LEGEND BIOTECH

2024

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

Global Headquarters
2101 Cottontail Lane
Somerset, NJ 08873, USA

+1 732 317 5050
legendbiotech.com

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Introduction

Thank you for your interest in Legend Biotech's 2024 ESG report. We are pleased to share an overview of our performance and data, highlighting our commitment to integrating ESG principles into our business operations.

IN THIS SECTION:

ABOUT THIS REPORT
A MESSAGE FROM OUR CEO
ABOUT LEGEND BIOTECH
APPROACH TO ESG

About This Report

The information and data in this report, published on April 10, 2025, covers the reporting period from January 1, 2024, to December 31, 2024. This report was prepared in accordance with the Sustainability Accounting Standards Board's (SASB) Biotechnology & Pharmaceuticals Sustainability Accounting Standard, and the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. We've also reported additional metrics with reference to the Global Reporting Initiative (GRI) Standards.

For more information or questions, please contact
Investor@legendbiotech.com

A Message from Our CEO

Ying Huang, Ph.D.
Chief Executive Officer

On behalf of the Legend Biotech team, I am pleased to share our second Environmental, Social, and Governance (ESG) report, which details our commitment to sustainable business practices.

In 2024, we transferred primary ESG oversight to our Controllership function in anticipation of upcoming external reporting requirements. We also enhanced ESG governance through increased audit committee oversight, hiring an ESG Controller, and forming an internal ESG Committee to collectively drive cross-functional collaboration, strengthen alignment on strategic priorities, and monitor progress on our global ESG initiatives.

Innovation and collaboration represent the cornerstones of our culture. **In 2024, we invested more than $266 million in research and development, enabling us to accelerate cell discovery and development.** CARVYKTI®, a result of our collaboration with Johnson & Johnson, was approved for second-line treatment in the U.S. and Europe – making it the first and only BCMA-targeted therapy approved for second-line treatment of patients with multiple myeloma.

We're excited that CARVYKTI® is now available to more patients and proud of its recognition with a 2024 Prix Galien USA Awards nomination for Best Biotechnology Product.

We are committed to continually improving the accessibility of our treatments. This includes efforts to improve patient support, production and efficiency, and market access. In 2024, we initiated commercial production at our Obelisc facility in Ghent, Belgium, to address unmet needs in key regions. Additionally, we started construction on a new, state-of-the-art research and development (R&D) facility in Philadelphia, Pennsylvania, which is scheduled to open in late 2025.

Our ability to deliver transformative healthcare treatments relies on our diverse and dedicated global team. In 2024, we launched new leadership and mentorship programs that invest in workforce development and advancement. Once we attract the best and brightest, we have a robust engagement program to retain top talent.

At Legend, we have high environmental, health, and safety standards maintained by our quality, engineering and facilities teams that are committed to operational excellence. In 2024, we strengthened efforts to manage emissions, improve energy efficiency, and reduce waste at our sites, including enhancing our chemical management through training and equipment upgrades.

Our patient-first approach, investments in people, and our openness to strategically collaborate with industry partners position Legend Biotech for long-term growth. Together, we can innovate cellular therapies and sustainably deliver on our promise to improve the lives of patients worldwide.

About Legend Biotech

Legend Biotech is a global leader in cell therapy, dedicated to treating, and one day curing, life-threatening diseases.

Headquartered in Somerset, New Jersey, we are developing advanced cell therapies across a diverse array of technology platforms, including autologous chimeric antigen receptor T-cell (CAR-T) therapies and allogeneic CAR-T therapies such as gamma delta (γδ) T cell therapies, natural killer (NK) cell-based immunotherapy, and non-gene-editing universal CAR-T. We are a commercial phase biotechnology company with a pipeline in various phases of development and clinical stage manufacturing. From our multiple research and development (R&D) sites around the world, we apply these innovative technologies to pursue the discovery of cutting-edge therapeutics for patients globally.

Our pipeline is made up of investigational therapies and innovative technologies in personalized medicine. We are devoted to exploring the potential of cell therapies to treat diseases considered intractable and incurable, such as hematological malignancies, solid tumors and autoimmune diseases. We have established end-to-end capabilities to ensure we can take a candidate from the research phase all the way through to commercialization.

Legend Biotech At-A-Glance

Founded in **2014** with headquarters in Somerset, New Jersey

NASDAQ: **LEGN**

2,600+ employees globally

$1.1B in cash and cash equivalents and time deposits as of December 31, 2024

11 investigative therapies in our pipeline, spanning 5+ different disease areas

5,000+ patients treated worldwide to date

Our Mission

In pursuit of cures.

Our Values

Patient First

Extending and improving patients' lives is our top priority. The needs of patients guide every aspect of our business.

Innovation

Innovation is our compass. We encourage creativity and curiosity to drive scientific breakthrough, we take strategic risks and push boundaries in our relentless pursuit of cures.

One Team

One team, one purpose. We collaborate across regions and functions, embrace diversity, communicate openly and build a culture of trust.

Result Driven

We are proactive and focused on delivering positive outcomes. We don't give up and make things happen.

Integrity

We conduct our business honestly, ethically and transparently both internally and externally.

Approach to ESG

At Legend Biotech, our dedication to ESG is integrated all throughout our operations. We cultivate a diverse workforce of passionate individuals and keep efficiency and integrity top of mind.

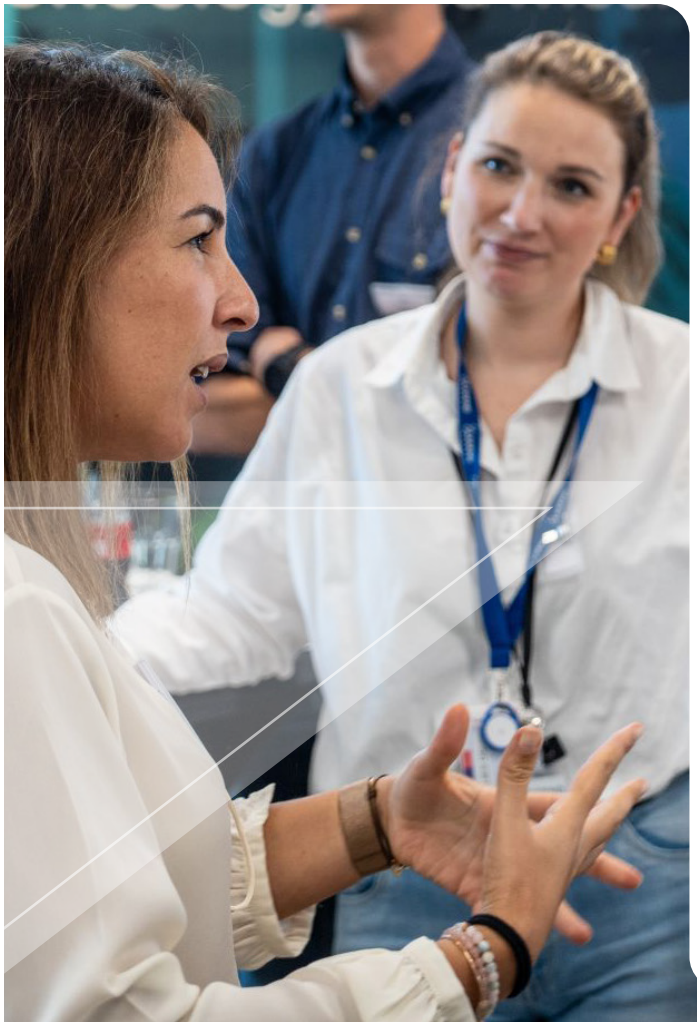
Our strategy focuses on integrating ESG principles throughout our organization, followed by the necessary data management and alignment with recognized reporting standards. The last two years we've worked with a third-party expert on ESG initiatives, including developing our annual ESG report aligned with SASB and other standards, calculating our Scope 1 and 2 greenhouse gas emissions, and identifying our ESG pillars and key reporting topics.

In 2024, we expanded upon our ESG efforts by enhancing our governance structure, improving data collection, and expanding our disclosures.
Key achievements include:

- **Strengthened ESG oversight and management:** We created a dedicated ESG Controller role to improve compliance, ensure quality control, and align with sustainability reporting requirements.
- **Launched the Legend Biotech ESG Committee:** Formed in 2024, this cross-functional group fosters collaboration, drives progress on ESG initiatives, and ensures greater alignment with companywide strategic priorities. The committee plays a critical role in developing and implementing ESG policies and best practices throughout the organization. The committee will continue the integration of ESG into our strategic priorities, decision-making, and governance. (Read more on page 39.)
- **Improved data and disclosures:** Building on our 2023 ESG report, we have expanded our ESG data and disclosures. This includes providing a more detailed breakdown of our greenhouse gas inventory, sharing our health and safety performance, and enhancing our alignment with SASB industry standards.
- **Introduced Employee Wellbeing Committee:** Launched in 2024, this new initiative promotes a stronger workplace community by empowering employees to focus on wellness and engagement. This enables our employees to actively contribute to creating a workplace that emphasizes connection, collaboration, and a positive environment where everyone can thrive. (Read more on page 22.)

Stakeholder Engagement and Interaction

We interact with our stakeholders through a range of channels and initiatives to provide updates, offer resources, and support their needs. Examples include:



Communities
We engage with local communities through volunteer initiatives and strategic collaborations with nonprofit organizations. In addition to employee volunteerism, we support community programs focused on education, healthcare access, and patient advocacy.

Employees
We prioritize keeping employees informed about key company developments, initiatives, and events through a range of communication channels. Beyond regular updates, we are committed to providing the necessary support and resources to help our employees thrive in their roles and advance their professional growth. We actively encourage employee engagement through surveys, quarterly town halls, and other events, fostering a culture of open dialogue, collaboration, and continuous development.

Investors and Industry Stakeholders
We keep investors and shareholders informed about company performance and key business updates through regular earnings calls, investor conferences, and industry events. Our Investor Relations website provides access to public filings, press releases, and presentations, ensuring transparency and accessibility. Additionally, members of our extended leadership team frequently present and speak at industry and professional conferences as subject matter experts and thought leaders, thereby broadening Legend's impact and enhancing stakeholder engagement across various functions. This enables employees to collaborate with industry peers, contribute to their respective professions, and enhance overall stakeholder engagement.

Vendors
We engage with suppliers through a structured screening and onboarding process, ensuring that we do business with partners who share our commitment to integrity, quality, and sustainability. By fostering strong, transparent relationships, we work together to uphold high ethical standards and deliver value to our patients.

Patients
We provide patients with access to product information, including resources such as the official patient website for CARVYKTI®, in collaboration with Johnson & Johnson. Our interactions with patients are guided by laws and regulations, ensuring that we share accurate and appropriate information about our therapies.

Medical Professionals and Institutions
We collaborate with healthcare providers both independently and alongside Johnson & Johnson, sharing research findings, publications, and educational materials. Our engagement also includes sponsorships, participation in medical conferences and events, and training programs focused on therapy and treatment protocols.

Caring for Patients

At Legend Biotech, we aim to revolutionize medicine through a diverse range of cellular therapies to address unmet medical needs. Our dedication to R&D, safety, and positive patient outcomes fuels our pursuit of groundbreaking innovations for patients worldwide.

IN THIS SECTION:

INNOVATION AT LEGEND BIOTECH
PRODUCT SAFETY AND QUALITY
PATIENT ACCESS AND SUPPORT

Innovation at Legend Biotech

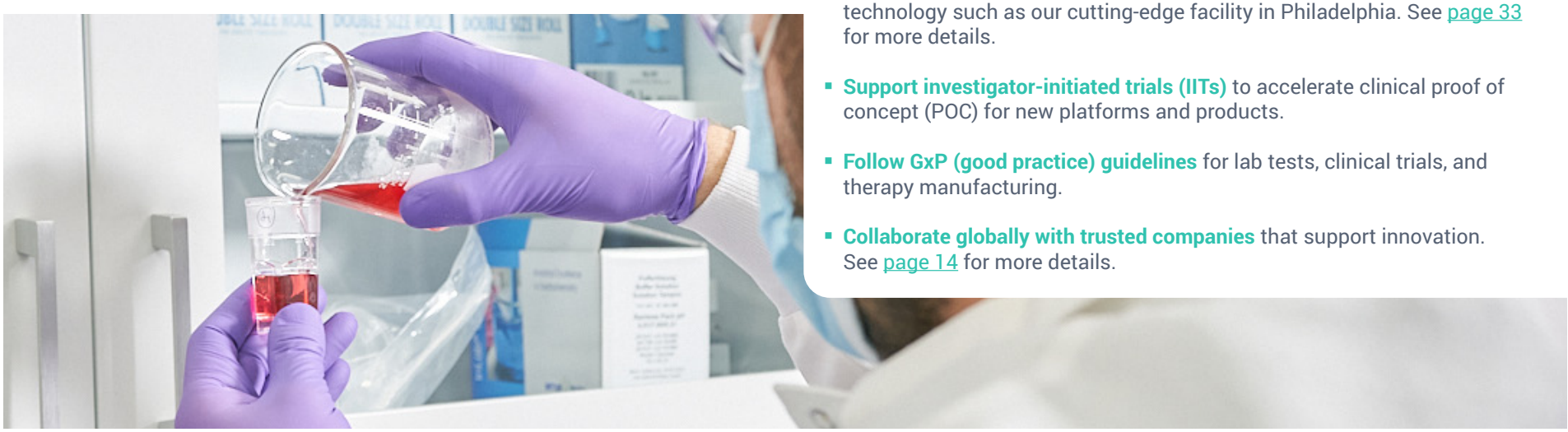
Our culture thrives on the pulse of innovation. Since inception, we've invested more than $1.9 billion in R&D. We've produced the therapy CARVYKTI®, approved in the US,[1] EU[2] and other jurisdictions worldwide, and built out an extensive pipeline of investigational therapies and other technologies. To learn more about the breadth and status of investigational therapies within our pipeline, see our website.

Our intellectual property encompasses both autologous and allogeneic cell therapy programs, addressing critical technical challenges to achieve deep and durable responses, including solutions for patients experiencing relapse.

We employ an institutional R&D model that accelerates cell discovery and development. Our platform allows us to bridge the gap between discovery research and patient treatments for hematologic malignancies, autoimmune, and solid tumors.

To achieve optimum results in our R&D efforts, we:

- **Draw from the expertise of our workforce.** Approximately 228 employees hold Ph.D. and/or M.D. degrees, and approximately 391 employees engage in R&D activities. Our employees come from a broad spectrum of the biotechnology and pharmaceutical industry, bringing diverse ideas and best practices to Legend.
- **Readily invest in research to understand diseases and immune biology.** In our pre-clinical research, we focus on cultivating a deep understanding of diseases, patient populations, disease markers, and stages of diseases. We invested $266.6 million in R&D in 2024, bringing our total R&D investments since inception to over $1.9 billion.
- **Leverage a variety of fundamental technologies, tools, and systems in R&D processes.** During construction of new laboratories, we explore opportunities to equip our labs with state-of-the-art R&D features and technology such as our cutting-edge facility in Philadelphia. See page 33 for more details.
- **Support investigator-initiated trials (IITs)** to accelerate clinical proof of concept (POC) for new platforms and products.
- **Follow GxP (good practice) guidelines** for lab tests, clinical trials, and therapy manufacturing.
- **Collaborate globally with trusted companies** that support innovation. See page 14 for more details.



[1]Legend Biotech. (2022, May 18). CARVYKTI® (ciltacabtagene autoleucel) granted conditional approval. Legend Biotech. https://investors.legendbiotech.com/news-releases/news-release-details/carvyktitm-ciltacabtagene-autoleucel-bcma-directed-car-t-therapy

[2]Legend Biotech. (2022, February 28). CARVYKTI® (ciltacabtagene autoleucel), a BCMA-directed CAR-T therapy. Legend Biotech. https://investors.legendbiotech.com/news-releases/news-release-details/carvyktir-ciltacabtagene-autoleucel-granted-conditional-approval

Our Pipeline

IIT†

CARVYKTI® (ciltacabtagene autoleucel) Cilta-cel Clinical Studies

BCMA-directed autologous therapy

PHASE 1	PHASE 2			PHASE 3		
LEGEND-2† RRMM NCT03090659	**CARTIFAN-1*** RRMM NCT03758417	**CARTITUDE-1*** RRMM NCT03548207	**CARTITUDE-2*** MM NCT04133636	**CARTITUDE-4*** RRMM 1-3 Prior Lines NCT04181827	**CARTITUDE-5*** NDMM Transplant Not Intended NCT04923893	**CARTITUDE-6*** NDMM Transplant Eligible NCT05257083

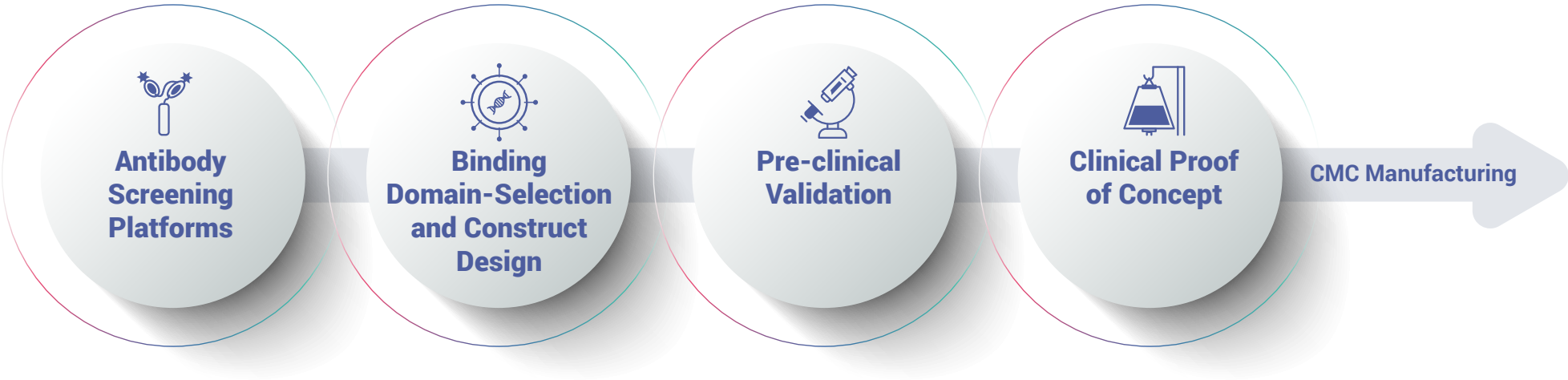
Johnson&Johnson

Additional Pipeline Assets

PRECLINICAL	PHASE 1					
Autologous Therapies	**AUTOIMMUNE†** (CD19 X CD20 X CD22)	**NHL†/ALL†** (CD19 X CD20 X CD22)	**MM†** (CD19 X GPRC5D), (GPR5CD)	**COLORECTAL†** (GCC)	**SCLC & LCNEC‡#** (DLL3) NOVARTIS	**GASTRIC & PANCREATIC‡** (CLAUDIN 18.2)
Allogeneic Therapies	**AUTOIMMUNE** (CD19 X BCMA)	**NHL†** (CD20) CAR-αβ T	**NHL†** (CD19 X CD20) CAR-γδ T	**MM†** (BCMA) CAR-γδ T	**MM†** (BCMA) CAR-NK	

*In collaboration with Johnson & Johnson. †Phase 1 investigator-initiated trial (IIT). ‡IND applications have been cleared by the U.S. FDA. #Subject to an exclusive license agreement with Novartis Pharma AG.
The safety and efficacy of the agents and/or uses under investigation have not been established. There is no assurance that the agents will receive health authority approval or become commercially available in any country for the uses being investigated. Additionally, as some programs are still confidential, certain candidates may not be included in this list.
INDICATIONS: ALL: acute lymphoblastic leukemia; LCNEC: large cell neuroendocrine carcinoma; MM: multiple myeloma; NDMM: newly diagnosed multiple myeloma; NHL: non-Hodgkin lymphoma; RRMM: relapsed or refractory multiple myeloma; SCLC: small cell lung cancer
TARGETS: BCMA: B-cell maturation antigen; DLL3: delta-like ligand 3; GCC: guanylyl cyclase C; GPRC5D: G-protein coupled receptor, family C, group 5, member D

Our End-to-End R&D Capability



CARVYKTI® Nominated for Best Biotechnology Product

Legend Biotech received a prestigious nomination for ***Best Biotechnology Product*** by The Galien Foundation for the 2024 Prix Galien USA Awards. To qualify, each candidate must demonstrate tremendous potential to improve human health. This recognition highlights the impact of our collaboration with Johnson & Johnson on CARVYKTI®, advancing transformative healthcare solutions. We're proud to be making strides together, with the first and only CAR-T cell therapy demonstrating superior overall survival versus standard therapies for multiple myeloma.

Collaborating for Scientific Breakthroughs

Academia and Universities: We are collaborating with the Trinity Translational Medicine Institute and St. James Hospital in Dublin, Ireland to access patients' primary tumor samples in certain indications of interest. This collaboration enables us to analyze patient samples and develop new methods to help inform our cell therapy products.[3]

Clinicians and Hospitals: We have a strong network of hospitals and academic centers globally, supporting proof-of-concept for our investigational therapies. Our pipeline agents are evaluated in investigator-initiated studies at academic institutions and major hospitals. Additionally, we've built a network of clinics and hospitals through our medical affairs and clinical development teams.

Global Regulatory Authorities: Agencies such as the U.S. FDA, the European Medicines Agency (EMA), Japan's Ministry of Health, Labour and Welfare (MHLW) and China's National Medical Products Administration (NMPA) regulate our product development process. We work closely with these agencies to seek their input throughout the process, which may include:

- Regular interactions (i.e., meetings and written communications) to ensure our development activities are aligned with agency requirements.
- Certain designations and review pathways such as: breakthrough therapies, orphan, regenerative medicine advanced therapy, fast track, and priority medicines to facilitate the development of our products and ensure timely approval and market access.

Collaborations: We establish business relationships that are scientifically sound and offer strong business value, irrespective of modality or technology. Our Business Development professionals in North America, Europe, and China are dedicated to creating collaborations that are mutually beneficial and have the potential to positively impact patients' lives. We collaborate with companies that complement our services to bring our therapies to patients worldwide. Examples of our impactful collaborations include our shared efforts with Johnson & Johnson regarding cilta-cel since 2017, and with Novartis regarding certain CAR-T therapies targeting DLL3 since 2023.

[3]Trinity College Dublin. (2022, June 27). Trinity St James's and Legend Biotech strategic collaboration explores solid tumours. Trinity News & Events. Retrieved from https://www.tcd.ie/news_events/articles/trinity-st-jamess-and-legend-biotech-strategic-collaboration-explores-solid-tumours/

Product Safety and Quality

Ethical Standards in Animal Testing

Legend Biotech is committed to conducting animal research responsibly, guided by the globally recognized principles of the 3Rs: Replacement, Reduction, and Refinement. These principles ensure that we prioritize alternatives to animal testing, minimize animal use, and enhance animal welfare in our studies.

In the U.S., we do not conduct any in-house animal testing. Instead, we exclusively collaborate with AAALAC-certified organizations for essential animal research. In China, most of our animal studies take place at our AAALAC- and OLAW-certified facility in Nanjing. Any other animal testing, including our Investigational New Drug (IND) studies, is carried out by our Contract Research Organizations (CROs), all of which are AAALAC-certified.

Our ethical standards provide the foundation for our development of transformative therapies, from the start of our research to commercialization. Our regulatory expertise ensures comprehensive controls and the implementation of appropriate processes, procedures and qualified personnel to comply with applicable regulations.

Electronic documentation and quality management systems are utilized according to internal procedures designed to conduct investigations, audits and quality processes in compliance with GxP requirements.

We approach product testing by:

Inspecting and testing controls for raw materials both during R&D and in the finished product. Controls include ensuring no contamination and methods and specifications meet applicable requirements based on industry standards (such as US Pharmacopeia) or internally qualified methods.

Releasing testing to demonstrate that our product meets commercial or clinical pre-defined specifications.

Designing the product for human clinical trials, which entails:

- Maintaining required animal testing in accordance with our company policy.
- Testing in the pre-clinical phase, which involves safety testing.
- Testing the product quality for safety, purity, potency, and effectiveness.

To ensure the quality, consistency, and efficiency of our manufacturing processes, we have robust quality management systems in place entailing:

- Comprehensive end-to-end procedures.
- Individual processes for investigating deviation or out-of-spec products (deviation, complaint, change control, and corrective action, preventative action known as CAPA).
- Clearly defined roles and responsibilities across our functional team.
- Additional processes for audits and supplier qualification.

Clinical Trials

We design and implement human clinical trials worldwide, including but not limited to North America, Europe, Asia, the Middle East, and South America. To learn more about the breadth and status of investigational therapies within our pipeline, see our website.

For U.S. trials, we follow FDA guidelines mandating diversity in clinical trials. In China, we follow the guidelines established by the NMPA. In the EU, we comply with the Clinical Trial Regulation (CTR), which aims to harmonize and streamline clinical trial authorizations, simplify adverse event reporting procedures, improve the supervision of clinical trials, and increase transparency.

We provide regular updates regarding ongoing clinical trials in our investor presentations, accessible here.

Patient Access and Support

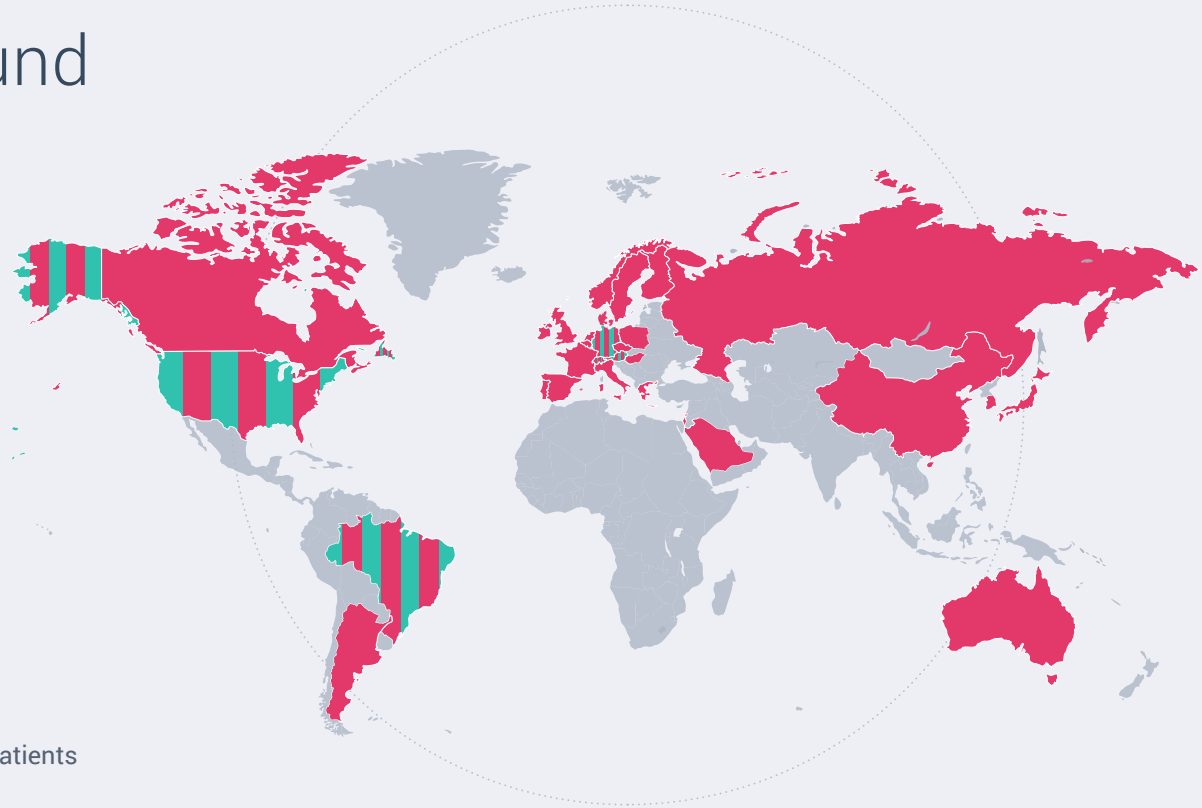
We are on a mission to transform lives through our therapies and technologies. Our focus on bringing hope to patients and families combatting serious and intractable diseases propels us to work diligently on expanding access to our therapy, scale our production, and offer patients support throughout their entire treatment journey.

Innovating to Address Unmet Medical Needs

We are committed to advancing innovative therapies that address critical medical needs. Our pipeline includes treatments for priority diseases as identified within the 2024 Access to Medicine Index, including non-Hodgkin lymphoma, stomach and oesophageal cancers (gastric, gastroesophageal junction, and esophageal adenocarcinoma), colorectal cancer, leukemia (acute lymphoblastic leukemia), and lung cancers (small cell lung cancer and large cell neuroendocrine carcinoma). Beyond those listed within the Index, we are also focused on tackling other unmet medical needs, such as multiple myeloma, through our therapy CARVYKTI®.

Reaching Patients Around the World

5,000+ patients treated worldwide to date

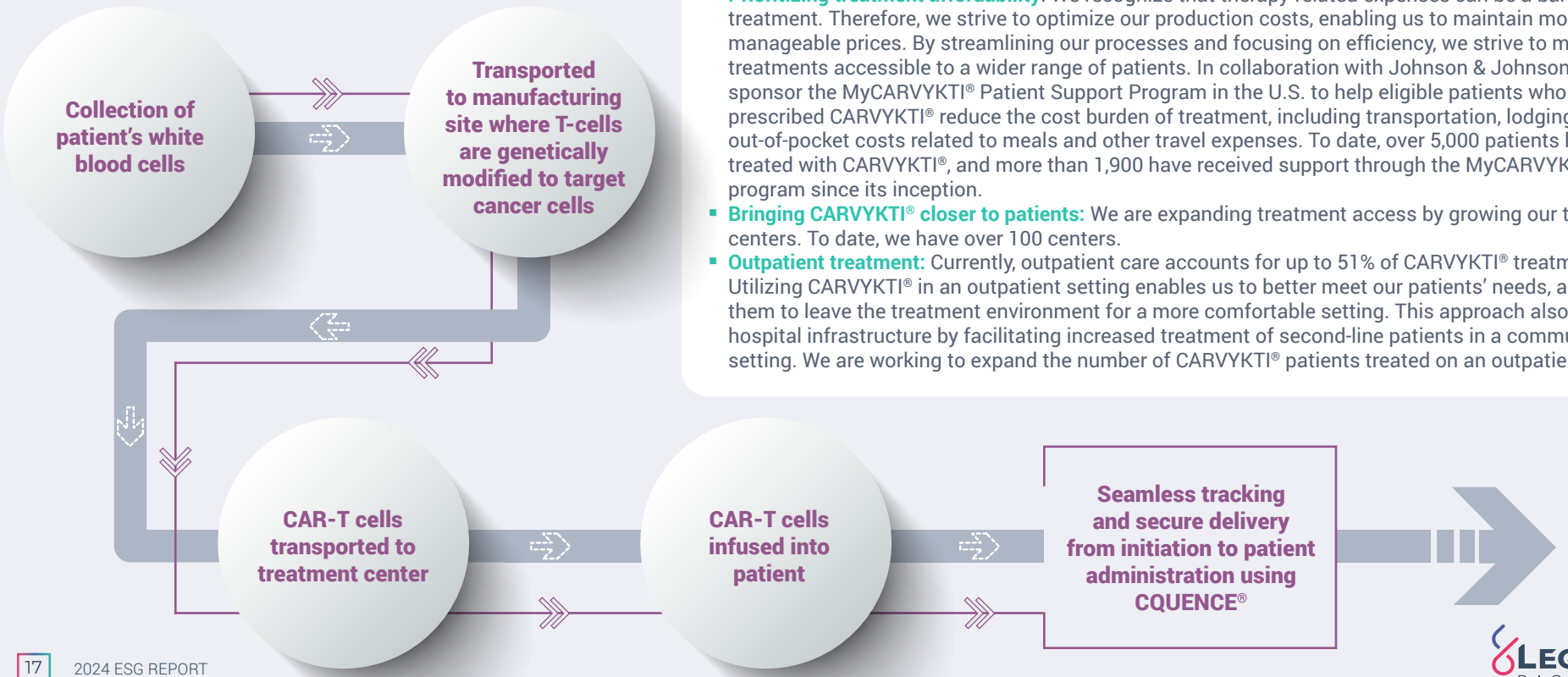


- Regions with clinical trials underway
- Offer **CARVYKTI®** as a commercial treatment option to patients

CAR-T Delivery for Patients

CARVYKTI® requires a manufacturing and delivery model tailored to the needs of patients with multiple myeloma. This vein-to-vein process begins with the collection of a patient's white blood cells, which are then sent to the manufacturing site. The T-cells are then genetically modified to target cancer cells. Finally the CAR-T cells are transported to the hospital and infused into the patient. At the heart of this process is a proprietary digital CQUENCE® platform, developed in collaboration with Johnson & Johnson. This platform guarantees that each personalized CARVYKTI® treatment is accurately linked to the correct patient and tracked throughout the treatment cycle. Ensuring a seamless and secure journey, from initiation to patient administration, is crucial for making these treatments accessible to the patients who need them.

Journey of CAR-T Therapy



Increasing Access to Treatments

At Legend Biotech, we aim to provide treatments that are widely accessible. We are dedicated to addressing potential barriers to treatment that prospective patients may encounter. Our efforts include:

- **Innovating to address unmet needs**: We focus particularly on developing therapies for diseases considered intractable and incurable, such as hematological malignancies and solid tumors. It is our priority to address these critical gaps in available treatments to bring patients hope and opportunity. Read about our recent breakthroughs related to multiple myeloma on page 18.
- **Expanding our global commercial presence and manufacturing:** We are steadily increasing our global reach by obtaining regulatory approvals to administer our treatment in new regions. For example, in 2024 we launched in Brazil, Austria, and Switzerland, expanding our commercial presence to 5 countries. To meet growing demand, we are expanding our facilities. Additionally, in September 2024, we initiated commercial production at our Ghent, Belgium site.
- **Increasing production capacity and efficiency:** As a growing enterprise, we regularly assess expansion opportunities to consistently meet treatment demand. For example, we are exploring allogeneic treatment options, as this approach could enhance the scalability of our CAR-T therapies by allowing us to potentially treat more patients due to the larger batch sizes, relative to autologous treatments.
- **Prioritizing treatment affordability**: We recognize that therapy-related expenses can be a barrier to treatment. Therefore, we strive to optimize our production costs, enabling us to maintain more manageable prices. By streamlining our processes and focusing on efficiency, we strive to make our treatments accessible to a wider range of patients. In collaboration with Johnson & Johnson, we sponsor the MyCARVYKTI® Patient Support Program in the U.S. to help eligible patients who are prescribed CARVYKTI® reduce the cost burden of treatment, including transportation, lodging, and out-of-pocket costs related to meals and other travel expenses. To date, over 5,000 patients have been treated with CARVYKTI®, and more than 1,900 have received support through the MyCARVYKTI® program since its inception.
- **Bringing CARVYKTI® closer to patients:** We are expanding treatment access by growing our treatment centers. To date, we have over 100 centers.
- **Outpatient treatment:** Currently, outpatient care accounts for up to 51% of CARVYKTI® treatments. Utilizing CARVYKTI® in an outpatient setting enables us to better meet our patients' needs, allowing them to leave the treatment environment for a more comfortable setting. This approach also supports hospital infrastructure by facilitating increased treatment of second-line patients in a community setting. We are working to expand the number of CARVYKTI® patients treated on an outpatient basis.

FEATURE

Pioneering Cilta-Cel for Multiple Myeloma with Johnson & Johnson

Globally, an estimated 187,952 people were diagnosed and 121,388 died from multiple myeloma in 2022.[4] Multiple myeloma is a cancer that develops in plasma cells, a type of white blood cell. In this condition, cancerous plasma cells accumulate in the bone marrow.[5] It can be difficult to diagnose multiple myeloma early, as it often causes no symptoms until reaching an advanced stage. When symptoms do appear, they are often linked to a more advanced disease, such as bone problems, low blood counts, elevated calcium levels, kidney problems, or infections.

Since 2017, Legend Biotech has strategically collaborated with Johnson & Johnson to develop and commercialize a ciltacabtagene autoleucel (cilta-cel) therapy called CARVYKTI® to address this critical unmet need.

CARVYKTI® (cilta-cel) is our CAR T-cell therapy treatment for adult patients with relapsed or refractory multiple myeloma. The treatment is made by genetically modifying a patient's white blood cells to recognize and eliminate cells that express BCMA.[6]

In April 2024, CARVYKTI® was approved for second-line treatment in both the U.S. and Europe.[7,8] The U.S. FDA approved CARVYKTI® for patients with relapsed or refractory multiple myeloma who have received at least one prior line of therapy, including a proteasome inhibitor (PI) and an immunomodulatory agent (IMiD), and are refractory to lenalidomide. Similarly, the European Commission granted approval for CARVYKTI® for adult patients with relapsed and refractory multiple myeloma who have received at least one prior line of therapy, including a PI and an IMiD, have demonstrated disease progression on the last therapy and are refractory to lenalidomide.[7]

These approvals mark CARVYKTI® as the first BCMA-targeted therapy, including CAR-T therapies, bispecific antibodies, and antibody-drug conjugates (ADCs), approved for use in the second-line treatment of patients with multiple myeloma.[8]

> ***The expanded label of CARVYKTI® has the potential to transform the treatment paradigm for multiple myeloma by providing patients and physicians with a personalized immunotherapy that can be used earlier in the treatment regimen. We are committed to improving the lives of patients battling blood cancer and will continue to work towards developing cellular therapies that bring us closer to a cure.***
>
> **Ying Huang, Ph.D.**
> Chief Executive Officer

[4]Ferlay, J., Ervik, M., Lam, F., Laversanne, M., Colombet, M., Mery, L., Piñeros, M., Znaor, A., Soerjomataram, I., & Bray, F. (2024). Global Cancer Observatory: Cancer Today. Lyon, France: International Agency for Research on Cancer. Available from https://gco.iarc.who.int/media/globocan/factsheets/cancers/35-multiple-myeloma-fact-sheet.pdf
[5]American Cancer Society. (n.d.). What is multiple myeloma? American Cancer Society. Retrieved January 23, 2025, from https://www.cancer.org/cancer/types/multiple-myeloma/about/what-is-multiple-myeloma.html
[6]CARVYKTI® prescribing information. (n.d.). Johnson & Johnson. Retrieved from https://www.janssenlabels.com/package-insert/product-monograph/prescribing-information/CARVYKTI-pi.pdf
[7]Legend Biotech. (2024, April 22). CARVYKTI® (ciltacabtagene autoleucel) approved by the European Commission. Retrieved from https://investors.legendbiotech.com/news-releases/news-release-details/carvyktir-ciltacabtagene-autoleucel-approved-european-commission
[8]Legend Biotech. (2024, June 3). Legend Biotech's CARVYKTI® (ciltacabtagene autoleucel) becomes available. Retrieved from https://investors.legendbiotech.com/news-releases/news-release-details/legend-biotechs-carvyktir-ciltacabtagene-autoleucel-becomes

Patient Support and Resources

We prioritize patients' well-being during their treatment journey through the following focuses:

- **Patient advocacy:** In collaboration with Johnson & Johnson, we work closely with patient advocacy organizations such as the Multiple Myeloma Research Foundation (MMRF), HealthTree Foundation, International Myeloma Foundation (IMF), Leukemia & Lymphoma Society, and Patient Empowerment Network to support educational efforts related to CAR-T therapy. These engagements have facilitated important conversations on patient needs that have guided the types of innovations we prioritize. Patient advocates and medical specialists receive vital education around the development and administration of CAR-T and CARVYKTI®. In addition, they receive resources about supporting patients and care partners throughout the treatment cycle.
- **Support of MMRF and IMF engagements:** Legend on its own supports the MRF and IMF through sponsorship of major events. This gives our employees the opportunity to interact with the patient and caregiver community.
- **Patient support programs:** We offer resources to patients participating in clinical trials in the U.S., such as educational materials and assistance with treatment logistics. Additionally, Legend Biotech and Johnson & Johnson sponsor the MyCARVYKTI® Patient Support Program in the U.S. to help eligible commercial patients prescribed CARVYKTI® and their caregivers with support during treatment. Eligible patients can receive assistance from MyCARVYKTI® Patient Support Specialists, including financial assistance with travel, lodging, and meal expenses related to their treatment.

3,500+ patients and caregivers supported in 2024

1,525 patients **2,005** caregivers

Empowering Employees and Strengthening Communities

At Legend Biotech, we foster a workplace that values diverse backgrounds and perspectives, believing that they are key to driving innovation and employee engagement. We are committed to making a positive impact by prioritizing human connection and actively giving back to our communities.

IN THIS SECTION:

VALUING EMPLOYEES
GIVING BACK WITHIN OUR COMMUNITIES

Valuing Employees

In our experience, purpose-driven and passionate employees are more effective at bringing cutting-edge solutions to patients. That's why we seek out top talent and maintain an inviting workplace where our employees feel valued and included. The following Legend Biotech Core Behaviors drive our company culture, with each incorporated into our recruiting, performance, recognition, and development processes:

- **Ownership and Commitment:** Taking responsibility for one's own results and deliverables; setting and achieving goals to support organizational priorities.
- **Agility and Prioritization:** Identifying and focusing on activities of highest value and impact; making informed decisions quickly.
- **Teamwork and Communication:** Appreciating diverse perspectives and making joint efforts to achieve shared goals.
- **Continuous Improvement:** Taking initiative, sharing knowledge, building skills, promoting ideas, and embracing change.

Talent Attraction and Retention

Recruiting and retaining a qualified team is essential to our success. To help strengthen and grow our team, we offer a referral bonus to employees who bring in top talent. Our other recruitment practices include:

Visibility: Positioning our company as a prominent and recognizable presence in the talent market by showcasing our:

- Strong clinical data and positive patient impacts.
- Innovative track record and developmental opportunities.
- Ability to make a significant business impact in a growing biotech industry.
- Collaborative environment with passionate employees.
- Subject matter expertise and thought leadership at industry and professional events.

Partnerships: Partnering with top universities around the world, including those near our New Jersey headquarters, to recruit candidates with Ph.D. and M.D. degrees, as well as individuals with expertise in key areas such as immunology, cell biology, molecular biology, oncology, hematology, and genome editing. Additionally, we value professionals with degrees in areas such as business, management, and other relevant fields who are essential to supporting our operations and driving the success of our company. For our existing employees, we partner with Professional Training Organizations and other educational institutions to develop and deliver joint training programs. Operating under a 'think global, act local' approach, the institutions we collaborate with for skills training vary by region.

Talent Attraction and Retention (continued)

Belonging: Fostering an inclusive workplace by:

- Providing comprehensive and inclusive benefits that cater to our employees' needs.
- Promoting employee wellness and satisfaction both in and out of the workplace through initiatives like our Employee Wellbeing Committee.
- Offering hybrid and teleworking arrangements for eligible positions, promoting work-life balance and expanding our talent pool by attracting candidates who may face geographical, accessibility, or other barriers to conventional working conditions.

Our Six Pillars of Wellbeing

Along with our compensation, rewards, and benefits, we offer additional perks that align with our company's wellbeing pillars. These benefits are diverse and tailored to help our employees make informed and thoughtful decisions at every stage of their lives.

Purpose
The goals and motivation that everyone has that drives them to live the most satisfying life possible.

Mobility
The process of evolving in your career. Involves making decisions for long term learning and alignment of personal needs with fulfillment of career advancement opportunities.

Mental Health
Policies, programs, and services that help to promote mental health address mental health concerns.

Financial Health
Achieving a comfortable level of financial wellbeing which can help remove barriers of progressing within other areas of wellbeing.

Community
Reinforcing the importance of human connection, caring and of giving back to the community.

Physical Health
The pursuit of optimal physical health and wellbeing.

Developing Future Talent Through Immersive Internships

Legend Biotech is committed to nurturing the potential of young professionals through our internship program. This summer, we welcomed 30 university students, providing them with an engaging experience across various aspects of our business. Weekly "Lunch and Learn" sessions offered insights from different departments, including an HR session where interns refined their skills through mock interviews. The program concluded with interns presenting their three-month learning journey to employees, highlighting their growth and contributions.

Launched Employee Wellbeing Committee

In 2024, we proudly established the Employee Wellbeing Committee, an initiative aimed at cultivating a vibrant workplace culture and enhancing employee wellbeing at Legend Biotech. Through quarterly meetings and grassroots initiatives, the committee strives to create a more positive and supportive environment for employees.

Benefits and Compensation

We offer the following benefits, compensation, and rewards, although slight variations may exist across the countries in which we operate.

- **Standard Benefits:** Medical, dental, vision, life insurance, disability, paid vacation days, 401(k) plan with employer matching contributions, parental leave (including adoptions and fostering), on-site fitness center in Raritan, and various leaves of absences available to employees.
- **Compensation:** We are a pay-for-performance and merit-driven company. We maintain competitive compensation structures to recognize and reward employees for the value that they bring to their teams, their functions, and the company.
- **Rewards:** Our Rewards Portal allows managers and peers to recognize team members who demonstrate our Core Behaviors (discussed on page 21), allowing for non-monetary and monetary recognition, funded by Legend Biotech.
- **Flexible and Inclusive Workplace Options:** We offer hybrid work schedules and work-from-home arrangements for eligible employees. Our facilities include on-site breast-feeding and lactation rooms at select locations, as well as collaborative spaces like huddle rooms for meetings and game rooms for unwinding.

In 2024, our new rewards portal[9] resulted in:

5,000+
recognitions shared among employees

$250K+
in rewards earned by employees

1,400+
employees receiving special thanks and rewards

[9]Data reflects our programs in the US and EU. China's separate recognition program offers additional rewards not reflected in the graphic.

Building Shared Success Through Stock Ownership

At Legend Biotech, we recognize the value of retaining talented employees who play a key role in our long-term success. To enhance talent retention, we offer robust long-term incentive programs (LTIs) that align our team's efforts with our strategic objectives and future goals. These programs include stock options and restricted stock units (RSUs).

Our long-term incentive plans are essential tools that help us attract and retain top talent. By providing these incentives, we ensure that key decisions throughout our organization are oriented towards sustainable growth and success. These programs not only reward our employees for their dedication and performance but also foster a shared commitment, mutual investment, and a vision for the future together.

Through our long-term incentive plans, we aim to create a work environment where employees feel valued and motivated to contribute to our collective success. We believe that by investing in our employees' futures, we are investing in the future of Legend Biotech, and the continued innovation of cutting-edge therapies for our patients.

As of December 31, 2024:

47% of our global workforce participated in Legend stock ownership programs in 2024, benefiting from RSUs and/or stock options.

Learning and Development

At Legend Biotech, we sustain a workforce continuously inspired to learn and expand their knowledge. We believe learning is critical for the professional development of our employees and in fueling our development of innovative technologies and therapies.

We empower our employees to succeed in their work roles and prepare for promotions through continuous education, training, and professional growth. Our team members access an array of professional learning programs through Talent Hub. This talent management system provides an on-demand library and training information management for greater accountability.

We also prioritize the development of our managers with a robust leadership program designed to support key mindset transitions at various career levels. The programs include a blend of formal learning, learning from peers, and experimental learning. Highlights of our leadership development offering include:

- New hire and new manager onboarding.
- Core leadership development programs for new, experienced, and senior leaders.
- 1:1 internal leadership coaching for managers.
- On-demand professional development catalog.
- “Hot topic” leadership classes and workshops.
- Lunch-and-learns and manager forums.
- Formal mentoring program.

In 2024, we expanded our training and development offerings in several areas:

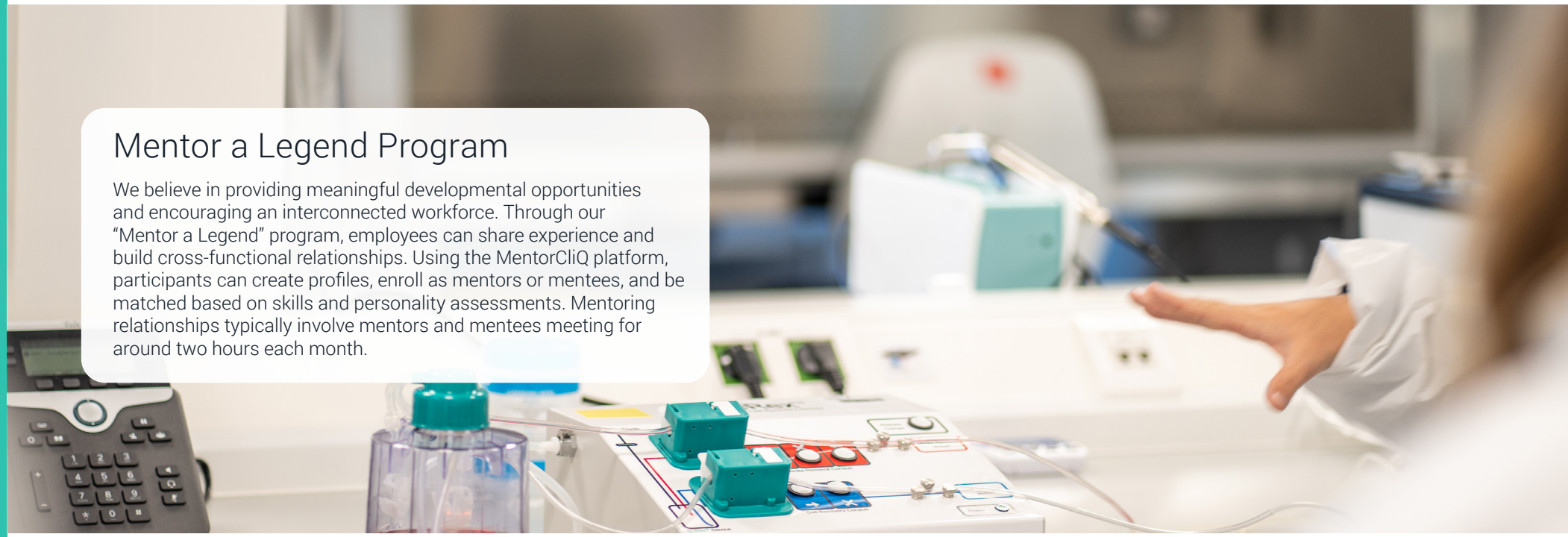
- **Legendary People Managers Program:** Designed to enhance leadership skills and empower managers to unlock their full potential, this program includes eight foundational sessions on goal setting, performance feedback, and impactful communication. By investing in our managers, we aim to foster team productivity, increase engagement, and support overall success.
- **Objective Execution Initiative**: This initiative ensures alignment across the company by providing people leaders with the tools to convert strategic company objectives into actionable goals for their teams. Employees were provided training sessions, focused on clarifying priorities, streamlining efforts, and driving collaboration to ensure all teams are working toward shared outcomes.
- **Alva Labs Initiative:** Introduces a data-driven approach to career development by identifying employee strengths and growth opportunities through personality and logic assessments. This initiative supports meaningful career discussions with leaders and builds a resilient talent pipeline aligned with our workforce development goals.
- **Industry Engagement and Continued Education:** We support our employees to regularly attend industry and professional conferences to earn continuing education credits for licenses and credentials, learn best practices from peers and industry leaders, and hear from several of our leaders who speak and present as subject matter experts and thought leaders throughout the year. This engagement in continuous learning and development outside of Legend Biotech enables our employees to grow as professionals while bringing back the latest industry expertise and best practices to our company.

Career Advancement and Performance Feedback

Legend Biotech prioritizes the development of our employees and future leaders through a structured performance evaluation and succession planning process. All permanent salaried and hourly employees participate in semi-annual reviews, which include working with employee's managers to set SMART objectives and aligning them with Legend Biotech's company-wide goals. These reviews also assess employee alignment with the company's Core Behaviors – Ownership and Commitment, Agility and Prioritization, Teamwork and Communication and Continuous Improvement. For select frontline technical teams, evaluations focus on core job responsibilities to ensure relevance and clarity.

Employees work closely with their supervisors to create development plans, supported by agile conversations throughout the year. These conversations provide a framework for tracking progress, addressing challenges, and fostering professional growth.

For employees interested in exploring new career opportunities, we offer an **Internal Job Board** as a resource to discover roles in other departments. We prioritize supporting our employees' career journeys by promoting internal mobility and fostering professional development within the organization.



Mentor a Legend Program

We believe in providing meaningful developmental opportunities and encouraging an interconnected workforce. Through our "Mentor a Legend" program, employees can share experience and build cross-functional relationships. Using the MentorCliQ platform, participants can create profiles, enroll as mentors or mentees, and be matched based on skills and personality assessments. Mentoring relationships typically involve mentors and mentees meeting for around two hours each month.

Succession Planning and Talent Development

We believe succession planning and talent development are essential to ensuring long-term organizational stability and leadership continuity. Our approach involves close collaboration between Human Resources and business leaders to identify potential successors who demonstrate both the capability and aspiration to step into senior leadership or other critical roles. Sustainability in talent management means not only having leaders and critical roles filled and ready for succession at all times but also fostering an environment where all employees feel valued and supported in their career progression.

Our commitment to sustainable retention extends beyond key leadership positions, ensuring long-term engagement and professional development for all. Beyond leadership roles, we are committed to providing targeted development opportunities for all employees, including training and mentoring to support career growth and future readiness.

In addition to structured global programs, our catalog of on-demand local development initiatives continues to expand organically, ensuring accessible learning opportunities across the organization. To maintain relevance and effectiveness, HR and business leaders review and update the succession plan at least annually, adapting to organizational changes and employee development progress.

In 2024, we assessed numerous positions as part of our succession planning and talent development efforts, categorizing employees as ready now, ready soon, or ready later to ensure a strong and sustainable talent pipeline.

2024 Employee Engagement Survey

We believe that understanding our employees' experiences is key to fostering a positive and productive work environment. Our annual employee engagement, satisfaction, and wellbeing survey is a crucial tool for evaluating employee conditions. This survey helps us develop initiatives that attract, retain, and nurture the best talent, while also identifying areas for improvement. We measure various aspects of our culture and work environment across all employees globally. Key focuses of the survey include:

- Overall engagement
- Culture
- Team Dynamics
- Future Outlook
- Communication & Resources
- Career Growth & Development
- Manager Effectiveness
- Diversity & Inclusion
- Trust in Leadership
- Individual Needs
- Survey Effectiveness

By actively seeking and acting on feedback, we aim to create a workplace where everyone feels valued and supported. See results from our survey, which had a **response rate of 86%.**

75%
Of employees find their job interesting and challenging

86%
Of employees feel proud to work for Legend Biotech

82%
Of employees feel inspired by the work that we do

86%
Of employees feel accepted by immediate coworkers

In 2024, we engaged employees through focus groups to identify workplace improvements. To build on this effort, we are introducing a pulse check survey. This new initiative will complement our annual survey, enabling more frequent feedback and quicker responses to emerging trends.

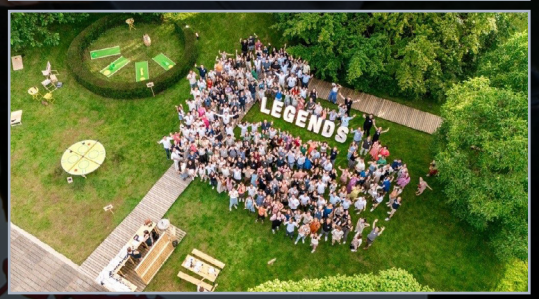
FEATURE

2024 Employee Engagement Activities

At Legend, we aim to foster a culture of connection—bringing our community together to innovate, give back, and share meaningful experiences.

Events throughout the year included:

- **Employees celebrated Family Day at our new Ghent, Belgium R&D Facility**
- **Employees participated in the Multiple Myeloma Research Foundation 5K Walk/Run**
- **Team members in Ghent, Belgium came together to celebrate summer solstice**
- **Employees enjoyed lunch with food trucks at our headquarters in Somerset, NJ**
- **Employees brought science to life during Bring Your Child to Work Day**
- **Our team came together for numerous town halls throughout the year**



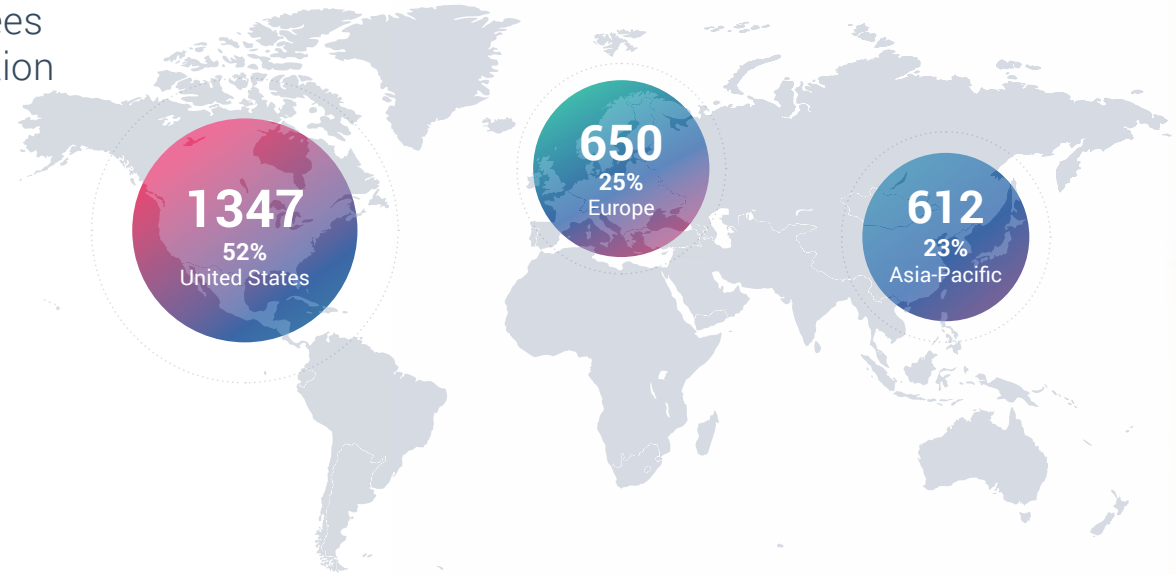
Legend Biotech's Workforce

Data as of December 31, 2024.

Employees by Function

Function	Number	Percentage
General & Administrative	232	9%
Research & Development	391	15%
Sales & Marketing	77	3%
Others	1909	73%

Employees by Location



Employees by Gender

Female		Male	
Number	Percentage	Number	Percentage
1437	55%	1172	45%

Employees by Age

Age	Number	Percentage
Under 30	881	34%
30-50	1486	57%
50+	242	9%

Giving Back Within Our Communities

We are dedicated to enhancing health and quality of life in our communities. As part of this commitment, we support various charitable, educational, and research initiatives through services, volunteerism, and recognitions. We also collaborate with and provide financial support to organizations that promote healthcare, medical education, research, and other social impact initiatives benefiting patients and community members.

Key focuses of our charitable efforts and initiatives include:

Focus Area	2024 Initiatives
Supporting organizations focused on myeloma and other hematologic malignancies	In 2024, we sponsored the **Multiple Myeloma Research Foundation** Team for Cures 5K Run/Walk in three major cities: San Francisco, New York City, and Atlanta. This was the second year we were the presenting partner in NYC, where employees, their families, and friends joined us to support the cause by raising awareness and taking strides toward finding a cure for multiple myeloma. Additionally, for the first time, we sponsored the 12th Annual Miracles for Myeloma 5K Run/Walk in Clark, NJ, organized by the **International Myeloma Foundation.**
Providing educational and financial support to continuing medical education (CME) for physicians	We recognize the importance of educational activities and support numerous grants throughout the year that bolster healthcare provider/allied healthcare providers' scientific and social care knowledge. Within the past six years, Legend Biotech has supported and participated in over 60 CME activities with a focus on Multiple Myeloma and Cell Therapy. Health equity initiatives and access are of the utmost importance to Legend Biotech, and we continue to support initiatives in these key areas. Our Applicant Portal is available to organizations year-round to submit Medical Education grant requests.
Investing in the communities where our employees live and work, and encouraging employee participation in local initiatives	Employees supported the **One Wish Project** by building rescue bears for children and teens experiencing homelessness. Team members in Belguim participated in **Kom op tegen Kanker's** cycling challenge benefiting cancer research, cycling 1000km in four days. Our local team supported **KRAS vzw** by donating 64 pairs of used cleanroom shoes (Crocs™) to assist individuals living in poverty in Ghent, Belgium. On Earth Day, the Obelisc quality control team took action to promote a cleaner planet by cleaning up litter, plastic, cigarettes, and other various types of waste around Tech Lane Park.

Fostering Operational Efficiency and Integrity

At Legend Biotech, operational excellence is integral to our business. We prioritize the wellbeing of our workforce and the planet through robust environmental, health, and safety (EHS) management. We are committed to upholding high standards in corporate governance and ethics, ensuring that our core value of integrity remains central to our operations.

IN THIS SECTION:

ENVIRONMENTAL MANAGEMENT
OCCUPATIONAL HEALTH AND SAFETY
CORPORATE GOVERNANCE
ETHICS AND INTEGRITY
CYBERSECURITY AND DATA PRIVACY

Environmental Management

Our environmental management approach is centered around embracing efficiency and continuous improvement while prioritizing environmental compliance. We own or lease 10 locations globally, consisting of our headquarters, warehouses, offices, and labs. Employees from various departments, including EHS, facilities, and engineering, execute environmental priorities.

We take a localized approach to environmental management with each location leading initiatives regarding resource management and compliance with local laws and regulations. Locations are encouraged to optimize efficiency to realize environmental and financial benefits.

Diligently Managing Resources and Emissions

Effective resource management is a fundamental pillar of our operational strategy. In particular, we focus on optimizing energy consumption and mitigating our emissions, water and waste impacts. Legend Biotech relies on electricity to power our laboratories and technology, maintain sterile and controlled environments via our HVAC and water systems, and to fuel product manufacturing and critical R&D activities.

Multiple waste streams are generated throughout Legend Biotech operations including medical and hazardous waste. We dispose of this waste in accordance with local, state and federal laws and regulations through a third-party waste vendor. Select waste is diverted from landfills through recycling and waste-to-energy conversion when feasible and lawfully permitted.

Resource and emission management is vital for us to innovate and engineer high-performing products, and we work diligently to optimize our consumption and mitigate environmental impacts. In 2023, we invested in a new data management software to centralize our ESG information for performance tracking and disclosure. This included gathering utility information and additional data to calculate our energy consumption and scope 1 and 2 greenhouse gas emissions. This information has provided insights regarding our environmental footprint and opportunities to further optimize our operations.

Several strategies we implement to enhance efficiency include:

- Installing LED lighting with timers and sensors throughout locations.
- Installing occupancy sensors.
- Certifying new constructions to LEED, BREEAM, and/or ASHRAE standards in building efficiency.
- Using variable speed equipment and systems.
- Using scheduling systems.
- Maintaining recycling programs across all our locations.
- Utilizing waste-to-energy for disposal when permitted.

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New R&D Construction in Philadelphia, Pennsylvania

In 2024, we were pleased to announce the establishment of a new, state-of-the-art R&D facility in Philadelphia, Pennsylvania.[10] The 31,000-square-foot facility is expected to be completed in late 2025 and will enhance our portfolio of next-generation cell therapies and strengthen our leadership in cell therapy innovation.

As we continue to grow as an enterprise, we are closely monitoring our environmental footprint to mitigate our impact. Several environmental considerations are being incorporated into this new facility, including:

- **LEED Gold Certification:** The building is designed to achieve at least LEED v4 Gold certification, incorporating features such as low-VOC materials, occupancy sensors to optimize energy use, LED lighting, and low-flow plumbing fixtures where feasible.
- **Material Reuse:** The project retains the entirety of the existing Building 'A' (2300 Market) and salvages and reuses the terracotta facade from Building 'B' (2314 Market), reducing construction waste and harnessing embodied carbon by reusing existing materials.
- **Energy Efficiency:** We are utilizing advanced systems such as a heat recovery chiller, an air source heat pump, and energy-efficient equipment, including LED lighting, to reduce on-site fossil fuel use and achieve 10% energy savings compared to baseline standards (ASHRAE 90.1-2016).
- **Transit Access:** Located within a quarter mile of multiple public transit options, commuting via public transport will be easily accessible. Additionally, the site will offer secure bike storage and onsite shower facilities for employees that opt to bike to the office.

[10]Legend Biotech. (2024, October 3). Legend Biotech to establish new state-of-the-art cell therapy research and manufacturing facility in the United States. Retrieved from https://investors.legendbiotech.com/news-releases/news-release-details/legend-biotech-establish-new-state-art-cell-therapy-research-and

Our Environmental Performance Data

See our calculation methodology on page 35.

Energy Consumption (kWh)	2024
Natural Gas	4,244,281
Electric Power	20,058,691
Purchased Steam	4,378,784
Total Energy Consumption	28,681,756

GHG Emissions ($mtCO_2e$)	2024
Scope 1	769
Scope 2 (market-based)	11,945
Scope 2 (location-based)	11,321
Total GHG emissions (scope 1 + Scope 2 market-based)	12,715

GHG Emissions by Type[11]	2024
(Metric Tons)	
Scope 1	
Scope 1 – CO_2	768
Scope 1 – CH_4	0.01
Scope 1 – N_20	0.001
Scope 2 (market-based)	
Scope 2 – CO_2	11,897
Scope 2 – CH_4	0.25
Scope 2 – N_20	0.15
Scope 2 (location-based)	
Scope 2 – CO_2	11,268
Scope 2 – CH_4	0.32
Scope 2 – N_20	0.16
($mtCO_2e$)	
Scope 1	
Scope 1 – CO_2	768
Scope 1 – CH_4	< 1
Scope 1 – N_20	< 1
Scope 2 (market-based)	
Scope 2 – CO_2	11,897
Scope 2 – CH_4	7
Scope 2 – N_20	42
Scope 2 (location-based)	
Scope 2 – CO_2	11,268
Scope 2 – CH_4	9
Scope 2 – N_20	45

[11]Legend Biotech's GHG inventory includes three of the seven GHGs addressed by the Kyoto Protocol – carbon dioxide ($C0_2$), methane (CH_4), and nitrous oxide (N_2O). We do not currently use or emit hydrofluorocarbons (HFCs), sulfur hexafluoride (SF_6), perfluorocarbons (PFCs) and nitrogen trifluoride (NF_3) and therefore those are not included in this inventory.

Inventory Calculation Methodology and Boundaries

Legend Biotech's GHG inventory is calculated and disclosed in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised Edition) as published by the World Resources Institute and the World Business Council for Sustainable Development.

Organizational Boundary

Legend Biotech defines our organizational boundary in accordance with the GHG Protocol's operational control approach, which includes locations where our company has the authority to introduce and implement its operating policies at the facility. Under this approach, we include facilities owned or leased by Legend Biotech. This includes office buildings, labs, and R&D facilities, among others. The operational control approach is deemed most appropriate because it reflects areas where Legend Biotech can directly influence decisions that impact our company's GHG emissions.

Legend Biotech's environmental sustainability data has been compiled based on the company's fiscal year, covering the period from January 1 to December 31, 2024.

Scope of Emissions

- **Scope 1:** Direct GHG emissions from owned or controlled sources. This currently includes our emissions from natural gas usage at Legend Biotech's facilities. The company has other Scope 1 emission-generating activities, such as diesel and refrigerant use, which are not included in our inventory calculation. These activities are limited and are not expected to be material.
- **Scope 2:** Indirect emissions from the generation of purchased electricity, steam, heating, and cooling consumed by Legend Biotech's operations.

Scope of Emissions

Scope 1 and 2 emissions are calculated by applying emission factors to the natural gas, electricity and steam inventory. The full inventory includes actual data where available and estimated data where necessary. For the 2024 inventory, we obtained actual utility data for all months and locations, except for two sites, for which CBECS intensity estimates were applied.

Inventory Calculation Methodology and Boundaries

In calculating our inventory, we used Global Warming Potentials (GWP) values based on AR6, the most recent data from the Intergovernmental Panel on Climate Change (IPCC). Additionally, the following table outlines the sources for emission factors used in our emissions calculations:

Scope and Source	Emission Factors Source
Scope 1 (Natural Gas)	US EPA MRR
Scope 2 (Steam)	US EPA MRR
Scope 2 (EP – US)	Market-based: Utility-specific factors Location-based: US EPA eGRID
Scope 2 (EP – China)	Market-based: International Energy Agency (IEA) Location-based: International Energy Agency (IEA)
Scope 2 (EP – Belgium)	Market-based: RE-DISS Residual European Mix Location-based: International Energy Agency (IEA)
Scope 2 (EP – Ireland)	Market-based: RE-DISS Residual European Mix Location-based: International Energy Agency (IEA)

*EP = Electric Power

Emission factors presented in this table apply to current reporting year (FY 2024) and are used for our calculation of emissions using the market-based and location-based methods.

For our emissions using the market-based method, we used the best available emission factor, in accordance with Table 6.3 of the GHG Protocol Scope 2 Guidance, including the use of supplier and utility emission rates, where available.

Occupational Health and Safety

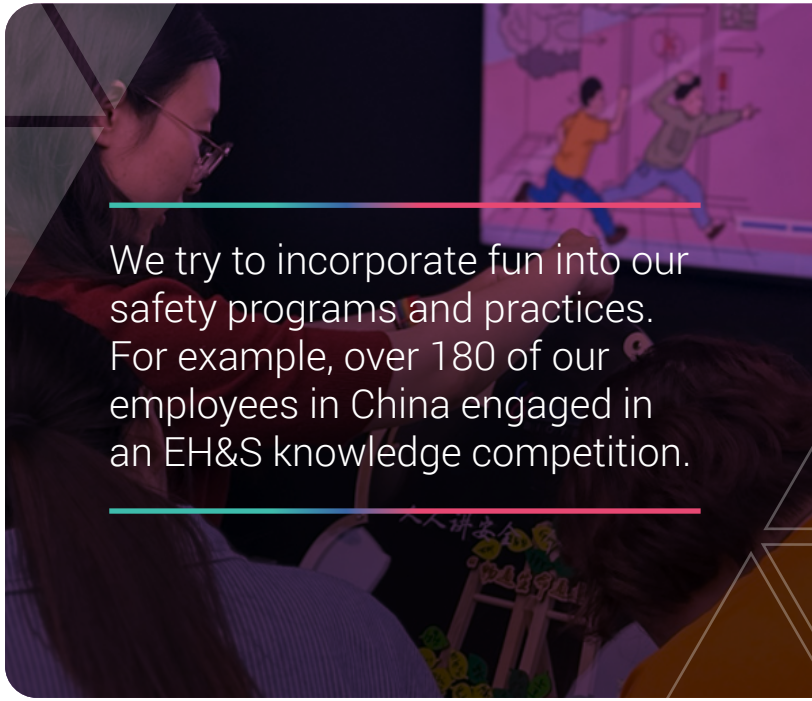
We instill a safety-first mindset throughout our workforce with injury prevention and continuous improvement at the core. We take a decentralized approach to safety management, spearheaded by locations at the local level, based on laws, regulations, and the location's operational activities. There are also dedicated health and safety professionals and safety committees at each location.

Creating procedures and providing training is a key element of our preventative measures. These procedures and trainings are assigned based on job function and include topics such as:

- **Bloodborne Pathogens**
- **Emergency Response (e.g., evacuation response, chemical spills, fire response, red cross first aid)**
- **Hazardous Communication**
- **Laboratory Safety**
- **Personal Protective Equipment**

Additionally, we conduct frequent internal safety inspections to identify and address potential hazards or issues. In 2024, we worked with a third party to conduct a safety audit of our New Jersey locations and implemented improvements in China that were identified from an audit completed at the end of 2023.

We track our safety performance by measuring recordable injuries, fatalities and ill health cases. We readily explore opportunities for continuous improvement and injury prevention.



Health and Safety Performance Data[12]

		USA		Belgium		Ireland		China	
		Employees	Contractors	Employees	Contractors	Employees	Contractors	Employees	Contractors
Work-related injury	Fatalities	0	0	0	0	0	0	0	0
	High-consequence injuries, excluding fatalities	0	0	0	0	1	0	0	0
	Recordable injuries	10	0	5	0	2	0	1	0
	Description of types of injuries	The nature of these injuries mainly includes slips, trips, falls and lab spills.							
Work-related ill health	Fatalities	0	0	0	0	0	0	0	0
	Cases of recordable ill health	0	0	0	0	0	0	0	0
	Description of types of ill health	N/A - there were no ill health cases.							

[12]The data in this table was compiled with reference to GRI 403-9: Work-related injuries and GRI 403-10: Work-related ill health. The figures represent the number of injury occurrences. Recordable injury rates are calculated in GRI 403-9 as the number of injuries divided by the number of hours worked and multiplied by a constant. Recordable injury rates are not included due to differences in how work hours are tracked across Legend Biotech's global locations. We are actively working to standardize this process and aim to include rate-based metrics in future reports.

Corporate Governance

Our Board of Directors (Board) sets high standards for our employees, officers, and directors, and maintains a model of sound corporate governance. Guided by our Corporate Governance Guidelines, our Board, among other duties, oversees and provides strategic guidance to senior management, fulfills fiduciary duties, assesses and addresses major risks, and exercises business judgment in the best interests of our company and shareholders.

Board committees include:

- **Audit Committee:** Oversees the company's accounting and financial reporting processes; audits our financial statements; reviews our program to monitor compliance with our Code of Business Conduct and Ethics; and discusses guidelines and policies governing processes for the company to assess and manage our risk exposure. The Audit Committee also plays a key oversight role over all ESG external reporting, ensuring transparency and accountability in our sustainability disclosures.
- **Compensation Committee:** Oversees the company's compensation and employee benefit plans and practices, including its executive compensation plans.
- **Nominating And Corporate Governance Committee:** Oversees our corporate governance guidelines and advises on potential new Board directors and other Board matters.

Our global leadership team reports to the Board of Directors quarterly.

Board Composition 10 non-employee Directors as of March 11, 2025[13]

Independence	Number	Percentage
Independent Director	7	70%
Non-independent Director	3	30%
Gender		
Female	2	20%
Male	8	80%
Age		
Under 30	0	0%
30-50	1	10%
51-69	8	80%
70+	1	10%

[13]Data does not include our Chief Executive Officer.

ESG Governance

Our commitment to ESG begins with strong governance and oversight. Our Board of Directors (Board) and management ensure ESG remains a core focus. Key groups responsible for executing our ESG priorities include:

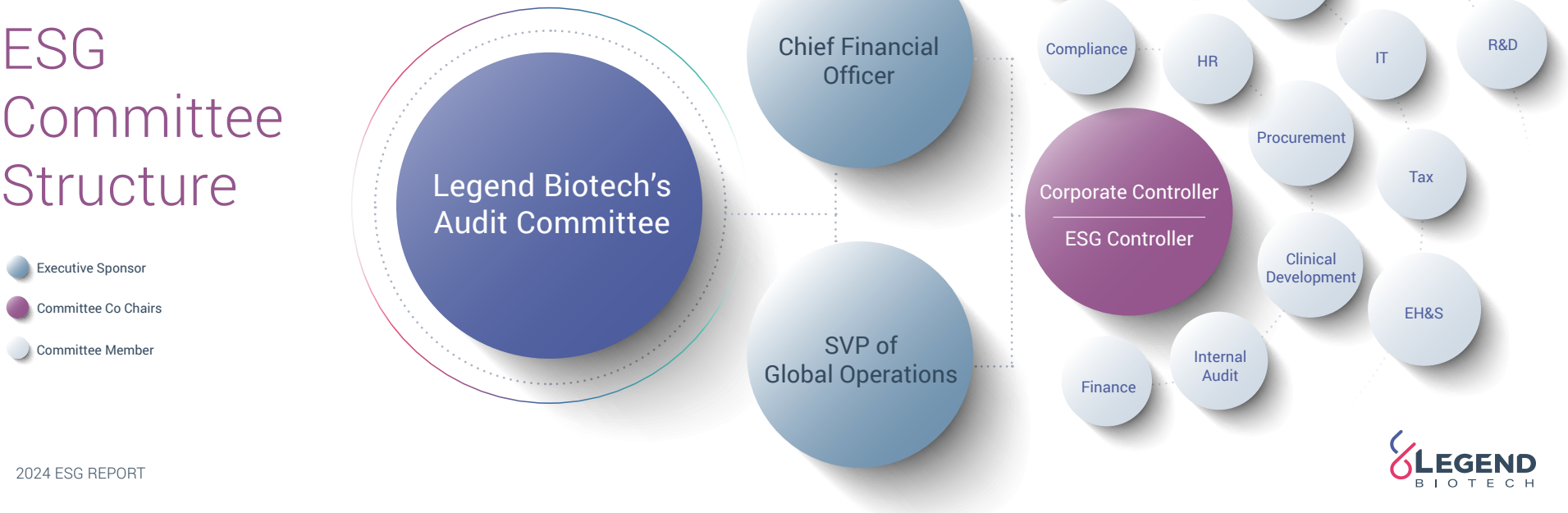
- **The Audit Committee:** Provides oversight of our ESG program including governance over ESG-related risks and opportunities, disclosures, and performance. See further discussion of this ESG oversight in the Audit Committee's charter.
- **The ESG Committee:** A newly formed, cross-functional group responsible for advancing ESG initiatives and ensuring companywide alignment with our priorities. Comprised of leaders and representatives from key functions, the Committee meets quarterly to monitor progress, support compliance, and guide our ESG strategy. A representative of the Committee provides quarterly updates to the Audit Committee. ESG topics covered by the Committee include access to healthcare, supplier engagement, greenhouse gas emissions, talent pipeline and development, employee engagement, and employee health and safety, among others.
- **Functions:** Implement ESG initiatives based on each department's specific responsibilities and expertise. For example, Finance handles ESG reporting, Human Resources leads initiatives for talent attraction, engagement, and retention, while Environment, Health, and Safety (EH&S) focuses on enhancing building and facility efficiency.

Objectives of the ESG Committee

Our ESG Committee is focused on advancing Legend Biotech's strategy across various aspects of the business. The following objectives were developed and approved by committee members:

- Oversight and definition of ESG objectives and strategy
- Compliance with ESG regulations, standards and voluntary reporting oversight
- Setting and tracking ESG performance metrics
- Integration and oversight of ESG in corporate governance
- Engagement and oversight of ESG-related partnerships and collaborations
- Promotion of community engagement
- Enhancement of stakeholder engagement and transparency

ESG Committee Structure



Ethics and Integrity

Our Code of Conduct serves as a guiding framework for our company, Board, leadership, management teams, and all employees as we work to make a positive impact, improve patients' lives, create long-term value for our shareholders, and conduct our business with integrity. Our Code covers the following topics, among others:

- Compliance with laws and regulations
- Reporting concerns and no-retaliation policy
- Healthcare community engagement
- Conflicts of interest and anti-corruption
- Environmental, health, and safety
- Discrimination and harassment
- Political contributions
- Insider trading
- Charitable contributions and grants

Additionally, our Global Anti-Corruption Compliance Policy underscores our commitment to conducting business with integrity. All new employees undergo training on company policies and legal requirements during onboarding, which includes Code of Conduct training. Annual refresher sessions are provided thereafter.

Our commitment to ethics and compliance is reinforced through our comprehensive policies and procedures, effective training, internal monitoring and communications. We strive for alignment with the Office of Inspector General's (OIG) 7 Elements of an Effective Compliance Program. We maintain a structured auditing and assessment framework designed to ensure adherence to high standards. The Internal Audit team conducts regular audits to verify that processes and internal controls align with company policies. Internal Audit further supports this approach with financial audits to evaluate the integrity of our financial practices. Additionally, the Quality department conducts GxP audits to uphold excellence in production and research standards. Together, these audits and inspections play a key role in maintaining transparency, accountability, and operational integrity across the organization.

Supplier Conduct

We partner with suppliers who uphold our standards of operating with ethics and integrity at the forefront. As stated in our **Code of Conduct,** we expect our suppliers to:

- Adhere to all national and other applicable laws and regulations governing protection of the environment, occupational health and safety, and labor and employment practices wherever they do business.
- Establish management systems (policies, plans, and performance measures) designed to implement these requirements and to provide compliance assurance, continuous improvement, and sustainability efforts.

Legend Biotech's 'Speak Up!' Hotline for Ethics and Compliance Reporting

We provide a 24/7/365 confidential Compliance and Ethics Hotline, branded as "Speak Up," where employees and stakeholders can anonymously (where permitted by local law) ask questions, raise concerns, or make reports of suspected or actual violations of laws, regulations, the Code of Conduct, or (for U.S. employees) the Standards of Conduct Policy—without fear of retaliation.

Operated by NAVEX's EthicsPoint, the hotline handles reports of legal, regulatory, and policy violations, as well as HR-related concerns such as harassment, discrimination, and safety issues.

Accessible via web, email, or mobile site, the hotline is available to all employees, former employees, customers, contractors, vendors, suppliers, patients, healthcare providers, and partner organizations.

Cybersecurity and Data Privacy

Legend Biotech maintains a Cybersecurity and Data Privacy program to promote accountability for privacy, data governance, and data protection across our business. We continue to refine this program to adapt to evolving data uses and risks.

Artificial Intelligence Responsible Use Policy

Our company is committed to the ethical use of emerging technologies. Our Artificial Intelligence (AI) Responsible Use Policy ensures responsible AI deployment, emphasizing trust, transparency, and alignment with our core values.

Cybersecurity

Legend Biotech has a multi-faceted and risk-based cybersecurity program that is aligned with our business objectives to protect our company and patients' data. Formalized in 2020, the cybersecurity program is designed to meet compliance with applicable regulatory requirements.

Oversight of our cybersecurity strategy is the responsibility of Legend Biotech's Global Information Security Officer, who updates the Audit Committee and Board periodically. Legend Biotech uses the National Institute of Standards and Technology (NIST) cybersecurity framework to benchmark its security posture. The most recent measure of the cybersecurity program was performed by an independent audit firm in 2024.

A dedicated cybersecurity team conducts cybersecurity awareness training to educate employees on how to identify cyber-threats. The training focuses on giving employees the tools to manage the most relevant and prevalent risks, such as phishing. To better prepare the high-risks geographies in our network, training courses were translated into multiple languages. Each October, Legend Biotech engages all employees and contractors to participate in Cybersecurity Awareness Month.

Legend Biotech has established cybersecurity measures to protect patient data, maintain trust, and safeguard the overall integrity of our systems and data. For example, our data at rest and in transit are encrypted. We have data loss/leak prevention capabilities, employ role-based access controls, segregate duties, provide minimal access to data, and have strong identity and access management capabilities.

Emerging cybersecurity risks are addressed within Legend Biotech's cyber monitoring and response programs such as threat intelligence, third-party risk management, and cyber behavior vigilance.

Data Privacy

Legend Biotech is entrusted with confidential employee, patient, and customer data in the course of providing our treatments. Legend Biotech focuses on protecting the privacy, confidentiality, and integrity of this data, including compliance with applicable privacy laws.

Legend Biotech has appointed a Global Privacy Officer, who works closely with our Information Security Officer and stakeholders, to help ensure privacy, security, and appropriate use of data.

Our Privacy Notice is available online. In addition, Legend Biotech has implemented privacy policies and procedures and provides privacy education to its employees and contractors.

SASB Index

This report has been prepared with reference to SASB's Biotechnology & Pharmaceutical sustainability accounting standards for the period from January 1, 2024, to December 31, 2024.

Topic	Code	Metric	2024 Response
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	See the **Product Safety and Quality** (page 15), and **Clinical Trials** (page 15), sections of our report for further details.
	HC-BP-210a.2	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	(1) 0 (2) 0
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	As of the publication of this report, we are not aware of any legal proceedings associated with clinical trials in developing countries that are being sponsored by or on behalf of Legend Biotech. We are committed to transparency and disclose any relevant information in accordance with applicable laws and regulations. Should any legal proceedings arise that meet public disclosure criteria, we would include this information in our annual filings (i.e., 20-F) or as required by law.
Access to Medicines	HC-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	We have clinical trials running and have launched CARVYKTI® in several countries listed in the 2024 Access to Medicine Index, including Argentina (CARTITUDE-5), Brazil (CARTITUDE-5), China (LEGEND-2 and CARTIFAN-1), and Saudi Arabia (CARTITUDE-2). We also offer CARVYKTI® as a commercial treatment in Brazil. For details about our initiatives targeting priority diseases identified in the 2024 Access to Medicine Index, refer to the section **Innovating to Address Unmet Medical Needs** (page 16).
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	0

SASB Index

Topic	Code	Metric	2024 Response
Affordability & Pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	(1) 8% (2) 5%
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	(1) 8% (2) 5%
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	Available via FDA Safety Information and Adverse Event Reporting Program website
	HC-BP-250a.2	Number of fatalities associated with products	Available via FDA Adverse Event Reporting System (FAERS) Public Dashboard
	HC-BP-250a.3	(1) Number of recalls issued (2) total units recalled	(1) 0 recalls issued (2) 0 units recalled
	HC-BP-250a.4	Total amount of product accepted for take-back, reuse, or disposal	Not applicable
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	0
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Not applicable
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Not applicable

SASB Index

<table>
<tr><th>Topic</th><th>Code</th><th>Metric</th><th>2024 Response</th></tr>
<tr><td>Counterfeit Drugs</td><td>HC-BP-260a.3</td><td>Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products</td><td>Not applicable</td></tr>
<tr><td rowspan="2">Ethical Marketing</td><td>HC-BP-270a.1</td><td>Total amount of monetary losses as a result of legal proceedings associated with false marketing claims</td><td>$0</td></tr>
<tr><td>HC-BP-270a.2</td><td>Description of code of ethics governing promotion of off-label use of products</td><td>Not applicable</td></tr>
<tr><td rowspan="2">Employee Recruitment, Development & Retention</td><td>HC-BP-330a.1</td><td>Discussion of talent recruitment and retention efforts for scientists and research and development staff</td><td>See the sections titled Talent Attraction and Retention (pages 21 – 24) and Learning and Development (page 24).</td></tr>
<tr><td>HC-BP-330a.2</td><td>(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others</td><td>
<table>
<tr><th>Level</th><th>Voluntary Turnover Rate</th><th>Involuntary Turnover Rate</th></tr>
<tr><td>Director & Above</td><td>7.8%</td><td>6.9%</td></tr>
<tr><td>Manager</td><td>7.2%</td><td>3.2%</td></tr>
<tr><td>Supervisor</td><td>3.6%</td><td>0.8%</td></tr>
<tr><td>Entry Level</td><td>6.1%</td><td>2.3%</td></tr>
</table>
Legend Biotech used the following definitions when classifying data:

Manager: Includes Managers, Senior Managers, and Associate Managers.

Supervisor: Includes Supervisors, Senior Supervisors, Associate Managers, and Associate Supervisors.

Entry Level: Includes Senior Specialists and below.
</td></tr>
</table>

SASB Index

Topic	Code	Metric	2024 Response
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Legend does not participate in the Rx-360 consortium or equivalent programs at this time. Supplier on-boarding assessments are conducted via our Third-Party Risk Management tool (One Trust), based on the scope of supplier services. The Quality Department is responsible for the qualification and approval of vendors and service providers within the GxP scope through in-person audits. For CARVYKTI® manufacturing, we've leveraged Johnson & Johnson's supplier quality audit program to qualify and vet supplier key materials and components following strict GMP requirements.
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	$0
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	To read about our Code of Conduct which applies to our business and suppliers, see Ethics and Integrity (page 41).

Activity	Code	2024 Response
Number of patients treated	HC-BP-000.A	More than 5,000 patients have been treated worldwide as of the date of this report.
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	(1) 1 commercially-approved product (2) 11 investigational therapies See our pipeline for more details.

FORWARD LOOKING STATEMENTS

This report has been prepared by Legend Biotech Corporation ("Legend Biotech" or the "Company") solely for information purposes and does not contain all relevant information relating to the Company.

The safety and efficacy of the agents and/or uses under investigation discussed in this report have not been established, except to the extent specifically provided by marketing authorizations previously received from relevant health authorities. Further, for investigational agents and/or uses, the Company cannot guarantee health authority approval or that such agents and/or uses will become commercially available in any country.

Certain information contained in this report relates to or is based on studies, publications, surveys and other data obtained from third-party sources and Legend Biotech's own internal estimates and research. While Legend Biotech believes these third-party sources to be reliable as of the date of this report's publication April 10, 2025, it has not independently verified, and makes no representation as to the adequacy, fairness, accuracy or completeness of, any information obtained from third-party sources. While Legend Biotech believes its internal research is reliable, such research has not been verified by any independent source.

Statements in this report about future expectations, plans and prospects, as well as any other statements regarding matters that are not historical facts, constitute "forward-looking statements" within the meaning of The Private Securities Litigation Reform Act of 1995.

These statements include, but are not limited to, statements relating to Legend Biotech's strategies and objectives, including ESG-related activities statements relating to CARVYKTI®, including Legend Biotech's expectations for CARVYKTI®; and statements about regulatory submissions for CARVYKTI®, and the progress of such submissions with the FDA, the EMA and other regulatory authorities; and expected results of clinical trials; Legend Biotech's expectations on advancing their pipeline and product portfolio; and the potential benefits of Legend Biotech's product candidates. The words "anticipate," "believe," "continue," "could," "estimate," "expect," "intend," "may," "plan," "potential," "predict," "project," "should," "target," "will," "would" and similar expressions are intended to identify forward- looking statements, although not all forward-looking statements contain these identifying words. Actual results may differ materially from those indicated by such forward-looking statements as a result of various important factors. Legend Biotech's expectations could be affected by, among other things, uncertainties involved in the development of new pharmaceutical products; unexpected clinical trial results, including as a result of additional analysis of existing clinical data or unexpected new clinical data; unexpected regulatory actions or delays, including requests for additional safety and/or efficacy data or analysis of data, or government regulation generally; unexpected delays as a result of actions undertaken, or failures to act, by our third-party partners; uncertainties arising from challenges to Legend Biotech's patent or other proprietary intellectual property protection, including the uncertainties involved in the U.S. litigation process; competition in general; government, industry, and general product pricing and other political pressures; the duration and severity of the COVID-19 pandemic and governmental and regulatory measures implemented in response to the evolving situation; as well as the other factors discussed in the "Risk Factors" section of Legend Biotech's Annual Report on Form 20-F filed with the Securities and Exchange Commission (SEC) on March 11, 2025 and Legend Biotech's other filings with the SEC.

Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those described in this presentation as anticipated, believed, estimated or expected. Any forward-looking statements contained in this report speak only as of the date of publication. Legend Biotech specifically disclaims any obligation to update any forward-looking statement, whether as a result of new information, future events or otherwise.

The inclusion of topics in this report should not be read as implying that such topics are material to the Company's business, operations, or financial condition or are otherwise "material" in the context of the U.S. federal securities laws or any other regulatory framework.

Historical and forward-looking statements contained in this report may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Statements in this report also may include estimates or approximations. We believe that such estimates are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. The precision of different measurement techniques may also vary. This report also includes certain information that is obtained or derived from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Such information is subject to assumptions, estimates and other uncertainties, and we have not independently verified this information.