

The background of the entire page is a dark navy blue. It is decorated with several abstract geometric shapes, including concentric arcs and circles in shades of orange, light blue, teal, and white. Some of these shapes are solid, while others are outlines or segments of larger circles.

CREATING

**PATHS
FORWARD**

2023

Impact Report



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*Anything is Possible
When We Rally*

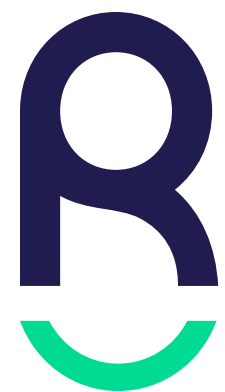




About Rallybio

Rallybio (NASDAQ: RLYB) is a clinical-stage biotechnology company with a mission to develop and commercialize life-transforming therapies for patients with severe and rare diseases. Rallybio has built a broad pipeline of promising product candidates aimed at addressing diseases with unmet medical need in areas of maternal fetal health, complement dysregulation, hematology, and metabolic disorders. The Company has two clinical stage programs including RLYB212, an anti-HPA-1a antibody for the prevention of fetal and neonatal alloimmune thrombocytopenia (FNAIT), and RLYB116, an inhibitor of complement component 5 (C5), with the potential to treat several diseases of complement dysregulation, as well as additional programs in preclinical development.

Rallybio is headquartered in New Haven, Connecticut with an additional facility at the University of Connecticut's Technology Incubation Program in Farmington, Connecticut.



At Rallybio, our goal is to meaningfully improve the lives of patients suffering from severe and rare diseases by harnessing the decades of knowledge and experience of our team to advance our mission to develop and deliver transformative therapies.

Our Employee Value Proposition “*Anything is Possible When We Rally*” embraces our core values of tenacity, courage and candidness, kindness, world-class thinking, and oneness which unite us and drive us in our mission. These values are fundamental to our Environmental, Social and Governance (ESG) practices described in this report. While we are a young company, having launched in 2018, we know our successes are due in large part to the fact that these values are embedded in all we do at Rallybio.

In 2022, we established an initiative, called *RallyTogether*, to move the company forward towards a more sustainable future. This year, we leveraged that framework to design and launch a more holistic program in consideration of global ESG reporting frameworks and standards. Encompassing these efforts and our future plans, we are proud to share Rallybio’s inaugural Impact Report.

A MESSAGE FROM OUR CEO

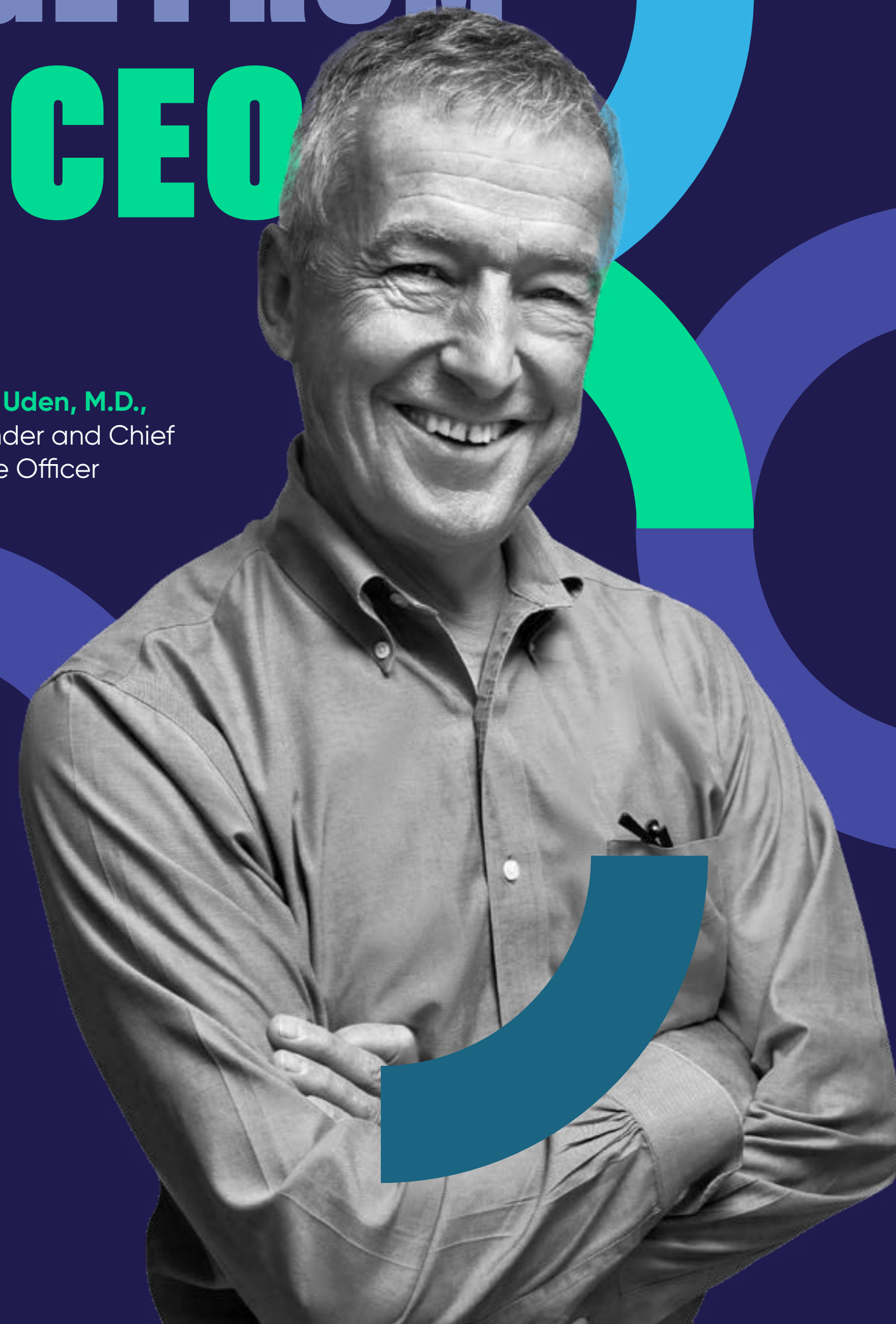
This inaugural Impact Report outlines our belief that committing to expand access to our products, improve the lives of those in communities where we live and work, protect our planet’s natural resources, create an inclusive culture that encourages our colleagues to bring their best selves to work, demonstrate integrity, and hold ourselves accountable in everything we do, will enable our company to achieve better outcomes for our stakeholders.

While Rallybio might be a small company, we believe we can make a big impact. We believe that proactively launching our ESG program will help future-proof our company to ensure that we can deliver long-term value for our stakeholders and lasting impact for our patients. I am excited by what the future holds and look forward to sharing our ESG journey and progress in the years to come.

Sincerely,

Stephen Uden, M.D.

Stephen Uden, M.D.,
Co-Founder and Chief
Executive Officer





OUR VALUES

At Rallybio, our core values are embedded in everything that we do because we believe *Anything is Possible When We Rally*. This belief is a reflection of our culture, where every day, we are inspired to:

Rally to be One

Be Kind

Be World-Class Thinkers

Be Courageous and Candid

Be Tenacious



OUR PRODUCT PIPELINE




Our Science

Developing and delivering transformative therapies starts with access to high-quality product candidates. The trick is finding them. At Rallybio, we believe we have two advantages. First, our decades of experience in drug discovery, research, development, regulatory strategy, and manufacturing help us more effectively source, identify, and evaluate therapeutic targets and product candidates that we believe have a high probability of success. Equally important, we have an extensive network of relationships with academic clinical centers and leaders in industry worldwide who share our belief that *Anything is Possible When We Rally*.

The most promising path to clinical, regulatory, and commercial success starts with validated biology. That's why we're focused on acquiring and developing product candidates that possess a clear mechanism of action and that aim to address diseases with well-understood pathophysiology and significant unmet medical need. We believe that targeting the causal biology of a disease provides the highest probability of dramatically improving the lives of future patients.

Since our launch in 2018, we have built a portfolio of promising product candidates, which are now in development to address severe and rare diseases in the areas of maternal fetal health, complement dysregulation, hematology, and metabolic disorders.





OUR APPROACH TO ESG

*When we RallyTogether, we see our connectedness
to all people and the planet we share*

- Impact Strategy
- Our Priority Issues
- Our ESG Program
- Our ESG Governance



Impact Strategy

When we **RallyTogether**, we can uplift each other, our future patients, our community, and the world around us.

As a mission-driven company dedicated to the development of life-transforming therapies for patients with severe and rare diseases, doing good is an integral part of who we are. In 2022, we published *RallyTogether*, a document defining our vision and ambition to positively impact future patients, communities, people, and the planet. *RallyTogether* outlined the company's sustainability aspirations, helping us coalesce around a path forward. Building on our commitment to *RallyTogether*, we have decided to define a holistic ESG program.

In 2023, we engaged an ESG consultancy specializing in the biotech industry to help us launch a comprehensive program in alignment with global reporting standards and best practices. As part of that engagement, Rallybio undertook materiality, strategy, and planning efforts to refine our vision and inform program development. Rallybio's Impact Strategy Statement conveys our company's approach to ESG.

Impact Strategy Statement

Rallybio's Impact Strategy is built around our Employee Value Proposition, "*Anything is Possible When We Rally*". When we *RallyTogether*, we see our connectivity to all people and the planet we share. We strive to positively impact our ecosystem of stakeholders—employees, communities, patients, partners, shareholders—and the environment, as we develop transformative therapies for people with severe and rare diseases.

Our approach to ESG encompasses Rallybio's commitments to:

1. Our Patients—Quality, accessibility, and advocacy for future patients
2. Our Community—Supporting the communities in which we live and work
3. Our Environment—Fostering a healthier environment for a better tomorrow

4. Our People—Rallying together to create a great place to work for all employees
5. Our Governance—Business ethics, accountability, stewardship, and excellence

We believe ESG benefits our business by making us more sustainable. By actively managing environmental, social and governance issues, we are mitigating risk, creating durable value for shareholders, fueling innovation, and sustaining a culture of excellence to bring into existence new life-changing therapies for patients in need.

By living our culture and values, engaging our teams, giving back to society, and demonstrating concern for the environment, we establish Rallybio as a valuable contributor to both the local and the global community and achieve our vision of improving the health of humankind while remaining true to our mission to do good in the world.

Rallybio's 2022 *RallyTogether* document established the following objectives as central to our ESG efforts:

- Live our culture and values in a way that makes Rallybio a great place to work
- Foster team engagement to create positive social and environmental impacts
- Make valuable contributions to our local community and society more broadly

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



Our Priority Issues

Everything we do at Rallybio is grounded in science and research, and our approach to ESG is no exception. We take a research-based approach in order to ensure we derive accurate insights to drive efficient investments that benefit our business and society. The first step of this process is to consider leading global ESG reporting standards and frameworks: SASB (Sustainability Accounting Standards Board) and GRI (Global Reporting Initiative). SASB provides industry-specific guidance on priority issues, which supports the foundation of Rallybio's ESG framework. GRI provides topic-specific guidance, which we then layer in, adding depth to issues prioritized by SASB and contributing additional issues. Industry leaders, peers, rating agencies, and thought leaders on emerging issues and trends supply additional insights to round out our approach.

Consequently, Rallybio's ESG focus includes 12 core priority issues:

- Corporate Governance
- Business Ethics & Ethical Marketing
- Patient Safety & Quality Management
- Supply Chain & Materials Management
- Human Resources & Diversity, Equity and Inclusion (DEI)
- Social Impact
- Greenhouse Gas Emissions & Climate Risk
- Water, Waste & Environmental Management

- Occupational Health & Safety
- Privacy & Data Protection
- Affordability & Access
- Innovation & Business Model Resilience

These issues are all important for Rallybio to consider as part of our ESG program. However, not all issues are germane to our business as currently conducted and our prioritization of issues may change over time as our company evolves and matures. We consider "material" issues to be those which have the potential to meaningfully impact our business in the near term. Issues which are not yet "material" to us, but could be in the future, as well as issues that are lower impact overall, have been designated as "relevant." While we may track and report on "relevant" issues to a limited extent, they are lower priority for us in the near-term.

We conducted a materiality assessment as part of our ESG program launch in 2023 to identify "material" and "relevant" issues. Our materiality assessment leveraged a survey and discussions with Rallybio leadership to understand internal perspectives, as well as public and proprietary sources of information capturing external stakeholder perspectives. We researched the perspectives and prioritization of issues in over 25 organizations relevant to Rallybio, including ESG frameworks, rating and ranking agencies, industry leaders, peers, non-profits, academic organizations, thought leaders, sustainability organizations, investors, and financial institutions to understand external perspectives on issues most important to Rallybio.

Our materiality assessment identified 6 material issues and 6 relevant issues which form the current foundation for our ESG program and reporting:

Material Issues	Relevant Issues
1. Patient Safety & Quality Management	1. Social Impact
2. Human Resources & DEI	2. Affordability & Access
3. Innovation & Business Model Resilience	3. Supply Chain & Materials Management
4. Business Ethics & Ethical Marketing	4. Occupational Health & Safety
5. Corporate Governance	5. Greenhouse Gas (GHG) Emissions & Climate Risk
6. Privacy & Data Protection	6. Water, Waste & Environmental Management

Rallybio’s highest priority issues are concentrated in the areas of social and governance. While we consider environmental issues important and will continue to track and manage environmental issues, they are of less impact for our company at this stage of our development, as we do not operate any energy-intensive laboratories, manufacturing sites, or product distribution networks. Our prioritized issues align well with Rallybio’s five pillars of Impact—Our Patients, Our Community, Our Environment, Our People, and Our Governance.

We are aware that priority issues shift and change over time. We plan to refresh our process periodically in future years, including stakeholder engagement, which reflects a commitment to being responsive to stakeholder concerns in pursuit of a robust approach to materiality. We will evolve our ESG program with our business and plan to implement a program that remains focused and effective.



Our ESG Program

Rallybio conducted a gap analysis comparing our current state with industry best practice to help focus our efforts on high-value, impactful initiatives, and key performance indicators (KPIs). For each material and relevant issue, we identified the set of policies, procedures, initiatives, data tracking and monitoring needs, and reporting metrics that would best advance our sustainability practices as currently conducted.

To prioritize and coordinate multiple efforts efficiently, we created a strategic roadmap based on the findings of our gap analysis. Based on priorities, level of difficulty, prerequisite efforts, and temporal and organizational constraints, we mapped out goals and objectives across a three-year planning horizon from 2024 to 2026. By identifying KPIs, milestones, and governance for each component of our roadmap, we built tracking, monitoring, and accountability into our sustainability plan. This roadmap will serve as a blueprint for developing and implementing our ESG program and reporting over the next three years and beyond in a manner that aligns with the growth of our business.



ESG Committee



Laura Ekas, Ph.D.
Co-Committee Chair,
SVP, Corporate and
Commercial Strategy



Michael Greco, JD
Co-Committee Chair,
SVP, Company Secretary
and General Counsel



Rachel Alford, Ph.D.
SVP, Chemistry, Manufacturing
and Controls (CMC) and
Integrated Operations



Amanda Hayward, Ph.D.
SVP, Global Business Development



Claire HERNON
Associate Director,
Corporate Strategy and
New Product Planning



Michael Murphy, R.Ph.
VP, Program and Alliance
Management and Head of
Business Technology



Ilana Robbins
Director, Corporate
Communications



Jackie Schumacher
SVP, Regulatory and Quality



Kim Stepanski, Ph.D.
SVP, Human Resources

ESG Governance

At Rallybio, we recognize the importance of robust governance to facilitate progress, ensure accountability and deliver results. We have a multi-level approach to ESG to help us embed sustainability within our company culture.

At the highest level, Rallybio's Board of Directors plays an important role in ESG governance. The Board's Nominating and Corporate Governance Committee is charged with oversight of ESG matters, as documented in its charter.

Additionally, Rallybio has established an ESG Committee responsible for developing, implementing, and monitoring the company's ESG program and reporting, and providing ESG information to the Board.

Rallybio's ESG Committee consists of nine colleagues and is stratified to represent different levels of seniority, roles, areas of expertise and experience, contributing to a variety of perspectives that cover Rallybio's issue areas. The committee meets on a regular basis, and as needed to manage ESG activities.

OUR PEOPLE

Our Culture and Values
Diversity, Equity & Inclusion



Our Culture and Values

A Culture of Teamwork

Rallybio's approach to people management focuses on nurturing and sustaining a culture where people feel inspired, appreciated, and empowered to live our company values. We understand that our culture, inclusive of our values and commitment to diversity, equity, and inclusion, determines our colleagues' experience of working at Rallybio. We strive to make that culture attractive to new and existing employees as an important element supporting our mission to develop therapies to treat severe and rare diseases.

As an organization, we work hard to understand, define, and strengthen our company culture to make Rallybio the

employer of choice for scientists and thought leaders dedicated to developing treatments for patients with rare and severe diseases. In 2022, we engaged a third party to complete an audit of Rallybio's organizational culture and provide us with diagnostic results and findings. One of the key outputs from that process was an organizational culture profile which suggested the dominant characteristics in our culture are caring, results, learning, enjoyment, and purpose. The study provided Rallybio with actionable recommendations for how to sustain, strengthen, and build on our cultural strengths as an organization, which we believe are important to help us deliver on our objectives and enhance performance over the long-term, which benefits our stakeholders.

As part of our 2023 employee survey, we asked our colleagues to identify three adjectives which best characterize Rallybio in terms of culture. The results suggest a highly positive culture well-aligned with our values as an organization.

Our approach to growing and sustaining a high-performing team is grounded in our values, our culture, and our commitment to DEI, and encompasses four key areas of focus—talent, organization, operations, and rewards. By proactively managing these focus areas, we create a right-sized, high-performing team that functions as one to deliver value to stakeholders, we cultivate a great place to work, and we evolve a capabilities-based approach to human resource management in support of our company's long-term vision.

Rallybio's philosophy on growing and sustaining a high-performing team is grounded in our culture and values, including a focus on talent, organization, operations, and rewards.



Engagement and Well-being

In striving to make Rallybio a great place to work, we provide our colleagues with access to a range of career advancement and professional development opportunities. To support the physical and mental well-being of our colleagues, we offer a package of competitive compensation and well-being policies, programs, benefits, and tools. We monitor employee engagement and offer channels for two-way communication such as our annual engagement survey to ensure our colleagues' concerns and priorities are heard and reflected in strategy.

Consistent with our *RallyTogether* initiative, we believe it is important for our colleagues to have a clear connection to our organization's performance and the importance of working together. Our performance management expectations, goals, and measurement are done at the company level rather than individually. We believe we are all accountable for reaching the company goals and are therefore rewarded as a team for our achievements.

We do focus at an individual level for growth and development, with customized plans and approaches for each colleague. Rallybio is committed to ensuring each colleague has a meaningful experience here – one that helps them advance their overall career goals. We recommend that each colleague meets with their manager for two development-focused check-ins per year, in addition to having regular, informal touch points on development throughout the year. Development discussions focus on where a colleague is in relation to where they would like to be, including short-, mid-, and long-term goals. We take a holistic and flexible approach to development, empowering employees to drive their growth and own their career journey, while empowering managers to support their employees along the way. Our approach to development at Rallybio includes providing colleagues and their managers with a development toolkit to guide the annual feedback and coaching process. The toolkit provides guidance and resources for customized development as individuals, as leaders, and as professionals, in alignment with their career aspirations.

Rallybio offers a suite of policies and benefits designed to attract and retain the best talent by supporting the health, wellness, and financial security of our colleagues and their families. All colleagues employed 30 or more hours per week are eligible to participate in our benefits program outlined in our employee handbook.

Highlights include:

- Parental leave policy for colleagues who need time off to care for their newborn, adopted child, child born through surrogacy or a newly placed foster child
- Flexible work policy supporting in-office, remote, and flex work plans
- 401(k) retirement plan
- Caregiver leave policy
- Life, long-term and short-term disability insurance
- Health, dental, and vision insurance
- Commuter benefits program
- Competitive bonus and equity programs
- Worker compensation benefits
- Employee stock purchase plan program
- Leave of absence program
- Flexible time-off policy, annual paid holidays, and unlimited vacation

Encouraging, tracking, and working to improve employee engagement is central to how we approach people management at Rallybio. By ensuring our colleagues are engaged, we continue to enhance morale and productivity and strengthen our culture while lowering attrition.

Recognition and awards are important to building a culture of collaboration where colleagues feel seen, heard, and appreciated, and where we celebrate each other's accomplishments. Rallybio employs both on-the-spot recognition for colleagues through our Teams channel and at our weekly company-wide meetings, and annual Values in Action Awards to celebrate our colleagues for being kind, being world-class thinkers, being courageous and candid, being tenacious, and for rallying to be one.



Rallybio supports the idea that culture exists beyond the boundaries of traditional office space. In 2022, we created our Flexible Work Policy to formalize our commitment to supporting and empowering our colleagues to make individualized decisions about whether to work remotely, in the office, or a hybrid of both. Rallybio's New Haven office remains open for any colleague that would like to utilize the space; however, there is no minimum requirement of days per week or month that colleagues must be in the office.

In 2023, we began an annual award for colleagues to reinforce the importance of living our values and to recognize colleagues who exemplify the culture we aspire to. All colleagues are asked to nominate individuals and teams that have consistently demonstrated one or more of our values. We have a cross-organizational committee review the nominations and select the recipients of the award. These recipients are celebrated at our fall semi-annual company meeting.

A large, clear glass trophy with a star-like shape, resting on a dark blue textured cloth. The trophy is inscribed with the text "Rallybio Values in Action Award 2023".

Rallybio
Values in
Action Award
2023

Diversity, Equity, and Inclusion

Creating a Culture of Belonging by Valuing Diversity, Equity and Inclusion

Culture is the shared values, beliefs, attitudes, and practices that shape behavior and interactions of individuals with an organization based on written and unwritten rules and norms that:

- Include the formal and informal ways colleagues communicate, make decisions, and carry out their work,
- Are influenced by a variety of factors, including leadership style, values, organizational structure, and policies; and
- Play a role in shaping the identity of an organization, impacting productivity and overall success.

At Rallybio, we recognize the value of an integrated approach to DEI, values, and culture. Promoting DEI as a company

requires us to examine our culture, understand our strengths and areas for growth, and embrace a continuous evolution and enhancement of our company.

Rallybio launched a DEI program in 2021 with the goal of advancing a sense of belonging for all colleagues through diversity, equity, and inclusion internally and through interactions with our stakeholder community. Our DEI Committee is composed of colleagues throughout the company charged with envisioning, planning, and implementing our DEI program. The committee drafted a DEI Framework defining Rallybio's aspirations and motivations for practicing DEI. The framework defines four key pillars: (1) Partnership and Voice, (2) Culture, (3) Talent, and (4) Leadership Accountability.

DEI Framework

Our stakeholders are better served by Rallybio having diverse talent, equitable practices, and an inclusive culture.

Partnership and Voice—Our work with suppliers and partners reflects our commitment to diversity, equity, and inclusion across the populations and communities we serve.

Culture—An inclusive working environment demonstrates that we see, support, and value a variety of backgrounds, voices, roles, and contributions.

Talent—Transparent and equitable practices contribute to a diverse workforce that is empowered and supported to perform at its highest potential in support of Rallybio's mission and goals.

Leadership Accountability—Leaders are responsible and accountable for developing diverse and inclusive teams, making equitable and transparent decisions, and modeling inclusive behaviors and practices.



Our DEI Roadmap

In 2021, our DEI Committee constructed a DEI Roadmap, laying out a three-year plan for our DEI efforts, and setting the foundation for longer-term objectives.

Phase I: Build & Implement


- Develop and gain consensus on Rallybio DEI plan
- Advance awareness and understanding through DEI workshops (e.g., psychological safety, unconscious bias, mitigating bias in recruiting and hiring)
- Establish baseline metrics for compensation equity and representation

Phase II: Optimize & Refine

- Embed DEI within new processes, practices, and policies
- Continue learning and development
- Develop internal and external DEI messaging
- Measure progress against baseline diversity and equity metrics
- Refine and enhance tracked diversity and equity metrics

Phase III: Evaluate & Evolve

- Measure continued progress against baseline diversity and equity metrics
- Develop a strategy for refining and evolving DEI initiatives beyond 2024 including focus areas, actions, and updates



We recognize the importance of policies that reflect the culture and values that we espouse. As an example, our parental and caregiver leave policy was designed to be inclusive for all kinds of families. It provides paid leave at 100% of salary for up to 20 weeks for birth parents and 8 weeks for non-birth parents, and up to 8 weeks for colleagues to care for a family member including a spouse, child, domestic partner, sibling, parent, grandchild, or a person for whose care they are responsible. We publish and update annually the Rallybio Employee Handbook to reflect these policies and provide colleagues with guidance on a wide range of issues including policies specific to DEI.

DEI is a continuous practice we expect to advance year upon year, beyond the existing three-year plan. As our company grows and changes and as we improve our metrics and gather new information, we will engage our colleagues in evolving and extending this roadmap as we strive to be the inclusive company that we aspire to be.

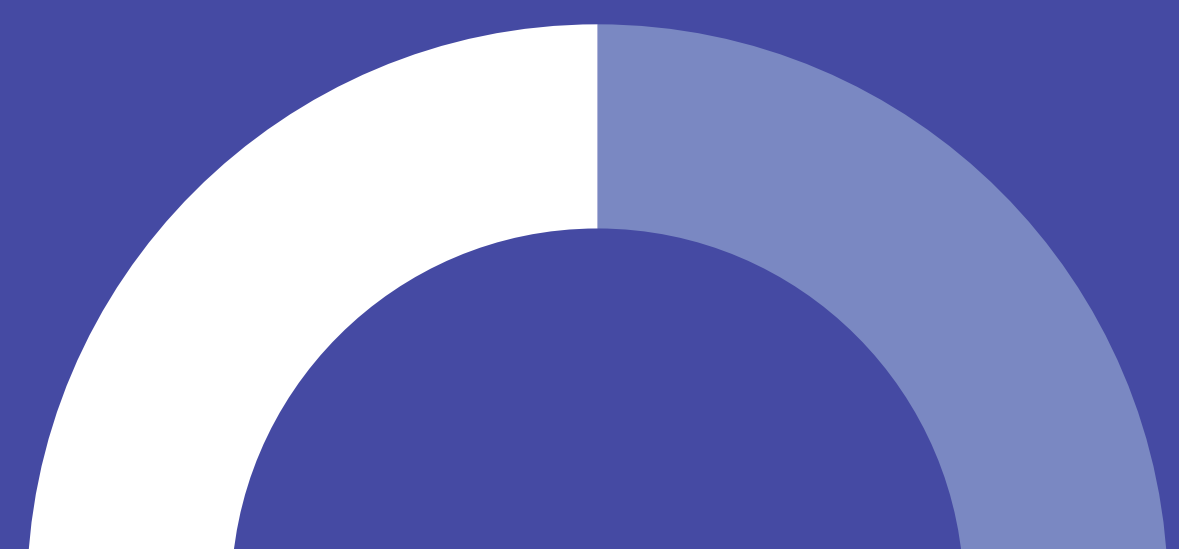


DEI Highlights

Diversity Audit—Working with an external DEI consulting firm, we conducted an audit of diversity practices throughout the company to understand strengths and weaknesses and identify areas of focus. We will use the findings of the diversity audit to inform initiative development and programming in subsequent years.

Anti-bias Guidance—We developed and deployed a guidance document along with trainings for our colleagues on how to mitigate bias during the recruiting, interviewing, and hiring process, and during the performance management cycle. These resources provide colleagues with actionable insights and techniques they can use to mitigate bias to improve diversity, equity, and inclusion.

DEI Workshops & Learning Sessions—Throughout the year, our DEI Committee worked with a DEI consulting firm to plan and implement a variety of workshops and learning sessions on DEI topics. Covering topics such as implicit bias and psychological safety, these learning opportunities encouraged open dialogue and discussion, and advanced our collective knowledge and awareness of key DEI issues.



Culture & DEI Survey—Rallybio worked with a consultant to engage all colleagues in a culture and DEI survey in 2022 and 2023, and will continue to conduct a survey annually. Key topics included employee job satisfaction and engagement, career progression and people management, company culture and communication, trust in leadership, and diversity, inclusion, and equity. We've shared the findings with the entire company and have engaged our colleagues in our continued improvement journey.

Employee DEI Playbook—Rallybio developed an employee DEI playbook. This reference guide will help colleagues foster open discussions on diversity, enhance learning on key DEI topics, and employ best practices to advance DEI within the company.

DEI Resource Library—Rallybio created and deployed a learning library of DEI-related articles colleagues can access to further self-learning on DEI topics of interest, and to reinforce concepts delivered through workshops and learning sessions throughout the year. The articles in this library tackle varied topics such as measuring inclusion, diversity in biotech, inclusive leadership, race in the workplace, gender and leadership, and investing in unconventional talent.



Our People

By the Numbers



Colleagues who identify as women
53%



Women in leadership positions
50%



Board directors who identify as women
36%



Board directors who are from minority groups (racially or ethnically diverse)
27%

Colleagues by age group

Under 30

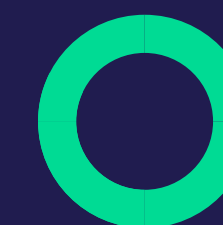
2%

30-50

42%

Over 50

56%



Colleagues offered training on diversity, discrimination and/or harassment
100%

Colleague Feedback on Our Journey

In 2022, Rallybio conducted our first culture survey. Our objective was to understand the strengths we can build on, identify areas for growth we can focus on to improve our culture at Rallybio, and create baseline metrics we can use to gauge improvement in future years as we continue on our culture journey.

The results of our survey suggest most Rallybio colleagues feel empowered to be themselves at work, feel respected and included, and believe the company cares about and is committed to promoting DEI. We deployed our second survey in 2023 and plan to continue to carry out a culture survey annually.



While we take pride in our strengths, the most important goal of this survey was to understand areas where we can focus, and actions we can take to improve culture at Rallybio. Based on the survey results and follow-up discussions with colleagues, we will focus on continuing to build a candid and courageous environment to ensure that we can maximize our innovation through inclusion.

Culture & DEI Strengths

DEI is a key element of our culture and we are very proud of the 2023 survey feedback from our employees. More than 85% of respondents:

- Feel included and respected at Rallybio
- Feel they can be themselves at Rallybio
- Agree that people of all backgrounds and perspectives are valued at Rallybio
- Agree that everyone has an opportunity to succeed at Rallybio
- Agree that senior leaders at Rallybio show through their actions that inclusion is important
- Agree that Rallybio is committed to diversity and inclusion
- Understand how they can personally impact inclusion at Rallybio

Culture & DEI Focus Areas

Areas for Growth – Majority of respondents, but less than 85%:

- Feel Rallybio intentionally hires people with different backgrounds, experiences, and perspectives.
- Feel confident discussing diversity and inclusion with others at work
- Feel perspectives, opinions, and ideas that are different from the status quo are valued at Rallybio
- Feel comfortable reporting concerns about discrimination or bias at Rallybio
- Feel people on their teams have a variety of backgrounds and experiences
- Believe that Rallybio will take action as a result of the DEI survey
- Agree that diversity, equity, and inclusion are essential to Rallybio's success as an organization

OUR PATIENTS

Access, affordability, and advocating
for future patients

Patient Safety & Quality Management

Safety and Quality Management

Quality Management

Given our mission to develop and deliver life-changing drugs, Rallybio holds safety and quality management as paramount. Rallybio is committed to providing participants in our clinical trials with drug product that meets or exceeds our expectations for quality and safety by understanding their needs, applying appropriate technology solutions, and assessing safety and risk. At Rallybio, we believe that a culture of quality within an organization starts with executive leadership setting the right “tone at the top” and demonstrating a commitment to doing what is right. Quality culture is the mindset and behavior to consistently take the correct actions in the design and execution of quality management principles. A quality culture is critical for the successful execution of our long-term business performance and strategy.



Rallybio has adopted a company-wide Quality Policy governing our commitment to providing high quality product candidates, ensuring participant safety, and complying with GxP regulatory requirements, a set of rules for safety and quality of pharmaceutical products. The pillars of our Quality Policy are Continual Improvement, Knowledge Management, and Risk Management.

Continual Improvement—Continual improvement is supported by our Quality Management System which governs quality throughout the organization. The system is dynamic and flexible, taking in new information and continually improving our processes and controls as the company evolves.

Knowledge Management—Knowledge management is a key component of overall quality. The purposeful collection, analysis, storage, and dissemination of information and data pertaining to product candidates and processes facilitates the integrity of the system and availability to colleagues throughout the product lifecycle.

Quality and Safety Risk Management—Risk management is important to our success. We identify and manage risks related to product quality and safety throughout the product lifecycle.

Where Rallybio's Quality Policy guides our approach to quality and safety, our Quality Management System implements that approach. Rallybio's Quality Management System formalizes and documents processes, procedures, and responsibilities for achieving our quality policies and objectives. It helps coordinate and direct

our activities to meet the needs of our clinical trial participants and regulatory requirements, and continually improve our effectiveness and efficiency. The Quality Management System describes expectations and accountability at all levels of the organization, from management and employees to our contractors, vendors, and suppliers. Rallybio's Quality Management System contributes to the following areas of operation, indicating the Statements of Procedure (SOP) associated with each:

- Document and record control
- Change management
- Event management
- Corrective and preventative actions
- Handling of complaints
- Auditing
- Vendor management and oversight
- Product design and development
- Good laboratory practice
- Regulatory
- Good clinical practice
- Good clinical laboratory practice
- Good pharmacovigilance practice
- Good manufacturing practice
- Information technology, security, and privacy

Rallybio maintains a Quality Manual describing components of the Quality Management System including policies, procedures, processes, and SOP documentation. The manual is made available to employees and governs quality management practice throughout the company.

Rallybio engages with a variety of vendors including Contract Research Organizations (CRO), Contract Development and Manufacturing Organizations (CDMO), and Quality Vendor Managers (QVM).

The company has developed a vendor management system in recognition of the core role vendors provide. Vendors associated with GxP products and services are selected, assessed, and qualified in accordance with an SOP as an important part of our quality management system. During the qualification process, the capabilities of the prospective vendor are assessed in conjunction with the anticipated products and services, the adequacy of their own quality management system, and adherence to applicable regulations and requirements. Based on the vendor's role and our business risk assessment, we determine an appropriate cadence for audits and may require requalification.

As an organization, we are committed to not just meeting, but exceeding expectations for quality management. In support of this commitment, Rallybio created a Quality Management System Roadmap in 2023 identifying strengths and areas for growth as well as delineating a path to achieve near-term and longer-term strategic improvements. We will continue to execute on the improvements in our roadmap, and assess our needs as our business evolves over the next several years to strengthen quality and safety management throughout the organization.

Jackie Schumacher
SVP, Regulatory and Quality

Access, Affordability, and Advocating for Future Patients

Rallybio recognizes the importance of access and clinical trial diversity to safety and quality. Achieving diversity in clinical trials to reflect the underlying gender, ethnic, and racial characteristics of the disease population is an important step to achieve the safe and effective delivery of medicines. As our product candidates enter later-stage trials, we will take a purposeful approach to building diversity into those trials, recognizing the contribution of diverse clinical trials to overall safety and quality management.

We aim to deliver new and transformative medicines to patients with severe and rare

disorders worldwide so they can become unbound and undefined by the diseases from which they suffer. Rallybio believes that these transformative medicines should be accessible and affordable to ensure that patients in need are able to benefit from them. We endeavor to use our experience and expertise to develop and execute market access strategies that can enable not only broad accessibility for patients who could benefit from our future therapies but also reduce time and administrative burden to access such therapies. Additionally, we seek to have meaningful dialogue with patients, their families, caregivers, and advocacy organizations related to the rare diseases targeted in our pipeline candidates. Knowing our patients helps us to better deliver solutions for them.

Diversity in Action in Clinical Trials

We are conducting a non-interventional, multinational natural history study to better understand the prevalence of women at higher risk of developing fetal and neonatal alloimmune thrombocytopenia (FNAIT), particularly in racial and ethnic groups that are under-represented in published studies. Our study is designed to screen up to 30,000 expectant mothers across sites in the US and EU during routine prenatal visits. Through this study, we expect to gain a better understanding of the prevalence

of mothers at higher FNAIT risk (HPA-1a negative and HLA-DRB3*01:01 positive) as well as the historical alloimmunization rate—the rate at which mothers have an immune response to a specific fetal (platelet) antigen. We intend for these findings to also serve as a historical control dataset for our planned Phase 3 registrational study for RLYB212. These data are expected to better represent the at-risk population, particularly in racial and ethnic minorities, and may also provide data to support the rationale for timely screening of all pregnant mothers to identify those at higher risk for FNAIT.

OUR COMMUNITY

Supporting the communities where we live and work

Social Impact





Social Impact

At Rallybio, we aim to build meaningful relationships within the New Haven, CT community. Our company engages in community support and volunteer activities to give back and improve the lives of members of our community. By supporting programs serving families, infants, children, and young adults, we hope to empower and inspire the next generation of scientists and researchers in our community in a way that benefits all of our stakeholders.



Diaper Bank of Connecticut:

We understand that diapers are critical to the health and wellbeing of mothers and babies, but that the expense can place a huge financial burden on families. One in three families with small children in Connecticut struggle to afford diapers, leading to less frequent diaper changes, and putting children at increased risk for health issues and causing more mothers to experience symptoms of depression and anxiety. In connection with our fetal and neonatal alloimmune thrombocytopenia (FNAIT) clinical development program and the desire to elevate maternal and neonatal health, in 2021 Rallybio donated approximately 30,000 diapers to the Diaper Bank of Connecticut for distribution to local families in need. In 2022, Rallybio established a corporate charitable giving program, matching employee contributions to the Diaper Bank dollar-for-dollar and diaper-for-diaper, up to \$5,000 annually, with a goal of donating \$10,000 worth of diapers each year.



Boys & Girls Club of New Haven:

To support and inspire the next generation of science and technology leaders, Rallybio has partnered with the Boys & Girls Club of New Haven. Our partnership includes an annual volunteer event to provide the Club with resources that they need to facilitate Science, Technology, Engineering, and Mathematics (STEM) programming. Rallybio also supports Boys & Girls Club members by providing school supplies and other general support for Boys & Girls Club initiatives.



The Soderstrom Scholars Fund:

The Soderstrom Scholars Fund was established to encourage a diverse human capital pipeline for Connecticut STEM talent. The Fund supports underrepresented students in STEM fields attending Connecticut universities through career advancement, mentorship opportunities, internship connections, and scholarships. Rallybio contributes to the Soderstrom Scholars Fund both financially and through employee representation on the Fund's board.

Volunteering

Rallybio colleagues are encouraged to volunteer outside of work, and our company provides two paid volunteer hours for each colleague per quarter to support organizations aligned with Rallybio's mission and values.

Beyond our charitable giving and volunteer work, Rallybio is an active participant in local, state, and other industry organizations advancing science and innovation, including the Yale Innovation Summit, Greater New Haven Chamber of Commerce, the Biotechnology Innovation Organization (BIO), and Connecticut's affiliate to the Biotechnology Innovation Organization (BioCT), as well as organizations that advance disease awareness, disease education, and patient advocacy, including the National Organization for Rare Disorders (NORD).

OUR ENVIRONMENT

Fostering a healthier environment for a better tomorrow

Environmental Sustainability



Environmental Sustainability

Reducing Our Carbon Footprint

Our planet's most pressing environmental challenges will only be overcome through collective action. Though our operational footprint is small, we see it as our responsibility to manage Rallybio's climate impact by using energy responsibly. We understand that our company has a role to play in mitigating GHG emissions through the choices we make relating to in-office energy use, work travel, and commuting.

Rallybio does not own any physical property. Our on-site operations are in leased facilities. We encourage our colleagues to use energy responsibly and minimize travel where possible. We have taken a variety of measures to reduce our energy consumption including:

- LED light bulbs
- Motion sensor activated lighting
- Flexible work arrangements to minimize commuting
- Initiatives to encourage the use of public transit
- Reserving air travel for limited situations

Our ESG Committee plays a role in encouraging energy conservation throughout the organization and periodically explores options to further reduce our carbon footprint. We communicate with building managers to understand ways in which we can further reduce the carbon impact of our operations in future years.

Managing Water and Waste

At Rallybio we do our part to reduce waste and water consumption. Our approach to resource management is three-fold—encouraging colleagues to consume less, working to channel consumed materials into the circular economy, and continuing to practice conservation at home.

Rallybio's water and waste reduction initiatives include:

- Standard practice of electronic material use, and double-sided printing only when physical copy absolutely necessary
- Minimizing consumption of single-use materials

- In-office recycling of paper, cans, and bottles
- Limit single-use bags, bottles, cans, cutlery, and pens
- Provide a SodaStream as an alternative to canned beverages
- Partner with UConn TIP for battery recycling from office and home
- Return printer cartridges and coffee pods to manufacturers for re-use
- Equip office kitchens and bathrooms with low-flow fixtures

We hope that by making environmentally conscious choices in the workplace we can continue the cycle of responsible consumption at home, as colleagues make more responsible choices in response to responsible habits developed at work. Rallybio will work with building managers across our leased spaces to explore additional opportunities to reduce consumption and contribute to the circular economy.





OUR GOVERNANCE

Business ethics, accountability, stewardship and excellence

Corporate Governance

Business Ethics & Compliance

Privacy & Data Protection

Innovation & Business Model Resilience



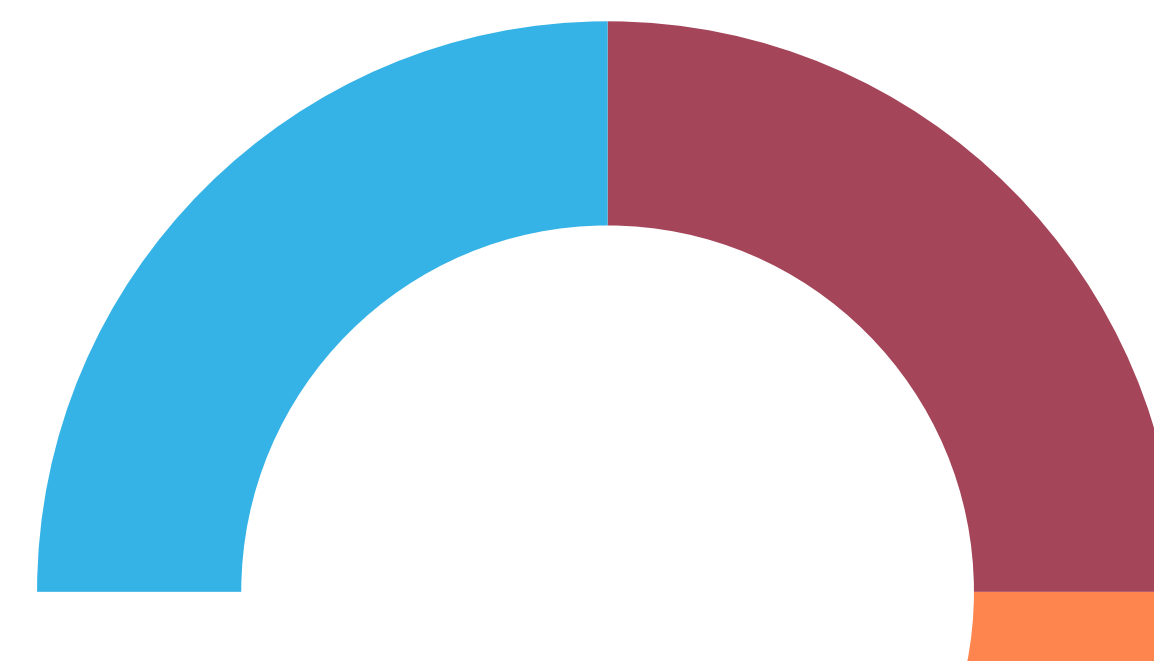
Corporate Governance

Rallybio's goal of building a sustainable company that develops therapies for patients with rare and severe diseases can only succeed if we uphold high standards for ethics and integrity throughout our company. From scientists managing complex clinical trials to company leadership representing our organization to shareholders, we depend on every individual at Rallybio to live our values. Our directors and executives lead by example, operating our business according to rigorous standards, holding themselves accountable, communicating transparently, and managing our company's resources responsibly.



Rallybio's seasoned leadership team works closely with the Board of Directors to facilitate transparent communication and effective management of key issues, including operational priorities and risk management, which we believe will meaningfully contribute to our long-term success. Our Board of Directors has three standing committees: Audit, Compensation, and the Nominating and Corporate Governance Committee, each of which is wholly comprised of independent directors. The Board endeavors to evolve its practices as the company's operations, pipeline, and complexity evolves. The Board regularly reviews its composition to ensure it has the appropriate skills and qualifications to oversee the company's operations. The Board and its committees conduct an annual self-assessment exercise to evaluate Board and committee performance and effectiveness. Each committee periodically reviews and assesses the adequacy of its charter in consideration of the company's operations and a dynamic regulatory environment. Such practices, among others, enable the Board and management to regularly consider and align upon a corporate governance approach that they believe positions the Board and the company to enhance performance and serve its stakeholders.

More than eighty percent (80%) of Rallybio's Board is composed of independent directors. Dr. Uden joined the Board in August 2023 and Dr. Martin Mackay, former CEO and Chairman of the Board, became Executive Chairman in August 2023. As our company's founders, Drs. Mackay and Uden are well-positioned to communicate to the Board on our company's strategy, mission, and culture. Given the important role that Rallybio's Board plays in overseeing and managing business risks, it is important that the Board is engaged and informed on material areas of company risk and the company's efforts to mitigate such risks. In 2023, directors attend seventy-five percent or more of Board and committee meetings throughout the year. Additionally, we believe our company is strengthened by our Board's diversity of genders, races, and ethnicities as well as areas of expertise and professional backgrounds. Thirty-six percent (36%) of directors are female, twenty-seven percent (27%) are racially or ethnically diverse, and our directors' areas of educational and professional experience span microbiology, molecular genetics, venture capital, biopharmaceuticals, chemical and biological engineering, genetics, pharmacology, internal medicine, executive leadership, transactions, business operations, and finance.



Board of Directors

It is important that our Board of Directors is composed of individuals reflecting the diversity of our colleagues, communities, and the future patients we will serve. In support of diversity, our Nominating and Corporate Governance Committee considers diversity in the nomination process for directors.

Rallybio has practices in place to manage the over boarding of directors, to avoid and manage potential conflicts of interest, and to ensure appropriate compensation. A potential director's time commitments to other boards and executive leadership positions are considered during the nominating process, and acting directors should notify the Board when taking on additional responsibilities to ensure they have adequate time to perform their responsibilities on the Rallybio Board. Rallybio has a conflict of interest policy for directors which details expectations for avoiding, reporting, and managing potential conflicts of interest. We engage an independent third-party consultant to provide analysis and recommendations to the Compensation Committee on executive and director compensation. The committee leverages our compensation consultant to ensure our compensation packages and practices are competitive and aligned with industry practices.

11 Total

9 Independent

2 Non-Independent

4 Women

7 Men

8 White

3 Persons of color

Business Ethics & Compliance

Rallybio expects the highest standard of business ethics from our employees. Our investigational products are administered to people throughout the world. Our business does not yet generate revenues, and we have and will continue to rely on existing and future shareholders to fund our business. It is important that we are responsible stewards of their investments. We must operate with high values, integrity, and quality standards to earn and sustain the trust of the participants in our clinical trials and their families, as well as our investors, colleagues, and other Rallybio stakeholders. We believe that how we deliver our business results is as important as the results themselves and we will not tolerate misconduct.

We have a set of policies, processes, and controls in place to enable colleagues to comply with our code of conduct and live up to our values. Our company's Code of Business Conduct and Ethics, which can be found on the [Governance section of our company website](#), sets the expectation for employees and executives to conduct themselves with integrity and honesty, and to hold themselves and others accountable for their behavior.



The Code of Business Conduct and Ethics provides detailed guidance to our employees regarding:

- Conflicts of Interest
- Proper Use of Corporate Assets
- Fair Dealing Regulatory Compliance
- Scientific and Clinical Research
- Gifts and Interactions with Healthcare Professionals
- Business Gifts and Interactions
- Bribery
- Confidentiality and Data Privacy
- Inside Information
- Public Company Disclosure Obligations

The company has adopted additional policies on Anti-Bribery, Anti-Corruption, Social Media, and Gifts and Entertainment. Every Rallybio colleague is expected to read and acknowledge their understanding of, and intent to comply with, our policies upon hiring and periodically during their employment with Rallybio.

We promote a “speak up” culture and encourage our colleagues to report concerns and potential violations of our Code of Business Conduct and Ethics to their managers, corporate leadership, or our anonymous hotline. All Rallybio colleagues have access to an anonymous reporting line where they can report ethics and code of conduct violations without fear of retaliation or reprisal. All submitted concerns are delivered to the General Counsel and the Chair of the Audit Committee of the Board.

Privacy & Data Protection

Rallybio's business model is built around quality data. From ensuring product traceability in meeting Good Manufacturing Practice (GMP) requirements to assessing clinical trial results, our colleagues and vendors engage with different types of sensitive information and data. Information security and data privacy are important issues for every company to manage given the increasing prevalence of cybersecurity threats, and the serious financial and reputational repercussions associated with data breaches.

Our approach to data security is guided by regulatory requirements and industry practices, beginning with the National Institute of Science and Technology (NIST) Cybersecurity Framework (CSF). NIST CSF comprises a set of standards, guidelines, and information technology best practices organizations can adopt to manage


cybersecurity risk. For Rallybio's Information Technology (IT) systems, data on company-owned or controlled equipment is encrypted, and data moving to or from our equipment is designed to follow industry standard encryption and transfer procedures. Rallybio-owned devices are managed by Microsoft Intune, and our managed service provider team monitors and implements company-wide updates for compliance.

Against the backdrop of our existing NIST CSF-based information security architecture, we have engaged a third-party information security vendor to perform a risk assessment and suggest appropriate enhancements to mitigate sources of risk.

Rallybio has implemented security enhancements, including enhancements following the risk assessment, such as:

- Internal and external vulnerability scanning
- Managed detection response
- Monitoring and event log collection (Security information and event management, SIEM)
- Multifactor authentication
- Penetration testing
- Routine Operating System (OS) update and patches
- Local server backups to Datto Appliance
- Geo-redundant encrypted cloud backup
- Virtualize on appliance capabilities in the event of primary server outage
- Cloud based business continuity capabilities
- Automated daily screenshot/boot testing of servers
- Automated reporting to network operations center (NOC) for critical alerts
- Encrypted data-at-rest and data-in-transit
- Hardware firewall on-site





Rallybio leverages a third-party vendor for information technology and data management services including database development, maintenance and updates, data queries and resolution, and the transfer of data between systems. Data management activities undertaken by our vendors are documented in accordance with appropriate practices and regulatory requirements.

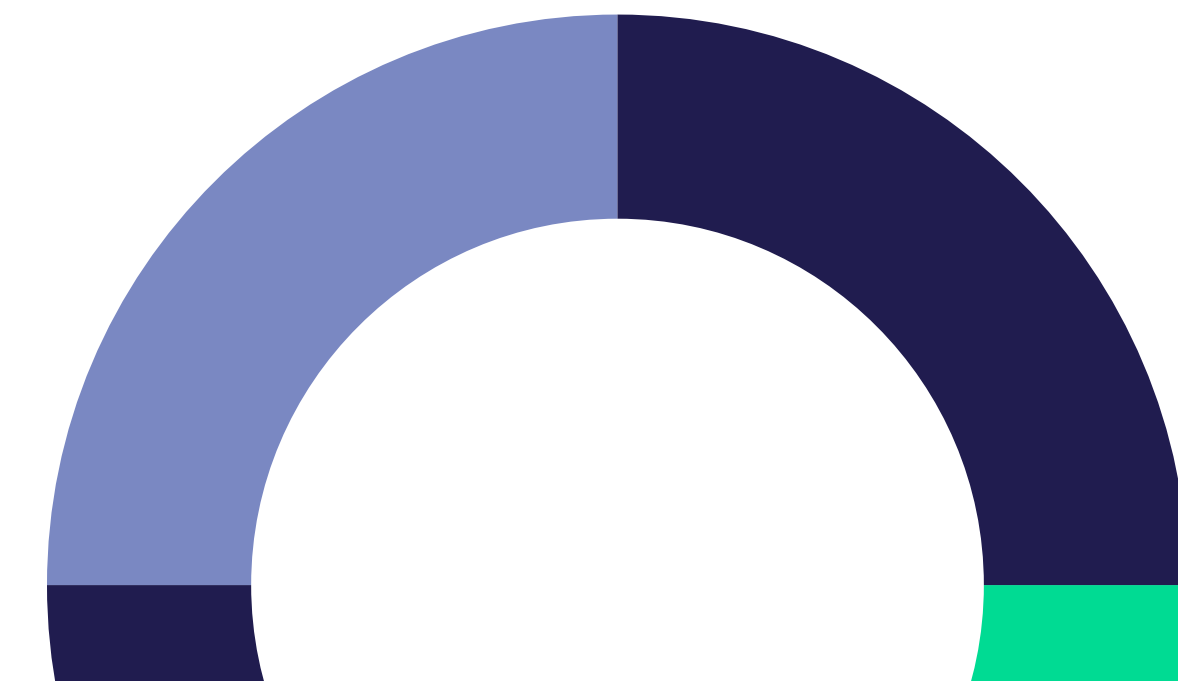
Rallybio engages with CROs and other vendors with whom we share data and information. We currently ask certain vendors to identify which frameworks they comply with, and the security audits they have undergone. Rallybio engages a third-party vendor to perform audits and qualifications for certain GxP vendors. We are developing additional SOPs and checklists to conform our vendors' information security systems and practices to our standards and expectations.

We have a Privacy Policy governing the collection, use, and disclosure of personal information, which involves our vendors. Rallybio observes applicable privacy and Health Insurance Portability and Accountability Act (HIPAA) regulations as they relate to the collection of human data within the clinical trials we conduct. Rallybio vendors conducting clinical trials currently manage the process for informed consent, and Rallybio monitors procedures

and processes in advance of each trial to oversee compliance with our privacy policy and applicable laws and regulations.

Rallybio conducts training and educational sessions for employees to make them aware of and understand cybersecurity and data handling issues and best practices. New colleagues receive training on our data and security practices and are periodically asked to retake trainings to refresh their skills and knowledge. We currently conduct semi-monthly phishing test campaigns with our colleagues and offer remedial training to address behaviors that reveal susceptibility to these types of attacks. Rallybio's IT team provides periodic training on security considerations such as ransomware, Automated Clearing House (ACH) and wire transfer fraud, malware emails and data security best practices to colleagues. Additionally, our colleagues are required to undergo annual training on security and data handling topics.

Rallybio is implementing company-wide information security policies, with SOPs and controls relevant to aspects of the policies. The policies include, among other things, cybersecurity protection, identification and incident response, as well as access control, storage, transfer, and handling.



Innovation & Business Model Resilience

At Rallybio, we do not accept that millions of people suffering from devastating rare diseases should have to live without transformative treatments. There are an estimated 25 to 30 million people affected by as many as 7,000 rare diseases in the United States alone, with a significantly greater number of affected people globally. We are building a diversified pipeline of product candidates that we believe have the potential to transform the lives of future patients in need. Our goal is to deliver therapeutics that provide meaningful clinical benefits to patients so they can become unbound and undefined by the diseases from which they suffer.

Innovation

Rallybio's core value to "Be World Class Thinkers" guides our approach to innovation and business model resilience. Innovation is the engine driving our company—our mission is to cure severe and rare diseases, and our approach is built around innovation and research excellence. Our company recognizes and elevates creative thinking to foster a culture where innovation thrives.

Creating and sustaining a culture of innovation requires us, as an organization, to avoid groupthink and adopt ways of working that reward novel approaches and out-of-the-box thinking. One of the ways we accomplish this is through our dedication to a horizontal organizational and decision-making structure, as opposed to a vertical one. Within our horizontal

leadership environment, project teams are empowered to make decisions where they have the expertise to do so with confidence, socializing with leadership for guidance and input, but taking ownership of the decision-making process to foster innovation. Colleagues at all levels throughout the organization are expected and encouraged to contribute to ideation and innovation. While Rallybio adopted job titles and a job architecture in 2022 to effectively keep pace with organizational growth, we minimize use of titles internally and exclude them from our email signatures to emphasize our flat structure and ensure all individuals feel empowered to share ideas and contribute to the decision-making process. We believe that this approach helps us tackle difficult problems and achieve better results.

A key driver of innovation at Rallybio is the breadth and depth of experience our Board, leadership, and employees bring to our work. Our Board of Directors includes highly credentialed scientific and business leaders who set the tone at the top and drive a culture of excellence and innovation. The scientific expertise of our Board members spans microbiology, molecular genetics, biopharmaceuticals, chemical and biological engineering, genetics, pharmacology, and internal medicine with decades of experience driving cutting edge science, clinical trials, research and development, and thought leadership within the industry and academia.

Rallybio invests heavily in research and development as the engine driving our success as a company. In 2021 and 2022 R&D comprised nearly 60% of our operating expenses.

R&D as Proportion of Operating Expenses

2021	2022
59%	60%

Business Model Resilience

One of our greatest strengths as a company is the balance, collaboration, and mutual respect shared between members of our team that contribute to scientific innovation and business execution. Our team is highly experienced in both domains, bringing decades of experience in business, product development, regulation, commercial strategy, transactions, finance and venture capital to the company in addition to their credentials and background as research scientists.

Members of our team have played critical roles in the approval of over 30 drugs, including seven rare disease therapeutics since 2013. Our experienced regulatory team has secured approvals from regulatory authorities in the Americas, Europe, Australia, and Asia as well as breakthrough Therapy and Orphan Drug designation and Priority Review vouchers. Our leaders provide Rallybio with access to leading scientific, clinical, and commercialization resources through a robust network of external partners throughout the industry.

Rallybio invests heavily in research and development, continually working to develop a diversified portfolio of product candidates addressing a broad range of rare and severe diseases including maternal and fetal blood disorders, complement dysregulation, hematology, and genetically inherited metabolic disorders such as hypophosphatasia (HPP). In the interest of business model resilience, we purposefully invest in assets with differing risk profiles and diversity across various product types. Through strategic partnerships with Exscientia, EyePoint, AbCellera, and others, we expand our capabilities and increase our chances of identifying promising candidates through cutting-edge discovery-stage projects, further contributing to business model resilience and diversification.





Establishing Strategic Partnerships

We have established partnerships with Exscientia Limited ("Exscientia") and AbCellera Biologics Incorporated ("AbCellera").

Exscientia


Exscientia is an Oxford, UK-based artificial intelligence (AI) and machine learning drug discovery company with a proprietary chemical design platform to rapidly and efficiently discover novel small molecule drug candidates. Our partnership consists of a joint venture, focused on the discovery and development of small molecule therapeutics for the treatment of rare metabolic diseases.

AbCellera

In December 2022, we entered into a strategic alliance with AbCellera to discover, develop, and commercialize novel antibody-based therapeutics for rare diseases. This multi-year, multi-target collaboration will combine AbCellera's antibody discovery engine with Rallybio's clinical and commercial expertise in rare diseases to identify optimal clinical candidates with a goal of delivering therapies to patients.

EyePoint

We have a research collaboration with EyePoint Pharmaceuticals to evaluate sustained delivery of Rallybio's inhibitor of complement component 5 (C5) using EyePoint's proprietary Durasert® technology for sustained intraocular drug delivery. The initial focus will be on geographic atrophy, an advanced form of age-related macular degeneration that leads to irreversible vision loss.





Rallying for the Future

2023 was a pivotal year in our company's ESG journey. We laid the foundation for our ESG program by conducting a materiality assessment, articulating our Impact strategy and principles, identifying our strengths and areas for growth, establishing a set of KPIs to monitor and report against, and constructing a roadmap to guide implementation over the next three years. In this inaugural Impact Report, we shared our accomplishments, aspirations, goals, and vision for ESG at Rallybio. Our sustainability journey has just begun, and we look forward to sharing that journey with our stakeholder community through the publication of our next Impact Report in 2025 as we *RallyTogether* to change the world.

Special Note Regarding Forward-Looking Statements

This Impact Report includes forward-looking statements about, among other things, our performance on environmental, social and governance topics, including goals and targets, company strategies and growth potential, that are subject to substantial risks and uncertainties that could cause actual results to differ materially from those expressed or implied by such statements. Those risks and uncertainties include those listed under the heading "Risk Factors" in Rallybio's most recently filed Annual Report on Form 10-K or Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission (SEC) and available through the company's website at www.rallybio.com and on the SEC's website at www.sec.gov. You should not place undue reliance on these statements. Except as required by applicable law, Rallybio is not obligated to publicly update or revise any forward-looking statements contained, whether as a result of any new information, future events, changed circumstances or otherwise.

