A Message from CEO Ludwig Hantson

DEAR COLLEAGUES AND COMMUNITY MEMBERS,
Since our founding in 1992, Alexion has focused on transforming the lives of people living with rare and devastating diseases through the development and delivery of valued innovative medicines. While the company has grown and changed in countless ways since then, our commitment to serving patients has remained steadfast throughout our history. Today, we continue to keep patients at the center of all we do – they are our Guiding Star – as we also embrace corporate social responsibility (CSR) in a manner that embodies our mission, while providing value for all of our stakeholders.

This is especially important during a global health crisis like the current COVID-19 pandemic. Information about our response to this critical issue can be found on our website. This report focuses on our CSR activities in 2019.

Alexion’s mission-driven approach inspires us, giving us even more reason to believe in the importance of our purpose and perform at our personal best. At Alexion, we work to change lives for the better – ours, people living with rare diseases and the communities we serve – and our commitment to being a responsible corporate citizen helps make it possible.

In 2019, we took major steps to formalize our CSR commitment. This report, titled Brighter Futures – our first on this topic – brings this commitment to life and underscores the fact that we know this is a journey of continuous improvement and that we’ll always have more to do.

Providing the structural framework for this work, Alexion’s CSR-STAR Platform (see Page 11) sets forth the key principles of our approach: Serve Communities and Sustain Our Planet, Transform Patient Lives, Advance Our People and Our Company, and Redefine What it Means to Live with a Rare Disease. All of these principles are built upon a Foundation of Ethics and Compliance.

Several years ago, we embarked on a substantive research exercise to identify and prioritize the CSR-related topics most important to our many stakeholders and the success of the company. We engaged dozens of perspectives in that process, including those from patient organizations, employees, investors, former regulators, community groups, environmental NGOs, recruitment firms and research organizations. We also looked to widely accepted CSR and pharma industry frameworks for guidance and inspiration.
From these efforts have come a number of foundational accomplishments to date, many of which you will learn more about in this report, including:

- Formalizing CSR oversight through the Nominating and Corporate Governance Committee of our Board of Directors, and governance through our Executive Committee and our cross-functional Alexion CSR Steering Committee;

- Identifying CSR performance indicators that will help us measure our progress on an ongoing basis;

- Refining our charitable giving strategy along two avenues – Corporate Giving and the recently formed Alexion Charitable Foundation – to ensure that we are positioned to have maximum societal impact;

- Delivering on patient expectations through the creation of Solutions To Accelerate Results (STAR) for patients and the deployment of LEAP (which stands for Learn, Evolve, Activate and deliver for Patients);

- Strengthening our commitment to inclusion and belonging by, among other initiatives, instituting a policy stipulating that gender and ethnically diverse candidates must be included in the candidate pool for any open Board of Director positions;

- Enabling the diagnosis of patients with a life-threatening disease through our collaboration with Genomics England on the 100,000 Genomes Project; and

- Launching the International Compliance Champions program to reinforce our foundation of ethics and compliance.

Our culture is rooted in integrity, inclusiveness, and our dedication to joining and supporting the communities in which we live and work.

Our approximately 3,000 colleagues have been critical in getting us to this point, but in many ways, we have just begun. Our culture is rooted in integrity, inclusiveness, and our dedication to joining and supporting the communities in which we live and work. I am inspired by this progress and look forward to seeing how this manifests in our CSR commitment and ushers in brighter futures for all of our stakeholders.

Sincerely,

Ludwig Hantson, Ph.D.
ABOUT

ALEXION®

Working Toward Brighter Futures for All of Our Stakeholders
**SINCE OUR FOUNDING** in 1992, Alexion has worked to transform the lives of people living with rare and devastating diseases through the development and delivery of innovative medicines, supportive technologies and healthcare services.

Our innovation begins with understanding their journeys, which fuels all of our efforts, beginning with our own medicine discovery efforts, as well as collaboration with external partners. We continue to deepen our understanding of rare diseases, having pioneered the field of complement biology. This knowledge allows us to innovate and evolve into new areas, where there is great unmet need and opportunity to help patients and families fully live their best lives.

Our corporate social responsibility platform, CSR-STAR (see [Page 11]), supports our mission while creating value for all of our stakeholders.

All of this is made possible by the passion of our people, which drives us to continuously innovate and create meaningful value in all we do. In doing so, we change lives for the better – ours, people living with rare diseases and the communities we serve.

Located in the heart of one of the world’s largest biopharmaceutical innovation hubs, Alexion is a global leader in developing and delivering therapies for the treatment of complement-mediated diseases. We have developed two approved complement inhibitors to treat patients with paroxysmal nocturnal hemoglobinuria (PNH) and atypical hemolytic uremic syndrome (aHUS), as well as the first and only approved complement inhibitor to treat anti-acetylcholine receptor (AChR), antibody-positive generalized myasthenia gravis (gMG) and neuromyelitis optica spectrum disorder (NMOSD).

Alexion also has two highly innovative enzyme replacement therapies for patients with life-threatening and ultra-rare metabolic disorders – hypophosphatasia (HPP) and lysosomal acid lipase deficiency (LAL-D).

**COMPLEMENT BIOLOGY** Alexion is a pioneer in the complex field of complement biology, a branch of the immune system that is a part of our body’s natural defense against bacteria. When inappropriately triggered, the complement system attacks healthy cells, causing significant harm to the body.

**NEUROLOGY** We are growing our focus and leadership in neurology to help people facing the devastating effects of diseases in the nervous system and the brain.
PRIMARY LOCATIONS

**Boston, Massachusetts, U.S.:** Corporate headquarters

**New Haven, Connecticut, U.S.:** R&D Center of Excellence

**Dublin, Ireland:** Global supply chain, distribution, R&D manufacturing, quality, administration offices

**Athlone, Ireland:** Commercial operations, R&D manufacturing

**Bogart, Georgia, U.S.:** Commercial operations, R&D manufacturing

**Zurich, Switzerland:** International headquarters

**Tokyo, Japan:** Regional offices

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**Company SNAPSHOT**

- **~ 3K Employees Globally**
- **BOSTON Global Headquarters**
- **$5B 2019 Revenues in USD**
  
  (For more financial information, please see our 2019 Form 10-K)
- **$886M Invested in Research and Development (R&D)**
- **ALXN NASDAQ Exchange Ticker Symbol**

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**PRIMARY LOCATIONS**

**Boston, Massachusetts, U.S.:** Corporate headquarters

**New Haven, Connecticut, U.S.:** R&D Center of Excellence

**Dublin, Ireland:** Global supply chain, distribution, R&D manufacturing, quality, administration offices

**Athlone, Ireland:** Commercial operations, R&D manufacturing

**Bogart, Georgia, U.S.:** Commercial operations, R&D manufacturing

**Zurich, Switzerland:** International headquarters

**Tokyo, Japan:** Regional offices
OVERVIEW: DISEASES THAT ALEXION THERAPIES TREAT OR AIM TO TREAT
(For more detail on these conditions, please visit the Medicines section of our website.)

- **Paroxysmal Nocturnal Hemoglobinuria (PNH)** – PNH is a chronic, progressive, debilitating and life-threatening ultra-rare blood disorder characterized by intravascular hemolysis (destruction of red blood cells) that is mediated by an uncontrolled activation of the complement system, a part of the immune system. Chronic hemolysis in patients with PNH may be associated with life-threatening thromboses, recurrent pain, kidney disease, disabling fatigue, impaired quality of life, severe anemia, pulmonary hypertension, shortness of breath and intermittent episodes of dark-colored urine (hemoglobinuria).

- **Atypical Hemolytic Uremic Syndrome (aHUS)** – aHUS is a severe and life-threatening, ultra-rare genetic disease characterized by chronic uncontrolled complement activation and thrombotic microangiopathy (TMA), the formation of blood clots in small blood vessels throughout the body, causing a reduction in platelet count (thrombocytopenia) and life-threatening damage to the kidney, brain, heart and other vital organs.

- **Generalized Myasthenia Gravis (gMG)** – Myasthenia Gravis (MG) is a debilitating, complement-mediated neuromuscular disease in which patients suffer profound muscle weakness throughout the body, resulting in slurred speech, impaired swallowing and choking, double vision, upper and lower extremity weakness, disabling fatigue, shortness of breath due to respiratory muscle weakness and episodes of respiratory failure.

- **Hypophosphatasia (HPP)** – HPP is an ultra-rare genetic and progressive metabolic disease in which patients experience devastating effects on multiple systems of the body, leading to debilitating or life-threatening complications. HPP is characterized by defective bone mineralization that can lead to deformity of bones and other skeletal abnormalities, as well as systemic complications such as profound muscle weakness, seizures, pain and respiratory failure leading to premature death in infants.
• **Lysosomal Acid Lipase Deficiency (LAL Deficiency or LAL-D)** – LAL-D is a serious, life-threatening ultra-rare disease associated with premature mortality and significant morbidity. LAL-D is a chronic disease in which genetic mutations result in decreased activity of the LAL enzyme that leads to marked accumulation of lipids in vital organs, blood vessels and other tissues, resulting in progressive and systemic organ damage including hepatic fibrosis, cirrhosis, liver failure, accelerated atherosclerosis, cardiovascular disease and other devastating consequences.

• **Neuromyelitis Optica Spectrum Disorder (NMOSD)** – Relapsing NMOSD is a severe and ultra-rare autoimmune disease of the central nervous system that primarily affects the optic nerves and the spinal cord. Each relapse of the disorder results in a stepwise accumulation of disability, including blindness and paralysis, and sometimes premature death. Complement activation due to anti-AQP4 antibodies is one of the primary underlying causes of the destruction of vital cells in the central nervous system in patients with NMOSD.

• **Wilson Disease** – Wilson disease is a rare disorder, characterized by excess copper stored in various body tissues, that can lead to severe liver disease, including cirrhosis and acute liver failure, as well as debilitating neurological morbidities such as impaired movement, gait, speech, swallowing and psychiatric disorders.

• **Warm Autoimmune Hemolytic Anemia (WAIHA)** – WAIHA is a rare autoimmune disorder caused by pathogenic Immunoglobulin G (IgG) antibodies that react with and cause the premature destruction of red blood cells at normal body temperature. The disease is often characterized by profound, and potentially life-threatening anemia and other acute complications, including severe and life-threatening hemolysis, severe weakness, enlarged spleen and/or liver, rapid heart rate (tachycardia), chest pain, heart failure and fainting (syncope).

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**OUR PIPELINE**

We’re building on our fundamental understanding of complement biology and advancing our core therapeutic areas of hematology, nephrology, neurology, metabolics and cardiology. For more detail on our pipeline, please visit our [website](#).
CSR-STAR: CORPORATE SOCIAL RESPONSIBILITY (CSR) AT ALEXION

At Alexion, we take a comprehensive view of CSR, which encompasses environmental, social and governance topics that impact our business and our stakeholders. We have undertaken significant groundwork to identify and prioritize our most important CSR-related topics (see CSR Materiality Assessment, Page 14). From these efforts, we developed the Alexion CSR-STAR Platform as our structural framework, along with a series of corresponding aspirations and performance metrics.

SERVE
COMMUNITIES AND SUSTAIN OUR PLANET

We invest in our communities and shared planet in support of those who depend on us today and for generations that follow.

TRANSFORM
PATIENT LIVES

We urgently seek to understand patient journeys, find answers, and collaborate to deliver access to therapies that change lives.

ADVANCE
OUR PEOPLE AND OUR COMPANY

We aspire to become the most rewarding company to work for, embracing belonging, and governing and managing our business to return value to our stakeholders.

REDEFINE
WHAT IT MEANS TO LIVE WITH A RARE DISEASE

We pioneered complement biology, spurring new treatments for devastating disorders. We work to advance healthcare through innovative diagnostics and proactive transparency.

ETHICS & COMPLIANCE: OUR FOUNDATION

We build trust when we make the right choices and act with integrity. Our unwavering commitment to ethics, quality and compliance improves our ability to serve patients and enhances our reputation and competitive advantage.

CSR Oversight: Three bodies oversee CSR at Alexion. Please see Page 40 for details.
## CSR-STAR ASPIRATIONS AND METRICS

In 2019, Alexion formalized aspirations and accompanying metrics aligned with our CSR-STAR Platform. Even though these formal aspirations and metrics were recently established, our teams have been committed to many of these areas of focus since the company’s founding. For most areas, 2019 will serve as the baseline year against which we will measure progress, with the exception of two environmental metrics for which the baseline year will be 2020. Moving forward, we plan to report yearly progress against these aspirations in our annual CSR report.

<table>
<thead>
<tr>
<th>FOCUS AREA</th>
<th>ASPIRATION</th>
<th>METRIC</th>
<th>2019 STATUS</th>
<th>MORE INFORMATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serve</td>
<td>Make a positive impact in our communities</td>
<td>Increase year-over-year engagement in Global Day of Service, our primary employee volunteer event</td>
<td>13% increase in employee participation over 2018</td>
<td>Page 18</td>
</tr>
<tr>
<td></td>
<td>Be responsible stewards of our shared environment</td>
<td>Reduce greenhouse gas emissions (absolute and intensity)</td>
<td>Establishing baseline in 2020</td>
<td>Page 23</td>
</tr>
<tr>
<td></td>
<td>Increase amount of water recycled and reused</td>
<td></td>
<td>Establishing baseline in 2020</td>
<td>Page 23</td>
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<tr>
<td></td>
<td>Maintain zero process waste-to-landfill enterprise-wide year over year</td>
<td></td>
<td>Ongoing</td>
<td>Page 21</td>
</tr>
<tr>
<td>Transform</td>
<td>Support people affected by rare and devastating diseases and their caregivers throughout the patient journey</td>
<td>Increase the percentage of eligible patients who have been diagnosed with a disease that Alexion treats, that are included in Alexion patient support programs year over year, regardless of whether they are using our therapies</td>
<td>Nearly 70% of new, international patient support programs established in 2019 included patients not currently on Alexion therapies</td>
<td>Page 27</td>
</tr>
<tr>
<td></td>
<td>Ensure that, where possible, ongoing and new patient support programs have patient organizations involved in development, design and implementation</td>
<td></td>
<td>All international patient support programs initiated in 2019 included patient organization input</td>
<td>Page 28</td>
</tr>
<tr>
<td></td>
<td>Generate real-world evidence to document the benefits and safety of Alexion treatments</td>
<td></td>
<td>Ongoing</td>
<td>Page 29</td>
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</table>
### CSR-STAR Aspirations and Metrics

<table>
<thead>
<tr>
<th>Focus Area</th>
<th>Aspiration</th>
<th>Metric</th>
<th>2019 Status</th>
<th>More Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serve</td>
<td>Support people affected by rare and devastating diseases and their caregivers throughout the patient journey</td>
<td>Include patient and caregiver perspective, advice and input into early clinical development plans and identified Phase II/III Alexion clinical trials to inform protocols and where possible, patients’ informed consent documents</td>
<td>Ongoing</td>
<td>Page 26</td>
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<tr>
<td></td>
<td></td>
<td>Be a key influencer of patient organization engagement standards across the industry through ongoing, proactive thought leadership</td>
<td>Ongoing</td>
<td>Page 28</td>
</tr>
<tr>
<td>Transform</td>
<td>Become the most rewarding company to work for</td>
<td>Implement key culture initiatives to drive patient-centricity year over year</td>
<td>Ongoing</td>
<td>Page 32</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Advance employee experience priorities to drive patient-centricity year over year</td>
<td>Ongoing</td>
<td>Page 33</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Create more patient-centric decision-making</td>
<td>Ongoing</td>
<td>Page 34</td>
</tr>
<tr>
<td>Advance</td>
<td>Advance healthcare through new therapies and innovative diagnostics</td>
<td>Accelerate diagnostics for rare disease patients by creating or optimizing new tests for the patient community, year over year</td>
<td>Ongoing</td>
<td>Page 42</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pursue programs to bring novel therapies to patients, year over year</td>
<td>Ongoing</td>
<td>Page 44</td>
</tr>
<tr>
<td>Redefine</td>
<td></td>
<td>Be a key influencer of compliance standards across the industry through ongoing, proactive thought leadership</td>
<td>Ongoing</td>
<td>Page 48</td>
</tr>
<tr>
<td>Ethics &amp; Compliance</td>
<td>Build trust through ethics, quality and compliance</td>
<td></td>
<td>Ongoing</td>
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</table>
ABOUT THIS REPORT
Recognizing the importance of corporate social responsibility at Alexion, we are pleased to publish Alexion’s first CSR report. We expect to update this report on an annual basis. This report references the Global Reporting Initiative (GRI) Standards 2018 and selected indicators from the Sustainability Accounting Standards Board (SASB). Please see the Reporting Index beginning on Page 52 for details.

This report focuses primarily on activities from calendar year 2019, and except where indicated otherwise, performance metrics are as of Dec. 31, 2019. Quantitative metrics cover all entities contained in our consolidated financial statements. Qualitative narrative may be global, regional or within a given country, depending on the topic area.

Questions or comments regarding this report should be directed to CSR@alexion.com.

CSR MATERIALITY ASSESSMENT
We conducted a detailed materiality assessment to identify the CSR topics that are of greatest importance to Alexion and our stakeholders. The threshold for materiality in CSR reporting, as described in the GRI Standards, is lower than the threshold for information that must be disclosed in mandatory financial disclosures, such as the Form 10-K. The topics considered in the CSR materiality assessment were developed based on matters identified by a cross section of internal and external stakeholders, as well as a review of key frameworks such as GRI and SASB and the material topics published by peer companies and CSR leaders.

More than 60 internal and 30 external stakeholders were queried in this process. Patient organizations, investors, former regulators, community groups, environmental NGOs, recruitment firms and research organizations were engaged to prioritize the topics. The results of this assessment informed both our CSR-STAR Platform and the content of this report.

MATERIAL (CSR) TOPICS
(Topics listed in alphabetical order; bolded topics were identified as most material)

- Access to Medicines
- Clinical Data Transparency
- Community Engagement
- Counterfeit Drugs
- Diversity and Inclusion
- Employee Attraction, Retention and Development
- Environment
- Ethics
- Executive Compensation
- Governance

- Health Outcomes and Patient Safety
- Manufacturing
- Occupational Health, Safety and Wellness
- Patient Organization Engagement
- Physician Awareness and Education
- Pricing and Reimbursement
- Product Disposition
- Research and Development
- Supply Chain

For information on how we manage our material topics, please see the Management Approach section of the Reporting Index on Page 64.
SERVE
COMMUNITIES and SUSTAIN OUR PLANET
Alexion 2019 Global Day of Service, Japan
AT ALEXION, among the ways we’re working toward a brighter future is by supporting strong communities and a healthy environment. Not only is this the right thing to do, it’s essential to the sustained well-being of our company and our many stakeholders.

SERVING COMMUNITIES
Alexion aims to create positive change in the local communities around the world where our employees live and work through strategic charitable giving, engaging with nonprofits and educational institutions, and through employee volunteerism.

GIVING BACK IN MULTIPLE WAYS
Alexion has long been invested in our communities. In 2019, we refined our approach to be more strategically focused so that our charitable giving may have the maximum positive impact. We do this through two main impact areas: the Alexion Charitable Foundation and Corporate Giving. These avenues are separate from, and in addition to, our patient support programs (see Page 27) and our direct engagement with various patient organizations.

Alexion Charitable Foundation. The mission of the recently formed Alexion Charitable Foundation is to offer promise and cultivate a sense of belonging – particularly for people affected by a rare disease – through initiatives that advance emotional well-being, educational opportunities and economic relief. For purposes of the Foundation’s charitable giving, it defines “rare disease” by disease states listed in the Global Genes’ RARE List. Within this context, there are two areas through which we provide funding.

Rare Belonging™ unifies a suite of funding priorities to benefit people affected by a rare disease – including patients, their families and caregivers. As the primary focus of the Alexion Charitable Foundation, it aims to help the rare disease community cope with isolation, attain needed education and job skills support, and help alleviate some key economic burdens.

Through Rare Belonging™, the Alexion Charitable Foundation will provide funding to third-party, disease-agnostic nonprofit organizations that will design and administer programs that align with Rare Belonging™ guidelines and criteria. These third parties will award and distribute monetary grants to individuals and organizations in alignment with the Rare Belonging™ suite of funding priorities.
Rare Belonging™ unifies a suite of funding priorities to benefit people affected by a rare disease – including patients, their families and caregivers.
ENGAGING WITH OUR COMMUNITIES
Alexion offices around the world engage in numerous community initiatives in their respective locales. To align our employee volunteer efforts with our broader philanthropic strategy, we developed a formal Global Volunteer Policy in 2019.

Global Day of Service is Alexion’s annual companywide volunteer campaign. Activities in 2019 included transforming teaching and living environments, leading STEM workshops, mentoring students, preparing meals, planting gardens, packing hygiene kits and working on a variety of beneficial activities with children, teens, adults and senior citizens.

2019 Global Day of Service: BY the NUMBERS

1,700+ EMPLOYEES PARTICIPATED
8,500+ HOURS DONATED
85+ PROJECTS
50+ CITIES SERVED

Alexion 2019 Global Day of Service volunteers at the Martin Luther King, Jr. School, Boston, Massachusetts, U.S.
In addition to our companywide Global Day of Service, individual Alexion offices organize their own local initiatives aligned with our Corporate Giving mission. Some efforts from 2019 include:

**Boston, Massachusetts, U.S.**
In 2019, Alexion provided financial support to Science from Scientists, whose mission is to teach and inspire the next generation of students by improving STEM literacy. We also became a founding member of Life Science Cares, a collective industry effort to help address the impact of poverty and inequality in Greater Boston. Boston employees participated in initiatives throughout the year, including a book drive for More Than Words, a nonprofit that empowers at-risk youth, and a grocery drive to help local families during the holiday season.

Alexion was one of the first partners of the Big Sister Association of Greater Boston’s Workplace Mentoring Program. The program matches volunteer employees from partner companies with middle-school students in Boston Public Schools. Alexion recruited close to 20 Big Sister mentors who met biweekly with their Little Sister during the academic school year.

**New Haven, Connecticut, U.S.**
Employees volunteered to coordinate the Special Olympics Bowling Competition within the Special Olympics of Connecticut Holiday Sports Classic, and volunteered and served on the judging panels of both the Connecticut Science & Engineering Fair and the New Haven Science Fair.

**Bogart, Georgia, U.S.**
Employees at Alexion’s manufacturing facility in Bogart partnered with a local food bank, working alongside the Food Bank of Northeast Georgia’s coordinators on a monthly basis to sort canned goods, package donated produce and prepare meals for families, schools, children and shelters. The Food Bank distributes more than 11 million pounds of food across 14 counties in Northeast Georgia each year.

“It has been eye-opening to see the positive impact the Food Bank of Northeast Georgia has on our community and on our employees – a fantastic team-building experience!”

— KIM F.
QA SPECIALIST II, TRANSGENIC OPERATIONS

All eligible employees receive up to **8 HOURS PAID TIME OFF** per calendar year for qualified volunteer activities, in addition to our Global Day of Service.
College Park, Ireland.

Employees at our College Park facility are remarkably active in supporting STEM education programs. Examples include I WISH, which encourages female students to engage in STEM careers, the Center for the Advancement of STEM Teaching and Learning STEM Teacher Internship Programme, where employees have the opportunity to engage with local teachers on topics related to Alexion’s business, and the BT Young Scientist of the Year, where Alexion recognizes a student with the most relevant project related to rare diseases.

In 2019, College Park employees logged more than 9,500 total volunteer hours, including more than 1,500 hours on behalf of their Charity of the Year, Barretstown, an organization that offers free, specially designed camps and programs for children and their families living with a serious illness.

Zurich, Switzerland.

For the past two years, Alexion employees in Zurich have worked with PluSport, Switzerland’s umbrella organization for handicapped sports and recreation among all ages and abilities. At PluSport Day, employees spent an entire day engaging with the athletes, organizing activities and promoting integration and inclusion.

“From my perspective, working for a company that supports society beyond its customers means working for a company that shares my values. It means working for a company that really cares.”

– CAROLINE J., SENIOR DIRECTOR, STRATEGY AND BUSINESS DEVELOPMENT
SUSTAINING OUR PLANET
A healthy planet is essential in securing a brighter future for both present and future generations. We’re committed to excellence in managing and reducing our environmental footprint.

MANAGING ENVIRONMENTAL, HEALTH AND SAFETY AT ALEXION
Endorsed by our CEO, our Environmental, Health and Safety (EHS) Policy emphasizes our commitment to environmental stewardship and the health and safety of our colleagues and communities. All employees and contractors are covered by this Policy.

Guided by our EHS Policy, Alexion manages EHS in alignment with widely accepted global standards like ISO 14001. Our global EHS management system guides our actions and tracks key performance indicators to manage our risks and drive continuous improvement. This section of the report focuses on the environmental aspects of our operations. For information on health and safety at Alexion, please see Page 38.

IMPLEMENTING ENVIRONMENTAL SUSTAINABILITY EFFORTS
Alexion has achieved zero process waste-to-landfill status enterprise-wide, and we aim to maintain this status year over year. Process waste is a byproduct of researching, developing and manufacturing lifesaving medicines. We aim to minimize process waste wherever feasible and practical by eliminating or reducing, reusing and recycling material where possible, and recovering, treating and disposing of material if other options are not technically feasible. Our Ireland-based facilities have achieved zero waste-to-landfill for all their waste streams, including that from cafeteria food service.

▲ Plastic recycled from our New Haven facility is turned into park benches, pallets, speed bumps and other beneficial uses. ▼
LEED-Certified Office Buildings.  
Alexion has two Leadership in Energy and Environmental Design™ (LEED®) buildings, located in New Haven, Connecticut, and Boston, Massachusetts. LEED provides a framework for creating healthy, highly efficient and cost-saving green buildings.

Commitment to Renewable Energy.  
Alexion’s manufacturing plants in Ireland are powered by 100% renewable electricity. In 2018, Alexion’s Ireland facilities used a combined 22,122,138 kilowatt-hours of clean renewable energy.

WATER REDUCTION PROJECT  
Alexion’s manufacturing facility in Athlone, Ireland, implemented a reverse osmosis water recovery process to purify and reuse water that may otherwise not be clean enough for Alexion’s production standards. The system is expected to save between 15K to 25K liters of water per day.

Through studying energy usage for process cooling systems, Alexion was able to improve the energy efficiency of its manufacturing operations. The total energy reduction amounts to approximately 459K kWh per month, the equivalent of 128 metric tons of CO₂e emissions per month.
# ENVIRONMENTAL DATA

## ENERGY USE AND EMISSIONS

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy Consumption (terajoules) from Nonrenewable Sources</td>
<td>227.05</td>
<td>250.98</td>
</tr>
<tr>
<td>▶ Natural gas</td>
<td>166.39</td>
<td>190.23</td>
</tr>
<tr>
<td>▶ Fuel oil</td>
<td>0.01</td>
<td>0.01</td>
</tr>
<tr>
<td>▶ Electricity</td>
<td>60.65</td>
<td>60.73</td>
</tr>
<tr>
<td>Energy Consumption (terajoules) from Renewable Sources</td>
<td>75.24</td>
<td>79.64</td>
</tr>
<tr>
<td>▶ Electricity</td>
<td>75.24</td>
<td>79.64</td>
</tr>
<tr>
<td>Energy Intensity (terajoules/$1,000,000 revenue)</td>
<td>0.073</td>
<td>0.066</td>
</tr>
<tr>
<td>Scope 1 Emissions (1,000 metric tons CO₂e)</td>
<td>8.48</td>
<td>9.77</td>
</tr>
<tr>
<td>Scope 2 Emissions (1,000 metric tons CO₂e)</td>
<td>5.36</td>
<td>5.2</td>
</tr>
<tr>
<td>Emissions Intensity – Scopes 1 and 2 (1,000 metric tons CO₂e/$1,000,000 revenue)</td>
<td>0.003</td>
<td>0.003</td>
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</table>

## WATER AND WASTE

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water Consumption (megaliters)</td>
<td>297.11</td>
<td>385.53</td>
</tr>
<tr>
<td>Regulated Waste Generated (metric tons)</td>
<td>654.1</td>
<td>756.92</td>
</tr>
<tr>
<td>▶ Hazardous waste</td>
<td>98.7</td>
<td>305.87</td>
</tr>
<tr>
<td>▶ Nonhazardous waste</td>
<td>555.4</td>
<td>451.05</td>
</tr>
<tr>
<td>▶ Landfill</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Regulated Waste Recycled (metric tons)</td>
<td>505.4</td>
<td>422.54</td>
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## MEASURING OUR ENVIRONMENTAL PERFORMANCE

Alexion is undergoing a transformation in the way we manufacture our medicines. Our ambition is to move a portion of our manufacturing in-house. We are currently seeking regulatory approval for two recently completed biologics facilities in Ireland. This shift, commenced in 2019, will change our direct environmental footprint. We plan to use 2020 data to create a baseline from which we can set metrics in the areas of emissions, energy, water and waste.

**2018-2019 environmental data includes Alexion’s facilities in Ireland, New Haven, Connecticut, and two manufacturing plants in the U.S.**

CO₂e = carbon dioxide equivalent

All greenhouse gas emissions are measured in metric tons of carbon dioxide equivalent (metric tons CO₂e) and follow the Intergovernmental Panel on Climate Change (IPCC), Fourth Assessment. Information provided for Scope 2 is gross market-based. Gross location-based accounting for all in-scope sites is 12.39 1,000 metric tons.

For Scope 1, all U.S. sites are calculated using the following formula: Natural Gas (mmBtu Nat Gas x Emissions Factor [53.06 kg CO₂e]) + Fuel Oil Generators (mmBtu Fuel Oil x Emissions Factor [73.96 kg CO₂e]) x 0.001 (conversion factor for kilograms to metric tons).

For Scope 2, sites in Northeastern U.S. are calculated using the following formula: Electricity (MWh) x Emissions Factor (558.2 lb./MWh) x 0.000453 metric tons/lb. (conversion factor for pounds to metric tons).

For Scope 2, the Georgia, U.S. site is calculated using the following formula: Electricity (MWh) x Emissions Factor (1089.4 lb./MWh) x 0.000453 metric tons/lb. (conversion factor for pounds to metric tons).
TRANSFORM
PATIENT LIVES
PATIENTS ARE OUR GUIDING STAR and the driving force behind our pursuit of brighter futures for all of our stakeholders. Patients inspire us daily and are the living embodiment of the purpose behind our work. Every day we urgently seek to understand patient journeys, find answers and collaborate to deliver access to therapies that can change the lives of people living with rare diseases.

ACCELERATING RESULTS for PATIENTS THROUGH STAR

Alexion’s vision is to continuously raise the bar to deliver on patient expectations with solutions designed for them as people – meaning we want to take the time to understand their social and emotional lives, as well as their medical condition.

In 2019, we created STAR – Solutions To Accelerate Results for patients – a framework and method to accelerate the development of enterprise-wide solutions and integrate internal and external insights on the patient experience. The STAR mission is to bring together internal and external stakeholders to identify and solve urgent patient challenges.

Some of the accomplishments of STAR to date include:

- Creating and implementing the Patient and Stakeholder Value (PSv) model, an enterprise-wide model for deepening our understanding of the patient and stakeholder journeys.

- Developing an interactive solution to house patient and stakeholder insights and solutions.

- Defining Alexion’s enterprise diagnostic strategy (see Page 42).

- Piloting holistic patient and stakeholder experience models for NMOSD, PNH and Wilson disease. As part of these pilots, we created Patient and Stakeholder Experience Factbooks, incorporating patient and caregiver accounts of their experiences, emotions and ethnography insights.

- Embedding tangible patient-centric initiatives in the organization and expanding mindsets.

We are learning the art of what it means to truly listen. It’s a totally different approach where rather than promoting our messages for their response, we humbly listen to continuously understand challenges patients and stakeholders face and the best way we can serve them.

– ASA M. INTERNATIONAL INTEGRATION & TRANSFORMATION LEAD
INCORPORATING PATIENT INPUT

Where possible, we aim to seek patients’ input, including on our rare disease registries regarding data collection, analysis and publication, and acknowledge patient authorship. In 2019, we included patients for registries in PNH and aHUS and published our first patient plain-language summaries for scientific journals, which we expect will become a standard practice.

To inform protocols and patients’ informed consent documents, we strive to include patient and caregiver perspectives, advice and input into early clinical development plans and identified Phase II/III Alexion clinical trials. In 2019, we did the following:

- To help inform our amyotrophic lateral sclerosis (ALS) clinical development, we engaged patient organizations and individuals in the ALS community from the very beginning. As a result, we designed our CHAMPION-ALS study – a Phase 3 double-blind placebo-controlled study that will enroll approximately 350 adults with sporadic or familial ALS – based on input from people living with ALS, caregivers, leading ALS specialists and global regulatory agencies.

- As part of our ULTOMIRIS® (ravulizumab-cwv2) subcutaneous program, we collected patient feedback on the device used in the program to understand human factors, appeal and convenience.

- A first for Alexion, we included a wearable device as an exploratory assessment in a clinical trial in adults with HPP. The wearable technology will further our understanding of the patient’s experience using STRENSIQ® (asfotase alfa) and their limitations in daily life, as well as support any potential future clinical studies in HPP.

- We facilitated forums with patient organizations and leveraged patient advocates from the aHUS Registry and the Rare Disease Registry to help inform our TMA program.

Meet Roberta

Roberta was just 16 and attending nursing school in Romania when she started having trouble brushing her hair, keeping her hands up to write on the blackboard and began slurring her words. She was diagnosed with gMG. After participating in a clinical trial for SOLIRIS® (eculizumab), her voice, ability to chew and swallow, and fatigue improved, and she was able to return to work after nearly 20 years of struggling with her symptoms. Learn more of Roberta’s story.
PROVIDING PATIENT SUPPORT
The impact of rare diseases on patients and their families is profound. The complexity of living with a rare condition can compound the difficulty. Our patient support programs are designed with the patient journey in mind. In 2019, we established an aspiration to increase the percentage of eligible patients who have been diagnosed with a condition that Alexion treats, that are included in Alexion patient support programs year over year, regardless of whether they are using our therapies. In international markets, including Japan, nearly 70% of new patient support programs established in 2019 included patients not currently on Alexion therapies.

EDUCATING PATIENTS AROUND THE WORLD
Alexion is committed to educating patients about their disease by providing patient support programs that help people living with a rare disease to better manage their symptoms, understand their treatment and improve their overall health. Efforts in 2019 included:

► In Austria and Germany, we created an educational brochure on gMG for patients around the world, with patient input on content and format. The brochure has been rolled out in Austria, Canada, Germany, Japan and Switzerland.

► For those living with PNH in Japan, we’ve developed a mobile app to help patients record their symptoms and share information directly with their physicians. We also created a “movie book” to explain PNH and its treatment through plain-language videos.

Meet Tanner
When Tanner was born, his mother, René, did not suspect anything was wrong with him. Then, doctors noticed his wrists were retracting, and he had an unusual amount of cartilage. Diagnosed with HPP, doctors told René that Tanner had a 50% chance of survival. With no approved therapy for HPP, he participated in a clinical trial for STRENSIQ® (asfotase alfa). Years later, Tanner is doing well and continues to receive treatment with STRENSIQ. Learn more of Tanner’s story.
Providing Patient Support (continued)

In North America, we offer a personalized program that provides education, assistance with access and treatment support for people living with aHUS, gMG, HPP, LAL-D, NMOSD and PNH, and their caregivers.

Outside North America, our patient support programs include traditional patient services like homecare, injection training and other support through programs like Alexiah, MyHPP or Healthcare at Home. The programs also include activities designed to respond to patient education needs and requirements for tools and resources to track their symptoms.

In 2019, all new international patient support programs had patient organizations involved in their development, design and implementation.

Access to Medicines

Alexion recognizes that access to the medicines patients need can be challenging. Within the parameters of our current programs, we make efforts to provide or support programs for eligible patients to apply for access to our therapies when other options are not available or sufficient.

In the U.S., the Alexion Access Foundation (AAF) is available for patients who have been diagnosed with a disease for which one of Alexion’s medicines is approved by the Food and Drug Administration, who do not have insurance, access to insurance or any other means of obtaining Alexion medication, and who meet certain criteria.

The Global Access to Medicines (GATM) program provides eligible patients outside of the U.S. with an option to apply for access to our medicines at no cost under certain circumstances.

Working with Patient Organizations

Critical to our commitment to understanding the patient journey and helping advocate for the principles and issues that matter to them, we work with patient organizations worldwide. This includes listening and learning to better understand rare diseases, improving patient care and enhancing patient access to innovative therapies. Our support for global and regional organizations is governed by internal policies developed to ensure the integrity of our interactions with these organizations and their independence from Alexion.

Another way we support people living with a rare disease is by being a key influencer of patient organization engagement standards across the industry through ongoing, proactive thought leadership. We did the following in 2019:

- Involved patient organizations in our STAR workshops and LEAP sessions.
- Connected patient organizations to each other to create channels for best practice sharing.
- Engaged patient organizations early in our ALS and Wilson disease programs to learn the ways they suggest we best work with their patient communities.

Medical Affairs Strategy

Alexion’s Global Medical Affairs and Health Economics team integrates a suite of experts who help optimize access, health outcomes and patient experiences by engaging various members of the medical community throughout the patient journey to better understand their pain points and value drivers. This team delivers evidence from clinical trials and important information from real-world settings like rare disease registries and database bank analyses.
COMMUNICATING the EFFICACY AND SAFETY OF OUR MEDICINES

Alexion is committed to safely and effectively delivering our transformative medicines to patients and customers. We do this in a way that protects the patient and meets the requirements and expectations of all of our key stakeholders, including global regulatory agencies, local governments and laws.

In 2019, we established an aspiration to generate real-world evidence to document the benefits and safety of Alexion treatments, and we’re pleased to report our ongoing progress:

- Participated in 55 Congresses
- Submitted 98 abstracts; 97% accepted
- Gave 24 oral presentations
- Developed 70 posters
- Submitted 44 manuscripts
- Published 32 manuscripts
- Delivered 11 medical symposia
- Reached 3,000+ medical symposia attendees
- Prepared 4 plain-language summaries of manuscripts (1 published; 3 under journal review)
- Created 9 posters around plain-language summaries

PROJECT GENESIS: GENERATING EVIDENCE

As patients face increasing challenges in accessing highly specialized treatments, it is imperative that Alexion adapts quickly. In 2019, our Global Medical Affairs team initiated Project Genesis to develop enterprise-wide evidence generation capabilities to support the approval of and reimbursement for therapies. With input from Alexion stakeholders, as well as insights from external experts, best-in-class benchmarks and scientific research, Project Genesis is enabling Alexion to optimize patient access to our therapies.

A FOUNDATION OF QUALITY

At Alexion, we believe that quality is for everyone, in accordance with our CSR-STAR foundation of ethics and compliance (see Page 46). Explicitly stated in our Quality Policy, this means that each Alexion employee is accountable for integrating quality into what we do every day through the decisions we make and actions we take.

We require all Alexion employees and contractors to attest to upholding the five tenets of our Quality Policy:

1: Delivering safe and effective medicines that meet or exceed the requirements of our patients and our customers.
2: Complying with all applicable regulatory requirements.
3: Operating a Quality Management System and improving our systems and processes.
4: Ensuring the integrity of our data.
5: Upholding our individual and collective accountability for quality.
BRIGHTER FUTURES  |  2019 CSR Report

GOVERNING SAFETY WITHIN ALEXION
The safety of the people on our therapies and who participate in our clinical trials is of paramount importance.

Alexion's Regulatory Affairs Team works with regulators to ensure our medicines meet the highest regulatory standards. This team infuses regulatory considerations into the drug discovery and development process, helping us better serve patients and more successfully register medicines in global markets.

Alexion's Drug Safety Team proactively assesses, manages and communicates patient risk associated with Alexion medicines. The team is dedicated to advancing patient safety and complying with global regulatory requirements. To reinforce our commitment to drug safety throughout our entire organization, all employees are trained upon hire, and annually thereafter, to accurately identify and report adverse events within 24 hours.

Clinical Trial Safety. Clinical trials are a critical part of our efforts to develop innovative new therapies for patients with severe and life-threatening rare diseases. Alexion's clinical trials investigate potential new therapies that may offer hope to people who haven't yet found an effective or tolerable solution. See our website for more information on our clinical trials in a wide range of therapeutic areas.

Our Development Operations & Quantitative Sciences (DOQS) Team is responsible for overseeing Alexion's clinical trials, specifically:

- Oversight of contract research organizations in managing investigator site activity to ensure regulatory compliance, data integrity, risk mitigation and inspection readiness;
- Oversight and management of all Centers of Excellence vendors, ensuring they are compliant with standard operating procedures and established training practices, and effective in clinical operational methods;
- Application of clinical study design and statistical methodology, study analysis and reporting, and final accountability for data readouts; and
- Authorship of protocols, briefing books, investigator brochures, study reports and submission documents.

ENHANCING QUALITY
In 2019, we rolled out a new training program for General Managers in our various country offices to illustrate how bringing a quality mindset into decision-making helps us anticipate and mitigate quality risks. Similarly, a new, scenario-based quality training was delivered to our Development Team Leaders to ensure that they have the right tools to emphasize quality in their daily work.

Also, in 2019, our Quality team announced the global rollout of an enhanced Product Complaint Management Process. This improved procedure strengthened our existing reporting process and is essential to understanding customer feedback, the performance of our medicines and areas for improvement.
ADVANCE
OUR PEOPLE and
OUR COMPANY
WE AIM TO ATTRACT TALENT at Alexion that is inspired by our mission and challenged by our work to transform the lives of people affected by rare and devastating diseases. Together, we are building the most rewarding company to work for, where people produce and enable meaningful and fulfilling work, are valued and feel they belong. Our people are empowered to make a difference and their diversity of backgrounds and ideas is encouraged and embraced.

ADVANCING OUR EMPLOYEES
Breakthrough innovations require purpose-driven, high-performing talent. In addition to recruiting passionate and diverse colleagues, we continuously evolve our business with our approximately 3,000 employees in mind, and we want employees to feel respected, valued and empowered. We believe our employee-centric culture and agile approach to the employee experience allows our people to fulfill their true potential, setting us apart from other biopharmaceutical and biotechnology companies.

FOCUSING ON CULTURE
Delivering on the tenets of a rewarding company helps us contribute to the patient journey, create value for all of our stakeholders and build a competitive advantage. We’re striving for this aspirational culture through initiatives such as:

- **Equipping and empowering our leaders to take accountability for shaping our environment.** We provide leaders the resources and tools needed to create an inspired environment. Our Culture Coalition leaders meet regularly to exchange best practices and ideas.

- **Rewarding and recognizing our colleagues’ achievements and work.**
  We believe recognition should be aligned with our values and, when possible, instantaneous. To that end, we have a program where employees at all levels can easily “badge” another employee anywhere around the globe at any time of the year for their great work consistent with our values. We also offer formal recognition through our Nomination November initiative, Spot Awards, Living the Values Awards, Quality Excellence Award and our Guiding Star Award – the company’s highest honor.

- **Engaging and empowering team members around the globe in shaping our culture.** We have dedicated “Culture Champions” from various functions and geographies that connect to share best practices for driving culture transformation across the organization.

Setting the Course: OUR CULTURE PRIORITIES

Our culture is guided by four key priorities:

1. **Enabling a speak-up, quality and compliance environment.**
2. **Empowering leaders to create the environment to live our values.**
3. **Spurring innovation to best serve patients and customers.**
4. **Creating business processes and decision-making to best serve patients.**
FOCUSING ON THE HUMAN EXPERIENCE

As an organization, we’re focused on curating the experience of both our employees and patients (see Page 25). We listen to them to help us develop and deliver new solutions based on their input and needs, and we leverage technology to further accelerate those experiences.

We plan to enhance our employee experience through the following guiding principles:

- Foster a sense of belonging and trust by engaging and acting upon employees’ unique insights and experiences.
- Create capacity for all employees to allow for leadership and innovation that is aligned to our business strategy.
- Provide up-to-date, intuitive and easily accessible resources enabled by technology.
- Continuously break traditional thinking to better listen to and advocate for employees, so that employees feel fulfilled professionally and personally.

To ensure that we’re living up to these principles, we regularly solicit employee feedback through our annual Culture Survey, focus groups, interviews and one-on-one dialogue. This ongoing feedback ensures we are in touch with employees and continually improving.

Based on our Culture Survey results, we focused on enhancing our speak-up culture, creating an environment where employees are encouraged to share their ideas and concerns. We also continue to see year-over-year improvement across our core values in the survey results – including a 34-point gain in our employee Net Promoter Score in 2019, a measure of how likely one’s employees are to recommend the company as a great place to work.

Launched in 2019, Alexion Connect & Engage (ACE) is Alexion’s new digital platform aiming to further an exceptional employee experience. ACE provides employees with news, resources and information to make their work lives easier and connect them with colleagues around the world.
Our LEAP initiative is an effort to broaden our employees’ perceptions and capabilities around patient-driven actions, incorporating our Patient and Stakeholder Value (PSv) model from STAR as a foundation (see Page 25). Throughout Alexion, we’re hosting an immersive experience to deepen our understanding of the patient and stakeholder experiences. By challenging our assumptions, conducting active listening exercises and engaging patients and other stakeholders, we’re able to translate our observations and data into insights and innovative solutions that can benefit people living with rare diseases. LEAP became a required part of new hire training in the United States in 2019.

We had time to think outside the box and view patients, caregivers, physicians and payors’ journeys from different perspectives, and think about solutions for many barriers we found.

– ALEXION TEAM MEMBER WHO PARTICIPATED IN LEAP

It was great seeing the teams interact with stakeholders … We need to continue to have this ongoing dialogue … We are all working together to provide the best care.

– KEY OPINION LEADER WHO PARTICIPATED IN LEAP
EMBRACING BELONGING

Alexion encourages diversity of backgrounds and ideas. We genuinely care for and respect each other, working together as a high-performing team to deliver extraordinary results while embracing different perspectives.

Our commitment to gender and ethnic diversity extends to all ranks within our organization. Our executive team is majority female and represents multiple ethnicities. Similarly, more than half of all Alexion employees are female and represent a multitude of backgrounds.

As one example of our commitment to gender and ethnic diversity, the Nominating and Corporate Governance Committee of our Board of Directors instituted a policy stipulating that gender and ethnically diverse candidates must be included in its pool of candidates for any open director positions. We also apply robust job profiles that include skills and culture, and leadership behaviors when evaluating candidates to limit biases in hiring decisions.

By cultivating an environment of inclusion and belonging and seeking diversity among our teams, we position ourselves to harness new perspectives and insights that fuel innovation, create value and support an unparalleled employee experience.

BELONGING IN ACTION: COLLEGE PARK, IRELAND

Throughout 2019, our employees in Ireland have taken belonging and inclusion to new levels. We hosted quarterly events in 2019, including International Women’s Day in March, where more than 150 employees heard a keynote address from Alexion’s Chief Financial Officer, Aradhana Sarin, in addition to inspiring speeches from other female leaders.

Alexion also hosted Senator David Norris – the first openly gay person to be elected to public office in Ireland. Senator Norris participated in a question and answer session, toured Alexion’s packaging and quality control facilities and had lunch with a group of employees. In June, we hosted Pride @ College Park, featuring seven events celebrating the LGBTQ+ community over seven days. We are also proud to be the first pharmaceutical company in Ireland to walk in the Dublin Pride Parade.
REWARDING AND SUPPORTING OUR EMPLOYEES

Our global compensation and benefit plans are designed to reward employees and provide them and their loved ones with opportunities to enjoy optimal physical, financial and emotional health. Our standout benefits include:

- Annual incentive plan(s)
- Equity program
- Generous family leave
- Competitive medical coverage
- Paid caregiver leave
- Fitness reimbursement
- Education assistance
- Commuter benefits
- Back-up child and elder care services

Benefits also include many well-being programs under our Live Better banner.

PROVIDING OPPORTUNITIES to DIVERSE STUDENTS

SKILLS FIRST INTERNSHIPS. Alexion was one of several companies recruited by the Greater Boston Chamber of Commerce to participate in the launch of its Skills First Internships program (formerly Talentsetters) – an initiative that aims to provide equitable access to quality internships for college students of color and from nontraditional backgrounds. Through the Skills First pilot, Alexion hired its second annual CSR intern in 2019.

DIVERSITY FELLOW. In 2019, for the first time, we partnered with law firm White & Case to host a Diversity Fellow at our Boston headquarters. White & Case’s 1L Diversity Fellowship program provides qualified first-year law students with experience working with clients, specifically those seeking to create an environment where the diversity of thought and background are not only encouraged, but preferred. During her fellowship, a law student at University of Pennsylvania attended various legal and interdepartmental meetings and worked alongside our Chief Legal Officer and other members of our legal team.

PROMOTING WELL-BEING in IRELAND

Alexion was the first pharmaceutical company in Ireland to receive the Irish Business Employers Confederation (Ibec) Program’s KeepWell Mark, an evidence-based, independent accreditation that recognizes employers that put the well-being of their employees first. Well-being activities in 2019 included:

- Mental fitness training to nearly 200 leaders and employees;
- Medical screenings including diabetes, blood pressure and cholesterol;
- Circuit and yoga classes on-site;
- Lunch and learn events held for cancer awareness months; and
- A new, 1.5-kilometer walking path on-site at College Park.
DEVELOPING OUR EMPLOYEES, GROWING OUR LEADERSHIP CAPABILITY

We believe all of our employees should have the power to maximize both their impact and their careers. In 2019, we advanced that priority by deploying the Alexion Leadership Profile. This approach:

- Builds upon Alexion’s leadership differentiators: Change Lives, Create Value and Collaborate to Innovate.
- Defines the attributes and behaviors we expect of leaders at all levels of the organization.
- Guides all of our people decisions: what we select for, who we hire, who we partner with, how we measure performance and potential, and what we prioritize in our individual and collective development efforts.

The launch of our Leadership Profile inspired several training pilots, including a new Manager Development Pilot Program that enlisted a cross-functional group of Alexion managers to participate in seven experiential modules. Based on the pilot’s success, we plan to deliver this program to Alexion managers on a regular basis, enhancing the program as we receive feedback from attendees.

The Leadership Profile also provided the framework and structure for a new Enterprise Leadership training launched in 2019. We piloted the program for all General Managers, Global Medicine Team Leads and Global Program Team Leads. We will continue to roll out the program to senior leaders across the company in 2020.

In addition, key leaders participated in our Purpose-Driven Leadership program – an intensive, experiential learning program that required those leaders to work together on a critical company project.

In parallel with our training and development programs, we strive to provide employees the resources they need, playing to their strengths and aspirations. As part of that effort, we have built 360-degree assessment instruments for all levels, based on the key behaviors that make up our Leadership Profile. We also equip our managers with tools they need to have meaningful conversations with their employees about their performance, potential and development.

For our Enterprise Leadership Team, we developed a specific assessment and development toolkit that focuses on seven specific behaviors. These behaviors were identified as critical by the Alexion Executive Committee for enterprise leadership.

We offer employees at all levels a variety of tailored training opportunities through our Learning Management System (LMS) and offer up to $10,000 per year in tuition assistance for those pursuing degrees or courses that will benefit their current or future roles at Alexion.
ENGAGING WITH THE NEXT GENERATION OF TALENT
We understand that our future, and the future of the healthcare industry more broadly, depends on developing an extraordinary talent pipeline. We engage with institutions of higher learning to connect students with firsthand experiences in the biopharmaceutical sector.

University Outreach and Internships –
Alexion offers a chance for students to build on their education at one of the fastest-growing biopharmaceutical companies. We offer hands-on internship opportunities and strategically partner with universities around the world. It allows students at all levels to bring new ideas, fresh perspectives and a passion for excellence to Alexion.

Fellowship Programs –
Alexion, in collaboration with Massachusetts College of Pharmacy and Health Sciences (MCPHS) University, offers two unique postdoctoral fellowship programs within our Global Medical Affairs group. These programs expose qualified Doctor of Pharmacy graduates to the biopharmaceutical industry and enhance and promote the role of pharmacists within this field.

STEWARDING HEALTH AND SAFETY
Protecting the health and safety of our colleagues and communities where we operate is essential in living our corporate values. We’ve formalized this commitment in our EHS Policy, which extends to every location and every Alexion worker, including contractors. This section focuses on occupational health and safety. For more information on our environmental stewardship efforts, please see Page 21.

We implement our EHS Policy through our global EHS management system that guides our actions and tracks key performance indicators to manage our risks and drive continuous improvement.

Site leaders, in collaboration with global and local EHS teams, are responsible for routinely identifying and having access to applicable health and safety legal requirements and implementing compliance systems consistent with applicable legal requirements and the standards outlined in our EHS policy.

Each Alexion site implements an EHS Incident Management Procedure that complies with our EHS Policy and local regulatory requirements. All incidents and near misses, regardless of severity, must be reported so they may be investigated and so controls may be put in place to prevent reoccurrence. Learnings are disseminated throughout the organization to facilitate continuous improvement.

A key component of our EHS management approach is employee involvement. Open dialogue and communication are encouraged and rewarded regarding EHS performance data, progress toward objectives, hazard and risk information, significant EHS issues and best practices. We also empower every worker to identify, understand and mitigate, when possible, the safety risks associated with their roles.

Our safety comment program encourages employees to report all potential and actual risks and incidents. Every safety comment is tracked, investigated and corrected. Workers are promptly notified when their comment has been received and subsequently addressed. Employees’ candid feedback is always valued and sites around the world regularly reward workers who provide impactful safety comments with incentives like special parking spots, gift cards and other recognitions.

HEALTH AND SAFETY RECOGNITION
In 2019, Alexion Ireland received the Chemical/Pharmaceutical Specialty Award, the second highest honor at the National Irish Safety Organisation (NISO) Safety awards. The awards recognize how organizations manage health and safety at work.
Preventive **HEALTH** and **SAFETY** Measures

Alexion takes a proactive approach to employee health and safety, in concert with our speak-up culture. Key activities include scheduled walk-throughs of designated facility areas by the leadership and management team, completing corrective/preventative actions (CAPA) that arise from EHS incidents and encouraging employees to submit comments on safety topics. 2019 highlights included:

- **93%**
  - Completion rate of all scheduled walk-throughs by leadership

- **Zero**
  - Serious, overdue EHS-related CAPAs

- **4,500+**
  - Safety comments submitted across our facilities

**SAFE AND SOUND IN CONNECTICUT**

In celebration of the U.S. Department of Labor’s Safe + Sound Week, our EHS team provided employees with three fun safety challenges. Each challenge was modeled after one of the three core elements of a successful health and safety program: Management Leadership, Worker Participation and Finding/Fixing Hazards. Alexion was among 18 Connecticut organizations that participated in the nationwide event and recognized by OSHA as a 2019 participant.

To complete the week, many of Alexion’s Research and Global Product Development workers, alongside New Haven’s safety council, took the SafeAtWork Pledge.

**SAFE + SOUND**

**FIND AND FIX HAZARDS**

**WORKER PARTICIPATION**

**MANAGEMENT LEADERSHIP**

**Preventive HEALTH and SAFETY Measures**

Find and Fix Hazards

Be Safe + Sound at Work

What are Find and Fix Hazards?

Finding and fixing hazards in the workplace is an ongoing process that helps better identify and control sources of potential injuries or illnesses. There are a variety of ways to keep the workplace safe, including establishing procedures to collect and review information about known or potential hazards in the workplace, investigating the root cause of those hazards, and prioritizing hazard controls. Identifying and correcting these hazards proactively ensures that workers go home, after every shift, to their families safe and sound.

**Safe + Sound** is a year-round campaign to encourage every workplace to have a safety and health program. This nationwide effort raises awareness of the value of workplace safety and health programs, which can improve businesses’ safety and health performance, save money, and improve competitiveness.

For the latest news and information visit www.osha.gov/safeandsound.
ADVANCING our COMPANY
We work together as a team, respecting and empowering team members, and unlocking value for our stakeholders through the inclusion and diversity of people and ideas, collaboration and continuous learning. Our emphasis on teamwork and solid governance is fundamental to our CSR approach. We have three important governing bodies charged with ensuring that CSR advances our business strategy.

CSR BOARD OVERSIGHT
We believe CSR is integral to business success and should be considered by those setting the course for the company. Alexion’s Executive Committee, with oversight from Alexion’s Nominating and Corporate Governance Committee of our Board of Directors, has the responsibility of assisting in the development and recommendation of policies and management systems for environmental, health, safety and social responsibility matters to the Board. We believe this commitment will allow for a sustainable, long-term CSR program.

CSR STEERING COMMITTEE
Alexion's CSR Steering Committee serves as a collaborative cross-functional, decision-making task force focused on CSR and shared value efforts at Alexion. This includes recommending Alexion's CSR strategy and developing strategic positioning, making and influencing critical business actions as it relates to CSR, and advancing CSR leadership and related efforts throughout the organization.

ALEXION IRELAND RECOGNITIONS
Alexion Ireland was named the "Biotech Company of the Year 2019" at the Pharma Industry Awards, the most prestigious event in Ireland for our industry. Plus, our College Park facility received “Best Workplace” from the Fingal Business Excellence and CSR Awards 2019, citing the work we are doing to give back to the community, develop employees, sustain the environment and support patients.
REDEFINE
WHAT IT MEANS to LIVE
WITH A RARE DISEASE
Victor, Living with PNH
WE ARE DRIVEN to help people fight rare, devastating diseases. Leveraging the power of complement biology, we have advanced treatment with effective, new medicines and currently have a highly robust pipeline focused on rare diseases. Since our founding in 1992, Alexion has become a leader in the complex field of complement biology. The complement system is an essential part of the immune system, however, when the complement system is dysregulated, it can lead to disease.

REVOLUTIONARY DIAGNOSTICS
According to nonprofit patient organization Global Genes¹, people living with a rare disease may visit more than seven physicians over the course of many years before receiving an accurate diagnosis. Often, these physicians have never encountered a specific rare disease, compounding the difficulty. This delay results in unnecessary suffering, misdiagnosis and treatment, and compounding frustration, and, in some cases, even death for those who aren’t diagnosed in time or for those who are misdiagnosed.

Early and correct diagnosis is imperative, which is why Alexion is working to revolutionize the way rare diseases are diagnosed, not only for the conditions we treat but for a diverse set of diseases classified as rare.

In late 2019, we formed a Diagnostics Center of Excellence using our cross-functional STAR team (see Page 25) to unify and focus our efforts. This speaks to Alexion’s vision for diagnostics leadership to be a long-term, strategic priority within the enterprise and ensures its role throughout the research and development pipeline. Key competences include diagnostic test development and validation, data sciences, genetic testing, biobanking and go-to-market capabilities.

WORKING WITH THE RADY CHILDREN’S INSTITUTE
While genomic and phenotypic data provide data critical to diagnosis, the sheer volume of this information can be overwhelming. Working as part of a collaborative effort led by the Rady Children’s Institute for Genomic Medicine in San Diego, Alexion experts in data science and bioinformatics are refining Alexion’s SmartPanel platform/tool, which synthesizes genomic and clinical information to produce a prioritized list of a patient’s suspected rare-disease genes to dramatically speed diagnosis.

As the SmartPanel platform is further refined and validated, Alexion will share it through free licensing models to accelerate further research in pediatric rare-disease diagnosis. Working for a broader societal benefit through our collaborations is a core value for Alexion.

¹ https://globalgenes.org/2014/03/06/accurate-diagnosis-of-rare-diseases-remains-difficult-despite-strong-
In 2012, the 100,000 Genomes Project was established with the lofty goal of sequencing 100,000 whole genomes from samples from patients of Britain’s National Health Service (NHS) and combining the information with medical records. Today, the project, overseen by Genomics England, has not only met, but exceeded that target, creating an enormously rich resource for medical research – a database of more than 1.6 million data points.

This holds extraordinary opportunity to identify and create new treatments for people – especially children – with rare diseases, since at least 80% of rare diseases result from a defective gene(s)/genome(s). The genomes of more than 17,000 rare disease patients are represented in the database, along with two blood relatives of each patient, since most rare diseases are inherited.

As one of the first companies allowed access to the project’s data, Alexion has enabled the diagnosis of patients with nephronophthisis (NPH), a life-threatening kidney disease that affects about one in every 60,000 babies and usually results in kidney failure by age 15. Alexion identified NPH genomic features in 14 anonymized database records and shared the information with their NHS clinical teams, who in turn were able to contact the patients and their physicians to finalize the diagnosis. This exciting milestone in Alexion’s work with Genomics England has been presented at the Royal Society and the Genomics England Research Conference.

INNOVATIVE MEDICINES

Our portfolio of four approved medicines (see Page 9) has been recognized around the world for advancing the treatment of rare diseases.

In 2019, Alexion received approvals to expand the uses of two important medicines, including:

- ULTOMIRIS® (ravulizumab-cwvz) for the treatment of aHUS to inhibit complement-mediated TMA in the United States and Europe.
- SOLIRIS® (eculizumab) for the treatment of NMOSD in adults in the United States, Europe and Japan. SOLIRIS was previously approved for the treatment of PNH, aHUS and gMG.

Internal Discovery Efforts. Our discovery research programs aim to deliver life-changing therapies that bring hope to people living with rare disease. Internally, we’re expanding on our fundamental understanding of complement biology and advancing on the core therapeutic areas of hematology, nephrology, neurology, metabolics and cardiology.

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100,000 GENOMES Project

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100K SEQUENCED GENOMES = 21+ PETABYTES OF DATA.

IMAGINE 1 PETABYTE OF MUSIC... IT WOULD TAKE 2,000 YEARS TO LISTEN TO IT ALL.

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COLLABORATING ON NEW THERAPIES

Alexion has invested significantly in partnerships forged with other biotech companies that share our commitment to discovering and developing solutions for rare diseases.

Working with Caelum Biosciences, we are developing a first-in-class targeted therapy to improve organ function in patients with a rare systemic disorder that results in progressive and widespread organ damage, most commonly to the heart and kidneys. The average survival time from diagnosis with this disorder is less than 18 months, and there are no approved medicines to treat organs damaged by this devastating disease. The collaboration allows us to build on our complement leadership and expand into RNAi-based therapies. In 2019, we expanded our partnership to include four targets.

Alexion announced an agreement in 2019 with BridgeBio Pharma’s subsidiary Eidos Therapeutics that grants Alexion an exclusive license to develop and commercialize AG10, a therapy in Japan that treats the root cause of a rare protein disorder.

We are partnering with Complement Pharma to advance a preclinical C6 complement inhibitor for potential treatments for a variety of neurological disorders.

In 2017, we entered into a license agreement with Halozyme Therapeutics and since then have completed a Phase 1 study of ALXN1210 co-administered with Halozyme's ENHANZE® drug-delivery technology, which aids in the dispersion and absorption of injected therapies, yielding a next-generation formulation called ALXN1810.

ACQUIRING ACHILLION PHARMACEUTICALS

In early 2020, Alexion completed its acquisition of Achillion Pharmaceuticals providing the foundation and expertise for a broader oral Factor D inhibition development platform with the potential to treat numerous additional complement-mediated diseases and strengthening our pipeline portfolio of rare disease.

Working with Dicerna Pharmaceuticals, we are discovering and developing RNAi therapies for complement-mediated diseases. The collaboration allows us to build on our complement leadership and expand into RNAi-based therapies.
ADVANCING SHARED RESEARCH

**Externally Sponsored Research (ESR).**
In addition to our internal research programs and direct collaborations, we support clinically and scientifically sound independent research to generate evidence and ultimately contribute to advancing patient care. Through our ESR program, we receive, review and respond to unsolicited proposals from external sponsors requesting funding.

The global ESR program welcomes all qualified investigators interested in conducting independent research in complement-mediated and metabolic diseases. Data generated by Alexion-funded ESR studies have been published in peer-reviewed journals, including three publications in 2019.

**Discovery Partnership program.**
Under Alexion’s Discovery Partnership program, we encourage academic scientists and researchers to submit proposals for work focused on preclinical translation of scientific discoveries into therapies for rare disorders. For example, we partner with Aarhus University in Denmark, home to leading experts on molecular structural biology of the complement components and their interactions. We work with these experts to elucidate the molecular interactions between Alexion’s complement inhibitors and their targets.

VOLUNTARILY SHARING DATA
Alexion appreciates the contribution of every single person who has participated in our clinical studies. To be sure we are doing everything we can to advance the treatment of rare diseases, Alexion voluntarily shares de-identified data we gather from company-sponsored clinical trials to encourage further research, as appropriate. Only data that cannot be identified back to individual trial participants is shared. Qualified investigators can [submit a proposal](#) for access to our data and supporting documents to inform their future work.

In 2019, we formed an internal, cross-functional Transparency and Disclosure Committee to further our voluntary data sharing efforts from clinical studies. This effort is in addition to ongoing activities ensuring compliance with all applicable laws, guidelines and standards. Our voluntary data sharing efforts will uphold all regulations to protect patient privacy. Voluntary data sharing activities are meant for informational purposes only and are not intended to promote any medicine or use.

The Committee developed a formal Transparency and Disclosure Policy and Committee Charter, which outlines our commitment to the Principles for Responsible Clinical Trial Data Sharing published by the Pharmaceutical Research and Manufacturers of America (PhRMA)/European Federation of Pharmaceutical Industries and Associations (EFPIA), European Patients’ Academy on Therapeutic Innovation (EUPATI) and International Federation of Pharmaceutical Manufacturers & Associations (IFPMA).

In 2019, we formed an internal, cross-functional Transparency and Disclosure Committee to further our voluntary data sharing efforts from clinical studies.
ETHICS & COMPLIANCE
OUR FOUNDATION
UNDERPINNING EVERYTHING we do as a company, and all of our efforts to create brighter futures for all of our stakeholders, is an unwavering commitment to ethics and compliance.

BUILDING the FOUNDATION
Every day, we strive to live up to the expectations of patients, physicians, as well as ourselves, and earn trust in our communities. Alexion’s Ethics and Compliance program is led by our Chief Compliance Officer, Compliance Committee and Compliance team. Our Compliance program is tailored to meet the standards set forth by the Office of Inspector General (OIG) for the U.S. Department of Health and Human Services in its 2003 Compliance Program Guidance for Pharmaceutical Manufacturers.

OUR CODE OF ETHICS AND BUSINESS CONDUCT
In 2019, Alexion launched a refreshed Code of Ethics and Business Conduct that sets out basic principles applicable to all employees in a new structure and digital format.

The Code is in addition to more detailed company policies and procedures, as well as the geography-specific policies and procedures. It is the responsibility of every employee to read, understand and follow this Code, as well as all other company policies. This Code is the foundation of Alexion’s overall program to ensure that all Alexion employees worldwide follow the appropriate standards and comply with all legal requirements in each country where we do business. Alexion educates and trains employees on the Code through live training sessions, web-facilitated trainings and via online resources and training programs. In 2019, we were able to document that nearly 98% of Alexion employees around the world completed Code of Conduct training.

CELEBRATING INTEGRITY MATTERS WEEK
At Alexion, integrity is clearly defined as working first and foremost in the best interest of our patients. In 2019, we celebrated our second Integrity Matters Week, dedicating a week to demonstrating how integrity underscores everything we do and how we embrace its foundational role in our daily work. Activities included launching the new Alexion Code of Conduct, highlighting employee stories and conducting a Lunch & Learn session with renowned expert and professor Nien-hê Hsieh from the Harvard Business School.

ETHICS HOTLINE
The Alexion Ethics Hotline offers employees, business partners, customers and members of the public the opportunity to ask questions and/or report concerns about any potential misconduct or unethical behavior. Questions or concerns may be submitted anonymously through a secure online portal or via phone, or (not anonymously) through email. The hotline is available in multiple languages 24 hours a day, seven days a week, and is run by an independent, third-party provider.
One of our stated metrics (see table on Page 13) is to be a key influencer of compliance standards across the industry through ongoing, proactive thought leadership. Several presentations supported our progress on this metric in 2019:

► Alexion’s Vice President of U.S. and Enterprise Compliance led the Legal and Compliance Leadership Summit at the 5th Annual Life Sciences Compliance Congress for Specialty Products. The summit encourages an open exchange of ideas and strategies around the most critical issues facing heads of compliance across the life sciences industry.

► Alexion’s Executive Director of R&D, Global Medical & External Funding Compliance co-presented on how to transform a policy-based compliance program into a robust, control-based program at the Society of Corporate Compliance & Ethics (SCCE) 18th Annual Compliance & Ethics Institute. The SCCE is a member-based association for compliance and ethics professionals worldwide.

► Our Senior Vice President of International Compliance co-presented on anti-corruption compliance at Seton Hall Law School’s U.S. Healthcare Compliance Certificate Program, a four-day program designed to educate attendees on relevant healthcare laws, regulations and compliance risks in the life sciences and medical devices industries.
OUR ANTI-BRIBERY AND ANTI-CORRUPTION POLICY
Alexion has a zero-tolerance policy toward bribery and corruption. We prohibit all forms of bribery. Under Alexion’s policy, anyone acting for, or on behalf of, the company is prohibited from offering, giving, requesting, accepting or receiving a bribe. Alexion is committed to acting with the highest ethical standards in all countries where we conduct business. To facilitate this, Alexion’s global compliance program is designed to ensure compliance with the applicable anti-corruption laws of every country in which we operate, including the U.S. Foreign Corrupt Practices Act and U.K. Bribery Act 2010.

Alexion conducts global anti-corruption compliance training on an annual basis, which is now a part of our new employee onboarding. The Alexion International Compliance team led 37 live, in-person anti-bribery/anti-corruption training workshops throughout 2018 and 2019, reaching more than 2,200 employees in all of our markets globally.

PROTECTING OUR PATIENTS’ PRIVACY AND DATA
As stewards of data about patients who use our medicines, their caregivers and the healthcare professionals who serve them, we believe that respecting and protecting personal data is a key part of our business. We are committed to handling personal data fairly and transparently in accordance with the laws and regulations that govern data protection and privacy.

INTERNATIONAL COMPLIANCE CHAMPIONS
In 2019, we launched the International Compliance Champions program. Our Compliance Champions, from a wide range of functions and geographies, serve as an extension of our global International Compliance team. At the local level, they are tasked with listening to local issues and concerns, encouraging a speak-up culture, identifying opportunities to share successes or lessons, and raising needs for new guidance to address situation-specific needs. The program has an established governance structure to share insights, learnings and best practices.
GOVERNING OUR BUSINESS

Alexion’s Board of Directors sets high standards for our employees, officers and directors. The Board selects, oversees and monitors the performance of our Executive Committee, which is responsible for the day-to-day conduct of our business. Governed by our Corporate Governance Guidelines, our Board is comprised of four committees:

1. Audit and Finance Committee
2. Leadership and Compensation Committee
3. Nominating and Corporate Governance Committee
4. Science and Innovation Committee

During 2019, the Board met 11 times and no director attended fewer than 75% of the total number of meetings of the Board and the committees of the Board on which they served.

The Nominating and Corporate Governance Committee, which oversees environmental, health, safety and social responsibility matters (see also, Page 40), met with Alexion’s head of CSR in 2019 to receive updates about a broad range of Alexion’s CSR strategies, aspirations and programs.

The Nominating and Corporate Governance Committee also has oversight of political activity and spending. We publish a description of Board and management oversight of political spending on our website. In 2019, Alexion adopted its Policy on Political Contributions and Lobbying Activity, which outlines our commitment to disclose semi-annually, among others: (i) corporate contributions to candidates in state and local elections as well as corporate contributions to other political committees, PACs and political party committees; (ii) contributions made by the Alexion Pharmaceuticals Inc. PAC; and (iii) the nondeductible portion of annual payments to trade associations receiving $25,000 or more in dues or payments in the year and corporate payments to other tax-exempt groups that may be used for election related purposes.

As a result of our 2019 activities, the Center for Political Accountability (CPA), a nonpartisan, nonprofit organization that brings transparency and accountability to corporate spending, scored Alexion at 90% on the 2019 CPA-Zicklin Index, a dramatic increase from 10% in 2018.

Shareholders who have general questions or concerns should contact our Investor Relations team. Any shareholder who wishes to contact the Board directly should address questions and communications to the Board, the committee or director at the following address:

Alexion Pharmaceuticals, Inc.
121 Seaport Boulevard
Boston, MA 02210
Attention: Corporate Secretary

Shareholder communications are provided to the Board in the manner disclosed in our proxy statement.
WORKING with SUPPLIERS
Alexion partners with a wide variety of third parties to deliver the goods and services required to support the discovery, development and commercialization of life-changing therapies. We work to develop mutually beneficial relationships that support our corporate goals, while engaging in a manner that supports our patient focus and values.

OUR VENDOR CODE OF CONDUCT
In 2019, Alexion updated its Vendor Code of Conduct with plans to distribute to all new and existing suppliers in 2020. All suppliers are required to read and acknowledge the Vendor Code of Conduct, which aims to ensure our suppliers share our commitment of high ethical standards and compliance with all applicable laws, regulations and other legal requirements in every country in which they operate. Topics include anti-bribery/anti-corruption, privacy, animal welfare, fair labor and hiring practices, and environmental, health and safety.

We also created an internal Global Procurement and Sourcing Policy in 2019 to provide global standards for managing the purchase of goods and services.

CREATING A DIVERSE NETWORK OF SUPPLIERS
Alexion strives to work with small businesses and small disadvantaged, women-owned and veteran-owned small businesses where we are able. In 2019, Alexion spent nearly 25% of our total procurement spend on small and diverse businesses. In 2020, we aim to take the following steps in association with our work with diverse suppliers:

- Being an active sponsor of the Greater New England Minority Supplier Development Council.
- Networking with peers in the pharmaceutical industry to identify suppliers aligned with our needs and supplier diversity goals.
- Leveraging our Institute for Supply Management membership for best practices in engaging small and diverse businesses.
- Consulting with the U.S. Small Business Administration and U.S. Veterans Affairs to identify potential suppliers.
- Participating in supplier diversity events, examples of which may include the Women’s Business Enterprise National Council 2020 National Conference & Business Fair and the Annual Veteran and Small Business Summit.
Our 2019 Corporate Social Responsibility Report references disclosures from the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB).
# GRI INDEX

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<td><strong>General Disclosures</strong></td>
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<tr>
<td>102-1</td>
<td>Name of the organization</td>
<td>Alexion Pharmaceuticals, Inc.</td>
</tr>
<tr>
<td>102-3</td>
<td>Location of headquarters</td>
<td>Boston, Massachusetts, United States</td>
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<tr>
<td>102-4</td>
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<td>Alexion 2019 Form 10-K, Item 1 (Business: Manufacturing, Sales and Marketing); Item 2 (Properties) Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 8 (Primary Locations)</td>
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<td>102-5</td>
<td>Ownership and legal form</td>
<td>Alexion's common stock is quoted on The Nasdaq Stock Market, LLC under the symbol “ALXN.”</td>
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<td>102-6</td>
<td>Markets served</td>
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<td>Information on employees and other workers</td>
<td>Alexion 2019 Form 10-K, Item 1 (Business: Employees) Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 8 (Company Snapshot)</td>
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| 102-9      | Supply chain | Alexion 2019 Form 10-K, Item 1 (Business: Manufacturing); Item 1A (Risk Factors: Risks Related to Business Operations)  
Alexion 2019 CSR Report, Ethics & Compliance: Our Foundation, Page 51 (Working With Suppliers) |
| 102-10     | Significant changes to the organization and its supply chain | Alexion 2019 Form 10-K, Item 1 (Business: Manufacturing); Item 1A (Risk Factors: Risks Related to Business Operations); Item 7 (Management’s Discussion and Analysis of Financial Condition and Results of Operations: Financial Condition, Liquidity and Capital Resources) |
| 102-11     | Precautionary Principle or approach | Alexion 2019 Form 10-K, Item 1A (Risk Factors)  
Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 21 (Sustaining Our Planet) |
| 102-12     | External initiatives | Alexion 2019 Form 10-K, Item 1 (Business); Item 1A (Risk Factors)  
We have two Leadership in Energy and Environmental Design™ (LEED®) buildings, one in New Haven, Connecticut, and one in Boston, Massachusetts. We are required to follow Good Manufacturing Practices. Our environmental and occupational health and safety management systems are informed by ISO 14001 and 45001, respectively.  
See also: Alexion 2019 CSR Report, Redefine What It Means to Live With a Rare Disease, Page 45 (Voluntarily Sharing Data) |
| 102-13     | Membership of associations | Alexion 2019 Form 10-K, Item 1 (Business); Item 1A (Risk Factors)  
<p>| 102-14     | Statement from senior decision-maker | Alexion 2019 CSR Report, A Message from CEO Ludwig Hantson, Page 4 |
| 102-15     | Key impacts, risks, and opportunities | Alexion 2019 Form 10-K, Item 1 (Business); Item 1A (Risk Factors) |</p>
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<td>Values, principles, standards, and norms of behavior</td>
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<td>Website: Our Ethical Standards</td>
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<td>PDF: Alexion Code of Ethics and Business Conduct</td>
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<td>PDF: Nominating and Corporate Governance Committee Charter</td>
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<td>Composition of the highest governance body and its committees</td>
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<td>Role of highest governance body in setting purpose, values, and strategy</td>
<td>Alexion 2020 Proxy Statement, Page 35 (Corporate Social Responsibility and the First CSR Report)</td>
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<td>102-27</td>
<td>Collective knowledge of highest governance body</td>
<td>The Board receives education on a variety of topics, including CSR and governance. Alexion also funds Board members’ attendance at relevant educational seminars, and Board members belong to the National Association of Corporate Directors (NACD).</td>
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<td>102-28</td>
<td>Evaluating the highest governance body’s performance</td>
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<td>PDF: Nominating and Corporate Governance Committee Charter</td>
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<tr>
<td>102-32</td>
<td>Highest governance body’s role in sustainability reporting</td>
<td>The Nominating and Governance Committee of the Board has oversight of Alexion’s CSR program and reviews Alexion’s CSR Report.</td>
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<td>Communicating critical concerns</td>
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<td>Stakeholders’ involvement in remuneration</td>
<td>Alexion 2020 Proxy Statement, Page 40 (Executive Compensation), Page 92 (Director Compensation For Fiscal 2019)</td>
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<td>Annual total compensation ratio</td>
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<td>102-40</td>
<td>List of stakeholder groups</td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 14 (CSR Materiality Assessment); Serve Communities and Sustain Our Planet, Page 18 (Engaging With Our Communities); Transform Patient Lives, Page 25 (Accelerating Results for Patients through STAR), Page 26 (Incorporating Patient Input), Page 28 (Working With Patient Organizations); Advance Our People and Our Company, Page 32 (Advancing Our Employees); Redefine What it Means to Live With a Rare Disease, Page 42 (Revolutionary Diagnostics), Page 44 (Collaborating on New Therapies), Page 45 (Advancing Shared Research)</td>
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<tr>
<td>102-42</td>
<td>Identifying and selecting stakeholders</td>
<td>We engage with a variety of stakeholders based on their genuine interest in Alexion and the biopharmaceutical industry and their potential to impact our business, our employees and the communities where we live and work. Stakeholder interaction takes many forms, with the intent being to better understand stakeholder priorities and how they factor into our operational decisions.</td>
</tr>
<tr>
<td>102-43</td>
<td>Approach to stakeholder engagement</td>
<td>We regularly engage with stakeholders through interactions and meetings with various patient organizations, community groups and others.</td>
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## DISCLOSURE

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<td>Entities included in the consolidated financial statements</td>
<td>Alexion 2019 Form 10-K, Exhibit 21.1 (Subsidiaries of Alexion Pharmaceuticals, Inc.)</td>
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<td>102-46</td>
<td>Defining report content and topic Boundaries</td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 14 (About This Report)</td>
</tr>
<tr>
<td>102-47</td>
<td>List of material topics</td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 14 (Material (CSR) Topics)</td>
</tr>
<tr>
<td>102-48</td>
<td>Restatements of information</td>
<td>N/A - This is Alexion’s first CSR Report</td>
</tr>
<tr>
<td>102-49</td>
<td>Changes in reporting</td>
<td>N/A - This is Alexion’s first CSR Report</td>
</tr>
<tr>
<td>102-50</td>
<td>Reporting period</td>
<td>Calendar year 2019, which also serves as Alexion’s fiscal year.</td>
</tr>
<tr>
<td>102-51</td>
<td>Date of most recent report</td>
<td>This report</td>
</tr>
<tr>
<td>102-52</td>
<td>Reporting cycle</td>
<td>Alexion reports on an annual basis.</td>
</tr>
<tr>
<td>102-53</td>
<td>Contact point for questions regarding the report</td>
<td><a href="mailto:CSR@alexion.com">CSR@alexion.com</a></td>
</tr>
<tr>
<td>102-54</td>
<td>Claims of reporting in accordance with the GRI Standards</td>
<td>This report references disclosures from the GRI Standards 2018 and the SASB Biotechnology &amp; Pharmaceuticals Industry, as detailed in this index.</td>
</tr>
<tr>
<td>102-55</td>
<td>GRI content index</td>
<td>Alexion 2019 CSR Report, Reporting Index, Pages 52-65</td>
</tr>
</tbody>
</table>

### Topic-specific Disclosures: Economic

#### ECONOMIC PERFORMANCE

<table>
<thead>
<tr>
<th>Disclosure</th>
<th>Title</th>
<th>Explanation or Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>201-1</td>
<td>Direct economic value generated and distributed</td>
<td>Alexion 2019 Form 10-K, Item 8 (Financial Statements and Supplementary Data)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, Page 8 (Company Snapshot)</td>
</tr>
<tr>
<td>DISCLOSURE</td>
<td>TITLE</td>
<td>EXPLANATION or LOCATION</td>
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<tr>
<td>------------</td>
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<td>-------------------------</td>
</tr>
<tr>
<td><strong>201-2</strong></td>
<td>Financial implications and other risks and opportunities due to climate change</td>
<td>Other than potential risks associated with climate change to which any company might be exposed (e.g., extreme weather events, potential carbon taxes), Alexion’s business is not carbon intensive and any associated risk factors are minimal. However, we practice design for the environment and aim for lean, efficient and sustainable operations in all new capital projects and operations.</td>
</tr>
<tr>
<td><strong>201-3</strong></td>
<td>Defined benefit plan obligations and other retirement plans</td>
<td>Alexion 2019 Form 10-K, Note 17 (Employee Benefit Plans)</td>
</tr>
<tr>
<td><strong>201-4</strong></td>
<td>Financial assistance received from government</td>
<td>No financial assistance from government was provided in 2019.</td>
</tr>
</tbody>
</table>

**MARKET PRESENCE**

| **202-1**  | Ratios of standard entry level wage by gender compared to local minimum wage | Alexion operates in multiple locales and jurisdictions that have varying minimum-wage requirements, but employees’ starting salaries are typically well above applicable minimum-wage requirements. |

**INDIRECT ECONOMIC IMPACTS**

| **203-2**  | Significant indirect economic impacts | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 16 (Serving Communities) |

**ANTI-CORRUPTION**

<p>| <strong>205-1</strong>  | Operations assessed for risks related to corruption | Partially reported: Alexion 2019 Form 10-K, Item 1 (Business: Other Regulations); Item 1A (Risk Factors: Risks Related to the Regulatory Environment) |
| <strong>205-2</strong>  | Communication and training about anti-corruption policies and procedures | Alexion 2019 CSR Report, Ethics &amp; Compliance: Our Foundation, Page 49 (Our Anti-Bribery and Anti-Corruption Policy) |
| <strong>205-3</strong>  | Confirmed incidents of corruption and actions taken | Partially reported: Alexion 2019 Form 10-K, Note 11 (Commitments and Contingencies: Contingent Liabilities) |</p>
<table>
<thead>
<tr>
<th>DISCLOSURE</th>
<th>TITLE</th>
<th>EXPLANATION OR LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>206-1</td>
<td>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</td>
<td>During the reporting period, Alexion was not identified as a participant in any legal actions alleging anti-competitive behavior or violations of anti-trust and monopoly legislation that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC.</td>
</tr>
</tbody>
</table>

**Topic-specific Disclosures: Environmental**

**ENERGY**

| 302-1      | Energy consumption within the organization                          | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |
| 302-3      | Energy intensity                                                   | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |

**WATER**

| 303-5      | Water consumption                                                  | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |

**EMISSIONS**

| 305-1      | Direct (Scope 1) GHG emissions                                      | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |
| 305-2      | Energy indirect (Scope 2) GHG emissions                             | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |
| 305-4      | GHG emissions intensity                                             | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |

**EFFLUENTS AND WASTE**

<p>| 306-2      | Waste by type and disposal method                                  | Alexion 2019 CSR Report, Serve Communities and Sustain Our Planet, Page 23 (Measuring Our Environmental Performance) |</p>
<table>
<thead>
<tr>
<th>DISCLOSURE</th>
<th>TITLE</th>
<th>EXPLANATION OR LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENVIRONMENTAL COMPLIANCE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>307-1</td>
<td>Noncompliance with environmental laws and regulations</td>
<td>During the reporting period, Alexion identified no noncompliance with environmental laws and/or regulations that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC.</td>
</tr>
<tr>
<td>Topic-specific Disclosures: Social</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OCCUPATIONAL HEALTH AND SAFETY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>403-1</td>
<td>Occupational health and safety management system</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-2</td>
<td>Hazard identification, risk assessment, and incident investigation</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 39 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-3</td>
<td>Occupational health services</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-4</td>
<td>Worker participation, consultation, and communication on occupational health and safety</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-5</td>
<td>Worker training on occupational health and safety</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-6</td>
<td>Promotion of worker health</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 36 (Rewarding and Supporting Our Employees); Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-7</td>
<td>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>403-8</td>
<td>Workers covered by an occupational health and safety management system</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
</tr>
<tr>
<td>DISCLOSURE</td>
<td>TITLE</td>
<td>EXPLANATION OR LOCATION</td>
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<tr>
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</tr>
<tr>
<td>TRAINING AND EDUCATION</td>
<td></td>
<td></td>
</tr>
<tr>
<td>404-2</td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 37 (Developing Our Employees, Growing Our Leadership Capability)</td>
</tr>
<tr>
<td>404-3</td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>We strive to provide all employees with annual performance reviews. We do not track the completion of career development reviews.</td>
</tr>
<tr>
<td>LOCAL COMMUNITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>413-1</td>
<td>Operations with local community engagement, impact assessments, and development programs</td>
<td>Alexion participates in community engagement, impact assessments and development programs at the local level, based on local needs. When entering a new community, Alexion abides by all applicable laws and regulations, including performing environmental and traffic assessments. In Ireland, for example, we regularly engage with the Industrial Development Authority of Ireland; peer companies in the Dublin 15 area regarding EHS and as part of the Jobcare D15 Jobnet program; the Irish National Transport Authority on a Smarter Travel Program; the Institute of Technology Blanchardstown to sponsor technical students; and the Irish Business Employers Confederation to participate in several working groups for biopharma, pharma and chemical industries.</td>
</tr>
<tr>
<td>PUBLIC POLICY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>415-1</td>
<td>Political contributions</td>
<td>PDF: Political Contributions Disclosures</td>
</tr>
<tr>
<td></td>
<td></td>
<td>PDF: Policy on Political Contributions and Lobbying Activity</td>
</tr>
<tr>
<td>CUSTOMER HEALTH AND SAFETY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service categories</td>
<td>Patient safety is critical to Alexion. We continually collect and analyze safety information on our medicines from many sources in a timely manner, and we work to ensure that patients, health care professionals and regulators have an optimal understanding of the benefits and risks of our medicines. We are committed to regularly communicating to health care professionals and patients to help them make informed treatment choices.</td>
</tr>
<tr>
<td>DISCLOSURE</td>
<td>TITLE</td>
<td>EXPLANATION OR LOCATION</td>
</tr>
<tr>
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<td>-------------------------</td>
</tr>
<tr>
<td>416-2</td>
<td>Incidents of noncompliance concerning the health and safety impacts of products and services</td>
<td>During the reporting period, Alexion identified no new incidents of noncompliance with regulations concerning the health and safety impacts of Alexion products and services that rose to the level of materiality that would have required disclosure in our periodic reports filed with the SEC.</td>
</tr>
</tbody>
</table>

**MARKETING AND LABELING**

<table>
<thead>
<tr>
<th>DISCLOSURE</th>
<th>TITLE</th>
<th>EXPLANATION OR LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>417-1</td>
<td>Requirements for product and service information and labeling</td>
<td>Alexion 2019 Form 10-K, Item 1 (Business: Government Regulation, Other Regulations)</td>
</tr>
<tr>
<td>417-2</td>
<td>Incidents of noncompliance concerning product and service information and labeling</td>
<td>Alexion 2019 Q3 Form 10-Q, Note 18 (Commitments and Contingencies: Contingent Liabilities)</td>
</tr>
<tr>
<td>417-3</td>
<td>Incidents of noncompliance concerning marketing communications</td>
<td>Alexion 2019 Form 10-K, Note 11 (Commitments and Contingencies: Contingent Liabilities)</td>
</tr>
</tbody>
</table>

**CUSTOMER PRIVACY**

<table>
<thead>
<tr>
<th>DISCLOSURE</th>
<th>TITLE</th>
<th>EXPLANATION OR LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>418-1</td>
<td>Substantiated complaints concerning breaches of customer privacy and losses of customer data</td>
<td>Partially reported: Alexion 2019 Form 10-K, Item 1 (Business: Privacy, Data Protection and Information Security)</td>
</tr>
</tbody>
</table>

**SOCIOECONOMIC COMPLIANCE**

<table>
<thead>
<tr>
<th>DISCLOSURE</th>
<th>TITLE</th>
<th>EXPLANATION OR LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>419-1</td>
<td>Noncompliance with laws and regulations in the social and economic area</td>
<td>Alexion 2019 Form 10-K, Note 11 (Commitments and Contingencies: Contingent Liabilities)</td>
</tr>
</tbody>
</table>
### DISCLOSURE 103-1 AND 103-2: MANAGEMENT APPROACH

<table>
<thead>
<tr>
<th>MATERIAL TOPIC</th>
<th>LOCATION</th>
<th>BOUNDARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Data Transparency</td>
<td>Alexion 2019 CSR Report, Redefine What it Means to Live With a Rare Disease, Page 45 (Voluntarily Sharing Data)</td>
<td>External</td>
</tr>
<tr>
<td>Community Engagement</td>
<td>Alexion 2019 CSR Report, Serve Our Communities and Sustain Our Planet, Page 16 (Serving Communities)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Counterfeit Drugs</td>
<td>Alexion 2019 Form 10-K, Item 1A (Risk Factors: Risks Related to Business Operations)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Diversity and Inclusion</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 35 (Embracing Belonging)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Employee Attraction, Retention and Development</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 32 (Advancing Our Employees)</td>
<td>Primarily Internal</td>
</tr>
<tr>
<td>Environment</td>
<td>Alexion 2019 CSR Report, Serve Our Communities and Sustain Our Planet, Page 21 (Sustaining Our Planet)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Ethics</td>
<td>Alexion 2019 CSR Report, Ethics &amp; Compliance: Our Foundation, Page 47 (Building the Foundation)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Executive Compensation</td>
<td>Alexion 2020 Proxy Statement, Page 40 (Executive Compensation)</td>
<td>Primarily Internal</td>
</tr>
<tr>
<td>Governance</td>
<td>Alexion 2019 CSR Report, Ethics &amp; Compliance: Our Foundation, Page 50 (Governing Our Business)</td>
<td>Internal/External</td>
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</table>
## DISCLOSURE 103-1 AND 103-2: MANAGEMENT APPROACH

<table>
<thead>
<tr>
<th>MATERIAL TOPIC</th>
<th>LOCATION</th>
<th>BOUNDARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupational Health Safety and Wellness</td>
<td>Alexion 2019 CSR Report, Advance Our People and Our Company, Page 38 (Stewarding Health and Safety)</td>
<td>Internal</td>
</tr>
<tr>
<td>Pricing and Reimbursement</td>
<td>Alexion 2019 Form 10-K, Item 1 (Business: Pharmaceutical Pricing and Reimbursement); Item 1A (Risk Factors: Risks Related to Pricing and Reimbursement)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Research &amp; Development</td>
<td>Alexion 2019 CSR Report, Redefine What it Means to Live With a Rare Disease, Page 42 (Revolutionary Diagnostics), Page 43 (Innovative Medicines)</td>
<td>Internal/External</td>
</tr>
<tr>
<td>Supply Chain</td>
<td>Alexion 2019 CSR Report, Ethics &amp; Compliance: Our Foundation, Page 51 (Working With Suppliers)</td>
<td>Internal/External</td>
</tr>
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</table>
## RELATED SUSTAINABILITY ACCOUNTING BOARD STANDARDS*

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>CODE</th>
<th>LOCATION/RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety of Clinical Trial Participants</td>
<td>HC-BP-210a.1</td>
<td>Alexion 2019 CSR Report, Transform Patient Lives, <a href="#">Page 30</a> (Governing Safety Within Alexion)</td>
</tr>
<tr>
<td></td>
<td>HC-BP-210a.2</td>
<td>In 2019, there were no FDA Good Clinical Practice (GCP) Investigator Site inspections that resulted in Voluntary Action Indicated (VAI) or Official Action Indicated (OAI).</td>
</tr>
<tr>
<td>Drug Safety</td>
<td>HC-BP-250a.5</td>
<td>In 2019, there were no FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP).</td>
</tr>
<tr>
<td>Ethical Marketing</td>
<td>HC-BP-270a.1</td>
<td><a href="#">Alexion 2019 Q3 Form 10-Q</a>, Note 18 (Commitments and Contingencies: Contingent Liabilities)</td>
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<tr>
<td></td>
<td>HC-BP-270a.2</td>
<td><a href="#">Alexion 2019 Form 10-K</a>, Item 1 (Business: Fraud and Abuse, Other Regulations); Item 1A (Risk Factors: Risks Related to the Regulatory Environment)</td>
</tr>
<tr>
<td>Employee Recruitment, Development &amp; Retention</td>
<td>HC-BP-330a.1</td>
<td>Partially reported: Alexion 2019 CSR Report, Advance Our People and Our Company, <a href="#">Page 32</a> (Advancing Our Employees)</td>
</tr>
<tr>
<td>Business Ethics</td>
<td>HC-BP-510a.1</td>
<td><a href="#">Alexion 2019 Form 10-K</a>, Note 11 (Commitments and Contingencies: Contingent Liabilities)</td>
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### ACTIVITY METRICS

<table>
<thead>
<tr>
<th>CODE</th>
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<tbody>
<tr>
<td>HC-BP-000.A</td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, <a href="#">Page 8</a> (Company Snapshot)</td>
</tr>
<tr>
<td>HC-BP-000.B</td>
<td>Alexion 2019 CSR Report, About Alexion: Working Toward Brighter Futures for All of Our Stakeholders, <a href="#">Page 7</a></td>
</tr>
<tr>
<td></td>
<td>PDF: <a href="#">Third Quarter 2019 Earnings Call</a></td>
</tr>
</tbody>
</table>

*We are providing the related SASB indicators (or similar indicators) referenced above for informational purposes only. We make no claim that we have fulfilled any given SASB indicator.*