



## **Equal Employment Opportunity and Non-Discrimination Statement of Policy for Individuals with Disabilities & Protected Veterans**

It is the policy of Insmmed not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including but not limited to, recruitment, hiring, promotion, transfer, demotion, layoff or recall from layoff, termination, wage and benefit administration, and selection for training or other employment opportunities, provided the individual is qualified, with or without reasonable accommodation, to perform the essential functions of the job. This policy applies to all jobs at Insmmed. The company will continue to ensure individuals are employed, and employees are treated during employment, without regard to their physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices.

Employment decisions at Insmmed are based on legitimate job-related criteria. All personnel actions or programs that affect qualified individuals, such as employment, promotion, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. Insmmed makes, and will continue to make, reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodation would impose an undue hardship on the operations of Insmmed.

Insmmed and its Chair & CEO are fully committed to the principles of equal employment opportunity and non-discrimination and support the successful implementation of the company's Non-Discrimination Programs for the disabled and veterans. Christine Ramsay, Non-Discrimination Officer for Insmmed, has been appointed with responsibility for implementation of Insmmed's Non-Discrimination Program activities. The Non-Discrimination Officer has the full support of top management to fully implement this Program. All managers and supervisors will take an active part in Insmmed's Program to ensure all qualified disabled and veteran employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, Insmmed will solicit the cooperation and support of all employees for its Equal Employment Opportunity and Disability and Veterans Status Non-Discrimination Statement of Policy.

The Company's Non-Discrimination Program includes an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of the Program. The Non-Discrimination Officer has been assigned responsibility for periodically reviewing progress with compliance and implementation of Insmmed's non-discrimination policy. In accordance with public law, Insmmed's Non-Discrimination Program for qualified individuals with disabilities and the Non-Discrimination Program for protected veterans are available for inspection upon request, in the Human Resources Department, Monday through Friday, from 9:00 am to 5:00 pm.



In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and/or any other federal, state or local law or regulation regarding equal employment opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations. Insmmed will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

A handwritten signature in black ink that reads "Nicole Schaeffer". The signature is written in a cursive, flowing style.

Nicole Schaeffer  
Chief People Strategy Officer  
April 21, 2025