

Environmental, Social & Governance Report

2021



Halozyne is pleased to share our corporate responsibility framework and how it shapes our business efforts as we seek to have a positive impact on society, today and in the future. We encourage you to review our program overview and look forward to building on these important and evolving initiatives in the years to come.

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From Our CEO

Halozyme continues to build a sustainable, environmentally conscious business while fulfilling our mission of bringing disruptive solutions that can significantly improve patient experiences and outcomes for emerging and established therapies. We are driven by our mission and dedicated to our sustainability efforts across our entire ecosystem internally and externally.

The Board of Directors are instrumental in guiding and overseeing our ESG efforts. We have implemented an ESG dashboard management system that we review with the Board and subcommittees during each meeting to confirm we are meeting our objectives. Additionally, on an annual basis, we comprehensively review our ESG plan to ensure objectives are met or exceeded. We continuously seek to identify opportunities to improve.

In 2020, we launched our inaugural ESG Report. I am pleased to report that since that first report, we have made significant strides in demonstrating our commitment to ESG excellence. As part of this we recognized opportunities to further improve our disclosures and addressed them with several initiatives:



We launched a new corporate website with a dedicated 'Responsibility' section to provide a clear and prominent resource for communicating our ESG commitments. This allows our stakeholders to easily access ESG materials such as the current report, Diversity, and Inclusion (D&I) statistics, ESG Key Data & Metrics, and Governance resources.



We developed a Sustainability Accounting Standards Board (SASB) Table with input from internal subject matter experts across the organization. Halozyme's SASB table, which can be found in this report, provides an ESG guidance framework setting industry standards for the disclosure of financially material sustainability information for investors.



We expanded our disclosures about Halozyme's human capital management efforts. We place a strong emphasis on human capital as it is critical to the sustainability of our business. For example, specific to our D&I focus, in 2018 we adopted the BIO principles on workforce development and inclusion and in 2021 we incorporated new human resource tools to assist in writing inclusive job descriptions and postings to assure we attract talented and diverse candidates.



Although we are already classified as a low volume waste producer by our third-party waste management firm, our commitment to minimizing environmental waste is unwavering. This year we implemented several energy-efficiency improvements to reduce energy use in our facilities, reduce carbon emissions and empower our employees with tools to help preserve our natural resources. We also redoubled our efforts to increase recycling at our facilities while making greater use of products made from recycled materials.

Across the Halozyme organization there is a passion to impact our future in a positive way and build on these critical initiatives. We invite you to monitor our progress in the coming years.

We thank you for your support and welcome your feedback.

Helen Torley
HELEN TORLEY, M.B. Ch.B., M.R.C.P.
PRESIDENT & CEO



About Our Company



Halozyme is a biopharmaceutical company bringing disruptive solutions to significantly improve patient experiences and outcomes for emerging and established therapies. Halozyme advises and supports its biopharmaceutical partners in key aspects of new drug development with the goal of improving patients' lives while helping its partners achieve global commercial success.

As the innovators of the ENHANZE® technology, which can reduce hours-long treatments to a matter of minutes, Halozyme's commercially-validated solution has touched more than 500,000 patients lives in post-marketing use via five commercialized products across more than 100 global markets.

Halozyme and its world-class partners are currently advancing multiple therapeutic programs intended to deliver innovative therapies, with the potential to improve the lives of patients around the globe. Halozyme's proprietary enzyme rHuPH20 forms the basis of the ENHANZE® technology and is used to facilitate the delivery of injected drugs and fluids, potentially reducing the treatment burden of other drugs to patients. Halozyme has signed collaboration and licensing agreement for its ENHANZE® technology to leading pharmaceutical and biotechnology companies including Roche, Baxalta, Pfizer, Janssen, AbbVie, Lilly, Bristol-Myers Squibb, Alexion, argenx, Horizon Therapeutics and ViiV Healthcare.

Halozyme derives revenues from these collaborations in the form of milestones and royalties as the Company's partners make progress developing and commercializing their products being developed using ENHANZE®.

Our Framework

Halozyme strives to have an outsized impact in making the world a better place. At Halozyme, we are driven to help bring disruptive drug delivery technology solutions to significantly improve patient experiences and outcomes. Our ESG program is centered around our commitment to patients, employees, community, ethical business practices, cybersecurity, safety, and the environment.

These commitments provide a framework that allows us to integrate corporate citizenship into important efforts across our business and employee experience.

At Halozyme, we have aligned our corporate responsibility activities and strategy with our key stakeholders – their interests are our interests!



Patients & Caregivers



**Suppliers &
Regulators/
Government**



**Clinicians & HealthCare
Practitioners**



**Local Community
& Analysts**



**Employees &
Corporate Partners**



**Shareholders
& Media**



Employees

Employees are the heart of Halozyme and critical to the sustainability of our business. They bring every aspect of our culture and values to life. While the COVID-19 pandemic has introduced unprecedented times in the past 18 months, it has allowed us the opportunity to pause and collaborate with our employees to define a new working model for the future that we believe will optimally drive our business.

As of December 1, 2021, we employ 122 employees; located in our San Diego, California office as well as 19 U.S.-home-based employees. In addition to our employees, we engage consultants, independent contractors, and temporary employees to provide flexibility in support of our business execution and objectives. None of our employees are unionized.

RECRUITING TALENT

We are an equal opportunity employer that strives to attract and connect with diverse talent who best match our core values and who will be successful and thrive at Halozyme. Our recruiting team partners with hiring managers, and we select diverse interview panels to help provide insight at every stage of the process to identify the best possible candidate – whether internal or external – to fill open roles in the company. To further help attract a more diverse workforce in 2021, we launched Textio, an augmented writing system to assist us in writing inclusive job descriptions and job postings.

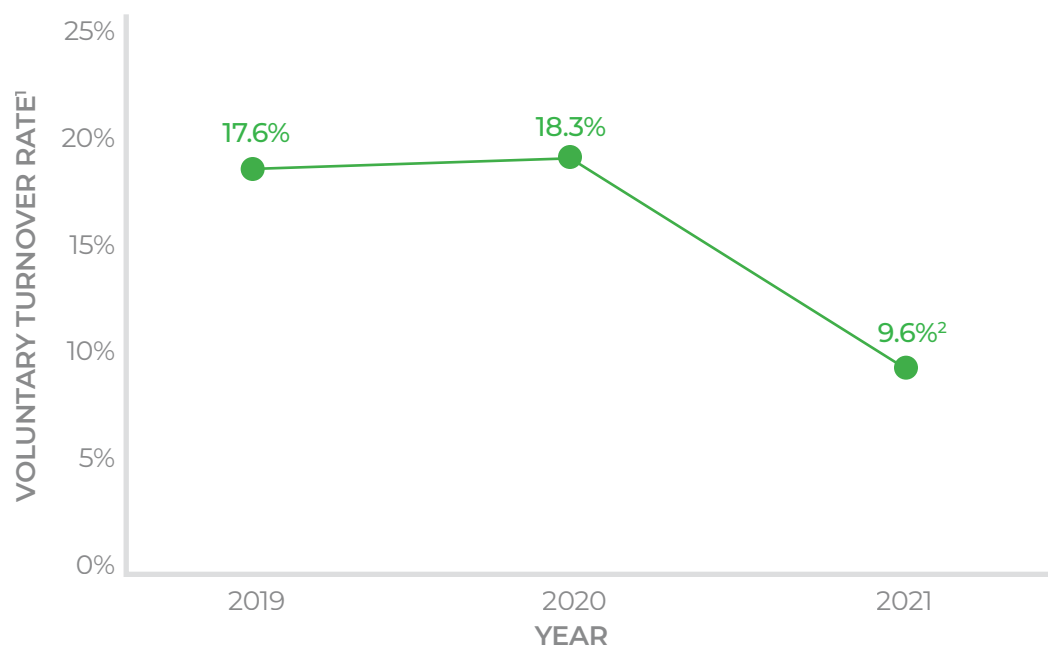
We continuously evaluate our recruitment efforts based on a variety of metrics, including offer acceptance, time-to-hire, turnover, diversity of our employees and market conditions.



TURNOVER & TENURE

To measure our ability to effectively recruit, develop, and retain our talent, one metric we track is our voluntary turnover rate. Despite increased turnover in 2019 and 2020 due to business transitions, Halozyme's employee turnover rate has been below the national life sciences industry average (Aon Radford – US Life Sciences Survey) for the past five years. Being below the national average confirms Halozyme's strength in recruitment and retention as the San Diego life sciences labor market is highly competitive.

Voluntary turnover during the past three years is as follows:



Another measure to track retention is tenure. Our longest tenured employee has been with Halozyme for 16 years and 35% of our employees have been with the company for 5 years or more.

¹Turnover is calculated by dividing the total number of voluntary separations by the average number of employees for the year.

²2021 turnover rates through December 1, 2021.



PROFESSIONAL DEVELOPMENT FOR ALL

Halozyme is firmly committed to employee development as an essential driver of our future growth and overall success. We understand that high performing employees are always seeking a challenge and reaching for ways to broaden, deepen and develop their skills and grow professionally. In 2021, we launched our Inspired Journey learning and development program. The Inspired Journey is **designed to empower our employees** to create a personalized learning and development path in pursuit of inspiration – of self, others, team and work. Curriculum design drew from insights and expressed needs gathered from employees and leaders. The objective is to strengthen the capabilities necessary for Halozyme to execute on its corporate objectives and accelerate professional growth; topics include Cultivating Collaboration, Building Resilience to Ignite Performance, Presentation Lab and Leading Dynamic Teams. To further support employees as we all navigate through the challenges brought on by a global pandemic, we offered courses to help employees explore areas of individual growth and well-being with programs on mindfulness, resilience, and gratitude.

Emerging leaders (senior director and above) attend quarterly Lead Inspired programs facilitated by our CEO. These interactive programs include CEO led discussions on corporate strategy, guest speakers and case studies. All are designed to help the team members advance their strategic, enterprise-wide business and leadership acumen.

When new employees join the organization, our onboarding process ensures they are provided with information and training on multiple topics such as information technology, environmental health and safety, company information, corporate compliance, and quality assurance. Start Inspired learning curriculum is designed to give new employees unique insight into Halozyme's culture and unlock resources for a successful beginning to a dynamic career.

Because no two people learn the same or are at the same point in their journey, each employee personalizes their development journey through an annual individual development planning process to build upon their strengths, experiences, and skills they need to thrive at Halozyme and in life.

In addition to our in-house development programs, everyone attends compliance, harassment prevention, and safety training and we offer education assistance for college and university courses, training seminars and educational conferences to all employees.

We review our succession plan for key senior management positions as part of our semi-annual talent review and identify development opportunities to help ensure potential successor readiness.





EMPLOYEE ENGAGEMENT

Building trust and a high performing culture is a top priority for Halozyme. We achieve this by providing a platform for employees to give feedback, collaborate on solutions, and discuss how to make changes to help improve our experience at work. Over the years, we have regularly conducted employee engagement surveys to better understand what we do well and where there are opportunities for improvement. We consistently achieve high participation rates of 92% or more - well above benchmark response scores and over half of the respondents provide written comments.

Based on the insights gained from past surveys, we have focused on strengthening cross-functional teamwork including how teams communicate and how we hold each other accountable. Examples of specific actions we have taken in response to employee survey feedback include all-employee training on cross-functional teamwork and a learning series to equip employees to give and receive constructive feedback.

In 2021 we transitioned to a new survey platform which provides us with opportunities for more regular pulse surveys to stay abreast of employee engagement trends. This enables us to act quickly in response to employee sentiment. Our process continues to allow for meaningful conversations and encourages everyone at all levels to take action toward focus areas.

We hold frequent all-employee meetings that serve as an open forum to share progress on strategy and corporate goals as well as potential at-risk areas, celebrate achievements, and share best practices and learnings. In 2020 and continuing in 2021 we have increased the frequency of our all-employee meetings from monthly to semi-monthly while implementing our work-from-home strategy in response to COVID-19 to keep employees well-informed, connected and to provide them with a setting to ask questions and discuss solutions

PERFORMANCE MANAGEMENT

Our ability to deliver value is driven by the success and performance of our entire organization, which is measured by each employee's contribution and ability to fulfill their individual performance goals. We strive to maintain an environment where employees can discuss job performance on an informal, day-to-day basis. Additionally, we have an annual goal setting process, and employees and their managers conduct mid-year and annual performance review discussions.

INCLUSION, DIVERSITY & EQUITY

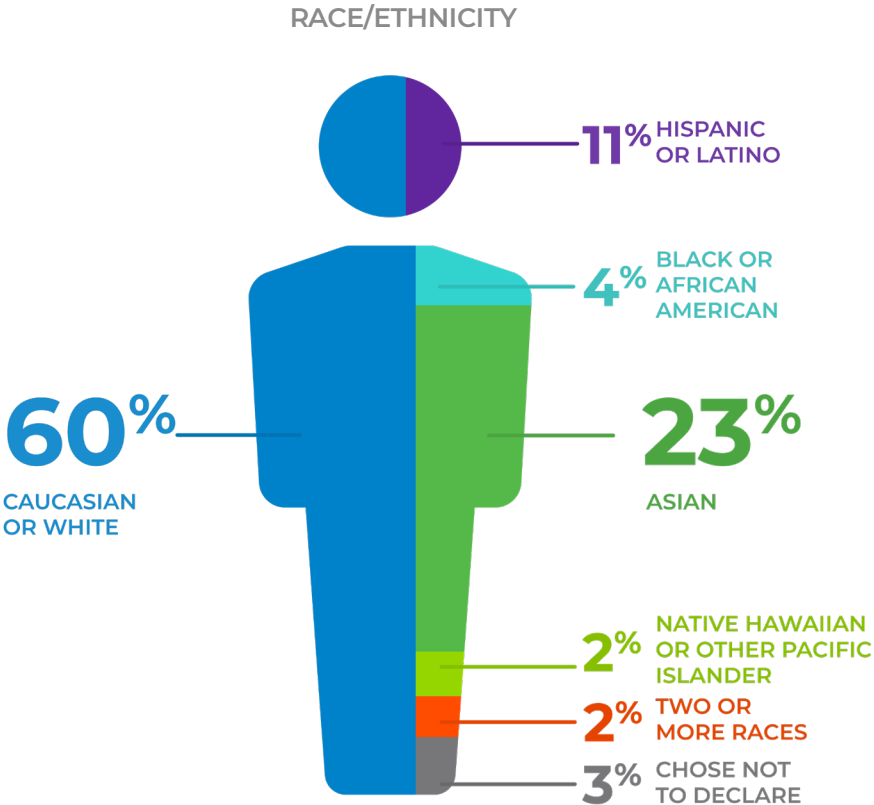
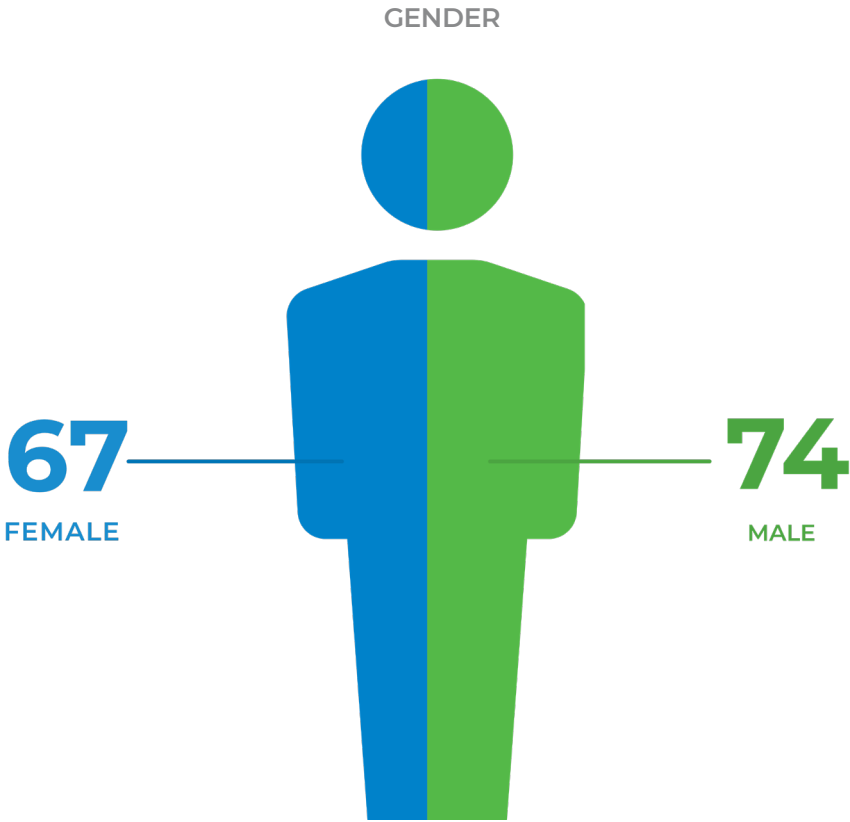
We continue to build a diverse team of employees that are passionate about and committed to having a positive impact on the lives of patients and their families. We value and celebrate the unique talents, backgrounds, and perspectives each employee contributes to achieving our mission and corporate objectives. In support of this philosophy, we adopted the *Biotechnology Innovation Organization's principles on workforce development, diversity and inclusion*. Our diverse and inclusive culture is key to attract, develop and retain top talent within the globally competitive biotechnology industry.

In 2020, our CEO initiated a listening tour, inviting those wanting to share their personal experiences and perspectives on racial inequality and injustice to participate. The goal was to seek a deeper understanding of the experiences and identify any actions Halozyme could take to fully support all employees.

The tour resulted in company-wide round tables where employees could share experiences from their personal histories to deepen our understanding of one another. In 2021, we built on those impactful programs with unconscious bias awareness training designed to help us understand our

personal biases and take ownership of them. The interactive sessions were designed to inspire us to approach uncomfortable topics from a place of curiosity – even if we disagree – to learn from one another and have more productive open conversations.

As illustrated in the graphs below, our dedication to these principles has resulted in a diverse and inclusive employee base consisting of 48% female and 45% non-white/Caucasian employees as of December 1, 2021.



COMPENSATION & BENEFITS

Halozyme's compensation programs, with oversight from the Compensation Committee of our Board of Directors, are designed to attract, retain, and reward top talent through competitive salaries, annual bonus eligibility, and long-term incentive awards. Each year we conduct surveys to benchmark our salaries and benefits to confirm each reward element is competitive within the bio-pharma industry, tailored to Halozyme's culture.

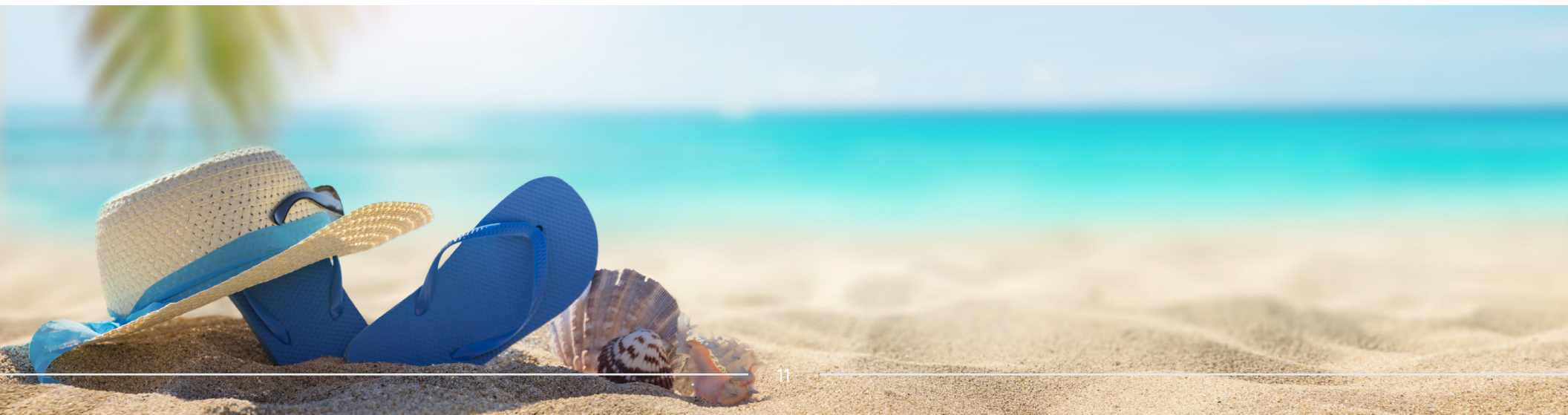
We are firmly committed to ensuring our compensation programs and practices are fair and equitable, regardless of an employee's gender, race, ethnicity, or age. This fair and equitable approach is vital to building and maintaining our differentiated culture, one that is built on trust and openness. We also believe it is an essential element in recruiting a diverse workforce and the best talent in our industry. To that end, every compensation decision is reviewed by various members of the human resources team to ensure that implicit bias is not a factor in making human capital decisions and that similarly situated employees across the organization are treated fairly and equitably. This approach is primarily applied to actions involving base salary, annual bonuses, promotions, and long-term incentive awards. In 2021, we engaged Aon to conduct a gender and ethnicity pay equity analysis as part of our commitment to ensure equitable pay for all.

We know people thrive when they have resources to meet their unique needs, so we offer multiple health plans that cover physical and mental healthcare as well as valuable extras such as identity theft protection, benefit champions, a group legal plan and pet insurance. We have an onsite fitness

center, virtual yoga, and fitness boot camps accessible anytime, anywhere and a company softball team. In 2022 to further support our commitment to employee well-being, we will offer a full spectrum of mental health care services and resources through Modern Health.

Additionally, every employee has the opportunity to become a shareholder, because all are eligible for equity awards and a discount when purchasing Halozyme stock through our Employee Stock Purchase Plan. To help employees prepare for retirement, our 401(k) contribution can help them meet their savings goals. And to help employees prepare for the unexpected, they have the security of multiple forms of income protection through life and disability insurance offerings.

We believe in taking a break from our computer screens to reset and draw inspiration from our lives outside of work. We offer paid time off, holidays including a week off in summer and in winter and support new parents with paid parental leave. Helping our employees find balance is key to unlocking their potential. We view this time as an investment in them and their success.



HYBRID WORK MODEL

COVID has re-defined the traditional work model and we have developed a new hybrid work model to adjust to the new norm. While we value in-person interaction because it creates an environment that stimulates and fosters enhanced collaboration, brainstorming and problem solving critical to strong business performance, we are also aware of the new employee mindset of wanting flexibility in their work environment.

As a result, we will adopt a hybrid work model that promotes flexible work experiences and intentional collaboration when we decide to return to the office. Under our new hybrid model most employees will work a portion of the week on-site focusing on collaboration, development and building connections and then have flexibility to work remotely the remainder of the week.



Product Quality & Safety



Halozyme's Quality Management System (QMS) is designed to enhance the quality of our products, maintain a state of control and consistency, encourage continuous improvement, and strengthen the link between the quality, development, and manufacturing activities while supporting our mission. The QMS platform contains details of the quality and compliance structure supporting our philosophy and commitment to product quality standards and patient safety. Halozyme products must meet our high-quality standards to ensure they are safe, pure, and efficacious to protect the safety and rights of patients. Halozyme ensures, through training of employees on our policies, standard operating procedures, work instructions and guidelines, that activities carried out adhere to our high standards and expectations for compliance and quality performance. Close and collaborative oversight of the operations of Halozyme's contracted manufacturing service providers ensures their activities also adhere to our standards.

Halozyme's leadership team plays an active role in supporting the effectiveness of the QMS. The team ensures our quality expectations are met and reviews the performance of the quality systems in order to evaluate effectiveness and adherence to the Quality policy. A review of the QMS is conducted by Halozyme senior management, in association with the Quality function, on a routine basis.

Halozyme is committed to monitoring the clinical safety of rHuPH20, including Hylenex. We regularly review safety data from all sources related to rHuPH20 for the purposes of safety signal detection and signal management. We produce an annual safety report for distribution to regulatory agencies and partner companies and propose updates to the product labelling as needed.

Halozyme does not currently sponsor clinical trials. Our alliance partners are the sponsor of clinical trials that utilize the ENHANZE technology (rHuPH20) and they are responsible for ensuring quality and patient safety. Halozyme actively supports quality and patient safety in partner clinical trials through the review of study documents to ensure the safe use of rHuPH20. In addition, Halozyme reviews safety reports (individual cases and aggregate reports sent from the partner) to monitor for safety signals for rHuPH20 from across the multiple partner programs. Halozyme follows standard operational procedures for the processing of safety data and signal management.

AS OF DECEMBER 1, 2021, WE ARE PROUD TO REPORT:



No safety alerts for Hylenex.



No fatalities associated with Hylenex recorded in the FDA Adverse Event Reporting System.



No recalls issued.

ACCESS TO MEDICINES

Hylenex is Halozyme's FDA-approved commercial product. Hylenex is not approved for a priority disease or in priority countries. Halozyme actively supports access to medicines in working with our alliance partners. During clinical development, we support our partner applications for Orphan Drug Designation and pediatric development plans for rHuPH20-containing products to enable access of products for rare diseases and in pediatric populations. Programs our partners are working on include HIV drug development and rare autoimmune diseases.



Cybersecurity

We are committed to protecting the confidentiality, integrity and availability of our data assets and systems. As part of managing our risk profile, Halozyme's Cybersecurity Program is integrated into our corporate Enterprise Risk Management and ESG initiatives. Oversight of the program is at multiple levels, leading up to the CEO, Audit Committee, and Board of Directors. The program is reviewed quarterly by our CEO and annually by our Audit Committee and Board

Core to our Cybersecurity Program is our approach to risk management. We use the National Institute of Standards and Technology (NIST) recommended Center for Internet Security (CIS) security framework controls. The industry standard framework enables us to assess and prioritize risk, resulting in a rationalized cybersecurity investment strategy. As external and internal threats change, our risk profile changes. We developed a continuous process improvement approach to mitigate our IT risk, by implementing an annual assessment of our security posture to be performed by a certified independent third party that has certification in security audits. The first annual assessment will be completed in 2022."

Our cybersecurity strategy is based on four fundamental areas: policy, procedure, people, and technology. Our policies and procedures maintain the security, confidentiality and integrity of our data assets and systems. All employees and contingent workers are required to take bi-annual cybersecurity training and participate in quarterly Phishing test campaigns. Those individuals identified as high risk are required to take additional targeted training. Our technology stack is categorized into security layers, using a combination of remote network security access, and monitoring regular penetration tests, vulnerability scans, multifactor authentication, endpoint monitoring, and anti-malware threat prevention.

We have a well-defined and proven Business Continuity Plan (BCP), Incident Response Plan (IRP) and Disaster Recovery Plan (DRP). The BCP provides the overall framework and guidance to manage through realized business risk. The IRP and DRP are standalone components of Halozyme's BCP. BCP team members are trained annually on the plan.

OUR CYBERSECURITY STRATEGY IS BASED ON FOUR FUNDAMENTAL AREAS:



POLICY



PEOPLE



PROCEDURE



TECHNOLOGY

Community

At Halozyme, we are committed to making a difference in our community by building positive and sustainable relationships with local organizations. Community service also offers an opportunity for greater employee engagement and further development of teambuilding skills. Specifically, we focus on organizations that are working to improve or support:



**Patient Advocacy/
Healthcare**



Environment



Health Disparities



Children



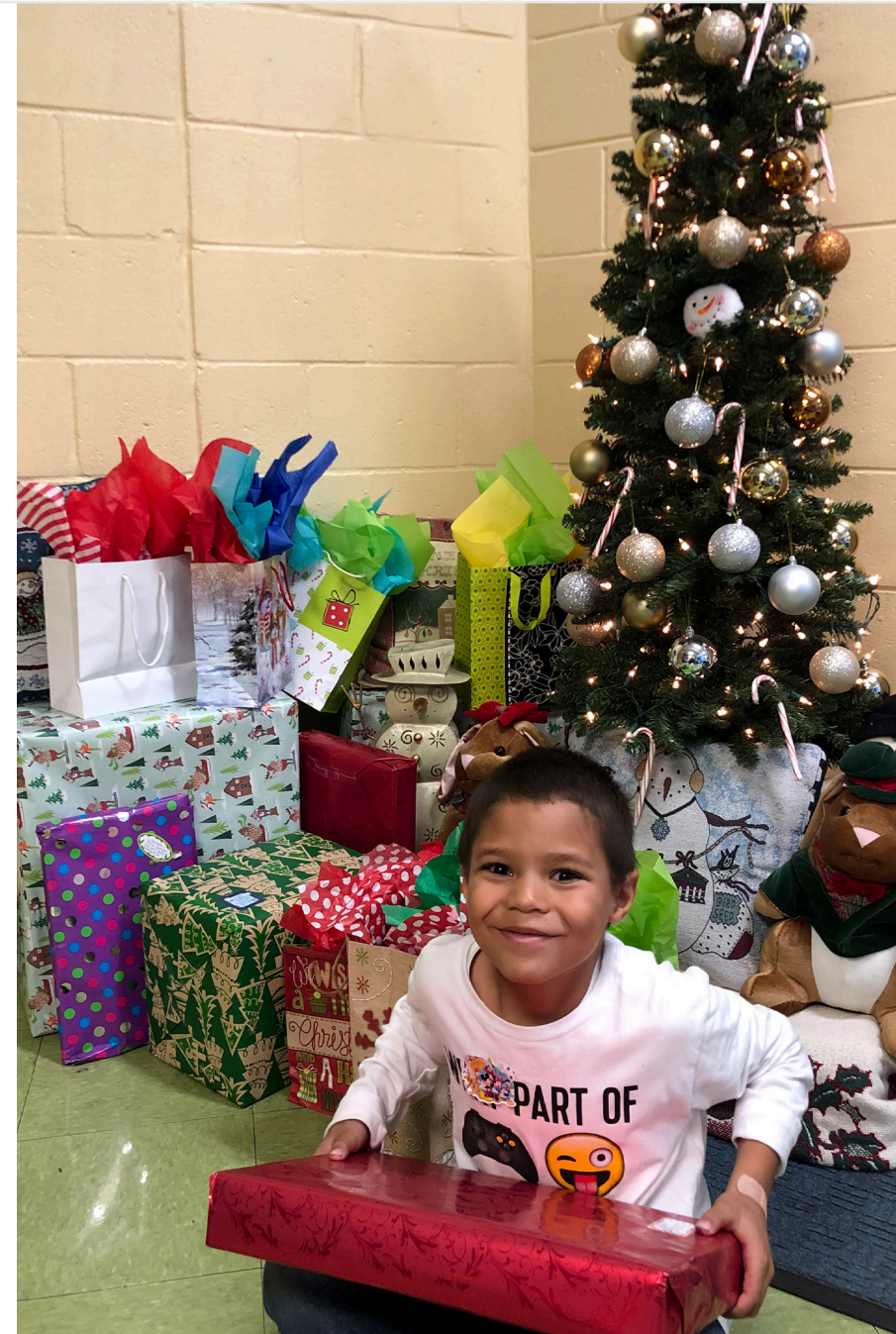
STEM Education



Our Military



**Humanitarian
Services**





Prior to the onset of the COVID-19 pandemic, employees volunteered to prepare and serve meals at the Ronald McDonald House, sort food at Feeding San Diego, build homes with Habitat for Humanity, donate blood through onsite blood drives, clean up a local lagoon and plant trees at the San Dieguito County Park. We plan to continue these activities as soon as it is practical to do so, without compromising the safety of our employee volunteers

Since 2017 Halozyme's employees have **volunteered more than 200 hours** to the Clairemont branch of The Boys and Girls Clubs of Greater San Diego. **Each year 30% of our employees volunteer** in activities designed to engage children in learning more about science, technology, engineering, and mathematics (STEM). In addition, our team has donated school supplies and supported families in need through Thanksgiving food drives and Holiday adopt-a-family programs.

Since 2020 we continued our corporate sponsorship and employee fundraiser **raising more than \$40,000** to support La Maestra Community Health Centers. This is part of our focus on reducing health disparities. La Maestra serves low-income and underserved populations in ethnically diverse communities in San Diego County.

In 2020 we extended our donations globally and made a **\$10,000 dollar employee and company matching donation** to the American India Foundation for COVID Relief in India, where health disparities contributed to the spread.

Each year, we have a dedicated cross functional team provide opportunities for employees to participate in annual teambuilding and community service event days. These events strengthen our culture by building connections and boosting morale.

Employees may also request up to \$500 through Halozyme's Community Involvement Program for approved initiatives with an employee involvement opportunity that are hosted through established non-profit organizations.

Environment

LEADERSHIP IN ENVIRONMENTAL STEWARDSHIP

At Halozyyme, we are stewards of the environment and care deeply about our world and our natural resources. We are firmly committed to preserving our environment. Our mindset is “think globally, act locally” when it comes to promoting environmental sustainability within our own operations. We recognize the environmental risks associated with our operations both locally and globally and are in the process of implementing environmental management programs to mitigate such risks in the key areas of energy, water, waste, and pharmaceuticals in the environment.

Our goal is to achieve NetZero energy use by 2030 and will take steps along the way to support this goal, including increasing the amount of renewable energy used, converting our small fleet to efficient vehicles, such as electric vehicles (EVs) or Hybrids, and optimizing the energy use in our offices.

Our company is moving toward a flexible work program wherein employees will only be required to be on-site fewer days per week. This will have a dramatic influence on indirect CO2 product, as well as overall traffic reduction in our area.

Halozyyme is proud of its performance in adherence to the highest environmental and safety standards. We are not a manufacturer and as such, do not attest to ISO 14001 or ISO 50001 certification; however, **we meet or exceed all local governmental requirements for our offices and laboratories through exceptional planning, implementation and follow-up with internal and external audits and inspections.** We have achieved several years of exceptional outcomes, resulting in no findings or corrective actions recommended by any government agency.





2019 TO 2020 ENERGY USAGE AND CO2 PRODUCTION



2019 KWH USED: **1,773,614 KWH**
2020 KWH USED: **1,570,751 KWH**



2019 CO2 PRODUCED: **81,874 KILOGRAMS**
2020 CO2 PRODUCED: **49,526 KILOGRAMS***

**(this reduction is driven primarily by the impact of the Pandemic)*

ENERGY

In our San Diego, California buildings we employ a sophisticated Building Management System (BMS) to minimize cooling and heating timeframes and temperatures, with a goal to decrease energy usage. Our goal is to introduce new energy reduction targets in the future when normal business resumes in our offices. We have also recently converted to LED lighting in several key areas in our facility, reducing overall energy consumption by about 3%.

Energy use in our offices has been low, due to the very small number of employees working in our offices. We expect this usage to normalize in 2022 and beyond when our new, hybrid working model is implemented.

CARBON AND CLIMATE

Halozyme is focused on implementing several key measures to help preserve our natural resources. We provide free electric vehicle charging stations on site to encourage EV usage and reduce miles driven with conventional gasoline engines for commute purposes, and we offer bicycle storage and maintenance space to encourage bicycle commuting. In addition, our office is located near a commuter train station and a Park-and Ride station, encouraging the use of public mass transit.

In our buildings, we have implemented several energy-efficiency improvements to our offices, including:

- Efficient lighting controllers to lower total energy usage
- Window tint in strategic locations to minimize heat-loading and reduce energy consumption
- Converting to LED lighting and adding automatic lighting controllers
- Implementation of flexible HVAC control settings to allow for reduction in power usage where possible
- Replacement of multiple aging HVAC units with new, highly efficient air handling.

NATURAL RESOURCES

While Halozyme is not a producer of high quantities of waste, we still take special care to ensure little to no impact on our natural resources in our facilities. In our offices, we encourage filtered tap water over plastic bottles, and we do not provide plastic bottles at company events. We provide sustainable water bottles to our employees for use in the office and biodegradable cups for guests and visitors.

We do not use industrial water or create wastewater. The minimal water usage in our labs amounts to less than household use; however, we still meet or exceed all local environmental requirements regarding water use and wastewater discharge.

In 2020, our total water consumption at the San Diego location was 418,472 gallons, representing a major decrease from our normal usage in recent years, leading up to 2019. This reduction was driven primarily by the work-from-home policy implemented in March 2020, at the start of the COVID-19 pandemic.

In all our operations, we strive to reduce consumption of natural resources through increased recycling, elimination of plastics in our corporate offices, use of recycled content where possible, and sourcing responsibly.

WASTE MANAGEMENT

Halozyme strives to be a leader in waste management among our peer companies. We have a vigorous recycling program which ensures all paper, plastic, fluorescent bulbs, and batteries are properly recycled and only biodegradable items are placed into the trash. Approximately 85 percent of our waste, by volume, is recycled. We meet or exceed all local, federal, and state requirements for waste management. We do not produce NOx, SOx or any other type of air emissions at our facilities. Our hazardous waste is managed by a third-party specialist, and we are considered a low volume producer, generating less than 200 pounds per year.

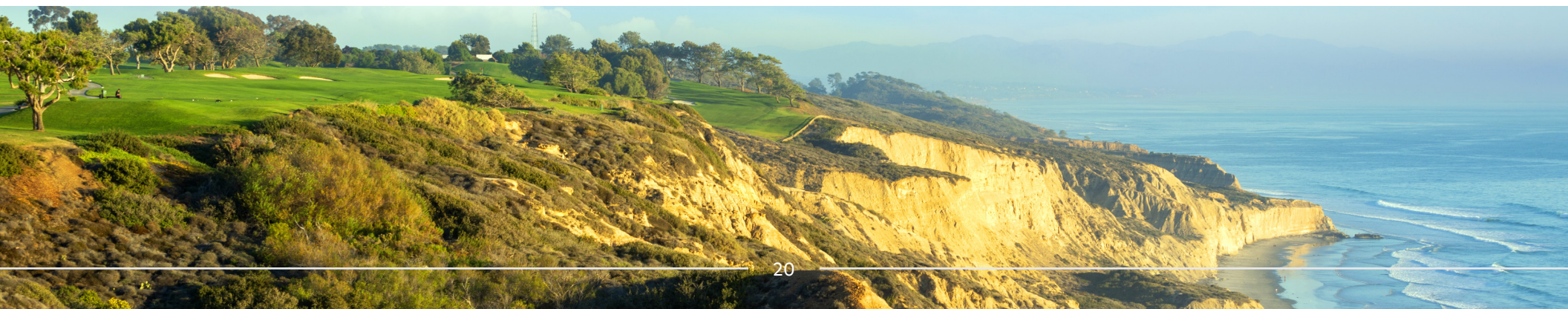
Throughout our operations we adhere to the mantra: Avoid, Reduce, Reuse, Recycle, Disposal. Some of our shipments are temperature sensitive, creating unique packaging needs. We make a substantial effort to reduce and reuse this material to support our commitment to reducing our impact in this area.

FACILITIES

As our facilities continue to grow, we have integrated environmental considerations within our site selection processes.

These considerations include:

- Focusing on facilities or sites that are NetZero capable
- Seeking locations near amenities to reduce employee drive times
- Identifying facilities with lower operating costs to improve energy management
- Identifying buildings or sited that are Solar Power capable, which have roof or ground space to place panels
- Prioritizing certified green or LEED buildings
- Considering centrally located sites to improve commute distance



Ethical Business Practices

One of our core values at Halozyme is “Do the Right Thing” – under which we commit to act with integrity and honesty to uphold the highest ethical standards. Another important element of this core value is our pledge to contribute to society and human welfare through the responsible development of our products.

We are committed to adhering to the highest standards of business practices by conducting business ethically, responsibly, and transparently. We do this by having strong governance practices and structure in place to ensure accountability for our actions. These core standards drive our relationships with employees, patients, and all stakeholders. Similarly, we expect each member of our Halozyme team and our business partners to meet our standards and comply with local laws and all regulations.

Our Code of Conduct and Ethics serves as our guiding principles and rules for upholding these ethical standards – outlining our commitment to our: interactions with healthcare professionals, research, and development of products, reporting violations through our dedicated Compliance Hotline, annual employee Code of Conduct and compliance training, and our annual sexual harassment training, among many other ethical commitments.

Additional information can be found in our [Code of Conduct and Ethics](#).

Governance of Sustainability

Our ESG Team is comprised of leading members from diverse functions within the organization, including Investor Relations, Communications, Human Resources, Site Operations, and Operational Leadership. The ESG Team meets routinely and provides regular updates to the President and CEO, the Chair of the Board, and Board Committees.

Our ESG Team regularly reviews Halozyme's sustainability policies and practices with company management. Our Board of Directors receives bi-annual updates on ESG and sustainability.

Human Rights Statement

At Halozyme, we strive to uphold human rights as part of our commitment to ethical business practices. We support the principles outlined in the United Nations [Universal Declaration of Human Rights](#) as they align with our values and business practices. We do not tolerate human rights abuses of any kind and expect our employees, contractors, suppliers, and business partners to abide by this commitment. Our commitment to human rights is reflected in our core values, particularly our value of “We Do the Right Thing.” Our Code of Conduct and Ethics further supports this commitment.

