



Unimagined Therapies. Undreamed Outcomes.

# **RallyTogether Guidelines**

As of December 15, 2022

**FINAL**

## Contents

A Message from our CEO .....	2
Executive Overview.....	3
RallyTogether Objectives .....	4
Our Patients .....	4
Our Community .....	4
Our Environment .....	5
Our People .....	5
Company Governance .....	6
Conclusion .....	6
Disclaimer .....	7

A Message from our CEO



Dear colleagues,

In founding Rallybio, we made a commitment to discover, develop, and deliver transformative therapies for patients with rare diseases. That meant taking the path less travelled and targeting diseases often perceived as difficult contenders in the treatment space. We are doing this to ultimately improve patient lives in meaningful ways.

Rallybio is built around a team of seasoned industry leaders; our people have experience in tackling tough challenges and delivering meaningful results that change lives. By leveraging this team's expertise, we can continue expanding our diversified portfolio of product candidates and blaze new paths for science and patients alike.

However, our mission extends beyond drug development. It also calls on us to tackle tough challenges to improve the lives of those in the communities where we live and work. Our industry takes its role working to improve the health of humankind seriously and beyond the parameters of science, focusing on expanding Environmental, Social and Governance (ESG) efforts. We intend to not only follow our RallyTogether guidelines, but to strive to surpass them.

While our corporate policies and procedures reinforce this endeavor, this document serves as a guiding framework for our company-wide commitment to RallyTogether, acting responsibly and ethically as a corporate citizen and evoking the spirit of our values that guide how we work. Set forth below are details on how we plan to do exactly that. Much like our collective scientific experience, we can only grow as a responsible corporate citizen if we work together, challenge each other, and ask thoughtful questions. I encourage you to candidly discuss these guidelines with each other (myself included), courageously challenge its content, and, above all, recommend input with the intention of supporting our team to RallyTogether to create a positive impact for our patients, our community, our environment, our employees and partners, our shareholders, and our other stakeholders.

Thank you for your cooperation and help in delivering on the actions below. I look forward to the good that we will continue to do together.

Sincerely,



Martin Mackay

## Executive Overview

Rallybio is a clinical-stage biotechnology company committed to identifying and accelerating the development of life-transforming therapies for patients with severe and rare diseases. Since our launch in 2018, we have built a portfolio of promising product candidates, which are now in development to address rare diseases in the areas of hematology, immuno-inflammation, maternal-fetal health, and metabolic disorders. We are a team of highly experienced biopharma industry leaders with extensive research, development, and rare disease expertise.

In 2018, we sought to become a valuable contributor to the healthcare industry. In 2021, we took our intentions to do good a step further and put our RallyTogether plan into action. Our ultimate objective is to develop and continuously execute on a scalable strategy that enables Rallybio to foster our culture and values, create positive social and environmental outcomes, and enhance our business. When we RallyTogether, we can uplift each other, our patients, our community, and the world around us.

Our RallyTogether efforts are steered by an internal committee of employees. Their diverse backgrounds are intended to enable a full spectrum of considerations. Our committee members have professional backgrounds in Business Development, Corporate Strategy, Commercial, Communications, Human Resources, Investor Relations, Legal, Portfolio and Project Management, Regulatory & Quality, Supply Chain & Operations, and Sustainability.

## RallyTogether

### **Objectives**

- Live our culture and values that make Rallybio a great place to work
- Foster team engagement to create positive social and environmental outcomes
- Demonstrate Rallybio's corporate conscientiousness for social and environmental issues
- Establish Rallybio as a valuable contributor in both the local and the global community

In executing these objectives, our aim is to demonstrate and encourage a purpose-driven culture, provide team-building opportunities, enhance the impact and awareness of Rallybio within local and global communities, drive engagement with community partners, raise interest of potential employees, and strive to meet ESG expectations of external stakeholders.

When we RallyTogether, we can create a positive impact for our patients, our community, our environment, our employees and partners, our shareholders, and our other stakeholders.

### **OUR PATIENTS**

#### **Access, affordability and advocating for patients**

We aim to deliver new and transformative medicines to patients with severe and rare disorders worldwide so they can become unbound and undefined by the diseases from which they suffer. Rallybio believes that these transformative medicines should be accessible and affordable to ensure that patients in need are able to benefit from them. We endeavor to use our experience and expertise to develop and execute market access strategies that can enable not only broad accessibility for patients who could benefit from our future therapies but also reduce time and administrative burden to access such therapies.

Additionally, we seek to have meaningful dialogue with patients, their families, caregivers, and advocacy organizations related to the rare diseases targeted in our pipeline candidates. Knowing our patients helps us to better deliver solutions for them.

### **OUR COMMUNITY**

#### **Supporting the communities where we live and work**

New Haven, Connecticut is our home, and we aim to build meaningful relationships and support our vibrant community. In 2021, with a focus on maternal and neonatal health, we donated funds to the Diaper Bank of Connecticut to purchase approximately 30,000 diapers to be distributed to Connecticut families in need. Diapers are critical and help improve the health and wellbeing of mothers and their babies. Rallybio will continue to support this organization through a corporate charitable matching program – matching diaper-for-diaper employee contributions to the Diaper Bank.

Rallybio also seeks to support STEM education in our community for children and young adults through the course of their education.

Rallybio is proud to support children in our local community through support of the Boys & Girls Club of New Haven. The Club's mission is to enable all young people to reach their full potential as productive, caring, responsible citizens. Through our engagement, Rallybio hopes to aid in this mission by enriching the Club's STEM educational efforts and activities.

For secondary and post-high school students, Rallybio supports the Soderstrom Scholars Fund through an annual corporate donation and through board representation. The mission of the Soderstrom Scholars Fund is to provide support to students in secondary schools across Connecticut who are underrepresented in STEM through scholarships, mentoring and internships. The goal is to help those students pursue STEM degrees at Connecticut colleges and universities to create a human capital pipeline for the Connecticut ecosystem.

For college and graduate students, Rallybio hosts an annual Summer Internship Program that provides opportunities across a breadth of functional areas including manufacturing, portfolio and project management, commercial strategy, and finance.

Through these actions, Rallybio hopes to inspire our community's next generations of scientific and medical leaders and to give back to the city and the state that Rallybio calls home.

## **OUR ENVIRONMENT**

### **Fostering a healthier environment for a better tomorrow**

Environmental conscientiousness is an important component of corporate responsibility. We strive to mitigate our impact on the environment to help preserve our surrounding communities for the generations to come. We do so in our corporate office through actions including using energy efficient lighting, recycling, limiting printer and paper utilization, and reducing use of single-use bags, containers, and bottles. In addition to these best practices, in July 2022, we called on our team to be thoughtful about their use of air travel, recommending that such travel be reserved for instances where face-to-face engagements are truly critical. We also implemented a battery recycling program and a reusable/recyclable pen program. With these initial steps, we are actively and consciously seeking to limit our environmental footprint.

## **OUR PEOPLE**

### **Cultivating a great place to work**

We are focused on living our culture and values, and cultivating Rallybio as great place to work. We are committed to fostering collaboration, teamwork, transparency, respect, and compassion through all that we do. Our commitment is reflected in our five core values, which apply to the company, our employees and those with whom we do business. Our five core values are:

- Rally to be One

- Be Kind
- Be World-Class Thinkers
- Be Courageous and Candid
- Be Tenacious

We are committed to fostering a diverse, equitable and inclusive company culture. In 2021, we established a DEI committee that guides and implements internal initiatives, including monthly DEI workshops for our team. In addition, Rallybio is committed to gender and ethnicity pay equality, and with women representing 40% of our Board of Directors and nearly 50% of our team, we continue to focus on building a diverse team that can bring diverse experiences and perspectives to all that we do.

Consistent with our culture and values, Rallybio supports the health and wellbeing of our team through progressive practices such as unlimited vacation time, telehealth resources and flexible work arrangements. We encourage employees to use paid time to volunteer in our communities and we support team-building volunteer activities to help support our communities.

Through these actions, we aim to ensure our employees are engaged in our mission to bring life-transforming therapies to patients with severe and rare disorders.

## **COMPANY GOVERNANCE**

### **Business ethics and supporting an equal opportunity workplace**

Ethics and integrity are foundational to our values. We expect all individuals associated with Rallybio to conduct themselves with the highest degree of integrity. Our company Code of Business Conduct and Ethics directs the decision-making processes of our team members and empowers them to accomplish important and meaningful work. You can read Rallybio's Code of Business Conduct and Ethics in full [here](#).

Rallybio is proud to be an Equal Employment Opportunity and Affirmative Action employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, ancestry, physical or mental disability, medical condition, pregnancy, genetic information, gender, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.

### **Conclusion**

We RallyTogether to create a positive impact for our patients, our community, our environment, our employees and partners, our shareholders, and our other stakeholders. Through the objectives, activities and commitments described herein, Rallybio strives to execute on our mission to bring transformative therapies to patients as a worthy corporate citizen, a valuable community partner and a great place to work for our world-class team. As we grow as a company, we look forward to making an even greater impact on those around us.

## Disclaimer

In the future and where possible, Rallybio may seek to align its ESG efforts to consider the Sustainability Accounting Standards Board's (SASB) materiality assessment metrics for biotechnology & pharmaceutical companies. These assessment standards are as follows:

- Safety of Clinical Trial Participants
- Access to Medicines
- Affordability & Pricing
- Drug Safety
- Counterfeit Drugs
- Ethical Marketing
- Employee Recruitment, Development & Retention
- Supply Chain Management
- Business Ethics (Corporate Governance)

SASB is a non-profit organization that sets forth ESG disclosure standards and frameworks. Alignment to the above standards will enable third-party rating agencies to give Rallybio a fair and balanced rating for its ESG work.

These Guidelines are made as of December 15, 2022. Rallybio may update these Guidelines from time to time.