

uniQure

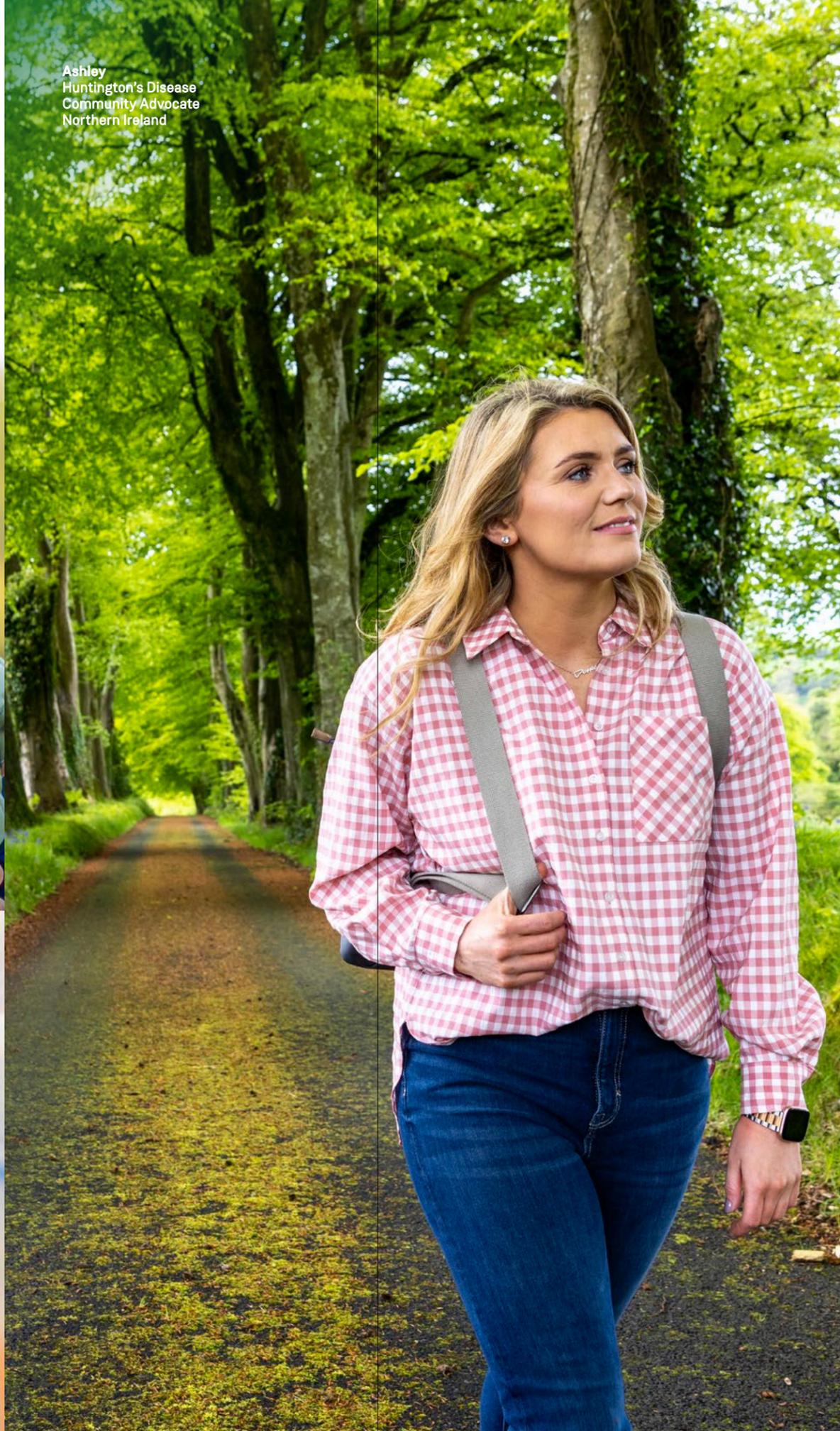
2023 Corporate Responsibility Report



Charles
Huntington's Disease
Community Advocate
New Hampshire, USA



Ashley
Huntington's Disease
Community Advocate
Northern Ireland



to transform
lives

Our mission at uniQure
is to reimagine the
future of medicine by
delivering innovative
cures that transform
human lives.





A MESSAGE FROM OUR CEO

OUR VALUES:

BE PASSIONATE ABOUT THE PATIENT.

Each and every one of us has a role in transforming peoples' lives. We give that role meaning and impact through a passion for patients in our daily work.

ACT WITH INTEGRITY AND RESPECT.

Even our smallest actions affect uniQure's reputation. In all things and at all times, we act with integrity and treat others with fairness, honesty and respect.

TAKE OWNERSHIP AND ACT WITH A SENSE OF URGENCY.

Holding ourselves and others accountable and acting with urgency are keys to our individual and group achievements.

COLLABORATE FOR SUCCESS.

Working together across the organization, we can achieve far more, faster, than even the most talented individual. When we collaborate together, we grow together.

INNOVATE EVERY DAY.

Breakthrough innovation comes from imagination. We seek the new, the unconventional, the surprising, in how we think and work. And we encourage others to do the same.

FOCUS RELENTLESSLY ON QUALITY.

Quality is no cliché. It's a relentless drive in all of us that is never satisfied. We look for improvement in everything we see and do, every single day.

At uniQure, our ethos revolves around our mission – to reimagine the future of healthcare by delivering innovative cures that transform lives. We firmly believe in the profound potential of genomic medicine and are working each day to advance groundbreaking therapies to the patients we serve.

These efforts were recognized at the 2023 Prix Galien USA Gala where HEMGENIX®, the world's pioneering gene therapy tailored for individuals grappling with hemophilia B, received the Best Product award for Rare/Orphan Diseases. We also made significant progress in 2023 across our pipeline of gene therapy product candidates, including multiple encouraging data readouts from our Phase I/II trials of AMT-130 in Huntington's disease and FDA clearances of two investigational drug applications for product candidates to treat temporal lobe epilepsy and Fabry disease.

Our achievements stand as a testament to our unwavering dedication to patients and the exceptional individuals that comprise our diverse workforce. At uniQure, we aim to foster a culture of inclusivity and belonging, rooted in our core values. We endeavor to cultivate an environment where employees are empowered and can thrive.

We remain steadfast in our commitment to these important efforts. We perceive these initiatives not only as ethical imperatives but also instrumental in mitigating business risk, enhancing organizational effectiveness, and attracting, retaining and inspiring talent.

Central to our corporate responsibility strategy are five core pillars: Community Outreach, Diversity Equity & Inclusion, Employee Wellness and Engagement, Corporate Governance, and Environmental Impact. We believe that embracing these principles fosters innovation and productivity, thereby paving the way for greater long-term competitiveness and sustainable growth.

We are dedicated to transparently communicating our initiatives with all stakeholders. We will continue to seek insight from both within and beyond our industry, ensuring that our actions are firmly rooted in the values that define uniQure.

Your support is greatly appreciated, and I welcome any feedback on our progress.

Matt Kapusta
Chief Executive Officer

Embracing Diversity, Equity and Inclusion

At uniQure, we are invested in advancing a culture of belonging that embraces our values and creates an inclusive workforce. We strive to build an environment where our employees are able to bring their authentic selves to the workplace.

As a cornerstone of our company culture, we strive to create a workplace where you can truly be yourself. We believe that when you bring your authentic self to work, you find greater meaning and fulfillment in what you do. That's why we embrace our differences and come together as "One uniQure." It's about celebrating what makes each of us "unique" while standing strong together as a unified team.

We embrace and celebrate our differences and what makes each one of us special. We believe that our diverse backgrounds whether it be race, gender, sexual orientation, religion, age, or any other attribute, brings value to our workforce. These differences allow us to tap into some of the brightest minds in the industry and together, bring life-changing gene therapies to patients and their loved ones.

At uniQure, we acknowledge historical injustices that have systematically contributed to imbalances in both the scientific community and broader society, in general. In response, we are actively working to address these disparities by encouraging the inclusion and participation of women in science, technology, engineering and mathematics (STEM) fields. Through our Co-Operative program we have been able to give hands-on experience and mentoring to classes that have had a majority of female participants. Additionally, the company supports initiatives that raise awareness of social inequities, such as acknowledging and celebrating Black History Month and Pride Month. uniQure is committed to fostering a more inclusive and equitable environment both within the company and in the larger community.

An International Footprint



Amsterdam, The Netherlands



Lexington, Massachusetts, USA



Basel, Switzerland

With offices in the United States, the Netherlands, and Switzerland, the backgrounds of our employees reflect the international demographics of the countries we call home. We celebrate our diversity with our employees representing over 60 nations in 2023.

Having an international presence not only broadens the reach of Diversity, Equity, and Inclusion (DE&I) initiatives but also enriches them by incorporating diverse perspectives from employees across different cultural backgrounds. Our global footprint encourages cultural awareness and fosters a sense of belonging as we all learn from different experiences and traditions. Moreover, having offices in various countries enables local involvement in causes that are relevant to each location. By embracing diversity on a

global scale, we attract and retain top talent, drive innovation, and navigate business challenges more effectively, ultimately contributing to organizational growth and success in today's interconnected world.

uniQure gladly supports employee-driven initiatives that celebrate diversity, equity, and inclusion. In 2023, we continued the tradition of celebrating Diwali, a vibrant Hindu festival of lights, and Lunar New Year, observed in many countries across Asia, with the addition of National Hispanic Heritage Month. uniQueer is an employee-driven LGBTQIA initiative which in 2023 continued to drive visibility and support through social gatherings throughout the year. We also acknowledge and honor national Coming Out Day and Pride month.

LEADERSHIP TEAM DIVERSITY

● Gender and Ethnic Diversity



GLOBAL EMPLOYEE POPULATION

● 54% Female
● 46% Male



BOARD OF DIRECTOR DIVERSITY

● Gender and Ethnic Diversity



PROMOTION POPULATION



● 55% Female
● 45% Male



● 87% Assoc Director & Below
● 13% Director & Above

Through these initiatives, we aim to be as inclusive as possible, ensuring that our employees feel valued, respected and understood. By embracing diverse traditions and customs, we not only promote understanding but also provide a platform for learning and appreciation of differences and other perspectives around the world.

We endeavor to build intentionally inclusive talent pipelines that will enrich and advance the work uniQure does. We commit to ensuring the interview process is consistent for all candidates with diverse panels who demonstrate inclusivity and a safe space for questions about our culture.

We recruit and seek to retain diverse members of our board and leadership team. We firmly believe that incorporating a range of backgrounds, experiences and opinions leads to optimal business decision making and success.

Our commitment to fair pay extends to all employees, regardless of their gender, race or other personal characteristics. To ensure we are achieving our objective, we benchmark and evaluate pay based on market data, considering factors such as an employee's role and experience, employee performance and internal equity. We review annually our pay grades and ranges for equity purposes and transparency. For 2023, below the leadership team, the data are nearly indistinguishable and well within the statistical mean.

Enhancing Culture and Employee Wellness

Our values define our culture. They unite us and drive us forward to realize our vision. These values start with a passion for the patient. With that passion guiding us in all that we do, we strive to always act with integrity and respect, take ownership in our actions, maintain a sense of urgency, innovate every day and focus relentlessly on quality.

LISTENING TO OUR EMPLOYEE VOICES

The 2022 inaugural company-wide culture and engagement survey was considered a success, as the employee participation rate was above industry standards for surveys of this kind and the Diversity, Equity & Inclusion (DE&I) category earned the highest ranking among our employees. We were able to evaluate the data on a broad company-wide level, but also on a more segmented basis between our three largest business units and between our different U.S. and European offices.

Following this initial survey, in 2023 we conducted an additional survey to explore certain categories in greater depth and gauge the impact of several culture initiatives. This survey achieved a 79% employee participation rate, with 22 questions across eight different topics including Growth and Development, DE&I, Senior Leadership, Recognition and Values.

We are pleased to report the following questions trended upward from the baseline 2022 survey:

- I would recommend uniQure as a great place to work.
- My direct manager has shown a genuine interest in my career aspirations.
- I receive appropriate recognition for good work at uniQure.

Heading into 2024, we remain committed to engaging with and listening to our employee voices.

A significant initiative that launched in 2023 was the uniQares platform, a community service platform providing employees the opportunity to do good at work and contribute to causes we care about. In the first year, we had almost 90% of the company register in the platform with an almost 60% participation rate. Popular challenges included epilepsy awareness and understanding depression training as well as more environmentally focused challenges resulting in the saving of over 50,000 liters of water and over 2,300 kg of CO₂.

Two new social actions were enacted in 2023 following the feedback from received from the culture survey: a “Day of Volunteering” across uniQure to enable our employees to take hands-on action impacting communities of their choice and a modest financial match for employee contributions to public health initiatives across the globe. Through the uniQares platform, employees volunteered almost 300 hours of time and raised over \$4,000 for various charitable organizations.

One enterprising and selfless employee, Mithun Krishna, took his volunteer time to his hometown in India, working with the Universal Peace Foundation to install two commercial water filters in two of the foundation’s dormitories for special needs individuals. The company could not be prouder of Mithun and the positive impact he made on the community.



ALIGNING SHARED INTERESTS

In the Netherlands, a works council is a support structure for employee participation within a business that is built to protect and promote an employee’s position in the company. A company that employs more than 50 people is under obligation to form a works council.

uniQure’s works council acts to ensure employee participation in both the daily operations of a company and the decision making for the company’s future direction. The purpose of such a council is to benefit both the employer and employees, through both representation in the workplace and having a forum in which constructive feedback can allow the business to progress.

ONE uniQure

uniQure draws on its deep roots as a Dutch company as we expand across the globe. uniQure now has more than 260 employees in Amsterdam and in Basel, Switzerland, and approximately 220 in the U.S. While we have locations that serve as centers of excellence, there are employees that fit into each of our business units in all of our locations. This allows uniQure to pull on many locations to obtain the top level talent that we need.





UTRECHT URBAN TRAIL RUN

COMPENSATION, BENEFITS AND TALENT RETENTION

At uniQure, we offer competitive salaries and a comprehensive benefits package that is designed to attract and retain bright, talented people. While they vary by location, below are a few of the benefits offered to our employees:

- Market-competitive salary and annual performance bonus.
- Health benefits tailored to market norms in the U.S., the Netherlands, and Switzerland.
- New hire and annual equity program for all employees.
- Flexible work schedules and hybrid office-remote work arrangements, where roles permit.
- Retirement savings plan provided through a 401(k) with company match in the U.S. and a pension plan in the Netherlands and Switzerland.

- Generous paid time off policy tailored to market norms in the U.S., the Netherlands, and Switzerland.
- Year-end holiday shutdown for all employees globally.
- Professional Development financial support.

SUPPORTING EMPLOYEE WELL BEING

In addition to our benefits, we offer a range of industry-leading wellness and stress management initiatives and programs. These include:

- Company-wide fitness challenges; we participate in runs, walks, and other sports activities.
- Regular wellness tips and resources shared with employees.
- Flexible work schedules where roles permit.
- Access to Calm Business digital app for overall well-being.

EMPLOYEE ENGAGEMENT

Employee Activity Committees lead site-specific celebrations and various social events aimed at bringing employees together in fun, collaborative ways throughout the year. The EAC planned over 15 themed events ranging from Cinco de Mayo, Halloween, Diwali and Lunar New Year with more casual gatherings occurring every few weeks.

EMPLOYEE RECOGNITION

At uniQure, our people are the most important factor in our success. While we seek to recognize growth through semi-annual promotion cycles, ongoing recognition and gratitude for exceptional contributions is a key area of focus. Any employee can nominate a fellow employee for a “Spot Award,” a meaningful moment for timely acknowledgement. At our site meetings, we encourage an open conversation for “Shout-Outs” to recognize teams and individuals for their accomplishments. In addition, we use our Global Town Hall meetings to welcome newly hired employees and celebrate longstanding employee tenure.

INVESTING IN OUR EMPLOYEES – LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT INITIATIVES

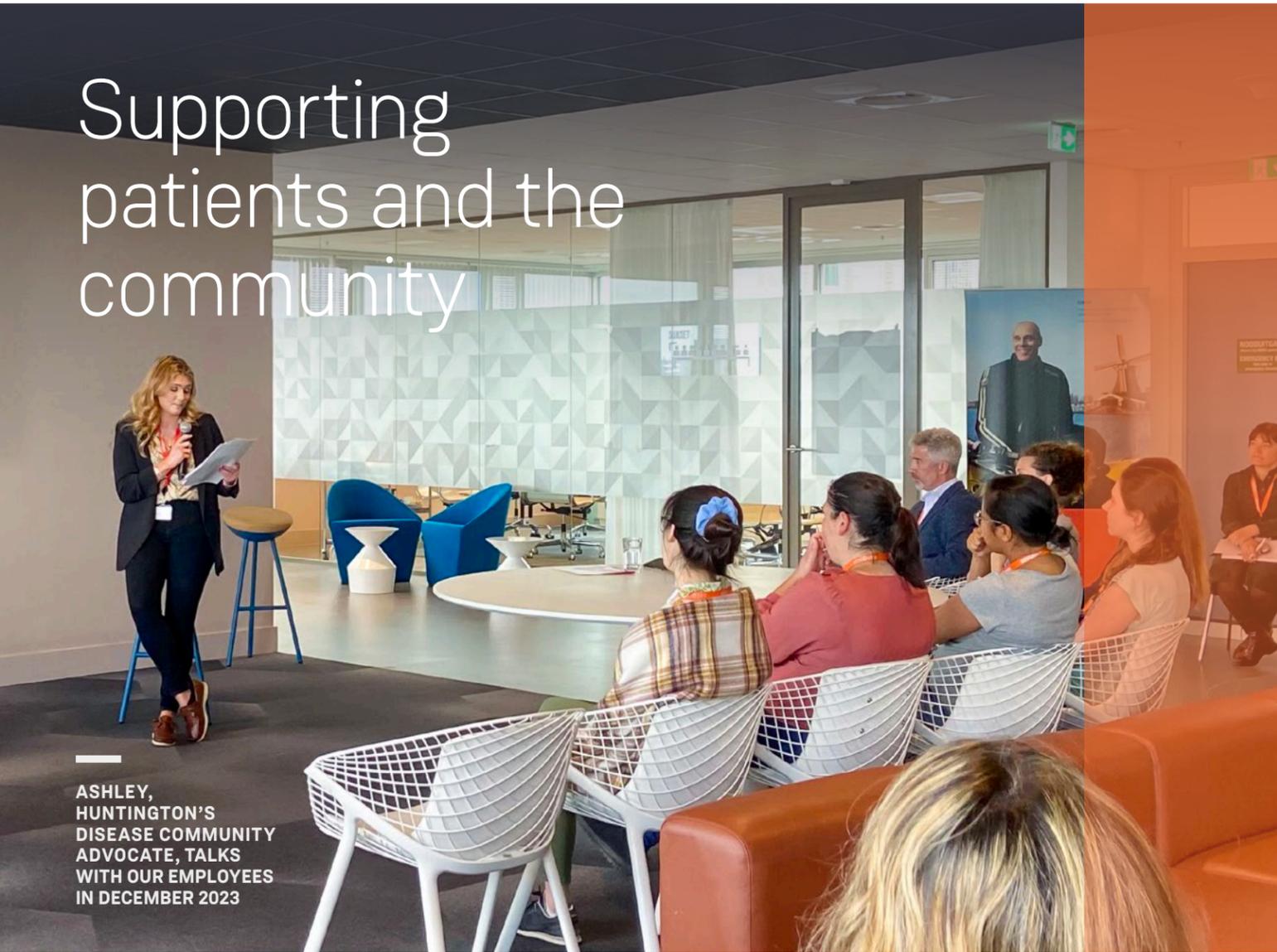
In 2022, we undertook a company-wide initiative to have all of our employees participate in an “Insights Discovery” personality assessment. Insights Discovery is a key tool for uniQure to develop a common language across the business as we continually work in a network of cross-functional teams.

Insights Discovery continued to be offered to all employees throughout the year and we’re seeing the benefits of investing in a common language to raise self-awareness and understand communication preferences across the business. A deeper dive into the Insights framework was done via team workshops where facilitators worked with functional and cross-functional teams to leverage the framework to develop stronger, more effective team dynamics.



Additional tools that were launched within the organization in 2023 were the “Manager Essentials” and “Navigating Change and Transition” training sessions. Manager Essentials is a 3-part learning journey workshop aimed to enhance the skills and capabilities of managers across the organization with Navigating Change and Transitions as a seminar aimed to support the leadership, managers and individual in understanding and effectively managing organizational change.

Supporting patients and the community



ASHLEY, HUNTINGTON'S DISEASE COMMUNITY ADVOCATE, TALKS WITH OUR EMPLOYEES IN DECEMBER 2023

Transforming lives is at the heart of what we do. Patients are everything to us — they are why we are here.

Patient and caregiver advisory boards are powerful ways to hear and learn directly from the community to help uniQure shape its programs in important ways.



HDSA TEAM HOPE WALK 2023



KIMBERLY, EPILEPSY COMMUNITY ADVOCATE, VISITS UNIQURE IN NOVEMBER 2023.

We are deeply committed in our pursuit to create innovative, transformative gene therapies for people facing serious diseases. Acknowledging the importance of understanding the personal experiences of patient communities helps us advance our research and clinical programs. We maintain an open dialogue with patient community organizations and advocacy groups to learn from them, and we use this knowledge to help guide our efforts.

We regularly invite patient speakers and members of the patient community to our organization, offering valuable opportunities for direct interaction and learning with our employees. This serves as a powerful reminder of our purpose and the impact of our work, reinforcing our commitment to our mission.

We are incredibly proud of our efforts to sponsor important community programming and events by awarding grants and sponsorships that allow these organizations to excel at what

they do. In 2024 uniQure's Patient Advocacy department will award over 30 grants and sponsorships to support programs run by patient non-profit groups in Huntington's disease, epilepsy, ALS, and Fabry disease. These programs serve to educate and support patients and families. uniQure will have a presence at dozens of conferences and events directly engaging and supporting the communities that we care so much about, while at the same time learning about the hopes and concerns of patients, so that we are best able to design programs that will serve their needs. Collaborating with groups like the Huntington's Disease Society of America, the Epilepsy Foundation, the ALS Association and the Fabry Support and Information Group, amongst many others, are excellent opportunities to educate the patient community about gene therapy and its potential to treat these devastating diseases.

Acting with Stewardship of the Environment

We are dedicated to optimizing our operations, curbing waste and minimizing our overall consumption and emissions for a healthier, cleaner environment.

We remain proactive in implementing initiatives across our operations to ensure and uphold the highest standard of workplace health and safety.

ENERGY CONSERVATION

Even small actions can have a meaningful impact. We have sensors on all light switches, and most overhead lighting has been upgraded to low-voltage LED throughout our facilities. HVAC and lighting enter an unoccupied state after hours to minimize electric and gas requirements, and we have an energy recovery system for manufacturing HVAC to pre-heat or cool incoming air to reduce electricity consumption. We also installed seasonal thermal energy storage to heat and cool down our Amsterdam facility. We are proud that 100% of electricity is sourced from renewable energies.

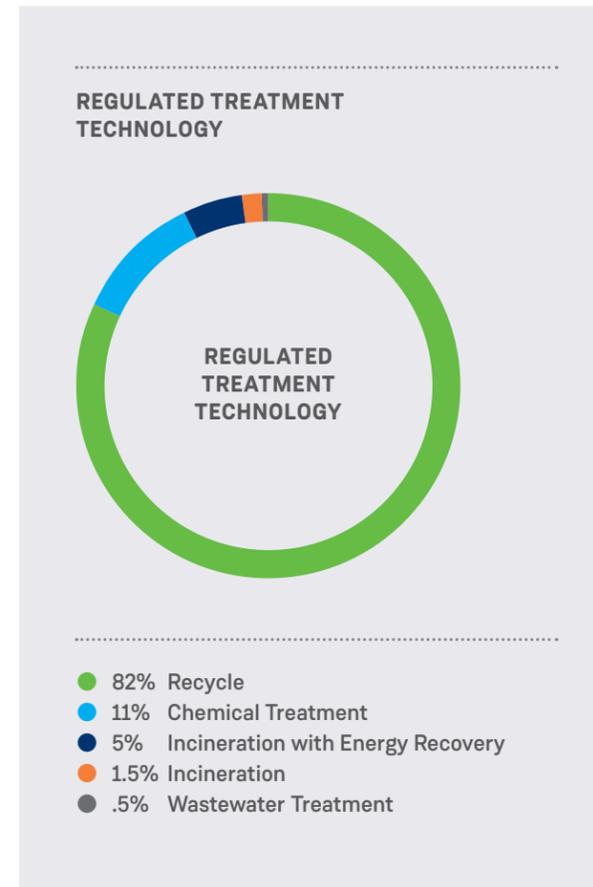
Stepping into 2024, uniQure has received an energy conservation report from a third party, Leidos, in conjunction with our electricity and natural gas suppliers. This comprehensive report outlines multiple strategies aimed at decreasing our electrical and natural gas consumption throughout the year.

MANAGING WATER AND MINIMIZING WASTE

Through efficient manufacturing processes, we focus on reducing water use and minimizing waste. We have an established hazardous waste program and conduct annual training on proper waste handling and disposal. We have an authorized waste removal company for all hazardous and biological waste to ensure proper disposal, and all plastic and biological waste is recycled. Over 80% of our laboratory waste was recycled for 2023. At uniQure, we maintain a close partnership with our waste management vendor, consistently exploring innovative strategies to minimize waste and integrating cutting-edge technologies aimed at reducing our carbon footprint.

We also have a waste neutralization system for liquid waste to prevent unintentional discharges outside of permissible pH levels.

In alignment with our 2024 initiatives, uniQure is committed to proactively promoting sustainability measures for our facility engagement. All cardboard used in our facilities is separated and recycled, and our waste removal company utilizes a single-stream processor for efficient separation of waste and recycle streams. Municipal solid waste is processed at the waste transfer facility to separate out recyclables and compostable material.



ENVIRONMENTAL CONTAMINATION PREVENTION

Our facilities are manufacturing and handling Advanced Therapy Medicinal Products. We are in compliance with the national and regional legislation for these activities. We use our long-standing experience with these products and apply the best known practices in pharmaceutical industry to ensure employees and the environment are fully protected.

Other Sustainability Measures

- ⊙ Working from home policies
- ⊙ Promotion of public transportation
- ⊙ Priority carpool parking spaces
- ⊙ Green purchasing program



ENSURING WORKPLACE HEALTH AND SAFETY

We strive to protect the health and safety of all employees, contractors and visitors. We are also committed to providing an injury-free workplace. The company maintains workplace health and safety requirements that are equal to or exceeding best practices in the industry. In the event of accidents, assessments are undertaken and preventive or corrective actions implemented.

- ⊙ Detailed new-hire safety training is provided to all employees outlining safety practices and policies in the office and laboratory.
- ⊙ Job Hazard Analysis (JHA) is performed for all new process changes to proactively identify potential hazards and implement appropriate controls and safety measures as required.
- ⊙ Department-specific annual safety training is provided to reinforce safety principles and remind staff of hazards specific to their job function.
- ⊙ Additional safety trainings and measures are made available to all staff to improve overall awareness and health throughout the year.
- ⊙ Establishing a Good Catch system that simplifies the process for employees to report unsafe situations promptly enabling proactive resolution and preventing incidents before they arise.

Our holistic approach to safety across the company has consistently produced exceptional safety metrics which are highlighted below for 2023:

- ⊙ Two recordable incidents
- ⊙ Total recordable incident rate: 0.88

Leading through corporate governance and business integrity

Within uniQure, we prioritize maintaining high legal and ethical standards, recognizing their importance to our organization, employees and external stakeholders. Clear governance standards are integral to every aspect of our operations, ensuring we uphold integrity while pursuing our business objectives.

CORPORATE GOVERNANCE

Our Board of Directors is committed to effective corporate governance and represents the interests of uniQure and its shareholders by providing guidance and strategic oversight to optimize long-term value for all stakeholders. Eight of our nine directors are deemed independent under Nasdaq rules, and three of nine directors identify as gender or ethnically diverse. Our Board adheres to our Corporate Governance Guidelines and Rules of the Board of Directors, which present a framework for good governance practices.

The Nominating and Corporate Governance Committee of the Board oversees corporate responsibility and ESG-related matters to ensure that we prioritize corporate responsibility in the course of our business and operations.

In addition to the Nasdaq rules and SEC rules and regulations that govern our business, as a Dutch company, our governance practices must also adhere to the Dutch Corporate Governance Code, which emphasizes integrity, transparency, and accountability as the primary means of achieving good governance.

ETHICS AND COMPLIANCE

We strive to achieve and maintain the highest level of integrity and ethics across all our business operations and interactions with our stakeholders. We are guided by our Code of Conduct, which applies to all employees, officers and directors, but also sets expectations for our contractors, consultants and other parties with whom we engage. The Code of Conduct is intended to promote honest and ethical conduct, as well as full, fair and accurate disclosure of information in our public communications, and to promote compliance with all applicable laws and regulations.

Our employees receive regular trainings on the Code of Conduct, among other corporate governance policies, and execute acknowledgments as to their understanding of and compliance with these policies.

COMPLIANCE HOTLINE

Our anonymous and confidential 24-hour hotline can be accessed by phone or online to report concerns regarding suspected violations of our Code of Conduct or applicable laws, rules or regulations, including concerns regarding questionable accounting, violations of internal accounting controls, or any auditing or financial matters. This hotline is monitored by a third party that directs reports to members of the executive team and to our Audit committee chair. Reports are referred to the Audit Committee of our Board and investigated thoroughly.

We regularly revisit all of our corporate policies with the objective of maintaining the appropriate standards of governance across our business.

KEY PRIORITIES IN 2024

- Further promotion of diversity and inclusion efforts, reflecting our commitment to fostering a workplace that reflects diverse backgrounds, experiences and perspectives
- Further development of our ESG-related initiatives across the company
- Continue to facilitate and support an engaged and empowered employee culture

MATERIAL TOPICS RELATED TO GOVERNANCE AND INTEGRITY

- Data security and privacy
- Product safety and quality management
- Supply chain management



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