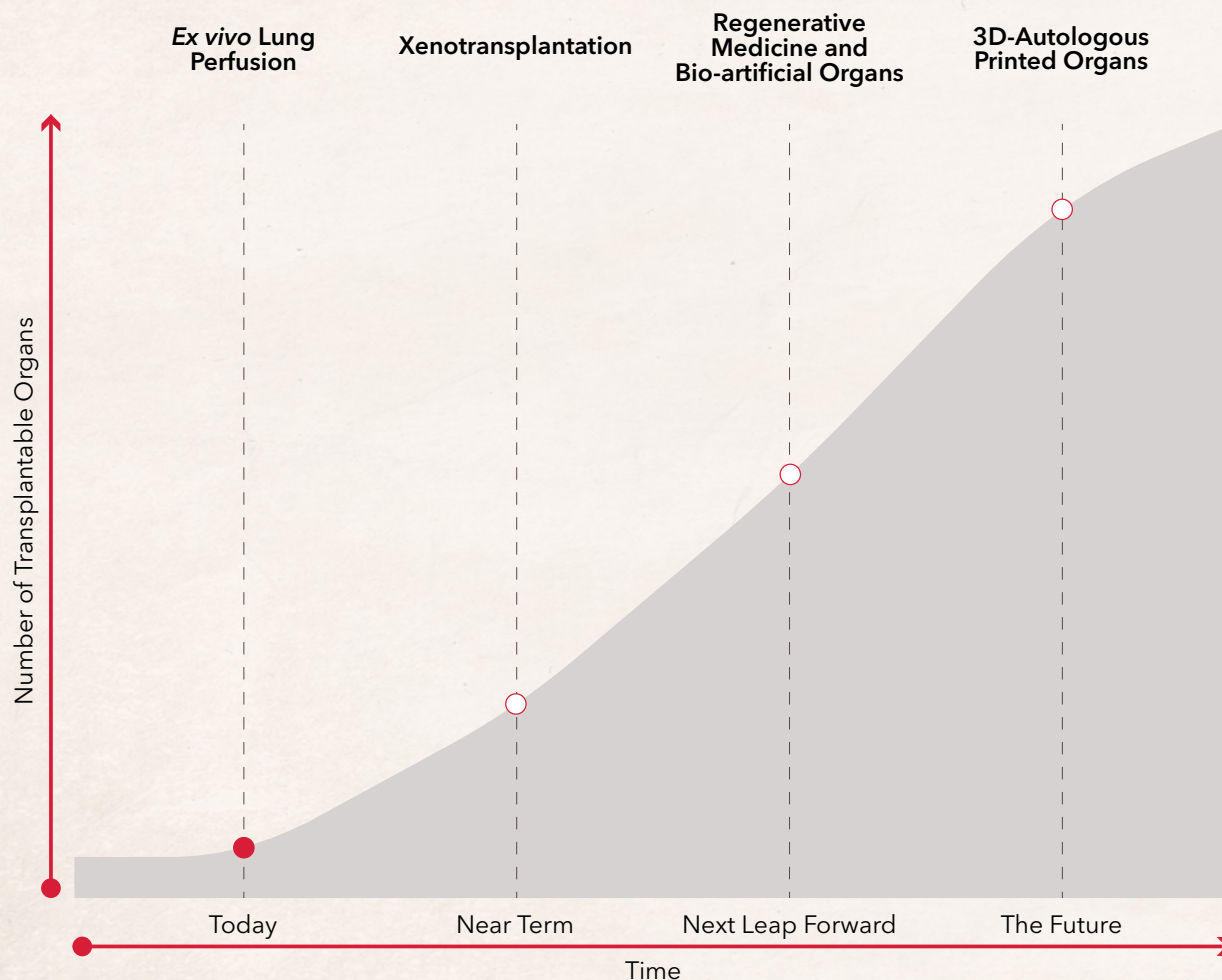


## Organ Research and Development Projects

The only known cure for the diseases our key therapies treat is an organ transplant, which is why our companion purpose is to reduce the progression of, and ultimately cure end-stage organ disease through our organ manufacturing programs.

Our strong growth helps us reinvest in our important organ manufacturing development. Using a “multiple shots on goal” approach—a concept borrowed from sports—we are pursuing a wide array of technologies. Through their progress, each can enhance the potential for success of the others.

## United Therapeutics' Organ Manufacturing Journey



*This chart is a qualitative depiction and should not be interpreted as reflecting real-world data.*



UT EVLP Specialists in Jacksonville, Fla. work on a donor lung



Original art commissioned for the opening of the DPF

## EVLP - Increasing the Number of Organs Available for Transplant Today

Since 2014, we have been developing technologies and services with the aim of increasing the number of human donor lungs for transplant.

In addition to conducting EVLP, our Lung Bioengineering (LBE) centralized service model is designed to provide 24/7 year-round procurement, transport, and logistics support to help practitioners navigate the complicated terrain of transplantation.

### Highlights

- More than 400 patients have received lung transplants to date following use of our centralized EVLP model, including more than 100 in 2023 alone
- Our expert team of LBE Clinical Specialists use the XVIVO Perfusion System (XPS™) with STEEN Solution™—the first FDA-approved EVLP device on the market
- Our **OrganVue™** software is designed to enable practitioners to remotely engage with LBE Clinical Specialists and make in-depth clinical evaluations of donor lung viability, in real time, at any time

\* Boyle, Patrick. "How pig organs made their way into humans: The slow advance to transplant kidneys and hearts." *Association of American Medical Colleges*. 23 Feb 2022. URL: <https://www.aamc.org/news/how-pig-organs-made-their-way-humans-slow-advance-transplant-kidneys-and-hearts>. Accessed June 2024.

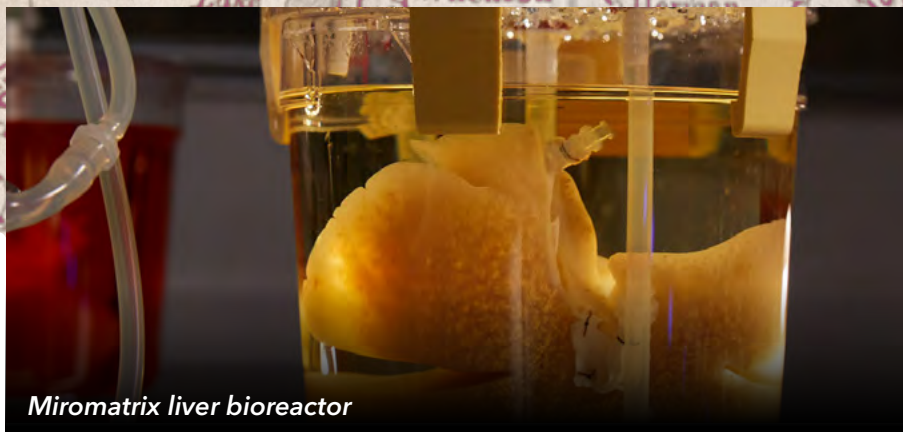
## Xenotransplantation - Expanding the Number of Organs for Transplant in the Near Term

Xenotransplantation is when non-human cells, tissues, or organs are used to treat medical conditions in humans. Acquired by United Therapeutics in 2011, Revivacor was the first organization to clone pigs successfully. The company received FDA approval in 2020 for use of **GalSafe™** pig as a source for food and human therapeutics. These pigs contain a single gene edit to disrupt the gene responsible for producing the galactose-alpha-1.3-galactose carbohydrate, called "alpha-gal," on the surface of cells. The presence of alpha-gal causes an immune response in humans and is an important cause of rejection.\*

### Highlights:

- Starting in 2022, we have been involved in groundbreaking transplants of our experimental, gene-edited UHeart, UThymoKidney and UKidneys. The data from these procedures have been published in medical journals and provide preclinical evidence that gene edited pig organs could transcend the most proximate immunological barriers to xenotransplantation
- We opened the world's first clinical-scale designated pathogen free (DPF) facility in February 2024 and expect the facility to supply cGMP-compliant xenografts for human clinical trials, with an initial capacity of up to 125 organs per year
- In April 2024, surgeons at NYU Langone Health successfully transplanted a UThymoKidney and the first ever left ventricular assist device (LVAD) into a living human





*Miromatrix liver bioreactor*



*3D-printed lung scaffold*

## Regenerative Medicine and Bio-artificial Organs - The Next Leap Forward

Through our regenerative medicine and bio-artificial bioengineering programs, we seek to engineer organs using porcine organ scaffolds combined with human donor (allogeneic) cells to produce a human-like organ.

### Highlights:

- In **2024**, UT company Miromatrix received FDA clearance for the first-ever clinical trial of a bioengineered organ—**miroliverELAP™**, an investigational-stage external liver assist product (**ELAP**) designed to provide liver support in critical care settings
- In 2023, our Regenerative Medicine Laboratory in Research Triangle Park, N.C. produced **450 decellularized lung scaffolds**, **220 recellularized lungs**, and **1.7 trillion human cells** for use in recellularization

## LEARN MORE

[Our Organ Manufacturing Overview](#)

[Our Lung Bioengineering Services](#)

[Our Revivicor subsidiary](#)

[Our Miromatrix subsidiary](#)

[Our IVIVA subsidiary](#)

## 3D-Autologous Printed (3DAP) Organ - The Future

Our bodies' immune systems have evolved to protect us from substances or objects they recognize as "foreign" and reject them. Except for rare transplants between identical twins, organ transplantation (whether allotransplantation or xenotransplantation) has historically required recipients to take immunosuppressive drugs to prevent rejection of the transplanted organ by the recipient's body. Our 3DAP Lung is a development-stage product made of a high-resolution lung scaffold that is 3D-printed with bioinks and then cellularized with a patient's own cells to create tolerable, transplantable, personalized organs that should not require immunosuppression to prevent rejection.

### Highlights:

- Our 3D-printed lung scaffold is the most detailed 3D-printed object in the world today, composed of about **44 trillion voxels** (voxels are 3D pixels)
- A single 3D-printed lung lobe scaffold includes **200 million alveoli**, about 67% of those in an average human lung today, and approximately 4,000 kilometers of pulmonary capillaries (about 2,500 miles, or roughly the distance between New York City, N.Y. and Las Vegas, Nev.)



## Other Innovations

### Sustainable Aviation for Organ Delivery

The safe and efficient transportation of organs is not easy. Flight or ground transportation delays can close a precious window of viability in which a recipient waits for a life-saving organ to arrive.

Since its inception in 2017, our wholly-owned subsidiary, **Unither Bioelectronics**, has reached several groundbreaking milestones. For example, the team completed the world's first successful drone delivery of donor lungs between two hospitals in Toronto in September 2021. In 2022, the team performed the first **all-electric** cross-country helicopter flight. Most recently, in **2024**, the team announced that it is doing research into the development of **hydrogen fuel-cell powered** aircraft.

In recognition of its groundbreaking and deeply humanitarian efforts, **Mikaël Cardinal**, VP of Program Management, Organ Delivery Systems, and team accepted the inaugural Aéro Montréal Enterprise Innovation Award at the 2024 *International Aerospace Innovation Forum*.



*The Unither Bioelectronics team accepts the 2024 Aéro Montréal Enterprise Award*



## The BIG Idea

After the 2020 BIG Idea success, we relaunched The BIG Idea Challenge in 2023. Unitherians were invited to share their ideas for new business models, products, services, and improvements in the patient or HCP experience.

Applicants in 2023 were eligible for up to \$100,000 in pilot funding to bring the winning idea to life. As in 2021, finalists were invited to a “Shark Tank”-style pitch, broadcast to all Unitherians, before a panel of five judges: two members of our Board of Directors and three senior executives.



## 2023 WINNING BIG IDEA: THE EASYDIL

Excited by the opportunity to decrease the burden of PAH and a therapeutic delivery system on patients’ lives, the winning team pitched a concept—the *EasyDil*—that seeks to simplify and streamline the Remodulin dilution process. Remodulin patients must complete complicated drug dilution procedures to prepare their prescribed dose for intravenous injection.

As of mid-2024, the team created three prototypes of the solution to improve the patient user experience and is working with an external firm to conduct user testing with patients and caregivers to identify the option they most prefer.

*EasyDil* team members are a cross functional team who came together to solve a patient challenge. Team members include **Assaf Shaked**, Sr. Director, Medical Device Development, **Timothy Atolagbe**, Senior Process Development Specialist, Purification, **Tom Baran**, Associate VP, Medical Device Development, **Adam Elias**, Lead Product Development Engineer, Medical Device Development, **Sam Mancuso**, Sr. VP of Global Quality, **Lauren Morgan-Schatz**, Field Director, Clinical Product Training, and **Ian Voos**, Product Development Engineer, Medical Device Development.



The Big Idea program democratizes innovation by engaging all Unitherians in the process, and the results are solutions that aim to improve the quality of life of patients. Since the inception of the program, Unitherians have submitted more than **140 novel ideas**. What’s more, some team members whose submissions were not selected by our panel were so inspired by the effort that they secured approval from supervisors to move them forward anyway, further fostering UT’s culture of innovation.”



**Shola Oyewole**  
VP, Digital Innovation



## Product Quality and Patient Safety

Protecting and improving patient health and quality of life is our core objective and reinforced through our public benefit purpose.

Our first two compliance principles—*We Do the Right Thing*, and *We Are Passionate for Patients*—link to this core objective, and inspire us to strive toward the following:

- We get the right products, to the right patients, for the right reasons
- We manufacture with the highest quality standards
- We promptly communicate information about adverse event occurrences and complaints related to our products
- We proactively observe, assess, and implement required measures to mitigate their effects on patients and improve their overall quality of life

All Unitherians are responsible for safeguarding patient's health, product quality, and helping achieve compliance with UT's policies and standards.

**Zero** product recalls in 2023



### Global Patient Safety and Vigilance

We monitor the use of our therapies throughout the product lifecycle globally, starting from development programs through the post-approval phase to identify potential side effects, product issues, and institute risk minimization measures to maintain a positive benefit-risk balance. We strive to adhere to best practices in accordance with the latest editions of relevant regulatory and international standards, which include the following:

- Good Pharmacovigilance Practices and Pharmacovigilance Assessment, FDA
- Good Pharmacovigilance Practices, European Medicines Agency
- Safety Guidelines, International Conference on Harmonization
- Patient Safety, World Health Organization

We provide mandatory training to our employees and third-party collaborators to help provide for the proper identification, rapid collection, and reporting of adverse events and product complaints with use of our therapies.



**Patient safety is a mission; the only way to achieve it is by continuous vigilance."**



**Ravi Patel** RPh, PharmD, MBA  
Sr. VP, Global Patient Safety





## Our Patient Safety, Governance, and Operations

To achieve rapid evaluation of signals\* and decision making related to risk minimization measures, we have established a robust safety governance structure that operates under a comprehensive and strict set of standards.

### Patient safety and safety risk management are at the core of our Patient Safety practice.

Our Patient Safety team regularly monitors reported adverse events and product complaints to identify potential risks that could trigger risk minimization measures. We direct our patients to report suspected adverse impacts by contacting United Therapeutics at 1-866-458- 6479 or the FDA at 1-800-FDA-1088 or [www.fda.gov/medwatch](http://www.fda.gov/medwatch), and information provided to us is treated in accordance with our [Privacy Statement](#) on our website.

## LEARN MORE

[Our Global Patient Safety and Vigilance Overview](#)

[Our Global Patient Safety and Vigilance webpage](#)

### PRODUCT SAFETY REVIEW COMMITTEE (PSRC)

#### Executive Endorsement

Chaired by our head of Global Patient Safety, and comprised of leaders from Patient Safety, Quality, Compliance, R&D, Medical, and Operations, this committee oversees our safety risk management activities. The Committee meets at least quarterly to endorse recommended actions proposed by the Product Safety Management Team to protect patient safety based on comprehensive reviews of data across locations, populations, drugs, biologics, devices, and combination products.



### PRODUCT SAFETY MANAGEMENT TEAM

#### Signal Validation and Risk Minimization

Composed of medical, scientific, and quality experts, this team is responsible for evaluating and confirming safety trends or signals and recommending risk mitigation strategies to the PSRC. The team is accountable directly to our head of Global Patient Safety.



### GLOBAL PATIENT SAFETY AND VIGILANCE

#### Signal Review and Evaluation

Our head of Global Patient Safety provides strategic and operational oversight of the end-to-end Patient Safety Program and provides vigilance support to Clinical Operations, Quality, Manufacturing, Medical Affairs, and Product Development teams.

\* A signal is defined as "information that arises from one or multiple sources (including observations and experiments), which suggests a new potentially causal association, or a new aspect of a known association, between an intervention and an event or set of related events, either adverse or beneficial, which would command regulatory, societal or clinical attention, and is judged to be of sufficient likelihood to justify verificatory and, when necessary, remedial actions." This definition was adopted by the Council for International Organizations of Medical Science in 2010 (<https://cioms.ch/publications/product/glossary-of-ich-terms-and-definitions/>).



## Quality Operations

We are committed to leading industry practice through our **GxP** Quality and Compliance program, supported by a digital Quality Management System. GxP refers to Good Manufacturing Practices (**GMP\***), as well as Good Clinical Practices, Good Distribution Practices, Good Laboratory Practices, Good Tissue Practices, and Good Vigilance Practices. Our Global Quality Policy and supporting policies and standard operating procedures together establish guidelines designed to assure quality, safety, and efficacy in the marketing and distribution of products.



**Our Quality Policy** covers all full- and part-time employees and extends to relevant contractors, sub-contractors, and temporary labor. Suppliers that could affect the quality and safety of our products are required to comply with GMP regulations, enforced by the FDA, and have their own Quality Policy, which is reviewed during qualification and subsequent monitoring.

### Quality Policy Statement

Unitherians [United Therapeutics' employees] 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.

GP-001 Revision 02

*[Signature]* 01/06/2023

#### Sam Mancuso

Quality Management System Representative  
Senior Vice President, Global Quality

*[Signature]* 1/6/2023

#### Dr. Martine Rothblatt

Chairperson and  
Chief Executive Officer

### LEARN MORE

[Our Quality Management Overview](#)

**100% completion of**  
**required GMP training for all new**  
**hires and for employees who**  
**directly perform GMP activities**

## Reliable Supply

A cornerstone of our PBC objectives is to have sufficient inventory to maintain uninterrupted supply to our patients. As noted in our 2023 Corporate Responsibility and Public Benefit Report, we aim to maintain, at a minimum, a two-year inventory of nebulized Tyvaso, Remodulin, and Orenitram, and work with third-party manufacturers to supplement our supply. We continue to build the operations needed to deliver on our promise of having adequate inventory for our patients. See information about our Phase Five warehouse in our [Sustainable Facilities Overview](#) on our Corporate Responsibility website.

\* We adhere to FDA GMP standards and are committed to improvement, striving to apply cGMP across our manufacturing operations.



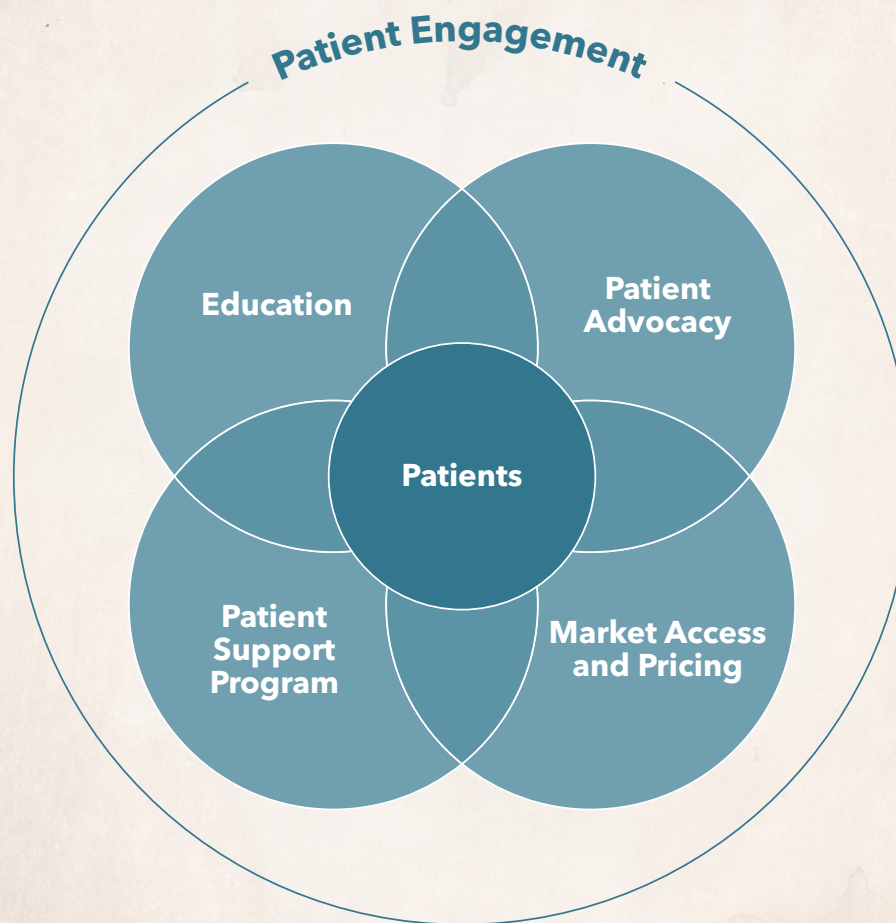
## Patient Engagement

For over 27 years, we have been serving a patient population with underserved diseases aiming to provide them with breakthrough medicine and ensure all eligible patients have access to medicine regardless of their financial condition.

The diseases that affect our patients are rare, which means they are often undertreated. In addition to therapeutic development, we take a multi-faceted approach to helping patients by:

- Engaging HCPs to educate them about these diseases and treatments to help enable them to diagnose earlier and treat in accordance with the latest standards of care
- Sharing educational resources to help patients, their families, and their caregivers navigate their diagnosis and treatment journeys
- Supporting disease awareness and disease education through activities with patient advocacy groups, patient organizations, and professional medical associations
- Providing financial assistance to eligible patients where necessary to help make sure those suitable to use our therapies have access to them
- Integrating patient perspectives, insights, and feedback from the beginning and throughout UT's clinical development programs
- Seeking to minimize insurance coverage barriers to enable access and setting pricing to reflect the benefit of our therapies to patients, society, and the overall health care system

We call this **Our Approach to Patient Engagement**, visualized below:





## Education

Non-medical factors that influence health outcomes are called social determinants of health (SDH), and one SDH factor that can influence health equity and access is education.\* Patient education and empowerment for key stakeholders are critical to providing effective management of rare and life-threatening diseases such as PH and neuroblastoma. We provide several no-cost educational solutions to help patients, their caregivers, and families embark on their prescribed course of treatment together.



**Advancing Patient Care in PAH:** We launched the [PAH Initiative](#) in 2019 to provide education and resources for adults affected by PAH. Almost **10,000** patients and caregivers, and on average more than **5,000** HCPs visit the website monthly and use the resources provided.

\* "Social determinants of health." *The World Health Organization*. URL: [https://www.who.int/health-topics/social-determinants-of-health#tab=tab\\_1](https://www.who.int/health-topics/social-determinants-of-health#tab=tab_1). Accessed June 2024.

The *PAH Initiative's* mission is to improve the treatment and prognosis of adults living with PAH, help them navigate life, and move forward by providing both knowledge and inspiration. *PAH Initiative* resources are unbranded and do not reference specific UT therapies.

Key programs include, but are not limited to the following:

**PAH Initiative Ambassadors** Patients who inspire and share their own experiences with other patients through articles and videos

**PAH Today Magazine** Our semi-annual magazine featuring real-life patients and caregivers who share their perspectives about finding their voice and advocating for their care

**PAH Today National Broadcast Series** Series of interactive webinars every summer and fall featuring insights and perspectives on today's approaches to managing PAH

**Support Group Resources** Presentations to help educate patient support groups on PAH disease and other related topics of interest that they can further discuss with their HCPs

**"Patient Voices" Meetings** Meetings held several times annually to get timely feedback on our programs and materials; this feedback helps us understand patients' experiences

The PAH Initiative team also curates content featuring national broadcasts with experts, maintains social media pages on Facebook, Instagram, and YouTube, and have translated materials into multiple languages to support other potentially underserved communities.



**Pediatric Cancer Education:** Neuroblastoma is a very aggressive form of pediatric cancer, which is why nearly 70% of children who have it are diagnosed at an advanced stage of the disease. Our [NEUROBLASTOMAinfo](#) family-friendly website provides resources and tools to support families from diagnosis to treatment and beyond. These include videos, educational content about diagnosis and treatment options, links to advocacy groups, and award-winning resources for children who have questions about cancer.





## Patient Support Program

We have dedicated teams who work hard to provide appropriate patient access to our treatments, supporting more than **32,000** patients on their treatment journey since 2010.

PAH and PH therapies are specialty medications that bring with them unique complexities requiring in-depth patient education to enable safe and effective administration.

Our dedicated support teams provide education and resources to help patients, their HCPs and caregivers, and SPs and other customers, with information they need, ranging from securing patient access to UT therapies, to training on how to use our therapies. This includes a co-pay assistance program through which eligible patients pay as little as \$0 for needed therapies.

### LEARN MORE

[Our Patient Support Programs](#)



## Patient Advocacy

We engage with patient advocacy organizations, professional organizations, and foundations to better understand and help meet the needs of patients, caregivers, and others in the rare disease community. We provide financial support and educational grants to these organizations to help support their development and sustainment of resources for the patient and HCP community.

For example, over the past several years, we have supported or collaborated on materials with organizations such as the [Pulmonary Hypertension Association \(PHA\)](#); the [Pulmonary Fibrosis Foundation \(PFF\)](#); and the [American Society of Transplantation \(AST\)](#).



## Market Access and Pricing

In the U.S., many independent and third-party health plans pay for patient use of our commercial products. Our **Market Access Team** works directly with government and commercial payers to try to obtain the best coverage for our therapies.

We aim to consider the benefits to patients, society, and the health care system in our pricing approach. This includes considerations of our long-term investments in medicine and organ manufacturing R&D, which are essential to make progress toward our PBC purpose.

Our **Health Economics and Outcomes Research Team** regularly leads, collaborates on, and publishes studies that evaluate the value of our medicines by analyzing real-world outcomes such as hospitalizations, quality of life, treatment adherence, treatment satisfaction, and medical and pharmacy costs. This research includes an analysis of economic value, or how the medicine reduces the need for and overall costs associated with other health care interventions.

We strive to comply with all applicable laws and regulations when establishing and communicating government and commercial prices. In addition, our policies are designed to adhere to U.S. state price transparency reporting laws and report prices as required.



*UT R&D team members at work*

### LEARN MORE

[Our Patient Support Programs](#)

[Our Corporate Giving](#)

[Our Medical Education Grants and Scientific Sponsorships](#)





# Our People

- 31** 2023 Progress
- 32** Total Rewards
- 33** Talent Acquisition and Development
- 34** Diversity, Equity, and Inclusion
- 35** Safe and Healthy Workplaces





## 2023 Progress

We strive to hire exceptionally smart people who are passionate about our goals and who will thrive in our unique culture, which is why one of our objectives as a public benefit corporation is to **Be a Destination Employer**.

### Our Key Performance Indicators

- Voluntary turnover
- Diversity metrics and DEI initiatives
- Employee engagement as measured by third party and internal surveys

### UN SDGs Alignment



### Progress Highlights

#### Voluntary turnover:

**5%** compared to a  
**13.5%** industry average

#### Overall Workforce Diversity



#### Management



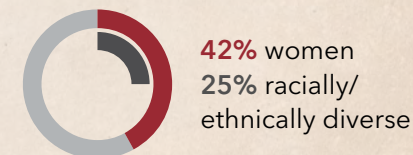
#### Promotions



#### New Hires



#### Board Diversity



**More than 90%** of employees responding to the *Great Places to Work* survey from 2018 through 2024 consider UT a Great Place to Work





## Total Rewards

Our total rewards, benefits, and wellness programs are designed to attract, retain, and develop our workforce, which is why we continue to enhance our financial security, health, and wellness every year. Benefits include a **living wage**, composed of cash compensation targets of at least \$75,000 annually (base salary plus bonus target) for full-time Unitherians; an employee stock purchase plan; a **401(k)** program with employee match; state of the art **fitness centers** and **free cafeterias** at certain key locations; access to **medical, dental, and vision** benefits for eligible full- and part-time Unitherians; **adoption and surrogacy** assistance programs; **parental bonding leave**; **paid time off** for eligible full- and part-time employees; **tuition reimbursement**; a **career framework**; **training plans** and **learning journeys**; and much more.

We recently enhanced benefits offerings in several areas, including providing access to medical, dental, and vision benefits to part-time employees; increasing our adoption assistance program for eligible full- and part-time employees; increasing travel benefits under our medical plan to enable access to medically necessary procedures; and adding a pet wellness benefit. In **2024**, we embraced a policy introduced to us by the Miromatrix team: employees are now eligible for paid leave to serve as a bone marrow donor or living organ donor.

For detailed information about the benefits we provide our employees, see <https://www.unither.com/careers/benefits-and-amenities>



Site net zero energy childcare center at our Silver Spring, Md. campus

“

Having access to on-site daycare has been a unique benefit, as has the complimentary breakfast and lunch. Even better than the amenities though, I feel that I am fully able and encouraged to creatively solve problems. I am 100% fulfilled here; I love my job.”

A Unitherian



## Talent Acquisition and Development

Our culture is unique, so we make a point to be transparent about our purpose, approach to work, and growth objectives when engaging with prospective job candidates. In all our candidate interactions, we strive for open and honest communication, and we seek to regularly improve our recruitment efforts, including efforts to expand the diversity of our candidate pools to help us find the next generation of Unitherians wherever they may be.

When a new Unitherian joins the team, we seek to prepare them for long-term success. We believe learning should be continuous, employee-driven, manager-supported, customized to the individual based on strengths and development needs, and blended using different modalities. We align with a **70/20/10 training model** which holds that individuals gain 70% of their knowledge from on-the-job experiences, 20% from interactions with others such as through mentoring, and 10% from formal educational events.

We shape our training plans, learning journeys, and course offerings with input collected from people leaders, trends, and areas we have identified that require focus. We also customize courses to address specific team needs, covering topics such as team dynamics, communication, influencing without authority, and inclusion. For example, required training in 2023 included the following:



*Unitherians at our Melbourne, Fla. patient assistance office*

- DEI training on allyship in action and bystander awareness
- Leadership training on building trust and accountability and leading powerful conversations required for all our people managers
- Management essentials course on UT policy and management responsibilities for new managers
- Preventing harassment and discrimination, and training on diversity, inclusion, and belonging for new hires

**100%** completion of assigned environment, health, safety, and sustainability (EHSS), GMP, Code of Conduct training, and human resources curricular including assigned DEI training





## Diversity, Equity, and Inclusion

We celebrate our diverse workforce and Board, and we firmly believe that being a great place to work means being a diverse, equitable, and inclusive place to work. We collaborate internally and externally to continue to advance our DEI ambitions.

As employees of the biopharma industry, we have a special imperative to shoulder this work because the work of innovation to save lives requires cognitive diversity. We need creative minds who think differently to work together to find better solutions for our patients.

That is part of why UT, like many other employers, supports employees in establishing employee resource groups (ERGs). We believe that to achieve our public benefit purpose, we must recruit and retain smart, capable, creative people. We want to find those people wherever they are today, retain those who have joined us to solve the problems we face now, and nurture those future leaders who will build on these efforts to create the solutions of tomorrow. ERGs can help us do that.

Read an *Impact Story* about our ERG leaders and their work at UT here: <https://corporateresponsibility.unither.com/impact-stories/thriving-together>.



2024 Pride celebration in Research Triangle Park, N.C.



**At UT, we are focused on fostering an inclusive culture through intentional practices that respect and value the diversity of individuals, while striving for equity and fairness in all aspects of our operations. Our ERGs have been an important part of our goal of fostering inclusion; they have given participating Unitherians a sense of belonging and a place to meet people who share common experiences."**



**Alyssa Friedrich**  
Chief People Officer



## Safe and Healthy Workplaces

At United Therapeutics, we are dedicated to the well-being of our employees. We seek to be a global leader in protecting our people, partners, contractors, and communities in a safe and environmentally sustainable manner.

In 2023, we implemented our incident reporting and investigation module integrated within our overall environmental, health, safety, and sustainability management system. Through the web-based access of this module, employees can report hazards, near misses, and incidents with greater ease. The data trends provide aid in concentrating global initiatives to reduce hazards.

### Overview of our Safety Program

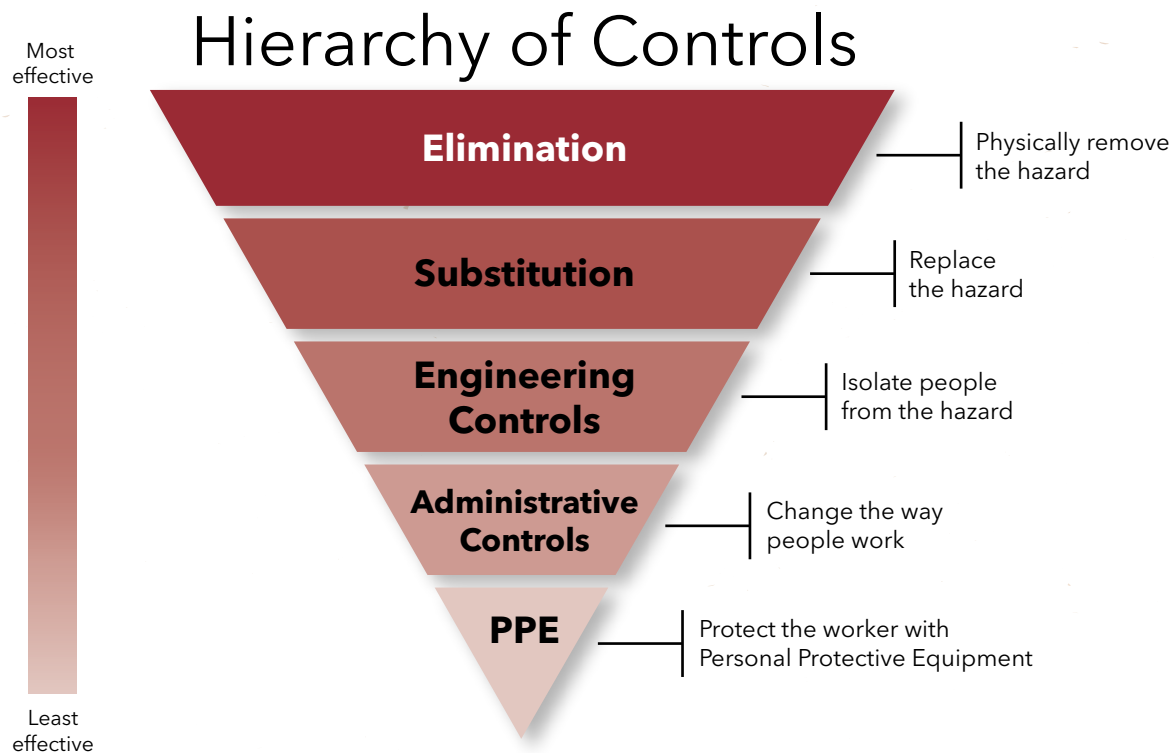
The heart of our safety program is prevention. We encourage employees at all levels to contribute actively to our positive safety culture by promoting employee participation on our safety-focused committees and other collaborative initiatives.

Our aim is to eliminate hazards and reduce safety risks where we work. We use the hierarchy of controls, developed by the National Institute for Occupational Safety and Health (**NIOSH**), for controlling workplace hazards and protecting employees.

Our integrated environmental and safety management system helps us control risks, manage centralized reporting, and oversee key aspects of safety and health. Focusing on leading safety indicators rather than lagging safety indicators enables employees

to take preventative action to address or eliminate a hazard in advance. Ongoing improvement is key for our safety program. Our leaders are expected to incorporate health and safety engineering practices into current processes and future projects.

We are dedicated to mitigating risks across all aspects of our global business operation, where we aim to foster a zero-incident culture while consistently meeting EHSS objectives and targets.



Source: NIOSH, <https://www.cdc.gov/niosh/hierarchy-of-controls/about/>





## Train to Empower

To establish a common baseline across functions, we provide regular safety training to employees, and in-depth role-based training where applicable.

In line with our 70/20/10 training model at UT, we take an integrated approach to training, using multiple methods including on-the-job trainings, shorter micro-learnings, and online modules.

An important objective of our safety program is to help people identify risks and empower employees to speak up. We support several voluntary, employee-owned safety committees established to facilitate safety conversations across departments and across locations. These safety committees seek to empower everyone at UT to create and maintain a safe and healthy workplace by reducing risk and preventing injuries.

## Identify and Eliminate

Internal and external auditors routinely audit our health and safety programs and performance. We regularly assess health-related risks to employees, contractors, and visitors, and seek to proactively manage those risks across our operations.

For example, we complete periodic industrial hygiene monitoring studies across our business units. This data is tracked utilizing our industrial hygiene module within our overall environmental, health, safety, and sustainability management system, allowing us to monitor industrial hygiene for our employees and our environment.



*Unitherians engaging in on-the-job training in a UT laboratory*



## Improve

We prioritize spotlighting and amplifying leading practices that become part of our safety culture. For example, in 2023 we improved employee accessibility to our Safety Data Sheet (**SDS**) library by integrating an online SDS module available to all employees. By using this online system, employees have 24/7 year-round access to the industry's leading safety data sheet database.

The EHSS team partners with our Enterprise Risk Management (**ERM**) team to review the flammable storage and handling programs, and collaborates with our Corporate Real Estate (**CRE**) team and our design and build project consultants to integrate environmental, health, safety, and sustainability requirements and features into facility design.

## LEARN MORE

[Our Culture and People Overview](#)

[Our Historical Awards and Recognitions](#)

[Our Benefits and Amenities](#)

[Our Corporate Code of Conduct](#)



*The building management systems at our DPF facility support the health and safety of all its occupants*





# Our Planet

**39** 2023 Progress

**40** Environmental Stewardship







## 2023 Progress

We believe acting sustainably and being aware of our environmental impacts are crucial to achieving our purpose and humankind goals.

### Our Key Performance Indicators

- New construction site net zero energy where possible
- Environmental data trends
- Progress toward assurable Scope 1 and 2 GHG emissions inventories

### UN SDGs Alignment



### Progress Highlights

Secured **LEED Gold Certification** at our Phase Five, cold storage cGMP warehouse in Research Triangle Park, N.C.

Maintained our sustainable facility portfolio, including our LEED Platinum site net zero energy commercial building called the Unisphere and two LEED Gold Certified facilities in Silver Spring, Md.; with Phase Five, our LEED certified properties represent

approximately **26%** of our portfolio by square feet\*

Added incrementally to our **almost 7-MW** onsite solar capacity

EV Chargers: Added units to our more than **55 free-to-use electric vehicle (EV) charging stations** across our footprint for employees and visitors

Composting and Waste Diversion: Expanded composting programs for cafeteria wastes at our two headquarters locations where more than **70%** of our employees work, and composted more than **72,000 pounds of organic waste** across both campuses

**Made progress toward assurable Scope 1 and 2 GHG emissions**

\* Square footage calculation does not include properties acquired with Miromatrix and IVIVA acquisitions.



## Environmental Stewardship



**At United Therapeutics, we adopted the mindset that we could develop life-saving medicines for patients without harming the planet.”**



**Dr. Martine Rothblatt**  
Chairperson and CEO

### Environmental Health, Safety, and Sustainability Policy Statement

At United Therapeutics, we acknowledge the interconnectedness of life, including human well-being and the environment. We are fully committed to complying with all applicable local, state, and federal environmental, health, and safety obligations. Our commitment to social responsibility and environmental responsibility is encoded in our public benefit purpose and compels us to advance life saving therapies in a responsible way that protects our employees, patients, customers, suppliers, neighbors and the environment. This **EHSS** Policy applies to all employees and contractors at United Therapeutics locations.

**Health and Safety.** We are dedicated to the well-being of our employees. Our aim is to eliminate hazards and reduce safety risks where we work. Employees are required to complete annual refresher health and safety training, and we provide employee access to our health and safety policies, procedures, and programs through an integrated environmental health, safety, and environmental sustainability management system.

**Environmental Responsibility.** We prioritize pollution prevention—on land, in water, and in air—and strive to use energy and natural resources efficiently. This involves use of renewable energy wherever feasible,

composting, recycling, repurposing, responsibly disposing of hazardous and non-hazardous wastes, minimizing water use, and returning water to the environment of equal or improved quality than we received it.

**Climate.** We monitor and manage our greenhouse gas (**GHG**) emissions, implement strategies that bolster climate resilience through the innovative design of our facilities, including the expansion of our Site-Net Zero Energy and LEED Certified building portfolio.

**Continuous Improvement.** We strive to improve our EHSS programs and performance by reporting our progress, both internally and externally. We are dedicated to mitigating risks across all aspects of our global business operations, where we aim to foster a zero-incident culture while consistently meeting EHSS objectives and targets.

We are committed to developing the highest-quality therapies that improve the life of our patients while valuing the well-being of our people and communities. Through innovative collaboration and shared commitment to our people and environment, we can create a healthier and more sustainable world for future generations.

EHSS 520.01 Revision 1



Inside our Research Triangle Park, N.C. campus

## Sustainable Facilities

We recognize the links between environmental impacts and human health—particularly those related to air quality and climate change. That is why we have had a long-established commitment to addressing the environmental footprint of our built environment through the construction of **site net zero energy facilities where feasible**.

This ambition has also inspired our corporate real estate team to work with collaborators on the most innovative and groundbreaking facilities yet seen. The experiences generate lessons we apply to the new construction projects that follow.

Starting in 2003 with the installation of our first solar array, we now have more than 7-MW capacity of onsite solar powering our operations, with about 26% of our portfolio by square foot certified to LEED Gold or better, including our LEED Platinum certified site net zero energy commercial office building we call the Unisphere.

## Quick Facts



**~7,000 MWh**

(generated from ~7-MW capacity) is the amount of power needed for almost **3,000 typical single-family homes** in the U.S. annually\*



**More than one in every four square feet in our facility footprint is LEED Certified Gold or better**



Our EV charging stations help Unitherians **save on fueling costs** compared to conventional gasoline powered vehicles^

\* Annual home consumption source: U.S. Energy Information Administration ([eia.gov](https://www.eia.gov))

^ Average fueling cost source: <https://www.nrdc.org/stories/electric-vehicle-charging-explained>





**Avi Halpert**, VP Government Affairs and Community Relations, third from left, pictured with, from left to right, **Alex Rosenheim**, Sustainability Chair ASCE-NCS, **Jared Mechling**, Sr. Project Manager at The Whiting-Turner Contracting Co., and **Elizabeth Wheeler**, President, ASCE-NCS

United Therapeutics was honored to receive the 2023 American Society of Civil Engineers' National Capital Section (**ASCE-NCS**) Innovation in Sustainable Engineering Award for the *Unisphere*, our flagship LEED Platinum site net zero energy certified commercial office building in Silver Spring, Md. Awards are made annually to a civil engineering project in recognition of creativity in the form of innovative sustainability.



*Phase Five warehouse (Project Lightyear when in development) on our Research Triangle Park, N.C. campus*

**Project Lightyear (Phase Five)** was awarded LEED Gold certification in 2023. To put this in context, as of June 12, 2024, there were just over 1,000 LEED certified warehouse and distribution center facilities globally listed on the LEED public registry of projects. Of these, about 10% have achieved LEED Gold; to our knowledge, there are few if any other cGMP-compliant facilities on the list. This facility received honorable mention recognition under the **2024** International Society for Pharmaceutical Engineering (**ISPE**) Facility of the Year Award (**FOYA**) Program. Typically, ISPE FOYA winners are manufacturing or research labs. The FOYA judging team made an exception for our Phase Five warehouse, recognizing it for its design toward site net zero energy and net zero carbon innovations.\*

The team integrates lessons learned from one project to the next. The CRE team is already incorporating lessons learned from the construction of Phase Five to one of the next big projects on the horizon called **Warp10**, which we are currently designing to use similar technologies in combination with another first-of-its-kind endeavor: a mass timber\*\* cGMP pharmaceutical manufacturing facility.

## LEARN MORE

[Our Sustainable Facilities Overview](#)

\* 2024 ISPE FYOA Category Winner - Honorable Mention. ISPE. <https://ispe.org/facility-year-awards/winners/2024/honorable-mention>

\*\* Mass timber construction uses wood instead of steel or concrete in the construction of commercial buildings. According to the Mass Timber Institute at the University of Toronto, estimates indicate that one cubic meter of mass timber sequesters one metric ton of CO<sub>2</sub>, while every ton of manufactured cement produces about half a ton of CO<sub>2</sub>. See <https://academic.daniels.utoronto.ca/masstimberinstitute/> for more information.



## Our Approach to Climate

We believe in the imperative to measure and manage our climate-related impacts. We have integrated our Scope 1 and Scope 2 data into our centralized software system in alignment with the *Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol)*, and we are completing work in 2024 to better align with the *Task Force on Climate Related Financial Disclosures (TCFD)*.

We have been readying our Scope 1 and Scope 2 emissions for disclosure, and our current calculations of location-based emission lead us to believe our emissions are significantly lower than those reported about us by third-party ESG rating agencies, which are modeled using average industry information. As eager as we are to share these results with our stakeholders, we want to be confident in the accuracy and reliability of our calculations. With the support of a third-party vendor, we undertook an assurance readiness audit in 2024 and are working with our environmental consultants to close gaps in our program and data. We are also mindful of evolving regulatory standards, and want to make sure that any GHG reporting is compliant with any laws and regulations to which we are subject (e.g., SEC and California requirements), and that we reduce the likelihood of having to restate previously-published data once those regulations go into effect.

We are working with external experts to help us prepare for future disclosures, including helping us make affirmative decisions related to the use of marketplace tools like carbon offsets or

even renewable energy credits (**RECs**), some of which have come under scrutiny related to their promised beneficial impacts.

In 2025, we plan to disclose how we are examining and preparing for climate risks in alignment with TCFD guidance.

We remain steadfast in creating a robust, data-driven, and comprehensive plan and set of policies to mitigate our carbon footprint and better understand climate risks to our business. To do this in accordance with best industry practices, we are aware that this is a long journey comprised of several steps. While we are starting with Scope 1 and Scope 2 emissions, we have begun work to evaluate our total climate impact, including Scope 3 emissions. We intend to report on our progress in future reports.

## Ecosystem Impact Management

We believe the health of the ecosystems we live in are important to achieve our mission. Our environmental policies align with ISO 14001 and other applicable environmental laws and regulations. We seek to prioritize pollution prevention in our operations. Our aim is to safeguard natural resources, including clean air and water.

### Clean Air

At United Therapeutics, we have a special connection to breathing. We strive to do our part to help keep the air in the communities where we operate as clean and healthy as

possible. For our new facilities, we prioritize the installation of cleaner-burning natural gas engines instead of diesel where feasible.

## Water Stewardship

We partner with our water and wastewater authorities. Our manufacturing facilities are designed to utilize water responsibly and operate within regulatory requirements.

We have an outstanding track record in meeting wastewater discharge standards while we continue to improve water management practices. We have consistently earned water stewardship awards at our Silver Spring, Md., campus over the last several years. For example, again this year, we received the Washington Suburban Sanitary Commission Gold Level award for the 2023 calendar year for five or more consecutive years of consistent compliance.

## Responsible Waste Management

Waste management is a key aspect of our sustainability efforts. We seek to manage and minimize waste. We collaborate with our waste management providers and our facilities and operations teams to manage regulated waste using compliant container storage and labelling, careful packaging, maintaining accurate waste profiles, and shipping to audited storage and treatment facilities. We strive to practice waste minimization through container reuse, landfill free disposal where feasible, and waste-to-energy treatment where appropriate to the material.





*Todd Tuescher, Senior Director of Medical Device Operations, and Katie McMahon, Associate Manager of Medical Device Operations, stand with before and after versions of our Tyvaso packaging*

## Other Sustainability Initiatives

Beyond our decarbonization efforts, internal environmental management, and regulatory alignment, we continue to look for other avenues to adopt sustainable practice, program, and policies.

For example, we continue to progress the efforts listed in our [2023 Corporate Responsibility and Public Benefit Report](#).

These include:

- Our **Green Chemistry** efforts
- Our composting programs at our two headquarter locations, where we diverted from landfill more than **72,000 pounds of food waste in 2023**—equivalent to just over six average-sized African elephants—and allowing for the generation of a useful byproduct from food waste and compostable foodservice containers
- Membership in the Pharmaceutical **Product Stewardship Work Group (PPSWG)** [MyOldMeds](#) program to facilitate proper disposal of unwanted, unused, or expired household medicines
- **55+ dual EV charging stations** across our sites, free to use for employees; that's basically one EV charger for every 11 employees
- **SmartBenefits®** for employees in the DC-metro area to help commuters take advantage of lower carbon local public transit

**When Less is More: How Packaging Redesign Serves Our Patients and the Planet.** We concluded a packaging redesign project in **2024** for one of our products that is expected to result in the following:



use up to **73%**  
less packaging material compared  
to the previous formats



uses up to **65%**  
**less plastic**



decrease the estimated  
**GHG** over the previous  
packaging format by up to  
almost **80%**



reduce material costs  
by up to **70%**

Driven by insights from patient experiences and feedback from our warehouse team and SP partners, the work inspired a new commitment to integrate environmental principles to the extent feasible into new product packaging. Read more about this Impact Story here: <https://corporateresponsibility.unither.com/impact-stories/when-less-is-more>.





# Our Practices

- 46** Governance
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- 52** Enterprise Risk Management and Organizational Resilience







## Governance

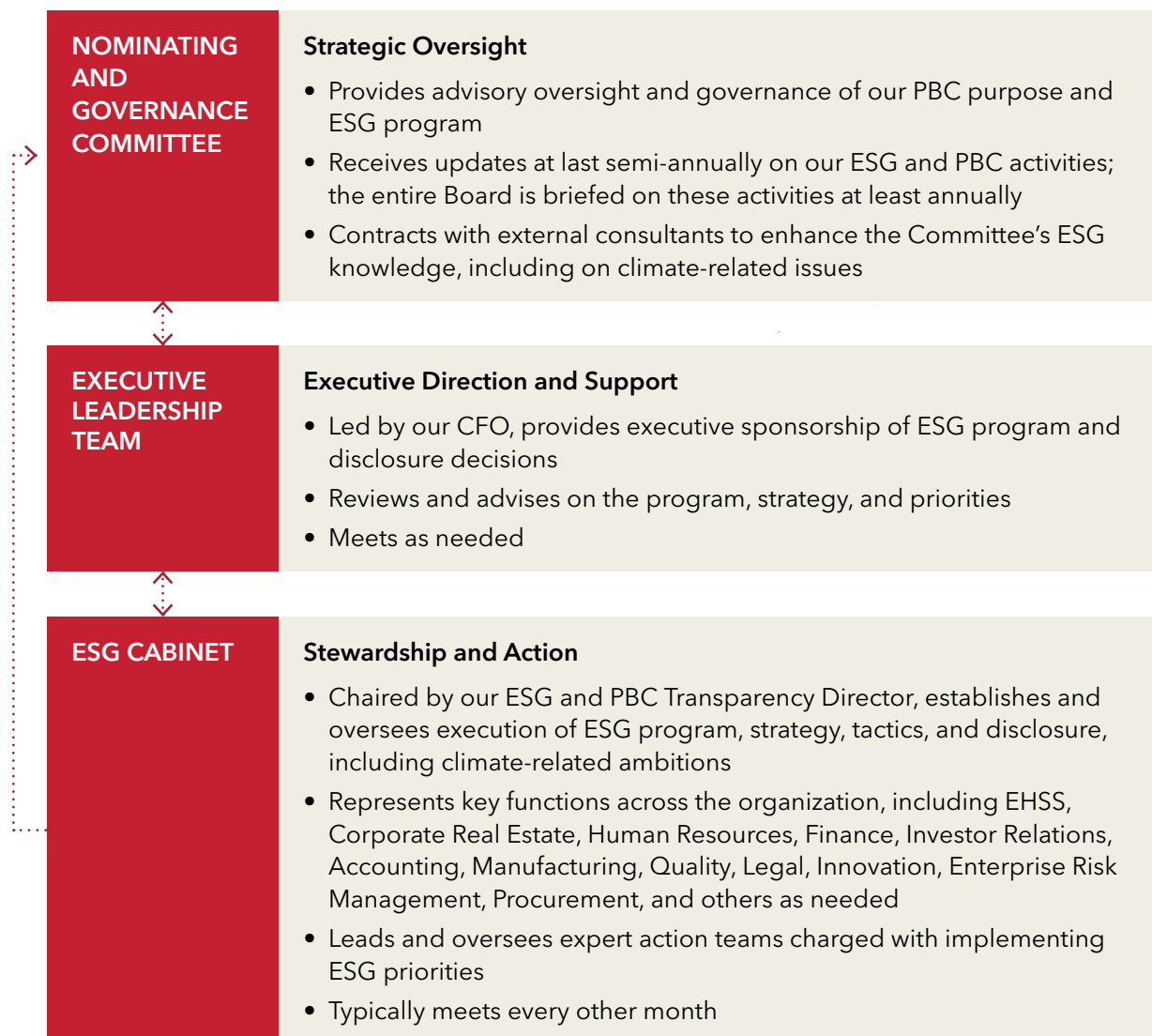
We believe our strong corporate governance practices have helped us maintain our focus on our public benefit purpose. Our Board operates through a culture of independent thought and intelligent conversation on critical topics. We have taken a year-round view of corporate governance and adopted leading practices in several areas, and have a robust semi-annual shareholder outreach practice led by two of our independent directors.

We are pleased to have added Jan Malcom to the Board of Directors upon election by shareholders at our June 2024 annual meeting. Ms. Malcom was the Minnesota Commissioner of Health under three governors, and during her tenure she earned a national reputation as one of the first health care leaders to highlight health disparities and the impact of social determinants of health. She has both operational healthcare and leadership experience, which complements and supplements the skills of other Board members.

### ESG and PBC Governance

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's Nominating and Governance Committee has formal oversight of our ESG program and PBC goal setting, performance assessment, and reporting.

The following illustrates our ESG governance model. Members at all levels of this governance model were provided an opportunity to review and modify the content of this Report before publication.





## Board Risk Oversight

We take risk oversight very seriously. Our Board Committees are each charged with various risks, providing oversight to our management team and their efforts to identify and mitigate the risks most relevant to our company.

### Board Committee

#### Key Risk Oversight Area

#### Nominating and Governance Committee

Enterprise risk management system; corporate compliance program; and PBC/ESG activities, including climate-related risks

#### Audit Committee

Auditing, accounting, and financial matters, as well as cybersecurity

#### Compensation Committee

Compensation programs, as well as DEI and other human capital priorities

## Useful Resources

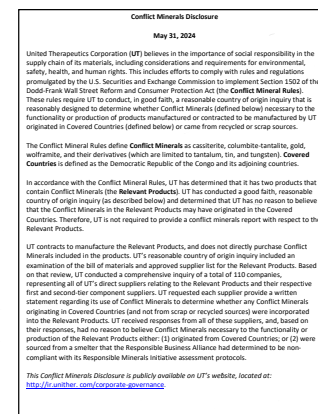
For additional details about our Board and our corporate governance and business practices, please visit these resources:



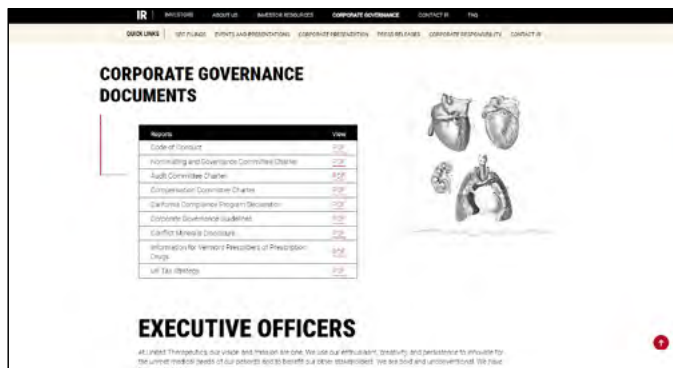
Proxy Statement



Annual Report



Conflict Minerals Disclosure



Corporate Governance website



UK Tax Strategy



## Ethics and Compliance

We prioritize acting with integrity and the highest ethical standards in everything we endeavor to do. The United Therapeutics Compliance Program provides structure, governance, and resources to help embed that our ethical policies and behavior across our operations and business relationships.

Our Compliance Principles revolve around the overarching tenet that WE DO THE RIGHT THING.

Other principles include:

- We are passionate for patients
- We respect privacy
- We don't pay to play
- We communicate ethically and honestly



**Speak up!**

Unitherians are encouraged to contact their manager or the Compliance Team to address any compliance-related questions or to raise compliance concerns. Employees may also file a report using **EthicsPoint**, a comprehensive end confidential reporting tool that maintains a 24/7/365 anonymous phone line.



**Rebecca McCarty**  
Sr. VP, Chief Compliance Officer



**At United Therapeutics, we are inspired and guided by our values. Our Compliance Principles provide the foundation of integrity while our Code of Conduct and compliance policies provide the tools that help all Unitherians DO THE RIGHT THING."**

### LEARN MORE

[Our Ethics and Compliance Program Overview](#)

[Our Animal Welfare Policy](#)

[Our Code of Conduct](#)



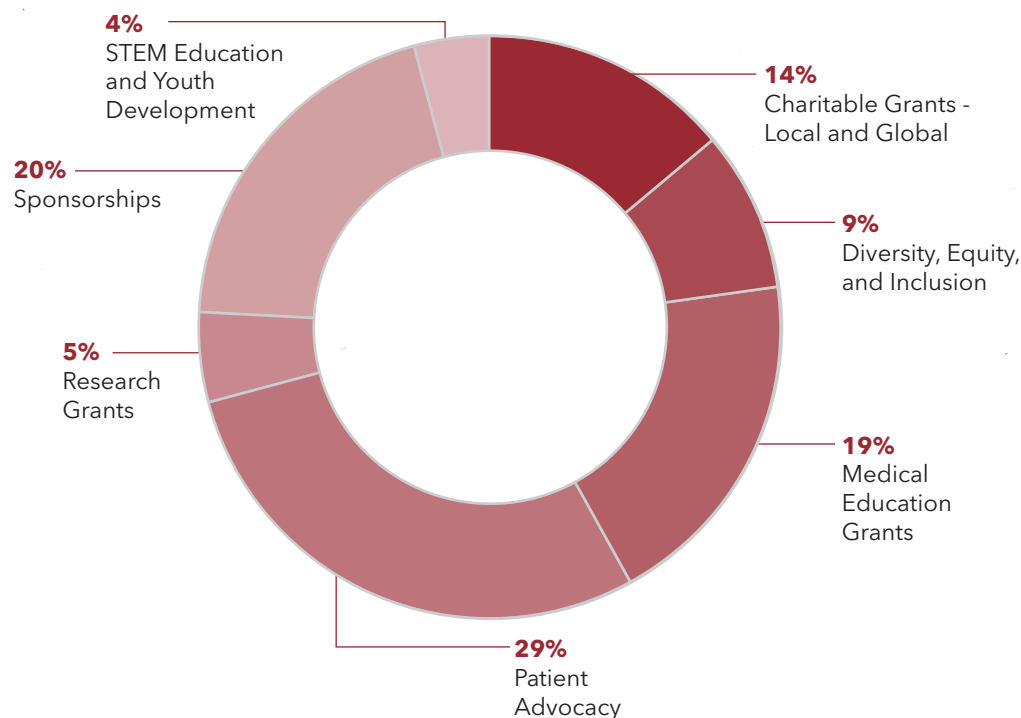
## Grants and Giving

As part of our promise to our patients, we fund innovative, high impact research projects that relate to our therapeutic areas of focus as well as organ transplantation. We also recognize the importance of, and are committed to, providing funding for initiatives offered by medical societies, hospitals, and patient organizations, including those organizations that host conferences, health and wellness fairs, and patient educational events.

We remain intent on being a good neighbor and a good corporate citizen; we provide funding, in-kind donations, and direct service opportunities for employees with organizations that benefit local communities, support youth, advance science, technology, engineering, and math (**STEM**) education, and contribute broadly toward the advancement of a brighter future for everyone as reflected in the promise of the UN SDGs.

**Over the past several years, we have sponsored almost 40 volunteer days and facilitated thousands of employee volunteer days with organizations local to our sites of operation.**

In 2023, we provided approximately **\$5.6 million** in grants, sponsorships, and financial donations to about **140** organizations. This includes the \$100,000 each we provided to the three awardees of our flagship **Jenesis Awards Program™** in 2023.



We also provided in-kind donations at a value of almost **\$1 million** to several local colleges and universities and other local organizations. In 2023, we continued to sponsor volunteer days enabling and encouraging employees to spend time during the workweek to support local community groups.





*Unitherians pictured in 2024 with brothers, former NFL players, and North Carolina State University graduates, Terrence and Torry Holt at The Holt Brothers Tournament to raise money to support children whose parent or guardian has cancer. Photo credit: Jared Burn Media*

## Example: Holt Brothers Foundation

The Holt Brothers Foundation raises money to support kids who have a parent or guardian with cancer. The entity was founded by North Carolina State University graduates and former NFL players, **Terrence and Torry Holt**, who were inspired by their mother's cancer diagnosis when they were children.

2023 was United Therapeutics' first year participating as a corporate sponsor for the Holt Brothers Foundation's main fundraising event, The Holt Brothers Tournament. Unitherians took to the field for the flag football and cornhole tournaments and enjoyed fellowship with each other at the United Therapeutics' tailgate.

## LEARN MORE

[Our Grants and Giving Overview](#)

[The Jenesis Awards Program](#)

[Our Corporate Giving Requirements](#)

[Our Medical Education Grants and Scientific Sponsorships Requirements](#)



## 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, HCPs, and our employees, is core to our business. We are committed to protecting the privacy of this information. We do this through robust data privacy and cybersecurity programs and by driving training and awareness for our Unitherians.

### DEDICATED DATA PRIVACY EMAIL

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

### LEARN MORE

[Our Data Privacy and Security Overview](#)

[Our Privacy Policy](#)

## Cybersecurity Governance and Process

We use a “defense in depth” cyber strategy that is designed to leverage multiple layers to protect our information and build operational resiliency. We also emphasize innovation so that our information systems enable continued patient-focused R&D innovation. We have established a robust cybersecurity governance structure that is intended to operate under a comprehensive and strict set of standards.

### BOARD AUDIT COMMITTEE

#### Oversight

The Director of Information Security, Risk, and Compliance provides written reports to the Chair of the Audit Committee each quarter, leads a discussion with the full Audit Committee and independent auditor annually.



### EXECUTIVE LEADERSHIP

#### Strategy Development

The Director of Information Security, Risk, and Compliance reports directly to the Chief Information Officer, who in turn reports to our Chief Operating Officer. We have a highly-engaged executive leadership team that understands and is aligned on our cybersecurity approach.



### CYBERSECURITY MANAGEMENT

#### Strategy Execution and Operational Management

The Information Security Team leverages the National Institutes of Standards and Technology Cybersecurity Framework. The Data Privacy Office and Information Technology operations teams, led by the Director of Information Security, Risk, and Compliance, collaborate on implementing proper controls for data protection and data use. Information Technology security team members have industry-leading security certifications such as Certified Information Systems Security Professional, Certified in Risk and Information Systems Control, and Certified Information Privacy Manager.





## Enterprise Risk Management and Organizational Resilience

The Enterprise Risk Management Program is an important aspect of our corporate strategy, and we use a variety of methods in our efforts to help us appropriately manage our enterprise risks. The Organizational Resilience Program is a central component of our risk management strategy designed to assess, mitigate, and respond to key operational risks throughout the enterprise.

### Our ERM Governance and Operations

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

#### BOARD NOMINATING AND GOVERNANCE COMMITTEE

##### Oversight

The VP of Risk Management provides periodic and annual reports to the Nominating and Governance Committee and to the full Board of Directors. In its oversight role, the Committee:

- Maintains awareness of the enterprise risks facing United Therapeutics and provides guidance
- Oversees enterprise risk management activities



#### EXECUTIVE SPONSORS

##### Strategy Alignment

The VP of Risk Management consults with executive sponsors to confirm strategic alignment on corporate objectives and business needs. Executive sponsors:

- Include our CEO, President and COO, CFO, General Counsel, and EVP, Technical Operations
- Maintain alignment between the ERM assessment and corporate objectives
- Review ERM outputs and oversees ERM Program Management team
- Co-develop any additional risk mitigation strategies, with oversight of the NomGov Committee, with risk owners



#### ENTERPRISE RISK PROGRAM MANAGEMENT

##### Strategy Execution and Operational Management

The ERM Program Management Team:

- Oversees execution of our ERM Program
- Reviews and assesses corporate risks with appropriate stakeholders including risk owners and interviewees\*
- Promotes transparency across the enterprise and facilitates risk-informed decision-making through various reporting mechanisms
- Regularly reviews and seeks opportunities for improvement of the ERM Program and function

**Risk owners:** Co-develop risk mitigation strategy with executive sponsors and drive the execution of risk mitigation tactics and escalates challenges or concerns, as needed

**Interviewees:** Include functional leaders as well as key employees in critical areas to identify and review risks impacting their business area for consideration as potential enterprise risks



## Climate-Related Risks

For many, climate risk is business continuity risk. We have analyzed potential physical risks from climate change across our owned and leased operations in 2023 and 2024, and we will continue to evolve this analysis going forward. For example, FM, our property insurance provider, has assessed our risk in five categories of climate-related events: extreme precipitation, wind, temperature, drought, and sea-level rise. According to FM's 2023 assessment, UT has lower exposure to the potential physical risks or has relevant mitigation strategies in place that are better than 87% of FM's other exposed clients. This assessment reflects mitigation strategies we have undertaken across our portfolio.

### LEARN MORE

[Our Enterprise Risk Management Overview](#), which includes information about our organizational resilience program



*Apiary installed in pollinator field outside our 4-MW solar array on our N.C. campus*





# Reporting Indexes

- 55** About This Report and Stakeholder Engagement
- 57** GRI Standards
- 72** SASB Topics
- 76** The Task-force on Climate Related Financial Disclosures (TCFD) Framework



# About This Report and Stakeholder Engagement

As part of our commitment to disclosing our corporate responsibility and environmental, social, and governance (**ESG**) strategy, we published our first Corporate Responsibility (**CR**) Report in 2020. This is our fifth annual CR report and third annual PBC Report. This Report references Global Reporting Initiative (**GRI**) Standards, selected indicators from the Sustainability Accounting Standards Board (**SASB**), now managed by the International Sustainability Standards Board (**ISSB**), the Task Force on Climate-related Disclosures (**TCFD**) guidelines, and aligns with the UN Sustainable Development Goals (**UN SDGs**). While we do not disclose our calculated Scope 1 and Scope 2 emissions, we discuss our alignment with *The GHG Protocol Corporate Accounting and Reporting Standard* (**GHG Protocol**).

Please note that information contained in this Report does not constitute a guarantee, commitment, or promise with regard to business activities, performance, or future results and is not intended to create legal rights or obligations. This Report may contain, or incorporate by reference, public information not separately reviewed, approved, or endorsed by United Therapeutics and no representation, warranty, or undertaking is made by United Therapeutics as to the accuracy, reasonableness, or completeness of such information. For more information, please see Forward Looking Statements on page 1 of this Report.

Unless otherwise noted, the reporting period for this Report is January 1, 2023 to December 31, 2023, and data covers all employees and operations.

See prior year Corporate Responsibility disclosures at <https://corporateresponsibility.unither.com/>.

Below are some of the ways that we actively engaged with our broad range of stakeholders – patients, patient organizations, employees, HCPs, investors, governmental entities, community groups, and to the planet and all its denizens. We intend to continue to refine our understanding of priority ESG issues and engagement of our stakeholders over time.

| STAKEHOLDER GROUP     | HOW WE ENGAGE                                                                                                                                                                                                                                                                  |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Patients              | <ul style="list-style-type: none"><li>• PAH Initiative, an ever-expanding resource designed to educate and support the PAH community</li><li>• Dedicated support team for insurance coverage, financial assistance, and other questions</li></ul>                              |
| Patient Organizations | <ul style="list-style-type: none"><li>• Participate in and support the Pulmonary Hypertension Association, among others</li></ul>                                                                                                                                              |
| Employees             | <ul style="list-style-type: none"><li>• Town halls</li><li>• Regular company-wide emails and mailings from senior leadership</li><li>• Performance management programs</li><li>• Annual employee surveys</li><li>• Open door policy for ongoing, informal engagement</li></ul> |





## STAKEHOLDER GROUP

## HOW WE ENGAGE

### Healthcare Professionals and Healthcare Organizations

- Interact through website portal and our support team
- Participate in a wide range of public fora to communicate safety and efficacy of our treatments
- Conduct advisory boards and other programs to learn the views of HCPs
- 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
- 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 2023, we reached out twice to shareholders that collectively held over 70% of our outstanding shares, and we held meetings with four shareholders that collectively held 30% of our outstanding shares, with engagement focused on our 2023 Corporate Responsibility and Public Benefit Report and other governance topics

### Governmental Entities

- In-depth discussions on our sustainable building and environmental, health, safety, and other sustainability practices

### Community Groups

- Volunteering and financial support
- Tours of, and presentations on, the Unisphere, Phase Five, and our other net zero energy and LEED-certified properties



# 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. The “2024 Report” refers to United Therapeutics Corporation’s (UT) 2024 Corporate Responsibility and Public Benefit Report, available here: <https://corporateresponsibility.unither.com/>

In addition to the 2024 Report, we include cross-references to the following core UT websites and our other public filings, available on our investor relations website and at sec.gov:

Corporate website: <https://www.unither.com/home>

Corporate responsibility website: <https://corporateresponsibility.unither.com/>

Investor relations website: <https://ir.unither.com/>

| Statement of use                | United Therapeutics has reported the information cited in this GRI content index for the period January 1, 2023 through December 31, 2023 with reference to the GRI Standards. |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 1 used                      | GRI 1: Foundation 2021                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| GRI STANDARD                    | DISCLOSURE                                                                                                                                                                     | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                                                                                                                                     | United Therapeutics Corporation is a publicly-traded ( <b>Nasdaq: UTHR</b> ), public benefit corporation incorporated in Delaware.<br><br>Co-headquarters at Silver Spring, Md. and Research Triangle Park, N.C.<br><br><a href="#">2024 Report: Our Business and Purpose</a> (starting on pg. 4)<br><br><a href="#">2023 Form 10-K: Item 1. Business – Overview</a> (pg. 3), <a href="#">Item 2. Properties</a> (starting on pg. 50)<br><br><a href="#">Corporate Website: unither.com</a> |
|                                 | 2-2 Entities included in the organization’s sustainability reporting                                                                                                           | <a href="#">2023 Form 10-K: Exhibit 21</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                  |





| GRI STANDARD                    | DISCLOSURE                                                   | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-3 Reporting period, frequency and contact point            | <p><b>Reporting period:</b> January 1, 2023 through December 31, 2023, our fiscal 2023 year. In some cases, we include data and information about programs and activities relevant to our ESG priorities that occurred in the 2024 fiscal year, as noted.</p> <p><b>Reporting cycle:</b> Annual</p> <p><b>Publication date of the report:</b> September 12, 2024</p> <p><b>Contact point for questions regarding the report:</b> <a href="https://ir.unither.com/contact-ir">https://ir.unither.com/contact-ir</a></p>                                                                                                                                                                                                                                                                     |
|                                 | 2-4 Restatements of information                              | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                 | 2-5 External assurance                                       | Not applicable.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                                 | 2-6 Activities, value chain and other business relationships | <p>United Therapeutics Corporation is the first publicly-traded biotech or pharmaceutical company to take the form of a public benefit corporation. Our public benefit purpose is to provide a brighter future for patients through the development of novel pharmaceutical therapies; and technologies that expand the availability of transplantable organs. At the same time, we seek to provide our shareholders with superior financial performance and our communities with earth-sensitive energy utilization</p> <p><b>2024 Report: Our Business and Purpose</b> (starting on pg. 4)</p> <p><b>2023 Form 10-K: Item 1. Business</b> (starting on pg. 3)</p> <p><b>Corporate Website &gt; About Us:</b> <a href="https://www.unither.com/home">https://www.unither.com/home</a></p> |
|                                 | 2-7 Employees                                                | <b>2024 Report: Our People &gt; 2023 Progress</b> (pg. 31)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                 | 2-8 Workers who are not employees                            | Contingent workers make up 4.7% of UT's workforce, and we do not experience seasonal variations of our workforce.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                 | 2-9 Governance structure and composition                     | <p><b>2024 Report: Governance</b> (starting on pg. 46)</p> <p><b>2024 Proxy Statement: Our Corporate Governance</b> (starting on pg. 18)</p> <p><b>Investor Relations Website &gt; Corporate Governance:</b> <a href="https://ir.unither.com/corporate-governance">https://ir.unither.com/corporate-governance</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                                 |                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



| GRI STANDARD                    | DISCLOSURE                                                                       | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                                 | 2-10 Nomination and selection of the highest governance body                     | <a href="#">2024 Proxy Statement: Our Corporate Governance &gt; Selecting Directors</a> (starting on pg. 18)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                 | 2-11 Chair of the highest governance body                                        | <a href="#">2024 Proxy Statement: Board Structure</a> (pg. 31)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| GRI 2: General Disclosures 2021 | 2-12 Role of the highest governance body in overseeing the management of impacts | <a href="#">2024 Report: ESG and PBC Governance</a> (starting on pg. 46)<br><a href="#">2024 Proxy Statement: Board Roles and Responsibilities</a> (starting on pg. 34)<br><a href="https://ir.unither.com/corporate-governance">Committee Charter Documents: https://ir.unither.com/corporate-governance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                 | 2-13 Delegation of responsibility for managing impacts                           | <p>Program or functional area owners are responsible for managing any environmental and social impacts within their domains.</p> <p>For more information, see:<br/> <a href="#">2024 Report: ESG and PBC Governance</a> (starting on pg. 46)<br/> <a href="https://corporateresponsibility.unither.com/reports-and-resources">Topic Overview documents: https://corporateresponsibility.unither.com/reports-and-resources</a> </p> <ul style="list-style-type: none"> <li>• Data Security</li> <li>• Enterprise Risk Management and Operational Resilience</li> <li>• Ethics</li> <li>• Global Patient Safety and Vigilance</li> <li>• Grants and Giving</li> <li>• Our Culture and People</li> <li>• Quality Operations and GMP</li> <li>• Sustainable Facilities</li> </ul> |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | <a href="#">2024 Report: ESG and PBC Governance</a> (starting on pg. 46)<br><a href="https://ir.unither.com/corporate-governance">Committee Charter Documents: https://ir.unither.com/corporate-governance</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                 |                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |





| GRI STANDARD                    | DISCLOSURE                                                        | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|                                 | 2-15 Conflicts of interest                                        | <p><a href="#">2024 Report: Ethics and Compliance</a> (pg. 48)</p> <p><a href="#">2024 Proxy Statement: Selecting Directors</a> (starting on pg. 18)</p> <p><b>Code of Conduct:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf</a></p> <p><b>Ethics Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Ethics-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Ethics-Overview.pdf</a></p>                      |
| GRI 2: General Disclosures 2021 | 2-16 Communication of critical concerns                           | <p>See response to <b>indicator 2-15</b>. In addition to the resources listed there, see the following:</p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Proxy Statement: Shareholder Communication with Directors</a> (pg. 37)</li> <li>• <a href="#">2024 Report: Our Practices</a> (starting on pg. 45)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                 | 2-17 Collective knowledge of the highest governance body          | <p><a href="#">2024 Proxy Statement: Board Diversity and Skills</a> (starting on pg. 20), <a href="#">Board of Directors and Nominees</a> (starting on pg. 22), <a href="#">Board Education</a> (pg. 37)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                 | 2-18 Evaluation of the performance of the highest governance body | <p><a href="#">2024 Proxy Statement: Selecting Directors</a> (starting on pg. 18)</p> <p><b>Nominating and Governance Committee Charter:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/NomGov-Charter-FINAL-7-13-2023.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/NomGov-Charter-FINAL-7-13-2023.pdf</a></p> <p><b>Corporate Governance Guidelines:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Corporate-Governance-Guidelines-FINAL-4-20-2023.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Corporate-Governance-Guidelines-FINAL-4-20-2023.pdf</a></p> |
|                                 | 2-19 Remuneration policies                                        | <p>We pay 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.</p> <p><a href="#">2024 Proxy Statement: Non-Employee Director Compensation</a> (starting on pg. 37), <a href="#">Executive Compensation</a> (starting on pg. 41)</p>                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                 | 2-20 Process to determine remuneration                            | See response to <b>indicator 2-19</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                 | 2-21 Annual total compensation ratio                              | <a href="#">2024 Proxy: Pay Ratio</a> (pg. 75)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



| GRI STANDARD                    | DISCLOSURE                                         | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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|                                 | 2-22 Statement on sustainable development strategy | <a href="#">2024 Report: A Message from Our CEO</a> (pg. 2), <a href="#">Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| GRI 2: General Disclosures 2021 | 2-23 Policy commitments                            | <p><a href="#">2024 Report: Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9), <a href="#">Global Patient Safety and Vigilance</a> (starting on pg. 23) <a href="#">Quality Operations - Quality Policy Statement</a> (pg. 25), <a href="#">Environmental Stewardship - Environmental, Health, Safety, and Sustainability Policy Statement</a> (pg. 40), <a href="#">Ethics and Compliance</a> (starting on pg. 48)</p> <p>Also see (available through <a href="https://www.unither.com/">https://www.unither.com/</a>):</p> <ul style="list-style-type: none"> <li>• <b>Animal Welfare Policy:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-animal-welfare-policy.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-animal-welfare-policy.pdf</a></li> <li>• <b>Our Code of Conduct:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf</a></li> <li>• <b>Our Corporate Governance Guidelines:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Corporate-Governance-Guidelines-FINAL-4-20-2023.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Corporate-Governance-Guidelines-FINAL-4-20-2023.pdf</a></li> <li>• <b>Our Privacy Policy:</b> <a href="https://www.unither.com/privacy">https://www.unither.com/privacy</a></li> </ul> |
|                                 | 2-24 Embedding policy commitments                  | <p>See response to <b>indicator 2-23</b>. In addition to the resources listed there, see the following:</p> <p><a href="#">All Topic Overviews</a>, in particular the following, available at <a href="https://corporateresponsibility.unither.com/reports-and-resources">https://corporateresponsibility.unither.com/reports-and-resources</a></p> <ul style="list-style-type: none"> <li>• Data Security</li> <li>• Enterprise Risk Management and Operational Resilience</li> <li>• Ethics</li> <li>• Global Patient Safety and Vigilance</li> <li>• Grants and Giving</li> <li>• Organ Manufacturing</li> <li>• Our Culture and People</li> <li>• Quality Operations and GMP</li> <li>• Sustainable Facilities</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |





| GRI STANDARD                    | DISCLOSURE                                              | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| GRI 2: General Disclosures 2021 | 2-25 Processes to remediate negative impacts            | <p><a href="#">2024 Report: Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9), <a href="#">Product Quality and Patient Safety</a> (starting on pg. 23), <a href="#">Environmental Stewardship</a> (starting on pg. 40), <a href="#">Our Practices</a> (starting on pg. 45)</p> <p>Also see:<br/><a href="#">Topic Overviews</a>, in particular the following, available at <a href="https://corporateresponsibility.unither.com/reports-and-resources">https://corporateresponsibility.unither.com/reports-and-resources</a></p> <ul style="list-style-type: none"> <li>• Data Security</li> <li>• Enterprise Risk Management and Operational Resilience</li> <li>• Ethics</li> <li>• Global Patient Safety and Vigilance</li> <li>• Quality Operations and GMP</li> </ul>                                                                                                                                                                                                                                                                                                        |
|                                 | 2-26 Mechanisms for seeking advice and raising concerns | <p>We have multiple mechanisms available to UT employees (whom we call Unitherians), patients, providers, and others, including those found here:</p> <ul style="list-style-type: none"> <li>• <a href="#">2024 Report: Our Practices</a> (starting on pg. 45), which covers our internal EthicsPoint hotline; <a href="#">Overview of Our Safety Program</a> (starting on pg. 35), which covers the reporting tool available to all Unitherians in addition to employee-led safety committees; and <a href="#">Our Patient Safety Governance and Operations</a> (starting on pg. 24), which lists our adverse impact hotline.</li> </ul> <p>Also see:<br/><a href="#">Topic Overviews</a>, in particular the following, available at <a href="https://corporateresponsibility.unither.com/reports-and-resources">https://corporateresponsibility.unither.com/reports-and-resources</a></p> <ul style="list-style-type: none"> <li>• Data Security</li> <li>• Enterprise Risk Management and Operational Resilience</li> <li>• Ethics</li> <li>• Global Patient Safety and Vigilance</li> <li>• Quality Operations and GMP</li> </ul> |



| GRI STANDARD                    | DISCLOSURE                                | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | <p><a href="#">2024 Report: Ethics and Compliance</a> (starting on pg. 48), <a href="#">Product Quality and Patient Safety</a> (starting on pg. 23), <a href="#">Quality Operations</a> (pg. 25), <a href="#">Overview of our Safety Program</a> (starting on pg. 35), and <a href="#">Ecosystem Impact Management</a> (starting on pg. 43).</p> <p><a href="#">2023 Form 10-K: Item 1. Business - Governmental Regulation</a> (starting on pg. 21), including <a href="#">Environmental Matters and Human Capital</a> (starting on pg. 33), <a href="#">Item 1A. Risk Factors</a> (starting on pg. 36), <a href="#">Item 8. Financial Statements and Supplementary Data – Note 14. Litigation</a> (starting on pg. F-33)</p> <p>Also see (available through <a href="https://www.unither.com/">https://www.unither.com/</a>):</p> <ul style="list-style-type: none"> <li>• <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">Our Code of Conduct</a>: <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf</a></li> <li>• <a href="https://www.unither.com/privacy">Our Privacy Policy</a>: <a href="https://www.unither.com/privacy">https://www.unither.com/privacy</a></li> <li>• <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf">Our UK Tax Strategy</a>: <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf</a></li> <li>• <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/2024-conflict-minerals-disclosure.pdf">Our Conflict Minerals Disclosure</a>: <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/2024-conflict-minerals-disclosure.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/2024-conflict-minerals-disclosure.pdf</a></li> <li>• <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/California-Compliance-Program-Declaration_2023-December01.pdf">Our California Compliance Program Declaration</a>: <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/California-Compliance-Program-Declaration_2023-December01.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/California-Compliance-Program-Declaration_2023-December01.pdf</a></li> </ul> |
|                                 | 2-28 Membership associations              | We maintain strategic memberships in local, regional, national, and international associations and/or organizations unique to biopharma, environmental, regional, and community-oriented matters.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                 | 2-29 Approach to stakeholder engagement   | <p>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.</p> <p><a href="#">2024 Proxy: Shareholder Engagement</a> (pg. 36)</p> <p><a href="#">2024 Report: Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9), <a href="#">About This Report and Stakeholder Engagement</a> (starting on pg. 55)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |





| GRI STANDARD                       | DISCLOSURE                                                                           | LOCATION                                                                                                                                                                                                                                                  |
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|                                    | 2-30 Collective bargaining agreements                                                | None.                                                                                                                                                                                                                                                     |
| GRI 3: Material Topics 2021        | 3-1 Process to determine material topics                                             | <a href="#">2024 Report: Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9), <a href="#">About This Report and Stakeholder Engagement</a> (starting on pg. 55)                                         |
|                                    | 3-2 List of material topics                                                          | <a href="#">2024 Report: Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9)                                                                                                                            |
|                                    | 3-3 Management of material topics                                                    | <a href="#">2024 Report: Our Business and Purpose</a> (starting on pg. 4), <a href="#">Our 2023 PBC Goals and Environmental, Social, and Governance (ESG) Priorities</a> (starting on pg. 9), <a href="#">ESG and PBC Governance</a> (starting on pg. 46) |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed                                | <a href="#">2024 Report: 2023 Year in Review</a> (pg. 5)                                                                                                                                                                                                  |
|                                    | 201-2 Financial implications and other risks and opportunities due to climate change | See the <a href="#">TCFD Appendix</a> to the 2024 Report.                                                                                                                                                                                                 |
|                                    | 201-3 Defined benefit plan obligations and other retirement plans                    | <a href="#">2023 Form 10-K: Item 8. Financial Statements and Supplementary Data – Note 11. Employee Benefit Plans</a> (starting on pg. F-29)<br><br>As of December 31, 2023, we had 96.8% participation in our U.S. 401(k) plan.                          |



| GRI STANDARD                            | DISCLOSURE                                                                         | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| GRI 202: Market Presence 2016           | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage | <p>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.</p> <p>See the following for more information:</p> <ul style="list-style-type: none"> <li>• <b>Our Culture and People Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf</a></li> <li>• <b>2024 Report: Our People</b> (starting on pg. 30)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                            | <p>UT's philosophical approach to infrastructure development is to benefit the larger community in addition to UT. See our <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf">Sustainable Facilities Overview</a> for more information about how our team enabled a building code change that enables the use of geoexchange wells in Montgomery County, Md. (<a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf</a>).</p> <p>Our organ transplant ecosystem support, detailed in our <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-organ-manufacturing-overview.pdf">Organ Manufacturing Overview</a> (<a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-organ-manufacturing-overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-organ-manufacturing-overview.pdf</a>) showcase the services we provided that provide public benefit.</p> <p>Taken alongside our <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-grants-and-giving-overview.pdf">Grants and Giving Overview</a> (<a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-grants-and-giving-overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-grants-and-giving-overview.pdf</a>), we believe we are making a positive contribution to the communities we serve.</p> <p>The <a href="https://corporateresponsibility.unither.com/reports-and-resources">Topic Overviews</a> included above are available through <a href="https://corporateresponsibility.unither.com/reports-and-resources">https://corporateresponsibility.unither.com/reports-and-resources</a>.</p> |
|                                         | 203-2 Significant indirect economic impacts                                        | <p>See response to <b>indicator 203-1</b>. In addition to their direct impacts, we believe that these activities contribute indirectly and positively to economic outcomes throughout our patient and local communities.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |





| GRI STANDARD                                  | DISCLOSURE                                                                            | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| GRI 204:<br>Procurement<br>Practices 2016     | 204-1 Proportion of spending on local suppliers                                       | <p>We track our spend on our major building projects, emphasizing selection of vendors and service providers located in the county or state where the project is located where feasible to lessen the embodied carbon of the material. For example, among the top six objectives for the company's <b>Phase Five</b> buildout (named <b>Project Lightyear</b> during construction), was to use lower embodied carbon products. See our <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf">Sustainable Facilities Overview</a> (<a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf</a>) for more information about our sustainable building approach.</p> <p>In addition, most of the 600 pre-qualified cGMP suppliers are based in the North America.</p> |
| GRI 205:<br>Anti-corruption<br>2016           | 205-1 Operations assessed for risks related to corruption                             | <a href="#">2024 Report: Ethics and Compliance</a> (pg. 48) and our <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-ethics-overview.pdf">Ethics Overview</a> ( <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-ethics-overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/ut-ethics-overview.pdf</a> ).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                               | 205-2 Communication and training about anti-corruption policies and procedures        | <p>See response to <b>indicator 205-1</b>.</p> <p>We had 100% completion of assigned annual Code of Conduct training. See <a href="#">2024 Report: Talent Acquisition and Development</a> (starting on pg. 33).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                                               | 205-3 Confirmed incidents of corruption and actions taken                             | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| GRI 206:<br>Anti-competitive<br>Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | <a href="#">2023 Form 10-K: Item 8. Financial Statements and Supplementary Data - Note 14. Litigation</a> (starting on pg. F-33)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| GRI 207: Tax<br>2019                          | 207-1 Approach to tax                                                                 | <p>We actively monitor our adherence to applicable tax laws, regulations, and disclosure requirements across the jurisdictions in which we do business.</p> <p>See our <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf">UK Tax Strategy</a>: <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/utel-tax-strategy-12-31-23.pdf</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                               | 207-2 Tax governance, control, and risk management                                    | Our Vice President of Tax and Chief Financial Officer are responsible for overseeing our global tax affairs and tax risk management. Where appropriate, tax risks are discussed with and reviewed by the Audit Committee of the Board of Directors, as well as communicated to our external auditors.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |



| GRI STANDARD                      | DISCLOSURE                                                       | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------|------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 301:<br>Materials 2016        | 301-3 Reclaimed products and their packaging materials           | We participate in the Pharmaceutical Product Stewardship Work Group (PPSWG) MyOldMeds industry takeback program. <a href="https://myoldmeds.com/">https://myoldmeds.com/</a>                                                                                                                                                                                                                                                                                                                           |
| GRI 302:<br>Energy 2016           | 302-1 Energy consumption within the organization                 | One of our PBC goals and objectives is to <b><i>Operate Sustainably</i></b> , which has been a long-held guiding principle in our building practices and operations. Several of our PBC key performance indicators relate directly to monitoring and mitigating our environmental impact. We track energy data but do not currently report on it as we continue to make progress on collecting assurable data.<br><br>See <a href="#">2024 Report: Environmental Stewardship</a> (starting on pg. 40). |
|                                   | 302-2 Energy consumption outside of the organization             | See response to <b>indicator 302-1</b> . We have also begun evaluating our Scope 3 category energy sources and emissions.                                                                                                                                                                                                                                                                                                                                                                              |
|                                   | 302-3 Energy intensity                                           | See response to <b>indicator 302-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                   | 302-4 Reduction of energy consumption                            | See response to <b>indicator 302-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                                   | 302-5 Reductions in energy requirements of products and services | See response to <b>indicator 302-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource               | <a href="#">2024 Report: Water Stewardship</a> (pg. 43)                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                   | 303-2 Management of water discharge-related impacts              | See response to <b>indicator 303-1</b> .<br><br>Sites that have wastewater discharge permits have processes in place to support compliance with water quality standards for the quality of effluent discharge established by the conditions contained in the permits, and we have received recognition for our water management practices.                                                                                                                                                             |
|                                   | 303-3 Water withdrawal                                           | One of our PBC goals and objectives is to <b><i>Operate Sustainably</i></b> , which has been a long-held guiding principle in our building practices and operations. We track water data but do not currently report on it as we continue to make progress on collecting assurable data.<br><br>See <a href="#">2024 Report: Ecosystem Impact Management</a> (starting on pg. 43)                                                                                                                      |





| GRI STANDARD                       | DISCLOSURE                                                   | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------|--------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | 303-4 Water discharge                                        | See response to <b>indicator 303-3</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 303-5 Water consumption                                      | See response to <b>indicator 303-3</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>GRI 305:<br/>Emissions 2016</b> | 305-1 Direct (Scope 1) GHG emissions                         | One of our PBC goals and objectives is to <i><b>Operate Sustainably</b></i> , which has been a long-held guiding principle in our building practices and operations. Several of our PBC key performance indicators relate directly to monitoring and mitigating our environmental impact. We track emissions data but do not currently report on it as we continue to make progress on collecting assurable data.<br><br>See <a href="#">2024 Report: Our Approach to Climate</a> (pg. 43) |
|                                    | 305-2 Energy indirect (Scope 2) GHG emissions                | See response to <b>indicator 305-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 305-3 Other indirect (Scope 3) GHG emissions                 | See response to <b>indicator 305-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 305-4 GHG emissions intensity                                | See response to <b>indicator 305-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 305-5 Reduction of GHG emissions                             | See response to <b>indicator 305-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>GRI 306:<br/>Waste 2020</b>     | 306-1 Waste generation and significant waste-related impacts | One of our PBC goals and objectives is to <i><b>Operate Sustainably</b></i> , which has been a long-held guiding principle in our building practices and operations. We track waste data but do not currently report on it as we continue to make progress on collecting assurable data.<br><br>See <a href="#">2024 Report: Responsible Waste Management</a> (starting on pg. 43), <a href="#">Other Sustainability Initiatives</a> (starting on pg. 44)                                  |
|                                    | 306-2 Management of significant waste-related impacts        | See response to <b>indicator 306-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 306-3 Waste generated                                        | See response to <b>indicator 306-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 306-4 Waste diverted from disposal                           | See response to <b>indicator 306-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|                                    | 306-5 Waste directed to disposal                             | See response to <b>indicator 306-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                   |



| GRI STANDARD                                          | DISCLOSURE                                                                                               | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 401:<br>Employment<br>2016                        | 401-1 New employee hires and employee turnover                                                           | <a href="#">2024 Report: Our People</a> (starting on pg. 30)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                                       | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | We provide medical, dental, and vision benefits to full time and part time employees. Beginning in 2024, part-time employees accrue prorated paid time off monthly based on their core work schedule and tenure.<br><br>See <a href="#">Our Culture and People Overview</a> for more: <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf</a> |
|                                                       | 401-3 Parental leave                                                                                     | Full-time employees are eligible for paid parental bonding leave.<br><br>See <a href="#">Our Culture and People Overview</a> for more: <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf</a>                                                                                                                                                |
| GRI 403:<br>Occupational<br>Health and Safety<br>2018 | 403-1 Occupational health and safety management system                                                   | <a href="#">2024 Report: Safe and Healthy Workplaces</a> (starting on pg. 35)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                                                       | 403-2 Hazard identification, risk assessment, and incident investigation                                 | See response to <b>indicator 403-1</b> , in particular the <a href="#">Overview of our Safety Program</a> introduction (pg. 35).                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                                                       | 403-3 Occupational health services                                                                       | See response to <b>indicator 403-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|                                                       | 403-4 Worker participation, consultation, and communication on occupational health and safety            | See response to <b>indicator 403-1</b> , in particular <a href="#">Train to Empower</a> (pg. 36).                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                                                       | 403-5 Worker training on occupational health and safety                                                  | See response to <b>indicator 403-1</b> .<br><br>We had 100% completion of assigned EHSS training, including training on occupational safety and health. See <a href="#">2024 Report: Talent Acquisition and Development</a> (starting on pg. 33).                                                                                                                                                                                                                                                                                                                     |
|                                                       | 403-6 Promotion of worker health                                                                         | See response to <b>indicator 403-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |





| GRI STANDARD                         | DISCLOSURE                                                                                                          | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                      | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | See response to <b>indicator 403-1</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                                      | 403-8 Workers covered by an occupational health and safety management system                                        | Our full-time and part-time employees, including contractors working on UT locations are covered by UT's occupational health and safety management system.<br><br>See <a href="#">2024 Report: Environmental Stewardship - Environmental, Health, Safety, and Sustainability Policy Statement (pg. 40)</a> for more information.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                      | 403-9 Work-related injuries                                                                                         | <a href="#">2024 Proxy Statement (pg. 10)</a> .<br><br>We had 11 OSHA recordable incidents for our U.S. operations in 2023, with an overall incidence rate of 1.2 per 100 full-time workers. This is below the average incidence rate of 1.6 recordable cases per 100 full-time workers for the pharmaceutical preparation manufacturing industry (based on the most current U.S. Bureau of Labor Statistics Injuries, Illnesses, and Fatalities industry average data).                                                                                                                                                                                                                                                                                                                                                                |
|                                      | 403-10 Work-related ill health                                                                                      | See response to <b>indicator 403-9</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee                                                               | <a href="#">2024 Report: Our People (starting on pg. 30)</a><br><br>Our training program comprises both company-wide training and enhanced or targeted role-based training. On average in 2023, employees completed almost 18 hours of training, including at least 4.5 hours of optional self-directed and required human resources training and/or programming related to DEI, leadership, and soft skills/competency training. Employees receive additional training specific to their function. We rely heavily on on-the-job (OTJ) training; UT does not track time spent in OTJ training.<br><br>In 2024, provided UT employees access to the LinkedIn Learning platform for just-in-time training needs. Since launch, employees have completed more than 1,800 sessions/courses leadership and professional development topics. |
|                                      | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | <a href="#">2024 Report: Talent Acquisition and Development (starting on pg. 33)</a> , and see <a href="#">Our Culture and People Overview</a> for more: <a href="https://corporateresponsibility.unither.com/~/_media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf">https://corporateresponsibility.unither.com/~/_media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                            |



| GRI STANDARD                                  | DISCLOSURE                                                                                          | LOCATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------|-----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                               | 404-3 Percentage of employees receiving regular performance and career development reviews          | All managers and employees are encouraged to participate in regular performance and career development opportunities. In 2023, 91% of employees completed annual performance conversations, and 96% completed annual development plans and goals.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees                                                  | <a href="#">2024 Report: Our People (starting on pg. 30)</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| GRI 406: Non-discrimination 2016              | 406-1 Incidents of discrimination and corrective actions taken                                      | No reportable incidences of discrimination.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| GRI 416: Customer Health and Safety 2016      | 416-1 Assessment of the health and safety impacts of product and service categories                 | <a href="#">2024 Report: Product Quality and Safety (starting on pg. 23)</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                                               | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services | Visit the <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">FDA MedWatch</a> website for more information. ( <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program</a> )<br>Visit the <a href="https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers">FDA FAERS</a> website for more information. ( <a href="https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers">https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers</a> ) |
| GRI 417: Marketing and Labeling 2016          | 417-1 Requirements for product and service information and labeling                                 | <a href="#">2023 Form 10-K: Item 1. Business - Governmental Regulation (starting on pg. 21)</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|                                               | 417-2 Incidents of non-compliance concerning product and service information and labeling           | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|                                               | 417-3 Incidents of non-compliance concerning marketing communications                               | Material incidents would be reported as appropriate in applicable U.S. Securities and Exchange Committee ( <b>SEC</b> ) filings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| GRI 418: Customer Privacy 2016                | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data  | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |





## 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 2024 Corporate Responsibility and Public Benefit Report (our "2024 Report", which covers 2023 performance). In certain instances, and as noted below, a specific SASB topic may be discussed generally in our 2024 Report but we do not currently track or report progress on the corresponding SASB metrics.

| SASB TOPIC                               | CODE             | ACCOUNTING METRIC                                                                                                                                                                           | 2023 EXPLANATION OR LOCATION<br>(REPORTED IN 2024 REPORT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------------------|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Safety of Clinical<br>Trial Participants | HC-BP-<br>210a.1 | Discussion of, by world region, management process for ensuring quality and patient safety during clinical trials                                                                           | Detailed discussion of our Global Patient Safety program, which includes quality and patient safety during clinical trials, is available in the following resources: <ul style="list-style-type: none"><li>• <b><u>Our Patient Safety and Vigilance Overview:</u></b> <a href="https://corporateresponsibility.unither.com/~media/Files/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf</a></li><li>• <b><u>2024 Report: Product Quality and Patient Safety</u></b> (starting on pg. 23)</li></ul> |
|                                          | HC-BP-<br>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-<br>210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries                                                                    | Material losses and legal proceedings are reported as appropriate in applicable U.S. SEC filings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



| SASB TOPIC                   | CODE         | ACCOUNTING METRIC                                                                                                                                                           | 2023 EXPLANATION OR LOCATION<br>(REPORTED IN 2024 REPORT)                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Access to<br>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 | <p>Not applicable.</p> <p>We are a growth public benefit company focused on rare diseases in the North American market. Therefore, we are not included in the 2024 Access to Medicine Index because the diseases we cover are not among those in scope of the index.</p>                                                                                                                                                                                                                                    |
|                              | C-BP-240.2   | List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)                                            | <p>Not applicable.</p> <p>None of our products are on the WHO List of Prequalified Medicinal Products because our core therapeutic areas are not in the therapeutic scope of this list.</p>                                                                                                                                                                                                                                                                                                                 |
| Affordability<br>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                                              | <p>As noted in our <a href="#">2023 Form 10-K (pg. 12)</a>, to the extent we increase the price of our core therapeutics--Tyvaso DPI, nebulized Tyvaso, Remodulin, the Remunity Pump, and Orenitram--increases are typically in the single-digit percentages per year.</p> <p>We sell Adcirca at prices established by Lilly. (<a href="#">2023 Form 10-K, pg. 7</a>)</p> <p>See additional pricing discussion in the <a href="#">2024 Report under Market Access and Pricing (starting on pg. 29)</a>.</p> |
|                              | HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year                                                           | See response to <b>HC-BP-240b.2</b> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |





| SASB TOPIC        | CODE         | ACCOUNTING METRIC                                                                                                                        | 2023 EXPLANATION OR LOCATION<br>(REPORTED IN 2024 REPORT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------|--------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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           | <p>Visit the <a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">FDA MedWatch</a> website for more information. (<a href="https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program">https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program</a>)</p> <p>For information about our patient safety and product quality and GMP programs, see:</p> <ul style="list-style-type: none"> <li>• <b>Our Patient Safety and Vigilance Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf</a></li> <li>• <b>Our Quality Operations and Good Manufacturing Practices Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Good-Manufacturing-Practices-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Good-Manufacturing-Practices-Overview.pdf</a></li> </ul> |
|                   | HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System                                      | Visit the <a href="https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers">FDA FAERS</a> website for more information. ( <a href="https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers">https://www.fda.gov/drugs/drug-approvals-and-databases/fda-adverse-event-reporting-system-faers</a> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|                   | 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 | <b>Our Patient Safety and Vigilance Overview - Anti-Counterfeiting and Package Serialization:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Patient-Safety-Vigilance-Program-Overview.pdf</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|                   | HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products                 | None.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |



| SASB TOPIC                                      | CODE         | ACCOUNTING METRIC                                                                                                                                 | 2023 EXPLANATION OR LOCATION<br>(REPORTED IN 2024 REPORT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                                    | <b>Code of Conduct:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf</a>                                                                                                                                                                                                                                                                                                    |
| Employee Recruitment, Development and Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development personnel                                      | Detailed discussion of our People programs, which includes talent recruitment and retention efforts, is available in the following resources: <ul style="list-style-type: none"> <li>• <b>Our Culture and People Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Culture-and-People-Overview.pdf</a></li> <li>• <b>2024 Report: Talent Acquisition and Development</b> (starting on pg. 33)</li> </ul> |
|                                                 | 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 | <b>2024 Report: Our People &gt; 2023 Progress</b> (pg. 31)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|                                                 | HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery                                           | Material losses and legal proceedings are reported as appropriate in applicable U.S. SEC filings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Business Ethics                                 | HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals                                                               | <b>Code of Conduct:</b> <a href="https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf">https://ir.unither.com/~media/Files/U/United-Therapeutics-IR/documents/corporate-governance/Code-of-Conduct-and-Business-Ethics.pdf</a><br><br>Also see <b>UT Ethics Overview:</b> <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Ethics-Overview.pdf">https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Ethics-Overview.pdf</a> |
|                                                 | HC-BP-000.A  | Number of patients treated                                                                                                                        | <b>2024 Report: Our Business and Purpose &gt; 2023 Year in Review</b> (starting on pg. 4)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Activity Metrics                                | HC-BP-000.B  | Number of drugs (1) in portfolio and (2) in R&D (Phases 1-3)                                                                                      | <b>2024 Report: Our Business and Purpose &gt; Our Focus</b> (starting on pg. 7)<br><br>Also see our pipeline at <a href="https://pipeline.unither.com/">https://pipeline.unither.com/</a>                                                                                                                                                                                                                                                                                                                                                                                                                        |



# The Task-force on Climate Related Financial Disclosures (TCFD) Framework

The TCFD, now subsumed into the International Sustainability Standards Board (ISSB), which is owned by the International Financial Reporting Standards (IFRS) Foundation, 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. United Therapeutics (**UT**) decided to adopt the TCFD framework to enhance disclosures on climate-related matters. This table represents our third disclosure aligned with TCFD recommendations. It covers facilities and operations over which UT has operational control. We intend to continue to enhance our TCFD-related disclosures in time. The “2024 Report” refers to UT’s 2024 Corporate Responsibility and Public Benefit Report, available here: <https://corporateresponsibility.unither.com/>

| TCFD RECOMMENDATION                                                                                         | 2023 EXPLANATION OR LOCATION (REPORTED IN 2024 REPORT)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Governance</b><br>Disclose the organization’s governance around climate-related risks and opportunities. | <p>The Nominating and Governance (<b>NomGov</b>) Committee of UT’s Board of Directors has oversight of environment, social and governance (<b>ESG</b>) issues (see the <a href="#">2024 Report, Our Practices &gt; ESG and PBC Governance, starting on page 46</a>). UT’s environmental efforts are managed by functional and cross-functional teams and tracked by an ESG Cabinet, a committee composed of senior-level members from across the business. The Cabinet meets every-other-month and provides regular updates to the Executive Leadership Team and to the Nominating and Governance Committee. <b>James Edgmond</b>, Chief Financial Officer and Treasurer and a direct report of the CEO, is executive sponsor of the ESG Cabinet, and <b>Catherine Sheehy</b>, Director of ESG and PBC Transparency, is the Chair.</p> <p>UT’s Enterprise Risk Management (<b>ERM</b>) process includes certain climate-related risks and in our overall risk assessment approach.</p> <p>For more information, see:</p> <ul style="list-style-type: none"><li>• <a href="#">2024 Report: Governance</a> (starting on pg. 46)</li><li>• <a href="https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Enterprise-Risk-Management-Overview.pdf">Enterprise Risk Management and Organizational Resilience Overview: https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Enterprise-Risk-Management-Overview.pdf</a></li></ul> |





## TCFD RECOMMENDATION

### 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.

## 2023 EXPLANATION OR LOCATION (REPORTED IN 2024 REPORT)

In 2024, we enlisted a third-party environmental consultant to support us in evaluating the potential risks and opportunities to our business, strategy, and financial planning where such information is material to our operations. We anticipate being able to disclose more robust alignment with TCFD guidance in the future.

For more information, see:

[2024 Report: Our Approach to Climate](#) (starting on pg. 43)

### Risk Management

Disclose how the organization identifies, assesses, and manages climate-related risks.

See our [Enterprise Risk Management Overview](https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Enterprise-Risk-Management-Overview.pdf) (https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Enterprise-Risk-Management-Overview.pdf) for more information.

Meanwhile, we continue to advance our public benefit objective to operate sustainability. See the following resources for more information:

- [Sustainable Facilities Overview](https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf): https://corporateresponsibility.unither.com/~media/Files/U/Unither-Corp/reports-and-resources/UT-Sustainable-Facilities-Overview.pdf
- [2024 Report: Our Planet](#) (starting on pg. 38)

### Metrics and Targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

See above.

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