

## OUR COMMITMENT TO HUMAN RIGHTS

Arena Pharmaceuticals, Inc. and its subsidiaries (“Arena Pharmaceuticals”, “Arena”, or the “Company”) support the principles outlined in the United Nations’ Universal Declaration of Human Rights (“UDHR”) and Guiding Principles on Business and Human Rights. These fundamental values are reflected across the enterprise as the Company strives to uphold responsible human rights practices in all its business activities.

Arena recognizes that governments play critical roles in respecting, protecting, and promoting the human rights of their citizens and believes that organizations share a similar duty to respect human rights within their own business relationships. Arena is committed to ensuring that there are no adverse human rights impacts across its value chain.

The Company does not tolerate human rights abuses of any kind. It is our expectation that all Arena employees, contractors, subsidiaries, suppliers and business partners abide by this same commitment. Through compliance with local laws and regulations, and supplemented by policies, practices and programs, Arena actively contributes to the realization of human rights. The Company’s commitment to good human rights practices is embodied in its [Code of Business Conduct and Ethics \(“Code of Conduct”\)](#) and accompanying policies. These documents are designed to ensure that neither the Company, nor its suppliers or partners, engage in human rights abuses.

### Workplace

Arena is committed to human rights in the workforce and actively complies with all applicable employment laws within the countries in which it operates. As further outlined in Arena’s Code of Conduct and supporting policies, the Company is committed to:

- Providing a safe workplace free from violence and intimidation;
- Promoting equal employment opportunities across the company;
- Providing Code of Conduct training to all employees as a part of the onboarding process;
- Promoting a workplace free from unlawful discrimination of any kind on the basis of race, gender, color, nationality, origin, sex, age, disability or any other legally protected status;
- Complying with all laws and practices that prohibit child labor, forced or indentured labor, human trafficking and unfair wages and benefits; and
- Protecting employees’ and patients’ personal information.

Arena has procedures in place to review any workplace concerns raised by employees and ensure compliance with applicable laws. Through annual all-employee training in the areas of anti-harassment and anti-discrimination, Arena team members are educated on the standards of professional and lawful conduct and their duty to promptly report any known or suspected breach of policy or unethical behavior.

The Company also offers several supporting resources including an Ethics and Compliance Hotline maintained by a third party. This is a confidential resource available to employees and nonemployees to

report issues relating to ethics and compliance. Employees may also contact Arena's Compliance Officer with questions or concerns. Any employee found to be in violation of the Company's Code of Conduct or applicable laws and regulations is subject to corrective action, up to and including termination.

## Access to Healthcare

It is the belief of Arena that patients need access to high quality and affordable medicines. Improving patient access to medicines is central to our business strategy and purpose. As further detailed in Arena's Commitment to Access to Medicines Policy, the Company uses a variety of unique approaches to enhance global access to healthcare, including:

- Improving patient and provider education globally;
- Partnering with volunteer-driven organizations to improve quality of life for patients;
- Collaborating with local stakeholders to provide tailored solutions to meet unmet need; and
- Establishing a program to bring patients to clinical trial sites located outside of their geographical range.

## Clinical Trials

Arena designs its clinical trials to respect the human rights of trial participants. To ensure the studies are conducted in accordance with the highest standards of protection for clinical participants, the Company follows the recommendation of the World Medical Association's Declaration of Helsinki. Arena registers its clinical trials on publicly accessible clinical trial registries in the United States and European Union. The rights, safety, and well-being of the of trial subjects are protected, consistent with global ethical standards and regulatory requirements. The Company also has standard operating procedures (SOPs) in place to address the requirements of the U.S. Food and Drug Administration (FDA), and comparable regulatory agencies in state and local jurisdictions and in foreign countries, and to protect patient safety during clinical trials and has instituted a two-tiered safety governance process. The Company is responsible for ensuring that each of its clinical trials is conducted in accordance with its investigational plan and protocol, even with respect to aspects of the trials that are performed by clinical research organizations.

## Supply Chain

Arena recognizes the important role suppliers have in impacting the community. While the Company cannot control all the actions of its suppliers, Arena encourages its vendors to become educated on the Company's practices, and to treat stakeholders with respect and dignity. To comply with all legal and regulatory requirements, Arena's suppliers are expected to familiarize themselves with the Company's [Code of Conduct](#) highlighting, among other things:

- Committing to the fair treatment of all stakeholders;
- Banning forced, involuntary and child labor across the organization; and
- Ensuring workers are paid in accordance with all applicable wage laws, such as minimum wage and overtime hours.