

2022

Neurocrine Biosciences Corporate Sustainability Report





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Letter from our CEO,

At Neurocrine Biosciences, our purpose for 3 decades has been to relieve suffering for people with great needs, but few options. To deliver on that purpose, our staff, management team and Board of Directors are 100% committed to ensuring we do the right thing for our patients, our people, the communities where we work and live, our planet, our shareholders and all stakeholders. Our mission is to be a leading neuroscience-focused company. To get there, we have several important corporate goals to execute upon, including improving our ESG report output and maintaining our high rankings from third-party ESG rating agencies relative to our peer group.

On that note, I'm pleased to present our 2022 Corporate Sustainability Report (CSR). This report, only our second CSR publication, offers insight into how we are addressing the most important and impactful areas of environmental, social, and governance (ESG) focus for our company, as we strive to make a positive impact on people's lives.

This report features several important updates to better outline our sustainability programs. Key additions among others, include:

- Oversight of ESG at Neurocrine Biosciences
- Diversity, Equity and Inclusion Programs and Initiatives
- Community-Focused Initiatives to Serve the Underprivileged
- Supplier Code of Conduct
- Advancing our Hazardous Waste Recycling Efforts

We have been both honored and humbled to be named to a number of "Best Places to Work" lists. This is a testament to the culture at Neurocrine Biosciences, a culture rooted in strong ethics and further grounded in dedication, teamwork and perseverance.

I'm very proud of what we've been able to accomplish, but we know we have much more to do. We look forward to continuing to engage with you on these important initiatives.

Sincerely,

Kevin C. Gorman, PH.D.
Chief Executive Officer

About Neurocrine Biosciences

At Neurocrine Biosciences, our purpose is simple: to relieve suffering for people with great needs, but few options.

We apply our experience and unique insight into the interconnections between brain and body systems to treat complex conditions. We relentlessly pursue medicines to ease the burden of debilitating diseases and disorders, because **you deserve brave science.**

While others walk away from neuroscience because of risk and complexity, our team persists, resulting in four FDA-approved therapies for tardive dyskinesia, Parkinson's disease, endometriosis*, and uterine fibroids*, as well as clinical programs in multiple therapeutic areas.

For three decades Neurocrine Biosciences has worked to advance medicines for neurological, neuroendocrine, and neuropsychiatric disorders. Unconstrained by a single platform or technology, we embrace the most promising science, pathways, and partnerships to develop medicines that meet the unique needs of the patients we serve. Through internal investment and external collaboration, we relentlessly pursue scientific discovery and development that can lead to important therapies for patients who desperately need new, better options.

* in collaboration with AbbVie

Corporate Sustainability at Neurocrine Biosciences

Our ESG programs are consistent with our purpose, which we fulfill through effective management of critical environmental, social, and governance principles that are fundamental to our business. Our ESG initiatives, which are closely aligned with those identified by the Sustainability Accounting Standards Board (SASB) for the biotechnology industry, focus on the following commitments:



Operate with the highest standards of business ethics



Adhere to the highest product quality and safety standards



Invest in our people and communities



Minimize our impact on the environment

Neurocrine Biosciences is a proud member of the Biopharma Sustainability Roundtable (BSRT), a sector-specific platform designed to connect and support senior biotech and pharma executives in driving biopharma sustainability agendas forward. The BSRT addresses a wide range of environmental, social, and governance topics, from strategy and governance, through operations and reporting, to impact. Neurocrine Biosciences' Board of Directors has delegated oversight of all ESG strategies and policies to the Nominating & Corporate Governance Committee. The below graphic outlines our ESG governance structure:

	Core Team Members	Management Committee (MC)	Board Committee	Board of Directors
Members	<ul style="list-style-type: none"> • Corporate Affairs • Environmental Health & Safety • Human Resources • Investor Relations • Legal 	<ul style="list-style-type: none"> • Chief Corporate Affairs Officer • Chief Financial Officer • Chief Human Resources Officer • Chief Legal Officer 	<ul style="list-style-type: none"> • Nominating & Corporate Governance 	<ul style="list-style-type: none"> • All
Role	Develop and implement strategy, priorities, and objectives	Oversee strategy, priorities, and objectives	Oversee and review strategy, initiatives, policies, and communications (with employees, investors, other stakeholders)	Oversee all strategies and policies
Communication Flow	Provide monthly updates to MC members	Update Board Committee on progress	Provide periodic updates to Board of Directors	

High Business Ethics and Compliance

Providing a Foundation for Everything We Do



Our Corporate Values

Passion

We are driven and love what we do.
We are committed to our goals and to making a difference.

Integrity

We do the right thing for patients and our community.
We take accountability.
We speak up.

Collaboration

We trust one another.
We are inclusive, respectful and transparent.

Innovation

We seek and create optimal solutions.

Tenacity

We do not quit.
We adapt and accomplish what others cannot.

Compliance

We have developed a comprehensive [Compliance Program](#), the goal of which is to maintain a culture that promotes the highest standards of business ethics.

Compliance Oversight Responsibility:

- The Nominating & Corporate Governance Committee of our Board of Directors has oversight of our Compliance Program
- Our Chief Compliance Officer is charged with developing, operating, and monitoring the Compliance Program and ensuring that the elements of an effective Compliance Program are in place. This includes a strong ethical culture, policies and procedures, training and education, auditing and monitoring of compliance risks, and compliance investigations.
 - » The Chief Compliance Officer reports directly to the Chief Legal Officer and has direct access to the Chief Executive Officer, to other members of senior management, and to our Board of Directors
 - » The Chief Compliance Officer provides an assessment of Neurocrine Biosciences' Compliance Program and reports routinely to the Nominating & Corporate Governance Committee of our Board of Directors
- We have established a Compliance Committee to advise the Compliance Officer and assist in the implementation of the Compliance Program including reviewing key compliance risks and associated mitigation plans and ensuring that compliance related strategic initiatives are appropriately prioritized and resourced.
 - » Committee members are senior executives, including the Chief Legal Officer, Chief Financial Officer, Chief Commercial Officer, Chief Medical Officer, Chief Regulatory Officer, and Chief Human Resources Officer

As part of our Compliance Program:

- All employees are required when first hired to read, be trained, and annually certify compliance to our [Code of Business and Ethics Policy](#)
- Neurocrine Biosciences' annual corporate goals, which are a significant factor in compensation decisions, include continuing to enhance Neurocrine Biosciences' culture of integrity, ethics and compliance.
- Our comprehensive Compliance Program includes our [Anti-Bribery and Anti-Corruption Policy](#), which applies to all Neurocrine Bioscience employees, officers, and directors, as well as anyone doing business on our behalf.



- In our [Declaration of Compliant Interactions with Healthcare Providers](#), we fully support, and have agreed to follow, the Pharmaceutical Research and Manufacturers of America's (PhRMA) revised "Code on Interactions with U.S. Healthcare Professionals," which provides guidance on such interactions including, among other things, informational presentations and accompanying meals, grants and consulting arrangements, peer to peer speaker programs and training and conduct of Company representatives.
- All third-party agreements contain a requirement to comply with all relevant laws, and many third-party agreements additionally contain a requirement to comply with Neurocrine Biosciences' policies, including, as appropriate, with respect to Good Manufacturing Practices and Quality Systems, Good Clinical Practices, or Good Laboratory Practices.
- We have established an Ethics Hotline for employees and anyone external to the company to report a violation or potential violation of law or Neurocrine Biosciences policy.
 - » The Ethics Hotline is hosted by a third party vendor and is available to receive reports 24 hours a day, 7 days a week. Reporters may remain anonymous.
 - » Reports can be submitted by calling 1-800-688-2908 or through [NeurocrineEthics.com](#).

Neurocrine Biosciences policy prohibits any form of retaliation for reporting a compliance concern in good faith.

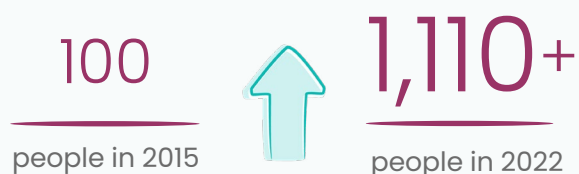
SUPPLIER CODE OF CONDUCT

We hold our suppliers to the same high ethical standards to which we hold Neurocrine Biosciences employees. Our supplier expectations are confirmed in our [Supplier Code of Conduct](#).

Our People



We have grown from a team of



**All employees are based in the U.S.,
the majority in San Diego.**

Our highly qualified and experienced team of scientists and sales and marketing professionals are critical to our success. We are investing in our team so that we can continue to recruit and retain the expertise we need.

We offer a [comprehensive and competitive benefits package](#) that includes:

- Medical, dental, and life insurance
- Retirement savings plan, with company matching contributions
- An employee stock purchase plan is available for [all eligible employees](#)

- All of our employees and directors are eligible to receive equity stock awards
- 100% paid leave for up to 8 weeks of qualifying disability, including pregnancy
- 100% paid leave for qualified parental / baby bonding leave for up to 12 weeks
- 100% paid leave for caregiver leave for up to 12 weeks
- Work / life balance arrangements including core hours and flexible work arrangements
- Tuition reimbursement
- Paid time off and holidays

Flexible Work Environment

We have evolved our flexible work guidelines, which include hybrid options. Providing our employees with flexible work arrangements plays a role in attracting and retaining talent. The new guidelines are intended to allow for more flexible work options to support our employees and remain competitive in the talent market. We paid careful attention to what would be best for our business of delivering important medicines to patients and the value we place on in-person collaboration, while balancing employee requests made directly to us and through the engagement survey.

As a result of our updated flexible work guidelines, we have consolidated our footprint in our San Diego offices. In our hybrid and flexible work environment, implementing the “hoteling” concept makes sense from an environmental and cost-savings standpoint.

Training, Development and Engagement

Investments in training, development and engagement include:

- Regular employee development reviews
- A majority of our leaders have participated in some form of leadership development program in the last year, including:
 - » Externally facilitated leadership classes
 - » Emerging Leaders to ready people to be sales leaders
 - » Managing People at Neurocrine Biosciences for new managers
 - » Leading at Neurocrine Biosciences
 - » In addition, third-party educational speakers routinely educate our Board of Directors (Board), our Management Committee and other Neurocrine Biosciences leaders on a variety of topics, including corporate governance best practices

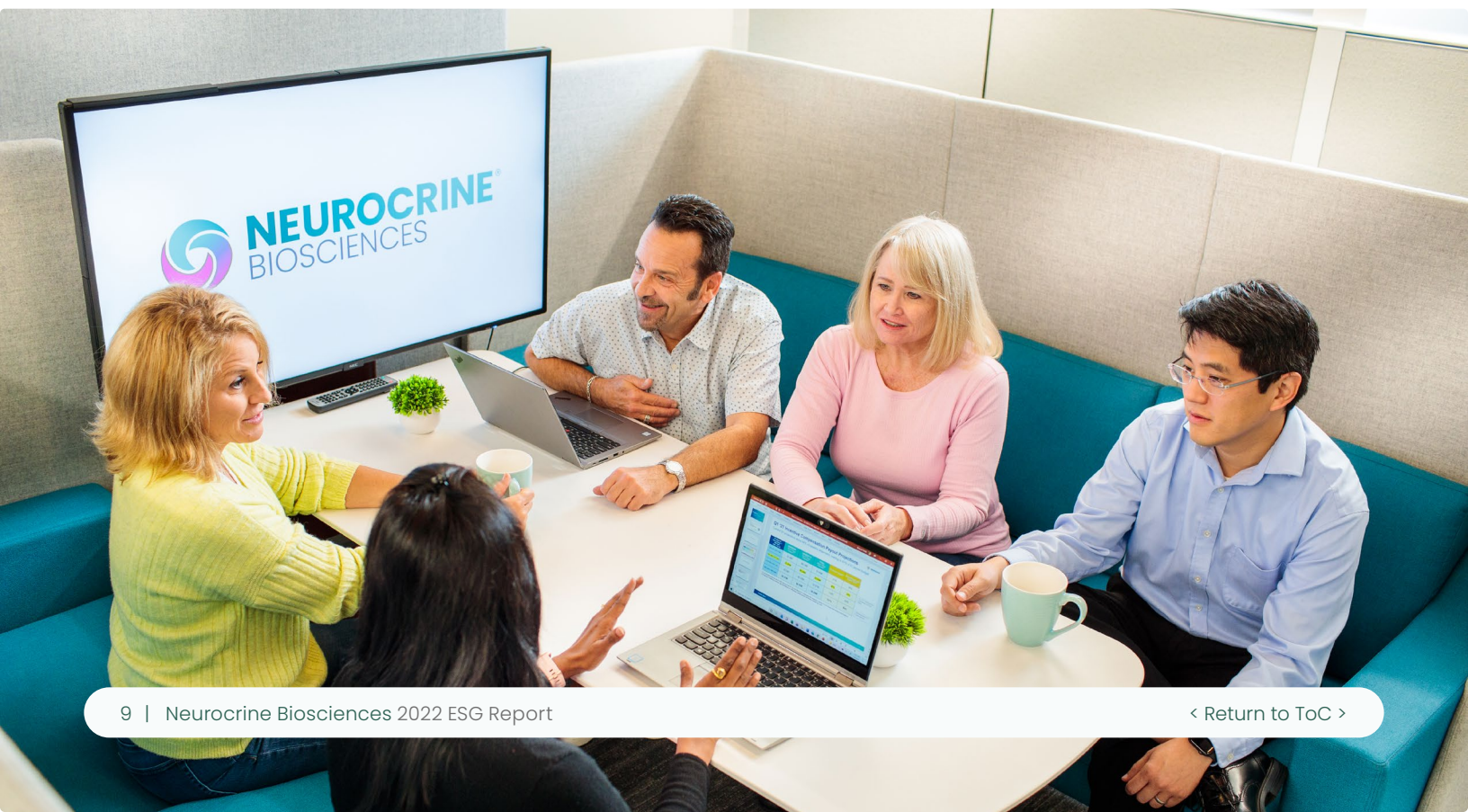
Annual employee engagement survey

89% Neurocrine Biosciences survey participation rate in 2021

- » Our engagement index measuring favorable responses was 92%, which places us in a 90th percentile among biopharmaceutical companies
- » High level of staff engagement shows the commitment our employees have to ensure Neurocrine Biosciences can continue to improve and evolve as a company while still keeping our values and maintaining our culture

The success of our human capital investments is evidenced by our low employee turnover, a number which is regularly reviewed by our Board as part of their oversight of our human capital strategy

- Our 1 and 3-year voluntary turnover rates were 10% and 6% respectively
- Our voluntary and total turnover rates compare very favorably to the median voluntary benchmark rate for other Southern California-based life science and medical device companies of 15%





Diversity, Equity and Inclusion Initiatives

Neurocrine Biosciences is committed to accelerate our efforts around Diversity, Equity and Inclusion (DE&I) within our company and also in the life sciences community, particularly right in our own back yard of San Diego. Our Chief Human Resources Officer has managerial responsibility for our diversity initiatives. To support our DE&I commitment, in January 2021, we hired the company’s first Director of Diversity, Equity and Inclusion reporting to the Chief Human Resources Officer. Our new DE&I Director brings over 20 years of experience in leading DE&I initiatives at various organizations across the country. Since then and under the leadership of this new Director of DE&I, Neurocrine Biosciences has developed actionable goals related to this important area of focus for our company. These goals include:

- Improve overall point-of-contact new hire applicant flow, particularly for candidates from underrepresented communities
- Implement mentoring and internship programs featuring diverse Neurocrine Biosciences employees and students
- Build Science, Technology, Engineering and Mathematics (STEM) employee candidate pipeline via involvement with:
 - » Historically Black Colleges and Universities (HBCUs)
 - » [The Ocean Discovery Institute](#) (nonprofit organization using science to empower young people from underserved urban communities to transform their lives, their community, and our world as scientific and conservation leaders)
 - » [San Diego Squared](#) (STEM-focused nonprofit organization connecting underrepresented student to the power of STEM by providing access to education, mentorship and resources to develop STEM careers)
 - » [California Life Sciences Association’s Racial and Social Equity Initiative](#) (focusing on the most critical need to address the inequality for Black, Hispanic, Native American, and Pacific Islander populations in California)
- Build upon DE&I employee education initiatives including:
 - » Engaging all employees, including the CEO and Management Committee, in an Unconscious Bias Learning Program
 - » Celebration and promotion of widely recognized diversity and inclusion awareness months and days including but not limited to:
 - Asian Pacific American Heritage Month
 - Black History Month
 - Hispanic Heritage Month
 - Pride Month
 - Women’s History Month
- Create a culture more supportive of wellbeing and mental health
 - » Enhance employee wellness program offerings and utilization with a special focus on family life and mental health
- The Compensation Committee of our Board of Directors has oversight of our DE&I initiatives

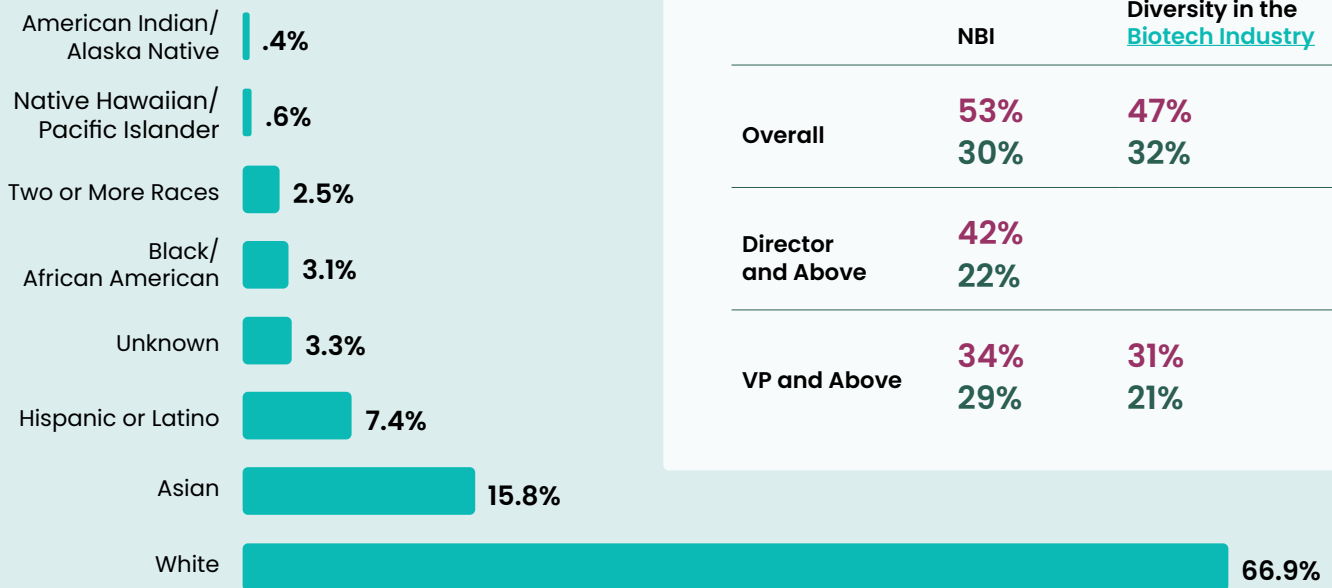
To help provide advice and guidance on DE&I priorities and initiatives, we formed a Neurocrine Biosciences DE&I Council of 12 full-time employees, including a Management Committee member as Chair. The DE&I Council includes staff that represent different backgrounds and roles from across the company. The Council meets monthly to discuss what is being actioned on DE&I, examine how it's working, and provide input on what else we should prioritize.

As a Biocom California member organization, we are a signatory to their DE&I Member Pledge. Our action supports our commitments under this pledge.

DE&I Data As of January 31, 2022

Total Employees: 1062

Overall Population by Race/Ethnicity



	NBI	BIO Study Measuring Diversity in the Biotech Industry
Women		
People of Color*		
Overall	53% 30%	47% 32%
Director and Above	42% 22%	
VP and Above	34% 29%	31% 21%

* People of Color = American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, and Two or More Races

Long-standing DE&I commitments at Neurocrine Biosciences include:

- Our [Statement on Commitment to Diversity, Equity & Inclusion](#)
- Our [Equal Employment Opportunity Statement](#)
- Our [Affirmative Action Notice](#)
- All employees are annually trained on anti-harassment and anti-discrimination
- We have several committees consisting of employee volunteers who organize programs that reinforce our culture, give back to the community and support physical, mental, financial and spiritual wellbeing; and a women's employee resource network
- We maintain an affirmative action program for employment of individuals with disabilities and for protected veterans

Recognition

- Fortune Best Small and Medium Workplaces™ 2021
- Fortune Best Workplaces in Healthcare and Biopharma™ 2021
- Great Place to Work Certified August 2021 – August 2022
- Great Place to Work Best Workplaces for Parents 2020

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Our Communities

We Partner with the Communities Where We Work



We conduct annual outreach programs to promote more inclusive hiring practices for veterans and disabled members of society



We sponsor local youth programs and engage students in science expos and “scientist for a day” programs



We offer paid internships



Our Employee Committees sponsor community events like walks to support the National Alliance of Mental Illness (NAMI) and Parkinson’s Disease walks



Proud corporate sponsor of SD Squared and the Ocean Discovery Institute



In 2021, we donated \$2M to a local San Diego food bank and committed \$200K in matching funds to Father Joe’s Village, a nonprofit organization serving San Diegans experiencing homelessness and poverty

Our Products

Products we provide for patients who may feel invisible, unheard and marginalized include:



INGREZZA (VALBENZAZINE)

The 1st FDA-approved treatment for adults with Tardive Dyskinesia (TD)

- » TD is a movement disorder associated with mental illness that is characterized by uncontrollable, abnormal, and repetitive movements of the face, torso and/or other body parts, which can be severe and are often persistent and irreversible
- » TD is estimated to affect around 600,000 people in the U.S.
- » Access to INGREZZA:
 - Free Product - The [INGREZZA Start Program](#) is a free, one-time, one-month supply of INGREZZA for new patients
 - Patient Assistance - We have a patient assistance program to offer free product to certain individuals who are unable to pay for their medication: [INBRACE Patient Support Program](#)
- » Important safety information regarding INGREZZA is located [here](#)
- » INGREZZA safety data sheets are included [here](#)
- » INGREZZA patients should call their doctor for medical advice about potential side effects
- » Side effects may be reported to the FDA by calling 1-800-FDA-1088 or by visiting [MedWatch](#)



ONGENTYS (OPICAPONE)

The 1st and only FDA-approved once-daily COMT inhibitor as add-on treatment to levodopa / carbidopa in patients with Parkinson's disease experiencing "off" episodes.

- » Approximately 1 million patients have Parkinson's disease in the U.S.
- » As the disease progresses, patients taking levodopa / carbidopa may begin to experience "off" time between treatment doses, during which an increase in Parkinson's disease motor symptoms such as tremor, slowed movement, and difficulty walking occur
- » ONGENTYS also increases "on" time without troublesome dyskinesia, the time when the motor symptoms of a patient with Parkinson's disease are better controlled
- » Important safety information regarding ONGENTYS is located [here](#)
- » ONGENTYS patients should call their doctor for medical advice about potential side effects.
- » Side effects may be reported to the FDA by calling 1-800-FDA-1088 or by visiting [MedWatch](#)



Under our collaboration with AbbVie, they commercialize both Orilissa and Oriahnn.

ORILISSA (ELAGOLIX)

The 1st FDA-approved oral treatment for women with moderate to severe endometriosis pain. (AbbVie has global commercialization rights to ORILISSA and Neurocrine receives royalties based on net sales.)

- » Endometriosis occurs when tissue similar to that normally found in the uterus begins to grow outside of the uterus, leading to a range of symptoms, including painful periods, pelvic pain in between periods, and pain with sex
- » Approximately 7.5 million women in the United States are diagnosed with endometriosis
- » Access to ORILISSA: Our partner, AbbVie, is responsible for marketing and distributing ORILISSA and offers a patient assistance program for qualifying patients: [AbbVie Assist Program](#)
- » Important safety information regarding ORILISSA is located [here](#)
- » Additional information regarding the safety and tolerability profile of ORILISSA can be found [here](#)
- » ORILISSA patients should call their doctor for medical advice about potential side effects
- » Side effects may be reported to the FDA by calling 1-800-FDA-1088 or by visiting [MedWatch](#)



ORIAHNN (ELAGOLIX, ESTRADIOL, AND NORETHINDRONE ACETATE CAPSULES; ELAGOLIX CAPSULES)

The 1st FDA-approved oral treatment for the management of heavy menstrual bleeding due to uterine fibroids in pre-menopausal women. (AbbVie has global commercialization rights to ORILISSA and Neurocrine receives royalties based on net sales.)

- » Uterine fibroids are the most common type of benign tumor in women of reproductive age
- » Uterine fibroids affect up to 80% of African American women and up to 70% of Caucasian women by age 50
- » Fibroids may be asymptomatic but, in some women, they can cause symptoms such as heavy menstrual bleeding
- » Approximately 7 million women have symptomatic uterine fibroids
- » Access to ORIAHNN: Our partner, AbbVie, is responsible for marketing and distributing ORILISSA and offers a patient assistance program for qualifying patients: [AbbVie Assist Program](#)
- » Important safety information regarding ORIAHNN is located [here](#)
- » Additional information regarding the safety and tolerability profile of ORIAHNN can be found [here](#)
- » ORIAHNN patients should call their doctor for medical advice about potential side effects
- » Side effects may be reported to the FDA by calling 1-800-FDA-1088 or by visiting [MedWatch](#)

All of our products should be used in accordance with their approved labels and prescribing information and none of our products are used for administering capital punishment.

We have stringent controls in place to protect against counterfeit product including the use of serialization. In 2021, had no reports of any counterfeit product being sold to or used by patients.

Patient Access and Pricing

Patient access is a priority at Neurocrine Biosciences because discovering and developing new medicines alone is not enough. Important medical advancements can only change lives when they reach patients who need relief.

We determine the price of our medicines based on their value and impact to patients, families, care partners, providers, payers, and society. In doing so, we adhere to the highest ethical and compliance standards and are guided by the following principles:



Improving the lives and wellbeing of patients



Maximizing access and reducing out-of-pocket costs for eligible patients



Striving to reduce obstacles for patients to fill a prescription or undergo treatment



Fueling the discovery and development of life-changing medicines



Product Safety and Quality

We have developed and implemented a comprehensive Quality System which focuses on product safety and quality aspects of Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), and Good Clinical Practices (GCP) that are required by regulators

- Neurocrine Biosciences Quality System manual describes a comprehensive Quality System model enabling compliance with company policies, U.S. and international regulations for development, manufacturing, and distribution, of biopharmaceutical products:
 - » Regulatory compliance is an integral part of the Quality System model based upon the principles of continuous improvement and quality risk management
 - » Our Vice President of Quality Assurance and Executive Director of Drug Safety and Pharmacovigilance are responsible for the implementation of the Quality System
 - » Our executive team reviews our Quality System on a routine basis
- We have standard operating procedures in place to describe the process for conducting both internal and external audits of activities pertaining to either GCP, GLP, and / or GMP regulations and guidelines
- Our Annual Product Review standard operating procedure describes the content, generation, review, and approval of Annual Product Review reports as a means to ensure products and manufacturing processes are assessed at annual intervals
- Our Quality Risk Management standard operating procedure ensures that risks related to all GCP, GLP, and GMP activities performed by Neurocrine Biosciences employees are identified, documented and managed
- Our Pharmacovigilance Compliance Monitoring standard operating procedure describes the process by which we monitor the compliance of pharmacovigilance processes to allow effective monitoring of the safety of our products and compliance with reporting requirements
- Our Product Complaint standard operating procedure defines and outlines the process and responsibilities for initiating, evaluating, investigating, and closing product

complaints for non-commercial and commercial products current Good Manufacturing Practice regulations

- Our Quality System investigations standard operating procedure describes the process and requirements for conducting event investigations at Neurocrine Biosciences. This procedure applies to all internal and external GCP, GLP, and GMP activities (development and commercial) in which an event may occur that impacts the disposition and / or intended use of product and / or which may have Quality Assurance implications, regulatory compliance implications and / or may impact the identity, strength, quality and purity of a product.
- Our Clinical Development Handling of Adverse Events and Serious Adverse Events standard operating procedure describes the procedures to follow when handling adverse events and serious adverse events in clinical studies
- Our Adverse Events and Product Complaints Reporting with Commercial Programs standard operating procedure documents how Drug Safety and Pharmacovigilance (DSPV) and Quality Assurance (QA) will be notified of planned outsourcing of commercial activities to third party vendors where there is a potential for receipt of Adverse Drug Experiences or Adverse Events, Special Situation Event, and / or Product Complaints for a Neurocrine Biosciences marketed product. We seek to ensure that contracts with such vendors include Reporting Obligation language and that appropriate training is provided to the vendor.
- Our contract manufacturers and suppliers must adhere to our quality standards which are enshrined in Supply Agreements and Quality Agreements.

We are committed to the ethical use of animals in biomedical research.

- All animal studies are carefully reviewed by an Institutional Animal Care and Use Committee (IACUC) which is charged with ensuring that a proposed study is essential
- We comply with the "Three Rs" (Replace, Reduce and Refine), widely accepted ethical principles that are embedded in the conduct of animal-based science

Our Environment



Our chemists seek to reduce the environmental footprint associated with our products by applying the principles of green chemistry, where possible. Neurocrine Biosciences is proud to be a member of the [American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable](#) whose mission is to catalyze the implementation of green chemistry and green engineering in the global pharmaceutical industry.

By applying green chemistry principles in developing the 2nd generation of INGREZZA manufacturing, we reduced cycle-time spent in production and improved yields, which translated to improved profitability and significantly reduced environmental impact in the following ways:

- ~65% reduction in waste
- ~65% reduction in water use
- ~30% improvement in yields which translates to an improved profitability profile
- Reduced energy consumption
- Reduced use of chlorinated solvent and other unnecessary reagents
- Protects staff at Neurocrine Biosciences and contract manufacturing organization sites

While our operational footprint is limited to just four buildings in San Diego, California, we do everything we can to use resources efficiently and limit waste.

The vast majority of our hazardous waste is recycled. In 2021, over 92% of our hazardous waste was recycled via fuel blending prior to recovery or by recovery / reclamation for reuse. This equated to over 22 metric tons of waste

with only 221 lbs. of non-recyclable waste (which was subsequently incinerated). Looking ahead, our goal is to maintain our hazardous waste recycling percentages over 90%. To drive even better improvement, we have engaged with Temarry, a global leader in hazardous waste recycling, to drive our recycling percentages as close to 100% as possible.

We are committed to doing our part to lessen the impacts of climate change by reducing our energy use and associated greenhouse gas emissions. Ways in which we sought to improve energy efficiency in our operations last year include:

- Replaced cooling towers with smaller, more efficient models which use less energy and water
- Utilized phoenix control valves on almost all of fume hoods which reduces our energy needs
- Upgraded ultra-cold storage freezers with more energy efficient units. New freezers use new cooling agents (e.g. no freon) that are more environmentally friendly
- Upgraded glass-washing equipment with more water-efficient models
- Tinted building windows to improve energy efficiency
- Replaced the majority of our fluorescent lighting with new LED lighting to improve energy efficiency and longevity

In 2023, we will be moving to a new San Diego-based campus which will be LEED Silver-eligible.

Sustainability Accounting Standards Board (SASB) Index

This index references the Neurocrine Biosciences information in this report pertaining to standards applicable to companies classified by the Sustainability Accounting Standards Board (SASB) in the Biotechnology & Pharmaceuticals industry, as per SASB's Sustainable Industry Classification System®

Code	Accounting Metric	Report Section
Drug Safety		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Product Safety and Quality
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	
HC-BP-250a.3	Number of recalls issued, total units recalled	
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Product Safety and Quality
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Our People
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent thirdparty audit programs for integrity of supply chain and ingredients	Ethics and Compliance
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Ethics and Compliance
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	