

OUR COMMITMENT TO OCCUPATIONAL HEALTH & SAFETY

Arena Pharmaceuticals, Inc. and its subsidiaries (“Arena” or the “Company”) is committed to providing a healthy and safe work environment for its employees, partners, and consultants. To further reinforce its dedication to preventing occupational illness and injury, the Company has adopted the following strategy covering occupational health and safety practices across the enterprise.

Responsibilities

As the employer, Arena is responsible for the health and safety of its employees. The Company is dedicated to eliminating instances of preventable injury and illness. At the same time, Arena recognizes that it is each employee’s duty to identify potential hazards and supports and encourages team members to play active roles in offering suggestions to improve the Company’s safety program.

All Arena employees are required to comply with the Company’s policies and practices on health and safety, including those outlined in the Company’s Injury and Illness Prevention Plan (“IIPP”). As further outlined in the IIPP, it is the duty of each employee to report to their supervisor or manager, as soon as possible, any hazardous conditions, injury, accident, or illness related to the workplace.

New Employee Safety Orientations are held regularly to ensure that new employees are aware of and comply with the Company’s health and safety policies and practices, including the IIPP and all other applicable laws and regulations. Arena employees are encouraged to contact a representative of Human Capital with any questions or concerns regarding the Company’s health and safety policies and practices.

Emergency Response

Arena is committed to protecting the safety and health of its employees in the event of an emergency. We have adopted an Emergency Action Plan (“EAP”) that follows the guidelines outlined in 40 CFR 265 subpart D - Contingency Plan and Emergency Procedures and general life safety rules of conduct as described by the Occupational Safety and Health Administration (“OSHA”) in 29 CFR 1910.38 and by the California Division of Occupational Safety and Health (“Cal/OSHA”) in 8 CCR 3220.

Appendix A

HEALTH AND SAFETY PRIORITIES

Occupational Health and Safety is an established priority at Arena. The Company requires its team members to adhere to the rules and regulations outlined within the attached Occupational Health and Safety Policy, and expects employees to:

- Conduct business operations in a reasonably safe manner;
- Become familiar with the IIPP and Emergency Action Plan (“EAP”);
- Ensure working conditions meet company safety requirements;
- Be responsible for all onsite visitors and guests; and
- Promote a drug-free workplace free of substance abuse.

2018 and 2019 Results

Arena recorded no instances and received no reports of occupational health and safety issues in 2018 and 2019. Over the same period, the Company experienced 0 deaths and a recordable incident rate of .00. Arena’s safety performance is further strengthened by its impressive near miss rate of .00 and 0 hours of lost time for both 2018 and 2019. In order to maintain a strong safety performance moving forward, the Company has expressed a commitment to align itself with the newly implemented ISO 45001 standards.

Adoption of ISO 45001

In 2018, the International Organization for Standardization (“ISO”) published a new set of standards that will replace OHSAS 18001 regulations. These new criteria are aimed at establishing a clearer framework for organizations to improve their Occupational Health and Safety (“OH&S”) performance. Moving forward, Arena has expressed a commitment to eliminating future accidents and injuries by aligning a larger percentage of its operations with the recommendations outlined in ISO 45001. ISO 45001 represents the first international framework concentrated on OH&S risks and hazards, which are defined as conditions that have the potential to cause harm or injury. Arena has made it a goal to continue to mitigate these types of risks.