

Alcon

SEE BRILLIANTLY

2022 SOCIAL IMPACT AND SUSTAINABILITY REPORT



ALCON 2022 SOCIAL IMPACT AND SUSTAINABILITY REPORT

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MESSAGE FROM THE CEO



To Our Global Community:

As the global leader in eye care, everything we do supports our mission of helping the world *See Brilliantly*. Brilliance is a quality of sight, but it also describes how we imagine and deliver this essential health outcome. This principle guides the way we work in the communities we serve and how we interact with each other, our collaborators and our customers, as well as our efforts to be a responsible steward of natural resources.

In that light, I am proud to share our 2022 Social Impact and Sustainability Report. In the following pages, you'll see a detailed catalog of performance and projects from the past year, addressing important social, environmental and governance topics. Enabling our progress is a system of values and shared cultural priorities that empower everyone at Alcon to make a Brilliant Impact.

Throughout 2022, we strengthened the three pillars of our work that also describe our overarching objectives as a company: Brilliant Lives, Brilliant Innovation and Brilliant Planet. Allow me to share a few examples.

BRILLIANT LIVES

We are committed to reducing the toll that low vision and preventable vision loss take around the world. To accomplish this, we provide direct access to eye care for under-resourced populations and work to increase the local capacity to diagnose vision problems and deliver care. With an emphasis on training and education, through our Phaco Development program we trained 580 doctors who performed 1.6 million procedures around the world. The Alcon Cares program provided \$25 million in product and equipment donations, and our Alcon Foundation donated \$4 million to nonprofit partners doing important work to break down barriers to quality eye care worldwide. Recognizing the key link between vision and educational success, Alcon programs screened more than 34,460 elementary school children in under-resourced markets, providing thousands of pairs of free glasses and medical referrals, while training more than 350 vision screeners. Furthermore, the Alcon in Action initiative inspired thousands of Alcon associates to donate their own time to 119 partner organizations across the globe.

BRILLIANT INNOVATION

Innovation has always been a key driver of Alcon's success. In 2022 alone, we invested more than \$700 million on research and development to find novel solutions for eye care. Our high levels of investment produced 55 new product approvals in major markets and allowed us to achieve 10 first-to-market launches. It also continued to fill a rich pipeline of more than 100 new products in development. Additionally, we embedded our Environmental Sustainability Scorecard into the development process for new and existing products, including all early-stage products.

BRILLIANT PLANET

In 2022, we continued to look for ways to advance environmental sustainability across our businesses to align with our goal of becoming 100% carbon neutral (Scope 1 and Scope 2) by 2030. Some of the progress we highlight in the report includes decreasing energy intensity by 9% compared to our 2019 baseline, completing 37 energy-saving projects that resulted in an estimated energy savings of approximately 71,619 gigajoules and achieving a landfill diversion rate from manufacturing sites of approximately 95%. I would also note that our partnership with Plastic Bank across both the Surgical and Vision Care products helped remove the equivalent of more than 32 million plastic bottles this year.

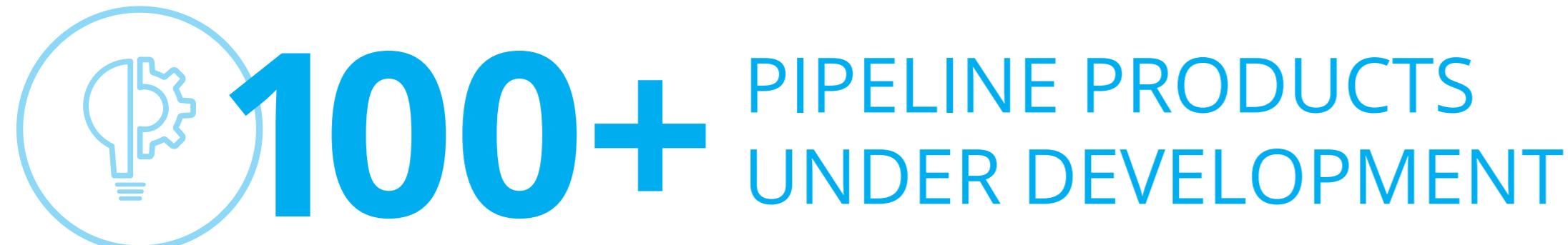
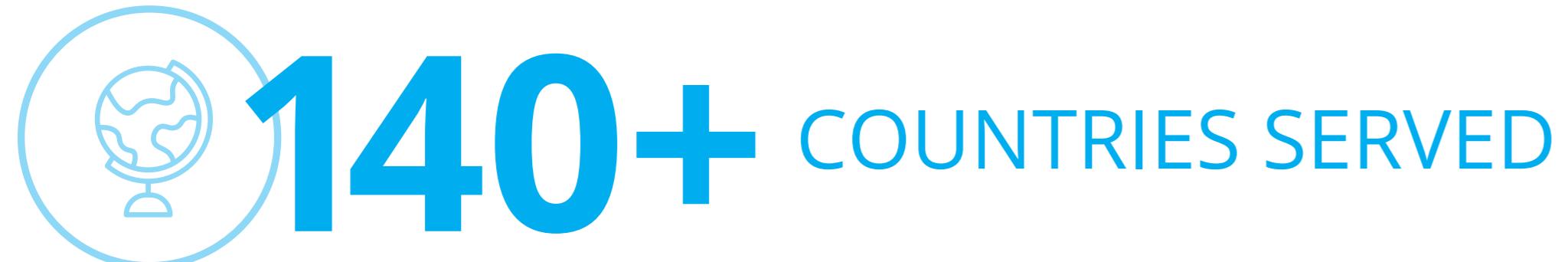
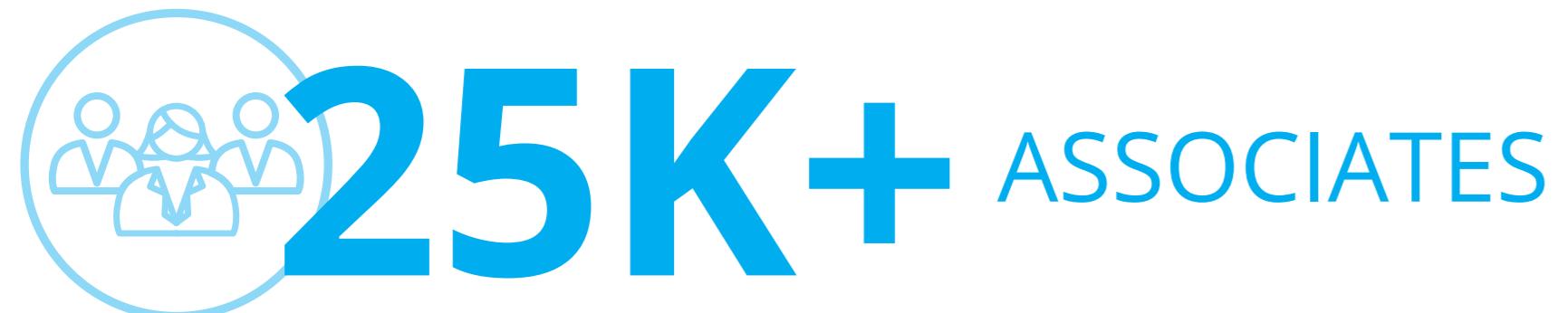
These examples should give you a sense of the high level of engagement of more than 25,000 Alcon associates around the world and their determination to make social impact and sustainability one of the hallmarks of our leadership in eye care. With each innovation or milestone we achieve, we are emboldened to push even further. That's a big part of what it means to us to *See Brilliantly*.

Thank you for your interest in Alcon.

David J. Endicott
CEO

ABOUT ALCON

Alcon is the global leader in eye care, dedicated to helping people *See Brilliantly*. With a more than 75-year heritage, we are the largest eye care company in the world, with complementary businesses in Surgical and Vision Care. We directly operate in 60 countries, serve customers and patients in more than 140 countries and continue to invest significantly in research and development (R&D) to support ongoing eye care innovation.



VISION CARE

We are one of the largest manufacturers of contact lens products and ocular health products. Our Vision Care portfolio offers a broad range of daily disposable, reusable and color-enhancing contact lenses and a comprehensive portfolio of ocular health products. This includes eye drops for dry eye and ocular allergies, as well as pharmaceutical drops for certain eye conditions.

PRODUCT PORTFOLIO¹

VISION CARE PORTFOLIO: \$3.6B (42%)

CONTACT LENSES (25%)

- DAILY LENSES
- REUSABLE LENSES
- COSMETIC LENSES

SURGICAL

Alcon offers the industry's most complete line of ophthalmic surgical products, enabling surgeons to achieve the best results for their patients. Our Surgical portfolio includes technologies and solutions for cataract, retinal and refractive surgery, as well as advanced-technology intraocular lenses (IOLs) to treat cataracts and refractive errors, including presbyopia, glaucoma and astigmatism.

SURGICAL PORTFOLIO: \$5.0B (58%)

CONSUMABLES (29%)

- DEDICATED CONSUMABLES
- CUSTOMER SURGICAL PACKS
- PROCEDURAL PRODUCTS

IMPLANTABLES (20%)

- MONOFOCAL IOLS
- ADVANCED-TECHNOLOGY IOLS
- GLAUCOMA IMPLANTS

EQUIPMENT/OTHER (9%)

- CATARACT, RETINAL AND REFRACTIVE EQUIPMENT
- DIAGNOSTIC AND VISUALIZATION
- EQUIPMENT SERVICE
- PROCEDURAL EYE DROPS

PURPOSE AND STRATEGY

Alcon aspires to create long-term value by innovating products that improve sight. We are committed to enabling communities to access critical eye care services so that everyone can *See Brilliantly* and are focused on three areas – Brilliant Lives, Brilliant Innovation and Brilliant Planet. The areas include social and environmental impact goals that hold us accountable and measure progress.



We Help People *See Brilliantly*

We believe we can improve lives and strengthen communities through innovative eye care

Alcon Social Impact and Sustainability Strategy Platform

Brilliant Lives

With our partner organizations, we enable communities to access critical eye care services



Brilliant Innovation

Our diverse talent from around the world innovates world-class products that change lives



Brilliant Planet

We care for our planet by focusing on reducing emissions and waste



OUR COMMITMENTS:

SOCIAL IMPACT GOALS:

- By 2025, Alcon will work with our partners through philanthropic support and training programs to help improve vision for 5 million people afflicted with untreated cataracts in low- and middle-income countries, including 1 million considered cataract blind² (2021 baseline)
- By 2025, Alcon associates will help improve vision and enhance academic success by providing 150,000 vision screenings to children and ensuring comprehensive care for those in need (2021 baseline)



ENVIRONMENTAL IMPACT GOALS:

- By 2030, Alcon will become carbon neutral across global operations (Scope 1 and Scope 2 emissions)
- By 2030, Alcon will divert 100% of non-hazardous waste generated at manufacturing sites and distribution centers from landfill



FOUNDATIONAL TO OUR STRATEGY:

World-Class Talent | Inclusive Culture | Safety | Ethics & Integrity | Strong Governance





BRILLIANT LIVES

Alcon is working toward a world where treatable, preventable conditions affecting eye health receive the attention they need, when they need it. More than 1.1 billion people are living with uncorrected vision impairment — 90% of whom live in low- and middle-income countries. Alcon helps our partners enable communities to access critical eye care services so that everyone can *See Brilliantly* regardless of geography, gender, age or socioeconomic status.

In 2022, we set a goal to provide philanthropic support and training programs to help improve vision for 5 million people afflicted with untreated cataracts in low- and middle-income countries, including 1 million considered cataract blind³ by 2025. Through the work of Alcon Cares, the Alcon Foundation and Phaco Development (PD) program, we helped improve vision for more than 1.17 million⁴ individuals in 2022, making strong initial progress toward our ultimate goal.

In 2022, Alcon associates helped improve vision and enhance academic success by conducting vision screenings for 34,460 children and working with eye care professionals to provide comprehensive care for those in need. This sets us well on our way to conducting 150,000 of these screenings by 2025.

SOCIAL IMPACT

We strive to have a positive social impact in our global communities. By working together, Alcon Cares, the Alcon Foundation and the engagement of our associates create the lasting change we want to see where we live and work and where our products provide care to improve lives. We evolved our Corporate Giving team into the Social Impact team to better reflect our focus on eye care and our investments in communities, which go well beyond financial support and include associate time, talent and giving as well as product and equipment donations.

ALCON CARES AND THE ALCON FOUNDATION

All donations made by Alcon Cares and the Alcon Foundation are overseen by each foundation's Board of Directors, who use a rubric to evaluate requests. This rubric helps the boards make assessments based on needs and objectives, organization financial health, program cost and value, impact, internal evaluation metrics and strategic alignment with Alcon's philanthropic goals.

In 2022, Alcon Cares significantly increased its product and equipment donations for those in need and added the availability of new products, including Hydrus®, Simbrinza®, EYESUVIS® and INVELTYS®. This growth brought the value of our 2022 Alcon Cares donations to \$25 million. The Alcon Foundation donated \$4 million to nonprofit partners working to address barriers to quality eye care for patients worldwide.

PHACO DEVELOPMENT AND VITREORETINAL DEVELOPMENT PROGRAMS

Through our PD program, Alcon associates work with ophthalmic teaching institutions to increase the standard of cataract care in low-to-middle-income countries by educating surgeons on phaco procedures. Since the program's inception in 2008, surgeons trained in core and advanced phacoemulsification courses have gone on to perform more than 8.7 million sight-enhancing or restoring phaco procedures in China, India and Russia. In 2022, we conducted more than 350 courses and trained more than 580 doctors who provided 1.6 million procedures.

Alcon expanded the PD program in 2011 to train doctors on vitreoretinal surgery through our Vitreoretinal Development (VRD) program in China, India, Bangladesh and Nepal. Since 2011, VRD has enabled nearly 170,000 vitreoretinal procedures. The program held 50 courses in 2022, training 112 surgeons who performed more than 40,300 procedures. We saw a 36% growth of procedures by trained doctors in China and 43% in India.

In 2022, we also focused on improving our remote learning systems to help doctors access learning around the globe through our PD Digital Learning Ecosystem-International Virtual Residency Program. There are now 40 medical schools across India and China enrolled in this program, which we hope to expand in 2023.

KEY ALCON CARES AND ALCON FOUNDATION INITIATIVES

The Alcon Children's Vision Program and the Alcon Children's Vision Center

In 2022, we expanded our partnership with the Fort Worth Independent School District (FWISD) by completing the construction of the Alcon Children's Vision Center on the Western Hills Elementary School campus. The Center seeks to help FWISD families overcome barriers to accessing professional eye care by providing comprehensive eye exams and follow-up care to students who need it most. Through the Alcon Children's Vision Program, our associates continue to perform vision screenings for students, and the Center provides comprehensive exams and two sets of glasses. In 2022, we grew the program and screened 34,460 FWISD students in pre-K through fifth grade. We also added 117 Alcon associates as certified vision screeners in the state of Texas. This program lays the framework to enable Alcon to expand the Children's Vision Program to other communities in need.



SOCIAL IMPACT (CONTINUED)

Medical Missions

Over the past three years, Alcon Cares has supported over 750 medical missions, helping to deliver eye care to communities across the globe. During these missions, volunteer medical teams treat patients and train local professionals to help ensure the continuity of eye care. In 2022, the Alcon Cares-supported mission in Asamang-Ashanti, Ghana treated 1,500 patients, trained 10 healthcare professionals and performed 750 cataract surgeries and 158 pterygium surgeries.

Mercy Ships

Mercy Ships provides medical and surgical eye care services and treatment to underserved people onboard two hospital ships, the *Africa Mercy* and the newly launched *Global Mercy*. The program collaborates with ministries of health, partner hospitals and nongovernmental organizations (NGOs) in Africa to improve the volume and quality of eye care in areas it serves. In 2022, Alcon Foundation support helped provide 4,085 patient surgeries in rural Senegal and Togo.

Orbis

Orbis enhances the skills of eye care teams in areas with the greatest need by offering educational programs and training. Alcon has partnered with Orbis for more than 40 years. In 2022, Orbis trained more than 3,220 eye care professionals in 109 countries who performed over 2.5 million eye screenings and examinations and more than 55,630 surgeries.

In August 2022, Orbis' Flying Eye Hospital visited Fort Worth, Texas, and hosted a two-week simulation training program. The program, which took place onboard the Flying Eye Hospital and in the Alcon Experience Centers, trained 46 members of the Ophthalmological Society of the West Indies.

EYElliance

EYElliance supports Liberia's National Eye Health Initiative by creating a continuum of care from early childhood through adulthood. By uniting ministries of health, NGOs and multi-sector stakeholders, EYElliance improves service delivery, infrastructure and access to affordable glasses. In 2022, the program trained 250 Liberian community health workers to provide screenings, glasses and referrals, including 18 newly trained optometric technicians. This work supported the screening of 66,000 public school students and delivery of 3,500 pairs of glasses during the year.

SightLife

SightLife develops eye care talent in Nepal and China to deliver comprehensive cornea care. The program trains eye care professionals and removes barriers to corneal transplantation for millions of corneal blind patients. In 2022, the program trained 22 corneal care providers in Nepal, developed ophthalmic assistant and optometrist training curricula, and hosted in-person and virtual trainings. The Alcon Foundation's support helps SightLife provide public education about corneal donation, improve capacity for under-performing eye banks and train eye care professionals to ensure patients receive quality treatment and care.



SOCIAL IMPACT (CONTINUED)

EMPLOYEE ENGAGEMENT

Alcon associates help strengthen our global communities through volunteerism and monetary gifts, including participating in our Alcon in Action day of volunteering in markets around the world.

ASSOCIATE VOLUNTEERISM

Alcon encourages associates to engage with the communities where they live and work. In 2022, our participating associates volunteered more than 11,000 hours with a variety of groups, including Caritas in Germany and Switzerland, Good Neighbors in Japan and Rise Against Hunger in Fort Worth, Texas.

In celebration of World Sight Day, Alcon associates participated in a global photo contest. The two selected winners received a \$10,000 donation to the eye care organization of their choice.

MATCHING GIFTS

Associates can make monetary donations to nonprofits of their choosing through Alcon-provided giving platforms and campaigns. Our Social Impact team partners with departments across the business to host one-time special giving events to work toward a better future for all. In the United States (U.S.), Alcon also offers dollar-for-dollar matching donations up to \$500 per associate per year. We matched nearly \$157,290 of our associates' donations in 2022. Alcon supported more than 345 charities worldwide and donated more than \$362,270 throughout the year.

ALCON IN ACTION

Alcon in Action is our global volunteering day that brings together our associates to make a positive impact in the communities where they live and work. This event also helps Alcon associates from around the globe connect and build meaningful relationships. In 2022, more than 3,370 associates across 57 sites worldwide volunteered at 119 partner organization events, including Habitat for Humanity in Texas, Georgia and West Virginia; Caritas in Germany and Switzerland; and Willing Hearts in Singapore.





MESSAGE
FROM THE CEO

ABOUT
ALCON

BRILLIANT
LIVES

BRILLIANT
INNOVATION

BRILLIANT
PLANET

WORLD-CLASS
TALENT

STRONG
GOVERNANCE

SOCIAL IMPACT AND
SUSTAINABILITY
PERFORMANCE DATA

REPORTING
FRAMEWORKS

ENVIRONMENTAL
POLICIES

DISCLAIMER

BRILLIANT INNOVATION

Our diverse talent from around the world innovates best-in-class products that change lives. Our culture of continuous improvement results in increased efficiency in the development of products that are more sustainable and enhance patient safety. Through innovation, strong economic value propositions and healthcare decision-makers, we strive to provide all patients and consumers with the quality eye care they deserve.

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MEDICAL INNOVATION

At our core, we are an innovation company. Alcon has made one of the largest commitments to R&D in the eye care industry, with proven capabilities in clinical R&D, optical design, material and surface chemistry, software development, automation and equipment platforms. We focus our R&D on advancing new product development to ensure our customers and patients continue to benefit from the latest technology innovations and platform advancements.

The Innovation Committee of our Board of Directors provides oversight of R&D and emerging technologies. Among its responsibilities, the committee reviews and makes recommendations on internal pipeline and external investments, evaluates the strategic direction of the innovation pipeline based on key innovation metrics and assists the Board with oversight and risk management of major new projects. The Innovation Committee meets at least three times a year and regularly reports to the Board on the activities of the committee. Learn more in the [Innovation Committee charter](#).

Our R&D organization employs over 1,600 individuals, including physicians, doctors of optometry and PhDs. These eye care professionals, along with strategic partnerships with academic institutions and other companies, help generate new projects and products across our Surgical and Vision Care portfolios. In 2022, we launched the Alcon Seed Fund to further enable collaboration with external partners and advance the development of even more new product ideas. We also support the advancement of vision science through the [Alcon Research Institute](#), which seeks to encourage and support basic vision research. The Institute is one of the largest corporate-funded research organizations devoted to vision research in the world.

In 2022, Alcon invested \$702 million in R&D and had more than 100 pipeline products under development, including 71 that have achieved positive proof of concept or are undergoing regulatory review.

Our R&D priorities included:

- Attracting, developing and retaining a talented and diverse workforce to drive our collaboration, innovation and success
- Advancing intraocular lens capabilities; equipment and instrumentation for cataract, vitreoretinal, refractive and glaucoma surgeries; and new platforms for diagnostics and visualization
- Developing new vision care manufacturing platforms; novel contact lens materials, coatings and optical designs for various lens replacement schedules; next-generation contact lens technologies; and products for dry eye and ocular allergies
- Generating scientific and medical evidence regarding the safety, efficacy and value of new and existing marketed products
- Implementing transformation initiatives to create new capabilities, enhance technologies and streamline work processes

We delivered several innovations to address patient and customer needs in 2022, including DAILIES TOTAL1® for Astigmatism, a new preservative-free formulation of Systane Complete and a new portfolio of Clareon® IOLs.

We also made significant progress in the transformation program we launched in late 2021, including shifting to a capability-oriented R&D model that enables more standardization, consistency, agility and knowledge sharing in our processes. In addition, we implemented a new enterprise platform that helps bring traceability to product requirements, design, testing and validation. Finally, we were able to increase our modeling and simulation capabilities by transitioning to computer-aided technologies. These new structured systems will enable Alcon to increase the speed and efficiency of R&D projects while enhancing Alcon's ability to comply with changing regulations, audits and complaints.



10



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FIRST-TO-MARKET LAUNCHES

PRODUCT APPROVALS IN MAJOR MARKETS⁵



PRODUCT QUALITY AND PATIENT SAFETY

Product quality and patient safety are Alcon's top priorities. Our approach is based on partnerships between Quality and key business functions, including R&D, Manufacturing and Technical Operations (MTO), Supply Chain and Commercial Operations.

We have established rigorous policies and standard operating procedures to comply with quality and safety laws and regulations in every country where we distribute our products. We train our associates to uphold our high safety and quality standards and to monitor the quality performance of our suppliers.

New designs are extensively studied and must meet regulatory and legal criteria prior to being placed into production by Alcon's network of qualified manufacturing facilities. We use qualified internal warehouses and approved distributors to help ensure that the quality and safety of our products are maintained throughout the supply chain. Should customers have concerns or feedback regarding Alcon products, they can contact us via phone, email or [Alcon.com](#). Alcon investigates reports of product quality concerns, notifies regulatory authorities where appropriate and evaluates feedback for inclusion in next-generation designs or new products.

Our Global Medical Safety Group, led by our Chief Medical Officer, continuously monitors and reviews safety trends and oversees safety management decisions. This work helps inform Quality about emerging concerns and enables creation of action plans to respond to potential developing risks.

Alcon's Senior Vice President of Global Quality and Regulatory Affairs reports directly to the CEO, ensuring independence of the Quality function and autonomous oversight of product quality and safety. Key responsibilities of the Quality function include conducting quality management reviews, monitoring and responding to customer complaints and product inquiries, auditing internal processes and external suppliers, and implementation of our quality management system across all Alcon sites.

QUALITY MANAGEMENT SYSTEM

We comply with the most current applicable regulations throughout our products' lifecycles. Alcon's Quality Management System complies with external standards and regulations, including International Organization for Standardization (ISO) 13485:2016/EN ISO 13485:2016, EN ISO 14971:2019, ISO 9001:2015, Food and Drug Administration (FDA) Code of Federal Regulations (multiple parts), ICH Q10 and European Union (E.U.) 93/42/EEC. We are also audited by global Health Authorities, Notified Bodies and third-party auditors to verify compliance to these international standards and other applicable medical device and drug regulations.

DRIVING CONTINUOUS IMPROVEMENT

Alcon is focused on continuously improving our quality processes and systems. We consider customer feedback and input to enhance product quality and patient safety. In 2022, we delivered 24 major quality process improvements focused on simplifying, digitizing and improving our quality processes over the entire product lifecycle. We also launched NotifEYE, a new portal for customers and Alcon associates to use when reporting product concerns and non-complaint feedback. More complete information about stakeholder concerns allows product and process experts to rapidly investigate the issue, understand the potential risk level and initiate any appropriate actions.

In addition to continuously improving quality processes and systems, we also seek efficiencies in our organizational structures and ways of working. In 2022, we recognized the commonalities among our Quality and Regulatory Affairs functions in their work to interpret and ensure compliant implementation and application of global laws and regulations. Given the synergies in the scope of practice between these functions, Alcon integrated our Quality and Regulatory Affairs departments into one function reporting to the Senior Vice President of Global Quality and Regulatory Affairs.



BIOETHICS



Bioethics refers to the application of ethical principles to address potential questions arising from biological research, science and medicine. In short, the research and study of treatments for patients involves ethical and legal dimensions. We take the responsibility of patient care, informed consent, data privacy and ethical research principles seriously.

CLINICAL TRIAL STANDARDS

Alcon initiated 35 clinical trials in 2022, an essential step in bringing new, innovative and effective products to patients. When conducting clinical trials, we follow rigorous safety and efficacy protocols, prioritize data protection and work to uphold patient privacy rights. These protocols reference conducting research in accordance with the ethical research principles outlined in the Declaration of Helsinki.

Our Protocol Review Committee, cochaired by our Chief Medical Officer and Head of Clinical R&D and composed of relevant subject matter experts, reviews all clinical trial designs to ensure scientific integrity, patient safety and compliance with clinical and regulatory requirements. In addition to our internal oversight, all participants in a clinical trial review and sign the study's Institutional Review Board/Independent Ethics Committee (IRB/IEC)-approved informed consent document, which outlines risks, potential benefits and rights of the participants. The role of an IRB/IEC in a clinical trial is to be an independent body that safeguards the rights, safety and well-being of the study's participants.

To uphold the data privacy of clinical trial participants, no participant-identifying information is included in the data that Alcon receives. However, participants are aware and agree, as part of informed consent, that while personal information is kept confidential whenever possible and within the limits of the law, absolute confidentiality cannot be guaranteed due to the need to release information to regulatory agencies or other countries where the participant engaged in the study.

We also monitor active trials for patient safety throughout their duration. In addition, any non-conformances that arise during trial execution are investigated and addressed through corrective and preventive action plans. Our policies and procedures for all phases of the clinical trial process are outlined in our internal Alcon Quality Manual.

CLINICAL TRIAL ACHIEVEMENTS

In 2022, we achieved First Patient, First Visit in 35 Alcon-initiated trials, locked the database for 40 trials and completed 36 clinical study reports. Of the 35 trials initiated, 21 were executed under Alcon's feasibility process, designed to offer an agile and fast-paced platform in early-stage development to clinically investigate product attributes and outcomes. The 21 trials produced data on 11 different products. The feasibility process enables our scientists to make more informed, data-driven decisions to optimize products before confirmatory testing. In addition, Alcon Clinical was part of an enterprise-wide team to expand our efforts to meet demands and deliverables required by the European Medical Device Regulation.

In 2022, Alcon configured and implemented Veeva Site Connect, a digital bridge connecting us with our clinical trial sites all over the world. Site Connect automates the flow of trial information, exclusive of patient data, and allows sharing of clinical trial documents. This advancement enables Alcon and clinical trial sites to work more efficiently and spend more time focused on study execution rather than paperwork.

PHARMACEUTICAL CLINICAL RESEARCH

One of our top priorities in 2022 was preparing and increasing our capacity for future pharmaceutical product trials. To do this, we designed and initiated four clinical trials based on pharmaceutical regulations and worked with contract research organizations to conduct the studies.

Looking ahead, we are planning clinical trials associated with various pharmaceutical products. We also plan to increase our capacity to conduct even more feasibility trials across Alcon's portfolio of pharmaceutical, surgical and vision care products. Feasibility trials are currently conducted at an Alcon Research Clinic, which is a facility dedicated to early-phase evaluation of Alcon products.

CLINICAL TRIAL VIOLATIONS

NUMBER OF CLINICAL TRIAL VIOLATIONS⁶

	2020	2021	2022
NUMBER OF CLINICAL TRIAL VIOLATIONS ⁶	9	5	6 ⁷

ACCESS, AFFORDABILITY AND PRICING

Alcon is committed to advancing access to eye care by delivering affordable technologies and working closely with healthcare decision-makers to continuously improve cost, access and quality of care. We apply evidence and value-based pricing across our product portfolio and review and revise “good, better and best” pricing structures every year. This allows patients to access new, innovative technologies with varying features, benefits and value all at our highest standard of quality. Our approach to pricing includes:

- Collaborating with clinicians and other healthcare decision-makers:** We share economic and clinical outcomes, such as cost-effectiveness studies, quality-of-life research and budget impact models, with healthcare decision-makers to support and expand funding and insurance coverage for our products and services
- Considering reimbursement mechanisms and funding flows:** We consider available public and private payment mechanisms to make our products affordable. Where reimbursement does not yet exist, we provide evidence of product value to develop funding pathways
- Evaluating the market landscape and global environment:** We seek to price our products in a way that is accessible to the local market
- Innovating to better meet market and patient needs:** We incorporate inclusive design principles into our R&D process to help identify opportunities to better meet customers’ needs, preferences and budget requirements. For example, our Legion® Phaco Systems are smaller and more portable, making them better suited for operating rooms in emerging markets

MARKET ACCESS TEAM

Our Market Access team collaborates with the R&D, Clinical Research, Marketing and Commercial teams and reports to our Surgical and Vision Care Franchise General Managers. We track our product price performance in the markets we serve, as well as our reimbursement and funding success rates. Alcon is also working to address access barriers through our social impact work and business initiatives like our PD program. For more information, see our [Brilliant Lives](#) section.

ARGOS®, an advanced biometer with an enhanced retinal visualization mode, is a non-invasive and non-contact biometer. It has been successful in achieving higher acquisition rates for biometric images faster and with greater accuracy even in mature cataract cases. The ARGOS® biometer can help practices reduce pre-op biometric measurement by 58% across the cataract refractive suite as well as reduce the need for ultrasound A-scans by up to 83%. This advanced accuracy makes ARGOS® more efficient than other optical biometers and is part of our strategy to address the footprint of our technologies and help provide broader access.

INCORPORATING SUSTAINABILITY INTO PRODUCT DEVELOPMENT

We are working to reduce the environmental impact of our products while balancing our responsibility as a medical device company to provide safe products. Since many of our products must be single-use to protect patient safety, we focus our efforts on aspects of the production process and material use — such as reducing energy use, packaging and post-consumer waste — and increasing the amount of recycled materials we incorporate into our products.

ENVIRONMENTAL SUSTAINABILITY SCORECARD

Our Environmental Sustainability Scorecard (ESS) allows Alcon to operationalize sustainable product development. The ESS evaluates new and existing products against sustainability key performance indicators (KPIs), such as water and energy use, greenhouse gas (GHG) emissions and waste generated to identify product and process design efficiencies. With oversight from the Social Impact and Sustainability Steering Committee, teams across the company are required to generate and update an ESS at the beginning stages of product development. We have found that incorporating sustainability considerations also helps us reduce cost and improve yields.

In 2022, we achieved our goal of generating ESSs for 100% of new R&D projects in the feasibility stage. In fact, teams were so successful at integrating the ESS in the beginning of product development that we expedited our schedule and expanded its use beyond the feasibility stage and into late-stage product development. Over 54% more projects are using the ESS than we targeted in our 2022 goal. We also created an advanced online version that contains thousands of data points from all Alcon sites, allowing teams to easily and reliably generate scorecard templates and make comparisons.

In 2023, we are implementing a training program across Alcon to help other teams integrate the ESS in their projects and identify opportunities to better design for sustainability.

INCLUSIVITY

We intentionally incorporate inclusive design principles to help ensure broad access and use of our products. Our Legion® Phaco Systems are smaller and more portable, making them better suited for operating rooms in emerging markets. We also design some of our surgical instruments for surgeons with different hand sizes, including our Finesse® Reflex Handle, built for surgeons with smaller hands.





BRILLIANT PLANET

Alcon cares for our planet and helps create a more sustainable world so everyone can *See Brilliantly* and Live Brilliantly. Because we manufacture about 90% of our products internally, we are able to manage our environmental footprint through efficiency and optimization to reduce emissions, water, waste and chemicals of concern.

We are working to achieve carbon neutrality across global operations for our Scope 1 and Scope 2 emissions by 2030 by reducing energy consumption and transitioning to renewable energy sources wherever possible. We strive to minimize the environmental impact of our business activities by adopting responsible policies, procedures and practices that promote the efficient use of resources and protect the environment. Through this work, we reduced our Scope 1 and Scope 2 emissions by 17% in 2022.⁸

GLOBAL ENVIRONMENTAL SUSTAINABILITY STRATEGY AND LEADERSHIP

Our Global Environmental Sustainability Committee brings together leaders from across Alcon's global operations and is responsible for setting environmental goals and implementing plans to achieve them.

The Governance and Nomination Committee oversees our environmental strategy and receives periodic updates from our Senior Vice President, Global MTO and Global Head of Health, Safety and Environment (HSE). Alcon's senior management and Board of Directors regularly assess financial performance risks, including environmental

risks, and identify ways to manage and mitigate these risks. These discussions play a critical role in our operating and investment decision-making processes throughout the business.

We receive feedback from stakeholders throughout the year through a variety of channels, including our [materiality assessment](#) and direct engagement with our Global Head of Social Impact and Sustainability. External frameworks and rankers help us identify areas for improvement so we can refine our approach.

Our Global Environmental Sustainability Strategy focuses on four priority topics:



Alcon partners with Plastic Bank to help improve our plastic impact while continuing to help people see brilliantly. For each ton of plastic used in our UltraSert® and AutonoMe® systems sold and PRECISION1® and DAILIES TOTAL1® contact lenses and packaging produced, Plastic Bank collected the same amount of ocean-bound plastic in vulnerable coastal communities. This partnership also introduced offsetting programs that gives Alcon the opportunity to have a plastic-neutral portfolio with our UltraSert® and AutonoMe® preloaded IOL delivery systems and our PRECISION1® and DAILIES TOTAL1® contact lenses. In 2022, Plastic Bank's program with both the Surgical and Vision Care products helped remove the equivalent of more than 32 million plastic bottles.

Read more on the partnership and its recent expansion in 2023 [here](#).

REDUCING PRODUCT-RELATED ENVIRONMENTAL IMPACT

We are working to reduce packaging waste and chemicals of concern associated with the use of our products and services where feasible. In 2022, we partnered with external consultants to conduct lifecycle assessments on specific products to set the baseline for future product development.

PACKAGING WASTE

Through our package reduction programs, Alcon is finding more efficient ways to pack and ship our products. The Green Innovations Surgical Team (GreenIST) identifies opportunities to increase sustainability measures and reduce waste for commercialized products within our Surgical franchise. For example, by removing the tray from our Centurion® Fluid Management System pack, we achieved an approximately 90% reduction in material waste. In addition, we changed our printed Directions for Use booklets to electronic Instructions for Use, reducing paper usage and decreasing the weight of packages by 53%.

PRODUCT DESIGN AND LIFECYCLE MANAGEMENT

DEVICES AND EQUIPMENT REUSED, RECYCLED OR DONATED (METRIC TONS)

	2020	2021	2022
DEVICES AND EQUIPMENT REUSED, RECYCLED OR DONATED (METRIC TONS)	85	108	100 ⁹

REDUCING OUR OPERATIONAL FOOTPRINT

The Global HSE team partners with the Social Impact and Sustainability team to lead the company's environmental efforts and works to achieve goals and initiatives related to emissions intensity, non-hazardous waste landfill diversion rates, water conservation and site-specific environmental projects.

The Global Head of HSE — supported by the Global HSE team — runs all HSE programmatic activities, including policy changes, targets and commitments and ensures effective governance structures are in place throughout the business. Alcon's CEO and Executive Leadership Team (ELT) engage with the Global Head of HSE to provide strategic direction and receive updates on emerging risks and impacts, as needed.

Our HSE Management System is the foundation of our environmental program and helps us ensure we meet requirements for legal compliance by investigating causes of non-compliance and implementing corrective and preventive action plans. Embedded throughout the company, the system aligns with ISO 14001:2015 Environmental Management Systems.

CLIMATE CHANGE AND GHG EMISSIONS

In 2022, Alcon set a goal to be carbon neutral for Scope 1 and Scope 2 across our global operations by 2030. We are working to reduce our Scope 1 and 2 emissions through energy improvement and efficiency projects and procurement of renewable energy. Not only did we reduce our total Scope 1 and 2 GHG emissions by 17% in 2022, but we also reduced our purchased energy GHG emissions intensity ratio by 27%.

We also seek to protect our business from both the physical and transitional risks of climate change. We evaluate the potential vulnerability of Alcon's operations and assets to climate events that are projected to take place through the mid-century under lower-emissions and higher-emissions scenarios. We also assess the potential impact of emerging policy and legal requirements, technology changes and market shifts such as consumer expectations through the mid-century under these same scenarios.

GHG EMISSIONS	2020	2021	2022
TOTAL SCOPE 1 AND SCOPE 2 GHG EMISSIONS (MTCO ₂ e) ¹⁰	327,882	309,083	256,010
GHG EMISSIONS INTENSITY RATIO — ONSITE GENERATED ENERGY (t/TJ) ¹¹	55	55	51
GHG EMISSIONS INTENSITY RATIO — PURCHASED ENERGY (t/TJ)	139	126	92

The Green Tiger Team is a cross-functional team of Alcon associates who evaluate business opportunities and risks related to the sustainability requirements in the E.U. Green Deal. The team's findings are reported to the global organization, including the HSE team and GreenIST. The Green Tiger Team also pilots local "eco-projects" that they share across Alcon's European operations. In 2022, the Green Tiger Team initiated a program to create training materials and guidelines to be placed in operating rooms, showing where and how to recycle surgical leftovers and how to properly dispose of recyclable materials. Read more about packaging reduction programs in [Reducing Product-Related Environmental Impact](#).

REDUCING OUR OPERATIONAL FOOTPRINT (CONTINUED)

ENERGY

In 2022, we completed 37 energy-saving projects, including replacing old air handling units and chillers with more efficient ones, insulating steam pipes, reducing compressed air consumption for extraction module tray drying, reducing autoclave runs and optimizing autoclave cart loading. These projects resulted in an estimated energy savings of approximately 71,619 gigajoules (GJ), avoiding approximately 3,719 MT CO₂e.

Individual sites also made strong progress in 2022. Our Grosswallstadt site reduced its consumption of natural gas by approximately 33,000 GJ equivalent, in turn reducing our Scope 1 emissions by 1,600 MT CO₂e. Additionally, our Johor site replaced fluorescent lights with LED lights in multiple areas of the manufacturing environment, saving approximately 1,770 GJ of energy.

WASTE

Our waste management strategy starts with reduction and prevention, then reuse, then recycling. Alcon has a goal to divert 100% of non-hazardous waste generated at manufacturing sites and distribution centers from landfill by 2030. In 2022, our landfill diversion rate from MTO sites was 95.85%, which improved by 1.54% over our 2019 rate. We implemented approximately 2,700 tons of waste elimination or reduction through 31 projects at MTO sites. For example:

- Our Fort Worth North manufacturing site implemented a program to reuse shipment pallets, resulting in approximately 349 MT of waste savings.
- Our Singapore manufacturing site redesigned the platform for the intermediate bulk container to improve its use of chemicals. The redesign turns approximately 11 MT of hazardous material from disposal to use annually.
- Our Cork site introduced a new, lighter wrapper for pallets being shipped to distribution sites, using 40% less wrap per pallet. A new lid was designed to cover the boxes on pallets, replacing multiple individual box lids. These two small changes represent an estimated 15 MT of waste savings.

Alcon validates sites' Zero Waste to Landfill status by conducting annual third-party audits at participating sites. Sites that were already at 100% landfill diversion maintained their status in 2022. Sites that are still working toward 100% landfill diversion saw a minimum of a 5% increase in diversion over 2021.

ENERGY MANAGEMENT

	2020	2021	2022
ENERGY USAGE INTENSITY (GJ/MILLION UNITS PRODUCED)	791	688 ¹²	730

WATER MANAGEMENT

	2020	2021	2022
TOTAL WATER INPUT (ML/MILLION UNITS PRODUCED)	1.28	1.15	1.21
TOTAL WATER WITHDRAWAL FROM ALL AREAS (ML)	4,640	4,864	5,057

WATER

In 2021, Alcon's sites developed a Water Conservation and Efficiency Plan to identify short-term and long-term water efficiency improvement projects. Because our operations require purified water for both contact lenses and contact lens solution, our sites focus on reducing water intake through optimization projects. We also implement water recycling and reuse where possible and feasible in operations.

In 2022, sites implemented 22 water projects, resulting in 334 megaliters (ML) of water savings across our Vision Care and Surgical operations. The projects ranged from installing water flow regulators in restrooms to optimizing the water pre-treatment system and redesigning the tray cleaning to harvest rainwater. Our Singapore manufacturing site implemented a reverse osmosis system with a projected annual savings of approximately 54 ML of water.



WORLD-CLASS TALENT

Foundational to our strategy to help people *See Brilliantly* is a world-class workforce of more than 25,000 associates around the world and a strong governance structure that fortifies our commitment to ethics, integrity, quality and safety. We extend our high expectations to the third parties who work with us, including our distributors, suppliers and others.

INCLUSIVE CULTURE AND ENGAGEMENT

We have built a strong culture based on the Alcon Blueprint. The Alcon Blueprint articulates our purpose, our foundational principles and the values and behaviors that engage associates and shape our culture. Our Associate Experience Dashboard (AED) engagement survey helps facilitate associate feedback to improve the associate experience. The survey asks questions about empowerment to make decisions, inclusion, connection to our purpose, barriers to execution, collaboration, opportunities to learn and grow, and more. Leaders discuss results of the survey with their team to improve engagement and create better ways of working.

Approximately 80% of Alcon associates responded to the AED in 2022. Based on survey results, we focused on improving inclusion and barriers to execution, and we are pleased to report scores for both of these areas improved in 2022 and remained above external global benchmarks.

ELEVATE BRILLIANTLY

In 2022, we launched a culture program called Elevate Brilliantly, which helps leaders and associates understand and live out our culture priorities: Ownership and Accountability, Speed and Simplicity and Inclusion. All senior leaders participated in the program in 2022, and we plan for all associates to experience the program by the end of 2023.

COMPENSATION AND BENEFITS

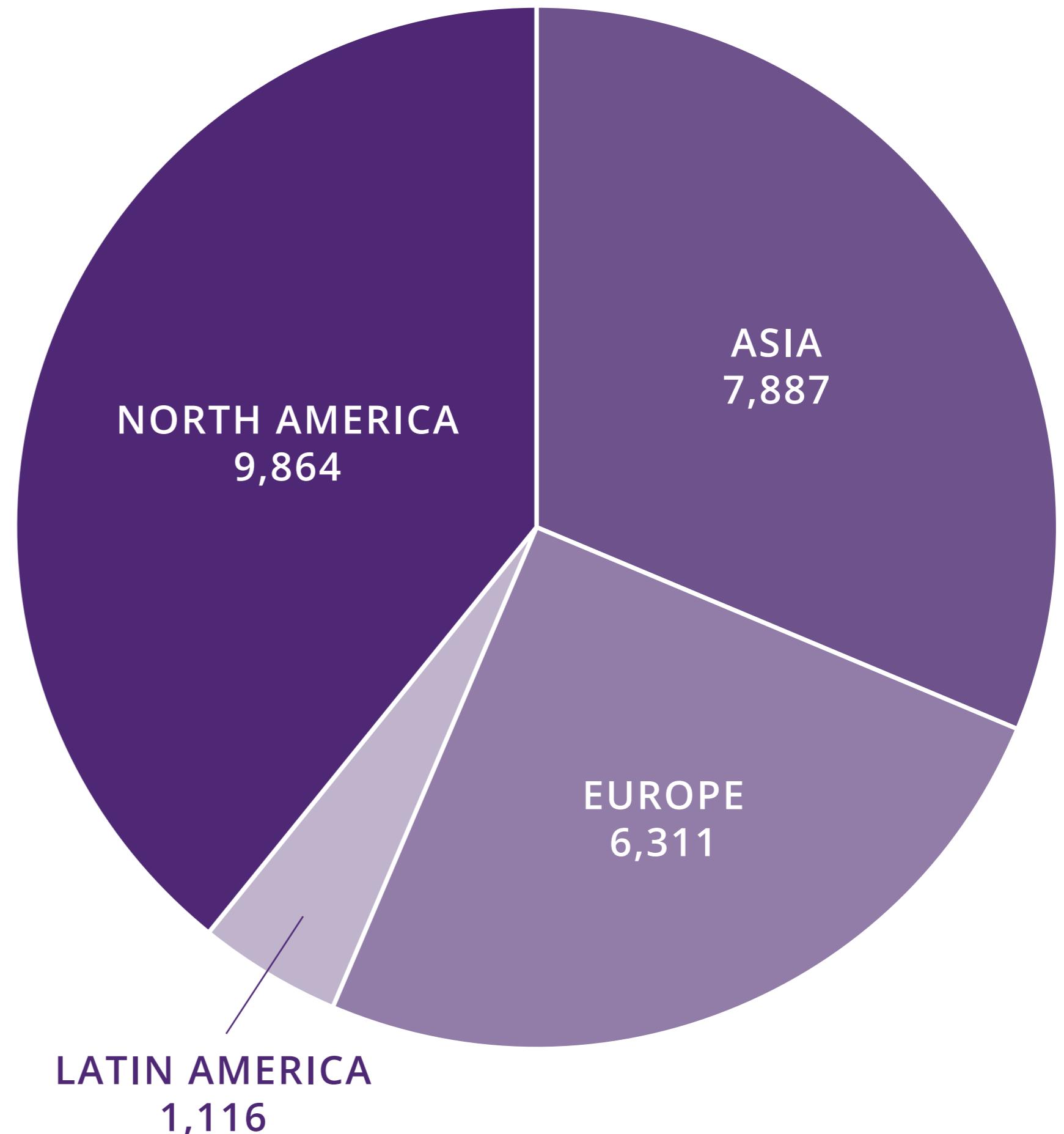
Alcon designs compensation and benefit programs to help attract, retain and motivate associates. These programs are competitive with other companies in medical devices and other industries. Annually, we benchmark our compensation and benefit programs along with our strategy so that we remain competitive and aligned with our long-term objectives.

In many countries, we offer medical, dental and vision healthcare plans and generous parental leave benefits. This includes telehealth visits supporting physical and mental health and wellness. We also provide death, accidental death, and paid short-term and long-term disability coverage. We provide Employee Assistance Program benefits to all associates globally, offering 24/7 confidential assistance. Additionally, we offer competitive pension and retirement benefits in many markets.

WORKPLACE FLEXIBILITY

Alcon has a strong culture of in-person collaboration and connectivity, which fuels our innovation and growth. We achieve this with workplace flexibility, which allows Alcon to accelerate business performance throughout our workforce by giving associates options to optimize their work-life balance. It also allows us to tailor needs to different circumstances around the world. We offer many flexible work arrangements for our associates, including flex time and a compressed work week.

OUR GLOBAL WORKFORCE: TOTAL 25,178



DIVERSITY AND INCLUSION

We are building an even stronger Alcon by cultivating a diverse and inclusive culture. Through our Diversity and Inclusion (D&I) strategy, we strive to create a culture where diversity is valued and each associate is treated fairly and has equal opportunity and support to succeed and grow.

D&I LEADERSHIP

Alcon's D&I leadership starts with our Chief D&I Officer, who is responsible for setting the vision, defining and executing the D&I strategy, engaging leaders and ensuring associates are active participants in driving D&I outcomes. Our Executive D&I Council, made up of executives across major business lines, provides guidance and decision-making related to our enterprise D&I strategy and executive sponsorship for our employee resource groups (ERGs). This council added two more women in 2022, growing to a total of seven representatives.

As part of our strategy, eight D&I councils were either newly formed or reigned to support the activation and implementation of plans, identify additional tactics and further engage associates. D&I councils are sponsored by senior leaders and composed of associates of various levels. Multiple D&I committees and ambassadors at our sites around the world partner with the D&I councils, their local human resources (HR) business partners, our D&I team and senior leadership in activating plans and promoting D&I.

New in 2022, each member of our ELT adopted a diversity improvement goal and created an accompanying D&I action plan in their respective function. Achievement of this goal was factored into each ELT member's Individual Performance Factor (IPF) impacting their Short-Term Incentive (STI) bonus.

OUR D&I STRATEGY

Alcon's multi-year strategy is rooted in pillars that organize our priorities and goals and guide our work: Fostering a Culture of Inclusion, Growing Our Diverse Talent and Strengthening Impactful Connections. Since completing our comprehensive global D&I assessment in 2021, we continue to assess our progress and performance in a variety of ways.

Our Chief D&I Officer participated in executive D&I forums, including Gartner and the World 50 I&D Impact Community, to learn from other Chief Diversity Officers, benchmark and build collaborations.

We also benchmark and evaluate our D&I performance annually. Alcon achieved a 100% score on the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index. By receiving a score of 100, the HRC has designated Alcon to be among the Best Places to Work for LGBTQ+ equality in the U.S. The HRC's designation comes on the heels of an array of acknowledgments noted in the [Talent Attraction and Retention](#) section. We were also recognized by DiversityInc as a Noteworthy Company for D&I.

As part of building a strong and diverse talent pipeline, Alcon partners with Cristo Rey Fort Worth College Prep's work-study program, which combines academic instruction with an on-site work experience where students earn a portion of their tuition while learning about a variety of professions in the industry. We're proud to be the program's largest partner in the Dallas-Fort Worth area, hosting 12 students in 2022 across Human Resources, Manufacturing and IT business units.

In addition, as part of building a strong talent pipeline, Alcon supports Science, Technology, Engineering and Mathematics (STEM) education within our communities. We recognize that today's STEM students are potential associates of the future and investing in their development is a priority. With that in mind, we host students from local schools to visit our Alcon Experience Center and wet lab, where they spend the day learning from our scientists and engineers.

DIVERSITY AND INCLUSION (CONTINUED)

FOSTERING A CULTURE OF INCLUSION

We believe that diverse experiences and points of view are vital to innovating better solutions for our customers and patients. Alcon is committed to maintaining compensation policies and practices that reflect our company culture and ensure compliance with local regulations and laws. We conduct recurring pay equity analyses across gender, race and ethnicity and other diversity factors to identify potential disparities, and we make appropriate adjustments to ensure pay equity. We also conduct training and provide resources for leaders to advance their understanding of pay equity practices.

Our D&I programming helps us raise awareness about diversity and increase our associates' understanding and appreciation of cultural differences as we build inclusive leadership behaviors. Our 2022 trainings included:

- *Inclusive Leadership Journey*, an intensive, five-part immersive learning journey that grows and develops associates in their knowledge and capability of D&I so they may effectively conduct conversations and lead diverse individuals and teams
- *Elevate Brilliantly*, a training that builds leadership capability and cross-cultural competency, teaching our leaders to think and act with an enterprise mindset while confidently speaking and working through collaboration challenges. The first two sessions of this six-part series focus on inclusion, promoting empathy and understanding and building inclusive leadership capabilities
- *How to Talk About...*, a series of guides that builds our leaders' and associates' confidence and understanding about what to do and say in challenging D&I circumstances and conversations
- *Let's Talk D&I*, a blog that features insights and perspectives on D&I topics on the minds of associates, including those aligned to heritage or celebratory months and company updates on D&I efforts

Associates also have access to an online platform with direct access to trainings and more than 9,000 video-based learning and development courses, including a variety of D&I-related content.

GROWING OUR DIVERSE TALENT

We have implemented a wide range of programs to increase diverse talent at all career levels through internal talent development and promotions as well as through external hiring, for which we utilize diverse slates. U.S. recruiters are extensively trained in diverse recruiting and are required to present a diverse slate of candidates aligned to the diversity priorities for that function and job level.¹³

Throughout the year, we provide metrics to our ELT through our D&I dashboards, which show workforce representation of women, Black/African American, Hispanic/Latino, Asian and two or more races by job level and function compared to talent market availability. Each ELT leader has a D&I dashboard for their U.S. organization. In 2022, we enhanced our U.S. dashboards to include the following metrics:

- Inclusion score from our associate engagement surveys, including scores by total function, gender and race and ethnicity
- New hires, promotions and turnover by gender and race and ethnicity
- Supplier diversity goals for diverse spend as a percentage of total procurement

These dashboards deliver insights and provide reporting to the ELT, which helps inform each ELT member's functional D&I action plan.

In 2022, we created a cross-functional committee focused on adopting a D&I lens to our talent practices. Action areas included diversity recruiting and partnerships, diversity stay interviews, exit interviews and building D&I into talent management practices such as award and program participation nominations, internal promotion processes, development assignments, sponsorships and other talent programs. The committee included HR business partners and leaders from across our HR Centers of Expertise and incorporated direct feedback from functional business leaders and hiring managers. Through this committee, we identified ownership and accountability for D&I as a consideration in every talent practice, with the intent of ensuring our business is equipped with the practices and tools to activate their functional D&I action plans.

STRENGTHENING IMPACTFUL CONNECTIONS

We strengthen our internal and external relationships and empower talent everywhere to create meaningful change through our nine ERGs, three shared interest groups, D&I councils and external partnerships.

Throughout the year, our ERGs led a speaker series aligned to celebrate cultural heritage months, which included the following speakers:

- Silver Star, Bronze Star, Purple Heart and Combat Infantryman Badge recipient John Wayne Walding shared his story of recovery and triumph after severe disabilities received in combat upended his life and career
- Vivienne Hau, MD, PhD, was our featured speaker during Pride Month through Ophthalmic World Leaders with her talk on "Eyes on Inclusion: Transitioning to Acceptance." She candidly discussed her journey in gender transitioning and provided tips and resources for organizations around acceptance and inclusivity
- Academy Award winner, world-class athlete and advocate for women and girls Geena Davis joined us as our International Women's Day speaker, sharing the catalyst for her ongoing work to address gender issues in the media through her nonprofit

Several ERGs also led successful mentoring programs, provided up-close opportunities to hear from senior executives and supported underserved populations in our local communities. For more information on our ERGs, see [Winning in the Workplace](#). Also, read about how our commitment to diversity extends throughout our supply chain in the [Responsible Procurement and Supply Chain](#) section.

Our second annual ERG Summit featured opening remarks by CEO David Endicott, the presentation of our new ERG leadership Brilliant Impact awards and a keynote speech from D&I advocate Khaliah Guillory. We recognized every ERG leader for their contributions and provided opportunities for development, including a workshop focused specifically on influencing. In the workshop, senior executives from our North America Commercial organization partnered with ERG leaders to develop creative solutions to diversity-related business opportunities and challenges.

DIVERSITY PERFORMANCE

2020

2021

2022

U.S. RACIAL AND ETHNIC DIVERSITY¹⁴

	2020	2021	2022
WORKFORCE	47%	47%	48%
MANAGEMENT	35% ¹⁵	36% ¹⁶	37%

GLOBAL FEMALE REPRESENTATION

	2020	2021	2022
WORKFORCE	49%	48%	47%
MANAGEMENT	36% ¹⁷	36% ¹⁸	36%

13. As defined by the U.S. functional D&I dashboard.

14. Racial and ethnic diversity metrics include American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, and two or more races.

15. Updated due to new definition of management.

16. Updated due to new definition of management.

17. Updated due to new definition of management.

18. Updated due to new definition of management.

HEALTH AND SAFETY

We integrate health and safety considerations into day-to-day decision-making using our [Global HSE Policy](#), and we encourage our associates to meet our commitments and provide feedback so we can proactively address risks and advance our HSE culture. Each year, the Global HSE team reviews injury and illness trend data, site KPI performance, the outcomes of our HSE Management Review and other relevant inputs to determine actions for the upcoming year.

In 2022, we focused our efforts on ensuring all sites were aligned on health and safety standards and responsibilities and rolled out new programs in areas such as health and wellness that were identified as opportunity areas in 2021. The 2022 HSE Management Review identified ergonomics-related injuries as a focus area and led to the implementation of an online ergonomic platform, workplace ergonomic and injury prevention services, ergonomic assessments and other programs at each site. These efforts helped us optimize associate well-being, minimize musculoskeletal disorders and increase productivity.

Read more about HSE's governance in the [Strong Governance](#) section.

ASSOCIATE WELL-BEING

In 2022, Alcon associates were offered wellness initiatives including virtual fitness programs, annual health checks, vaccinations, onsite medical clinics and mental health awareness training. Our Global Employee Assistance Program helps associates access a wide range of medical and social services.

EMPLOYEE SAFETY ¹⁹	2020	2021	2022
EMPLOYEE TOTAL RECORDABLE CASE RATE (TRCR) ²⁰	0.43 ²¹	0.54 ²²	0.40
EMPLOYEE LOST TIME INCIDENT RATE (LTIR) ²³	0.10	0.19	0.11
MANAGEMENT WALK-THROUGH RATE	24.28 ²⁴	22.96 ²⁵	30.14
NEAR MISS AND GOOD CATCH RATE ²⁶	28.35 ²⁷	29.05 ²⁸	35.58

Some locations have established occupational health services, while others have established partnerships with community medical facilities or other health service providers. Each site has its own standards, procedures and processes related to medical surveillances (pre-employment screening, audiometry, vision screening, etc.), ergonomic assessments, bloodborne pathogens, injuries and illnesses, vaccinations, emergency preparedness and response and first aid.

CONTRACTOR SAFETY

Alcon holds any third-party personnel we work with to our same high safety standards. Our contractor management process includes our Contractor Safety Management standard and also involves collecting pertinent safety information from contractors and suppliers, assessing performance, verifying qualifications and conducting orientations prior to initiation of onsite work. Active contractors must renew their registration annually and complete HSE refresher training. We also audit contractor activities onsite to ensure compliance with our HSE policies. In 2022, we optimized online platforms and programs to streamline communication between contractors and Alcon and to better connect services offered by contractors with Alcon's needs.



19. Associates and third-party personnel.

20. TRCR represents the frequency of recordable cases (injury and illness) for all Alcon associates and third-party personnel. It is calculated as follows: number of all work-related recordable cases divided by the number of hours worked by Alcon associates and third-party personnel, multiplied by 200,000.

21. Updated due to improvements in methodology.

22. Updated due to improvements in methodology.

23. LTIR represents the frequency of work-related lost time cases (injury and illness). It is calculated as follows: the total number of work-related cases of injury or illness with lost time divided by number of hours worked by Alcon associates and third-party personnel, multiplied by 200,000.

24. Updated due to improvements in methodology.

25. Updated due to improvements in methodology.

26. Number of near misses and good catches per 200,000 working hours of Alcon associates and third-party personnel.

27. Updated due to improvements in methodology.

28. Updated due to improvements in methodology.

TRAINING AND DEVELOPMENT

We continuously strive to support the success of our associates' professional development through experiences, mentoring, coaching, training and leadership development programs. Our training and development philosophy is based on the 70/20/10 model of 70% experiential learning, 20% learning from others and 10% formal job training and development programs. As part of this model, we encourage associates and leaders to partner and create development plans that embrace all ways of learning.

Our holistic review process starts with goal-setting at the beginning of the year, followed by midyear and end-of-year reviews. Our ELT leads the initial goal-setting process, aligning annual goals with our company's strategic priorities. Leaders ensure associates at all levels have clear expectations and individual development goals for the upcoming year. The foundation of our review process is a focus on timely feedback, as we believe this is a critical component for our associates' professional and organizational growth.

We build our training and leadership development programs both internally and externally and regularly assess the programs for effectiveness, relevancy and associate satisfaction. In 2022, we developed and delivered several leadership programs that address critical points of the leadership pipeline to continue fostering a learning culture. One example is our flagship program, BLUE: Building Leaders, Unleashing Excellence. BLUE is a yearlong development program for senior leaders to continue to build our leadership pipeline and is facilitated by Alcon's ELT. We also launched our global leadership development portfolio, leading to a large uptick in hours invested in leadership development. Finally, we continued to invest in an online learning platform in 2022 to provide on-demand, self-paced learning opportunities for associates globally.

TALENT ATTRACTION AND RETENTION

Alcon's investments in fostering a diverse, inclusive and engaged workforce have helped make us a great company and top employer of choice. In 2022, we hired more than 3,650 associates around the world and were recognized by:

- Certified [Great Place to Work](#) in U.S., Ireland, Singapore, Philippines, Thailand, Malaysia, Australia and New Zealand by Great Place to Work Institute
- Recognized as a [Top Employer](#) in countries including, Brazil, France, Poland, Spain and Switzerland by Top Employers Institute
- Awarded Best Workplace in Texas by [Fortune](#)
- Designated as a Best Place to Work for LGBTQ+ Equality through the [Human Rights Campaign](#) Corporate Equality Index
- Recognized as a [DiversityInc Top Company for Sponsorship](#)

Talent attraction and retention are monitored and managed by our Vice President of Culture, Capability and Talent, and our Vice President of Global Talent Acquisition and Chief D&I Officer, who report directly to the Chief Human Resources Officer. Additionally, the Board of Directors and the Compensation Committee annually review culture, enterprise talent and succession planning, D&I and pay equity.

Alcon develops diverse, early career talent to build a strong workforce for tomorrow. In 2022, we launched ENVISION, a three-year, full-time R&D rotational program, that offers participants the chance to rotate through three R&D platform assignments, including different U.S. sites, every 12 months. Applicants were selected from Alcon's summer internship ENVISION program. In its first cohort, 100% of those offered a spot accepted, and all participants are diverse.

In 2022, we also launched our Employee Value Proposition (EVP) to further connect external talent to Alcon's purpose, strategies and values. The EVP highlights key differentiators and distinct qualities that showcase Alcon as a great place to work. In 2023, we plan to apply our EVP to our internal associate experience work, further enhancing associate engagement and retention.

From day one, Alcon strives to onboard and connect associates to our purpose. In 2022, we expanded the BestSTART onboarding program across all global sites to ensure every associate is equipped with the knowledge and tools to help them be successful. We focus on culture and providing associates with enriching careers starting with their first week. During their first week, new associates are assigned a BestSTART Ambassador who has undergone training, and guides them through any questions or issues they may have.

We measure our retention against external benchmarks to compare and monitor ourselves against top-performing companies. Despite an active external labor market in 2022, Alcon achieved our goal of maintaining retention rates better than the top quartile of pharmaceutical/medical device company benchmarks.

TRAINING AND DEVELOPMENT	2020	2021	2022
PERCENT OF EMPLOYEES PARTICIPATING IN TRAINING AND DEVELOPMENT	100%	100%	100%
TOTAL NUMBER OF HOURS INVESTED IN LEADERSHIP DEVELOPMENT	N/A ²⁹	6,572	17,676

TALENT ATTRACTION AND RETENTION	2020	2021	2022
TOTAL TURNOVER RATE	7.7%	11.4%	11.7%
VOLUNTARY TURNOVER RATE	4.8% ³⁰	7.8%	8.2%



MESSAGE
FROM THE CEO

ABOUT
ALCON

BRILLIANT
LIVES

BRILLIANT
INNOVATION

BRILLIANT
PLANET

WORLD-CLASS
TALENT

STRONG
GOVERNANCE

SOCIAL IMPACT AND
SUSTAINABILITY
PERFORMANCE DATA

REPORTING
FRAMEWORKS

ENVIRONMENTAL
POLICIES

DISCLAIMER

STRONG GOVERNANCE

We are committed to doing business the right way without exception. Alcon's more than 75-year reputation is grounded in our commitment to ethics, integrity, quality and safety. Our vigilance against corruption and bribery and our compliance with local laws and ethical practices are essential for sustainable growth.

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CORPORATE GOVERNANCE

Alcon is governed by a Board of Directors consisting of 10 independent members and our CEO, David Endicott. We aim for diverse membership of our Board of Directors so Alcon can benefit from different backgrounds, expertise and perspectives and meet the changing needs of our global business. Our governance structure, policies and process are designed to serve the needs of our business, our shareholders and other stakeholders while promoting accountability across Alcon.

Further details can be found on our [Governance website](#).

SOCIAL IMPACT AND SUSTAINABILITY GOVERNANCE

Our Social Impact and Sustainability governance structure allows us to consider Social Impact and Sustainability objectives throughout our enterprise decision-making process to deliver long-term value for our stakeholders. Quantifiable Social Impact and Sustainability metrics are factored into all Alcon Executive Committee members' individual performance goals that impact the IPF in the STI bonus.

TIER 1 MATERIAL TOPICS

- ACCESS, AFFORDABILITY AND PRICING
- COMPENSATION AND BENEFITS
- CORPORATE GOVERNANCE
- CUSTOMER PRIVACY AND CYBERSECURITY
- EMPLOYEE HEALTH AND SAFETY
- ENVIRONMENTAL COMPLIANCE
- ETHICS AND COMPLIANCE
- HUMAN RIGHTS
- INNOVATION/MEDICAL INNOVATION
- PAY EQUITY
- PRODUCT QUALITY AND PATIENT SAFETY
- PRODUCT-RELATED WASTE

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

We regularly engage with a diverse range of stakeholders, including associates, suppliers, customers and healthcare providers, industry groups, investors and nonprofit partners to understand their priorities and expectations. In 2022, we conducted a comprehensive materiality assessment to identify priority Social Impact and Sustainability issues that matter most to our stakeholders and where we have the most potential to create value aligned with our purpose.

Working with a third party, the materiality assessment started with a landscape assessment that identified 31 Social Impact and Sustainability topics most relevant to our business. Associates, business customers and healthcare providers, suppliers, industry associations, investors, community partners and nonprofits were then surveyed about priority of each identified topic. Over 270 stakeholders participated in this process, and their feedback was evaluated against each topic's impact to the business, gleaned through a survey of our Board and leadership. The results will inform our strategy and our reporting on Social Impact and Sustainability topics moving forward.

SOCIAL IMPACT AND SUSTAINABILITY GOVERNANCE STRUCTURE

OVERSIGHT

BOARD OF DIRECTORS

Responsible for overall Social Impact and Sustainability strategy

GOVERNANCE AND NOMINATION COMMITTEE

Assists the Board in its oversight of Social Impact and Sustainability initiatives

SOCIAL IMPACT AND SUSTAINABILITY STEERING COMMITTEE

Executives from across departments, including Corporate Affairs, HR, Innovation, Legal and Compliance, Manufacturing and Global Quality, and Regulatory Affairs, oversee related topics and are responsible for identifying and managing Alcon's environmental and social impacts

DAY-TO-DAY

GLOBAL HEAD OF SOCIAL IMPACT AND SUSTAINABILITY

SOCIAL IMPACT TEAM

Oversees the Alcon Foundation, Alcon Cares and community and employee engagement programs

SUSTAINABILITY TEAM

Oversees all environment and innovation goals, programs and performance; leads company reporting

TOPIC-SPECIFIC OVERSIGHT

SOCIAL IMPACT COMMITTEE

Implements and tracks social commitments and identifies innovative ways to expand eye care access

ALCON FOUNDATION BOARD

Oversees Alcon Foundation giving programs

ALCON CARES BOARD

Oversees Alcon Cares product and equipment donation programs

GLOBAL ENVIRONMENTAL SUSTAINABILITY COMMITTEE

Responsible for setting and achieving environmental goals

INNOVATION COUNCIL

Assists the Board in its oversight of strategy and investments in R&D and emerging technologies

EXECUTIVE DIVERSITY COUNCIL

Provides guidance and decision-making on D&I strategy and executive sponsorship for our ERGs

SOCIAL IMPACT AND SUSTAINABILITY WORKING GROUP

Oversees key initiatives and progress; includes representatives from Social Impact, Sustainability, Investor Relations, IT and Privacy, HSE, HR, Legal and Compliance, Internal Audit, Financial Assurance, Market Access, Procurement, Supply Chain, Quality and R&D

BUSINESS ETHICS

Alcon has been committed over its 75-year history to conducting business the right way and inspiring trust in stakeholders. We expect our associates (including full-time, part-time and contract workers), executives and Board of Directors to follow our [Code of Business Conduct](#). We expect our third-party business partners to follow similar principles stated in our [Third Party Code of Conduct](#).

The Audit and Risk Committee, under the oversight of the full Board of Directors, supervises Alcon's global Integrity and Compliance program. The committee meets quarterly to provide strategic direction and oversight on compliance-related issues. The Global Integrity and Compliance program is led by our Global Head, Integrity and Compliance, and aligns with the guidance of the U.S. Department of Health and Human Services Office of the Inspector General.

Alcon's framework for ethical governance covers behavioral expectations, associate training, monitoring, auditing, risk assessment, reporting and remedial action, which includes discipline when warranted. The program is designed to prevent, detect and mitigate compliance risks across Alcon. We have also established regional- and country-level compliance committees to help oversee compliance and ethics.

Our Code of Business Conduct, available in 18 languages, establishes our standards of conduct and the shared responsibility for Alcon to act with integrity in the workplace, the marketplace and society. The importance of following the code and speaking up is reiterated to associates in our mandatory annual training and certification process.

BRIBERY AND CORRUPTION

Our Code of Business Conduct, Third Party Code of Conduct and Global Policy on Anti-Bribery prohibit bribery and corruption in any form and require compliance with all anti-corruption and anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, the United Kingdom (U.K.) Bribery Act and other local laws. To mitigate bribery risks, Alcon conducts risk-based screening and due diligence before engaging third parties. Our third-party compliance processes also include mitigation requirements for identified risks and targeted, risk-based training, monitoring and auditing activities.

FAIR COMPETITION PRACTICES

Alcon's Code of Business Conduct, Third Party Code of Conduct and Global Policy on Fair Competition outline our expectations for fair business dealings consistent with applicable competition laws.

HUMAN RIGHTS

We are committed to operating our business consistent with the highest standards of ethics and integrity. Alcon's [Global Policy on Human Rights](#) outlines our commitment to prohibiting child labor, modern slavery or human trafficking from our operations and supply chain, and to fostering a respectful work environment free from discrimination. Our suppliers are held to the same high standards and conduct human rights risk assessments as part of the vendor onboarding process. Our Third Party Code of Conduct also addresses expectations with regard to employment and human rights laws, including protection from child labor, modern slavery and human trafficking. If a supplier does not meet our minimum human rights requirements, we will not do business with them. Read more about our expectations in the [Responsible Procurement and Supply Chain](#) section.

For more information, please see our [Responsible Business Practices](#), including our [Supply Chain and Modern Slavery and Human Trafficking Statement](#), [California Compliance Declaration](#) and [Conflict Minerals Report](#).



BUSINESS ETHICS (CONTINUED)



To celebrate Compliance Week 2022, Alcon's Compliance team organized a friendly competition, inviting participation from all Alcon associates globally. The Alcon Integrity Cup 2022 offered four fun activities for associates to demonstrate their support for acting with integrity by earning points for the country in which they are based.

ASSESSING ETHICS AND COMPLIANCE RISKS

Alcon proactively assesses ethics and compliance risks (including bribery and corruption risks) annually. This assessment is performed at each commercial operating location and rolled up globally. Our annual risk assessment process includes consideration of internal and external inputs, such as recent regulatory changes and enforcement actions, as well as audit and monitoring findings, Ethics Helpline reports and market-level data related to activities Alcon engages in to market and sell our products. We use the results to select sites and topics for internal audit and monitoring activities for the upcoming year; inform the need for policy, training and other program updates; and make legal and compliance staffing decisions.

TRAINING AND AWARENESS

We communicate our expectations for ethical business practices to executives and associates — including new hires, part-time associates and contract workers — through our training and awareness program. Our annual Code of Business Conduct training covers topics addressed by the code in rotation, such as anti-bribery, data protection, anti-trust and fair competition. Associates also complete additional periodic trainings on topics relevant to their roles and responsibilities, including on topics and requirements relevant at the regional and local levels. In 2022, associates completed over 26,000 hours of compliance trainings.

We also regularly reinforce policy expectations to associates through newsletters and messaging from leadership. In 2022, 98% of our associates (including contractors) completed our Code of Business Conduct training. Full-time associates achieved a 99.2% completion rate.

BUSINESS ETHICS

	2020	2021	2022
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CODE OF BUSINESS CONDUCT TRAINING COMPLETION RATE

97%	98%	98%
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BUSINESS ETHICS (CONTINUED)

REPORTING CONCERN

Associates are encouraged to report concerns about perceived unethical or inappropriate behavior to their manager, HR, Legal or the Integrity and Compliance department. They can also report through the Alcon Ethics Helpline, which is hosted externally by EthicsPoint and monitored 24/7 with telephone support. The Ethics Helpline accepts anonymous reports where permitted under local law. All reports are reviewed and investigated promptly with oversight by the Integrity and Compliance department. If misconduct is found, we carry out appropriate corrective or disciplinary actions, up to and including termination of employment.

As stated in our Code of Business Conduct, we do not tolerate retaliation against anyone who reports a concern in good faith or participates in investigations.

ETHICAL MARKETING AND INTERACTIONS WITH HEALTHCARE PROFESSIONALS

The Lens, our global policy on professional practices, governs how we interact with healthcare professionals and others in positions of influence over healthcare purchasing decisions. Associates who interact with healthcare professionals, customers or other relevant roles are required to complete periodic trainings. The policy's requirements are aligned with the principles of the medical device industry association codes that govern Alcon's various regions, including AdvaMed, ABIMED, APACMed and MedTech Europe.

The Lens requires that all communications related to our products and services are accurate, truthful and appropriate for the intended context consistent with their approved use. As such, our promotional materials are reviewed and approved by appropriate Medical, Legal and Regulatory personnel before external use or distribution. Off-label promotion of our products and services is strictly prohibited.

Alcon has implemented local procedures in each market or country cluster where we operate related to the following sections of The Lens: engagements with healthcare professionals, Alcon-organized events, funding for events organized by third parties, items of value and demonstration, and evaluation products. These local procedures reflect differences among the markets' legal and industry codes.

In 2022, we introduced a new training series on The Lens with more than 9,000 employees in commercial and relevant supporting roles. Employees navigated an interactive animated compliance experience, making decisions to direct the narrative of two Alcon salespeople as they interacted with healthcare professionals. The International Academy of Digital Arts & Sciences recognized the series with its [Silver Anthem Award](#), which honors the purpose and mission-driven work of people, companies and organizations worldwide.

SPEAK-UP CULTURE

	2020	2021	2022
NUMBER OF GRIEVANCES FILED PER YEAR	462	502	544
SUBSTANTIATION RATE	54%	50%	54%
TERMINATIONS DUE TO EMPLOYEE MISCONDUCT	80	93	83



HEALTH, SAFETY AND ENVIRONMENT MANAGEMENT SYSTEM

Protecting the health and safety of our associates and partners as well as the environments where we operate are core values of our Global HSE Policy and Alcon's business philosophy. Our HSE Management System drives performance by helping ensure environmental and safety compliance, investigating causes of non-compliance and implementing corrective and preventative actions.

The Vice President of MTO oversees our HSE system, including ISO 14001:2015 certification for environmental management, and leads the HSE team in setting performance targets at the start of each year. The HSE team discusses progress toward our targets with site associates quarterly and conducts an annual HSE Management Review alongside the ELT to evaluate performance and the program's effectiveness. Internal and external audits of the HSE Management System are facilitated and conducted at the site level.

ENVIRONMENTAL MANAGEMENT

Alcon's Global HSE Policy codifies our commitment to minimizing our impact on the environment. Our HSE Manual outlines compliance obligations and describes minimum expectations for managing HSE aspects, hazards, risks and opportunities. It also describes the high-level HSE-related roles and functions across the business.

Sites maintain a compliance calendar and review it annually for any changes. They are also required to report, investigate and implement any corrective actions needed for a deviation from compliance. Our knowledgeable and well-trained HSE associates follow our policies and procedures to ensure compliance with all existing permit requirements. In 2022, Alcon was subject to 17 regulatory inspections with no findings or notices of violation.

In addition to all applicable legal regulations, Alcon's sites are required to align with complementary standards and policies that we have set to cover our environmental impact throughout our products and operations, such as our HSE Compliance Management Policy and Energy and Waste Management Standards. Please see the [Index](#) for a full list and descriptions of our environmental policies.

HEALTH AND SAFETY MANAGEMENT

Our HSE standards provide Alcon sites with requirements and guidelines on conducting business activities while managing occupational health and safety. In 2022, we updated these standards to align across all global sites and consider compliance with regulations and other statutory obligations, such as ISO 45001 - Occupational Health and Safety. We implemented the global standards at all new sites and verified effective implementation at existing locations to achieve alignment.

Each site completes an annual review called a Risk Register to identify and record risks and implement necessary mitigation efforts. Action plans are completed within each site's stated guidelines for identified medium- and high-risk items. This information is shared with senior leadership and helps inform annual HSE planning and goals.

In 2022, we hosted our third annual HSE Excellence Awards to increase awareness of the HSE behaviors valued by Alcon and to recognize associates for efforts in promoting these behaviors. We selected winners across four categories:

- **Courageous Leader:** individual award for exceptional leadership whose efforts had a positive HSE impact within Alcon
- **Green Planet:** recognizes innovation resulting in a more sustainable future and helps Alcon achieve the goals of our Global Environmental Sustainability Strategy
- **Vitality:** recognizes inspirational performance resulting in a safer and healthier workplace
- **Alliance:** celebrates outstanding collaboration to reduce Alcon's environmental footprint or improve the health and safety of our associates

An example award winner was the Alcon Singapore Manufacturing Plastic Upcycling project team, which identified an opportunity for innovation within plastic waste at the site. They collaborated with a local vendor to upcycle plastic waste, previously disposed of as hazardous, using a pyrolysis reactor to produce an additive for industrial lubricants. This increased the site's total operational waste recycling rate from 36% to 44% and diverted over 36 MT of waste in the first seven months. Their 2022 Green Planet Award recognizes this project's contribution toward Alcon achieving the goals of our Global Environmental Sustainability Strategy.

CYBERSECURITY AND DATA PRIVACY

Our customers and all other persons who provide their personal information and data to us rely on us to protect and secure that data. We do this through a centralized, layered (defense-in-depth) cybersecurity framework and risk management program that aligns with industry cybersecurity frameworks, including the National Institute of Standards and Technology (NIST) and ISO 27001 standards.

In 2022, we consolidated Alcon's enterprise cybersecurity organization under one umbrella and added an automation team and capabilities to aid in the maturity of our Security Operations Center and cybersecurity capabilities. Our Chief Information Security Officer, reporting to the Chief Information and Transformation Officer, leads Alcon's IT Security and reports to the Audit and Risk Committee of the Board of Directors on cybersecurity risks twice a year.

Our Global IT Security Incident Management Plan helps ensure appropriate business-level and customer communications and involvement across identified cybersecurity events. Twice a year, we conduct cross-functional security tabletop exercises with significant participation across multiple business domains that are facilitated with external experts. Key improvements implemented as a result of these tabletop exercises include:

- Establishing playbooks and third-party relationships to assist in the event of a ransomware or extortion attack
- Adding standing holding statements on cyber events for Alcon's Corporate Affairs public and social media inquiries
- Implementing threat detection capabilities to enhance security monitoring and threat hunting
- Harmonizing medical product and enterprise security incident response plans

We assess our IT security programs annually against industry standards and peers through a third-party cybersecurity assessment based on NIST's Cybersecurity Framework, measuring the maturity of our program on a Capability Maturity Model Integration scale. The results are communicated to the Audit and Risk Committee. We are pleased to report, with the disciplined plan and strong security organization, we were able to continuously reduce security vulnerabilities and increase our cybersecurity maturity in the past years. In addition, we have successfully secured our cybersecurity insurance.

We are committed to reducing cybersecurity risk in the increasingly connected enterprise and have set strategic roadmaps for the future year, including assessing more ways to use artificial intelligence, machine learning and automation to manage risks and protect Alcon customers and key critical assets.

The Alcon Global Privacy Office (GPO) is responsible for managing privacy compliance through a Global Privacy Compliance Program, including the oversight of privacy policies, procedures and training. The GPO, led by Alcon's Global Head of Privacy (Alcon's Data Protection Officer), regional privacy officers and local privacy contacts are part of the Legal and Compliance function and work closely across all functions, including IT security. Alcon implements its Privacy Compliance Program globally, regionally and across all countries while simultaneously addressing the requirements of different jurisdictions. The Global Privacy Program consists of 10 deliverables, the delivery of which is automated through privacy compliance software and includes outputs such as consent management, data inventory maintenance, privacy assessments, cross-border transfer requirements, and global privacy training and communications.

We regularly assess our Global Privacy Program deliverables against various internal and external metrics to continuously mature the program. The Audit and Risk Committee of the Board of Directors receives an annual update from our Global Head of Privacy on Alcon's Global Privacy Program.



CYBERSECURITY AND DATA PRIVACY (CONTINUED)



THIRD-PARTY RISKS

Our cybersecurity organization is responsible for managing third-party risk events and conducting vendor cybersecurity due diligence. As part of this overall management process, the team facilitates privacy assessments for Alcon's partners and suppliers to help minimize risk. In 2022, we strengthened our ability to look at IT service suppliers and their risk level using an industry-leading cybersecurity scoring platform in partnership with Alcon's Procurement team. As part of our program maturity assessment, we execute third-party assessments of our security controls and measure these assessments against industry standards to determine gaps in technology, process or staffing. These findings are integrated into our global procurement and legal processes to drive risk-based decisions on vendor management.

COLLECTION AND USE OF PERSONAL INFORMATION

We ensure that safety and security are at the forefront of our collection, processing and handling of personal information. Our Global Policy on the Protection of Personal Data establishes minimum standards for the protection of this information. Our Global Privacy Program manages how we process all categories of personal information, whether that personal information is received from employees, customers, consumers and/or patients. We provide clear and detailed notice, collect consent when required and will only collect necessary personal information for specific purposes.

SECURITY AWARENESS

As part of a comprehensive Security Awareness framework, associates are regularly informed of risks and protective actions to ensure a safe operating environment and the protection of Alcon's and customers' information assets. Our privacy and cybersecurity training programs, which are offered to all associates as well as ELT members, focus on responsibly and safely collecting, using and disclosing all Alcon data, including personal information. Our IT security training covers topics such as phishing, credential management and secure file storage. As part of the global privacy and communications program, we also roll out targeted training to select regions or countries when new privacy laws are released. Additionally, we have monthly security awareness communications, host special events like Cybersecurity Awareness Month and execute scheduled phishing prevention campaigns across the enterprise.

RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN

Our Procurement team and Integrity, Compliance and Quality functions constantly monitor our suppliers to ensure our global supply chain upholds our high business standards and strong commitment to sustainability.

SUPPLIER EXPECTATIONS AND AUDITS

We regularly evaluate our suppliers to ensure they are meeting delivery, costs, technical and regulatory requirements. This includes quarterly, semi-annual or annual business reviews, with our critical suppliers undergoing at least one business review per year. All of Alcon's Tier 1 (critical) suppliers follow FDA guidelines on Good Manufacturing Practices (GxP) and are subject to the Supply Quality audit program. Critical suppliers are also required to maintain GxP certification, including independent third-party audits.

Our Global Master Service Agreement and electronic purchase orders are also required to comply with the Alcon Third Party Code of Conduct.

SUPPLY CHAIN CONTINUITY AND SAFETY

We use market intelligence providers to monitor global supply chain trends. We also have a track-and-trace program, which complies with global regulatory requirements to monitor end-to-end traceability and identification through all stages of manufacturing and distribution.

We use Unique Device Identifiers (UDIs) on required medical device packaging and finished product-level serialization on all prescription drugs. The UDI and serialization incorporate human- and machine-readable identification that allows consumers to trace their products and helps keep our supply chain safe and secure.

CRITICAL MATERIALS

The critical materials and production processes used in manufacturing our products are primarily dual-sourced. We have a Risk Mitigation project team that manages critical material risks to our supply chain, including the raw material component supply to our second- and third-tier vendors. The nature of our business requires collaboration with a wide range of suppliers. Our manufacturing operations do not overly depend on any single supplier, except where intellectual property and/or other exclusivity agreements exist.

Our suppliers also hold a strategic inventory of raw materials to mitigate risk while also exploring additional materials that could be used as alternates or substitutes. In 2022, our annual spend with the largest direct material supplier to Alcon accounted for 3.45% of our total direct material expenditure.

CONFLICT MINERALS

We are careful to evaluate our products annually to assess the presence and sources of conflict minerals. The Alcon Conflict Minerals team relies on standardized documentation to capture data, key decisions, and processes and procedures related to the use and sources of conflict minerals. See our [Conflict Minerals Report](#) for further information.

We are actively seeking ways to improve our due diligence process. This involves increasing supplier responses to our Reasonable Country of Origin Inquiry (RCOI) relating to accuracy, timeliness and completeness. In 2022, our RCOI tracked 65%³¹ of our in-scope supplier spend.

We are working with EcoVadis, a leading provider of global business sustainability ratings, to track, manage and engage our suppliers around GHG emissions and other Social Impact- and Sustainability-related KPIs. In 2022, we implemented the EcoVadis program with our key suppliers and trained 100% of Alcon's buyers on using the EcoVadis tool. This will enable us to integrate suppliers' performance results into our strategic sourcing process. Alcon also receives enterprise-wide scores for environment, labor and human rights, ethics and sustainable procurement to track performance over time.

RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN	2020	2021	2022
FACILITIES PARTICIPATING IN THIRD-PARTY AUDIT PROGRAMS FOR MANUFACTURING AND PRODUCT QUALITY ³²	100%	100%	100%
TIER 1 SUPPLIER FACILITIES PARTICIPATING IN THIRD-PARTY AUDIT PROGRAMS FOR MANUFACTURING AND PRODUCT QUALITY ³³	100%	100%	100%

³¹ Alcon's RCOI % decreased slightly in comparison with 85% in 2021. This decrease may be contributed to the statistic's varied nature. In 2022, we focused on strategic and non-strategic spend.

³² All Alcon production facilities are audited by third-party and regulatory notified bodies for ISO and other GxP compliance certification. Audit frequency and validity varies by audit type.

³³ Alcon's internal quality risk assessment determines the criticality of suppliers (Tier 1) and thus triggers auditing requirements. Frequency and duration may vary. Alcon reserves the right to audit for cause (either directly or via third party) when infractions to agreed quality standards are found. In 2022, we conducted third-party manufacturing and product audits on 32% of our Tier 1 suppliers. 100% of suppliers selected for audit participated.

RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN (CONTINUED)

Alcon hosted Supplier Diversity Days in Johns Creek, Georgia, and Fort Worth, Texas, in 2022. More than 40 cumulative suppliers attended to network with Alcon Procurement Managers and other internal decision-makers.

SUPPLIER DIVERSITY PROGRAM

We continue to realize the value that a diverse supplier base brings to our business, which is why we stay committed to building a strong supplier diversity program in the U.S. by:

- Expanding the inclusion of large and small diverse suppliers in the procurement process
- Seeking diverse and small³⁴ suppliers through outreach efforts
- Communicating the value of suppliers
- Leveraging supplier diversity results to meet internal and external goals
- Measuring KPIs for supplier diversity quarterly and annually

In support of our supplier diversity goals and objectives, we maintain membership in several groups. Alcon is a Regional Corporate Member of the Dallas Fort Worth Minority Supplier Development Council and Women's Business Council Southwest. In 2022, Alcon attended

those organizations' national conventions and participated in Board of Directors' elections for the group's regional affiliates. We also engaged in various other outreach activities, including the [Diversity Alliance for Sciences](#) Virtual Matchmaker Event, an organization that pairs diverse life science supplier companies with pharmaceutical and medical technology companies, and the Houston Small Business Administration's 2022 Business Matchmaker Event.

In 2022, we increased our percentage of U.S. supplier spend with qualified diverse suppliers from 12.6% to 13.8%. This progress can be attributed in part to the implementation of Alcon's Supplier Diversity Three-Year Roadmap, which was developed in 2021. We refined activities already in place, such as objective measurements, tracking and reporting, training and education, external outreach activities, supplier mentoring, Tier 2 reporting and awards and recognition, as well as benchmarked new activities that will be implemented in 2023. We created dashboards by commodity to help the Procurement team better understand diverse spend activity. We also analyzed the top 100 diverse supplier list quarterly to determine buying patterns and see if any major spend areas were being affected by cost-cutting measures.

DIVERSE SUPPLIER SPEND	2020	2021	2022
ALL DIVERSE AND SMALL SUPPLIERS	\$273M	\$300M	\$336M
MINORITY-OWNED BUSINESS ENTERPRISES	\$41M	\$38M	\$44M
WOMEN-OWNED BUSINESS ENTERPRISES	\$69M	\$82M	\$87M
VETERAN-OWNED BUSINESS ENTERPRISES	\$9M	\$8M	\$7M
SMALL BUSINESS ENTERPRISES	\$247M	\$274M	\$306M
LGBTQ+-OWNED BUSINESS ENTERPRISES	\$0.34M	\$0.32M	\$0.12M ³⁵

PUBLIC POLICY AND POLITICAL ENGAGEMENT

We are actively participating in conversations with policymakers, trade associations and other external stakeholders to raise awareness and advocate for policies that encourage patients to *See Brilliantly*. The Vice President of Government Affairs and Health Policy leads these efforts and oversees public policy at Alcon, ensuring we align with the policies for engaging with government and public officials outlined in our Code of Business Conduct.

Alcon identifies, monitors and collaborates to shape regulations around market access, environmental and healthcare systems and other public policies that impact our delivery of products to patients.

We are also a member of many chambers of commerce and medical technology associations in our key markets. To improve patient outcomes and healthcare system sustainability, we collaborate with our trade associations on topics such as regulations, digital health environment and reimbursement. In 2022, we worked with our U.S. trade associations to reauthorize the Medical Device User Fees Amendments 2022, which provides funding for the FDA.

Alcon associates who engage in the political process on behalf of the company follow designated company processes and applicable laws.





SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA

Alcon measures our Social Impact and Sustainability performance in the areas most important to our stakeholders and business. Our KPIs are informed by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD).

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

SOCIAL IMPACT	2020	2021	2022
Number of medical missions supported	151	73	229
Number of surgeries	10,700	11,080	21,096
Number of patients treated (including optometric and surgical care)	85,462	40,253	78,113

MEDICAL INNOVATION	2020	2021	2022
Number of first-to-market launches	8	8	10
Number of product approvals (major markets) ³⁶	78	114	55 ³⁷

PRODUCT QUALITY AND PATIENT SAFETY

RECALL RATE ³⁸	2020	2021	2022
Vision Care	0	0	0
Surgical	0.04%	0.37%	0.38%
Number of FDA-initiated recalls	0	0	0
Percentage of recalls which were voluntary, FDA-requested, or FDA-mandated	100% Voluntary	100% Voluntary	100% Voluntary

PRODUCT SAFETY

Products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0	1 ³⁹
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP)	0	0	0

BIOETHICS

2020	2021	2022	
Number of clinical trial violations ⁴⁰	9	5	6

36. Major markets include U.S., E.U., Canada, Japan, Brazil, Korea, Australia, China, Russia and India.

37. The number of new major product approvals is driven by timing of new product development activities, market readiness for new product introduction, and regulatory review cycles in target markets.

38. Recall rate is defined as the number of units subject to recall per total sold globally, based on recall actions where there is a reasonable chance that a product will cause serious health problems, or where a product may cause temporary or medically reversible health problems or pose a slight chance of causing serious health problems.

39. Fatality was published in a third party article related to a type of product Alcon manufactures. Nothing in the article indicated the product in question was manufactured or sold by Alcon. Alcon conducted numerous follow-up inquiries, but received no response, limiting the ability to confirm whether an Alcon product had been involved in the incident. Alcon reported the fatality to the FDA for purposes of transparency despite the lack of confirmation as to the source of the product in question or the underlying cause of the fatality. Alcon has not observed any trends or signals which would indicate an increased quality or safety concern associated with the product.

40. Defined as nonconformances that are deviations from a specification, standard or expectation. Clinical trial violations include protocol deviations that are critical and/or systemic.

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

REDUCING PRODUCT-RELATED ENVIRONMENTAL IMPACT

	2020	2021	2022
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Devices and equipment reused, recycled or donated (MT)

Devices and equipment reused, recycled or donated (MT)	85	108	100
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REDUCING OUR OPERATIONAL FOOTPRINT

	2020	2021	2022
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ENERGY

Energy usage intensity (GJ/million units produced)

Energy usage intensity (GJ/million units produced)	791	688 ⁴¹	730
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Total fuel consumption — nonrenewable sources (GJ)

Total fuel consumption — nonrenewable sources (GJ)	1,073,230	1,093,520 ⁴²	1,063,340
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Total fuel consumption — renewable sources (GJ)

Total fuel consumption — renewable sources (GJ)	283	1,129	1,581
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Electricity consumption (GJ)

Electricity consumption (GJ)	1,786,384	1,809,537 ⁴³	1,983,446 ⁴⁴
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Steam consumption (GJ)

Steam consumption (GJ)	49,039	48,934	20,616
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Electricity sold (GJ)

Electricity sold (GJ)	202	216	289
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Total energy consumption within the organization (GJ)

Total energy consumption within the organization (GJ)	2,859,695	2,903,970 ⁴⁵	3,048,079
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Total reduction in energy consumption achieved through conservation and efficiency initiatives (GJ)⁴⁶

Total reduction in energy consumption achieved through conservation and efficiency initiatives (GJ) ⁴⁶	29,000	42,700 ⁴⁷	71,619
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REDUCING OUR OPERATIONAL FOOTPRINT

	2020	2021	2022
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EMISSIONS

Total Scope 1 and Scope 2 GHG emissions (MTCO₂e)

Total Scope 1 and Scope 2 GHG emissions (MTCO ₂ e)	327,882	309,083	256,010
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Direct (Scope 1) GHG emissions (MTCO₂e)

Direct (Scope 1) GHG emissions (MTCO ₂ e)	78,924	81,151	73,746
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Location-based energy indirect (Scope 2) GHG emissions (MTCO₂e)

Location-based energy indirect (Scope 2) GHG emissions (MTCO ₂ e)	265,641	265,301	232,531
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Market-based energy indirect (Scope 2) GHG emissions (MTCO₂e)

Market-based energy indirect (Scope 2) GHG emissions (MTCO ₂ e)	248,957	227,933	182,264
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GHG emissions intensity ratio — onsite generated energy (t/TJ)⁴⁸

GHG emissions intensity ratio — onsite generated energy (t/TJ) ⁴⁸	55	55	51
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GHG emissions intensity ratio — purchased energy (t/TJ)⁴⁹

GHG emissions intensity ratio — purchased energy (t/TJ) ⁴⁹	139	126	92
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Production, imports and exports of ozone-depleting substances (ODS) (tR11e)

Production, imports and exports of ozone-depleting substances (ODS) (tR11e)	0.73	0.57	0.59
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NOx (MT)

NOx (MT)	39.76	45.45	38.73
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SOx (MT)

SOx (MT)	1.27	1.53	0.88
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Volatile organic compounds (VOC) (MT)

Volatile organic compounds (VOC) (MT)	43.83	38.58	41.55
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Particulate matter (PM) (MT)

Particulate matter (PM) (MT)	7.96	8.01	8.04
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41. Updated due to improvements in methodology.

42. Updated due to improvements in methodology.

43. Updated due to improvements in methodology.

44. Increase can be attributed to addition of new production lines at Vision Care sites.

45. Updated due to improvements in methodology.

46. Compared to our 2019 baseline. Purchased electricity is included in this reduction.

47. Updated due to improvements in methodology.

48. Calculated using Scope 1 and Scope 2 emissions.

49. Calculated using Scope 1 and Scope 2 emissions.

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)⁵⁰

REDUCING OUR OPERATIONAL FOOTPRINT	2020	2021	2022
WASTE			
Percent of manufacturing sites that are 100% landfill free	N/A	N/A	61.11% ⁵¹
Annual total waste eliminated as a result of waste reduction and elimination projects completed (MT)	N/A	N/A	2,720
Percent of operational waste recycled	N/A	N/A	64.36%
Total waste generated (MT)	45,289 ⁵²	51,759 ⁵³	64,091
Total hazardous waste (MT)	24,112	28,154	30,590 ⁵⁴
Total non-hazardous waste (MT)	21,176 ⁵⁵	23,605 ⁵⁶	33,501
TOTAL WASTE DIVERTED FROM DISPOSAL			
Total waste diverted from disposal (MT)	36,802 ⁵⁷	42,007 ⁵⁸	54,776
Hazardous waste diverted from disposal (MT)	23,834	27,795	30,272
Hazardous waste recycled — offsite (MT)	23,783	27,744	30,230
Hazardous waste disposed through other operations — offsite (MT)	51	52	42
Non-hazardous waste diverted from disposal (MT)	12,968 ⁵⁹	14,211 ⁶⁰	24,503
Non-hazardous waste recycled — offsite (MT)	11,035 ⁶¹	11,569 ⁶²	11,026
Non-hazardous waste disposed through other operations — offsite (MT)	1,933	2,613	13,477

REDUCING OUR OPERATIONAL FOOTPRINT

2020 2021 2022

TOTAL WASTE DIRECTED TO DISPOSAL

Total waste directed to disposal (MT) ⁶³	8,486 ⁶⁴	9,776 ⁶⁵	9,316
Hazardous waste directed to disposal (MT)	278	359	318
Hazardous waste incinerated with or without energy recovery — offsite (MT) ⁶⁶	275	N/A	N/A
Hazardous waste incinerated with energy recovery — offsite (MT)	N/A	253	216
Hazardous waste incinerated, without energy recovery — offsite (MT)	N/A	106	101
Hazardous waste landfilled — offsite (MT)	2.47	0	0.26
Non-hazardous waste directed to disposal (MT)	8,208 ⁶⁷	9,422 ⁶⁸	8,998
Non-hazardous waste incinerated with or without energy recovery — offsite (MT) ⁶⁹	5,956	N/A	N/A
Non-hazardous waste incinerated with energy recovery — offsite (MT)	N/A	6,590	6,195
Non-hazardous waste incinerated, without energy recovery — offsite (MT)	N/A	998 ⁷⁰	783
Non-hazardous waste landfilled — offsite (MT)	2,252 ⁷¹	1,835 ⁷²	2,020

WATER

Total water input (ML/million units produced)	1.28	1.15	1.21
Total water withdrawal from all areas (ML)	4,640	4,864	5,057

50. N/A indicates that data is not available for the reporting year.
 51. This number does not include a December 2022 acquisition.
 52. Updated due to improvements in methodology.
 53. Updated due to improvements in methodology.
 54. Slight increase may be attributed to increase in generation and transportation of wastewater from newly installed water lines.

55. Updated due to improvements in methodology.
 56. Updated due to improvements in methodology.
 57. Updated due to improvements in methodology.
 58. Updated due to improvements in methodology.
 59. Updated due to improvements in methodology.
 60. Updated due to improvements in methodology.
 61. Updated due to improvements in methodology.

62. Updated due to improvements in methodology.
 63. This metric excludes construction waste as most of it is managed by contractors for disposal.
 64. Updated due to improvements in methodology.
 65. Updated due to improvements in methodology.
 66. In 2021, we started tracking non-hazardous waste incinerated with and without energy recovery as separate metrics.
 67. Updated due to improvements in methodology.
 68. Updated due to improvements in methodology.
 69. In 2021, we started tracking hazardous waste incinerated with and without energy recovery as separate metrics.
 70. Updated due to improvements in methodology.
 71. Updated due to improvements in methodology.
 72. Updated due to improvements in methodology.

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)⁷³

DIVERSITY AND INCLUSION ⁷⁴	2020	2021	2022
Global female representation	49%	48%	47%
Global female representation (management)	36% ⁷⁵	36% ⁷⁶	36%
Global female representation (Board of Directors) ⁷⁷	30%	30%	36%
Global female representation (new hires)	11%	14%	17%
U.S. racial and ethnic diversity ⁷⁸	47%	47%	48%
U.S. racial and ethnic diversity (management)	35% ⁷⁹	36% ⁸⁰	37%
U.S. racial and ethnic diversity (Board of Directors)	0%	0%	9%
U.S. racial and ethnic diversity (new hires)	54%	55%	58%
TALENT ATTRACTION AND RETENTION	2020	2021	2022
Total turnover rate	7.7%	11.4%	11.7%
Voluntary turnover rate	4.6%	7.8%	8.2%
TRAINING AND DEVELOPMENT	2020	2021	2022
Total number of hours invested in leadership development	N/A	6,572	17,676
Percent of associates who participated in training	100%	100%	100%

73. N/A indicates that data is not available for the reporting year.

74. Racial and ethnic diversity metrics include American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino, Native Hawaiian/Other Pacific Islander, and two or more races.

75. Updated due to new definition of management.

76. Updated due to new definition of management.

77. Includes the Alcon Board of Directors and Compensation Committee.

78. The main type of work-related ill health was hearing loss.

79. TRCR represents the frequency of recordable cases (injury and illness) for all Alcon associates and third-party personnel. It is calculated as follows: the total number of work-related cases of injury or illness with lost time is divided by number of hours worked by Alcon associates and third-party personnel, multiplied by 200,000.

80. Updated due to new definition of management.

81. Employee refers to all Alcon associates and third-party providers.

82. Updated due to improvements in methodology.

83. LTIR represents the frequency of work-related lost time cases (injury and illness). It is calculated as follows: the total number of work-related cases of injury or illness with lost time is divided by number of hours worked by Alcon associates and third-party personnel, multiplied by 200,000.

84. Updated due to improvements in methodology.

85. Updated due to improvements in methodology.

86. Management walk-through rate is the number of HSE-related walkthroughs by management per 200,000 working hours for Alcon associates and third-party personnel.

87. Updated due to improvements in methodology.

88. Updated due to improvements in methodology.

89. Updated due to improvements in methodology.

90. Near miss and good catch rate is the number of near misses and good catches per 200,000 working hours for Alcon associates and third-party personnel.

EMPLOYEE ⁸¹ HEALTH AND SAFETY	2020	2021	2022
Employee fatalities	0	0	0
Employee fatality rate	0	0	0
High-consequence work-related injuries and illnesses (excluding fatalities)	0	0	0
High-consequence work-related injuries and illnesses rate (excluding fatalities)	0	0	0
Recordable work-related injuries and illnesses (including fatalities)	110	139	120
Number of fatalities as a result of work-related ill health	0	0	0
Number of recordable cases of work-related ill health ⁸²	8	5	7
Employee TRCR ⁸³	0.43 ⁸⁴	0.54 ⁸⁵	0.40
Employee LTIR ⁸⁶	0.10	0.19	0.11
Management walk-through rate ⁸⁷	24.28 ⁸⁸	22.96 ⁸⁹	30.14
Near miss and good catch rate ⁹⁰	28.35	29.05	35.58

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

EMPLOYEE HEALTH AND SAFETY (CONTINUED)	2020	2021	2022
CONTRACTOR HEALTH AND SAFETY			
Contractor fatalities	0	0	0
Contractor fatality rate	0	0	0
High-consequence work-related injuries and illnesses (excluding fatalities)	0	0	0
High-consequence work-related injuries and illnesses rate (excluding fatalities)	0	0	0
Recordable work-related injuries and illnesses (including fatalities)	6	4	4
Number of fatalities as a result of work-related ill health	0	0	0
Number of recordable cases of work-related ill health	0	0	0
TRCR ⁹¹	0.68	0.54	0.62
LTIR ⁹²	0	0	0

BUSINESS ETHICS

CODE OF CONDUCT

Code of Business Conduct training completion rate	97%	98%	98%
Number of grievances filed per year	462	502	544 ⁹³
Substantiation rate	54%	50%	54%
Terminations due to employee misconduct	80	93	83

BRIBERY AND CORRUPTION

Monetary losses as a result of legal proceedings associated with bribery or corruption (in millions)	\$8.93	\$0	\$0
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ETHICAL MARKETING AND INTERACTIONS WITH HEALTHCARE PROFESSIONALS

2020	2021	2022	
Monetary losses as a result of legal proceedings associated with false marketing claims (in millions)	\$0	\$0	\$0

91. TRCR represents the frequency of recordable cases (injury and illness) for all Alcon contractors. It is calculated as follows: number of all work-related recordable cases divided by the number of hours worked by Alcon contractors and multiplied by 200,000.

92. LTIR represents the frequency of work-related lost time cases (injury and illness). It is calculated as follows: the total number of work-related cases of injury or illness with lost time is divided by the number of hours worked by Alcon contractors and multiplied by 200,000.

93. There is no one specific area of misconduct that drove the incremental increase.

SOCIAL IMPACT AND SUSTAINABILITY PERFORMANCE DATA (CONTINUED)

RESPONSIBLE PROCUREMENT AND SUPPLY CHAIN

	2020	2021	2022
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SUPPLIER SUSTAINABILITY

Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality ⁹⁴	100%	100%	100%
Percentage of Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality ⁹⁵	100%	100%	100%

DIVERSE SUPPLIER SPEND

All diverse and small suppliers	\$273M	\$300M	\$336M
Minority-owned business enterprises	\$41M	\$38M	\$44M
Women-owned business enterprises	\$69M	\$82M	\$87M
Veteran-owned business enterprises	\$9M	\$8M	\$7M
Small business enterprises	\$247M	\$274M	\$306M
LGBTQ+-owned enterprises	\$0.34M	\$0.32M	\$0.12M ⁹⁶



94. All Alcon production facilities are audited by third-party and regulatory notified bodies for ISO and other GxP compliance certification. Audit frequency and validity varies by audit type.

95. Alcon's internal quality risk assessment determines the criticality of suppliers (Tier 1) and thus triggers auditing requirements. Frequency and duration may vary. Alcon reserves the right to audit for cause (either directly or via third party) when infractions to agreed quality standards are found. In 2022, we conducted third-party manufacturing and product audits on 32% of our Tier 1 suppliers. 100% of suppliers selected for audit participated.

96. The recent decrease in spend may be attributed to a reduction on one supplier that provided specialized work that was not needed in 2022.



MESSAGE
FROM THE CEO

ABOUT
ALCON

BRILLIANT
LIVES

BRILLIANT
INNOVATION

BRILLIANT
PLANET

WORLD-CLASS
TALENT

STRONG
GOVERNANCE

SOCIAL IMPACT AND
SUSTAINABILITY
PERFORMANCE DATA

REPORTING
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REPORTING FRAMEWORKS

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SASB INDEX

TOPIC	ACCOUNTING METRIC		ALCON'S RESPONSE
Affordability and Pricing	HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Alcon does not disclose this metric publicly.
	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or their agents	See the Access, Affordability and Pricing section. Note: disclosure does not include whether the range, median or typical price is provided to customers, or the frequency of use of confidentiality clauses in purchasing agreements with healthcare providers that restrict them from sharing the price they paid with third parties.
Product Safety	HC-MS-250a.1	Number of recalls issued; total units recalled	See Social Impact and Sustainability Performance Data (Product Quality and Patient Safety).
	HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	See Social Impact and Sustainability Performance Data (Product Quality and Patient Safety).
	HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	See Social Impact and Sustainability Performance Data (Product Quality and Patient Safety).
	HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of cGMP, by type	See Social Impact and Sustainability Performance Data (Product Quality and Patient Safety).
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	See Social Impact and Sustainability Performance Data (Ethical Marketing and Interactions with Healthcare Professionals).
	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	See the Ethical Marketing and Interactions with Healthcare Professionals section.

TOPIC	ACCOUNTING METRIC		ALCON'S RESPONSE
Product Design and Life Cycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products and to meet demand for sustainable products	See the Reducing Product-Related Environmental Impact section.
	HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: 1) devices and equipment and 2) supplies	See Social Impact and Sustainability Performance Data (Reducing Product-Related Environmental Impact).
Supply Chain Management	HC-MS-430a.1	Percentage of 1) entity's facilities and 2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	See Social Impact and Sustainability Performance Data (Reducing Product-Related Environmental Impact).
	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	See the Responsible Procurement and Supply Chain section. Note: disclosure does not identify the critical materials that present a significant risk to Alcon's operations and the type of risk(s) they represent.
	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	See the Responsible Procurement and Supply Chain section.
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	See Social Impact and Sustainability Performance Data (Business Ethics).
	HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	See the Ethical Marketing and Interactions with Healthcare Professionals section.
Activity Metrics	HC-MS-000.A	Number of units sold by product category	Alcon does not disclose this data given the breadth and diversity of Alcon's product portfolio. See the About Alcon section and our 2022 Annual Report for more information on our company's scale.

GRI INDEX

GENERAL DISCLOSURES		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 2-1	Organizational details	See our 2022 Annual Report .
GRI 2-2	Entities included in the organization's sustainability reporting	This report covers all Alcon business entities and consolidated subsidiaries. For more information see the Group Structure and Shareholders section of our 2022 Annual Report .
GRI 2-3	Reporting period, frequency and contact point	Period: January 1 through December 31, 2022 Publication date: June 2023 Frequency: Annual Contact: ESG@alcon.com
GRI 2-4	Restatement of information	Any restatements of information are disclosed via the endnotes of this report.
GRI 2-5	External assurance	Alcon is not currently conducting external assurance of our Sustainability and Social Impact Report.
GRI 2-6	Activities, value chain and other business relationships	See the About Alcon section and our 2022 Annual Report .
GRI 2-7	Employees	<ul style="list-style-type: none"> • Total number of associates: 25,178 • Number of permanent associates: 22,777 • Number of temporary associates: 2,401 • Number of full-time associates: 24,108 • Number of part-time associates: 1,070⁹⁷ • Total number of contractors: 2,849 • Total number of associates (Asia)⁹⁸: 7,887 • Total number of associates (Europe)⁹⁹: 6,311 • Total number of associates (LATAM)¹⁰⁰: 1,116 • Total number of associates (North America)¹⁰¹: 9,864 <p>For more employee diversity data, please see Social Impact and Sustainability Performance Data.</p>
GRI 2-8	Workers who are not employees	As of December 31, 2022, Alcon engaged 2,849 contract workers including external sales representatives, specialty consultants, warehouse clerks and customer care associates among other service providers.
GRI 2-9	Governance structure and composition	See Social Impact and Sustainability Performance Data , the Governance and Committee Composition pages of our Investor Relations website and our 2022 Annual Report .

GENERAL DISCLOSURES (CONTINUED)		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 2-10	Nomination and selection of the highest governance body	See the Governance and Nomination Committee charter .
GRI 2-11	Chair of the highest governance body	See our 2022 Annual Report and the Committee Composition page of our Investor Relations website.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See the Corporate Governance section and Governance and Nomination Committee charter .
GRI 2-13	Delegation of responsibility for managing impacts	See the Corporate Governance section and Governance and Nomination Committee charter .
GRI 2-14	Role of the highest governance body in sustainability reporting	The Governance and Nomination Committee of Alcon's Board of Directors reviewed and approved this report.
GRI 2-15	Conflicts of interest	See our Code of Business Conduct and the Regulations of the Board of Directors, Its Committees and the Executive Committee of Alcon Inc.
GRI 2-16	Communication of critical concerns	See the Business Ethics section and the Information Policy section of our 2022 Annual Report . Alcon is not able to disclose the number and nature of critical concerns as it is proprietary and confidential.
GRI 2-17	Collective knowledge of the highest governance body	See the Board of Directors Composition section of our 2022 Annual Report .
GRI 2-18	Evaluation of the performance of the highest governance body	See the Board Evaluation and Education section of our 2022 Annual Report .
GRI 2-19	Remuneration policies	See the Compensation section of our 2022 Annual Report and the Compensation Committee charter .
GRI 2-20	Process to determine remuneration	See the Compensation section of our 2022 Annual Report and the Compensation Committee charter .
GRI 2-21	Annual total compensation ratio	Alcon does not disclose this metric publicly.

97. 1,070 represents the full-time equivalent of part-time associates.

98. Region mapping is reflective of geographical location as opposed to Alcon market.

99. Region mapping is reflective of geographical location as opposed to Alcon market.

100. Region mapping is reflective of geographical location as opposed to Alcon market.

101. Region mapping is reflective of geographical location as opposed to Alcon market.

GRI INDEX (CONTINUED)

GENERAL DISCLOSURES (CONTINUED)		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 2-22	Statement on sustainable development strategy	See the Message from the CEO .
GRI 2-23	Policy commitments	See our Code of Business Conduct , Third Party Code of Conduct and Global HSE Policy as well as our Responsible Business Practices webpage.
GRI 2-24	Embedding policy commitments	We discuss our approach to embedding policy commitments for responsible business conduct throughout this report. For example, see the Health and Safety and Business Ethics sections.
GRI 2-25	Processes to remediate negative impacts	We discuss our managerial and programmatic approach to addressing material environmental, social and governance issues throughout this report. For example, see the Reducing Product-Related Environmental Impact section.
GRI 2-26	Mechanisms for seeking advice and raising concerns	See the Business Ethics section and our Code of Business Conduct .
GRI 2-27	Compliance with laws and regulations	See the Business Ethics section.
GRI 2-28	Membership associations	Alcon is a member of many chambers of commerce and medical devices and pharmaceutical industry associations in key markets. Examples of our memberships include AdvaMed, Medical Device Manufacturers Association, APACMed, MedTech Europe, Euromcontact, COCIR, Swiss Medtech, SwissHoldings, Consumer Healthcare Products Association, Global Business Alliance, Contact Lens Institute, Health Care Alliance for Patient Safety, The Vision Council, AdvaMed China and ABIMED Brazil.
GRI 2-29	Approach to stakeholder engagement	Alcon's Social Impact and Sustainability Working Group is responsible for identifying and engaging stakeholders on sustainability-related matters.
GRI 2-30	Collective bargaining agreements	11% of Alcon's associates were covered by collective bargaining agreements in 2022.

MATERIAL TOPICS		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-1	Process to determine material topic	See the Corporate Governance section.
GRI 3-2	List of material topics	See the Corporate Governance section.

PRODUCT QUALITY AND PATIENT SAFETY			
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES	
GRI 3-3	Management of Material Topic	See the Corporate Governance section.	
N/A	N/A	Product Quality and Patient Safety	Alcon discloses SASB metrics related to product safety. See the Product Quality and Patient Safety section and Social Impact and Sustainability Performance Data (Product Quality and Quality Management System) for the number of recalls issued, number of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database, number of facilities related to products as reported in the FDA manufacturer and user fatality device experience, and the number of FDA-enforced actions taken in response to violations of current Good Manufacturing Practices.

ETHICS AND COMPLIANCE			
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES	
GRI 3-3	Management of Material Topic	See the Business Ethics section.	
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	See the Business Ethics section.
	205-2	Communication and training about anti-corruption policies and procedures	See the Business Ethics section.

GRI INDEX (CONTINUED)

ENVIRONMENTAL COMPLIANCE		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Reducing Our Operational Footprint section.
N/A	N/A	<p>Environmental Compliance</p> <ul style="list-style-type: none"> Total number of monetary sanctions for non-compliance with environmental laws and/or regulations: 0 Total monetary value of significant fines: 0 Total number of non-monetary sanctions: 0

CUSTOMER PRIVACY AND CYBERSECURITY		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Cybersecurity and Data Privacy section.
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data See the Cybersecurity and Data Privacy section.

HEALTH AND SAFETY		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Health and Safety section.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system See the Health and Safety section.

HEALTH AND SAFETY (CONTINUES)		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation On an annual basis, Alcon sites complete a Global Risk Register, which is approved by Site Leadership. Upon approval, the site is required to take action to address topics with residential risk categorized as high and medium. Action plans must be submitted internally with a time frame correlating to the risk category. A member of the Global HSE Technical team aggregates all Risk Registers to develop a summary of the top HSE-related risks to the organization. On an annual basis, applicable Senior Leadership are informed of the overall risk summary by the Global Head of HSE.
		On a semi-annual basis, site leadership reviews the current Risk Register for updates and confirms that it remains accurate.
	403-3	Occupational health services See the Health and Safety section.
	403-4	Worker participation, consultation and communication on occupational health and safety See the Health and Safety section.
	403-5	Worker training on occupational health and safety See the Health and Safety section.
	403-6	Promotion of worker health See the Health and Safety section.
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships See answer to 403-2.
	403-8	Workers Covered by an Occupational Health and Safety Management System All Alcon associates and third-party providers are covered by our health and safety management system. MTO are covered by health and safety management systems, which are internally and externally audited.
	403-9	Work-Related Injuries See Social Impact and Sustainability Performance Data (Health and Safety).
	403-10	Work-Related Ill Health See Social Impact and Sustainability Performance Data (Health and Safety).

GRI INDEX (CONTINUED)

HUMAN RIGHTS		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Business Ethics section and our Global Human Rights Policy .

PAY EQUITY		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Diversity and Inclusion section.
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees See Social Impact and Sustainability Performance Data (Diversity and Inclusion).

INNOVATION/MEDICAL INNOVATION		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Medical Innovation section.
N/A	N/A	Medical Innovation We incurred \$702 million in R&D expenses in 2022 to create innovative products that meet our customers' and patients' needs. See the Medical Innovation section and Social Impact and Sustainability Performance Data (R&D Productivity) for the number of first-to-market launches and product approvals.

CORPORATE GOVERNANCE		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See Corporate Governance section.
N/A	N/A	Corporate Governance See our 2022 Annual Report , Governance website and Social Impact and Sustainability Governance .

ACCESS, AFFORDABILITY AND PRICING		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See the Access, Affordability and Pricing section.
N/A	N/A	Access, Affordability & Pricing Alcon discloses SASB metrics related to access, affordability and pricing. See the Access, Affordability and Pricing section and Social Impact and Sustainability Performance Data (Affordability & Pricing) for the ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Product Index and for a description of how price information for each product is disclosed to customers or to their agents.

GRI INDEX (CONTINUED)

COMPENSATION AND BENEFITS																				
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES																		
GRI 3-3	Management of Material Topic	See Culture & Engagement section.																		
GRI 401: Employment 2016	401-1 New Employee Hires and Employee Turnover	See Social Impact and Sustainability Performance Data (Diversity & Inclusion and Inclusive Culture & Engagement).																		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	In the U.S., all regular associates working at least 20 hours a week are eligible for all benefits including paid parental leave. Regular associates working less than 20 hours per week are eligible to participate in Alcon's U.S. retirement plans but are not entitled to other benefits. Temporary employees are not eligible for U.S. benefits. Outside the U.S., there are some limited differences in benefits for full-time vs. part-time regular employees but this is country- and benefit-specific. In addition, it is a common practice to include fixed-term temporary employees in Alcon's benefit programs (this varies from country to country). See Talent Attraction and Retention for more information about our global benefits.																		
	401-3 Parental Leave	<table border="1"> <thead> <tr> <th>PARENTAL LEAVE¹⁰² – U.S.-ONLY DATA</th> <th>FEMALE</th> <th>MALE</th> </tr> </thead> <tbody> <tr> <td>Total number of associates who were entitled to parental leave</td> <td>4,088</td> <td>5,398</td> </tr> <tr> <td>Total number of associates who took parental leave</td> <td>114</td> <td>141</td> </tr> <tr> <td>Total number of associates who returned to work in the reporting period after parental leave ended</td> <td>103</td> <td>129</td> </tr> <tr> <td>Total number of associates who returned to work after parental leave ended that were still employed 12 months after their return to work</td> <td>98</td> <td>128</td> </tr> <tr> <td>Return-to-work rate of associates who took parental leave</td> <td>85.96%</td> <td>90.78%</td> </tr> </tbody> </table>	PARENTAL LEAVE ¹⁰² – U.S.-ONLY DATA	FEMALE	MALE	Total number of associates who were entitled to parental leave	4,088	5,398	Total number of associates who took parental leave	114	141	Total number of associates who returned to work in the reporting period after parental leave ended	103	129	Total number of associates who returned to work after parental leave ended that were still employed 12 months after their return to work	98	128	Return-to-work rate of associates who took parental leave	85.96%	90.78%
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PRODUCT-RELATED WASTE		
GRI DISCLOSURE	DISCLOSURE TITLE	LOCATION/NOTES
GRI 3-3	Management of Material Topic	See Reducing Product-Related Environmental Impact section.
GRI 301: Materials 2016	301-1 Materials Used by Weight or Volume	See Social Impact and Sustainability Performance Data (Reducing Product-Related Environmental Impact).
	301-2 Recycled Input Materials	See Social Impact and Sustainability Performance Data (Reducing Product-Related Environmental Impact).
	301-3 Reclaimed Products and Their Packaging Materials	See Social Impact and Sustainability Performance Data (Reducing Product-Related Environmental Impact).

TCFD DISCLOSURE

Our Board of Directors and executive leadership team oversee and manage our environmental risks and opportunities.

GOVERNANCE

BOARD OVERSIGHT – Our Board of Directors oversees environmental risks including those related to energy use, carbon emissions and water resources. The Governance and Nomination Committee is responsible for reviewing and providing guidance on the company's climate change-related programs and policies as part of its wider sustainability oversight. Sustainability is a subject discussed at least annually by the full Board.

MANAGEMENT OVERSIGHT – Sustainability and environmental topics are integrated into our overall management model. Alcon's Global Environmental Sustainability Committee is responsible for identifying and managing our environmental and social impacts, reporting to the Social Impact and Sustainability Steering Committee on an annual basis. This senior management team includes executives from across the business, including Legal, Innovation and Corporate Affairs and regularly discusses risks and opportunities related to environmental issues and how to apply policies and strategies to address those in each aspect of the business. The Social Impact and Sustainability Steering Committee reports to our Governance and Nomination Committee on an annual basis.

STRATEGY

We are aware of the business risks from climate change, and we continuously monitor environment-related risks and opportunities that may impact our business over the short-, medium- and long-term. The nature of these risks depends on both the physical aspects of climate change as well as market regulations, pressure to reduce our carbon footprint and our ability to understand and respond to rapidly evolving developments. Our identified risks include the following:

REGULATORY RISKS – We could be impacted by regulatory risks such as potential future carbon disclosure and compliance requirements. Possible carbon tax, or regulatory incentives to encourage the use of renewable energy could affect energy costs. Regulatory action can also include pressure to reduce the carbon footprint of specific medical devices as well as a greater focus on environmental considerations in manufacturing and responsible procurement.

PHYSICAL RISK – The physical aspects of climate change can have an impact on our ability to continue operations. We regularly assess how potential business disruptions from extreme weather and natural disasters could impact our business. These risks and responses are reviewed as part of the overall sustainability risk evaluation.

RISK RELATED TO RESOURCE USE – There is increasing scrutiny on the use of water in manufacturing and the amount of plastic waste. Pressure from regulators, consumers and other stakeholders to find alternatives or green solutions to reduce our use of natural resources is escalating. In 2021, we embedded our Environmental Sustainability Scorecard into our enterprise stage-gate process to evaluate new and existing products against sustainability KPIs. In 2022, we implemented the scorecard across all early-stage R&D projects.

OPPORTUNITY TO REDUCE COSTS AND SUPPORT REDUCTION

GOALS OF PARTNERS – Cost savings for Alcon and our customers could be achieved through energy efficiency initiatives and efforts to reduce our use of raw materials in both device manufacturing and packaging. Additionally, energy consumption throughout our supply chain also has implications for climate change and product costs. In 2021, we started working with EcoVadis to track our suppliers' Social Impact and Sustainability performance. This platform will also help us engage and encourage our suppliers to reduce energy consumption and emissions, lessen their use of resources and share best practices.

See [Reducing Our Operational Footprint](#) and [Reducing Product-Related Environmental Impact](#) for more information.

RISK MANAGEMENT

Our senior leadership team and Board of Directors are focused on managing and mitigating various risks to our business and financial performance, including environmental risks. Such risk management topics are reviewed and discussed on an annual basis among our leadership team across the entire organization. Consideration of such risks is implemented as part of operating and investment decision-making processes in all aspects of the business.

METRICS AND TARGETS

We monitor and report our GHG emissions:

- Scope 1 emissions: 73,746 MTCO₂e
- Scope 2 emissions (market-based): 182,264 MTCO₂e

By 2030, we are committed to being carbon neutral across our global operations (Scope 1 and Scope 2 emissions). We have also established site-level environmental goals at many of our facilities, including energy and carbon emissions reduction goals.





ENVIRONMENTAL POLICIES

MESSAGE
FROM THE CEO

ABOUT
ALCON

BRILLIANT
LIVES

BRILLIANT
INNOVATION

BRILLIANT
PLANET

WORLD-CLASS
TALENT

STRONG
GOVERNANCE

SOCIAL IMPACT AND
SUSTAINABILITY
PERFORMANCE DATA

REPORTING
FRAMEWORKS

ENVIRONMENTAL
POLICIES

DISCLAIMER

ENVIRONMENTAL POLICIES

- **HSE Compliance Management Policy:** Describes our approach to managing our HSE compliance obligations, as well as our interactions with governmental agencies regulating HSE aspects of our activities, operations and products.
- **Air Permitting, Emissions and Prevention of Significant Deterioration Policy:** Establishes procedures to permit and monitor sources of air emissions at our sites, as well as procedures to evaluate discharges and regulatory requirements and ensure compliance.
- **Energy Management Standard:** Describes our sustainable management principles for energy and related GHG emissions throughout all of our company's activities.
- **Waste Management Standard:** Establishes minimum requirements for waste management programs at our sites, aiming for safe and sustainable waste management for all types of waste.
- **Water Effluent Discharges Standard:** Ensures that sanitary process and stormwater discharges (effluents) from Alcon facilities comply with legal regulations.
- **HSE Risk Management Standard:** Outlines mandatory requirements for our locations to proactively identify and address internal and external HSE hazards and risks.





DISCLAIMER

DISCLAIMER

ABOUT THIS REPORT

This report covers our business and does not address the performance or operations of our suppliers, our contractors, our customers, or other third parties, unless otherwise noted. All financial information is presented in U.S. dollars. The goals and projects described in this report are aspirational; as such, no guarantees or promises are made that these goals and projects will be met or successfully executed. Furthermore, data, statistics and metrics included in this report have not been prepared in accordance with international financial reporting standards (IFRS), continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees and may be subject to future revision. This report uses certain terms, including those that the GRI, SASB, TCFD, or others refer to as "material" to reflect the issues of greater importance or priorities of Alcon and our stakeholders. Used in this context, however, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities, or other laws or as used in the context of financial statements and reporting. Finally, we did not seek, nor was there, external assurance from third parties with respect to the information contained in this report.

This report, which speaks only as of its date, is not comprehensive, and for that reason, this report should be read in conjunction with our 2022 Annual Report, Form 20-F and subsequent interim financial reports, particularly the "Forward-Looking Statements" and "Risk Factors" sections, all of which can be found at <https://investor.alcon.com/financials>.

CAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTS

This report contains, and our officers and representatives may from time to time make, certain "forward-looking statements" within the meaning of the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements can be identified by words such as "anticipate," "intend," "commitment," "look forward," "maintain," "plan," "goal," "seek," "target," "assume," "believe," "project," "estimate," "expect," "strategy," "future," "likely," "may," "should," "will" and similar references to future periods. Examples of forward-looking statements include, among others, statements we make regarding our sustainability and diversity plans, developments, targets, goals, and expectations. Forward-looking statements are neither historical facts nor assurances of future performance. Instead, they are based only on our current beliefs, expectations and assumptions regarding the future of our business, future plans and strategies, and other future conditions. Because forward-looking statements relate to the future, they are subject to inherent uncertainties and risks that are difficult to predict such as: cybersecurity breaches or other disruptions of our information technology systems; compliance with data privacy, identity protection and information security laws; our ability to comply with the US Foreign Corrupt Practices Act of 1977 and other applicable anti-corruption laws, particularly given that we have entered into a three-year Deferred Prosecution Agreement with the U.S. Department of Justice; our success in completing and integrating strategic acquisitions; the impact of a disruption in our global supply chain or important facilities; the effect of the COVID-19 pandemic as well as other viral or disease outbreaks; global and regional economic, financial, legal, tax, political and social change; Russia's invasion of Ukraine and the resulting global response; the commercial success of our products and our ability to maintain and strengthen our position in our markets; the success of our research and development efforts, including our ability to innovate to compete effectively; pricing pressure from changes in third party payor coverage and reimbursement methodologies; ongoing industry consolidation; our ability to properly educate and train healthcare providers on our products; the impact of unauthorized importation of our products from countries with lower prices to countries with higher prices; our reliance on outsourcing key business functions; changes in inventory levels or buying patterns of our customers; our ability to attract and retain qualified personnel; our ability to service our debt obligations; the need for additional financing through the issuance of debt or equity; our ability to protect our intellectual property; the effects of litigation, including product liability lawsuits and governmental investigations; our ability to comply with all laws to which we may be subject; effect of product recalls or voluntary market withdrawals; the implementation of our enterprise resource planning system; the accuracy of our accounting estimates and

assumptions, including pension and other post-employment benefit plan obligations and the carrying value of intangible assets; the ability to obtain regulatory clearance and approval of our products as well as compliance with any post-approval obligations, including quality control of our manufacturing; legislative, tax and regulatory reform; the ability of Alcon Pharmaceuticals Ltd. to comply with its investment tax incentive agreement with the Swiss State Secretariat for Economic Affairs in Switzerland and the Canton of Fribourg, Switzerland; our ability to manage environmental, social and governance matters to the satisfaction of our many stakeholders, some of which may have competing interests; the impact of being listed on two stock exchanges; the ability to declare and pay dividends; the different rights afforded to our shareholders as a Swiss corporation compared to a U.S. corporation; and the effect of maintaining or losing our foreign private issuer status under U.S. securities laws. Additional factors are discussed in our filings with the United States Securities and Exchange Commission, including our Form 20-F. Should one or more of these uncertainties or risks materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those anticipated. Therefore, you should not rely on any of these forward-looking statements. Forward-looking statements in this report speak only as of the date of its filing, and we assume no obligation to update forward-looking statements as a result of new information, future events or otherwise.



Photographs taken from Alcon's 2022 World Sight Day photo contest, in which the theme was "what it means to #LoveYourEyes."

Alcon