



Welcome

to the workplace with a difference



Enjoy the Journey

Who are *we*?


Sage Therapeutics is on a committed journey to change peoples' lives forever.

OUR VISION

Fearlessly lead the way to create a world with better brain health.

OUR MISSION

Pioneer solutions to deliver life-changing brain health medicines so every person can thrive.



We believe everyone
deserves to enjoy life,
*both those with brain
health disorders and
everyone at Sage working
to make a difference.*

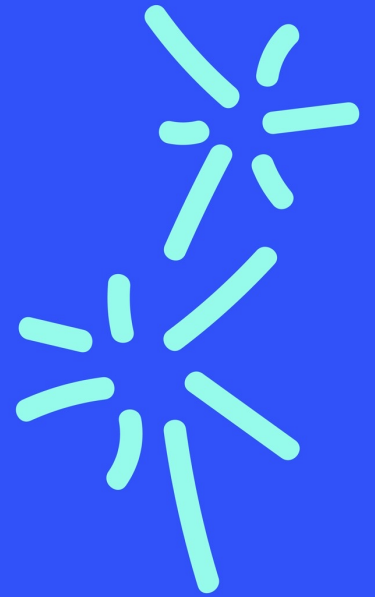
Life's not about
the destination, *it's*
about the journey

And we care deeply about everyone
contributing to and benefiting from ours.



Sage is about...

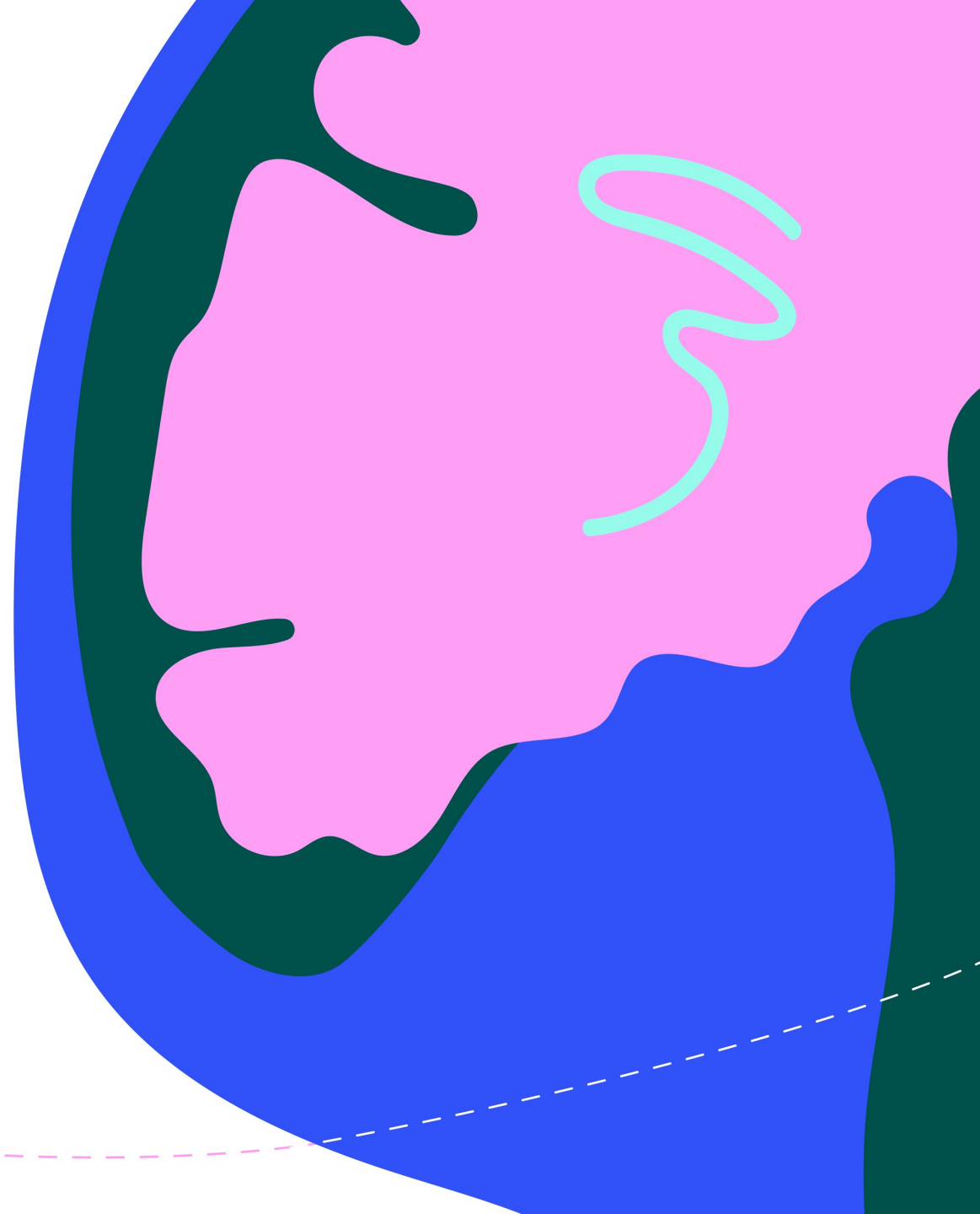
*A journey
of scientific
discovery*






*...of growth
and maturity*

*... of self-discovery
and achievement*

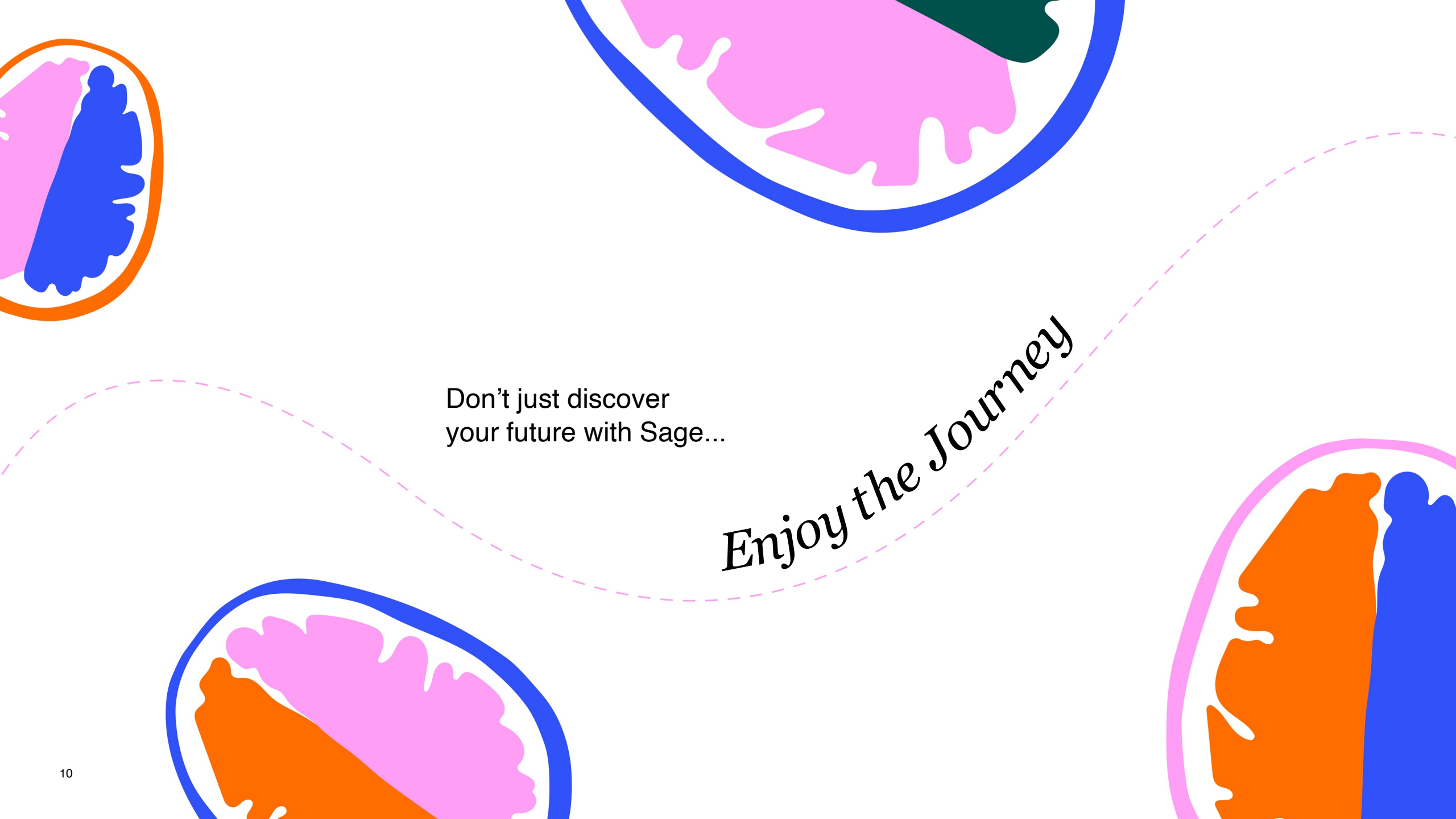




*... of a team finding
fulfillment and
community through
serving patients in need*

*... of appreciating
the smart and
passionate people
supporting us
along the way.*



The background features several large, organic, blob-like shapes in bright colors: pink, blue, orange, and green. A dashed pink line curves across the middle of the page. The text is centered within this curve.

Don't just discover
your future with Sage...

Enjoy the Journey

What makes us *different*?

Sage is not like any other life sciences organization.

At Sage, the people and the culture are incredible, and the spirit of togetherness is positively palpable.

We've worked hard to build a great company and evolve the culture as we grow.

You can find career progression and meaningful work at thousands of life sciences organizations, but none of them are as committed as us to a compassionate, people-first culture that ensures every member of our team and their family is cared for and encouraged to enjoy every working day while striving to change the world.

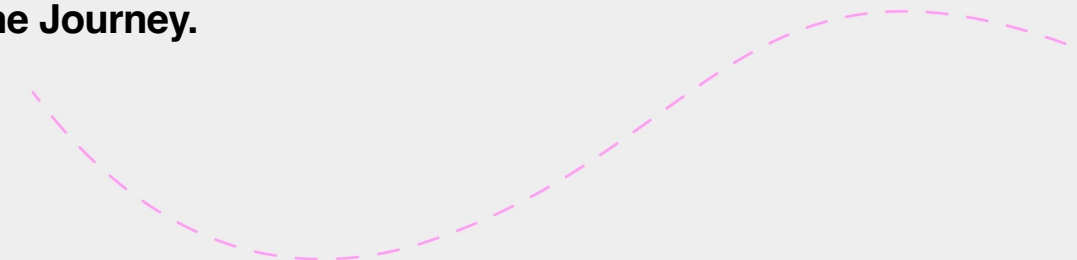


At Sage, there are *no hiding places*

Every voice matters and every contribution counts.

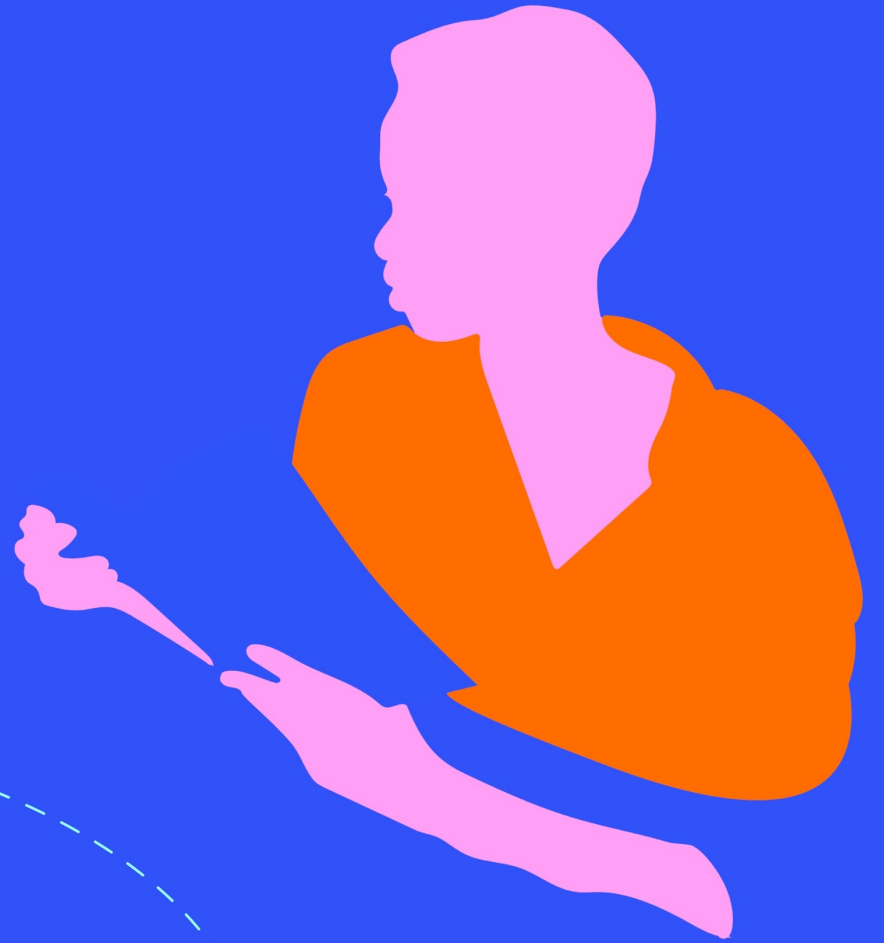
You will be stretched and challenged, however you'll also be encouraged, supported and buoyed by our ability to deliver results, have fun and get along.

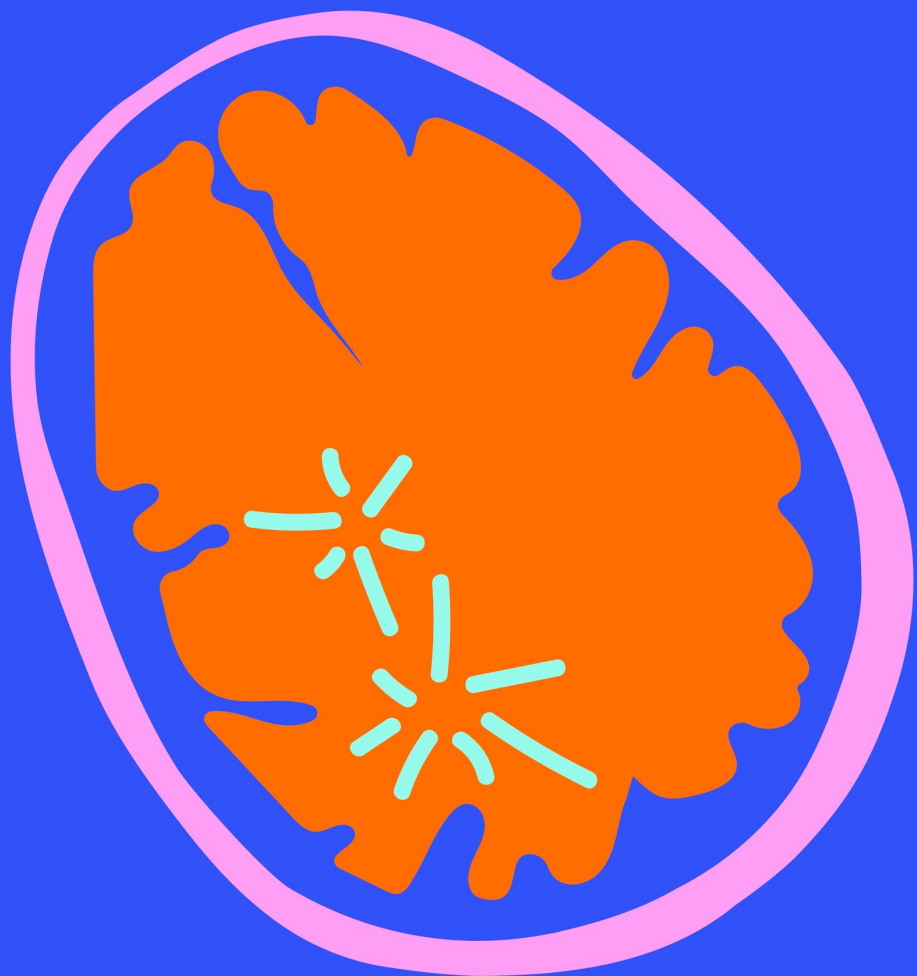
Our team spirit, our initiatives to do good and our commitment to support our people are all testament to our belief that while working towards our vision, it's equally important to **Enjoy the Journey.**



Fulfillment of *purposeful work*

Your contribution counts. Feel proud
about making people's lives better.





At Sage you'll work
*alongside highly talented
people doing incredibly
important work.*

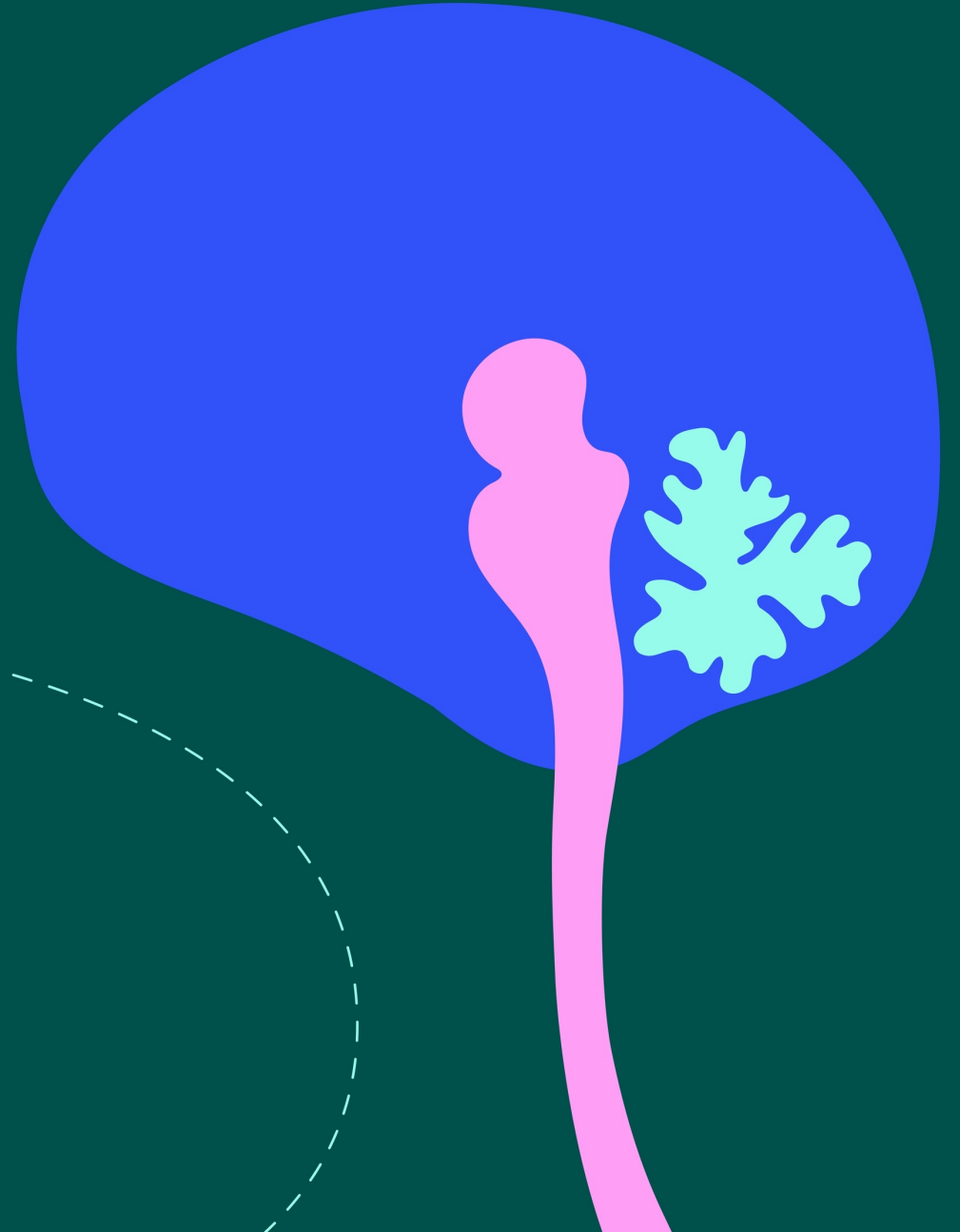
We all know that our individual effort counts and together, we're galvanized by our single-minded mission to make life better for patients with brain health disorders.

Everyone has a job to do here. We all contribute towards getting us closer to our goal to transform people's lives every day.

We need your help to change the world.

Continually rise *to the occasion*

Surprise yourself with the best work
of your career. Feel free to explore,
challenge and stretch your thinking.





In order to fulfill our mission,
*Sage nurtures an environment
that welcomes fresh thinking
and different perspectives that
often defy convention.*

The communities we serve depend on us to think
creatively and improve their lives.

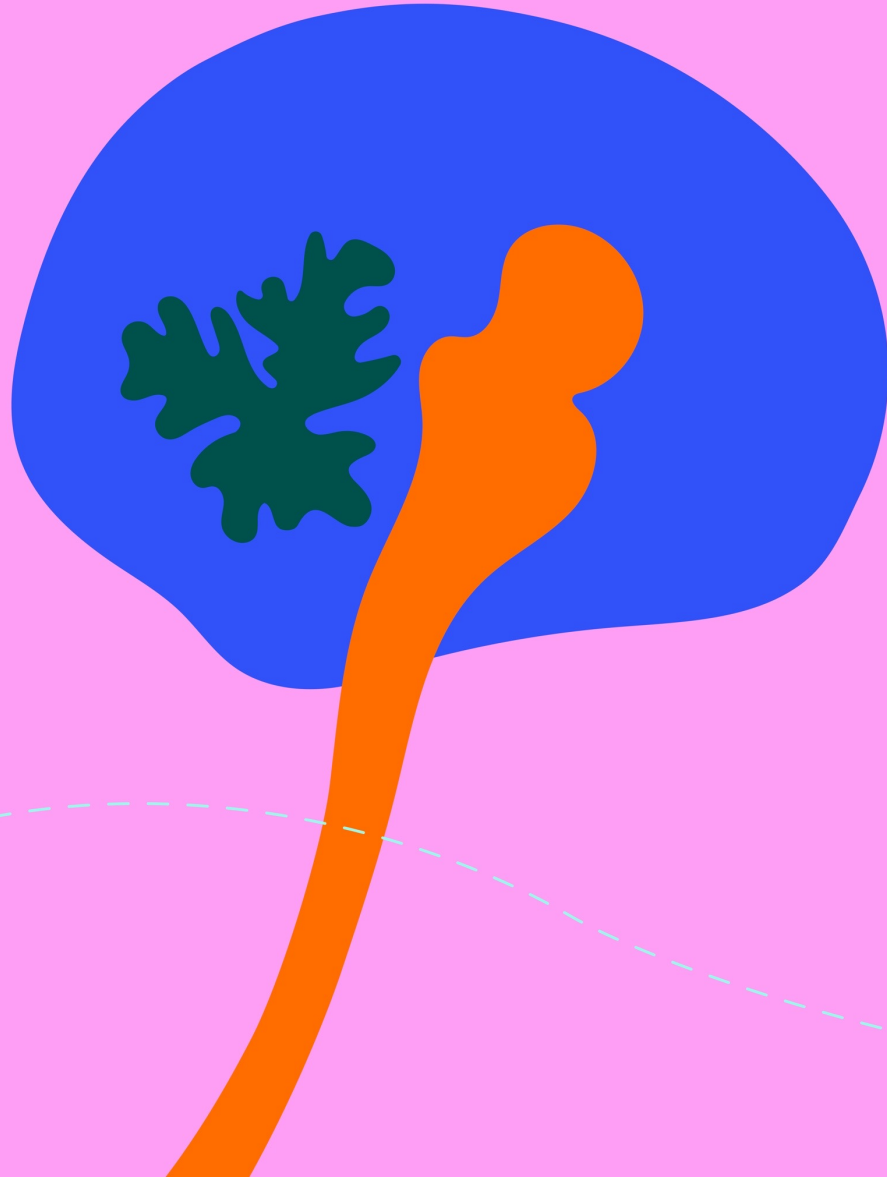
You'll find some of the smartest people you've ever met,
doing the best work they've ever done. We're all empowered
to think, explore, and stretch our own capability amongst
others all doing the same; and together we're stronger for it.

We will push you to surprise yourself.

Commitment *to well-being*

Give the best you've got. Feel respected,
supported and taken care of.





We're working towards something incredibly special here, which requires everyone to consistently give their best, *that's what we unapologetically expect from you.*

To do this we appreciate what it takes to be at your best, which is why we collectively prioritize your health and well-being beyond the working day and the professional you.

We're truly family-centric which is why our flexibility and support extends beyond you through to the people you care about too.

Our culture is defined *by our values*

We have a strong moral compass, we know who we are and what we stand for here at Sage.





Put People First

- We are committed to a diverse, equitable, and inclusive environment, helping people to show up authentically
- We work fun and are passionate about our mission
- We value ideas over hierarchy, explore, challenge and stretch our thinking
- We are actively engaged in the development of our people
- We support wellness and self-care for ourselves and others

Improve Lives

- We are driven to improve the health and well-being of all people affected by brain health disorders
- We work with a sense of urgency fueled by the voices of those with lived experience
- We engage and advance voices from all communities
- We influence change and shift paradigms by delivering novel and transformative treatments





Cultivate Curiosity

- We motivate and inspire each other to challenge the status quo
- We anticipate and embrace change
- We find inspiration in both expected and unexpected outcomes
- We persevere and adapt, together
- We actively seek to learn and continuously improve

Do Right

- We never compromise our ability to be proud of what we do or how we do it
- We promote a high trust, high challenge environment
- We collaborate with respect and a shared sense of responsibility
- We are accountable to our patients, our stakeholders, our company, our teams, and ourselves
- We operate with integrity and transparency - aligning our words with our actions





Forge New Pathways

- We are as courageous as those we serve
- We test and learn; science is a mindset not a function
- We never settle and push the boundaries of what's possible
- We drive experimentation and data-driven development by being fearless and bold in our approaches
- We think differently, big problems need innovative solutions



We know what it takes *to thrive here...*

We spur every single employee on to realize their true potential.

We want everyone to consistently surprise themselves with just how much they can flourish here while making a positive difference for patients and their families.

Over time, we've put our finger on a few corner stone behaviors that help everyone become more successful and more likely to enjoy the journey.

These are Sage ways of working!



A stylized graphic of a human brain in profile, facing right. The brain is dark green, with a bright green area on the left side representing the frontal lobe. It is set against a light blue background that forms a circular shape around the brain. The entire graphic is on a light blue background.

Teaming

High-performing teams create better outcomes and deeper innovation. True teaming requires diverse perspectives, inclusion of the entire team, and a collective focus on a common goal. Bring your positive energy and accountability to both the end result and the journey.

**Teaming is not a spectator sport
– get in there!**



Conversations in the moment

Sharing perspectives and ideas early creates deeper understanding and leads to better outcomes. The right conversations at the right time are critical to move our work forward – we want to create the best outcomes for our patients, employees, and Sage, and we don't want to wait.

Let's do it!

Meetings

Effective and inclusive meetings enable all of us to participate at our best.



Decision making

Sage's success is built on rapidly responding to new data within an ever-changing environment. Make decisions based on the inclusion of diverse perspectives with a focus on best interest for patients, our community, and employees (maintaining a culture that fosters great work and achievement of our objectives) in alignment with Sage's goals and priorities.


Our commitment

When we shake your hand at Sage, we're making a promise to you – symbolizing the start of a special career experience and an exciting journey.

We'll reward hard work with consistent support and career progression, in a value-driven and stimulating environment.

We promise you can build relationships, make a difference and be part of something incredible.





You'll see our commitment *in action when...*

We set you up for success with clear direction in the role you play, the people who can help you and the results we expect.

Managers engage with their teams, they provide the right tools and information needed for the task at hand and always strive for shared success.

You feel like you're being positively challenged, equally supported and you come each day to enjoy the journey.

Enjoy the Journey

Now you have a better understanding of the values and culture we've built and embrace here at Sage, we hope you'll enjoy your journey with us as we strive to pioneer solutions to deliver life-changing brain health medicines so every person can thrive.