

MEDIA RELEASE • COMMUNIQUE AUX MEDIAS • MEDIENMITTEILUNG**Alcon Recognised as Top Employer 2021 in Europe & Brazil**

- **Six Alcon offices were audited and certified by the Top Employer Institute**
- **High scores in the areas of Values, Ethical Integrity, Sustainability and Diversity & Inclusion, as well as Engagement, Well-being and Rewards & Recognition**

Geneva, January 27, 2021 – Alcon, the global leader in eye care dedicated to helping people see brilliantly, has been recognised as a Top Employer 2021 in six markets - Brazil, France, Poland, Russia, Spain and Switzerland - for putting people first through exceptional Human Resource (HR) policies. The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. This survey covers six HR domains consisting of 20 topics, including People Strategy, Work Environment, Talent Acquisition, Learning, Well-being, Diversity & Inclusion and more.

Alcon scored highly in all survey categories, particularly in the areas of Unity, which is comprised of Values, Ethical Integrity, Sustainability and Diversity & Inclusion, as well as Engagement, which takes into consideration Employee Engagement, Well-being and Rewards & Recognition.

Ian Bell, President International at Alcon says, "To again be recognised as a Top Employer in Europe and in Brazil is an honour. In these unprecedented times, our commitment to our people and our admiration of their resilience is stronger than ever. We are delighted that we are above benchmark in many areas, especially in engagement and well-being – measurements that are vital in the best of times and even more critical in the current context."

Top Employers Institute CEO David Plink says, "Despite the challenging year we have experienced (which has certainly made an impact on organisations around the globe), Alcon has continued to demonstrate the power of putting their people first in the workplace. We are proud to make this year's announcement and congratulate the organisations who have been certified through the Top Employers Institute programme."

Alcon is proud to support our dedicated and energized workforce who are committed to fulfilling our mission to help people see brilliantly. More than 20,000 Alcon associates around the world have created a thriving culture based on the Foundational Principles of Customers, Innovation and People. In recent years, strong progress has been made in evolving Alcon's culture towards greater speed and simplicity, ownership and accountability, and enhancing the engagement of all associates. As a newly independent company, Alcon is committed to continuous review and improvement of our HR practices.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified and recognised as an employer of choice. Established 30 years ago, Top Employers Institute has certified over 1600 organisations in 120 countries/regions. These certified Top Employers positively impact the lives of over 7 million employees globally.

Top Employers Institute. For a better world of work.

About Alcon

Alcon helps people see brilliantly. As the global leader in eye care with a heritage spanning more than seven decades, we offer the broadest portfolio of products to enhance sight and improve people's lives. Our Surgical and Vision Care products touch the lives of more than 260 million people in over 140 countries each year living with conditions like cataracts, glaucoma, retinal diseases and refractive errors. Our more than 20,000 associates are enhancing the quality of life through innovative products, partnerships with eye care professionals and programs that advance access to quality eye care. Learn more at wwwalcon.com.

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