



ENVIRONMENT, HEALTH AND SAFETY (EHS) POLICY

Adopted on September 20, 2021

Background

Ligand Pharmaceuticals Incorporated ("Ligand") is a biopharmaceutical company focused on developing or acquiring technologies that help pharmaceutical companies discover and develop medicines. We are committed to providing a safe and healthy workplace, promoting environmental excellence in our communities, and complying with all relevant regulations and industry standards. We do this through establishing and monitoring programs that reduce pollution and our environmental impacts, reduce safety risks and prevent injuries, maintain compliance with applicable regulations, and assess forthcoming regulatory obligations. By focusing on such practices, we believe we can minimize our environmental footprint and maintain a healthy and safe environment. We carefully manage the way we use resources, to reduce, mitigate and, in the case of carbon emissions, neutralize our footprint wherever possible.

Our EHS Policy sets forth our commitment to conduct our business in a safe and environmentally sustainable manner and applies to Ligand and its subsidiaries, the facilities that it manages and all employees (full-time or part-time), and directors. Elements of this policy are incorporated into our [Code of Conduct and Ethics Policy](#), which also applies to all Ligand employees and directors.

We are dedicated to engaging with our stakeholders and to the continuous improvement of this policy. For example, we may modify this policy following any change in law or regulation impacting our operations, or in such cases where we believe an opportunity exists to further our efforts regarding our EHS management systems.

During 2020, we established the Ligand Environmental Action Force (LEAF), a committee of employee volunteers with representatives at all operating sites that manages corporate conservation initiatives and promotes awareness and involvement in environmental and conservation programs. Through this, we have implemented green initiatives that reduce our overall carbon footprint, reduce water requirements in our contractor's manufacturing processes, minimize packaging to reduce waste and fuel for shipping. We have implemented employee programs to educate and provide incentives for conservation, promote recycling and disposal programs for corporate and laboratory materials and electronic waste, and have started a program installing low-voltage lighting. We also expanded safety programs. In addition, where needed, we hold safety meetings and inspections to minimize risks associated with our R&D work.

The Nominating and Corporate Governance Committee of our Board of Directors oversees our EHS policy. Our President and Chief Operating Officer is responsible for endorsing the EHS policy for the entire organization and briefs the Nominating and Corporate Governance Committee at least annually on our efforts regarding to the implementation of the policy.

EHS Strategy & Planning

We develop and review EHS strategic plans to address resource requirements to meet regulatory requirements, and capital plans goals. We provide the financial and human resources to maintain compliance, support programs, drive innovative leadership initiatives, review capital investments, and maintain and improve staff competencies to carry out their EHS responsibilities.

EHS Risk Identification & Control

We have effective processes in place for risk identification, monitoring and mitigation, incident management related to employee and environmental protection, facilities and assets, products, compliance, reputation, EHS security-related matters, business continuity and communications.

Employees are responsible for knowing and adhering to our EHS Policy. All employees are expected to act responsibly and follow EHS policies and procedures in order to protect themselves, their co-workers, the community, the environment and the company. Employees attend safety classes specifically tailored to and required for their lines of work.

Business Continuity & Emergency Preparedness

We have established plans to address emergency preparedness and incident management response in support of EHS and business continuity. We strive to reduce the impact of events and minimize the potential for reoccurrence.

Change Management

Effective systems are in place to address current and emerging regulations and standards, operational changes, global sustainability trends, process safety management, acquisitions and divestitures due diligence, and rapid new business integration to manage potential EHS impacts.

Product Stewardship

We comply with applicable regulations and minimize adverse health, safety, environmental, and social impacts of our products, while maximizing their benefits and value through their full life cycle. Our approach focuses on ways to make our drug discovery and development safer, more efficient and more sustainable, while also reducing the natural resources required to produce them. Innovation in this area is aimed at the implementation of reagents, reactions and processes that minimize the generation of hazardous substances, are inherently safe, that reduce waste and environmental footprint and also improve efficiency and economics.

Supply Chain Responsibility

Our [Code of Conduct and Ethics Policy](#) establishes the principles and practices of ethical business to which we expect all of our suppliers, business partners, and employees to adhere. In addition, we are committed to inclusive sourcing and procurement practices.



Reporting

We have a toll-free hotline 24 hours a day, seven days a week for employees and third parties to confidentially and, if desired, anonymously raise concerns or report to the Board of Directors any violations of law, this EHS policy or other company policies by company employees or management: Telephone 1-866-292-4858 or visit <http://www.ethicspoint.com>.

Upon discovery of a potential or suspected violation of law or Ligand policy, an appropriate investigation is promptly undertaken. Ligand's goal is vigorous, efficient investigation and response to all potential or suspected violations, including proper discipline, which can include reprimand, demotion, reduction in pay, suspension, and/or termination.