



ASCENDIS HEALTH'S ENVIRONMENTAL, HEALTH AND SAFETY STATEMENT

As a socially responsible business, we are deeply committed to complying with all relevant environmental, health and safety legislation at both national and global levels. Our aim is to minimize adverse impacts on the natural environment and to protect the population without compromising the integrity of our products and services.

This focus impacts on every aspect of our operations through the entire life cycle of our products and services.

With this purpose in mind, we commit to:

- providing a safe and healthy work environment and to promote employee wellbeing and longevity.
- protecting the environment and human health and to using our natural resources sparingly.
- safe, responsible and effective waste management and disposal; this includes programs that promote and manage recycling and the safe disposal of unusable products and manufacturing waste.
- partnering with suppliers that align with our EHS strategy and standards; who produce products responsibly.

- the minimization of hazardous and dangerous material, both in usage and in waste production.
- the prevention of pollution and the reduction of our carbon footprint.
- educating our customers on the safe usage, storage and disposal of our products and services through ongoing communication initiatives with customers and affected stakeholders.

Our executive team is committed to maintaining an awareness of all environmental impacts and regulations. We will closely supervise the manufacturing environments, and will research and develop formulations which minimize or eliminate any adverse environmental impacts.

We continually strive to make our facilities safer, better places in which to work and we believe our attention to detail and focus on EHS standardization and compliance, will ensure higher levels of performance.

Our feedback and grievance frameworks encourage dialog and resolution around core issues affecting employees, communities, and other stakeholders.

Our commitment to environmental stewardship and health and safety extends to all the services and products we provide our customers.

Cliff Sampson has been nominated as the Senior Executive responsible for ensuring that this policy is implemented and that EHS initiatives are monitored. The Ascendis Health Board of Directors will ensure that the necessary structure and resources exist to achieve the company's Environmental, Health and Safety objectives.

We invite all our employees, suppliers, and stakeholders to join us in implementing this policy.



Dr Karsten Wellner
CEO



Ascendis
HEALTH