

Sustainability 2023 At a Glance

ENVIRONMENT



Supplies

Contracted with third-party companies for the manufacturing, packaging and warehousing of our products

Waste

Ensured strict guidelines and processes for the safe, permanent disposal of all unused product

Returns

Received and disposed of **5,891** pounds of damaged and expired products



SOCIAL Employees

Male – 56%
Female – 44%

Minorities – 15%

Ages
6.5% below 30
27.5% between 30 & 50
66% over 50

Turnover – 19.1%

Additions – 20%

Career Development Program
Available to all corporate employees

Cumberland Academy
Provides industry training for corporate employees

Tenures
35% @ 5 or more years
25% @ 10 or more years
10% @ 15 or more years

Training
Average \$4,000 per full-time employee

Work-related injuries
None

SOCIAL Community Involvement



Cumberland Pharma Foundation
Contributed to Denver Health, Loyola University, Tennessee State Museum, American Heart Association, Tennessee Historical Society, Belmont University & University of Mississippi

Sponsorships

Nashville Health Care Council's Wall Street's View of Healthcare Event

Associations

- Nashville Health Care Council
- Life Science Tennessee
- Nashville Chamber of Commerce

Life Sciences Center

Provide a lab and incubator to help build the biomedical industry in our area

SOCIAL Patients

Provided **3 million doses** of our products to patients



Drug Safety Results

- No products listed in the FDA's MedWatch Safety Alerts
- No products recalled

Clinical Trials Safety

No trials terminated due to failure to practice good clinical standards

Advocacy Groups Supported

- Muscular Dystrophy Association
- Parent Project Muscular Dystrophy

Patient Affordability

We cover up to **71% of patient Rx costs** through coupons for our GI brand

GOVERNANCE Board



Independent – 7 of 8

Tenure – Average 9.8 years

Age – Average 66 years

Male/ Female – 6/1

Turnover – None

Board Meeting Attendance

100%

Standing Committee Attendance

100%



GOVERNANCE Government Relations

Cumberland Health & Wellness PAC

Supports candidates, elected officials and relevant legislation

GOVERNANCE Compliance



Code of Conduct

Establishes guidelines for all Board members and employees

Ethical Marketing

No government judgments, decrees or fines

Health Care Professionals

All reports regarding relations filed on time