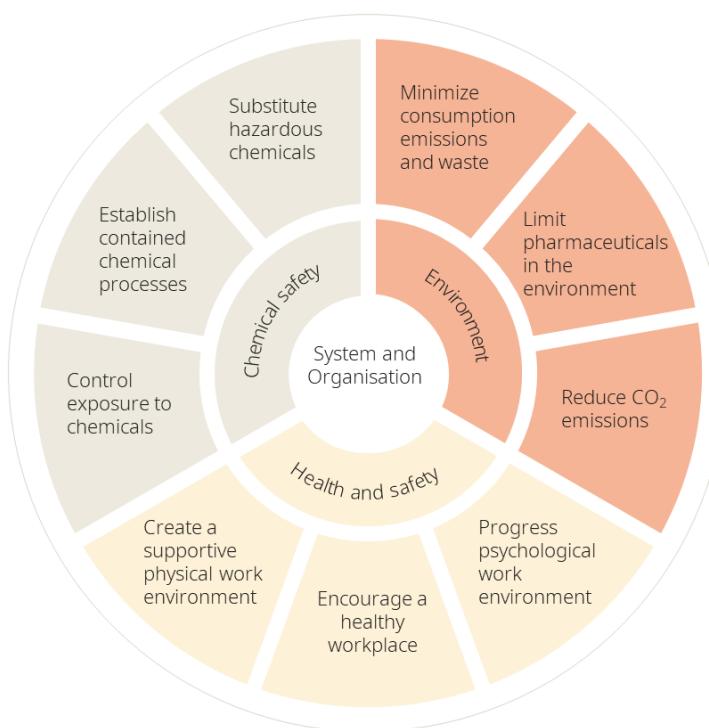


Health, Safety and Environment Strategy

Lundbeck's Health, Safety & Environment (HSE) Policy sets out a common framework for how Lundbeck is protecting the environment and providing sound physical and mental work conditions.

The Policy is supported by our HSE Strategy, illustrated in the figure below, and our 5 Positions documents on Climate action ([link](#)), Environmental footprint ([link](#)), Water ([link](#)), Biodiversity ([link](#)) and Health and safety at work ([link](#)).



Annually we revisit the strategy and based on data, trends and legislation we set ambitious targets.

2026 targets

- Zero environmental incidents with an impact on the environment
- Recycle 62% of selected solvents used in Chemical production in 2026
- Recycle 70% of non-hazardous waste in 2026
- Reduce CO₂ emissions (Scope 1 and 2)¹ by 42% in 2029 compared to 2019
- Reduce CO₂ emissions (67% of Scope 3)¹ by 25% in 2029 compared to 2019
- Reduce scope 1 and 2 emissions by at least 50% compared to 2019
- Renewable electricity share at 85% in 2026
- Lost Time Incident rate ≤ 2.5

Our HSE activities are coordinated and prioritized in our HSE management system, which are certified according to the international standards ISO 45001 on Health & Safety and ISO 14001 on Environment. The management system covers our corporate headquarters and larger research, development, and manufacturing facilities.

Managers and employees collaborate to create the best working conditions and minimize our impact on the environment and fundament for the way we work is identification of risks and opportunities by systematically assessing working situations and performing risk assessments before making any physical or organizational changes.

We are committed to transparency, and we keep an open and honest dialogue with our stakeholders, e.g. by reporting our HSE policies, actions and targets in our Annual Report ([link](#)).

The above underpin our commitment to the UN Global Compact and show our contribution to UN Sustainable Development Goal 8 Decent Work and Economic Growth, 12 Responsible consumption and production and 13 Climate action.

Facts on ISO 14001 and ISO 45001 (*Denne kan godt udelades eller i hvert fald gøres meget lille*)

ISO 14001 and ISO 45001 are international standards setting the requirements for Environment and Health & Safety Management Systems respectively. The standards help businesses to systematically identify and control all relevant impacts and hazards resulting from normal operations and abnormal situations and thereby improve performance. Lundbeck has integrated both systems which consist of written procedures and annual performance targets. They are communicated and integrated into daily operations via training. Compliance and improvements are evaluated by internal and external auditors and the business' senior management reviews the overall system performance annually.

¹ Scope 1 emissions are direct CO₂ emissions from owned or controlled sources. Scope 2 emissions are indirect CO₂ emissions from the generation of purchased energy. Scope 3 are all other indirect CO₂ emissions