

Sustainability 2025 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 products

Returns

Received and disposed of 5,515 pounds of damaged and expired products

SOCIAL Employees



Male – 50%
Female – 50%

Minorities – 30%

Ages
8% below 30
30% between 30 & 50
62% over 50

Tenures
38% @ 5 or more years
22% @ 10 or more years
20% @ 15 or more years

Turnover – 3% for corporate team
4% for sales team

Additions – 15%

Career Development Program
Available to all corporate employees

Cumberland Academy
Provides industry training for corporate employees

Training
Average \$600
per full-time
employee

Work-related
injuries
None

SOCIAL Community Involvement



Cumberland Pharma Foundation

Contributed to Belmont University Health Care Hall of Fame, Denver Health, Mary Parish Center, Easter Seals Nashvillian of the Year, FIGHT DMD Golf Tournament, World Bible School, AACA Museum Endowment Fund, University of Mississippi CPI Researcher of the Year and the Duchenne Program at UMass Chan Medical School

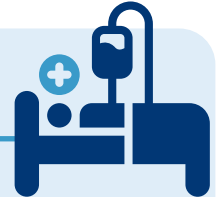
Associations

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

Life Sciences Center

Sponsoring an incubator to help build the biomedical industry in our area

SOCIAL Patients



Provided **4.9 million doses** of our products to patients

Drug Safety Results
• No products listed in the FDA's MedWatch Safety Alerts
• No products recalled

Patient Affordability
We cover up to **80% of patient Rx costs** through coupons for our GI and oncology support brands

Clinical Trials Safety
No trials terminated due to failure to practice good clinical standards

Advocacy Groups Supported
• Muscular Dystrophy Association
• Parent Project Muscular Dystrophy

GOVERNANCE Board



Independent – 6 of 7

Tenure – Average 11.8 years

Age – Average 68 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