



2023

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	7
Recruiting Talent and Onboarding	8
Employee Engagement	8
Professional Development	10
Compensation and Benefits	12
Turnover and Tenure	14
Our Communities	15
Patients and Products (Product Quality and Safety)	17
Our Environment	22
Leadership in Environmental Stewardship	22
Optimizing our Facilities	23
Carbon and Climate	24
Energy	24
Waste Management	25
Data Privacy and Cybersecurity	26
Compliance, Governance and Ethics	29

Halozyme is pleased to share our corporate responsibility framework, outlining how it guides our business endeavors to create a positive societal impact, both now and in the future. This report details our advancements from January 1, 2023 to December 31, 2023. It reflects insights gathered from continuous review of perspectives from both inside and outside the company, direct engagement with stakeholders, analysis of relevant reporting standards and frameworks, and an internal assessment of the alignment of our environmental, social and governance (ESG) priorities with our overall strategy, mission, and values. Our preparation of this report adheres to the principles of the Sustainable Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD) reporting standard. We encourage you to review this report and we look forward to building on these important and evolving initiatives in the years to come.

About Halozyme

Halozyme is a biopharmaceutical company bringing disruptive solutions to significantly improve patient experiences and potential outcomes for emerging and established therapies.

As the innovators of the ENHANZE® technology with the proprietary enzyme rHuPH20, Halozyme's commercially validated solution is used to facilitate the delivery of injected drugs and fluids in order to reduce the treatment burden to patients. Having touched more than 800,000 patient lives in post marketing use in seven commercialized products in up to 100 global markets, Halozyme has licensed its ENHANZE® technology to leading pharmaceutical and biotechnology companies including Roche, Takeda, Pfizer, AbbVie, Eli Lilly, Bristol Myers Squibb, Alexion, argenx, Horizon Therapeutics, ViiV Healthcare, Chugai Pharmaceutical and Acumen Pharmaceuticals.

Halozyme also develops, manufactures, and commercializes – for itself or with partners – drug-device combination products using its advanced auto-injector technology. These products are designed to provide commercial or functional advantages such as improved convenience and tolerability, and enhanced patient comfort and adherence. The Company has a commercial portfolio of products that includes Hylenex® and XYOSTED®. In addition, Halozyme is also supporting two pharmaceutical companies in developing new products to be delivered by Halozyme's proprietary auto-injector technology.

Halozyme is headquartered in San Diego, CA and has offices in Ewing, NJ and Minnetonka, MN. Minnetonka is also the site of its operations facility.

For more information, visit [Halozyme.com](https://halozyme.com) and follow the company on LinkedIn and Twitter.

800,000 patient lives touched with ENHANZE®

7 partner commercial products in up to 100 global markets

2022 revenue \$660 million

385 total full-time employees*

Our Values



We Respect and Value the Team



We Focus on Patients



We Do the Right Thing



We Are All Empowered & Accountable



We Innovate

*as of December 1, 2023

From Our CEO



For over twenty years, Halozyme has been focused on delivering transformative solutions to improve the patient treatment experience for people battling diseases, including cancer, autoimmune, and neurodegenerative disorders. We have built an exceptionally strong culture that is rooted in our efforts to work together as **One Team** to advance this important mission. We are unified as One Team as we serve patients, our partners, our peers, and the communities where we work and live.

With our disruptive drug delivery technologies and commercial portfolio, we are committed to reinventing the patient experience helping to ease the burden of treatment and improving patient outcomes. Every team member is dedicated and works hard to find new solutions to make the treatment experience as easy as possible for people suffering from serious illnesses.

Our ENHANZE® technology has touched more than 800,000 patient lives in post-marketing use in seven commercialized products in up to 100 global markets. Our Hylenex® recombinant (hyaluronidase human injection) is the only FDA-approved

recombinant human hyaluronidase; it is the number one prescribed hyaluronidase with more than four million vials sold. As our impact on people and the communities we serve grows, our dedication to Environmental, Social and Governance (ESG) excellence remains central to achieving our mission and driving business results.

This report offers insight into how we are advancing progress toward our ESG goals. Recent achievements and priorities described in this report include:

- Continuing to evolve and strengthen our ESG program as well as executing our commitment to transparency
- Building a diverse and thriving workforce energized by our mission to serve patients
- Supporting employees' continuous growth and development through dedicated learning time and an extensive in-person and online curriculum
- Serving our various communities, including supporting St. Jude Children's Research Hospital at the enterprise-level
- Reducing our environmental impact at our new corporate headquarters
- Demonstrating our commitment to governance and board refreshment with two director transitions, including welcoming Barbara Duncan and supporting Jim Daly's retirement from the board

Halozyme is a company that continues to evolve and transform without ever losing sight of the needs of our most important stakeholder: the patient. The platforms and solutions in our portfolio have the potential to change patient lives and improve outcomes. I hope this report provides you insight into this commitment as well a deeper understanding of our ESG strategy and progress.

Regards,

Helen Torley
Helen Torley

Our Approach to ESG

At Halozyme, we believe operating responsibly and efficiently is vital to creating long-term value for our company and stakeholders. Our stakeholders are considered in every aspect of our business. We are focused on delivering on the key metrics and goals we established to advance our strategy.

Our ESG strategies, programs and priorities are guided by our stakeholders and third-party frameworks including the Sustainability Accounting Standards Board (SASB) biotechnology and pharmaceuticals standard and Task Force on Climate-related Financial Disclosures (TCFD). We are also actively working to comply with California Climate Disclosure Regulations, including SB-253 (Climate Corporate Data Accountability Act) and SB-261 (Greenhouse Gases: Climate-related Financial Risk).

ESG Governance Structure:

Halozyme's Board of Directors

Oversees Halozyme's ESG strategy

Key Committees

Audit Committee

Compensation Committee

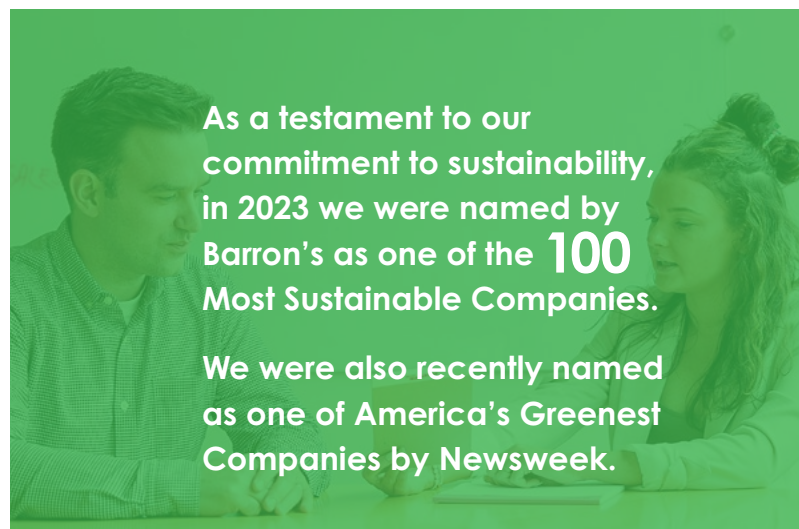
Nominating and Governance Committee

Executive Management

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

ESG Team

Recommends and develops Halozyme's ESG strategy and programs



STAKEHOLDERS



PATIENTS & CAREGIVERS



CLINICIANS & OTHER
HEALTHCARE PRACTITIONERS



EMPLOYEES



PARTNERS & COLLABORATORS



SUPPLIERS & CUSTOMERS



GOVERNMENT REGULATORS



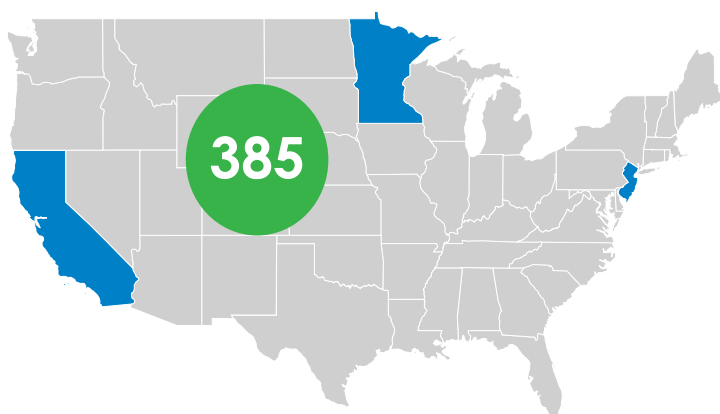
LOCAL COMMUNITY



INVESTMENT COMMUNITY

Our People

As of December 1, 2023, our workforce of **385** includes **242** employees located in our three office locations, plus **143** field based employees within the U.S.



At the core of our purpose is an unwavering commitment to enhancing patient experiences and potentially outcomes. It is this mission that drives every facet of our organization, with our employees playing a vital role in bringing this purpose to life.

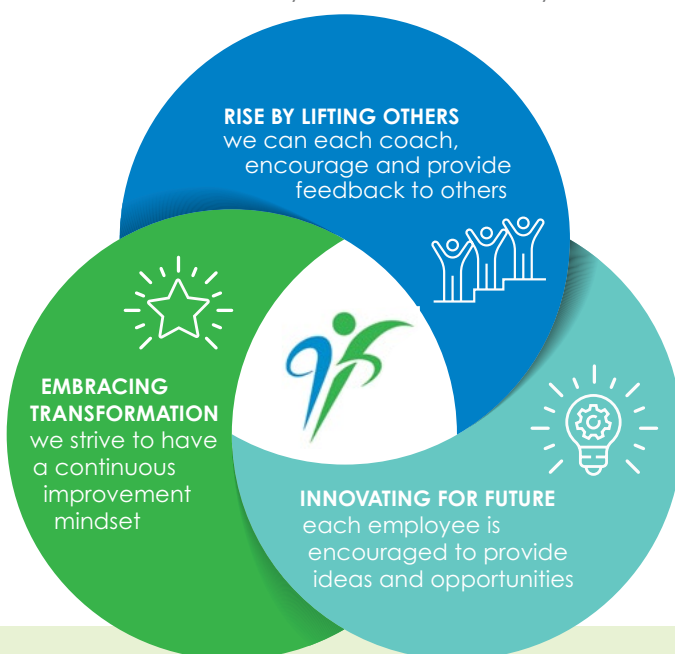
Our commitment to our values is evident in our strong One Team culture. We foster a culture of innovation and collaboration, firmly believing that our diverse perspectives enhance our collective strength.

We achieve more together than we could individually.

Our dedication to sustaining this culture is reflected in our longstanding commitments to inclusive hiring, employee development, and fair compensation practices for all.

Through the combined efforts of every individual in our organization, working together to shape our One Team culture and advance our mission, we not only meet the needs of the present but also lay a strong foundation for serving society by making a meaningful difference in healthcare experiences and outcomes for the future.

There are three common behaviors that serve as a unifying force within our organization. As we pursue our mission to enhance patient experiences and outcomes, these behaviors are key to our success. They include:



“I thrive in Halozyme’s One Team culture and value the focus on continuous learning and development of employees.”

Anna-Maria Hays Putnam, VP, Development and Manufacturing

Diversity, Equity and Inclusion

Halozyme is committed to compliance with all applicable federal, state and local laws prohibiting unlawful considerations of race, religion, color, national origin, sex, sexual orientation, gender identity, age, disability, marital status or any other protected classification. Our goal is to maintain and grow our inclusive workplace and assure we have a work environment free from discrimination and harassment of any kind, including sexual harassment, racism, and discrimination based on gender or sexual orientation.

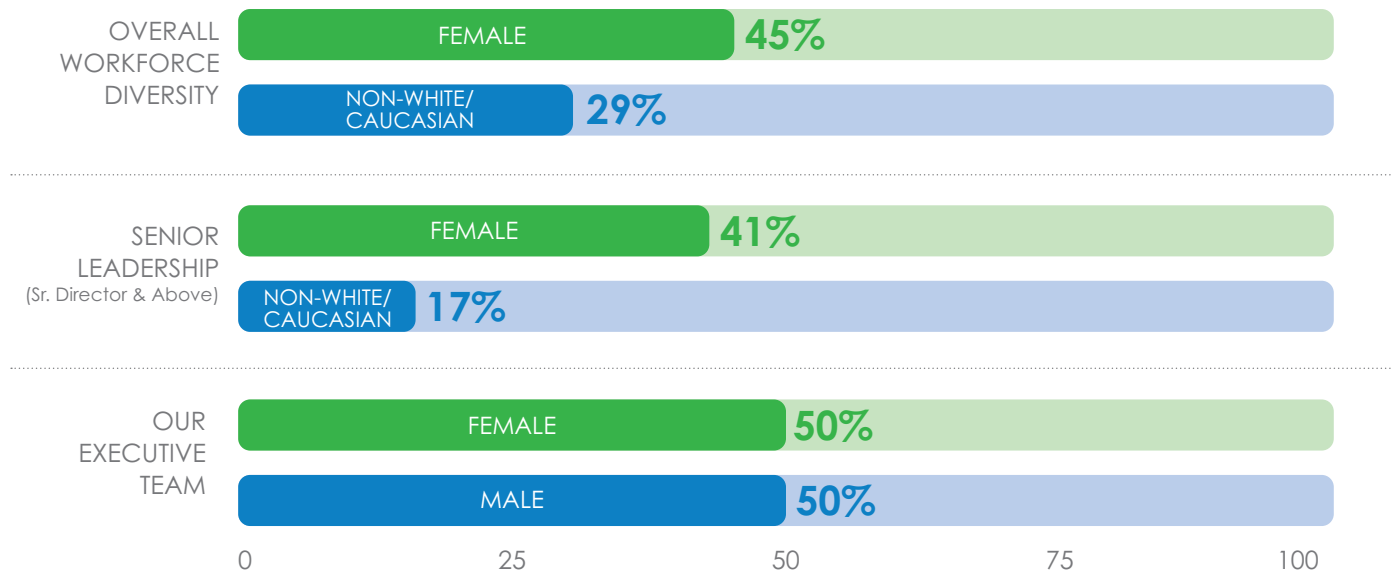
We integrate DE&I holistically into Halozyme's core processes to ensure that it's not a stand-alone initiative but is an intrinsic part of the organizational DNA.

We continually work to build a diverse team that reflects the rich tapestry of global talent, united by a shared

passion for making a positive impact on the lives of patients and their families.

We embrace and celebrate the unique talents, backgrounds, and perspectives each team member brings to the table, recognizing that diversity is a catalyst for innovation. In line with our commitment, we have adopted the Biotechnology Innovation Organization's principles on workforce development, diversity, and inclusion. These principles guide our strategies to foster a workplace culture that nurtures creativity, collaboration, and excellence.

As of December 1, 2023, our dedication to these principles has resulted in a diverse and inclusive employee base. Specifically:



As part of our Elevate leadership training curriculum, we reinforce key DE&I topics with our leaders to provide them with the tools and training they need to support our DE&I efforts. Leaders learn how to prevent unconscious bias and promote trust and psychological safety, among other topics.

While we are proud of our achievements in creating a diverse and inclusive workforce, we recognize that fostering diversity is an ongoing journey. By fostering a culture that values and leverages the diverse strengths of our team, we believe we are better positioned to drive innovation, improve patient outcomes, and contribute meaningfully to the healthcare industry.

Recruiting Talent and Onboarding

As champions of diversity and equal opportunity, we are dedicated to fostering an inclusive work environment that attracts a spectrum of talent that embodies our core values.

We actively seek individuals who not only champion our mission, but also contribute to the One Team culture. 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 a range of internal stakeholders as part of diverse interview panels.

Our average time to fill an open or new position is 66 days, which is faster than the industry average of 105 days

(May 31, 2023, Randstad, Life Sciences & Pharma).

We continuously evaluate our recruiting strategy against key metrics. From offer acceptance rates to time-to-hire, turnover statistics, and the diversity of our workforce, we regularly analyze our recruitment efforts to ensure they are aligned with our culture, our values, and our corporate objectives. This data-driven approach, combined with awareness of prevailing market conditions, positions us at the forefront of talent acquisition, tailoring our workforce to the evolving needs of our industry.

Onboarding Excellence

When new team members embark on their journey with us, our onboarding process is crafted to set the stage for their success. Comprehensive training on essential topics such as information technology, environmental health and safety, corporate compliance, and quality assurance ensures our new team members are equipped with key knowledge essential for their success at Halozyme.

Our learning curriculum – branded “Start.Inspired” – is a testament to our commitment to providing new employees with a unique insight into our organizational culture, unlocking resources for a successful launch into their new career at Halozyme. This strategic onboarding isn't just about assimilation; it's about igniting the spark for a transformative and enduring professional journey.

For recruiting and onboarding, our focus extends beyond the mere filling of positions — it's about strategically building a workforce that not only meets the demands of today but is poised to thrive in the challenges of tomorrow. As stewards of talent and architects of growth, we recognize that investing in our people is an investment in the sustained success of our organization.

Employee Engagement

At Halozyme, fostering trust and cultivating a high-performing culture is not just a goal, it's a top priority. We recognize that an engaged workforce is the foundation of success. We actively encourage engagement through a range of activities and initiatives.



“Halozyme’s onboarding has been the most seamless that I have participated in. The frequency of communication and insight into decision making from the executive leadership is also incredible at Halozyme. The transparency of corporate goals and impacts to compensation builds trust and alignment with employees.”

Trevor Knight, Director, Project Management

C.A.R.E. Squad

To further strengthen our culture, we've established the C.A.R.E. Squad, a dedicated team at each site focused on Celebrating, Appreciating, Recognizing, and Engaging our employee base. Through quarterly birthday celebrations, site-wide events, off-site activities and leading our activities to support the community, the C.A.R.E. Squad ensures that our employees feel valued, appreciated, and connected.



Open Communication Channels

Our commitment to transparency and openness is exemplified through regular skip-level meetings hosted by our CEO. These meetings provide a direct platform for employees to stay abreast of strategic developments, learn about cross-functional initiatives and importantly ask questions and share opinions and suggestions to further improve Halozyme. The insights gained result in tangible refinements to our communication strategies, operational plans and training and development activities.

We also host regular, company-wide meetings to foster a culture of continuous communication and knowledge sharing. These semi-monthly all-employee meetings are widely attended and serve as open forums, providing updates on strategy, celebrating achievements, sharing best practices as well as sparking vibrant Q&A. Additionally, our weekly company-wide newsletter keeps employees informed and engaged with the latest developments. Both All Hands meetings and our newsletter boast high engagement, with the vast

majority of employees regularly attending meetings and opening and reading the newsletter.

Comprehensive Employee Engagement Surveys

We believe in continuous improvement, and to that end, we conduct regular employee engagement surveys. Achieving consistently high participation rates reflects the strong commitment of our workforce. The inclusion of written comments from over half of the respondents provides valuable qualitative insights, enabling us to understand our strengths and identify areas for enhancement.

More than **81%** of employees participated in this year's survey, sharing more than **800** constructive comments. The leadership team and functional leaders review the results and comments and we develop actions to address 1-2 high impact areas each year.

Employee Recognition Programs

Our commitment to appreciation and recognition extends beyond regular events. We have established formal recognition programs to acknowledge outstanding contributions, fostering a culture where individual efforts are valued and celebrated.

The program is designed to recognize strong, business advancing examples of innovation, collaboration, peer-to-peer coaching, going above and beyond to lend a hand and speed of embracing transformation.

In addition, it is inclusive, ensuring recognition is accessible to all and serving as a forum for recognizing employees and teams at all levels across various roles. More than 142 employees were recognized as part of our peer-to-peer recognition program in 2023 for behaviors reflective of our values and One Team culture.

Professional Development

We firmly believe that employee development is not just a benefit but a strategic driver for our future growth and overall success. Recognizing that high-performing individuals are continuously seeking challenges and avenues for skill enhancement, our Inspired Journey learning and development program is designed to empower employees in creating personalized paths towards self-inspiration and professional growth.

Our learning and development program is not a one-size-fits-all approach. Instead, it draws inspiration from insights and expressed needs gathered directly from our diverse workforce and leadership. This ensures that our curriculum is dynamic and responsive, addressing the evolving skills and competencies essential for the execution of Halozyme's corporate objectives.

Personalized, Flexible Development Journeys

Recognizing the uniqueness of each employee's learning style and career trajectory, we embrace a personalized approach to development. Through an annual individual development planning process, each employee tailors their journey, building upon their strengths, experiences, and acquiring the skills necessary to thrive at Halozyme and beyond.

Halozyme's commitment to development is foundational. It is so important that as an organization, we dedicate 4 half days per year to individual training and development for all employees. This equals 16 hours per year per employee. This Dedicated Learning Time is intentionally blocked on calendars, underscoring its significance in our organizational ethos.

16 hours per year, per employee

During Dedicated Learning Time, our team members are empowered to choose the mode of learning that resonates most with their individual development goals. Whether it's attending a session from our Inspired Journey program, engaging in a LinkedIn Learning session, delving into a relevant book, or connecting with industry thought leaders, the choice is theirs.

We believe that the most impactful learning experiences are those that align with individual preferences and aspirations. By providing Dedicated Learning Time, we not only endorse professional development but also acknowledge the diverse ways in which knowledge is acquired and applied.

Our commitment to professional development extends beyond specific programs, emphasizing a culture of lifelong learning. We understand that sustained success in the dynamic biotech industry requires a workforce that is not only adaptable but also continuously evolving. As employees invest their time in learning, we recognize that the ripple effects extend far beyond individual growth — contributing to the collective strength and resilience of Halozyme.

87.5% employees engaged in Inspired Journey & LinkedIn Learning

In 2023, we set a corporate goal to continue strengthening our high performing culture by building the strengths and skills of employees through increased participation in Inspired Journey course and LinkedIn Learning (measured from our 2022 baseline.) Our target was to increase participation by **15%** and as of the time of publication, we are tracking well ahead of this goal with **87.5%** of employees engaged in their development.

Programs for Leaders

Our commitment to leadership development extends to our emerging leaders (senior director and above), who participate in regular Lead.Inspired programs. These interactive sessions, facilitated by our CEO, encompass discussions on corporate strategy, insights from guest speakers, and engaging case studies. The goal is to foster strategic thinking, enterprise-wide business acumen, and leadership skills vital for navigating the complex landscape of the biopharmaceutical industry.

All people leaders including our leadership team participate in our Elevate program. This cohort-based learning journey offers leaders:

- Heightened self-awareness and leader mindsets that build trust and inclusion, activate accountability, and ignite high performance
- Expertise for igniting purpose, strengths and engagement of each employee and team
- Agility and resilience for leading the change that drives successful results and inspires innovation
- Strengthened ability to lead beyond the technical so that long term visions, strategies and results can be achieved

Strengthening Capabilities for Corporate Excellence

The primary objective of Inspired Journey is to amplify the capabilities necessary for Halozyme to execute its corporate objectives. We recognize that as our employees grow professionally, so does the collective strength of our organization. This, in turn, accelerates the overall success and resilience of our company.

Individual goal setting and performance goals also augment the development process. 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. Additionally, we have an annual goal setting process, and employees and their managers conduct mid-year and annual performance review discussions as well as informal conversations on a regular basis. These conversations promote regular exchange of feedback, allowing both the employee and the manager to jointly reflect via an appreciative inquiry approach, and to share each other's perspectives.

In addition to our in-house development programs and performance management process, everyone participates in 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.



“ Career and professional development is an important part of the employment experience at Halozyme. It's very inspiring to be part of an organization that promotes this type of growth. **”**

Tom Evans, Director, EHS & Facilities Management

Focusing on Purpose

In addition, we incorporate personal purpose statements into the review process. Because we invest so much time and energy into our career, when we can connect the work we do every day with our personal purpose, our work becomes even more fulfilling, the impact we create is even greater, and we are more likely to achieve our goals.

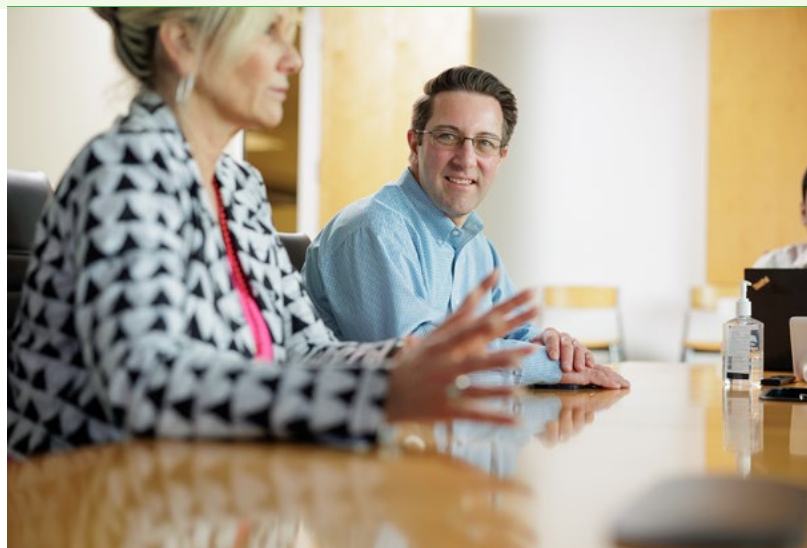
As we drive transformation at Halozyme, employees are encouraged to think about their personal purpose and how that connects to the purpose of the work we do every day. We all play a role in achieving Halozyme's vision to excel in commercializing disruptive novel drug delivery technologies solutions that cost-effectively transform the patient treatment experience and improve outcomes, ultimately transforming patient lives.

As we head into 2024, we will continue to proactively manage the needs of our workforce through training and development.

Compensation and Benefits

At Halozyme, our Compensation Committee, as an integral part of our Board of Directors, oversees the design and implementation of our compensation programs. These initiatives are designed to attract, retain, and reward top talent, underscoring our commitment to fostering a high-performance culture.

Our compensation programs encompass competitive salaries, annual bonus eligibility, and long-term incentive awards. We conduct market assessments to benchmark our compensation against industry standards within



the bio-pharma sector. This ensures that our reward structures are not only competitive but also aligned with the unique One Team culture that defines Halozyme.

Commitment to Fairness and Equity

At the core of our compensation philosophy is a steadfast commitment to fairness and equity, irrespective of gender, race, ethnicity, or age. This commitment is built upon the pillars of trust and openness. We believe that a focus on fairness is a strategic necessity for attracting and retaining a diverse and exceptional workforce.

Transparent Decision-Making

To uphold our commitment to fairness, every compensation decision undergoes review by multiple members of our human resources and leadership teams. This multi-layered approach ensures that implicit biases are identified and eliminated from human capital decisions. This process scrutinizes actions involving base



salary, annual bonuses, promotions, and long-term incentive awards.

As part of our commitment to continuous improvement, we remain vigilant in evolving our compensation programs to align with emerging industry trends, regulatory changes, and the evolving needs of our diverse workforce. Our programs are reviewed by external third parties as well. This commitment ensures that our compensation practices not only meet but exceed the expectations of our employees, investors, and other stakeholders.

Comprehensive Benefits

For health and welfare benefit coverage, a regular full-time employee is eligible for benefits starting on the first day of the month following the date of hire or on the date of hire if it falls on the first of the month. Halozyme’s benefits package is comprehensive and 91.4% of employees utilize our benefits.

All Halozyme employees over the age of 21, regardless of full-time or part-time status, may participate in Halozyme’s 401(k) Plan. Additionally, every employee has the opportunity to become a company shareholder, because all are eligible for equity awards and stock purchases through our Employee Stock Purchase Program.

Holistic Approach to Wellness

Halozyme recently deployed two new wellness tools to support employees’ wellness journeys: Modern Health and Wellbeats Wellness.

Modern Health is the only holistic mental health, well-being and resiliency platform that meets people where they are and trains them to be less stressed, more engaged, and happier through evidence-based technology and professional support, while Wellbeats Wellness is an on-demand fitness provider that delivers fitness classes, challenges, and fitness assessments anytime, anywhere.

Moving forward, we will continue to provide tools and resources to empower our workforce in managing their physical and mental health.

A Comprehensive Time Off Benefit

We offer paid time off, holidays including a week off in the winter, and support for 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.

While regular attendance is crucial to maintain business operations, Halozyme recognizes that, for a variety of reasons, employees may need time off from work. Halozyme has available a number of types of leaves of absence available to employees, including:

Family and medical leave	School discipline leave
Paid parental leave	School or child care activities leave
Paid pregnancy leave	Election Day
Discretionary medical leave	Election officer leave
Bereavement	Bone marrow and organ donation leave
Military leave	Leave to attend court proceedings for serious crimes
Military family leave	Leave for victims of domestic violence and sexual assault
Jury and witness duty	Emergency services leave

Flexible work enviroment

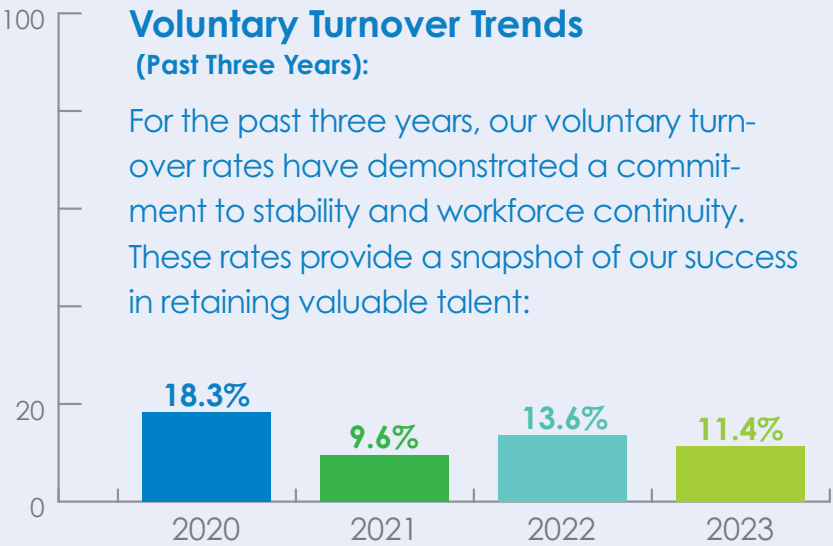
In recognizing the work preferences for some and the need to deliver operational results, we have an established approach to working in office and from home. Our model is designed to support some flexible work experiences and intentional collaboration. The majority of our employees work 3 days a week on-site, focusing on collaboration, development, and building connections. They then may work remotely for the remaining days of the week, if business needs allow.

As we navigate the complexities of the evolving work landscape, we believe that our strategic approach to compensation and benefits positions us for future growth and success, underpinned by a resilient workforce and a corporate culture that fosters innovation, collaboration, and adaptability.

3 days a week on-site for collaboration, development and connecting with colleagues

Turnover and Tenure

We employ various metrics to gauge our effectiveness in talent management, with a primary focus on the voluntary turnover rate. This metric serves as a barometer of our ability to engage and retain our workforce. We are pleased to report that our company's voluntary turnover rate has consistently remained below the national life sciences industry average of ~18%, as per the Aon Radford – US Life Sciences Survey, for the past five years. This achievement underscores our strength in both recruitment and retention, especially within the highly competitive global life sciences labor market.



Our Communities

Halozyme's One Team culture is rooted in both giving and gratitude. We are committed to making a difference in the communities we live and work in by building positive and sustainable relationships with local organizations. Specifically, we focus on organizations that are working to improve or support:



PATIENT ADVOCACY/HEALTHCARE



HEALTH DISPARITIES



STEM EDUCATION



HUMANITARIAN SERVICES



ENVIRONMENT



CHILDREN IN UNDERSERVED COMMUNITIES

Our community support activities align with Halozyme's corporate giving strategy, and are recommended and executed by the C.A.R.E. Squad, which is comprised of employee volunteers who are passionate about Celebrating, Appreciating, Recognizing, and Engaging their fellow employees and serving the community. Halozyme has a C.A.R.E. Squad in each of its locations, and the teams play a key role in organizing and executing our community support activities.



2023 Community Efforts Dedicated Service Time

In 2023, the C.A.R.E. Squad led Halozyme's inaugural Dedicated Service Time. During Dedicated Service Time, employees were able to choose from a variety of activities to support. Activities ranged in duration from a half hour to several hours, location (both on-site and off-site options were available), and cause to accommodate most employees' schedules and interests.

More than **170** employees participated in Dedicated Service Time, supporting more than **14 different organizations**, including Habitat for Humanity, Father Joe's Villages, San Diego Food Bank, and Ronald McDonald House in San Diego; Feed My Starving Children, St. David's Center, Junior Achievement and Ronald McDonald House in Minnetonka; and Bikes for Goodness Sakes in Ewing.

170
employees
participated in
Dedicated
Service Time



St. Jude Fundraising

Halozyme also partnered with St. Jude Children's Research Hospital as our national charity partner in 2023. Our employees raised more than **\$50,000** for St. Jude, which will go toward providing children with cutting-edge treatments not covered by insurance, at no cost to families.

As part of our fundraising efforts, the C.A.R.E. Squad organized 5k Run, Walk and Rolls in our communities to generate awareness for St. Jude and our fundraising campaign while offering employees an opportunity to come together to support this deserving organization.

\$50K

employees raised more than \$50,000 for St. Jude



Serving our Communities

Our teams also hosted holiday toy drives in each of offices to benefit the Boys and Girls Clubs of Greater San Diego (San Diego), Toys for Tots (Minnetonka), and Holiday Hope (Ewing).

In 2024, we strive to continue to maximize the positive impact of our efforts.



Patients and Products

At Halozyme, we're driven by a commitment to deliver products that have the potential to improve patients' lives. Upholding the highest standards of product quality and safety isn't just a mandate, it's an imperative. We understand the weight of responsibility that comes with developing and delivering our solutions, and we're focused on ensuring their excellence throughout their lifecycle.

Measuring Our Commitment

In 2022, we consolidated our legacy Quality teams, forming a unified Quality organization. As a result of this integration, in 2023, we were able to begin implementing best-in-class frameworks, protocols, and programs aimed at optimizing our Quality operations.

As part of our operations, we are focused on:



Making patient safety a paramount focus of our research and development efforts



Following all applicable laws, regulations, and company policies and procedures



Handling all research and development activities ethically and at the highest levels of current scientific standards



Never sacrificing quality to meet a deadline or target



Raising and promptly addressing any quality questions or concerns through appropriate channels

Our reporting mechanisms for quality concerns are transparent and efficient. We've 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.

Our Quality Management System

In 2023, we started the process of deploying an integrated Quality Management System (eQMS). This advanced system serves as a robust platform for ensuring heightened control, consistency, and continuous improvement throughout our operations.

Framework Supporting our Commitment

Our eQMS platform encapsulates a comprehensive structure that upholds our philosophy and commitment to maintaining product quality standards. This platform serves as the repository for the details of our quality and compliance infrastructure, underscoring our dedication to adhering to the highest industry benchmarks.

Adherence to Regulations

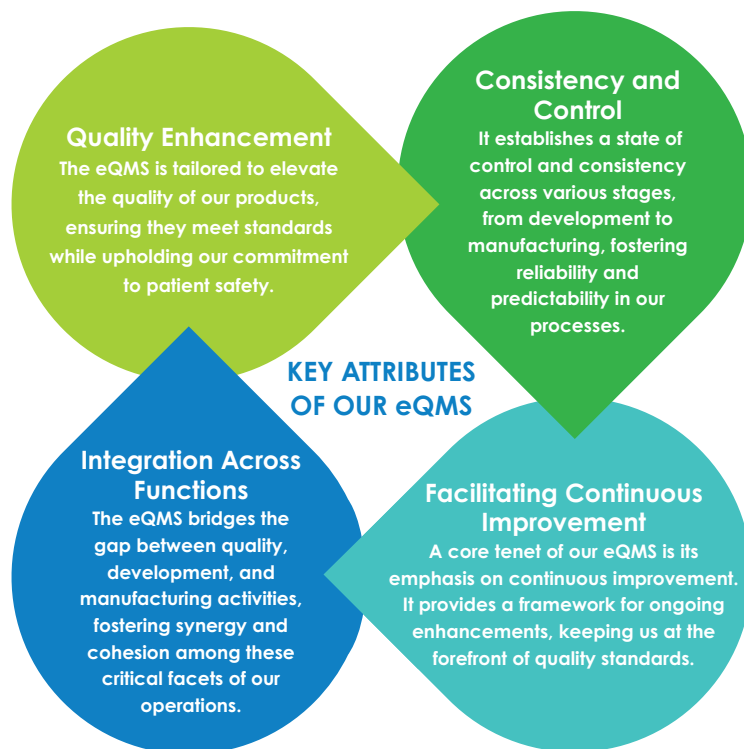
Halozyme operates within a highly regulated landscape governed by several agencies, including the FDA under the Federal Food, Drug, and Cosmetic Act (FFDCA). Our employees diligently adhere to these stringent regulatory requirements spanning research, development, manufacturing, testing, storage, labeling, marketing, promotion, distribution, and sale of our products.

Moreover, our commitment extends beyond mandatory regulations. We voluntarily comply with the Pharmaceutical Research and Manufacturers of America (PhRMA) Code, reinforcing our commitment to ethical practices and industry best practices.

Furthermore, our quality system maintains strict compliance with ISO 13485 standards. Annually audited by a Notified Body, this evaluation ensures our adherence to quality benchmarks, assuring stakeholders of our unwavering commitment to quality and safety.

Research and Development of Products

At Halozyme, we take great pride in having discovered products that offer the opportunity to make a meaningful difference in the lives of patients. We respect the responsibility involved in bringing our products



to market, and we value product quality and safety as two of our highest priorities. Our commitment to quality and safety is one we must all share, regardless of our individual role in the company. It applies to all phases of the life cycle of our products – from the initial clinical trial of a product, generally conducted by one of our partners and continuing all the way through to consumer use. We work to meet or exceed the most stringent product regulations applicable to our company to ensure that patient safety is not compromised.





Reporting Adverse Events

Adverse Event Reporting: Upholding Transparency and Safety

Halozyme maintains a robust framework for reporting adverse events, ensuring transparency, and prioritizing patient safety. This comprehensive process is ingrained in our operations, underpinned by regular training sessions provided to employees and contractors.

Adverse Event and Product Complaint Reporting

IMMEDIATE REPORTING PROTOCOL

Employees are mandated to report any observed adverse events promptly, irrespective of the perceived direct correlation to a product. This proactive approach underscores our commitment to vigilance and accountability.

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 meticulous attention to safety data within the clinical trial landscape.

COMMUNITY ENGAGEMENT

Encouraging engagement from the wider population, we invite and encourage individuals to communicate any observed adverse events directly to us via accessible contact information. This open communication channel reinforces our commitment to gathering comprehensive safety data.

Product Complaints Handling

THOROUGH DOCUMENTATION

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

SWIFT RESPONSE & ESCALATION

Directing the reporter to our toll-free reporting number ensures a swift and standardized process. Simultaneously, immediate notification to our Quality Assurance team guarantees timely action and investigation.

ADVERSE EVENT ASSOCIATION

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

This comprehensive approach to adverse event reporting 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 prioritizes a culture of excellence and adherence to high standards, ensuring compliance through comprehensive employee training and robust oversight of our operations and contracted manufacturing partners.

Employee Training and Adherence to Standards

THOROUGH TRAINING PROTOCOLS

Rigorous training programs equip our employees with an in-depth understanding of our policies, standard operating procedures (SOPs), work instructions, and guidelines. This ensures that all activities performed adhere to our elevated standards, fostering a culture of compliance and quality performance.

CONTRACTED PARTNER OVERSIGHT

We maintain a close, collaborative oversight mechanism over our contracted manufacturing service providers. This vigilance ensures that their operations align seamlessly with our standards, reinforcing the consistency and quality of our product offerings.

Ethical Standards in Biomedical Research

Upholding ethical standards, we ensure the ethical and responsible use of animals in biomedical research. Our compliance with these regulatory requirements underscores our dedication to ethical research practices.

Clinical Safety and Regulatory Compliance

PROACTIVE SAFETY MONITORING

We closely monitor the clinical safety of our products. Rigorous review of safety data from various sources is a routine practice. This process serves the crucial purpose of detecting safety signals promptly and managing them effectively.

PERIODIC SAFETY REPORTING

We produce periodic safety reports that are shared with regulatory agencies and partner companies. These reports, born from comprehensive safety data analysis, aid in updating product labeling as needed, ensuring that safety information is current and transparent.

This commitment to maintaining high standards, ethical practices, and regulatory compliance underscores our dedication to excellence, fostering trust among stakeholders and reflecting our commitment to sustainable, ethical, and quality-driven operations.

Clinical Trials

Our commitment to conducting clinical trials is built upon safeguarding participant safety, upholding ethical standards, and maintaining transparency throughout the research process. We prioritize adherence to the highest ethical principles and stringent regulatory guidelines to ensure the integrity of our clinical trials.

Ethical Oversight and Participant Protection

Every clinical trial undergoes approval processes by national and regional regulatory authorities, along with scrutiny by local ethics committees. These committees, comprised of multidisciplinary experts, review and monitor research, ensuring the protection of participants' rights and well-being.

Ethics committees play an important role in responsibly managing risks for trial participants. They assess the risk-to-benefit ratio, ensuring that participant safety remains paramount while striving for optimal trial outcomes.

Active Safety Monitoring and Signal Management

Adherence to standard operating procedures for safety data processing and signal management is fundamental. Our proactive approach supports active monitoring of patient safety during clinical trials. Any new safety signals detected prompt expedited communication to regulatory authorities and ethics committees, enabling any necessary adjustments to trial protocols for participant risk minimization.

We maintain transparency in our research endeavors and sponsored trials, ensuring accessibility to information regarding the research conducted, its outcomes, and

the results. This commitment to transparency reinforces our dedication to integrity and accountability.

Enhancing Access to Medicines and Alliance Support

Our FDA-approved commercial products, Hylenex and Xyosted, are testament to our commitment to delivering high-quality, regulated medications in the US market, reflecting our dedication to compliance and efficacy.

Beyond product development, we actively collaborate with alliance partners to support access to medicines. During clinical development, we assist our partners in securing Orphan Drug Designation and pediatric development plans, particularly for rare diseases and pediatric populations. This inclusive approach aligns with our commitment to broadening access to vital medications.

Interactions with Healthcare Professionals

Appropriate and ethical relationships with healthcare professionals are an essential business component to any pharmaceutical company. A critical element of this relationship is ensuring that healthcare professionals have accurate, balanced information regarding prescription medicines. These interactions should be conducted in a fair and ethical manner to ensure that purchasing or prescribing decisions are made objectively, and not on the basis of a financial relationship. As such, Halozyme expects all employees to conduct themselves in the most appropriate and compliant manner when interacting with healthcare professionals. Because healthcare professionals are subject to specific laws and regulations, when interacting with healthcare professionals, all employees shall abide by applicable laws and applicable Halozyme policies.





Our Environment

Leadership in Environmental Stewardship

At Halozyme, we are committed to protecting our planet's natural resources and serving as dedicated stewards of the environment. This mindset guides our efforts to promote environmental sustainability within our operations. We proactively address environmental risks, implement robust Environmental Management Systems (EMS), and challenge ourselves to do better by developing science-based sustainability targets (SBT) and related corporate goals.

Our key initiatives focus on energy use reduction, water conservation, waste minimization, and conversion of waste to energy programs. These efforts converge with a shared objective: reducing our environmental footprint. We continually assess our environmental impacts and work on developing action plans to address our environmental impacts and risks and opportunities in environmental management.

In 2023, we intensified our commitment to Environmental, Health & Safety (EHS) and advance our journey to EHS excellence.

Our Global EHS Policy drives our objectives and performance. We employ experienced and dedicated EHS professionals and are partnered with premier regional and national consulting agencies. All staff are provided with appropriate training where the concept of EHS excellence is always at the forefront, and lab staff are trained in the important principles of waste minimization and the preferred use of less hazardous materials.

As a result, we uphold the highest occupational and industrial safety standards and take pride in our best-in-class performance. Our offices and labs meet or exceed all local government requirements, and as a result, we have had zero environmental incidents. This achievement is the result of commitment, planning, participation, and execution on our Journey to EHS Excellence concept.

Our site-led "Green Teams" across the organization are routinely seeking creative ways to reduce our environmental footprint with programs such as bring your own coffee mugs and utensils; paper, plastic, and glass recycling; and contribution to the community through environmentally focused volunteering. In 2023, we cleaned up a nearby natural preserve in San Diego and planted trees near our Minnetonka office.

Optimizing our Facilities

In 2023, Halozyme underwent a significant transition as we relocated our headquarters to a new, strategically chosen location in San Diego. This move was made with a keen focus on our commitment to Environmental, Social, and Governance principles, and it reflects our dedication to sustainability and responsible business practices.

Environmental Considerations

The new headquarters was chosen for its energy-efficient design and systems, reducing our carbon footprint and overall energy consumption.

We have partnered with our landlord to decrease energy use by eliminating the amount of HVAC energy consumed in office spaces during off hours. In addition, we have established a goal for reducing HVAC energy utilized in our lab spaces by 10% in 2024, and we are utilizing LED lighting and/or motion sensors throughout workspaces.

In addition our laboratory waste to energy program has grown to convert at least 75% of waste generated in the lab to renewable energy. This results in thousands of kWh returned to the regional electrical supply grid. When able, we have installed laboratory support equipment that is energy efficient and uses up to 90% less water, such as our glasswash and autoclave operations.

Social Impact

Accessibility: We ensured that the new headquarters is easily accessible to employees, supporting their well-being and reducing traffic-related emissions. Additionally, the location was chosen specifically due to its ease of accessibility to and from major roadways, bike paths, and nearby amenities, all reducing energy and GHG emissions resulting from employee commutes.

Community Engagement: Our choice took into account the potential positive impact on the local community, including job opportunities and partnerships that benefit the region.

Governance and Compliance

Regulatory Compliance: We ensured that our new headquarters complies with all local, state, and federal

regulations, reflecting our commitment to strong governance practices. However, regulatory compliance is a minimum standard at Halozyme. When there is a community benefit, we strive to exceed requirements.

Data Security: The facility was equipped with state-of-the-art data security measures to protect sensitive information and uphold the highest ethical standards.

Long-Term Sustainability Goals

The selection process for our new headquarters aligns seamlessly with our long-term ESG goals, such as achieving NetZero energy usage at our company headquarters by 2030. We have set a goal to complete our SBT calculations and publish those results by the end of 2024.

As we embark on this new chapter at our headquarters, we remain firmly dedicated to our ESG initiatives. We are committed to developing SBTs and regularly measuring and reporting on our progress. Achieving our sustainability and responsible business objectives ensures that our actions align with our values to make a positive contribution to our employees, stakeholders, and the broader community.



Carbon and Climate

Halozyme offers a hybrid work schedule that aligns with our strategic priorities. This work arrangement delivers a tangible impact on our carbon and climate goals, reducing indirect CO2 emissions and alleviating traffic pollution.

This translates to a forward-looking, environmentally responsible approach that benefits both our workforce and the world we share. Together, we are driving progress toward a more sustainable future, where both productivity and planet thrive.

Preserving Natural Resources

We are committed to preserving natural resources. We underscore this commitment with practical initiatives,

including EV charging stations for employees and visitors and bike storage facilities. These measures align with our goals of reducing our environmental footprint and promoting sustainable commuting options.

Climate Risk Management

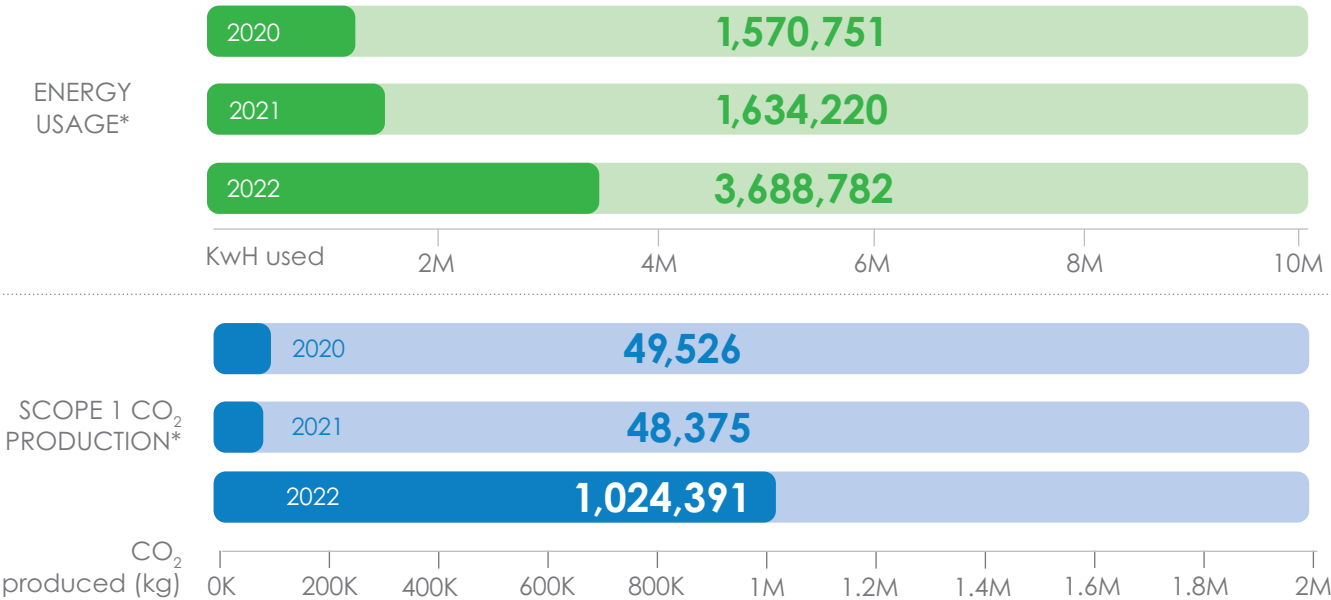
In line with our evolving ESG strategy, we are actively integrating climate risk management into our initiatives. While this represents a newer area of focus for us, we are dedicated to building a robust framework for evaluating and mitigating climate-related risks in our operations. As we establish SBTs and share our milestones and accomplishments we will further demonstrate our willingness to take action and be a leader in this area.

Energy

Our goal remains to achieve NetZero energy usage at our company headquarters by 2030. As we progress towards this goal, we are taking deliberate steps to reduce our environmental footprint.

Our commitment extends to our vehicle fleet, we are evaluating plans to transition our fleet vehicles to options less dependent on fossil fuels such as hybrid and electric vehicles (EVs).

In 2023 we began our new key supplier EHS assessment program. This program evaluates the EHS performance of select key suppliers. It is our goal to expand this program in 2024 and beyond to include additional sustainability topics that ensure alignment with our SBTs and commitments.



*2020 and 2021 data reflects single location, while 2022 data reflects three locations (post Antares acquisition)

Waste Management



At Halozyme, our commitment to waste management stands at the forefront of our environmental initiatives. We aspire to lead among our peers, exemplifying our dedication through a series of impactful measures:

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

Our comprehensive recycling programs encompass paper, plastic, fluorescent bulbs, batteries, and electronic waste ensuring these materials are properly recycled. An impressive **75 percent** of our lab waste, measured by volume, is systematically recycled, and/or converted to a usable energy source, underscoring our steadfast commitment to reducing our environmental footprint.

We consistently meet or exceed all local, federal, and state requirements for waste management, reflecting our unwavering commitment to environmental responsibility.

We recognize the unique packaging needs of some shipments, particularly those sensitive to temperature, and we make a concerted effort to minimize and reuse packaging materials whenever possible.

Data Privacy

At Halozyme, our unwavering commitment to excellence goes hand in hand with our dedication to safeguarding the confidentiality, integrity, and availability of our valuable data assets and systems. We understand that, in an era characterized by internet connectivity and globalization, the protection of both data assets and individual privacy has never been more important.

Robust Data Privacy and Cybersecurity Governance

We take pride in maintaining robust data privacy and cybersecurity programs that are overseen at multiple organizational levels, including oversight from our CEO, Audit Committee, and Board of Directors. Our commitment to these programs is unwavering, and their performance is subject to rigorous review and assessment.

Our program undergoes quarterly review by our CEO, ensuring a continual focus on data security and privacy. Furthermore, our Audit Committee and Board of Directors conduct annual assessments, providing a high-level perspective on the effectiveness and strategic alignment of our data security efforts.

Championing Personal Privacy

In a world increasingly focused on safeguarding individual privacy, we recognize the trust placed in Halozyme by colleagues, healthcare providers, patients, and countless others when it comes to their personal information. This includes data that can directly or indirectly identify an individual, such as their name, contact information, and health-related details.

Shared Accountability

Every member of the Halozyme organization is held accountable for the protection of personal information and for processing it solely within the boundaries of applicable laws and Halozyme policies and procedures. This commitment extends to all aspects of our operations, from research and development to patient care.

Comprehensive Training

Our security training program includes:

ANNUAL TRAINING
(including cybersecurity)
for all full-time employees
and contractors

TARGET SECURITY TRAINING
for high-risk groups

PHISHING CAMPAIGNS
that run throughout the
year with remediation
training for those who fail

In addition, Halozyme has a robust set of enterprise policies for information security, access and acceptable use, data loss prevention, and crisis management plans.

Principles Guiding Personal Information Protection:

To uphold the privacy of personal information, we adhere to these fundamental principles:

Compliance with Applicable Laws: We rigorously comply with all relevant laws and regulations in the jurisdictions where personal data is collected and used.

Data Minimization: We collect and use only the minimum amount of personal data necessary to fulfill legitimate business purposes. Furthermore, we retain this data only for the duration required to achieve these specific purposes.

Secure Data Sharing: Personal data is shared exclusively with individuals who have a legitimate need for it and who are committed to its proper protection.

Incident Reporting: We have established procedures for reporting any inappropriate disclosure or receipt of personal data. Any such incidents are promptly escalated to our Senior Vice President, Chief Legal Officer. The Incident Response Plan is activated for the investigation, resolution and disclosures.

At Halozyme, safeguarding data privacy and ensuring robust cybersecurity are not only commitments but essential elements of our corporate identity. We remain dedicated to enhancing our data security programs, upholding the highest standards, and fostering trust among our valued stakeholders.

Cybersecurity


Safeguarding our data assets is integral to our business operations. We have developed a comprehensive cybersecurity strategy that encompasses four key pillars: policy, procedure, people, and technology. This strategy is designed to protect our organization from evolving cyber threats while maintaining operational resilience.

Technology Stack and Security Layers

Our technology infrastructure is structured into multiple security layers. This includes a combination of remote network security access, continuous monitoring, regular penetration tests, vulnerability scans, multifactor authentication, endpoint monitoring, automated patching software patching and anti-malware threat prevention measures. To further bolster our defenses, we engage industry-leading cybersecurity third-party vendors. Types of services provided by these vendors are monitor and automatically respond to potential cyber threats, identify trends thru AI and analytic tools to advise on program mitigation.

Risk Management with NIST-CIS Framework

Central to our cybersecurity program is our risk management approach. We adopt the National Institute of Standards and Technology (NIST) recommended Center for Internet Security (CIS) security framework controls. 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 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. Our BCP team members undergo annual training to remain aligned with the plan's 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 regularly conduct quarterly 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.

Compliance, Governance and Ethics

Our Code of Conduct and Ethics (the “Code of Conduct”) provides uniform guidance to all our employees regarding expectations for proper workplace behavior. Our corporate values emphasize respecting and valuing fellow team members and acting with integrity and honesty to uphold the highest ethical standards. We believe these values provide an environment in which all employees can feel proud and motivated to contribute their valued talents to achieving corporate goals and objectives. Our values also emphasize empowering employees and personal accountability as a means to fulfill our commitments to patients, partners, shareholders and each other.

Compliance with applicable laws and the Code of Conduct is of the highest importance. In order to foster, ensure and monitor compliance, Halozyme has adopted policies, training programs and mechanisms to promote an atmosphere of open, honest and ethical communication throughout the Company, periodic audits to monitor compliance, investigations of alleged non-compliance, and responses to detected offenses (in totality these make up the “Compliance Program”).

Governance

Strong governance is an integral element of our corporate responsibility and the foundation of our operational framework. Our commitment to the highest ethical, compliance, and legal standards underscores our dedication to responsible business conduct.

We are committed to governing through a comprehensive suite of policies, resources, and programs. These include:

All-Employee Training: We instill a culture of ethical conduct through routine, company-wide training on our Code of Conduct, as well as anti-corruption training

Confidential Reporting: We provide a confidential compliance hotline and direct access to the Chairperson of the Audit Committee, ensuring a secure avenue for reporting compliance concerns via email at acchair@halozyme.com

Policy Against Non-Retaliation: Halozyme's policy prohibits any form of retaliation for reporting a compliance concern in good faith.

Global Standards Adherence: We adhere to international standards such as ICH, GxP, Declaration of Helsinki, and PhRMA Code guidance, demonstrating our commitment to global alignment and compliance.

Data Transparency: We embrace data transparency by adhering to Clinical Trial Disclosure and Data Transparency requirements, upholding a commitment to openness in our research practices.

Publication Integrity: Our commitment extends to the adherence to Good Publication Practice Guidelines, ensuring the integrity of our scientific contributions.

Social Responsibility: We affirm our commitment, extending to all vendors and partners, to prohibit the use of child labor and uphold internationally recognized human rights.

Our Board of Directors has adopted Corporate Governance Guidelines to steer its governance practices. These guidelines undergo regular evaluation by the Board's Nominating and Corporate Governance Committee, evolving to address changing circumstances in order to serve the best interests of all stakeholders.

Our commitment to governance excellence reflects not just a promise but a commitment to transparency, integrity, and sustained growth. By adhering to these principles, we aim to enhance shareholder value and preserve the trust of our diverse and esteemed stakeholders.

Ethical Business Practice

Halozyme is committed to ethical business practices, anchored in our core value “Do the Right Thing.” This commitment serves as a foundational element, guiding our actions with integrity and honesty to uphold the highest ethical standards. We recognize the significance of compliance with laws, regulations, policies, and codes that govern our business, emphasizing both their spirit and literal terms.

Our dedication to ethical conduct is reinforced by our governance structure, which is designed to ensure accountability. These standards underscore our commitment to ethical practices in our interactions with employees, patients, and all stakeholders.

Similarly, we expect each member of our Halozyme team and our business partners to meet our ethical standards, which include:

- 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
- 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

Another important element of this core value is our pledge to contribute to society and human welfare through the operation of our business. 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.

As you review our 2022 ESG Key Data and Metrics, you will likely notice that a significant number of data points have changed since 2021. This is due to our recent acquisition of Antares Pharma and associated business growth. Although the acquisition occurred in May of 2022, we published the full year of data in an effort to increase transparency, accountability and responsibility. This table will be updated in February 2024 for Fiscal Year 2023.

Item	Answer	Additional Information
Does Halozyme have an ESG Statement?	Yes	Our ESG Statement is published to our website: https://halozyme.com/responsibility/
Does Halozyme have a corporate social responsibility report?	Yes	Our corporate social responsibility report is published at: https://halozyme.com/wp-content/uploads/Halozyme_ESG-Brochure-2022_FINAL-2.pdf
Do employees receive environmental health and safety training?	Yes	All employees and fulltime contractors receive Environmental Health and Safety Training during New Hire Orientation and on an annual basis.
Does Halozyme disclose an enterprise level environmental policy?	Yes	Halozyme has a Global EHS policy that addresses Environmental, Health and Safety across all Halozyme sites. It can be found here: http://halozyme.com/wp-content/uploads/halozyme-EHS-policy.pdf
Does Halozyme's publicly disclosed environmental policy apply the same standards to suppliers or vendors?	Yes	Halozyme's supplier management policy includes components that integrate Halozyme's safety and environmental standards into the overall management of our key suppliers. This includes biennial audits and reviews of the supplier's health, safety, and environmental programs, results, and targets.
Does Halozyme disclose an Environmental Management System?	Yes	As directed by the Halozyme VP of Sustainable Operations and the Director of EHS, the Halozyme EHS system approach incorporates key elements: Annual site compliance audits, policies and procedures, employee training, records retention, and continuous improvement. Annual compliance audits are performed by regional contracted EHS consulting companies. Results are shared with internal stakeholders. EHS policies and procedures are developed based upon regional regulatory requirements and potential site hazards. Policies and procedures are reviewed annually and maintained within the site(s) document control systems. Employee training is administered and tracked via the site Learning Management Systems (LMS) and includes relevant topics per job functions such as: Injury and Illness Prevention Program, Chemical Hygiene and Hazardous Waste Management, Biosafety and Bloodborne Pathogens, and First Aid - AED use. Each site has established an EHS Committee to ensure program continuous improvement and stakeholder involvement. EHS documentation and record retention is governed per site policy and relevant regulatory requirements. An annual EHS update report is provided to the Board of Directors and Executive Management.

Does Halozyme disclose that its Environmental Management System is certified and/or attested to ISO 14001?	N/A	We understand and recognize the value and timing of ISO14001 for some organizations, however, ISO14001 certification is not required as part of our business operations. Our current EMS program model is based upon adherence to applicable regulatory requirements and best practices. Halozyme will be considering future ISO14001 certification and we are currently evaluating participation an industry recognized sustainability assessment and rating process.
Does Halozyme disclose the percentage of the suppliers' operations covered by a certified ISO 14001 or EMAS environmental management system?	Yes	66% of Halozyme's key suppliers are attested to ISO 14001. At the time of this report, Halozyme's 2022 acquisition of Antares Pharma, Inc., is not considered in the evaluation of Key Supplier ISO 14001 attestation.
Has Halozyme had a major environmental Controversy?	No	Halozyme has not had any environmental controversies.
What are Halozyme's annual Greenhouse Gas Emissions?	Yes	2022 Scope 1 GHG emissions are 1,024,391kg of CO2.
Is Halozyme attested to ISO 50001?	N/A	We understand and recognize the value and timing of ISO 50001 for some organizations, however, ISO50001 certification is not required as part of our business operations. Our current sustainability and energy management efforts are based upon adherence to applicable regulatory requirements and best practices. Halozyme is currently evaluating participation an industry recognized sustainability assessment and rating process in the context of our legacy business, as well as the newly acquired business in 2022, Antares Pharma, Inc., and will make a longer term determination on ISO 50001 during 2023.
What is Halozyme's annual energy consumption?	Yes	2022 Electricity Usage: San Diego, CA site: 1,830,926KwH; Minnetonka, MN site: 1,748,800 KwH; Ewing, NJ site: 109,056 KwH 2022 Natural Gas usage in Therms: San Diego, CA site: 38,851 Therms; Minnetonka, MN site: 24,055Therms. Ewing, NJ, does not utilize Natural Gas
Does Halozyme use energy derived from renewable and non-renewable sources?	Yes	Halozyme currently uses 41.4% renewable energy sources.
What conservation efforts has Halozyme made at its facilities?	Yes	Halozyme has made multiple improvements to reduce energy consumption: 1. Lighting upgrades replacing fluorescent lighting fixtures with LED bulbs. 2. Parking lot lights are equipped with LED bulbs and utilize both timers and solar switches for efficient operation. 3. Installation of interior lighting timers and motion control switches in all offices. 4. Exterior HVAC systems include a chill water plant, air handlers and exhaust fans that are governed by VFD (Variable Frequency Drives) for efficiency.
What percentage of consumed energy is from the grid?	Yes	100% of consumed electric energy is derived from the grid.

What is Halozyme's total water use?	Yes	2022 water usage by site: San Diego, CA: 1,132,455 gallons, Minnetonka, MN: 198,000 gallons, and Ewing, NJ: Data not available, this office is a small unit in a multi-tenant office and water use is minimal.
Does Halozyme disclose incidents of non-compliance with water quality or quantity permits, standards, or regulations?	Yes	Halozyme had no incidents of non-compliance at any of our three sites in 2022. All permits and records are up to date, and are maintained on-site at each site.
Does Halozyme have any facilities outside of our HQ?	Yes	Halozyme has operations outside our primary HQ. Halozyme has three facilities, all based in the US. Headquarters is located at 12390 El Camino Real, San Diego, CA, 92139. We also have satellite offices in Minnetonka, MN, and Ewing, NJ.
What is Halozyme's total wastewater discharge?	Yes	Our San Diego HQ site is not conducting manufacturing operations, but still has an industrial user discharge permit which includes an allowable daily wastewater discharge volume of 1930 gallons per day, based on a 5-day work week. Our Minnetonka, MN, and Ewing, NJ, operations do not create industrial use wastewater.
Does Halozyme disclose specific targets for reducing NOx, SOx, and other significant air emissions?	Yes	Prior to our 2022 acquisition of Antares Pharma, Inc., our NOx and SOx emissions were extremely low, such that setting reduction goals wasn't practical, so our target was to remain at or below our current number. Following the acquisition, we are now evaluating our overall emissions profile, and will develop new targets during the course of 2023.
What is Halozyme's total hazardous waste generation?	Yes	This information is disclosed on our Hazardous Materials Business Plan, which is not a public document. Instead, this metric is disclosed here: For 2022, the annual total of Federal and State designated hazardous waste generation in San Diego, CA, was 1.33 tons, and in Minnetonka, MN, was .1 ton. The Ewing, NJ, site did not generate any hazardous waste.
Does Halozyme disclose details about its hazardous waste disposal program?	Yes	Per federal regulatory standards all Halozyme sites are small quantity generators (SQG) of hazardous waste producing less than 220 pounds per month and zero acutely hazardous waste.
Describe Halozyme's non-hazardous waste handling.	Yes	Halozyme's vendors are EDCO, ACT, Clean Harbors, and Waste Management in MN; Various types of non-hazardous waste are separated to ensure recyclables are properly handled.
How much non-hazardous waste does Halozyme produce?	Yes	Halozyme averages 9 cubic yards of non-hazardous waste per week. MN is 8 cubic yard dumpster per week. Ewing 4 cubic yards per week.
Does the Non-hazardous waste disclosure cover all operations?	Yes	The total number published includes all 3 of Halozyme's sites.
Does Halozyme's disclosed information on non-hazardous waste include the percentage of waste recycled?	Yes	Halozyme's non hazardous waste across all sites is 69% recycled and 31% non-recycled waste.

Does Halozyme have waste management and recycling programs?	Yes	Halozyme operates non-hazardous waste management in accordance with regional requirements and utilizes licensed regional waste management services providers for routine site pick up and transportation. Throughout our office space, and our operations, we have recycling bins set up and ensure that items are properly separated.
Does Halozyme have a business waste recycling program?	Yes	Halozyme's business recycling program includes separation and collection of recyclable and non-recyclable waste in each common area and operations space. Both types of bins are provided and employees are encouraged to participate. When safe and practical to do so, non-hazardous paper and plastic lab waste is diverted to a Waste to Energy program sponsored by our hazardous waste service providers.
Outline Halozyme's consumer product recycling program.	N/A	Halozyme is not a manufacturer of consumer products, therefore does not maintain a consumer product recycling program. However, upon disposal, internal use of consumer products utilized by the company are carefully separated and recycled at all sites.
Does Halozyme have a packaging waste management program?	Yes	Halozyme is not a manufacturer, so packaging waste is minimized to purchased office-use items only. We ensure that all packaging waste is separated into recycling, or it is reused for outbound business shipments.
Does Halozyme have a chemical waste management program?	Yes	Chemical waste is managed in accordance with applicable local, state, and federal hazardous waste regulations. Each Halozyme site that generates hazardous waste has active EPA generator ID numbers. Chemical waste is picked up and transported by licensed waste haulers to permitted Treatment, Storage, and Disposal Facilities (TSDF).
Does Halozyme have specific targets for reducing hazardous and non-hazardous waste?	Yes	Halozyme attests to hazardous waste minimization. We are a small-quantity generator (SQG), producing less than 220 pounds per month of hazardous waste. Our target is to remain below this limit. Our liquid hazardous waste (e.g. solvents and alcohols) with higher BTU value is fuel blended, non-hazardous laboratory paper and plastic are diverted to a Waste to Energy program sponsored by our license waste brokers.
Does Halozyme disclose a policy that specifically addresses occupational health and safety?	Yes	Halozyme has a Global EHS policy that addresses Environmental, Health and Safety across all Halozyme sites. This is a public document, per the above.
Does Halozyme's occupational health and safety policy explicitly encompass all facilities and operations?	Yes	Halozyme's Global Environmental Health and Safety Policy encompasses all facilities and operations.
Does Halozyme's publicly disclosed occupational health and safety policy explicitly extend to suppliers?	Yes	Halozyme's supplier management policy includes components that integrate Halozyme's safety and environmental standards into the overall management of our key suppliers. This includes biennial audits and reviews of the supplier's health, safety, and environmental programs, results, and targets.

Is Halozyme certified to ISO 18001?	N/A	We understand and recognize the value and timing of ISO 18001 for some organizations, however ISO 18001 certification is not required as part of our business operations. Our current occupational health and safety efforts are based upon adherence to applicable regulatory requirements and best practices.
What is Halozyme's OH&S performance, including injuries, occupational diseases, and work-related fatalities?	Yes	2022 Zero recordable/reportable injuries, diseases, work-related fatalities for each site = TRIR 0.00 Combined
Does Halozyme's disclosed information regarding occupational health and safety performance include quantitative metrics?	Yes	Halozyme's occupational health and safety performance includes quantitative metrics listed on the OSHA 300A Summary of Work-Related Injuries and Illnesses.
Does Halozyme's occupational health and safety performance metrics include injury data?	Yes	Halozyme's occupational health and safety performance includes injury data on the OSHA 300A Summary of Work-Related Injuries and Illnesses.
Does Halozyme's occupational health and safety performance metrics include the Fatality Rate?	Yes	Halozyme's occupational health and safety performance includes fatality data on the OSHA 300A Summary of Work-Related Injuries and Illnesses.
Does Halozyme's occupational health and safety performance metrics include the Near Miss Frequency Rate (NMFR)?	No	The Near Miss Frequency Rate (NMFR) is not listed on the Halozyme, Inc. occupational health and safety performance metrics. Halozyme does perform incident investigation and corrective actions when applicable for Near Misses
Does Halozyme disclose quantitative occupational health and safety performance metrics for full-time employees?	Yes	Halozyme's occupational health and safety performance metrics for full-time employees. This information is listed on the OSHA 300A Summary of Work-Related Injuries and Illnesses.
Does Halozyme disclose quantitative occupational health and safety performance metrics for contract employees?	Yes	Halozyme utilizes a small quantity of full-time and embedded contractors. Metrics related to these personnel are included in the annual OSHA 300 data sets.
Do Halozyme's occupational health and safety performance metrics cover all operations?	Yes	All operations are covered.
Does Halozyme disclose specific efforts for reducing the occurrence of injuries, occupational diseases, and work-related fatalities?	Yes	Halozyme conducts annual safety training, safety operations/committee meetings, and quarterly safety assessments to reduce the occurrences of occupational incidents. This program is guided and supported by the CEO

Does Halozyme's program for reducing the occurrence of injuries, occupational diseases, and work-related fatalities include an implementation timeline?	Yes	The corrective actions resulting from the quarterly safety assessments are implemented before the next quarter's safety operations review. Halozyme's program is fully implemented and ongoing.
How do Halozyme's management systems integrate a culture of safety and emergency preparedness?	Yes	Quarterly safety assessment metrics are generated and used to track safety assessment findings each quarter. This information is reported to the Board of Directors, and Sr. executive leadership annually, and the program efforts are directed and supported by those groups. Safety assessment findings are reported to the Director of EHS and the safety operations committee every quarter. Safety operations committees are responsible for implementing the corrective actions that resulted from the findings during the quarterly safety assessments. Injury and Illness Prevention Program, Chemical Hygiene and Hazardous Waste Management, Bloodborne Pathogens, and AED safety trainings are administered through Halozyme managed training system. Halozyme employee completion of all safety trainings is tracked on an annual basis.
Describe Halozyme's "Green Team" activities.	Yes	<p>The Halozyme Green Team was formed in 2015 and consists of a team of individuals from different departments and disciplines. Over the past 7 years the teams focus has been on educating our staff and vendors on reducing our carbon footprint. The Green Team have completed the following:</p> <ul style="list-style-type: none"> • Eliminated an estimated 2,800 plastic water bottles annually from company events and breakrooms • Implemented a new supply of breakroom products, including biodegradable utensils, coffee cups, and wooden stir sticks. Additionally, coffee and creamer packets are recycled • Conducted annual E-Waste events, including recycling stations at each mailbox area with consistent signing/monitoring • Ensure proper bins are used for all recycling (updated signage in accordance with local recycling guidelines) <p>The Green Team has an ongoing commitment to being innovative and consistent on recycling and reducing unnecessary waste at our workplace. In 2022, we have implemented Green Teams at our 2 newly acquired sites, and additional environmental initiatives were implemented to further reduce waste, and encourage more 'green thinking' among all of our employees.</p>
Does Halozyme have an information security strategy?	Yes	Halozyme has an information security strategy, which includes a cybersecurity program. Halozyme's Audit Committee is briefed on the program annually and it is included in the corporate Enterprise Event Management program.
Has the company entered into an information security risk insurance policy?	Yes	Halozyme has an information security risk insurance policy.

Is the company externally audited or certified by top information security standards?	Yes	In 2022, Halozyme's had a formal security controls assessment performed by an independent third party with extensive cybersecurity auditing experience. The assessment documented adherence of Halozyme's controls against industry standard NIST CSF, and assigned a CMMI maturity score. An assessment will be conducted every 18 to 24 months.
What percentage of the committee responsible for information security is independent?	Yes	Halozyme's Audit Committee is responsible for information Security. 100% of the committee is independent.
How often does senior leadership brief the board on information security matters?	Yes	Halozyme's senior leadership briefs the board on information security matters on an annual basis. Halozyme's Cybersecurity Program is reviewed quarterly by the CEO.
Does the company have an information security training program?	Yes	Employees and contingent workers are required to take cybersecurity training once a year. Phishing campaigns are run quarterly and identify high risk individuals, these individuals are then assigned additional mandatory training. Halozyme also has targeted training for high risk groups, such as HR and Finance. Halozyme has several policies and training regarding information security that all employees and contingent workers must take.
Describe oversight of the company's Cybersecurity program.	Yes	Halozyme's Cybersecurity Program has touch points with other corporate initiatives. Oversight of the program is at multiple levels in the organization leading up to the Board of Directors and the Audit Committee.
Does the Company conduct animal studies?	Yes	Halozyme does conduct limited studies with animals, but not in our own facilities. We contract a nationally recognized CRO to support these studies. The CRO chosen was reviewed carefully, and has all the necessary legal, regulatory, and safety controls in place to ensure proper handling and treatment of the animals.