



2024

Environmental, Social &
Governance Report

Table of Contents

- About Halozyme..... 3**
- From Our CEO 4**
- Our Approach to ESG..... 5**
- Our People 6**
 - Diversity, Equity and Inclusion..... 6
 - Recruiting Talent and Onboarding..... 7
 - Employee Engagement..... 8
 - Our Approach to Learning and Development..... 9
 - Leadership Development Programs..... 10
 - Compensation and Benefits..... 11
 - Turnover and Tenure..... 12
 - Employee Health and Safety..... 12
- Our Communities..... 13**
- Patients and Products (Product Quality and Safety)..... 16**
 - Quality Management..... 16
 - Reporting Adverse Events..... 19
 - Clinical Trials..... 21
 - Interactions with Healthcare Professionals..... 22
- Our Environment..... 23**
 - Leadership in Environmental Stewardship..... 23
 - Moving Beyond Requirements..... 23
 - Carbon and Climate..... 24
 - Waste Management..... 25
- Data Privacy and Cybersecurity..... 26**
- Compliance, Governance and Ethics..... 27**

Halozyme is pleased to share our corporate responsibility framework, which helps steer our business activities towards creating a beneficial impact on society, both now and in the years ahead. This report chronicles our progress from January 1, 2024 to December 1, 2024. It encompasses insights obtained through ongoing evaluation of viewpoints from within and outside our organization, active dialogue with stakeholders, scrutiny of pertinent reporting standards and frameworks, and an in-house review to ensure our environmental, social, and governance (ESG) priorities are in harmony with our broader strategy, mission, and core values. In preparing this report, we have adhered to the principles of the Sustainable Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) reporting guidelines. We invite you to review this report and are excited to continue developing these initiatives as we move forward.

About Halozyme

Halozyme is a biopharmaceutical company developing disruptive solutions to improve patient experiences, and potentially outcomes, for emerging and established therapies. Halozyme's vision is to develop therapies that fit the patient's life and not have treatments dictate the patient's life and routine.

Our commitment to this vision is unwavering as we support partner clinical innovation and cultivate new collaborations with the goal of enhancing patient experiences and potentially outcomes.

TODAY
Many breakthrough therapies **require the patient's life to fit the treatment**



OUR VISION
Breakthrough therapies will **fit the patient's life**

Central to our innovative portfolio is the ENHANZE[®] drug delivery technology. This proprietary enzyme-based platform is used to facilitate the subcutaneous (SC) delivery of injected drugs and fluids. When co-formulated with other drugs, ENHANZE[®] has the potential to reduce treatment burden for patients, including potentially reducing treatment administration from hours-long IV infusions to subcutaneous injections delivered in minutes.

The impact of our ENHANZE[®] technology is significant, having reached over 800,000 patients with eight partnered products today, available in up to 100 countries. We collaborate with pharmaceutical industry leaders like Roche, Takeda, Bristol Myers Squibb, argenx, ViiV Healthcare, Chugai Pharmaceutical, and Acumen Pharmaceuticals to advance our goal of creating better therapies.

Our portfolio also includes auto-injector technologies,

providing patients with a more convenient, self-administered option.

Further demonstrating our commitment to patient-friendly solutions, we have successfully brought to market two products: Hylenex[®], which improves the dispersion and absorption of injectable drugs, and XYOSTED[®], an auto-injector for testosterone replacement therapy. These products are a testament to our focus on developing accessible and effective therapeutics.

Collectively, our diverse portfolio underscores our relentless pursuit of transforming treatment delivery approaches to better serve patients.

Halozyme is headquartered in San Diego, CA, with additional sites in Ewing, NJ, and Minnetonka, MN.

For further details, please visit [Halozyme.com](https://www.halozyme.com) and connect with us on [LinkedIn](#) and [Twitter](#).

From Our CEO



As I reflect on our achievements this year, I am filled with a great sense of pride, that at the foundation of our success, is an organization that champions our patient-centric mission. Together, as One Team, we made significant advancements to support our partners to deliver innovative and transformative solutions that improve the lives of patients battling diseases such as cancer, autoimmune, and neurodegenerative disorders. The positive impact of our collective efforts on the patient treatment experience is truly inspiring.

As a leader in drug delivery technologies, we are dedicated to expanding our portfolio, increasing our global reach, and better serving patients and healthcare providers. Our innovative technologies have helped transform the patient experience by enabling more convenient therapies. We are dedicated to supporting our partners, patients, healthcare providers, and the communities in which we live and work.

To date, our ENHANZE® technology has been used in more than 800,000 patients with 8 commercialized partner products in up to 100 global markets. Our commercial portfolio includes Hylenex®, the most

prescribed human hyaluronidase with more than 4 million vials sold. Additionally, we have produced more than 8 million auto-injectors, which have been instrumental in the growth of XYOSTED® and the delivery of other essential medicines.

With our growing success we recognize our responsibility to advance and expand our environmental, social and governance initiatives. With our One Team culture and patient centric mission, we want to ensure our actions align with the well-being of those we serve.

We are committed to continuous improvement and are proud to highlight the progress on our sustainability agenda, which includes:

- Mitigating the environmental footprint of our business activities by implementing strategies aimed at reducing waste and lowering emissions.
- Nurturing a healthy and thriving workforce by fostering a workplace that prioritizes inclusion, personal development and growth.
- Building trust across stakeholder groups with transparent communication on ESG issues related to our business.
- Serving our communities through volunteerism and philanthropic efforts.

Over the past year, our commitment to innovation and our One Team culture have strengthened Halozyme's leadership in drug delivery. We are excited to continue advancing our initiatives to deliver even greater value to our stakeholders.

Thank you for your interest in our ESG strategy and progress.

Best Regards,

Helen Torley

Our Approach to ESG

At Halozyme, we are committed to sustainable and efficient operations to help generate enduring value for both our organization and our stakeholders. We take into account the interests of our stakeholders in every facet of our operations. Our dedication is centered on achieving the critical benchmarks and objectives we have set to advance our strategic plan.



PATIENTS & CAREGIVERS



**CLINICIANS & OTHER
HEALTHCARE PRACTITIONERS**



EMPLOYEES



PARTNERS & COLLABORATORS



SUPPLIERS & CUSTOMERS



GOVERNMENT REGULATORS



LOCAL COMMUNITY



INVESTMENT COMMUNITY

Our ESG strategies, programs, and priorities are guided by state and federal disclosure requirements as well as third-party frameworks such as the Sustainability Accounting Standards Board (SASB) biotechnology and pharmaceuticals standard, Task Force on Climate-related Financial Disclosures (TCFD), and the Greenhouse Gas Protocol. We are on track to comply with California Climate Disclosure Regulations, including SB-253 (Climate Corporate Data Accountability Act) and SB-261 (Greenhouse Gases: Climate-related Financial Risk) as well as applicable SEC rules.

Key aspects of our ESG program are periodically reviewed by standing committees of our Board of Directors and annually by the full Board of Directors. The Nominating and Corporate Governance Committee is responsible for overseeing our ESG program, including review of our annual ESG Report, the Audit Committee for reviewing our climate metrics and disclosures, and the Compensation Committee is responsible for periodically reviewing certain aspects of our human capital management program, including employee health and safety.

ESG Governance Structure

Board of Directors

Oversees Halozyme's ESG strategy

Key Committees

Audit Committee
Compensation Committee
Nominating & Governance Committee

ESG Team

Recommends and develops Halozyme's ESG strategy and programs to CEO

Chief Executive Officer

Approves ESG strategy
Provides the Board and its committees with updates on Halozyme's ESG strategy, performance, and priorities

Our People

At Halozyme, we firmly believe that our employees are the cornerstone of our success. The People section of our Environmental, Social, and Governance (ESG) report underscores the pivotal role that our workforce plays in driving our business forward. It is with great care and commitment that we focus on developing our people, enabling their growth, and cultivating an industry-leading work environment.

Our approach is characterized by a thoughtful strategy that prioritizes the well-being and advancement of our employees. We invest in targeted training programs and continuous learning opportunities to empower our employees to excel.

Our One Team spirit fosters innovation and collaboration, leveraging our diverse strengths to achieve more collectively than we could individually.

We prioritize inclusivity, professional growth and development, and equitable compensation to nurture a culture where every team member can thrive. These principles guide our workforce, instilling a shared purpose and direction in our employees.

Halozyme is dedicated to upholding a work environment that is free from discrimination and harassment, adhering to all federal, state, and local laws. We strive to cultivate an inclusive workplace that values diversity in race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, marital status, and other protected classifications.

Three core behaviors unite us and enhance our impact on patient care:

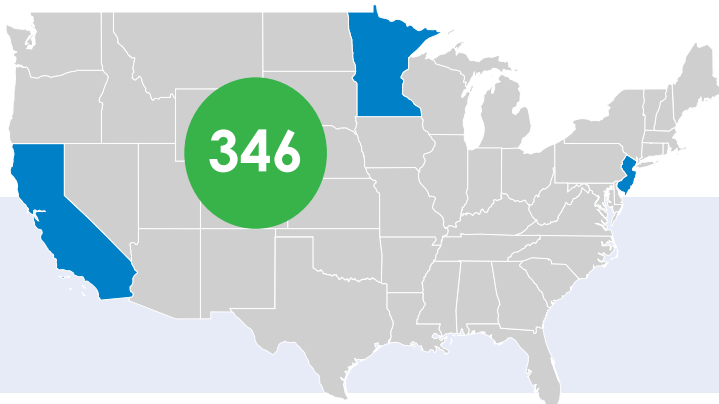


Diversity, Equity and Inclusion

Our approach to Diversity, Equity, and Inclusion (DE&I) is woven into the fabric of our organization, and is a core aspect of our culture.

We are committed to assembling a diverse team that shares a collective drive to positively influence the patient experience.

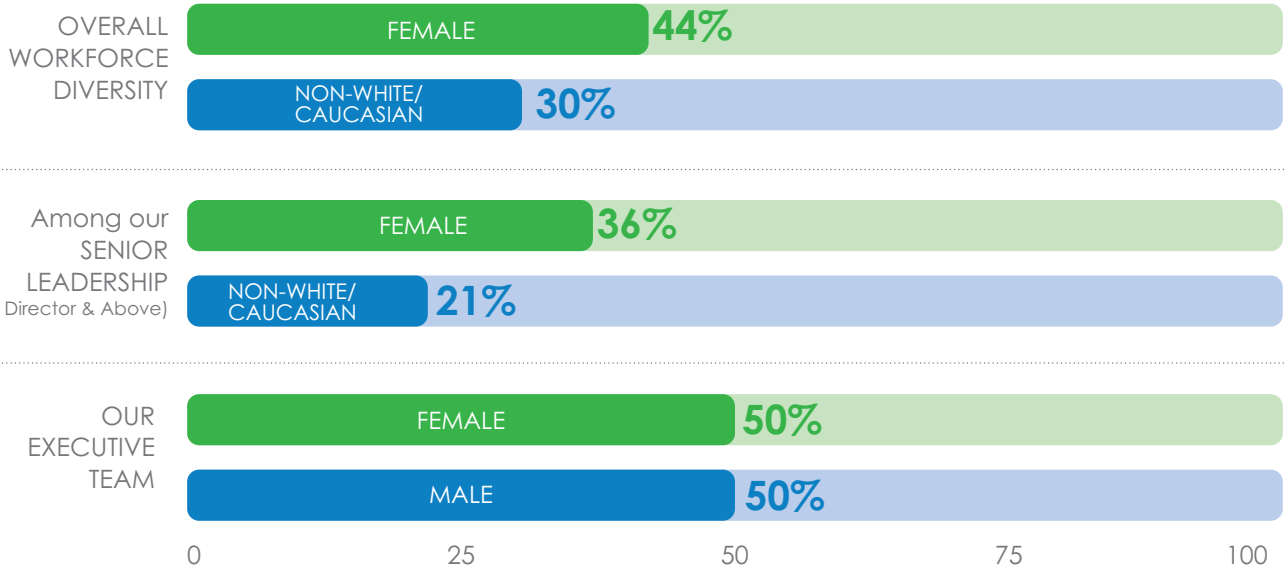
By valuing the unique contributions of each team member, we recognize that diversity spurs innovation. Our adherence to the Biotechnology Innovation Organization's principles on workforce development, diversity, and inclusion shapes our strategies to cultivate a workplace that sparks creativity and collaboration.



As of December 1, 2024, our workforce of **346** includes **218** employees located in our three office locations, plus **128** field-based employees within the U.S.

Our workforce is diverse and inclusive, a testament to our commitment.

Specifically:



Our Elevate leadership training program includes DE&I education, equipping leaders with skills to combat unconscious bias and foster a trusting, collaborative environment.

While we celebrate our progress in building a diverse team, we acknowledge the continuous nature of this journey. Embracing our team's varied strengths positions us to drive innovation, enhance patient outcomes, and make significant contributions to healthcare.

Recruiting Talent and Onboarding

We are an inventive and collaborative team who believes our diverse perspectives make us stronger and that we can accomplish more by working together than we could on our own. We continue to strengthen our great culture through our long-standing commitment to efforts such as inclusive hiring, development, and equitable pay for all. In our commitment to diversity and inclusion, we prioritize the recruitment of individuals who enhance our One Team culture and core behaviors, and we recently partnered with Circa Works to increase our diversity recruiting efforts, posting our roles to over 600 local and diverse job boards and 15,500 community-based organizations.

With the use of inclusive hiring practices, our recruitment strategy is very efficient.

Collaborating closely with hiring managers, our recruiting team is focused on finding the best possible candidates from knowledge, capability, and culture perspectives. These candidates are then carefully vetted by internal stakeholders as part of diverse interview panels.



Onboarding Excellence

Our onboarding program, “Start.Inspired,” is designed to integrate new hires seamlessly into our culture, equipping them with the necessary tools for success. This process is about more than starting strongly; it’s about creating a sense of mission and inclusion right from the start. Our new team members meet with representatives from seven departments within their first week as part of their

orientation schedule to learn how our company successfully operates to achieve our mission of positively impacting patient lives.

We aim to cultivate a workforce that is not only capable of meeting today’s needs but adaptable to future challenges, ensuring the long-term success of our organization.



“Collaborating with the recruitment team to source strong candidates has not only allowed me to help build a solid team but also demonstrated the company’s commitment to teamwork and excellence. From the very beginning of my own onboarding, it was clear that Halozyme fosters a supportive environment where success is a shared effort. This seamless integration of new hires is a testament to the company’s focus on creating a positive and productive work culture, one where individuals thrive as part of a cohesive team.”

Joy McGrael, Regional Sales Manager

Employee Engagement at Halozyme

Halozyme places a high emphasis on building trust and nurturing a performance-driven culture, considering employee engagement essential for success. We actively promote engagement through diverse initiatives.

C.A.R.E. Squad

The C.A.R.E. Squad is the heart of our community at Halozyme, dedicated to bringing appreciation and recognition into every corner of our workplace. This dynamic team of volunteers from across our three sites has a mission to weave our One Team culture into the fabric of our daily work life with a focus on Celebration, Appreciation, Recognition, and Engagement.

The C.A.R.E. Squad is constantly working to devise fresh and exciting ways to spotlight what sets Halozyme apart. From quarterly birthday bashes to lively company-wide gatherings, the team works together to create memorable moments and foster a sense of unity and purpose.

Open Communication

The lifeline of a successful company is effective and open communication – a transparent dialogue between employees and leadership is crucial for fostering an environment of trust and accountability. It’s this belief that shapes the way we connect within our company.

We take pride in our commitment to transparency, which is exemplified through our approach to corporate communication. Our dedication to an open-door policy is highlighted by the opportunity for skip-level meetings with our CEO and members of the leadership team. These sessions empower employees to directly engage with top-tier leadership, ensuring they are well-versed in our strategic direction and have a platform to express insights and feedback.

To further ensure that accomplishments are celebrated and milestones recognized, we host bi-monthly all-employee meetings and disseminate weekly newsletters. These initiatives are not just informative but are also a cel-

celebration of our collective achievements and a catalyst for continuous dialogue. The high levels of engagement we witness are a testament to their impact, proving that when it comes to nurturing a thriving workplace, open communication is not just important – it's essential.

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Employee Engagement Surveys

To facilitate continuous improvement, we regularly conduct comprehensive engagement surveys, with high participation rates indicating strong employee commitment. The feedback, including hundreds of constructive comments, is thoroughly reviewed by our leadership and informs targeted action plans, shaping our future and helping us grow together. Feedback received in our 2023 survey resulted in Enhanced people leader training (see Elevate, [page 10](#)): **A comprehensive people leader training curriculum designed to strengthen business strategy, project execution and people leadership skills**

Employee Recognition Programs

Employee recognition programs play a critical role in cultivating a thriving workforce, serving as a key ingredient in building a positive workplace culture.

Our recognition programs celebrate significant contributions, with the aim of valuing individual achievements and reinforcing our collaborative culture. These programs highlight exemplary behaviors in innovation, peer-to-peer coaching, and adaptability to change. Major individual achievements are recognized through CEO Awards. **Over the last twelve months, peer-to-peer nominations have increased from 142 to 209**, underscoring the inclusive and values-driven nature of our recognition efforts.

Our Approach to Learning and Development

Our approach to learning is bespoke, crafted from direct feedback from our diverse workforce, ensuring it remains dynamic and relevant. Each employee engages in an annual development planning process, setting personalized objectives that align with their career goals and Halozyme's strategic vision. One hundred percent of our full-time employees participate in this process.

We provide opportunities for formal stretch assignments and job rotations, challenging employees to expand their skillsets and fostering career growth.

We underscore our commitment to professional development by allocating 16 hours of Dedicated Learning Time per employee annually. During this time, employees have the autonomy to select from various learning modalities, from our facilitated Inspired Journey offerings to digital platforms like LinkedIn Learning, to suit their individual learning preferences.

Facilitated courses included Driving One Team Success - Ways to Demonstrate One Team Mindsets & Behaviors Every Day. This interactive session included active partic-



“ I've always felt that Halozyme accepted me for who I am, acknowledging my passions and helping me foster and direct those passions to drive value in the organization. Through my recent stretch assignment, I've had the opportunity transition from Finance to Operational Excellence demonstrating Halozyme's commitment to finding the right opportunities for its people. **”**

Blake Ortiz, Director, Operational Excellence

ipation and peer coaching to amplify the learning experience for everyone involved. Key outcomes included enhanced self-awareness, practical skill application and actionable growth strategies.

Leadership Development Programs

Our leadership development is robust, with senior directors and above participating in Lead.Inspired sessions.



“ Halozyme’s One Team culture is rooted in collaboration and engagement. I consistently receive feedback and encouragement from my manager, cross-functional partners, and our Leadership Team as well. I regularly observe Halozyme employees lifting each other up and prioritizing the collective win. This is truly an inspiring work environment!**”** **Kyle Gager, Director, Human Resources**



In 2024, we launched our new Elevate Intensive leadership program, which was led by our president and CEO. The training featured rich discussions, new insights and served as a forum for establishing strong connections with colleagues. The program targets all leaders, focusing on strategic execution and strengthening core leadership capabilities. The program reinforces our commitment to leadership excellence. Recognizing the critical role our people leaders play, the program was tailored to align our leaders not just on theoretical knowledge but on practical execution of our corporate strategy, enhancing core leadership capabilities that are essential in today’s dynamic business environment.

In 2024, two cohorts, comprising 85% of our people leaders, completed the Elevate program.

The training proved to be a catalyst for transformation within our organization, as leaders emerged with a deeper understanding of our corporate strategy and the skills necessary to develop and activate team plans that drive strategic initiatives forward. Our leaders learned to prioritize value-add activities and mastered leading-edge

management and delegation techniques. The program also focused on equipping leaders with the skills to lead through change and disruptions, enhancing their ability to provide feedback and coaching to motivate their teams and increase overall performance.

In the second half of 2024, we built on the strong foundation laid by the Elevate program, introducing targeted workshops aimed at bolstering performance management capabilities. These workshops were carefully designed to further refine our leaders’ abilities to guide and inspire their teams, instilling a culture of accountability that permeates every level of the organization. With a particular emphasis on the art of feedback and coaching, our performance training sought to elevate employee performance from good to great, ensuring our leaders are not just managing teams but empowering each individual to excel. This comprehensive approach to leadership development underscores our unwavering dedication to fostering an environment where leaders are equipped to meet the challenges of today and tomorrow, driving our organization to new heights of success.

Professional Development

At Halozyme, we view professional development as critical to our growth and success. Our Inspired Journey program is tailored to individual aspirations, offering personalized development paths aligned with our corporate goals.

The Inspired Journey's core aim is to enhance capabilities that drive corporate excellence. We measure the effectiveness of our development initiatives through individual performance goals and our annual goal-setting process. Regular performance reviews, including mid-year and annual assessments, facilitate a continual exchange of feedback and promote professional growth.

In 2024, we introduced upward feedback into our annual process, asking employees to evaluate their direct manager on topics like feedback, direction, and overall management effectiveness. By understanding how employees view their strengths and weaknesses, managers can focus on specific areas for personal development and training. This targeted improvement can lead to better leadership skills and more effective management.

In 2025, Halozyme remains committed to addressing the evolving needs of our workforce through targeted training and development, ensuring our team is equipped to drive transformation and achieve our vision. We will continue to refine our programs based on relevant metrics and feedback, ensuring we maintain our edge within the biotech industry.

Compensation and Benefits at Halozyme

Halozyme's Compensation Committee ensures our compensation programs are competitive and equitable, aiming to attract, retain, and reward top talent while supporting our high-performance culture. We bench-

mark our compensation against industry standards to maintain competitiveness.

Fairness and Equity

We prioritize fairness and equity across all compensation decisions. Our multi-layered review process by HR and leadership teams is designed to mitigate biases and uphold this commitment.

Wellness Initiatives

We are continually researching new ways to support our employees' physical and mental well-being.

Feedback received in 2024 has resulted in enhancements to our 2025 wellness programs, including launching Launching Personify Health – a new best-in-class Wellness Platform with:

- **Personalized daily content and habit tracking (450+ healthy habit trackers and challenges over 48 health and well being topics)**
- **59 digital coaching journeys**
- **Health Risk Assessments (HRA)**
- **Expansive library of individual, peer-to-peer, corporate and family challenges**
- **Point-based rewards**

Comprehensive Benefits

Halozyme provides comprehensive health and welfare benefits to regular full-time employees, which become effective on their hire date or the first day of the following month. A significant majority (84%) of our employees take advantage of our medical benefits.

All employees aged 21 and above are eligible to contribute to Halozyme's 401(k) Plan, regardless of their employment status. 89% of employees participate in our 401k plan.

Futhermore, every employee receives an equity



84% take advantage of our medical benefits

89% participate in our 401K plan

49% utilize our Employee Stock Purchase Program

award upon hiring and annually. Additionally, our Employee Stock Purchase Program provides an opportunity to expand their share ownership. Nearly half (49%) of our employees leverage this benefit.

Time Off and Flexibility

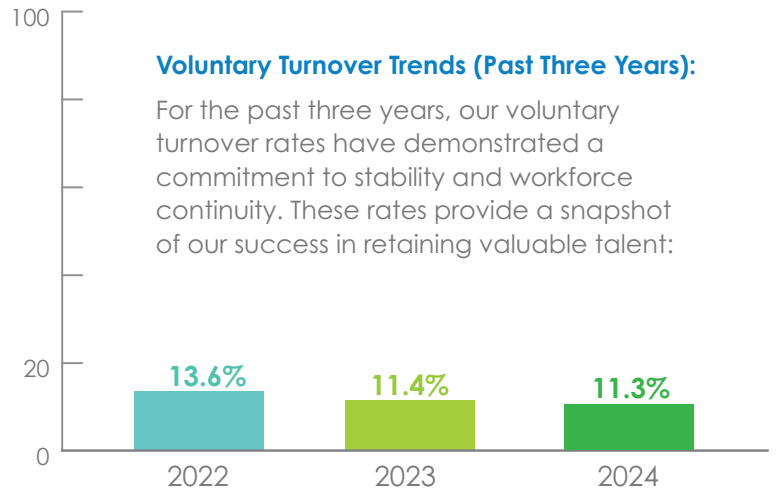
Halozyme offers a comprehensive time-off package, including paid holidays, paid sick leave, a winter break, and parental leave. We understand the importance of time away from work for various reasons and accommodate this need while ensuring business continuity.

Our work model supports in-office collaboration and remote work, with employees expected to be on-site three days weekly.

Our strategic compensation and benefits approach, coupled with our work environment, positions Halozyme for growth, innovation, and a resilient workforce. We will continue to measure the impact and measure the success of our programs to ensure alignment with our employees' needs and corporate goals.

Turnover and Tenure

We measure our talent management success primarily by monitoring our voluntary turnover rate, which is a key indicator of employee engagement and retention. We are proud to report that for the past five years, our voluntary turnover rate has been consistently below the national life sciences industry average of approximately 18%, according to the Aon Radford – US Life Sciences Survey. This highlights our effectiveness in recruitment and retention within the competitive global life sciences labor market.



Employee Health and Safety

We are committed to protecting the health and safety of our employees, visitors, and the public. Health and safety practices are integrated into our business processes and align with our ESG philosophy and requirements. We maintain robust health and safety management systems and have established procedures that reduce the risk of injury and ensure compliance with applicable laws and regulations.

Continuous improvement is a key component of our health and safety efforts. We establish objectives and performance targets and periodically review results both with our internal safety committee as well as at the CEO level to ensure our high standards are maintained. Our employees are empowered and responsible for integrating health and safety into their daily work activities and we have experienced health and safety professionals on staff to guide these efforts.





Our Communities

At Halozyme, we value community engagement. We are dedicated to driving a positive impact within the communities where we live and work, and we do this by fostering enduring, positive relationships with local organizations.

Our commitment to community activities is an important element of our culture and over the last several years, we have actively supported making strides in the following areas:



Support for patients and healthcare



Delivering humanitarian services



Addressing and reducing health disparities



Protecting and improving the environment



Promoting STEM (Science, Technology, Engineering, and Mathematics) education



Supporting children in underserved communities

These community support initiatives are a vital component of Halozyme's corporate giving strategy. The planning and implementation of these activities are spearheaded by our C.A.R.E. Squad, a dedicated group of employee volunteers who champion Celebration, Appreciation, Recognition, and Engagement among their colleagues, while also making a positive impact in the community.

With a C.A.R.E. Squad established at each Halozyme location, these teams are instrumental in orchestrating our community support efforts. Through their leadership, we ensure that our actions not only resonate with the values of Halozyme but also contribute significantly to the well-being and advancement of the communities where we are privileged to serve.



2024 Community Efforts Dedicated Service Time

At Halozyme, our commitment to corporate social responsibility is deeply embedded – we celebrate and encourage active participation in serving the communities where we live and work. Our second annual Dedicated Service Time is a testament to our collective spirit of giving back. Each year, our employees gather to make a tangible impact, from supplying essentials to families in need to supporting environmental conservation efforts. Each initiative is a thread in the fabric of our One Team culture, weaving together our dedication to social responsibility and our unwavering support for the communities we call home.

83%
of employees
engaged in
service projects.

As part of our second annual Dedicated Service Time, more than 83% of our employees engaged in service projects, surpassing our goal of 75% participation.

Across our locations, our teams have made a substantial impact:

In **Ewing**, we provided essential supplies to families in need through the Home Front organization by creating welcome home buckets and hygiene kits.

Our **Minnetonka** team showed their care by assembling fleece blankets for the Minnesota Children's Hospital, packing meals to feed children for a year in partnership with Feed My Starving Children, and preparing birthday bags for St. David's Center. Additionally, volunteers contributed to the maintenance of the Minnesota Arboretum.

In **San Diego**, employees supported the community by crafting blankets for Project Linus, assembling hygiene kits for the San Diego Rescue Mission, and participating in environmental conservation by cleaning Penasquitos Canyon.

These activities reflect Halozyme's dedication to building positive and sustainable relationships with local organizations and making a difference in the areas of patient advocacy, health disparities, STEM education, humanitarian services, environmental conservation, and support for children in underserved communities. Our C.A.R.E. Squad plays a pivotal role in organizing and executing these community support activities, ensuring that our efforts align with Halozyme's corporate giving strategy.



St. Jude Fundraising

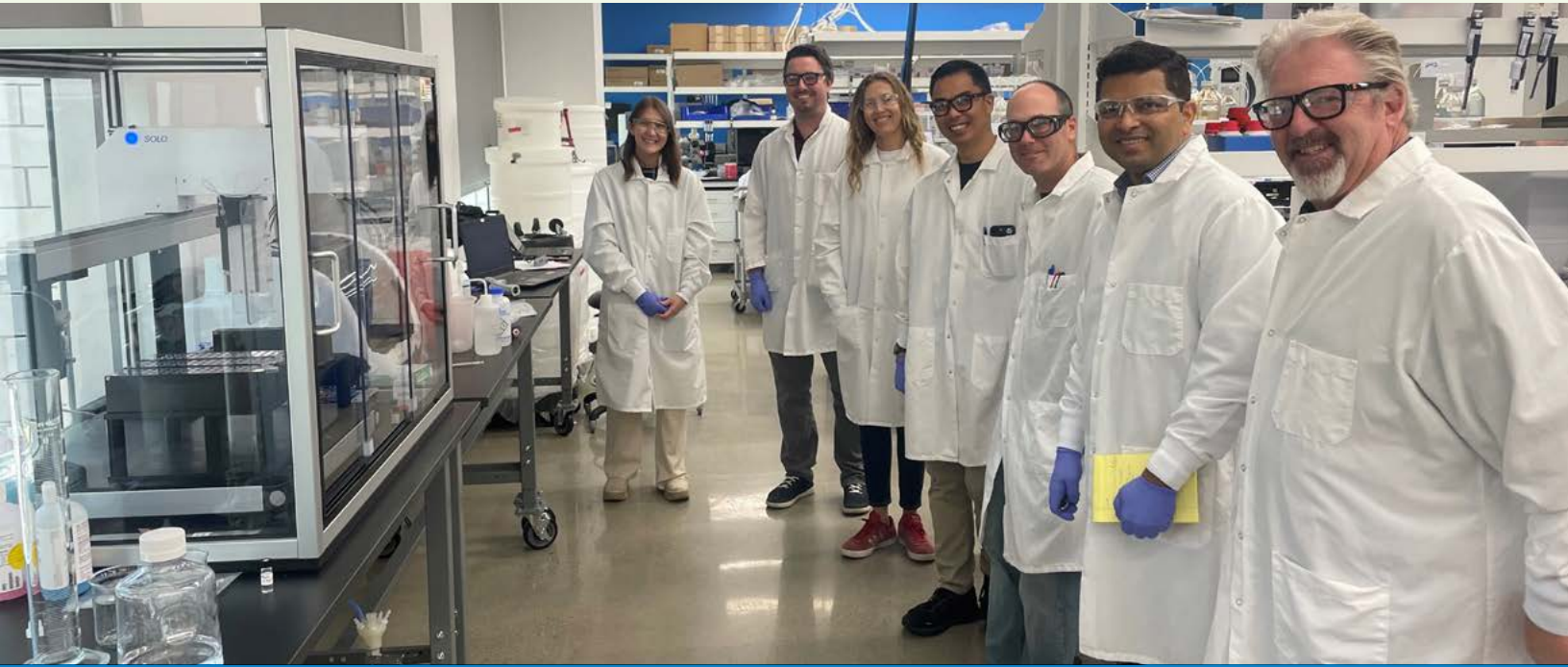
Halozyme also partnered with St. Jude Children's Research Hospital as our national charity partner in 2024. Our employees raised more than **\$27,000** for St. Jude, which will go toward providing children with cutting-edge treatments not covered by insurance, at no cost to families. This is a testament to the compassion, drive and One Team spirit that our team embodies. In addition, Halozyme matched every dollar raised up to **\$25,000**, bringing our combined donation to St. Jude to more than **\$54,000**. This significant contribution will make a real difference in the lives of so many.

As part of our fundraising efforts, the C.A.R.E. Squad organized a Step Challenge in support of St. Jude. Halozyme's collective goal was to walk **50 million steps** over a six-week period in support of St. Jude. **Together, we exceeded this goal, collectively walking more than 56 million steps.** These accomplishments reflect the spirit of unity and collaboration of our team. We came together as One Team, with one purpose, for an incredible cause. The energy, the commitment, and the sense of community that propelled us to reach and exceed our goals are what make our team exceptional.



Halozyme matched every dollar raised up to **\$25,000**, bringing our combined donation to St. Jude to more than **\$54,000**.





Patients and Products

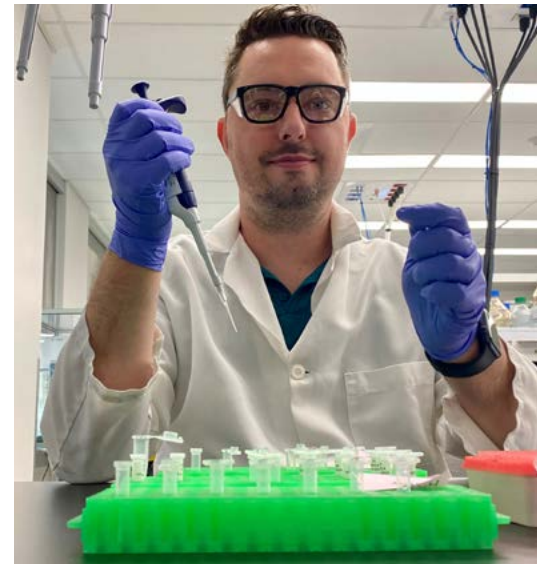
At Halozyme, we are motivated by our commitment to develop and deliver products that have the potential to improve patients' lives. Ensuring high standards of product quality and safety is a fundamental part of our work. We understand the responsibility associated with creating and delivering our solutions and strive to uphold their quality consistently throughout their lifecycle.

Quality Management

We are committed to quality. Quality management is not just a regulatory requirement; it is part of our corporate ethos, reflecting our dedication to excellence and our responsibility towards our stakeholders, including patients, healthcare professionals, regulators, and shareholders.

We take a proactive approach to maintaining high standards in every facet of our operations. This commitment is pivotal, as it directly impacts the efficacy and safety of our products, the trust of our customers, and the reputation of our brand.

Quality management strengthens compliance with regulatory standards, mitigates risks, enhances customer satisfaction, and fosters a culture of continuous improvement. By upholding our quality standards, we not only meet but strive to exceed the expectations of patients and healthcare providers who depend on the reliability and safety of our products.



Halozyme's Quality Policies drives the core quality mindset within the organization.



Our Quality Management System

Halozyme's quality management system (eQMS) has built-in flexibility so that it can incorporate quality standards specific to different products and regulatory requirements (ISO13485, 21 CFR Parts 4, 11, 210, 211, 820, ICH Q10/Q11, etc.). In line with our overall principles of risk management and operational excellence, we constantly adapt our quality management system based on proposed regulatory changes to ensure we can meet Halozyme's strategic objectives.

Halozyme's eQMS system allows us to have a robust platform for ensuring heightened control, consistency, and continuous improvement throughout our operations. Key attributes of our eQMS include:

Quality Enhancement

The eQMS is tailored to elevate the quality of our products, ensuring they meet standards while upholding our commitment to patient safety.

Consistency and Control

It establishes a state of control and consistency across various stages, from development to manufacturing, fostering reliability and predictability in our processes.

Facilitating Continuous Improvement

A core tenet of our eQMS is its emphasis on continuous improvement. It provides a framework for ongoing enhancements, keeping us at the forefront of quality standards.

Integration Across Functions

The eQMS bridges the gap between quality, development, and manufacturing activities, fostering synergy and cohesion among these critical facets of our operations.



Adherence to Regulations

Halozyme operates within a highly regulated environment, with oversight from multiple regulatory agencies, including the Food and Drug Administration (FDA) under the Federal Food, Drug, and Cosmetic Act (FFDCA). Our team follows the comprehensive regulatory standard that covers all phases from research and development, to the marketing and sale of our products.

Our dedication goes beyond meeting legal requirements. We also align with the Pharmaceutical Research and Manufacturers of America (PhRMA) Code on a voluntary basis, which underscores our pledge to uphold ethical conduct and align with the best practices of the industry.

In addition, our quality system conforms with ISO 13485 standards. Subjected to annual audits by a Notified Body, this process verifies our commitment to consistent quality control, providing our stakeholders with confidence in our dedication to the highest standards of quality and safety.

Our reporting mechanisms for quality concerns are transparent and efficient. We have streamlined processes to ensure rapid response and resolution, with a feedback loop that integrates insights from patients, healthcare professionals, and regulatory bodies.

In addition, we actively engage with stakeholders to gather feedback, ensuring their voices shape our quality initiatives.

Research and Development of Products

At Halozyme, we are proud of our role in developing products that have the potential to positively impact patient lives. We respect the responsibility involved in bringing our products to market, and we consider product quality and safety as two of our highest priorities. Our commitment to quality and safety is a shared responsibility that extends throughout the entire lifecycle of our products, beginning with the initial clinical trial of a product, and continuing all the way through to consumer use. We consistently meet the stringent product regulations that apply to our operations, ensuring the safety of patients remains a top priority.



Reporting Adverse Events

Upholding Transparency and Safety

Halozyme maintains a strong system for documenting adverse events, emphasizing transparency, and placing patient safety at the forefront. Our process is deeply embedded in our day-to-day activities, supported by our commitment to a pharmacovigilance quality management system.

Adverse Event and Product Complaint Reporting

CORPORATE REPORTING PROTOCOL

Employees are trained on an annual basis to report any observed adverse events promptly, irrespective of the perceived direct correlation to a product. This approach underscores our commitment to vigilance and accountability.

SWIFT RESPONSE AND ESCALATION

Directing patient complaints to our call center, which has a toll-free reporting number, ensures swift and standardized complaint intake and processing. Prompt notification to our Drug Safety and Quality Assurance teams guarantees timely case processing and investigation.

CLINICAL TRIAL FOCUS

Adverse event reports linked to clinical trials involving our investigational products are channeled to our specialized Drug Safety Operations team. This focus ensures attention to safety data monitoring within the clinical trial landscape.

POST-MARKET SAFETY SURVEILLANCE

To reinforce our commitment to gathering and monitoring comprehensive safety data, Halozyme's pharmacovigilance system is set up to process post regulatory approval of products and devices. The post-market safety surveillance system is in place to demonstrate that Halozyme continues to monitor safety from global, unsolicited sources, to ensure that our products continue to be safe and effective.

THOROUGH DOCUMENTATION

Employees responsible for handling product complaints record essential details, including the complainant's identity, contact information, and a concise description of the issue. This documentation ensures a structured approach to addressing concerns.

ADVERSE EVENT ASSOCIATION

Any product complaint with implications for adverse events or safety data is promptly escalated following the adverse event reporting procedure outlined above. This ensures a seamless approach to handling potentially impactful issues.

This comprehensive approach to adverse event reporting and product complaint handling underscores our commitment to transparency, patient safety, and the adherence to stringent regulatory protocols. We prioritize rapid response and diligent investigation, reflecting our dedication to maintaining the highest standards of safety and quality across our product portfolio.

Commitment to High Standards

Halozyme emphasizes the importance of maintaining high standards and ensuring compliance through comprehensive training for employees and thorough oversight of our processes and contracted manufacturing partners.

Employee Training and Adherence to Standards

Comprehensive Training Programs: Our training programs are designed to provide employees with a thorough understanding of our company policies, standard operating procedures (SOPs), work instructions, and guidelines. This training is essential to ensure that all tasks are performed in line with our high standards, promoting a culture of compliance and consistent quality.

Oversight of Contracted Partners: We actively engage with our contracted manufacturing service providers to ensure that their operations adhere to our standards. This oversight is key to maintaining the uniformity and integrity of our product offerings.

Ethical Standards in Biomedical Research

We are committed to the ethical and responsible treatment of animals in biomedical research, adhering to regulatory guidelines and demonstrating our commitment to ethical research practices.



Clinical Safety and Regulatory Compliance

Ongoing Safety Monitoring: We closely monitor the safety of our products through a comprehensive review of safety data from various sources. This vigilance helps us to quickly identify emerging safety issues and safety signals promptly and manage them effectively.

Regular Safety Reporting: Our regular safety reports, which are submitted to regulatory agencies and partner companies, stem from detailed analyses of safety data. These reports ensure our product labels are up-to-date with the latest safety information, maintaining transparency.

This commitment to upholding high standards, ethical practices, and regulatory compliance is central to our mission of excellence. It builds trust among stakeholders and mirrors our pledge to responsible, ethical, and quality-focused business practices.





Clinical Trials

Our dedication to carrying out clinical trials is grounded in protecting the safety of participants, adhering to ethical values, and maintaining transparency throughout every stage of research. We adhere to the strictest ethical norms and regulatory directives, and staff engaged in these trials are trained to ensure the integrity of our clinical trials and research.

The foundation of our clinical trials standard and program is governed by the International Council for Harmonisation (ICH) and Good Clinical Practices (GCP) guidelines, as well as FDA and any applicable international regulations.

Our Chief Medical Officer provides managerial oversight to our clinical trials program. Our clinical trial standards apply to all trials conducted, including outsourced trials. We or our designated representative qualify each clinical trial site, including assessment of investigator qualifications, site facilities, prior clinical trial experience, and protection of vulnerable populations, including children, pregnant women, prisoners, and people with cognitive impairments. Vulnerable population assessments include

discussion of separate consents, legal representation and assessment of local factors that may impede informed participation in the trial.

We (or our designated representative) regularly monitor all our trials and conduct on-site and off-site audit programs to ensure compliance prior to study completion. We conduct risk and impact assessments before beginning any trial, and the Institutional Review Board has authority to approve, modify, and stop trials. We utilize standard operating procedures to obtain trial participants' informed consent.

All interventional clinical trials in patients are registered on Clinicaltrials.gov, EudraCT, and/or other relevant registry websites. Consistent with applicable laws and guidance, as well as the principles of transparency and disclosure, Halozyme is committed to conveying clinical study research results in an objective, accurate, balanced, and complete manner that will include a discussion of the study's limitations. Results are disclosed regardless of whether they are positive or negative and are regularly shared with the scientific community through publication in peer-reviewed scientific and medical journals and congresses.

We publish the available results of interventional clinical trials that were conducted on patients in the clinical trial registry within a specific timeframe dictated by regional regulatory requirements. Halozyme fully supports openness and transparency.

Ethical Oversight and Participant Protection

All clinical trials are subject to approval procedures by national and regional regulatory bodies, as well as examination by local ethics committees. These committees, consisting of experts from various disciplines, evaluate and oversee research to safeguard participants' rights and welfare.

Ethics committees have a significant function in managing risks to trial participants in a responsible manner. They evaluate the balance between risk and benefit, prioritizing participant safety while striving for the best possible outcomes of the trial.

Active Safety Monitoring and Signal Management

Compliance with established protocols for the handling of safety data and the management of safety signals is essential. Our proactive approach supports active monitoring of patient safety throughout clinical trials.

The identification of any new safety signals leads to swift notification of regulatory agencies and ethics committees, allowing for appropriate modifications to trial protocols to reduce risk for participants.

We maintain transparency in our research endeavors and sponsored trials, ensuring accessibility to information regarding the research conducted, its findings, and the results. This commitment to transparency underscores our commitment to ethical conduct and responsibility, reinforces our dedication to integrity and accountability.

Enhancing Access to Medicines and Alliance Support

Our FDA-approved commercial products, Hylenex® and XYOSTED®, demonstrate our commitment to providing high-quality, regulated medications in the US market.

In addition to developing products, we actively collaborate with alliance partners to support access to medi-

cines. During clinical development, we assist our partners in securing Orphan Drug Designation and pediatric development plans, particularly for rare diseases and pediatric populations. This approach is consistent with our dedication to expanding access to essential medications.

Interactions with Healthcare Professionals

Maintaining proper ethical relationships with healthcare professionals is an essential business component to any pharmaceutical company. A key part of these relationships is the provision of accurate and balanced information about prescription medicines to healthcare professionals. Interactions are conducted with integrity and fairness to ensure that decisions related to purchasing or prescribing are based on objective criteria. Halozyme expects its employees to act appropriately and in compliance with regulations and PhRMA Code during interactions with healthcare professionals. Given that healthcare professionals are governed by specific laws and rules, employees are required to adhere to relevant laws and Halozyme's policies when engaging with these professionals.

Payments to Healthcare Providers

Halozyme is committed to transparency and ethical practices across all aspects of our operations. In alignment with this commitment, we ensure full disclosure of all payments made to Healthcare Providers as mandated by the Physician Payments Sunshine Act. Our detailed reports on such financial interactions are readily accessible to the public via the openpaymentsdata.gov platform. This initiative underscores our commitment to accountability and transparency. Halozyme's adherence to these disclosure practices is a testament to our dedication to upholding the highest standards of corporate responsibility, as we continue to contribute positively to the healthcare ecosystem and create value for all our stakeholders.

Halozyme does not make any payments to patient organizations.



Leadership in Environmental Responsibility

At Halozyme, we recognize the importance of sustainable operations and the role this plays in the success of our business and our impact on the environment. Our commitment to environmental stewardship is reflected in the way we manage our operations and resources.

We are continuously working to improve our efforts around environmental conservation and sustainability. These efforts are essential to our operational planning and help us maintain focus on reducing our environmental footprint and impact on the communities where we operate.

Employee education and involvement is fundamental to our ESG & Environmental Health & Safety (EHS) strategy and success. We ensure that all employees, particularly those in laboratory settings, are well-versed in practices that reduce consumption of consumables, reduce waste generation, and limit the use of hazardous materials. This focus on education contributes to our success in maintaining the highest levels of occupational and industrial safety, as well as a consistent record of zero environmental incidents.

Our multi-disciplinary employee Green Teams pursue impactful initiatives that contribute to our overall environmental goals. Activities include the 2024 Print Count Challenge, a friendly competition that encourages a reduction of office paper use. All three of our sites significantly reduced their 2024 office paper use, with the winning site reducing use by nearly 50%.

In 2024, we also engaged in local conservation efforts, including a trash cleanup and removal of invasive species at a natural preserve in San Diego, and planting trees at the Minnetonka Arboretum.

In 2025, we will continue to pursue new opportunities to engage with our communities and demonstrate environmental stewardship.

Moving Beyond Requirements

In 2024 we began an organizational shift from simply meeting, and exceeding environmental regulatory requirements, to becoming a sustainability leader amongst companies within our peer group. We have partnered with leading sustainability consulting groups and committed our ESG team to establish reporting methodologies and begin accounting for all of our greenhouse gas (GHG) emission sources. This includes conducting detailed analysis, developing robust report-

ing and public disclosure strategies, and establishing processes to validate our approach. In 2025, we plan to establish and communicate our Science Based Targets, in line with the guidance of the Science Based Target Initiative (SBTi). These efforts align with industry best practices as well as SEC and CA GHG reporting requirements. Our Climate Action Plan will ensure that Halozyme remains a sustainability leader in the future.

In 2024, we remain on track to achieving NetZero energy usage at our San Diego Headquarters by 2030.

Included in our expanding Climate Action Plan, in 2025 we will be increasing our efforts to engage with our value chain. This will include more emphasis on sustainability data collection and analysis during partner EHS audits leading towards robust accounting and establishing goals to reduce Scope 3 emissions.

Carbon and Climate

Halozyme continues to offer a hybrid work schedule. This work arrangement reduces commuting hours and delivers a tangible impact by reducing indirect CO2 emissions and alleviating regional traffic pollution. To further reduce reliance on fossil fuels, many employees enjoy access to free EV charging at our worksites.

In 2025, we will begin “hybridizing” our fleet of 140+ company vehicles, which will have a significant reduction on our largest source of Scope 1 emissions. Our goal is to shift our entire fleet to hybrid vehicles by the end of 2027, achieving approximately 50% less emissions from this source.

In 2024, our Halozyme ESG team began evaluating local and regional climate risk, this effort will continue in 2025 resulting in a climate risk matrix within our Climate Action Plan, and will form a basis for upcoming climate risk disclosure requirements.

Waste Management



At Halozyme, our commitment to waste management best practice stands at the forefront of our environmental initiatives.

We strive to reduce consumption of consumables and hazardous materials.

We maintain Small Quantity Generator (SQG) status for both Hazardous and Biohazardous waste(s).

In 2024, we redirected nearly three tons of laboratory solid waste and plastic from the landfill into Waste to Energy programs. This produced enough renewable energy (kWh) to provide power one average size home for a month.

Our general recycling programs encompass paper, plastic, fluorescent bulbs, batteries, and electronic waste ensuring these materials are properly recycled.

Data supporting our environmental initiatives and Halozyme's business operations are published as part of the key data and metrics document shared on our corporate website the first part of the new year.



Data Privacy & Cybersecurity

In an era where digital information flows are the lifeblood of innovation and operation, Halozyme acknowledges the critical importance of data privacy and cybersecurity as pillars of our ESG commitment. We understand that the protection of data is not only a regulatory imperative but also a fundamental component of corporate responsibility and ethical business conduct.

Data privacy and cybersecurity play a pivotal role in fostering trust with our stakeholders, protecting the sensitive health information of patients, ensuring the integrity of our research data, and safeguarding the personal details of our employees and partners. As a company in healthcare, we recognize that the data we handle is not merely a collection of bytes but represents the very personal and confidential aspects of individual lives.

Data Privacy at Halozyme

Halozyme is dedicated to protecting the privacy and security of our data assets. In today's interconnected global landscape, we prioritize the confidentiality, integrity, and availability of our systems and data.

Our Governance Approach

Halozyme maintains a strong data privacy and cybersecurity governance framework, with oversight from our CEO, Audit Committee, and Board of Directors. The effectiveness of our programs is regularly evaluated, including quarterly reviews by our CEO and annual assessments by our Audit Committee and Board.

Protecting Individual Privacy

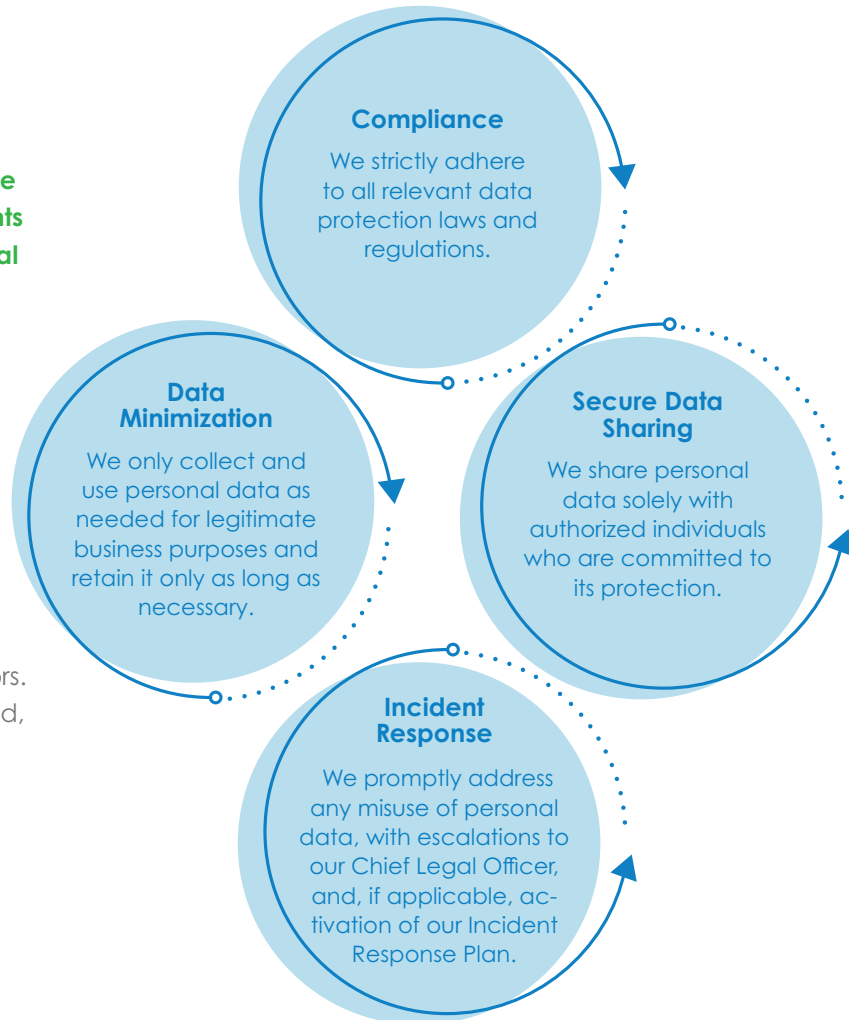
We respect the trust our employees, healthcare providers, patients, and partners have in us to protect their personal information, which may include identifiable health details.

Accountability and Training

Halozyme holds every team member responsible for safeguarding personal data in accordance with applicable law and our policies. Our comprehensive security training includes annual sessions for all employees and contractors, specialized training for high-risk groups, and ongoing phishing simulations.

Guiding Principles for Privacy

Our approach to protecting personal information is based on the following principles:



Compliance

We strictly adhere to all relevant data protection laws and regulations.

Data Minimization

We only collect and use personal data as needed for legitimate business purposes and retain it only as long as necessary.

Incident Response

We promptly address any misuse of personal data, with escalations to our Chief Legal Officer, and, if applicable, activation of our Incident Response Plan.

Secure Data Sharing

We share personal data solely with authorized individuals who are committed to its protection.



Halozyme is committed to continuous improvement in data security, maintaining high standards, and building trust with all our stakeholders.

Cybersecurity

Protecting our data resources is integral to our business operations. We have developed a comprehensive cybersecurity strategy that is built upon four fundamental elements: policy, procedure, people and technology. This approach is tailored to protect our organization from the continuously changing landscape of cyber risks while preserving the robustness of our operations.

Technology Stack and Security Layers

The architecture of our technology framework is comprised of various levels of security. This includes remote network security measures, continuous monitoring, frequent security assessments to probe for weaknesses, routine checks for system vulnerabilities, the use of multiple verification factors for authentication, surveillance of end-user devices, the automatic updating of software to address security issues, and proactive measures to combat malware threats. In addition, we strengthen our security posture by partnering with top-tier cybersecurity firms. These external experts offer services such as real-time monitoring and reaction to emerging cyber threats, as well as employing artificial intelligence and analytical instruments to detect patterns and provide guidance on reducing program vulnerabilities.

Risk Management with NISTCSF and CIS Controls

Central to our cybersecurity program is our risk management approach. We adopt the National Institute of Standards and Technology (NIST) CSF. This industry-standard framework enables us to assess and prioritize risks, forming the basis for a rationalized cybersecurity investment strategy. As the threat landscape evolves, our risk profile adjusts accordingly. We maintain a continuous process improvement approach, which includes a biennial (every two years) assessment conducted by an independent third party to evaluate our security controls

and framework.

We continue to execute a multi-year investment plan to further enhance and mature our cybersecurity program, ensuring its continued effectiveness in protecting our organization.

Third party risk management is a core component of our risk assessment program. We have conducted over 30 third party cybersecurity risk assessments this year.

Business Continuity and Incident Response

Core to our cybersecurity program are well-defined and proven Business Continuity Plans (BCP), Incident Response Plans (IRP), Disaster Recovery Plans (DRP) and Business Impact Analysis (BIA). These plans provide the framework and guidance necessary to manage realized business risks. We conduct TableTop simulations of crisis to proactive exercising our plans and look for opportunities for improvement. Our BCP team members undergo annual training to remain aligned with the plans' objectives and stay prepared for potential disruptions.

Employee Training and Phishing Campaigns

To ensure that all members of our workforce are well-equipped to address cybersecurity challenges, we mandate annual cybersecurity training for employees and contingent workers. Additionally, we conduct phishing test campaigns. Individuals identified as high-risk undergo targeted training to enhance their cybersecurity awareness. We track cumulative phishing vulnerability scores to measure performance, sharing results as appropriate. We are proud to note that we consistently perform better than the industry average in our campaigns.

We also regularly feature security tips and tricks in our weekly company newsletter and as part of our monthly, company wide All Hands meetings as a means of further training employees and reinforcing our commitment to strengthening our cybersecurity program.

Compliance, Governance and Ethics

Our Code of Conduct provides clear expectations for employee behavior, emphasizing respect, integrity, and ethical standards essential for a motivated and proud workforce. We prioritize personal accountability and empower employees to meet our commitments to stakeholders.

Compliance

We strictly adhere to applicable laws and our Code of Conduct, employing a robust Compliance Program that includes policies, training, open communication, audits, and investigations to maintain our high ethical standards.

Governance

Effective governance is an integral element of our corporate responsibility and the foundation of our operational framework. We adhere to the most stringent ethical, legal, and compliance benchmarks, reflecting our devotion to conducting business responsibly.

Our governance approach is characterized by an assortment of policies, tools, and initiatives, such as:



Our Board of Directors ensures governance practices are guided by the Corporate Governance Guidelines, which are regularly reviewed by the Nominating and Corporate Governance Committee to adapt to new challenges and better serve all our stakeholders' interests.

Our pursuit of governance excellence is an active commitment to transparency, ethical integrity, and progressive growth. By embracing these core values, we strive to enhance shareholder value and maintain the confidence of our stakeholders.

Ethical Business Practice

Halozyme's core value, "Do the Right Thing," drives our ethical business practices. We emphasize compliance with laws and regulations and expect our team and partners to act with honesty, fairness, and integrity. This includes making decisions based on facts, avoiding conflicts of interest, protecting company assets, and following all Halozyme policies.

Halozyme's core value,
"Do the Right Thing,"
 drives our ethical business practices.

Our commitment to ethical behavior is supported by our organizational framework, which is crafted to promote responsibility. These principles highlight our pledge to maintain ethical dealings with our workforce, patients, and all parties involved.

Likewise, we anticipate that every individual on our Halozyme team, as well as our business associates, will adhere to our established ethical benchmarks, which encompass:

- Basing decisions and actions on honesty, fairness, integrity, and fact
- Understanding and conducting business in compliance with all applicable laws
- Treating all employees, contract workers, customers, vendors, and suppliers in an honest and fair manner
- Not participating in or tolerating unlawful activity, fraud, deceit, or concealment
- Avoiding situations where personal interests are, or appear to be, in conflict with Company interests
- Safeguarding and properly using Company proprietary information, assets, and resources
- Maintaining confidentiality of non-public information and not acting on such information for personal gain
- Adhering to all applicable Halozyme policies and standards

For a more detailed exploration of our commitment to ethical excellence, please refer to our comprehensive Code of Conduct and Ethics.

Human Rights Statement

At Halozyme, respect for human rights is a fundamental component of our core values and a cornerstone of ethical business conduct. Our pledge to contribute to society and human welfare is reflected in the way we operate our business and engage with our stakeholders.

Our human rights efforts are guided by international human rights principles encompassed in the Universal Declaration of Human Rights. We actively integrate these principles into our daily operations and business practices, recognizing that human rights are inherent to all, irrespective of nationality, sex, national or ethnic origin, color, religion, language, or any other status.

In our quest to uphold human rights, we are committed to creating and maintaining a work environment that treats all individuals with respect and dignity. We embrace and celebrate diversity across our workforce, recognizing that a diverse and inclusive culture enriches our company and contributes to a broader perspective and innovation. We are dedicated to providing our employees with equal opportunities and ensuring that their right to freedom of association is respected in accordance with federal, state, and local laws.

We aspire to do business with partners and collaborators who adhere to the same rigorous standards we set for ourselves.

In addition to adhering to the laws of the countries where we operate, we aim to consistently align our policies and procedures with international human rights standards. In circumstances where local laws may fall short of these global standards, we aim to honor the international norms to the greatest extent possible, demonstrating our commitment to human rights.

We encourage all our employees and business partners, including suppliers and customers, to join us in this commitment. By working together, we can ensure that our collective actions contribute positively to society and the protection of human rights around the world.