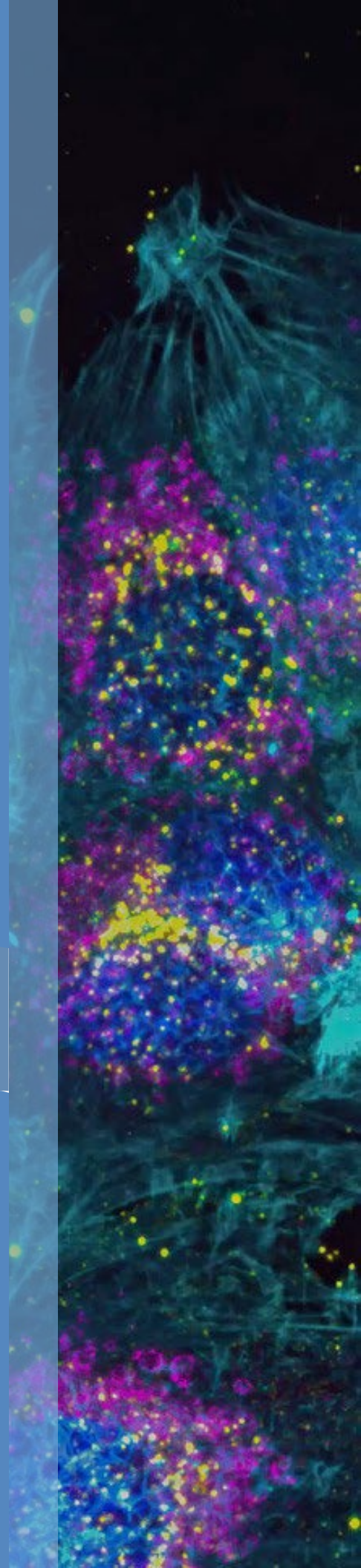




Code of Conduct

The Guide to
Our Culture
and Values

Performance with
High Integrity



FOREWORD

Amicus Therapeutics, Inc. and all of its worldwide affiliates (“Amicus”) are committed to conducting business with high integrity and in full conformance with the law. As part of that commitment and consistent with our Belief Statement and Mission Focused Behaviors, this Code of Conduct sets forth the rules that apply to Amicus employees, contractors, executive officers, and directors (each an “Associate,” and collectively the “Associates”). In addition to the Code, Amicus has a compliance infrastructure of policies and standard operating procedures to which Associates must comply based on their job responsibilities or contracted services. Because we operate in many countries around the world, it is possible that a local law may occasionally differ from the rules in our compliance infrastructure. If you notice any such conflict, please notify the Compliance Department and always follow the more stringent rule.

We have organized the Code based on our commitment to four Core Principles which drive our company’s mission and vision – namely, our commitment to patients, to employees and our company, to shareholders, and our commitment to communities.

Please take the time to read this Code as often as needed to make its commitments a part of your daily activities.

OUR CORE PRINCIPLES:

- **COMMITMENT TO PATIENTS**
- **COMMITMENT TO EMPLOYEES AND OUR COMPANY**
- **COMMITMENT TO SHAREHOLDERS**
- **COMMITMENT TO COMMUNITIES**

LETTER FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

Dear Team Amicus,

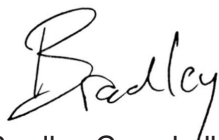
I'm proud to work at a company that knows its values and lives by them every day. When we developed our Mission-Focused Behaviors, we were guided by the idea that overly complex corporate values can lead to a lack of focus in which our most important beliefs get washed out. That's why we prioritized patients, innovation, integrity, and performance.

Patients are the heart of everything we do and to bring them the best medicines, we must tackle all obstacles, great or small, with the innovative mindset of passionate entrepreneurs. Integrity deserves special mention in the cover note of a Code of Conduct. As we always say, and must continue to repeat, integrity and performance go hand in hand. That's why the tagline of this Code is performance with high integrity. Performance is critical to the strength of our global enterprise, but results are null and void unless achieved in full compliance with both the letter and the spirit of the law. Beyond corporate compliance, integrity also means showing respect and inclusion for everyone in the workplace.

I ask each member of the Amicus team to embrace the essence of our Code and to commit to a strong culture of compliance. Read the Code. Refer to it. Discuss it with your colleagues. Absorb the Code's meaning, purpose, and spirit – and let that spirit guide you every day in the way you conduct business. And if you see something that conflicts with the values in our Code, I ask that you speak up through one of the reporting avenues described herein.

By making the values of our Code an integral part of our daily work, we will make good on our promise to patients through a sustainable company of which we can all be proud.

Sincerely,



Bradley Campbell

TABLE OF CONTENTS

1	Introduction.....	4
	1.1 Why Do We Need a Code of Conduct?	4
	1.2 Who Must Follow Our Code of Conduct?	4
	1.3 What Are Our Mission Focused Behaviors?	5
	1.4 How to Raise Questions and Concerns?	6
	1.5 What is a Crisis and How Do I Report It?	7
	1.6 What is Our Promise of Non-Retaliation?	7
2	Commitment to Patients	9
	2.1 Patient Advocacy Organizations	9
	2.2 Patient Safety.....	9
	2.3 Interactions with Healthcare Professionals	10
	2.4 Transparency.....	10
3	Commitment to Employees and our Company.....	11
	3.1 Discrimination and Harassment.....	11
	3.2 Labor Practices	11
	3.3 Data Privacy and Personal Information	12
	3.4 Health, Safety, and Environment.....	12
	3.5 Protecting Company Physical and Intellectual Property.....	12
	3.6 Confidential Company Records and Information	13
	3.7 Accurate Record Keeping	14
	3.8 Conflicts of Interest	14
	Commitment to Shareholders	15
4	4.1 Pharmaceutical Laws and Regulations.....	15
	4.2 Anti-Bribery and Anti-Corruption.....	15
	4.3 Fair Competition and Antitrust.....	15
	4.4 Insider Trading	16
	4.5 Government Investigations.....	16
5	Commitment to Communities	17
	5.1 Charitable Contributions and Donations.....	17
	5.2 Media Relations.....	17
	5.3 Protecting the Environment.....	17
6	Conclusion	18



1. INTRODUCTION

1.1 Why Do We Need a Code of Conduct?

A company's Code of Conduct ("Code") is like a country's constitution. It establishes foundational rules and values. In our Code, the most important principle is that we always comply with the law - in word and in spirit. We are proud of being a performance driven company, but equally proud that our performance is always achieved with integrity. The reason for this is simple: performance without integrity is not success. Nor is it sustainable. Our Code is important because it sets down in writing the foundations of our compliance culture and our commitment to never prioritize short-term profit over sustainable long-term success.

1.2 Who Must Follow Our Code of Conduct?

Ethics is everyone's responsibility, and this Code is one of the ways we communicate to all Associates the clear expectation of the Amicus Board of Directors and Executive Committee that all Associates must perform company activities with integrity and in compliance with applicable global laws. Integrity is not just about the big decisions we make as a company. It is the sum total of all the small decisions each of us makes every day that adds up to a culture of compliance.

Our Code sets down in writing the foundations of our compliance culture and our commitment to never prioritize short-term profit over sustainable long-term success.

By role modeling compliance with the Code in their daily activities and decision making, managers play a critical role in living and promoting our culture of compliance. Managers must ensure the employees and contractors



they supervise timely complete all assigned training on this Code and all other company policies and Standard Operating Procedures ("SOPs") applicable to them. Managers must also encourage Associates to immediately speak up whenever they know or suspect a violation of this Code or the law.

At Amicus, we also contractually require the individuals and companies we hire to fully comply with the law in all their activities on our behalf. Remember, when working with third parties, we can never ask or permit such third parties to do anything that we could not do ourselves.



1.3 What Are Our Mission Focused Behaviors?

Since 2005, we've been guided by the core values found in our Belief Statement. In 2019, we identified Mission Focused Behaviors that further enhance our patient-first, performance-driven, innovative, and high-integrity culture. These behaviors lead us to be results-oriented passionate entrepreneurs, successfully delivering our mission for patients and stakeholders with the utmost integrity.

Our Mission Focused Behaviors are:

- i. Mission – We always put patients first
- ii. Innovation – We try new things, learn, and grow every day
- iii. Performance – We are results-orientated, high performers
- iv. Integrity – We do things the right way

i. Mission

We always put patients first by:

- Fostering a sense of purpose and dedication to extraordinary patient experiences
- Executing with a sense of urgency
- Continuously renewing our entrepreneurial spirit
- Role modeling and coaching employees on patient-first thinking

ii. Innovation

We try new things, learn, and grow everyday by:

- Trying new things by inviting and testing new ideas and approaches, and by practicing design thinking and collaboration approaches
- Adopting a growth mindset by role modeling and supporting continuous learning habits, and tracking incremental improvement toward development goals
- Engaging in risk taking by defining smart risks and setting limits, and by learning from mistakes
- Getting and giving feedback which builds self-awareness, develops employees, and encourages employees to challenge the thinking of our leaders and teams





iii. Performance

We are results-oriented, high-performer by:

- Setting goals that articulate an inspiring team identity and vision, motivate employees, and track and communicate progress visibly and frequently
- Fostering enterprise thinking by aligning and connecting team goals with global enterprise priorities, and encouraging teamwork and collaboration across teams
- Practicing empowerment by delegating responsibility as much as possible, building trust through autonomy, driving decision making downward, and holding others accountable
- Getting and giving feedback to coach employees to apply and develop their strengths, evaluate performance against goals consistently and transparently, and recognize achievement and celebrate success

iv. Integrity

We do things the right way by:

- Understanding the importance of both acting with integrity (in a compliant way) and leading with integrity (reinforcing a culture of integrity)
- Expecting the highest standards from ourselves and others
- Encouraging speak up about pressures that challenge our integrity and role modeling active listening

- Doing things that build our credibility and reputation externally
- Taking care of our employees and their families
- Embracing diverse perspectives

1.4 How to Raise Questions and Concerns?

If you know or suspect a violation of the Code or the law, it is your duty to speak up. There are a number of ways you can raise a concern. Although we encourage you to speak directly to someone in Compliance, Legal, Human Resources, or to your direct manager, we understand there are instances where you may feel an anonymous report is required. If that is the case you can trust that if a report is made anonymously, it will remain anonymous – no one will attempt to find out who made the report. You can also trust that there is no retaliation for making a report.

Anonymous reports can be made through our Global Hotline. All of our toll-free hotline numbers are easily accessible on the front page





Anonymous reports can be made through our Global Hotline. All of our toll-free hotline numbers are easily accessible on the front page of our intranet. You may also make a report electronically through the Hotline's web-portal (www.amicusrx.ethicspoint.com).

of our intranet – the FOLD - by pressing the “Hotline Button.” Hotline reports can be made either by calling the toll-free U.S. number if you are dialing from within the U.S., or by calling the country-specific toll-free number if you are calling from one of our operating countries outside the U.S. You may also make a report electronically through the Hotline's web-portal (www.amicusrx.ethicspoint.com). Both methods of submitting a report are available 24 hours a day, seven days a week, and are routed through our Global Hotline vendor, EthicsPoint.

Amicus takes violations of our Code and the law very seriously. All allegations of wrongdoing will be promptly and thoroughly investigated. Investigations are conducted as confidentially as possible, subject to the Company's need to share information for investigative purposes and consistent with applicable law.

1.5 What is a Crisis and How Do I Report It?

A “Crisis” is a large-scale, unexpected threat to Amicus that could seriously interrupt/impact our business operations and/or reputation. Typically, a Crisis involves the element of surprise, short

decision-making time, and the inability of our existing infrastructure and systems to handle the situation. Examples of events that could cause a Crisis include, but are not limited to, an earthquake, tornado, flood, industrial accident, fire, explosion, bankruptcy of a key supplier, cybersecurity attack, and terrorist attack.

If you become aware of an event that could create a Crisis at Amicus, it is your duty to speak up. This is especially true if the event is not widely known. For example, while the country-to-country spread of Covid-19 was widely reported in the media and known to all (and would thus not need to be reported), a flood or fire threatening your local Amicus office would need to be reported.

A Crisis can be reported in all the ways described in Section 1.4, above, including through the Global Hotline. Please note that the Global Hotline is not an emergency service, and so should not be used to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact your local authorities.

1.6 What is Our Promise of Non-Retaliation?

Seeking advice, raising concerns, or reporting misconduct cannot and will not be held against you. Our open door and anti-retaliation policies are in place to encourage and protect Associates who raise concerns. Remember, by truthfully reporting a concern, you are helping the company. If we investigate your concern and no misconduct or legal violation is uncovered, then your report gave us the opportunity to be sure there is no violation. If on the other hand



we investigate your concern and we do uncover misconduct or legal violations, then your report will have helped the company to identify and put an end to that misconduct and to remediate any violations.



Our promise to you is that if an individual, regardless of his or her title or role, is determined to have retaliated against an Associate who has truthfully and in good faith reported a potential violation, Amicus will take appropriate disciplinary action against that retaliator, up to and including termination of employment as permitted by local law. If you suspect that you have experienced or witnessed an act of retaliation, please report your concern promptly to the Compliance, Legal, and/or Human Resources Department. You may also report retaliation anonymously through our Global Hotline.

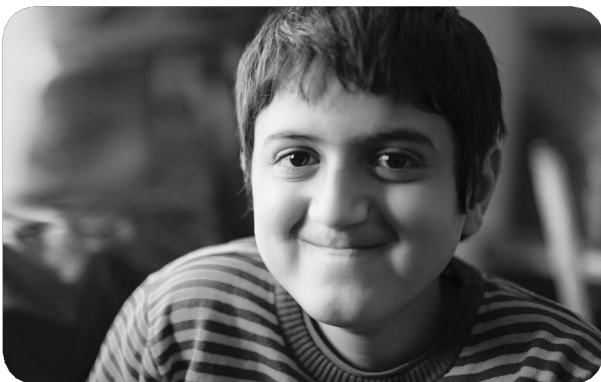


2. COMMITMENT TO PATIENTS

At Amicus, everything we do is done first and foremost to help improve the lives of people living with a rare disease. This means understanding patients' medical needs through active listening, innovation through best-in-class science, delivering a safe and consistent supply of product, engaging in truthful and non-misleading communications with healthcare practitioners about our products, and transparently disclosing our science-driven relationships with those practitioners to patients and the public.

2.1 Patient Advocacy Organizations

Patients and the advocacy organizations that represent them are at the heart of everything we do. It is the mothers, fathers, sons, and daughters – the real people who live with rare disease – who are the focus and beneficiaries of our work. To do that great and meaningful work we need to be great listeners and learners. We need to understand the true burdens of the individuals, families, and caregivers living with the rare diseases we seek to alleviate, and to grasp the medical needs of those rare disease communities. That understanding in turn informs and energizes everything we do. Such is the foundation and premise for our interactions with patient advocacy organizations.



At the same time, we are committed to complying with the global pharmaceutical laws and industry codes that regulate our interactions with patient advocacy organizations and have developed policies and SOPs to help guide those interactions. Associates who interact with patient advocacy organizations on behalf of Amicus must comply with those policies and SOPs which are trained upon and available on the Amicus intranet (the FOLD).

2.2 Patient Safety

As a patient-centric and science-driven organization, we must ensure that every decision we make is fully compatible with the imperatives of patient safety and data integrity. These imperatives apply at every stage during the lifecycle of our products. During research and development, the safety of patients participating in our clinical trials is paramount, and we conduct such trials in full conformity with Good Clinical Practice (GCP) standards

It is the mothers, fathers, sons, and daughters – the real people who live with rare disease – who are the focus and beneficiaries of our work.



and the oversight of a qualified institutional review board or independent ethics committee. Patient safety remains paramount when we manufacture and distribute our products, which is why we conduct such activities in full conformity with Good Manufacturing Practices (GMP) and our own rigorous internal quality standards. Also, at every phase and in every aspect of our business, we are firmly committed to data integrity so that our Amicus data can always be relied upon by all stakeholders as accurately, truthfully, and fully representing our science. Without these commitments to patient safety and data integrity, our science and work would be without value.

Amicus has developed policies and SOPs to ensure our compliance with good quality practices such as GCP, GMP, Good Laboratory Practices (GLP), Good Distribution Practices (GDP), and Good Pharmacovigilance Practices (GVP), all of which are trained upon and available through MasterControl.

2.3 Interactions with Healthcare Professionals

In order to provide the best possible care to patients, Amicus provides the medical community with up-to-date information about its products at scientific congresses, during office visits, and at other appropriate venues. Amicus also interacts with healthcare professionals as part of its clinical research programs. In all such interactions, Amicus is committed to providing science-based, truthful, and non-misleading information about its products, and to paying no more than fair market value for needed and legitimate services such as research and consulting.

Amicus has several policies and SOPs that govern our relationships with healthcare practitioners. Associates must comply with these policies and SOPs, which are trained upon and are available on the Amicus intranet (the FOLD).

Amicus is committed to providing science-based, truthful, and non-misleading information about its products, and to paying no more than fair market value for needed and legitimate services

2.4 Transparency

A growing number of countries around the world are adopting laws that require companies to make public the level of funding they provide to healthcare practitioners and to healthcare organizations, such as for research and consulting. One of the purposes of these laws is to make transparent to patients whether their own healthcare practitioners have received any funding from industry, and if so, how much, from whom, and for what purpose.

Amicus is committed to complying with such transparency laws and with the transparency codes of the pharmaceutical industry associations of which it is a member. Amicus policies and SOPs regarding transparency are trained upon and available on the Amicus intranet (the FOLD).



3. COMMITMENT TO EMPLOYEES AND OUR COMPANY

The foundation of our commitment to one another is based on respect. We treat each other respectfully, the company treats us fairly, and we act in the company's best interests through our dedicated work and by safeguarding the company's records, assets, and reputation.

3.1 Discrimination and Harassment

We each play an important role in creating an open and inclusive workplace, where every individual is able to fully contribute to our success. Building a talented workforce strengthens our company and its competitive advantage.

Consistent with our Mission Focused Behaviors, we must:

- Treat others fairly and with respect;
- Avoid actions that could be considered bullying or harassment;
- Focus solely on a person's qualifications, abilities, experience, potential, and performance if we are responsible for hiring, firing, compensation, promotions, or employee discipline.

In doing so, we ensure that Amicus is a place where all ideas are welcome, and employees feel comfortable and included.

Amicus has developed policies and SOPs on this topic which are trained upon and available on the Amicus intranet (the FOLD) under "Human Resources/ HR Policies & Procedures."

3.2 Labor Practices

Upholding human rights is a direct reflection of our commitment to ethical business practices. Amicus is committed to providing all Associates with fair and competitive wages in exchange for high performance conducted with high integrity. We comply with the wage and labor laws of every country in which we operate, and will never use child or forced labor in our operations. Should we become aware of suppliers who violate these principles, we will terminate our relationship with them as their association with us is a reflection on our ethics. If you have reason to believe anyone we work with is violating these standards, please inform the Human Resources Department at once.

Amicus has developed policies and SOPs on this topic which are trained upon and available on the Amicus intranet (the FOLD) under "Human Resources/ HR Policies & Procedures."



3.3 Data Privacy and Personal Information

We all have a responsibility to respect and protect the confidential and personal information of our colleagues and of the healthcare practitioners, patients, and other third parties with whom we work and interact. This means we must collect and handle confidential and personal information in a legal manner and maintain it securely in line with our global policies and SOPs. This is central to a fair and respectful working environment.

Amicus has developed policies and SOPs on this topic which are trained upon and available on the Amicus intranet (the FOLD).

3.4 Health, Safety, and Environment

Absolutely nothing justifies putting your well-being or that of a colleague at risk. Not workplace deliverables, not overtime pay, not profits. Because we value the health and safety of our Associates above all else, we are committed to workplace safety and promoting wellness. No matter where you work or what your job is, put safety first. Our focus on safety includes a commitment to providing a workplace that is free of violence, threats, and intimidation. And because our work requires alertness,



accuracy, and clarity of mind, Associates are expected to perform their duties free from the influence of drugs and alcohol, which have no place in our work environment.

We value the health and safety of our Associates above all else. No matter where you work or what your job is, put safety first.

Consistent with our commitment to health, safety, and the environment, we have developed policies and SOPs on these topics which are trained upon and accessible through MasterControl as well as through the Amicus intranet (the FOLD) under “Human Resources/HR Policies & Procedures.”

3.5 Protecting Company Physical and Intellectual Property

Each of us is responsible for acting in the company’s best interests by protecting its physical assets and intellectual property. Without those physical assets, like computers, laptops, cell phones, office supplies, and lab equipment and supplies, we could not do our work each day. Even more crucial is our intellectual property, which is irreplaceable. Intellectual property includes copyrights, patents, trademarks, product and package designs, brand names and logos, research and development, inventions and trade secrets.



To protect our physical and intellectual property, we must:

- Only use company property for legitimate business purposes;
- Be extra vigilant with company property while traveling;
- Report any known or suspected theft or fraud immediately to our supervisor and the Compliance Department;
- Never discuss proprietary information in places where we can be overheard;
- Never provide proprietary information to third parties, including business partners and vendors, without appropriate authorization and any required confidentiality agreements. If in doubt, check with the Legal Department first;
- Never provide physical materials such as small molecules, biologics or other physical research materials to third parties, including business partners and vendors, without appropriate authorization and any required Material Transfer Agreements (MTAs). Contact the Legal Department to negotiate MTAs with third parties.

3.6 Confidential Company Records and Information

Acting in the company's best interests includes safeguarding the confidentiality of all non-public information entrusted to us by Amicus and its customers and suppliers. Confidential Information is information that might benefit competitors and hurt Amicus if disclosed. Information that the company has made public, such as information presented in press releases,

at scientific or investor conferences, or in advertisements, is not Confidential Information.

Here are some examples of Confidential Information:

- Information about our small molecules and biologics, manufacturing processes, undisclosed pre-clinical and clinical research, and technical data;
- Commercial information such as customer information, pricing, and marketing plans;
- Actual and proposed business plans and strategies;
- Financial data;
- Information related to employees.

To protect our Confidential Information, we must follow the same precautions described in section 4.5, above. Remember that your confidentiality obligations continue after you leave Amicus, and that all Amicus Confidential Information must be returned before you leave.





3.7 Accurate Record Keeping

Accurate records are critical to making sound business decisions. Investors and the public count on Amicus to use and provide accurate information so they can make informed decisions. Our books and records must correctly reflect all of our transactions and activities. These records include financial statements, bills, invoices, expense reports, payroll and benefits records, time sheets, research and manufacturing records, performance evaluations, safety-related records, and other essential Company data.

Creating and maintaining accurate books and records means:

- Never falsifying a record or trying to hide the true nature of a transaction;
- Never trying to bypass internal controls and procedures, even if you think it would be harmless or save time;
- Never hiding or destroying records to avoid disclosure in legal or government proceedings;
- Always cooperating with Amicus' internal and external auditors and being honest with them;
- Always following instructions received from the Legal Department to retain documents, such as required holds in ongoing or anticipated litigation, government investigations or audits.

3.8 Conflicts of Interest

We must always be transparent about our outside activities and relationships. A Conflict of Interest occurs when our private interests or actions interfere – or appear to interfere – with

Accurate records are critical to making sound business decisions. Investors and the public count on Amicus to use and provide accurate information so they can make informed decisions.

the interests of the company. Often, conflicts can be avoided or resolved through open and honest discussion.

To appropriately deal with real or apparent conflicts, we must:

- Recognize situations and personal relationships that might make it hard for us to be objective;
- Refrain from holding outside employment or business dealings that could interfere with the performance of our job at Amicus;
- If at any time we think we may have a potential or actual conflict of interest, we must disclose it promptly to the Compliance Department using the Amicus Compliance Engine (ACE).

If you think you have an actual, potential, or perceived conflict of interest, then report it using the Conflicts of Interest tile in ACE, which is accessed via the OKTA SSO, available through the Amicus intranet (the FOLD) under "Common Links/OKTA SSO."

Amicus has developed policies and SOPs on this topic which are trained upon and available on the Amicus intranet (the FOLD).



4. COMMITMENT TO SHAREHOLDERS

We protect the investments made by shareholders in our business by not putting those investments at risk.

4.1 Pharmaceutical Laws and Regulations

Our goal is to create first-in-class and best-in-class treatment options for people living with rare disease. It is the passion that unites us and inspires us at work. To accomplish this goal, we must wisely and expertly put to work the investments we get from our shareholders. This includes making sure those investments are never put at risk by legal proceedings such as government investigations that could result in large fines and other sanctions that could compromise the sustainability of our company and by extension our commitments to patients and shareholders. To ensure the sustainability of our enterprise and to make good on our promise to patients and shareholders, Amicus is committed to high performance with high integrity, which means we comply with all pharmaceutical laws and regulations in every phase of our work from research and development, to manufacturing, to marketing, promotion, and distribution.

4.2 Anti-Bribery, Anti-Corruption and Other Country Laws

Our commitment to shareholders includes complying with all anti-bribery laws and competing solely on the merits of our products while never engaging in any form of bribery or corruption – regardless of local practice or custom. Such laws include the US Foreign Corrupt Practices Act and the UK Bribery Act. It is important to know that in addition to these important laws almost every country in the world has its own anti-bribery law, so no matter

where in the world you conduct business there is a law prohibiting bribery that applies to you. While the language in these laws may vary, their central message is always the same: it is against the law to offer anything of value to win or retain business.

Amicus has developed policies and SOPs, including a Global Anti-Bribery Policy, which are trained upon and available on the Amicus intranet (the FOLD).

In addition, we conduct business in an honest and ethical manner, maintaining the highest standards of integrity to prevent, with a zero-tolerance approach, the facilitation of tax evasion or fraudulent activity anywhere in the world.

We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. We comply with laws in the countries in which we operate, including those that legislate against evasion of tax and failure to prevent fraud (e.g., UK Criminal Corporate Offence: Failure to Prevent the Facilitation of Tax Evasion and UK Economic Crime and Corporate Transparency Act: Failure to Prevent Fraud).

4.3 Fair Competition and Antitrust

We compete for business fairly, honestly, and solely on the merits of our products.



Fair competition laws protect consumers from inflated prices that can arise from unfair business practices such as agreements between competitors.

Never communicate with a competitor about:

- prices, costs, or terms or conditions of sale;
- allocating markets, products, customers, or suppliers; and/or
- boycotting customers or suppliers.

It is every Associate's responsibility to comply with the competition laws of the country in which they operate.

4.4 Insider Trading

We never take personal advantage of the information we gain from our privileged position within the company. Information that would likely affect the price of Amicus stock if it became known to the public is called Material Non-public Information. Associates who become aware of Material Non-public Information are 'insiders' and must not seek to enrich themselves by trading on such information. Doing so could be considered a violation of insider trading laws.

When we are an insider, we must:

- Follow all blackout restrictions and guidelines that apply to our trades of Amicus securities;
- Never buy or sell Amicus securities until the material information has been publicly released by Amicus;
- Never share Material Non-public Information with anyone else, including colleagues, family members, and/or friends.

Amicus has developed policies and SOPs, including a Policy on Insider Trading, which are trained upon and available on the Amicus intranet (the FOLD).

It is every Associate's responsibility to comply with the competition laws of the country in which they operate.

4.5 Government Investigations

We cooperate fully with government requests for information, facility inspections, and investigations. Please contact the Legal Department immediately to discuss the appropriate handling of government visits and investigations as well as all government requests for Amicus records (other than routine requests that are a normal part of your job).





5. COMMITMENT TO COMMUNITIES

Amicus aims to make a positive difference for the communities in which it operates and with whom it interacts.

5.1 Charitable Contributions and Donations

Amicus is pleased to support legitimate and worthy causes in the community when requested by charitable, non-profit organizations.

To ensure that all funding we provide, in cash or kind, is in line with our mission, values, and the law, we have implemented policies and SOPs which are trained upon and available on the Amicus intranet (the FOLD).



5.2 Media Relations

As a public company, Amicus is subject to rules and guidelines concerning our public disclosures of information. We communicate honestly, accurately, and timely with shareholders, securities analysts, and the media, avoiding selective disclosures that would give some parties an unfair advantage. Only certain individuals are authorized to speak on behalf of Amicus.

5.3 Protecting the Environment

Amicus is committed to operating in a way that respects and protects the environment wherever we are located. We will not compromise environmental values for profit or production. We respond truthfully and responsibly to questions and concerns about our environmental actions and the impact of our operations on the environment.

Amicus has developed policies and SOPs on this topic which are trained upon and available through MasterControl.

6. CONCLUSION

The most important take away from our Code is that we want a culture of performance with high integrity at Amicus. Put simply, we will never compromise integrity to hit any performance indicator - whether production quotas, sales targets, or anything else. This is the clear expectation of our Board of Directors and our Senior Leadership Team. It is the essence of who we all want to be.

This Code has been adopted by the Board of Directors of Amicus (“Amicus Board”) and applies globally to all Associates. It is effective as of September 2025.