

# Health & Safety

Our dedication to brain health extends to our own working environment. Lundbeck employs 5,700 people worldwide and is committed to provide a safe and healthy work environment where our employees are thriving and can be at their best. Staying healthy and safe at work is a fundamental right and Lundbeck continuously work to further improve the physical health and mental wellbeing of our employees.

We manage our health and safety impacts through our integrated Health, Safety and Environment (HSE) strategy which helps us ensure a prioritized and coordinated effort.

Our Health and Safety work is framed by our HSE policy and Strategy. The work is managed by our ISO 45001 certified management system. By this we set annual targets and deliver continuous improvements.

We manage our environmental impacts through our integrated Health, Safety and Environment (HSE) strategy which helps us ensure a prioritized and coordinated effort. All our HSE activities are coordinated via our ISO 14001-certified HSE management system that covers research, development, and manufacturing sites globally, as well as our headquarter functions.

## Our commitment

Our HSE strategy is making a firm commitment to have a low number of work-related diseases and reduce our global number of accidents with absences. We aim for:

- A lost time accident frequency (accidents per one million working hours) equal or less than 3 in 2024.
- No more than one high consequence work-related accident\* with absence in 2024.
- No more than one work-related disease (recognized as a disease by the competent authority) in 2024.

## Our future challenges and opportunities:

- Continuously improving our safety culture and reduce the number of accidents, by increasing our focus on the importance of the managers' role and engagement through workshops and training.
- Strengthen our preventive training activities related to ergonomics, by introducing virtual training in manual lifting and good working postures in laboratories and when driving company cars. 20% of our accidents are related to ergonomics (e.g. lifting, over-exertion).
- Improving the awareness on the importance of own safety behavior and own risk assessments of daily activities. 50% of our accidents are behavior-based trip, slip, fall and bump into objects.
- Continuing the development of our Industrial Hygiene Program and procedures for substitution.
- Enhancing well-being in the workplace, by continuing our well-being and stress prevention activities.
- Building an inclusive and neurodiverse workplace, by developing more guidelines to managers on how to support neurodivergent employees to be at their best in the workplace.

In our latest Sustainability Report you can read more about our initiatives and performance.

\* Work-related accidents with absence that are assessed as "Large" (work-related injury with permanent injury) or "Catastrophic" (death or disability) in internal risk assessment and results in an injury from which the employee is not expected to recover fully within six months.