SUSTAINABILITY
THE BIOHAVEN WAY

DECEMBER 2023

biohaven®

DEAR STAKEHOLDERS,

At Biohaven, we are focused on aggressively delivering life-changing therapies to treat a broad range of rare and common diseases. As we tackle the toughest challenges that stand in the way of medical progress, we are mindful that patients are waiting and days matter. It's why we operate with urgency and intention in advancing cutting-edge science and always put the needs of patients first. We also realize the important work we do in delivering transformative medicines to millions of people around the world must take place in lockstep with a commitment to managing our business in a highly ethical, environmentally friendly and socially responsible manner.

Our commitment to sound corporate Environmental, Social and Governance (ESG) practices runs through all aspects of our company: from our dedication to principled, fair and transparent business operations; to the ongoing development and retention of a diverse and inclusive workforce; to our efforts to protect the sustainability of the communities in which we live and work. Starting with our Board of Directors and permeating across all management levels and cross functional teams – everyone at Biohaven embraces these values and strives to be good stewards in all of our business decisions.

I am proud of the progress we continue to make, focusing on areas where we believe we can make a meaningful difference in the lives of patients. This includes innovative strategies that increase patient access to medicines, and adhering to the highest standards of quality, safety and ethical behavior in our clinical trial, manufacturing and drug promotion initiatives.

These are just a few of the many avenues we utilize to integrate ESG into our corporate strategy. As you will see in this report, we are pursuing a wealth of opportunities to combine a sound governance structure with environmentally and socially responsible business practices and engagement, to deliver enduring value to the patients and stakeholders who rely on us. We recognize there is always more to do, and as such we will issue these reports on an annual basis to communicate our progress, evolving goals and continued commitment to sustainability.

Indeed, at Biohaven, we do well by doing good.

Sincerely,

Vlad Coric, M.D.
Chairman and Chief Executive Officer

"I am proud of the progress we continue to make, focusing on areas where we believe we can make a meaningful difference in the lives of patients."

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ABOUT THIS REPORT

We are pleased to share this updated 2023 Environmental, Social and Governance Report, providing a comprehensive overview of our approach to ESG, including current practices and initiatives. To identify the ESG topics most relevant to our shareholders and our long-term financial performance, we leveraged the accounting standards for the Biotechnology and Pharmaceutical industry put forward by the Sustainability Accounting Standards Board (SASB).

We also referenced the Global Reporting Initiative (GRI) standards to incorporate areas that are important to other stakeholders, and lastly, we have included four United Nations Sustainable Development Goals (SDGs) that our activities are most aligned with.

GOVERNANCE

ESG GOVERNANCE AND LEADERSHIP

Sustainability is embedded within our organization, starting with our Board of Directors. The Nominating and Governance Committee of the board has oversight of our Environmental, Social and Governance (ESG) strategy and risk management.

Oversees all policies and strategy

Board of Directors

ESG oversight responsibility added to charter of Corporate Governance & Nominating Committee; this Committee oversees ESG initiatives at the Board level

Audit Committee

Corporate Governance & Nominating Committee

Compensation Committee

The ESG Working Team is comprised of CEO, CFO, CTSO and appropriate designees charged with developing ESG strategy and reporting the Corporate Governance & Nominating Committee on progress

Working Team

Chief Talent & Sustainability Officer is responsible for execution of ESG strategy and oversight of SMEs and key stakeholders

Sustainability Officer

SMEs and key stakeholders are responsible for policy implementation and recommendations for improvement

Key Internal Stakeholders/ Subject Matter Experts (SMEs)

External Stakeholders

BOARD DIVERSITY AND INDEPENDENCE

Applying NYSE's listing standards for independence, six of eight directors are independent. The Board has also established a Lead Independent Director.

Our Board maintains a balance of knowledge, experience and capability, and takes many factors into consideration to fulfill this balance. Considering geographic, age, gender and ethnic diversity is consistent with the goal of creating a board that best serves the needs of the company and the interests of our shareholders. The Board is currently comprised of two females and two members who are ethnically diverse. While the Board has not adopted a formal stand-alone policy on this, considering diversity is consistent with the goal of creating a Board that best serves the needs of the Company and the interests of its shareholders, and it is one of the many factors that they consider when identifying individuals for Board membership.

For more information about our Board, please see our Proxy Statement.

BUSINESS ETHICS

As a pharmaceutical research and development organization, Biohaven conducts a wide array of activities related to drug discovery and development, including research, interaction with research centers and medical education. Each of these activities is subject to numerous legal and ethical standards, many of which are unique to the healthcare industry.

We are committed to creating an environment where we are able to excel in our business while maintaining the highest standards of conduct and ethics. Code of Business Conduct and Ethics (the "Code of Conduct") reflects the business practices and principles of behavior that support this commitment. We expect every director, officer and employee to read, understand and comply with the Code of Conduct. We also have a standalone Insider Trading Policy which applies to all officers, directors and employees.

We provide training on the Code of Conduct, including anti-harassment, for both full-time and part-time employees, and our Chief Compliance Officer personally engages with the new employee orientation on this topic. This approach allows us to lock in 100% completion by all employees.

Every 18 months, we conduct an internal review of our Code of Conduct and Employee Handbook to incorporate best practices. Modifications to these documents are reviewed and approved by our CEO and the Board of Directors.

Maintaining the highest standards of ethics in our business operations not only applies to our employees, but our vendors and subcontractors as well. We expect third parties who conduct work on behalf of Biohaven to follow the same guiding principles laid out in our Code of Conduct.

Bribery and Corruption

As per our Code of Business Conduct and Ethics, our employees are expected to comply with the applicable laws in all countries in which we operate.

This includes the Foreign Corrupt Practices Act (FCPA) and other laws prohibiting bribery, corruption, or the conduct of business with specified individuals, companies, or countries.

We also expect them to comply with US laws, rules and regulations governing the conduct of business by its citizens and corporations outside the US and anywhere our company conducts business.

Our employees are required to avoid any conflict or potential conflict between their personal interests (including those of their significant others and immediate family) and the best interests of Biohaven.

For more information about our policies around bribery, corruption, or conflicts of interest, please refer to our Code of Business Conduct and Ethics.

Whistleblower Program

Biohaven is committed to an environment where open, honest communication is the expectation, not the exception. We want employees to feel comfortable in approaching their supervisor or management in instances where they believe violations of policies or standards have occurred, or where they have a question about a suspected violation.

In situations where employees prefer to place an anonymous report in confidence, we have an ethics and compliance hotline, hosted by a third-party provider. Employees are encouraged to submit reports relating to violations stated in our Code of Business Conduct and Ethics, as well as asking for guidance related to suspected violations of company policies.

The information provided by employees is sent to us by the third-party provider on a totally confidential and anonymous basis if indicated by the employee. We guarantee that every comment will be heard and there should be no fear of retaliation, as we take prompt disciplinary action against any employee who retaliates against another employee who has made a complaint in good faith.

The goal of our Code of Conduct and Whistleblower Program is to be quick, informed, discreet and objective. We pride ourselves on our 24-hour response time to any reports received, making sure they are assessed and, where appropriate, assigned an investigative team. We encourage employees to come to us with observations and complaints, ensuring we understand the severity and frequency of an event in order to escalate and assess accordingly. Our Chief Compliance Officer strives to ensure accountability, objectivity and compliance with our Code of Conduct. If a complaint is financial in nature, the Audit Committee Chair is notified concurrently, which triggers an investigation, action and report. All incidents are reported up to the Board of Directors on a quarterly basis.

Ethics in Research and Testing

Animal studies conducted by Biohaven follow procedures for animal care and housing in accordance with all applicable sections of the Animal Welfare Act (Title 9, Code of Federal Regulations, Part 3, 1991 Revision), the Public Health Service Policy on Humane Care and Use of Laboratory Animals (NIH Office of Laboratory Animal Welfare, 2015) and the Guide for the Care and Use of Laboratory Animals (National Research Council, 2011).

Human Rights

Biohaven is committed to excellence, aspiring to lead by example and conduct every aspect of our business with integrity. Our commitment extends to fostering a working environment that respects and protects internationally proclaimed human rights and avoids complicity in human rights abuses. We view this as an integral part of our collective responsibilities to our patients, our colleagues and society.

We aspire to apply the ten principles of the UN Global Compact, including respect for the protection of human rights.

We endorse the UN Guiding Principles on Business and Human Rights. In line with these principles, we strive to avoid causing or contributing to adverse human rights impacts on our people and to address such impacts when they occur.

VENDOR MANAGEMENT

Our internal research and development efforts are combined with intellectual property licensed from companies and institutions including Bristol-Myers Squibb Company, AstraZeneca AB and Yale University.

According to our policies, the responsibility to conduct clinical research-, manufacturing-, and testing-related activities may be delegated to a third party to meet portfolio demands or to provide services that are not our core competency.

We partner with third parties for research and development, and we have standard operating procedures (SOPs) in place for third party and vendor selection and oversight. These SOPs apply to our employees, as well as subcontractors who oversee and conduct research regulated by FDA on behalf of Biohaven.

Our vendor selection and oversight procedures cover the process from request for proposal (RFP), through due diligence, assignment of responsibilities, documentation, performance evaluation and oversight. We may transfer responsibility of any or all reasonable obligations or functions after determining the designee has the requisite skills, facilities and resources for conducting the contracted activities and with appropriate documentation of the delegated activities.

We retain ultimate responsibility for all aspects of research, manufacturing and testing, and we ensure that contracted services are conducted in accordance with Good Practice (GxP) Guidelines and all applicable regulations. All vendors are routinely reviewed and are expected to meet all standards of practice applied across Biohaven and our employees.

ENVIRONMENT

We are committed to protecting the environment and mitigating any negative environmental impact of our operations. We monitor and attempt to improve the efficiency of our resource use and at the same time reduce our emissions and waste.

The largest potential environmental impact from the activities of our organization stems from our supply chain, discussed in the Vendor Management section. As it relates to our own in-house operations, below are some examples of initiatives we have undertaken in the two main areas of energy and waste.

ENERGY

Our HQ building in New Haven, CT was constructed in the nineteenth century, lacking many measures for energy efficiency of modern buildings. We have systematically addressed the environmental impacts of the building as we make improvements, including adding an energy control system when we converted the building's energy systems to ensure we are operating as efficiently as possible. Additional energy efficiency measures include programable thermostats, motion-sensor LED lights and new energy-efficient boilers and electric heat exchangers.

We encourage employees in non-laboratory roles to work from home to minimize our environmental footprint and unnecessary carbon emissions associated with daily commutes to work. This approach reduces our effective carbon footprint in these offices while balancing employee work-life needs.

While we partner heavily for supply chain and research, Biohaven has an internal expertise in Chemistry and Manufacturing Controls that allows us to not only protect the integrity of our products, but also further the sustainability and innovation of our product development efforts. These internal efforts are highlighted in the following section.

WASTE

Waste in our own operation is minimal due to our commitment to reduce both single-use plastics and paper. We intentionally established a paper-free environment, operating primarily in the digital space and choosing to largely forgo owning or using printing devices. We estimate that we have saved over 1500 kg of wood in the past year, by leveraging technology such as DocuSign®. In our office locations we provide reusable containers and dishware for our staff to reduce day-to-day waste.

We have several safety protocols in place to handle biohazardous waste disposal within our labs. We use third-party vendors for weekly biohazardous waste pickups and chemical disposal, as well as waste compliance training.

Biohaven is a member of the American Chemical Society Green Chemistry Institute Pharmaceutical Roundtable (ACSGCIPR). It is comprised of 45 pharmaceutical and biotechnology companies, as well as contract research and manufacturing organizations, who collaborate to advance green chemistry and engineering across the global pharmaceutical industry. The roundtable focuses on four strategic pillars, including developing tools for green chemistry, advancing green chemistry research, educating future leaders and fostering global collaboration. We play an expanded role in focus teams related to research grants and supply chain, and we contributed as a Bronze sponsor to the 2023 Green Chemistry and Engineering Conference, the preeminent global conference for green chemistry.

Green Chemistry

In order to reduce the overall impact of our product on the environment, we have taken steps to enhance the sustainability of our manufacturing processes for our drug substances. We closely track several green chemistry metrics, including process mass intensity and CO2 equivalents, for each of our small molecule manufacturing processes.

In collaboration with our contract research organization (CRO) partners, we apply various green chemistry methodologies to our development pipeline. We have especially focused on using biocatalysis, a technology that makes use of enzymes instead of chemicals to accomplish specific chemical reactions used to construct organic small molecules such as Active Pharmaceutical Ingredients (APIs). We have also focused heavily on catalysis and flow chemistry, both of which are well established green technologies.

We have also initiated work in removing hazardous organic solvents from certain reactions and replacing them with water. This green technology relies on the use of micelles to enable such reactions to occur in water where they would normally not occur due in part to the very poor solubility of most organic compounds in water. We have established an academic collaboration developing such technologies and are extending it to focus on electrochemical methods, where electricity is used to replace certain chemical reagents for synthesis.

These greener processes not only create less waste, but the waste that is produced is much less hazardous, therefore reducing the environmental impact of the manufacturing process.

Continuing Our Commitment Through the Selection of Third-Party Vendors

We prefer to partner with vendors and third parties who have established internal environmental policies and programs, and we are currently developing Environmental, Health and Safety risk assessments as part of our due diligence process as we look to select new vendors. These assessments will include looking at a vendor's overall commitment to reducing environmental impact throughout their operations and certification to an industry-accepted standard such as ISO.

HUMAN CAPITAL

At Biohaven, we strive to foster a workplace environment that holds possibilities for everyone, recognizing our commitment of mutual respect and acceptance without biases, and we invest in the development and professional growth of our employees. We empower our employees to incorporate opinions and solutions from diverse perspectives to advance our business goals and produce safe and efficacious products for our patients. This is reflected in our historically low turnover rate, with an average of 4%.

Diverse Hiring

Our team has grown with an inclusive mindset from the beginning and currently 58% of our employees are female. There is an ongoing commitment to grow the number of minorities in our work force. Recognizing that we are a growth company with low turnover, we must focus on hiring diverse talent. Research has shown that diversifying the candidates that are interviewed as well as diversifying the interview panels lead to more diverse work forces.

We also recognize the importance of representation of minority and gender diversity in senior leadership in attracting, retaining and engaging a diverse workforce. Females in scientific positions is a cornerstone and source of pride for our organization. Sixty percent of our scientific roles are occupied by females.

Coaching and Development

Development and continuous feedback are priorities for our organization. We believe each individual person is critical to our success and we invest in our people by providing career and skills development.

Each employee engages with their manager in an individual discussion where feedback is provided and a developmental discussion is held. This is a formal process that aligns with our common performance language. The program is designed where the discussion is the focus rather than a rating. The performance discussions are held two times a year.

Information sharing, manager feedback and team engagement are invaluable components of our success.

Mentoring the Next Generation

An important part of our strategy to foster future leaders and meet our social obligation to develop the next generation is our robust internship program. This is a paid internship program that spans across high school, college and graduate-level students. On an annual basis we host over 30 interns from over 20 educational institutions. We assign each intern a senior mentor within the company and have developed a structure of course didactics. We focus on four program criteria:

- exposure to various parts of the business
- education including both hard and soft skills
- experience with concrete and credible activities
- an informed evaluation

Our internship program offers opportunities to students in the community and develops a roadmap for 'entry-level' candidates. We are proud to have many alumni of our internship program now on as full-time employees.

EMPLOYEE HEALTH AND SAFETY

Biohaven is committed to providing a safe and healthful work environment for our entire staff and a safe living environment for the communities within which we work. We recognize our responsibility to balance scientific advancement with environmental, ethical and societal considerations. Biohaven's scientific discovery team plays a pivotal role in upholding this commitment and works to demonstrate our dedication to creating a better world.

Since 2021, Biohaven has significantly expanded the discovery research program. We currently operate biology, biochemistry, chemistry and cell metabolism laboratories in Connecticut, Massachusetts and Pennsylvania. Biohaven took deliberate action when delivering sustainable solutions in our lab facilities and we incorporated the highest standards when developing our harmonized Environmental Health & Safety (EHS) program. In partnership with a recognized EHS consulting and waste provider, we implemented a program which complies with the Occupational Health and Safety Administration's (OSHA) Standards (29 CFR) and Lab Safety Guidelines (OSHA 3404-11R) industry standards as well as local regulations. Our EHS partners ensure full compliance with all EPA requirements associated with hazardous waste management and removal. Biohaven pursues continuous improvement, as demonstrated by our recent implementation of quality lab practices, configuration of electronic safety data systems and ongoing risk assessment activities.

We manage the volumes and types of hazardous materials in our facilities with procurement control and inventory reporting systems. These data systems create a real-time hazardous materials possession listing for each Biohaven lab facility. Inventory lists are validated periodically via physical verification of the types and quantities of hazardous materials present.

Safety Data Sheets (SDS) for all hazardous chemicals in inventory are readily available and accessible to all employees in our online database.

Lab Safety Standard Operating Procedures (SOPs) are available to all employees in our cloud enterprise content management platform. The discovery scientific team is 100% compliant with Lab Safety SOPs.

As of the rollout of our harmonized EHS program, Biohaven reports zero safety incidents.

Biohaven provides safety information and training to all employees expected to work with or around hazardous materials. Training includes guidance on the hazardous substances present in their work area at the time of initial assignment, whenever a new hazard is introduced into their work area, and periodically thereafter. Training is refreshed on a regular interval. As of the date of this publication, every person working at a Biohaven discovery lab facility has completed training, with 100% compliance.

Employee Benefits

The Biohaven culture is one where everyone is valued and has a voice. In order to attract and retain top talent, we offer a competitive benefits package for our US employees that includes:

- Medical, dental, vision and life insurance
- Healthcare and dependent care flexible spending accounts
- 100% employer paid short-term and long-term disability
- Retirement savings plan, with company matching contributions
- Employee stock purchase plan is available for all eligible employees
- All employees participate in equity stock awards
- 100% paid leave for up to 8 weeks for birthing mothers, 4 weeks paid for all parents
- Generous vacation and holiday leave
- Employer paid Employee Assistance Program
- A lifestyle spending account for employees to fund their own choices for fitness & wellness

SOCIAL RESPONSIBILITY

Biohaven is focused on delivering results for patients and investors. In order to bring new treatments to patients in an efficient and timely manner, we have to focus on what really matters and hold each other to high expectations of professionalism, collaboration and teamwork. We are driven by an urgent need to advance new treatments to patients with the ultimate goal of decreasing disability from disease and improving lives, including for patients with rare diseases.

At Biohaven, access to medicine is also a meaningful consideration of ours in the earlier stages of drug development. For those patients who do not meet the criteria for inclusion in our clinical trials, or if a clinical trial is not available, Expanded Access (sometimes called "compassionate use") may be a path for patients to receive our investigational medicines.

In 2023, Biohaven spent just under $100,000 for expanded access.

With an eligible treating physician's request and where allowed by local and federal laws and regulations, Biohaven may consider Expanded Access requests for patients to gain access to investigational drugs when they otherwise wouldn't. Biohaven cannot make a guarantee that Expanded Access will be made available to a patient, but all requests will be evaluated in a fair and unbiased manner. If the appropriate criteria are met surrounding the patient's condition, the requesting physician's qualifications and the drug's regulatory status and clinical efficacy/safety, a physician may request Expanded Access by contacting Expanded.Access@biohavenpharma.com.

Biohaven will acknowledge the request for Expanded Access within 2 business days. We may request additional information to assist with patient eligibility for an investigational medicine. All information submitted as part of a request will be maintained in the strictest of confidence and used solely for evaluating a patient's eligibility for Expanded Access. Please visit our website for more details.

CLINICAL TRIAL STANDARDS

We adhere to both domestic and international guidelines, codes and principles for maintaining safety throughout our operations. Clinical trials are governed by the ICH (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use) and the FDA's Good Clinical Practice guidelines.

We maintain clinical trial safety through controlled processes, policies and management systems. Our processes and practices are covered under either internal SOPs, or those of our contracted partners, to ensure ethical standards are maintained across the board. We review each individual SOP, as well as the overall SOP process, every two years and document the review for senior management.

Our Global Pharmacovigilance team maintains the ethical standards and safety across our operations, including medical surveillance post-clinical trial. In partnership with a third-party vendor, our team follows a comprehensive safety plan and also tracks certain performance metrics so that regulatory timelines are met for processing of adverse events and submission of aggregate reports. The Medical Monitors/Leads collaborate with our Pharmacovigilance team to oversee safety efforts and procedures which include:

- The Development Safety Update Report (DSUR), an annual updated safety report submitted to the FDA and other regulatory authorities for products in development
- Thorough assessment of any Serious Adverse Events (SAEs) that come in from clinical trial sites or patients, and elevation to the FDA and/or other health authorities within expedited timelines, if needed
- Frequent review of aggregate safety data by Medical Monitors/Leads
- Quarterly (or ad hoc if needed) presentation of any safety findings at Medical Review Meetings led by Pharmacovigilance

The FDA Amendments Act requires sponsors and other responsible parties to register and submit summary results information for applicable clinical trials on ClinicalTrials.gov. Our SOP for Clinical Trials Registration and Results Information Submission includes policies and procedures applying to Biohaven employees, subcontractors and others who manage, oversee and conduct regulated research on our behalf.

Within Biohaven we administer and track all SOP training through a centralized learning management system. Assigning the SOPs based on roles and ensuring annual re-training as needed. SOPs are also updated based on any regulatory changes that may occur. Our internal staff is 98% compliant with training, with the 2% primarily representing the grace period granted to new hires.

Prior to the start of enrollment of patients in a clinical study, or no later than 21 days after the first patient is enrolled, Biohaven submits clinical trial data to the FDA for publication. All applicable clinical trials are registered, with mandated updates required regularly. Once study completion has occurred, summary results are submitted within a year of the Last Patient Last Visit (LPLV) for primary completion date.

QUALITY MANAGEMENT AND DRUG SAFETY

Product safety is embedded in every decision we make as a company. Our industry is highly regulated by the US Food and Drug Administration (FDA) and other global regulatory authorities where the product is marketed, and we comply with their standards and requirements regarding product safety monitoring and reporting.

Our established set of standard operating procedures (SOPs) span the reporting, monitoring and auditing of product safety performance. We conduct regular training for both employees and vendors related to our products, services and overall safety, as well as on the requirement to report adverse events even though the nature of this reporting is voluntary and not mandated by regulatory bodies. All training is tracked in an electronic system and monitored for training completion on an ongoing basis. As part of our broader Quality Management System, our product development risk management plan incorporates user risk.

PATIENT SAFETY

Patient safety is our number one concern. Through our Pharmacovigilance Program, we continuously monitor any new adverse events potentially associated with our product and ensure that our product label reflects our current understanding of the product's safety profile. Based on our understanding of our drug's mechanism of action

and the safety profile of other drugs in the class, we create a risk/benefit profile that is frequently reviewed and updated when needed. Any safety concerns are promptly reported to regulatory authorities. Our attention to patient safety and our prompt communication of important safety data allows patients to live safe and healthier lives by providing the information they need to make informed decisions about their medication.

We also recognize the importance of proactive pharmacovigilance. To increase our level of vigilance, we review literature data on the drug product and the drug class on a weekly basis to identify new safety information, and we assess industry databases such as the FDA's Adverse Event Reporting System (FAERS) to access any reports on other drugs within our product's class. We are constantly learning from our data as well as the research of others.

PRODUCT QUALITY

Our Chemistry, Manufacturing and Controls (CMC) program ensures the quality of the drug is intact and all products meet the strictest of standards regarding purity, potency and safety.

Testing
We oversee comprehensive quality testing on every batch of product, and we assess manufacturing processes on a regular basis. Our third-party suppliers provide product reports (Certificates of Analysis) which we thoroughly review before releasing the drug product to the market.

Product Complaints and Recalls
We take every product complaint very seriously, consolidating any complaints we receive through our formalized Recall and Complaints process and conducting internal reviews and investigations of each issue.

Our SOP for commercial complaint handling describes a system for documentation, timely response and tracking of complaints for commercial products. This also includes a quarterly review of the findings with our Quality Management Review team, led by executive leadership.

Audits
The frequency and scope of our quality audits follow the FDA's Good Manufacturing Practices (cGMP) guidance and rules. We conduct quality compliance and assurance audits on a regular basis and as needed to ensure our overall quality systems are operating to the highest standard.

DATA AND CYBERSECURITY

Biohaven is committed to maintaining the highest levels of security throughout our networks and operational systems, and we align with the NIST framework for our cybersecurity program. We perform annual security penetration testing conducted by a third party and we have embedded security tools within any company-provided technology to help identify anything from phishing attacks to viruses.

As part of the strengthening of our user awareness program, we introduced an enhanced employee cybersecurity training program in 2021. As part of our vendor evaluation, we perform a cybersecurity risk assessment of all third-party providers to ensure their security programs are comprehensive. On an annual basis our Chief Technology Officer provides an analysis to our Board of Directors regarding our current risk assessment and mitigation plans.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The United Nations Sustainable Development Goals (SDGs) were established in 2015 in an effort by world leaders to end poverty, protect the planet and seek to ensure prosperity for all. We have determined that our organization and current business activities most closely align with the following SDGs:

SDG #	Overview	Report Reference
	By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	Social Responsibility
	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	Human Capital
	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation	Environment
	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	Environment

SASB STANDARDS

The below table incorporates the accounting standards for the biotechnology and pharmaceuticals industry from the Sustainability Accounting Standards Board (SASB). It includes references to sections within this report where specific topics are discussed.

Topic	Accounting Metric	SASB Code	Section
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a .1	Clinical Trial Standards
	Number of FDA sponsor inspections related to clinical trial management and pharmacovigilance that resulted in Voluntary Action Indicated (VAI) and Official Action Indicated (OAI)	HC-BP-210a .2	
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a .3	
Employee Recruitment, Development and Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	C-BP-330a .1	Human Capital
	Voluntary and involuntary turnover rate for executives and senior managers, mid-level managers, professionals and all others	HC-BP-330a .2	

Topic	Accounting Metric	SASB Code	Section
Supply Chain Management	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 third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a .1	Supply Chain and Vendor Management
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a .1	Business Ethics
	Description of code of ethics governing interactions with healthcare professionals	HC-BP-510a .2	

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