

## Environment, Health and Safety (EHS) Policy

### Overview

Environmental stewardship and the health and safety of our employees, contractors, and communities are paramount to delivering on Alexion’s Purpose-Driven Performance and living our corporate values of putting patients first, doing the right thing, playing to win, being entrepreneurial and following the science.

Our EHS responsibility exists whether in a manufacturing facility, in a laboratory, in an office, or in a vehicle. We implement our EHS Policy through our global EHS management system that guides our actions and tracks key performance indicators to manage our risks and drive continuous improvement.

Guided by our values and in support of our Code of Conduct, we follow these principles:

### **Robust compliance is the cornerstone of our EHS program.**

We meet or exceed all applicable EHS regulations and company standards. Our employees, contractors, and key partners have a responsibility to comply with all applicable EHS requirements. We follow established policies, procedures, and share best practices to create physically and psychologically safe and compliant workplaces and environmentally responsible operations.

### **Employee safety is foundational to delivering on our mission.**

We encourage and empower our employees with the support of their manager to identify, understand and mitigate, when possible, the safety risks associated with their roles. We promote our “speak-up” culture so employees report all potential and actual risks and incidents. We also provide a culture that promotes physical and mental well-being to help our employees live healthy, full and productive lives.

### **Environmental sustainability is our responsibility.**

We are committed to operating responsibly, and we seek to reduce adverse environmental impacts from our operations. To manage our environmental risks, we pursue a path of continuous improvement – investigating, assessing, understanding, and improving environmental aspects and impacts.

### **Integrating EHS is how we do business.**

We use EHS goal-setting and achievement as a driver of culture, innovation and sustainable growth within all areas of our business. We believe that progress toward our goals should be transparent and accessible to all our stakeholders, including our employees, patients, physicians and communities.

### **Engagement and dialogue drive improved EHS performance.**

We recognize and reward EHS performance because we believe engagement, diversity of thought, and active dialogue help us learn, increase our transparency, and foster trust among our employees, contractors and key partners.

Marc Dunoyer



Chief Executive Officer