



Global Health & Safety Policy



Overview

Pacira BioSciences, Inc. (“Pacira” or the “Company”) is committed to the health and safety of our employees, contractors, and visitors.

We seek to achieve the highest available standards in all our programs. Over the years, Pacira has implemented several programs as part of a comprehensive Health & Safety Management System, as described in this Global Health & Safety Policy.

This Global Health & Safety Policy applies to Pacira and its subsidiaries, the facilities that it manages, all employees (full-time, part-time or contractors) and directors. The Nominating, Governance and Sustainability Committee of our Board of Directors is responsible for oversight of this Global Health & Safety policy.

Pacira is dedicated to engaging with our stakeholders and to the dynamic improvement of this policy. We may modify this policy following any change in law or regulation impacting our operations, or in such cases where we believe an opportunity exists to further our efforts regarding bettering the environment and/or the impact of our operations on it.

As part of this Global Health & Safety Policy, Pacira commits to:

- Provide a safe environment for our employees
- Employees and other persons attending our facilities are required to follow all safety instructions and procedures adopted by Pacira
- Encouraging personnel to report near misses and accidents which will be followed by corrective and preventive action (CAPA)
- Provide annual training to impart knowledge to employees on safe operations

Given the nature of our business model, all policies, descriptions of programs and supporting data presented in the following policy applies to all Pacira facilities.

Our Facilities

We occupy three facilities totaling approximately 195,000 square feet at our Science Center Campus in San Diego, California. We use these facilities for research and development, manufacturing, general and administrative purposes and the storage of inventory and raw materials. Our manufacturing facility where we produce EXPAREL and iovera^o handpieces. The *Pacira Innovation and Training center at Tampa* in Tampa, Florida, is an approximately 13,000 square-foot facility that supports a full range of educational events to advance clinician understanding of the latest local, regional, and field block approaches for managing pain and reducing or eliminating exposure to opioids. Our principal executive offices and corporate headquarters are also located at the PIT of Tampa. The *Houston Pacira Innovation and Training Center* in Houston, Texas, is an approximately 19,000 square-foot facility similar to the PIT of Tampa, but that also features advanced ultrasound machines equipped with artificial intelligence, 3-D training software and professional medical lighting and in-ceiling cameras, both wet and dry laboratory space and a 125-seat lecture hall. In addition, we maintain an administrative, commercial, and business development office in Parsippany, New Jersey.

Health & Safety Management System Overview

Our Health and Safety Management System is based on the regulatory requirements of Federal, State, and local agencies. We have developed Environmental Health and Safety (EH&S) Programs to meet or exceed the legal requirements set forth for protection of both our people and the environment.

Health & Safety

We believe that safe work practices and productivity go together and setting clear expectations around health and safety practices ensures every job is conducted in a safe and healthy manner and in compliance with all rules and regulation.

While there is no way to completely eliminate the potential for incidents, we are continuously looking at how to minimize hazards in our workplaces.

The following table summarizes our health and safety data over the past three years, and we have remained below the average incident rates provided by the Bureau of Labor Statistics (“BLS”) for our industry.

| Item | 2023 | 2022 | 2021 | 2020 |
|--|------|------|------|------|
| Recordable Events | 4 | 3 | 4 | 5 |
| Instances of First Aid | 4 | 6 | 3 | 2 |
| Near Misses | 12 | 15 | 18 | 14 |
| Near Miss Incident Rate (“NMFR”) | 4.0 | 4.8 | 6.9 | 5.5 |
| Injuries Among Employees | 8 | 9 | 9 | 7 |
| Total Recordable Injury Rate (“TRIR”) | 1.3 | 1.0 | 1.6 | 2.0 |
| Occupational Injury / Illness Rate | 2.7 | 1.4 | 3.5 | 2.8 |
| Injuries Among Contractors | 0 | 0 | 0 | 0 |
| Total Recordable Injury Rate Among Contractors Per 100 Full-Time Workers | 0.0 | 0.0 | 0.0 | 0.0 |
| Loss Time Incident Rate (“LTIR”) | 0.0 | 0.4 | 0.0 | 0.8 |
| Days Away, Restricted, or Transferred (“DART”) | 1.4 | 1.4 | 0.0 | 1.6 |
| Work-Related Fatalities (Employees) | 0 | 0 | 0 | 0 |
| Work-Related Fatalities (Contractors) | 0 | 0 | 0 | 0 |

Note: Data reported by the BLS comes from the Occupational Safety and Health Administration (“OSHA”)

Our Commitment

Pacira is committed to engaging with our stakeholders and aims to continuously improve this policy. We will review this policy at least annually and update this policy accordingly following any change in law or regulation impacting our operations, or in such cases where we see an opportunity to expand or otherwise improve upon our safety and health efforts, and to update our available safety data.