

Sustainability 2024 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

12,480

pounds of damaged and expired products

SOCIAL Community Involvement



Cumberland Pharma Foundation

Contributed to the American Red Cross for Disaster Relief following Hurricane Helene, Denver Health, Vanderbilt University Medical Center, Gettysburg Foundation, Belmont University's Healthcare Hall of Fame, Mary Parish Center, World Bible School, AACA Museum Endowment Fund & University of Mississippi

Sponsorships

- Nashville Health Care Council's Wall Street's View of Healthcare Event
- Alliance for an Affordable (Housing) Nashville Summit

Associations

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

Life Sciences Center

An incubator to help build the biomedical industry in our area

SOCIAL Employees



Male – 51%
Female – 49%

Minorities – 27%

Ages
7% below 30
27% between 30 & 50
66% over 50

Tenures
38% @ 5 or more years
24% @ 10 or more years
12% @ 15 or more years

Turnover – 9.8% for corporate team
22.5% for sales team

Additions – 23%

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 Patients



Provided **3.9 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 10.8 years

Age – Average 67 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