



# **BETTER CORPORATE SUSTAINABILITY IS POSSIBLE.**

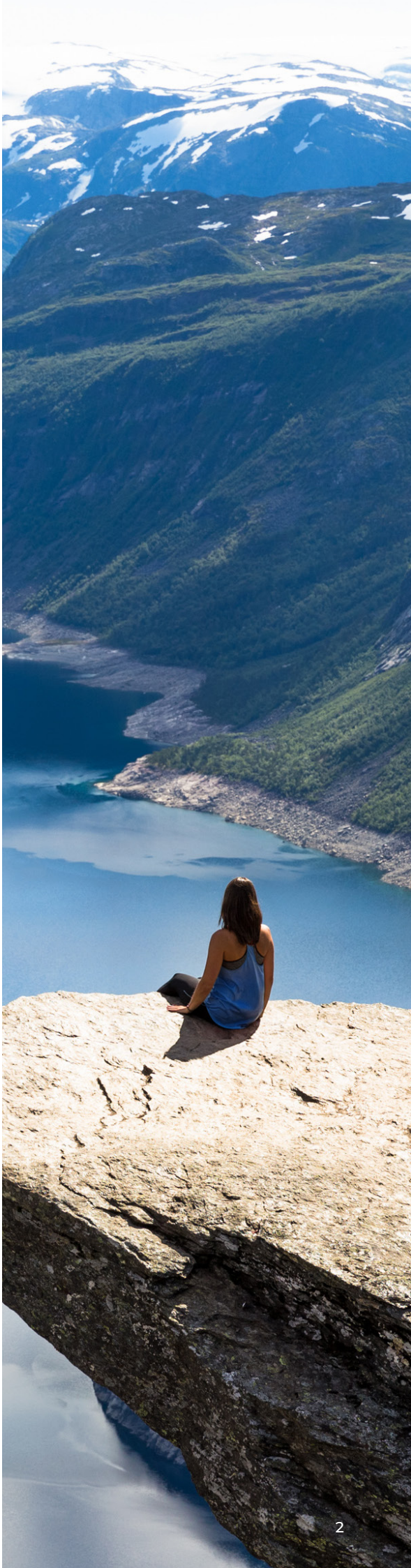
**2025** CSR Report

# About PACIRA

Pacira delivers innovative, non-opioid pain therapies to transform the lives of patients. Pacira has two commercial-stage non-opioid treatments: EXPAREL® (bupivacaine liposome injectable suspension), a long-acting local analgesic currently approved for infiltration, fascial plane block, and as an interscalene brachial plexus nerve block, an adductor canal nerve block, and a sciatic nerve block in the popliteal fossa for postsurgical pain management and ZILRETTA® (triamcinolone acetonide extended-release injectable suspension), an extended-release, intra-articular injection indicated for the management of osteoarthritis knee pain. The company is also advancing a pipeline of clinical-stage assets for musculoskeletal pain and adjacencies, its most advanced product candidate, PCRX-201 (enekinragene inzadenovec), a novel, locally administered gene therapy, is in Phase 2 clinical development for osteoarthritis of the knee.

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# A LETTER FROM OUR CEO

I am proud to continue our journey toward building a long term, sustainable business that meaningfully contributes to the healthcare, scientific, and global community. As you will see throughout this report, Pacira operates within an ecosystem centered on a deep commitment to patients, to science, and to our people. It is this pledge that drives our ability to positively shape the world around us.

Since embarking on our sustainability acceleration efforts in 2021, we have remained focused on strengthening our governance foundation, reinforcing our longstanding commitments to human and labor rights, and enhancing transparency around key policies related to bioethics, patient safety, and responsible marketing. These initiatives, including our Global Human and Labor Rights Policy and updated Supplier Code of Conduct, have helped ensure that our values are reflected not only within our Company but across our extended partnership network.

In 2021, our Board of Directors formally assumed oversight of Sustainability through the Nominating, Governance and Sustainability Committee, with the mandate to implement and supervise an industry leading ESG platform. Guided by this framework, we have continued to release updated policies across Global Health and Safety, Global Labor and Human Rights, Bioethics, and Expanded Access, further solidifying our commitment to responsible, purpose driven growth.

In 2024, we continued advancing our culture by tying nearly one third of our corporate goals to Culture and People. This included targeted investment in employee development and in strengthening our Environmental, Social, and Governance programs. At the heart of these efforts is our One Pacira culture, our shared

system of values and behaviors designed to foster inclusion, trust, accountability, and collaboration.

In 2025, Pacira achieved a Prime rating for Corporate ESG Performance from ISS ESG for the first time. This external recognition underscores the progress we have made and the seriousness of our commitment to integrating sustainability into our strategy, operations, and long term value creation.

Looking ahead to the remainder of 2026 and beyond, we are enhancing our ESG governance through the establishment of an internal ESG Committee. This cross-functional team will advance our environmental, social, and governance priorities, strengthen enterprise-wide coordination, and assess alignment with Global Reporting Initiative (GRI) Standards as we continue to evolve our reporting and sustainability practices.

While we have achieved much together, our work is far from finished. We remain focused on driving opioid sparing innovation every day, delivering safer, more effective pain management solutions, and advancing initiatives that support our patients, our culture, and the communities we serve. These pillars continue to define who we are and guide every decision we make.

Thank you for your continued support of Pacira and our mission."

Best regards,



**Frank D. Lee**  
Chief Executive Officer  
& Director





# Company OVERVIEW

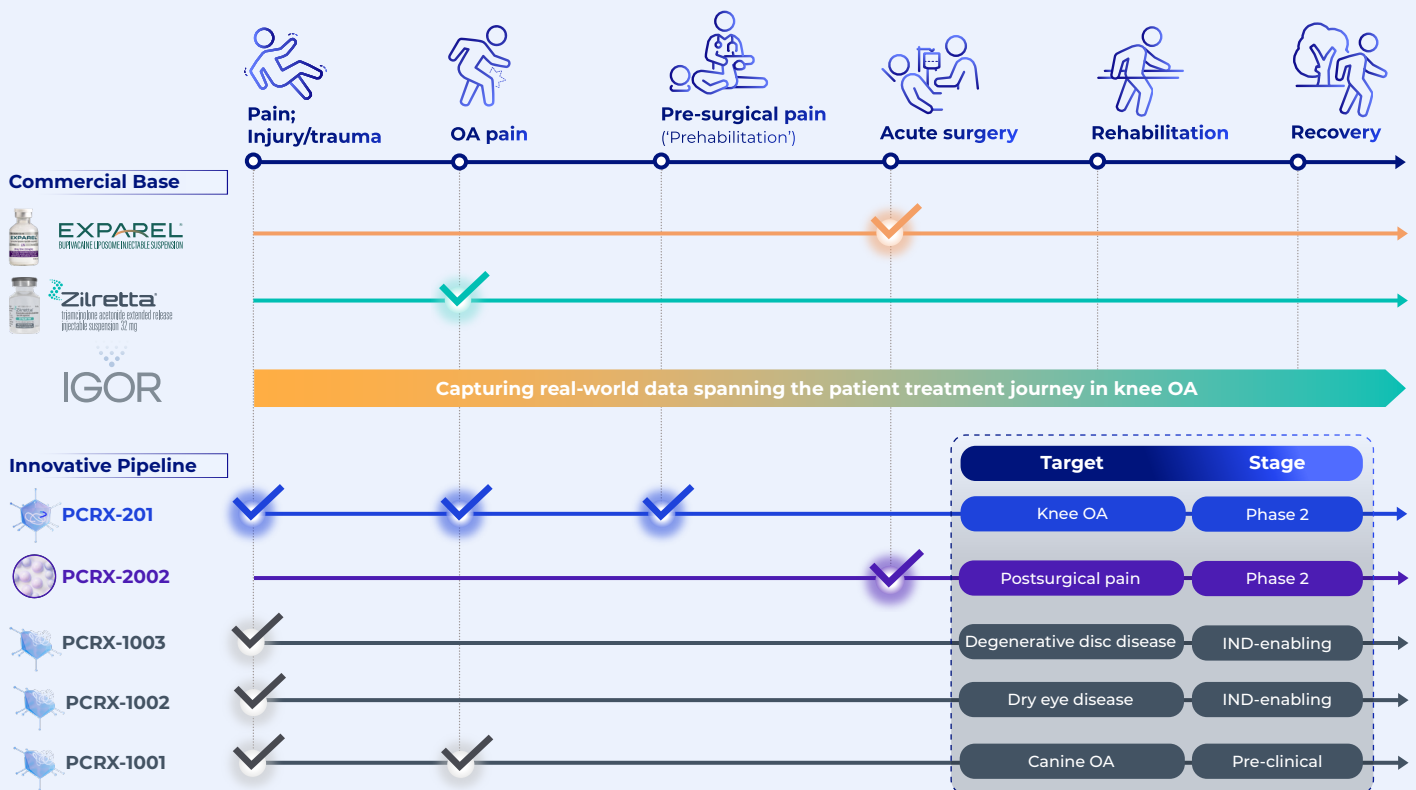
## MISSION

We deliver innovative non-opioid pain therapies to transform the lives of patients.



WE'RE **WORKING** TO  
MEET THE **NEEDS** OF  
**HEALTHCARE**  
**PRACTITIONERS**  
AND THEIR **PATIENTS**

We are pioneering safe and effective opioid-sparing innovation to improve the patient journey along the neural pain pathway



Our in-depth knowledge of non-opioid pain management, coupled with our passion for delivering improved patient care, drives our commitment to provide solutions that address unmet medical needs and improve clinical results.



# Company OVERVIEW

## CULTURE

At Pacira, we have a capable and passionate team of people dedicated to serving our customers in a work environment that encourages collaboration. Our culture inspires and challenges individuals to be effective and efficient in all that they do.

We are committed to intentionally cultivating a culture of inclusion where all feel welcomed and valued for their backgrounds, perspectives, and experiences. We hold one another accountable to promote trust and transparency in support of our communities and collective mission.

**We believe the era of opioids as the industry standard for pain management IS OVER**



Pacira is setting  
**new expectations**  
for **CLINICIANS**  
and **PATIENTS** alike

**LOW- and NO-OPIOID  
PAIN MANAGEMENT**  
through innovative  
alternatives that  
offer **BETTER OUTCOMES**

## GUIDING PRINCIPLES



### Keep the patient at the center

Pain is deeply personal, often overwhelming even the simplest daily tasks. Every decision we make is grounded in the needs and experiences of our patients.



### Follow the science

Science is the foundation upon which we build our innovations, ensuring safety, efficacy, and meaningful outcomes.

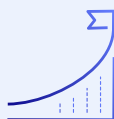


### Treat our people well

Our team is our strength. Fairness, respect, and equity are the cornerstones of our culture, creating a supportive environment where everyone can thrive.

## VALUES

Every day, we are determined to **achieve the extraordinary**



**Integrity** is the foundation of who we are



We respect diverse talent and the collective power of a **unified team**



# Putting **PATIENT & PRODUCT SAFETY** First

**We are committed to conducting our clinical trials in accordance with high bioethical standards and clinical guidelines**



All Research and Development (R&D) activities at Pacira, including all clinical trials, are conducted in conformance with the Principles of Good Clinical Practice (GCP) as defined by the International Conference on Harmonization of Technical Requirements for Pharmaceuticals for Human Use, and international ethical standards—in particular the Helsinki Declaration on ethical principles regarding human experimentation. Any employees or third parties involved in clinical trials sponsored by Pacira are trained to follow Good Clinical Practices.

Our R&D activities are designed to ensure that all participants enrolled have given their free and informed consent (or assent if applicable) to participate in a trial, either directly or via their legally authorized representative. Study participants and/or their legal representatives must understand the purpose of any R&D activity so that they are able to make an informed decision about whether to participate. Regardless of the objective, all R&D activities are designed primarily to protect the safety and well-being of participants and to guarantee that they or their legal representatives give their voluntary consent/assent based on straightforward and comprehensive information that is expressed in easily understandable, non-technical language,

especially for any participants who may be considered vulnerable for any reason.

We have established multiple policies and standard operating procedures under the guidance and oversight of our Chief Medical Officer and Chief Legal and Compliance Officer, to ensure a high level of ethics in scientific and medical activities, better stakeholder engagement, and greater transparency.

An independent ethics committee reviews and approves proposed R&D protocols before any clinical trial may begin. Our risk management framework helps us monitor any potential risks to our high quality and safety standards. Potential risks may be identified through audits of our sponsored clinical trials—both internally and of our external partners.

Details regarding how we manage potential ethical challenges and risks associated with R&D, how we manage and audit our clinical trials, and our commitment to R&D transparency can be found in our [Policy on Bioethics](#).

## **Rigorous manufacturing and quality control**



Pacira is committed to upholding all applicable manufacturing regulations and best practices through rigorous quality control and quality assurance protocols. All our products are manufactured in accordance with current Good Manufacturing Practice (cGMP) regulations

# Putting **PATIENT & PRODUCT SAFETY** First

enforced by the U.S. Food and Drug Administration as overseen by our quality management team.

In addition to our own internal quality controls, requirements for our suppliers have been designed to ensure a consistent production process that prioritizes patient safety and high-quality standards.

This comprehensive approach to patient safety and quality control allows us to deliver our products safely and effectively.

## **Robust safety monitoring and pharmacovigilance practices**



It is our policy to:

- Comply with all applicable legal and worldwide regulatory requirements for handling safety information and product complaints
- Continually monitor safety information and product complaints regarding the use of our marketed or investigational products and take appropriate actions to minimize risk to patients
- Communicate important safety findings to clinical investigators, healthcare professionals, and regulatory agencies in a timely manner

All employees, partners, suppliers, contractors, vendors, and consultants are required to report any safety information and/or product complaints they receive to the Company, as well as complete regular training on obligations to report safety information in their respective roles in service to our company.

More details regarding our pharmacovigilance practices, including how we monitor the quality, safety, and security of our products, can be found in our [Policy on Patient and Product Safety](#).

## **We are committed to thoughtful, conscientious, and patient-focused interactions with both the public and the broader healthcare community**



Our external interactions, with both patients and providers, conform to our high medical, scientific, and ethical standards, and comply with all applicable laws, regulations, and industry guidance. They also conform to our core values, which prioritize patient safety and honesty. In addition to our own policies, we abide by applicable guidelines and codes established by national industry associations, as well as by major international industry associations. These codes and guidelines supplement applicable government regulation and provide guidance and self-discipline for ethical marketing practices. In the United States, we abide by the PhRMA Code on Interactions with Healthcare Providers (HCPs), the PhRMA Guiding Principles on Direct-to-Consumer Advertising of Prescription Medicines, the OIG Compliance Program, and the AdvaMed Code on ethical interactions and relationships with HCPs.

More details regarding our approach to engagement with the healthcare community, including promotional engagement with HCPs and patients, can be found in our [Policy on Responsible Marketing](#).



# Putting **PATIENT & PRODUCT SAFETY** First

## **Ethical Treatment of Animals in Research**

Where animal research is necessary to advance our science, we hold ourselves and our external partners to rigorous standards. All animal studies conducted on Pacira's behalf are performed by third-party partners whose facilities conform to all applicable regulatory standards and animal welfare requirements in the jurisdictions in which they operate. Our Chief Medical Officer maintains oversight of all animal research activities.



## **We are committed to the principles of Replacement, Reduction, and Refinement**

Using animals only when no acceptable alternative exists, minimizing the number of animal subjects used, and ensuring their welfare throughout the study. We select partners, whether large or small, based on their demonstrated commitment to these principles. Our ultimate goal is full replacement, and we actively invest in research toward alternatives, including in vitro explant models of disease, as part of that commitment.

In the United States, all third-party research partners are required to maintain an Institutional Animal Care and Use Committee (IACUC), a federally mandated, independent oversight body that includes community members and outside scientific experts. All animal research conducted on Pacira's behalf must comply with animal policy and practices of IACUC or equivalent oversight bodies.

Our third-party research partners are contractually required to report any animal welfare incidents or non-compliance events to us. To date, no partner has reported any such occurrences.

More details regarding our approach to the ethical treatment of animals in research can be found in our [Policy on Bioethics](#).

# Empowering **EMPLOYEES** to Thrive

## **Consideration, Mutual Respect, and Diversity are Fundamental to our Success**

One of the foundations of our corporate culture is that consideration, mutual respect, and diversity are all fundamental elements for success. We are dedicated to protecting the rights of women and minority groups, as well as advocating for the equal treatment and protection of rights for all of our employees, directors, contractors, customers, and stakeholders, without regard to sex, race, color, religion, creed, gender identity, sexual orientation, marital status, age, national origin, citizenship, genetic information, physical or mental disability, or membership or application for membership in a uniformed service.

We are  
**committed** to  
**intentionally**  
**cultivating** a  
**culture** of **inclusion**  
where all feel  
**WELCOMED** and  
**VALUED**  
for their  
**backgrounds,**  
**perspectives,** and  
**experiences**



In support of this diversity, equity and inclusion vision, we have developed and implemented a multi-year strategic program with a focus on inclusion, education and training.

To help attract talent from a diverse pool of candidates, we post our employment opportunities to state job banks and distribute them to community engaged veteran, minority, women and diversity organizations. In recent years, to help encourage and foster a workplace with people of all backgrounds, we have partnered with organizations such as the Society of Women Engineers and the National Black MBA Association to distribute targeted job postings.

We maintain a recognition program based on our core values, known as Celebrate, through which we recognize each other's commitment to making a meaningful difference for our patients and communities and create a shared culture where everyone is responsible for living up to and sustaining our core values.



# Empowering **EMPLOYEES** to Thrive

Since 2018, we have supported an employee resource group - **P.O.W.E.R.** (*Preparing Our Women for Excellence and Results*) - open to all Pacira colleagues, focused on promoting leadership values, fostering a community of support and the advancement of women through professional development and networking opportunities. Quarterly webinars, social events, volunteer activities and a holiday Giving Tree are among the many ways the group provides opportunities for our employees.

Pacira is a corporate sponsor of the Healthcare Businesswomen's Association (HBA), a global nonprofit advancing the influence and impact of women in healthcare. Through our **P.O.W.E.R.** program, employees have access to HBA mentorship and networking opportunities to support career advancement.



We have a cross-functional diversity, equity, and inclusion employee council that serves as an advisory board, comprised of employees who lead, advocate for, inform and communicate our corporate diversity, equity, and inclusion strategic initiatives around four key areas:

**Leadership  
development**

**Diversity  
recruiting**

**Culture**

**Communication**

Additionally, we provide training for our executive team, senior leaders, and managers on Unconscious Bias and Inclusive Leadership.

We believe that a company comprised of a diverse group of talented individuals, with a breadth of different experiences and viewpoints, is essential for success and we are committed to evaluating our people processes to ensure that we are attracting, developing, promoting, and retaining a wide variety of talent.



# Empowering **EMPLOYEES** to Thrive



## BRIDGE

In 2026, we introduced **BRIDGE**, a refreshed framework reflecting our growth as ONEPacira. Belonging, inclusion, and connection are core to how we work. Through BRIDGE, we build a culture where diverse perspectives are embraced and every individual has meaningful opportunities to grow. The Pacira BRIDGE Council brings together employees who champion connection, belonging, and inclusive practices across the organization.

### Key Pillars

The  
**BRIDGE**  
strategy

Community  
& giving  
back

Education  
&  
communication

Inclusive &  
supportive  
culture



# Empowering **EMPLOYEES** to Thrive

## Global Labor & Human Rights

We strive to promote the labor rights of our employees and human rights where we operate and to make sure that people are treated with regard and consideration, and are dedicated to operating as a strong corporate citizen and to conduct our daily business in alignment with the principles set forth in our [Global Labor and Human Rights Policy](#). We understand that cultivating a positive reputation as a leader in our industry is based on our conduct. We earn our reputation every day by nurturing our relationships with our employees, suppliers, stakeholders, and the communities that we serve.

We are committed to working with and supporting our suppliers, customers, and contractors to uphold the principles stated in this policy and to adopt similar policies within their global operations. Additionally, we aim to follow guidelines set forth in the United Nations Global Compact and the Ten Principles of the United Nations Declaration of Human Rights. Pacira is committed to respecting internationally recognized human rights and to not being complicit in human rights violations or abuses, whether through our own operations or our business relationships.



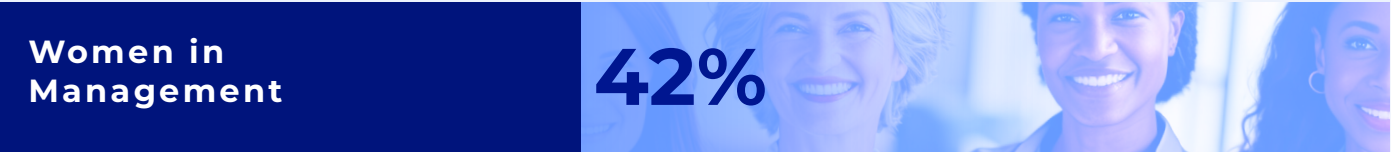
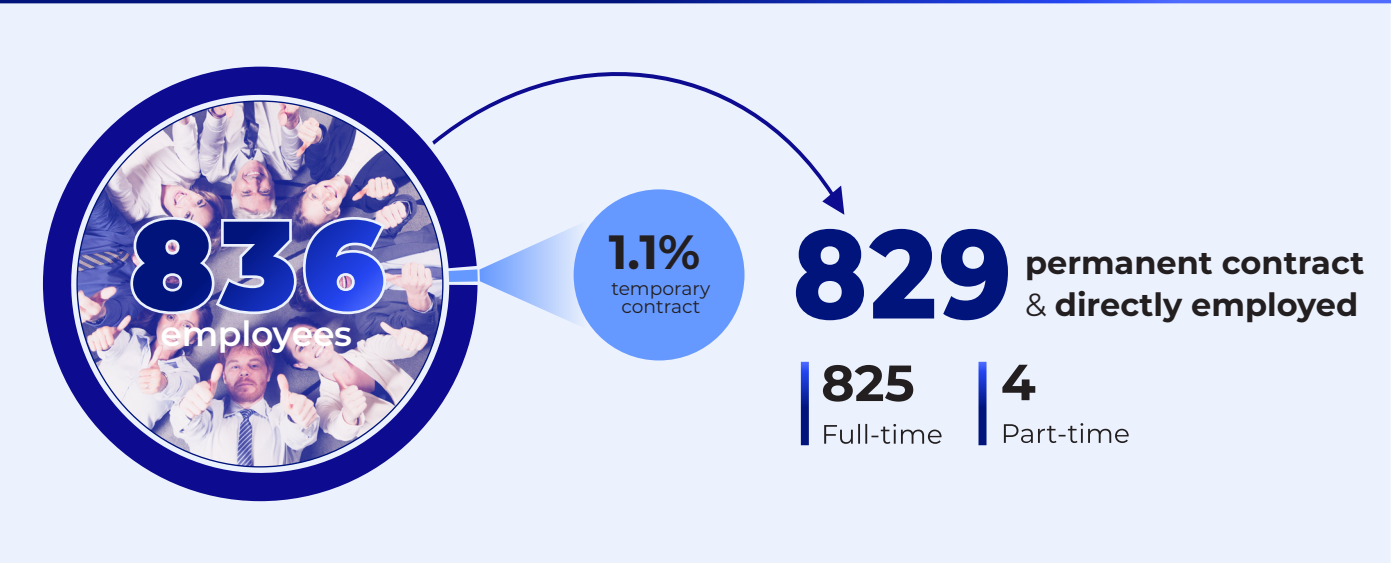
## Equal Opportunity and Non-Discrimination

As an equal opportunity employer, Pacira maintains a steadfast policy of non-discrimination with respect to all employees and applicants for employment. Employment decisions are based solely on an applicant's qualifications, merit, and performance and abide by the same principles that guide our vision of diversity and inclusion. Pacira has zero tolerance towards acts of discrimination or harassment of any kind. No penalty may be imposed on an employee, director, contractor, or other stakeholder, as punishment for filing a good faith complaint of discrimination or harassment.



# Empowering **EMPLOYEES** to Thrive

## Employee Demographics



Data as of December 31, 2025

# Empowering **EMPLOYEES** to Thrive

## Compensation and Working Hours

We are dedicated to compensating at a wage that provides an adequate standard of living for all employees and complies with all applicable federal and local wage regulations, including minimum wage and overtime. We believe that excessive working hours may pose a threat to the safety, health, and wellbeing of our employees and that adequate time off for relaxation and recuperation is necessary for high levels of productivity. We support the health of our employees by encouraging normalized hours of work, rest periods, paid vacations, and paid holidays. We conduct employee engagement surveys to encourage open feedback and track employee satisfaction.



## Total Rewards

In order to attract and retain talent, we maintain broad-based benefits that are provided to all employees, including:

- 🏆 401(k) retirement plan with a matching employer contribution at 100% up to 5%
- 🏆 Employee stock purchase plan featuring a 15% discount and lookback feature
- 🏆 1-to-1 sessions with a Certified Financial Planner (CFP) for Retirement and Investment Advice
- 🏆 Flexible spending accounts
- 🏆 Medical, dental and vision care plans
- 🏆 Healthcare and dependent care savings accounts
- 🏆 Life insurance, short- and long-term disability policies, and critical illness and accident options
- 🏆 Paid vacation, sick time and company holidays, plus a paid day to volunteer in the community
- 🏆 Paid parental leave and fertility and maternity assistance

Additionally, we reward employees driving significant value creation with a variety of long-term and short-term incentives, annual performance bonuses, stock options, restricted stock units and a long-term performance cash incentive. We also offer eligible employees tuition assistance towards obtaining an undergraduate degree. We are committed to paying all our employees a fair and living wage.



# Empowering **EMPLOYEES** to Thrive

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## Pay Equity

At Pacira, we are committed to equitable and performance-based compensation practices. We have structured processes in place to help ensure our employees are paid fairly and consistently for similar work, roles, levels, experience, and performance. Our compensation philosophy is also designed to reward high performance and support career growth.

As part of our ongoing efforts, we conduct regular reviews of our pay practices and engage independent experts annually to assess market competitiveness and evaluate pay equity. In 2025, we partnered with an independent third-party expert to conduct a comprehensive pay equity analysis using multiple linear regression. This statistical review evaluated compensation across key factors, including but not limited to experience, role, level, and performance.

The results of the analysis showed no statistically significant differences in pay based on race or gender—indicating that these factors are not predictors of pay at Pacira. The analysis also found a positive correlation between pay and both employee performance and experience, reinforcing our pay-for-performance philosophy and our commitment to recognizing contributions and supporting career development. We are proud of these results and remain dedicated to maintaining equitable pay practices. We will continue to conduct regular, data-driven reviews and make necessary investments and adjustments as needed.

(Our U.K. location, with a de minimis headcount, was excluded from the analysis.)



# Empowering **EMPLOYEES** to Thrive

## Cultivating Growth and Development

We invest in our future leaders by cultivating their growth and development. We regularly assess and identify our emerging talent and support their development with programs, including:

### Leadership Development



### Executive Coaching

### Mentoring



We track turnover and employee engagement among other metrics, conduct mid-year and annual performance reviews for all employees to ensure regular discussions around performance, progress towards goals and professional development, and conduct stay and exit interviews to ensure our talent strategy serves our goal of attracting, developing, and retaining top talent to serve as our future leaders and stewards of our vision.

According to our most recent employee engagement survey, our biggest strengths are our commitment to our product and mission; our employees' relationships with their managers; and people.

At Pacira, we are committed to developing leaders at every level and supporting our employees' career growth. We offer targeted selection training for interviewers to ensure a consistent methodology applied in identifying and hiring the best candidates for open positions and offer critical skills trainings in live and virtual settings, including project management and communications training. We provide robust new hire training, as well as management skills and leadership development training for current and future people leaders. In 2022, we launched LinkedIn Learning, a learning platform with 24/7 access for all employees to a library of resources across an array of leadership and professional topics.



# Empowering **EMPLOYEES** to Thrive



## Pacira Pathways

In 2025, we launched Pacira Pathways, a self-directed career development framework designed to help employees build the critical experiences needed to grow their careers and prepare for future leadership opportunities. The program identifies critical experiences mapped to **three career stages** that connect employees with opportunities:



Employees begin their journey with a self-assessment to identify development priorities, then work with their manager to build a personalized development plan. Pacira Pathways reflects our belief that employees own their career growth, and the program is designed to empower them to take an active role in shaping their own path forward.

## The Ready Leader

In 2026, we launched The Ready Leader, a development program designed for current people leaders at Pacira to strengthen and expand their leadership capabilities. A pilot program launched with 22 participants from our commercial team, with survey results showing strong engagement -- participants rated the program 4.9 out of 5 overall, with a net promoter score of 82, and reported meaningful confidence gains across core leadership competencies.



# Empowering **EMPLOYEES** to Thrive

## Employee Wellbeing

Pacira is committed to the total wellbeing of our employees and their families. Our benefits are designed to meet individual needs and help our people live healthy lives. All employees have access to our Employee Assistance Program. It offers up to 10 free confidential counseling sessions per situation, available 24/7, for employees and their household members. We also offer a broad suite of virtual mental health services, including on-demand therapy, psychiatry, and self-guided emotional wellbeing programs. Employees can also access personalized lifestyle coaching, offered one-on-one, in groups, or self-paced. We run ongoing campaigns and host regular webinars through our employee wellbeing platform to raise awareness, reduce stigma, and encourage open conversations about mental health. Employees enrolled in our medical plan can earn wellness incentives for completing health and wellbeing activities.

We offer our eligible employees flexible work arrangements—including remote working opportunities, flexible schedules and reduced schedules to help achieve an appropriate work/life balance. Benefits that protect financial wellbeing are also provided, including but not limited to: a paid parental leave benefit, insurance to help protect assets during times of short- and long-term disability, life insurance and accidental death and dismemberment insurance.

## Workplace Safety and Security

We are committed to protecting our employees by providing a workplace that is free from violence, intimidation, harassment, and other unsafe conditions due to internal or external threats. Safeguards for employees are provided as needed and will be maintained and updated with regard for employee security and privacy in accordance with our Code of Business Conduct and Ethics.

We have a formal Environmental Health and Safety (EHS) Program. It is our policy that everyone is entitled to a safe and healthful place to work. We recognize that accident prevention, employee wellness and efficiency of operations are directly related to quality, production and cost. We operate our facilities in a manner that protects the health and safety of our employees.

More details regarding our commitment to workplace safety can be found in our [Global Health & Safety Policy](#).





## A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

We are dedicated to proactive involvement with foundations and local organizations in our communities. When appropriate, we are committed to engaging in discussion with local leaders and stakeholders about Labor Rights, Human Rights, and other community issues. We encourage our employees to give back to their communities and offer one paid day off per year to volunteer. We also encourage our employees to take advantage of company-sponsored volunteer events and platforms that provide support to local and national causes, such as our **Choices Matter** platform, which we designed to educate and empower patients around non-opioid options for managing pain. Our commitment to working within communities to raise awareness of the availability of pain management options that can help fight our nation's opioid crisis is discussed in greater detail below.



In March 2026, we hosted a Clinical Trials Career Day, giving students a firsthand look at careers within our field. The event welcomed 30 students, as well as teachers and the principal, from Paterson STEAM High School in New Jersey for an immersive look at clinical trial development. Through presentations and meaningful discussions, students gained exposure to real-world clinical research, including personal career journeys that sparked curiosity, connection, and inspiration for future pathways in the industry. Colleagues across Clinical Development, Clinical Systems, Data Operations, Strategy, Legal, Regulatory, and Biometrics contributed their time, expertise, and engagement to support the event.

### **Medical & Clinical Education**

Pacira sponsored the Young Surgeons Forum at the SHOULDER360 meeting, supporting early-career healthcare providers through education on multimodal approaches to shoulder pain and real-world evidence on non-opioid pain therapies.

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## **Opioid Reduction Mission**

Central to our corporate mission is our commitment to providing an opioid alternative to as many patients as possible using enhanced recovery after surgery (“ERAS”) multimodal protocols and opioids for rescue only.

## **Voices for Non-Opioid Choices**

We support Voices for Non-Opioid Choices (“Voices”), a nonpartisan coalition of more than 250 national and state-level medical, patient advocacy, and addiction and recovery organizations dedicated to preventing opioid addiction by increasing patient access to non-opioid therapies. We are proud to have provided the seed funding to help establish Voices, which has become the nation’s leading nonpartisan coalition dedicated to ensuring patient access to non-addictive pain management approaches.

We have been long-standing supporters of the Non-Opioids Prevent Addiction in the Nation (NOPAIN) Act, bipartisan legislation intended to expand access to non-opioid options for postsurgical pain relief by providing separate Medicare reimbursement in all outpatient environments. NOPAIN was included in the Consolidated Appropriations Act, 2023, and took effect on January 1, 2025. Pacira and Voices advocated for this legislation from its introduction through its passage and implementation.

**Expanding access  
to non-opioid pain  
management options  
to redefine the role  
of opioids as rescue  
therapy only**



## **Our Commitment to Affordability**

Pacira is committed to ensuring that patients who need non-opioid pain management options can access them regardless of their financial circumstances. We believe that the cost of care should not be a barrier to opioid-sparing treatment.

## **Voices for Non-Opioid Choices**

In 2022, we extended the accessibility of EXPAREL by participating in the 340B Drug Pricing Program. This federal program allows covered entities to purchase EXPAREL at a discount for outpatient procedures, expanding access to non-opioid pain management for low-income and uninsured patients who might otherwise have no alternative to opioids. We believe that financially vulnerable patients deserve the same access to opioid-sparing therapies as any other patient.

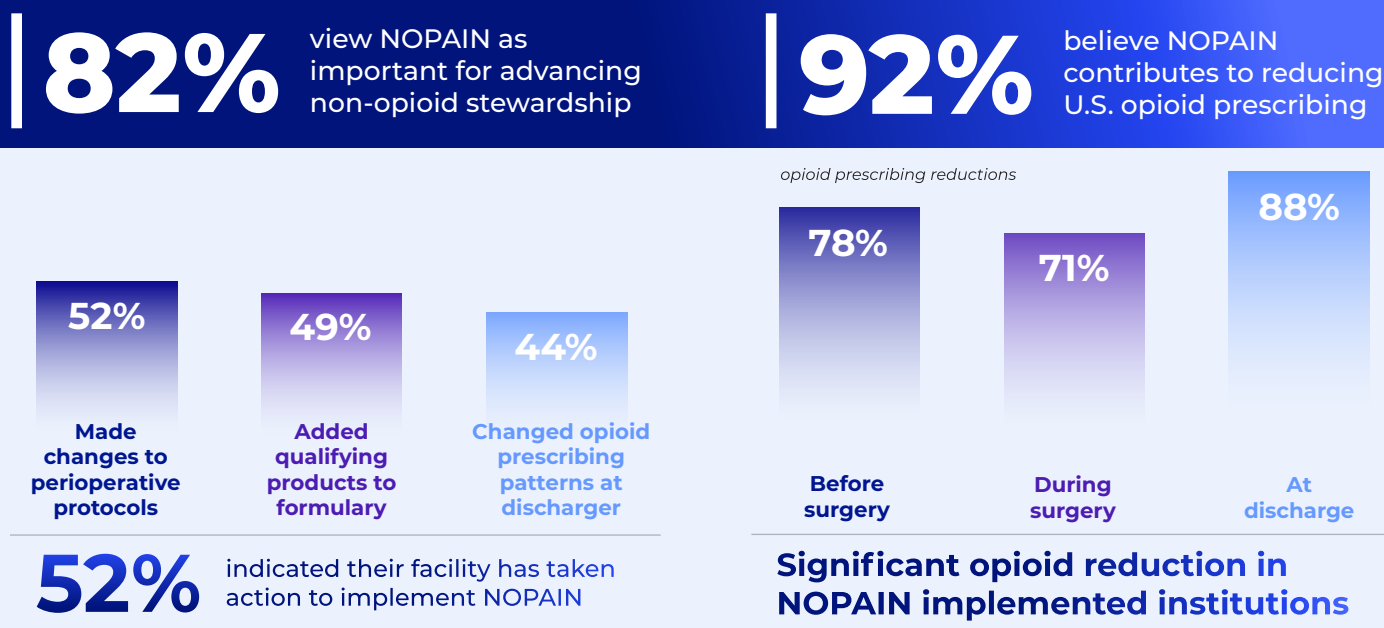


# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## The NOPAIN Act

A landmark moment in our effort to expand affordability arrived on January 1, 2025, when the Non-Opioids Prevent Addiction in the Nation (NOPAIN) Act took effect in the U.S., providing separate Medicare reimbursement for qualifying non-opioid pain management options across outpatient settings. Pacira and Voices advocated for this bipartisan legislation from its introduction through its passage in the Consolidated Appropriations Act, 2023, and its implementation -- removing a structural financial barrier that historically disadvantaged non-opioid alternatives relative to opioids in Medicare reimbursement.

The impact has been meaningful. In a national survey of nearly **750** hospitals, health systems and ambulatory surgery center leaders conducted by Voices following the first year of the NOPAIN Act:



## Access to Medicine

Pacira recognizes that patients in developing and underserved markets face disproportionate barriers to non-opioid pain management, often leaving opioids as the only available option for postsurgical pain relief. We believe that access to safe and effective non-opioid therapies is a global health priority, not limited by geography or economic circumstance. Our approach to expanding access to medicine operates across three areas. In the U.S., we support policy and reimbursement initiatives -- including the NOPAIN Act and the 340B Drug Pricing Program -- that reduce financial barriers to non-opioid care for Medicare beneficiaries and low-income patients respectively. Internationally, we operate an ongoing product donation program that provides EXPAREL free of charge to patients in countries where non-opioid alternatives are otherwise unavailable. Additionally, through our grants program, we fund investigator-initiated trials, independent educational grants, and grants in support of medical missions that advance the clinical use of non-opioid pain management globally.

Oversight of our international donation program sits with our Medical Affairs function. Donation decisions are evaluated against patient need, surgical context, and the availability of alternative pain management options in the recipient country. Our Nominating, Governance and Sustainability Committee has board-level oversight of our broader ESG programs, including our access-to-medicine initiatives

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Grants & Corporate Giving

We are dedicated to advancing and improving outcomes for healthcare practitioners and their patients by advancing innovation in non-opioid pain management and regenerative health solutions.

To that end, Pacira provides grants for:

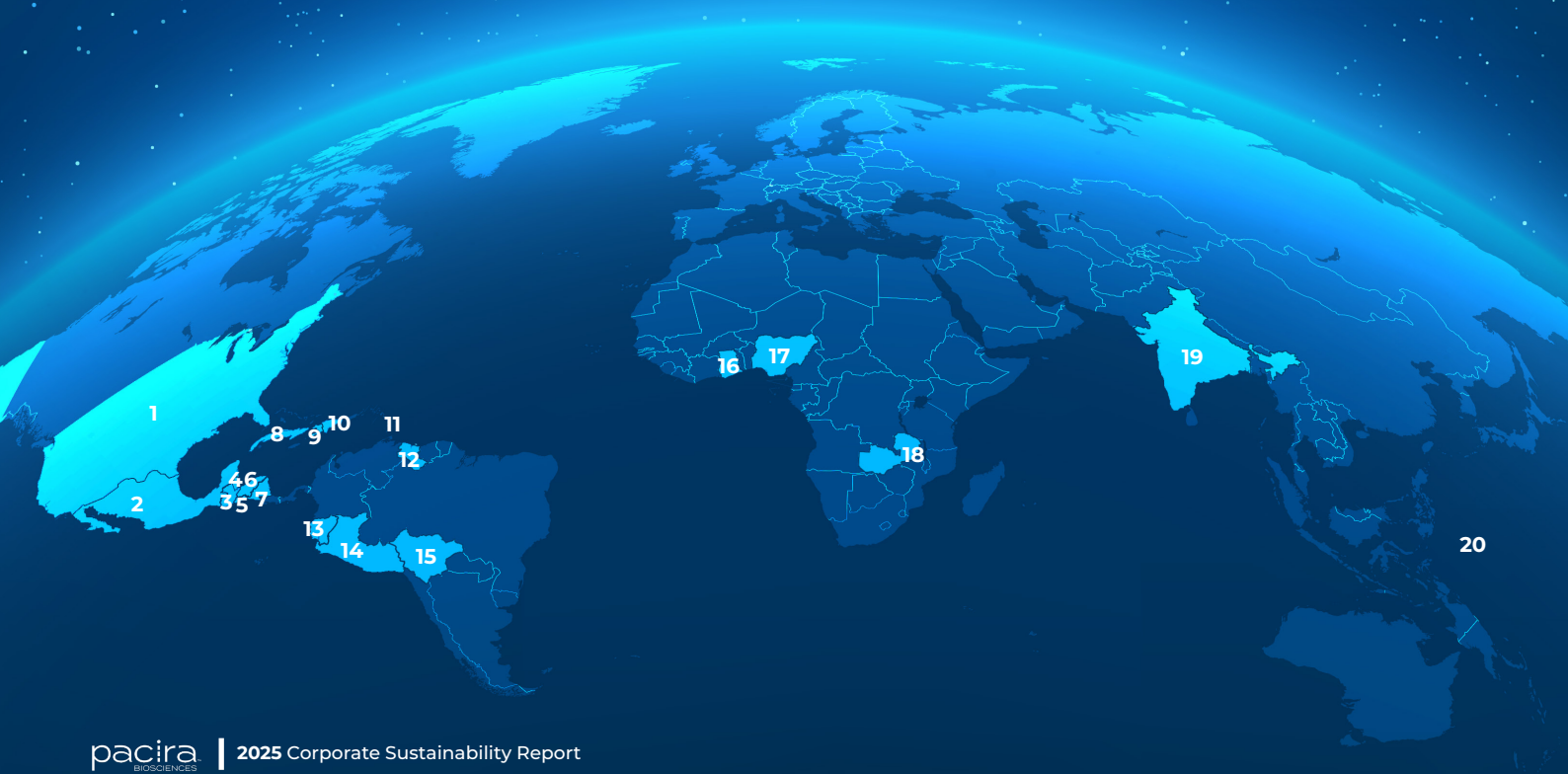
**Investigator-initiated trials**

**Independent educational grants**

**Grants in support of medical missions and charitable donations**

Our medical mission grants have supported surgical teams operating in countries where non-opioid alternatives are otherwise unavailable. Since 2019, EXPAREL donations made through these missions have reached patients across **20** countries and **5** continents, supporting procedures including hip and knee replacement, wisdom tooth extraction, and hernia repair.

- |                                                                                                   |                                                                                                           |                                                                                                  |                                                                                                 |
|---------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| 1  United States | 6  Honduras              | 11  St. Vincent | 16  Ghana    |
| 2  Mexico       | 7  Nicaragua            | 12  Guyana     | 17  Nigeria |
| 3  Guatemala   | 8  Cuba                | 13  Ecuador   | 18  Zambia |
| 4  Belize      | 9  Haiti               | 14  Peru      | 19  India  |
| 5  El Salvador | 10  Dominican Republic | 15  Bolivia   | 20  Palau  |

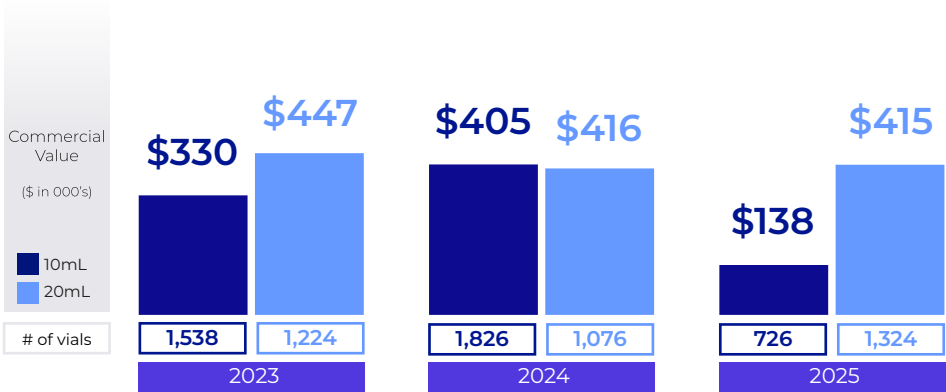




# A Commitment to our COMMUNITIES & OPIOID-SPARING INNOVATION

Over the past three years we provided support for charitable medical missions in Belize, Honduras, Ghana, Zambia, Guatemala, Ecuador, Mexico, Palau, India, Guyana, Nigeria, St. Vincent and the Dominican Republic by donating EXPAREL to help support surgeries for patients in need. We have supported the Louisiana State University Opioid Minimization Initiative as well as a three-year donation grant for Shriners, which in 2025 shipped **726 vials of EXPAREL 10mL** and **1,324 vials of 20mL**.

Over **10,000** vials of EXPAREL donated since 2019 with a **commercial value** of almost **\$3M**



“All the surgeries we do, from simple to complex have a meaningful impact on the lives of the children we treat. In fact, often it is the most simple procedures that have the most profound impact. Thanks for your support and don’t underestimate your impact!”

**Dr. Aaron Boyles**  
Orthopaedic Surgery, Children’s Hospital Colorado

“On our medical mission to Honduras, our team operated on over 60 people with EXPAREL with perfect success. EXPAREL was directly responsible for not only eliminating the predictable postoperative pain, but actually enabling us to do some surgeries we would have otherwise not been able to do at all because of the complete lack of adequate alternative postoperative pain control options.”

**Dr. Mark Perlmutter**  
General Surgeon, Health Volunteers Overseas



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**



## HOLIDAY *Giving Tree*

In the holiday season, Pacira was proud to once again partner with the Court Appointed Special Advocates of Morris and Sussex Counties (CASA) on our 4<sup>th</sup> annual **Giving Tree**. This special initiative helps spread joy to children and families who might otherwise not have the opportunity to experience the warmth and magic of the season.

CASA is a nonprofit organization whose mission is to provide a voice for the best interests of vulnerable children who are in foster homes or are under court supervision due to abuse, neglect, or abandonment. The children CASA serves typically

come from extreme low-income backgrounds, and many are victims of the opioid epidemic. Our collective goal was to brighten the holiday season of at least 20 local foster children by ensuring they all received presents. Over the past two years, Pacira was able to support over 200 children and families, providing them with everything from toys to essentials.

In 2025, we donated women's professional clothing to Project Self-Sufficiency's Higher Opportunities for Women program, helping participants build the wardrobe they need as they pursue employment and economic independence.

**Pacira was proud to partner with **JERSEY • CARES** to support two of their charitable initiatives:**



For the past 28 years, The Jersey Cares Coat Drive has mobilized the collection and distribution of thousands of “gently used” winter coats to men, women, children, and infants in need. Last year, Jersey Cares collected more than 20,000 coats throughout the state of New Jersey and this year we can also help support individuals across the state of N.J. to stay warm. In 2025, Pacira contributed over 100 coats.



Jersey Cares collaborates with numerous schools, children's shelters, and community centers to ensure that every child in New Jersey can start the school year with essential supplies. Every year, thousands of under-resourced New Jersey students begin the school year without basic educational tools such as backpacks, notebooks, and calculators. These students face significant challenges in achieving academic success. You can help support a brighter future for our children by providing these vital resources.



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Community Involvement

We are very proud to support our Pacira communities and believe that together we can all make a difference and an impact.

Our **Pacira Gives Back program** provides employees with access to a platform to easily make charitable contributions, search for and organize volunteer opportunities, track activity and take advantage of Company-wide donation match campaigns.

In 2025,

**1 in 3** of our employees  
took a paid  
**COMMUNITY DAY**

totaling over

**\$100k** worth of **paid time**  
to **serve** in the  
**COMMUNITIES** where we operate



In addition to supporting our employees through **Pacira Gives Back**, we are committed to supporting other various non-profit organizations by making charitable contributions to underserved or vulnerable groups within our communities.

**In 2025, employees across our offices volunteered to support organizations in their communities:**



**San Francisco**

- Partnered with **Life Science Cares: Bay Area** to assemble backpacks, supporting adults transitioning to community college.



**San Diego**

- Ran a clothing drive with **Sharia's Closet**, sorting donated clothing and packing hygiene kits.
- Participated in the **Ragnar SoCal Road Relay**, supporting local organizations and meaningful causes.



**New Jersey**

- Supported **Market Street Mission** with lunch service and hygiene bag assembly for those facing homelessness, hunger, and addiction.
- Supported **Community in Crisis**, a local nonprofit organization focused on substance abuse prevention, recovery support, and community education.

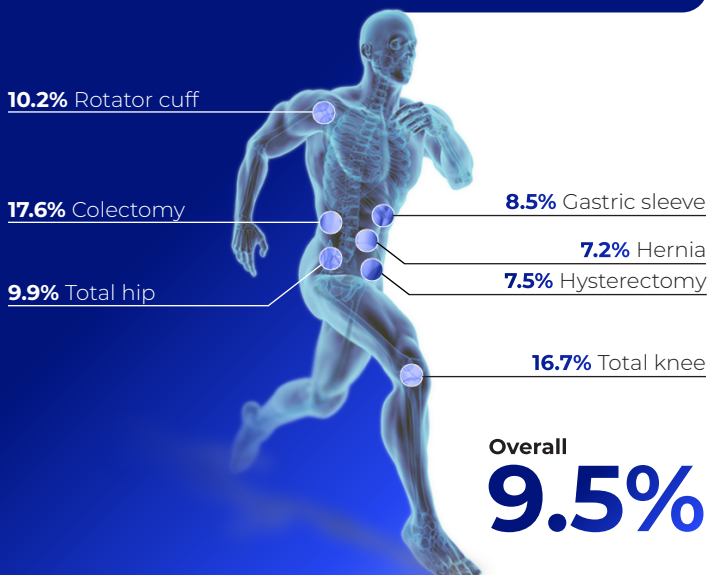


# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Educating Patients about Non-Opioid Options

In 2016, we were proud to launch *Choices Matter*, a national movement designed to educate and empower patients to have proactive discussions with their clinicians about non-opioid options for managing postsurgical pain. We continue to expand a coalition of like-minded individuals and organizations to generate widespread public awareness of the role that postsurgical opioids play in the larger public health crisis in the US, while highlighting the opportunity to alleviate the risks associated with opioid dependence and/or addiction through the utilization of non-opioid pain management approaches.

### % of newly persistent opioid patients by surgery<sup>1</sup>



## Plan Against Pain

A key *Choices Matter* resource is the Plan Against Pain website, which is located [here](#). Given the clear need to cultivate better communication between patients and surgeons regarding all available postsurgical pain treatments, Plan Against Pain contains important resources to help patients discuss their pain management options with their healthcare providers and build a personalized plan.

1. Pacira. *United States for Non-Dependence: An Analysis of the Impact of Opioid Overprescribing in America*. September 2017. [Analysis in the report was based on research conducted by the Quintiles IMS Institute].  
2. NCHS, National Vital Statistics System. Estimates for 2025 are based on provisional data (available from: <https://www.cdc.gov/nchs/hvss/vsrr/drug-overdose-data.htm#source>).



In the 12-month  
period ending  
October 2025,

**OVER**  
**71,000**  
**AMERICANS**  
**DIED**  
from a  
**DRUG**  
**OVERDOSE<sup>2</sup>**



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## **GATEWAY: A Film About How Opioid Addiction Transformed the Lives of Three Everyday American Families**

In 2021, the launch of America vs. Addiction featured **GATEWAY**, an award-winning film about three families inadvertently impacted by opioid addiction that began with a prescription to manage pain after surgery. America vs. Addiction is the first channel developed to share impactful and educational content focused on addiction and recovery.

**GATEWAY** is a 40-minute documentary presented by Choices Matter. Since its debut in late 2019, **GATEWAY** has garnered more than 30 prestigious accolades, including:



Silver Telly Award



Official Selection for the Garden State Film Festival, American Public Health Association Film Festival, The Art of Recovery Film Festival



Best Documentary Feature from the LA Movie Awards



Best Director and Best Documentary Featurette from the Festigious Film Festival



Best First Time Director and Best Documentary from the Top Shorts Competition



Award of Outstanding Excellence for Documentary and Motivational/Inspirational Film from the Docs Without Borders Film Festival



Award of Merit for Documentary Short and Humanitarian Award from the Best Shorts Competition



Award of Prestige from the Vegas Movie Awards Conversation.

Several resources have been created to accompany the film, including a public service announcement (PSA) video, movie poster, photos, and social media tips to help raise awareness about #gatewayfilm. These resources and the film are accessible [here](#).



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## **Patient Voices: Real Stories of Non-Opioid Pain Management**

We are proud to amplify the voices of patients, caregivers, and clinicians who have experienced non-opioid pain management firsthand. Through our Patient Voices platform, we share patient stories that show how Pacira's non-opioid therapies can support personalized pain management plans that help people get back to what matters most. Stories featured range from patients who are recovering from knee and ACL surgery, to mothers navigating C-section recovery, to individuals managing chronic osteoarthritis pain. Perspectives are featured from orthopedic surgeons, OB/GYNs, and physician assistants on how non-opioid therapies are changing how patients recover. These stories reflect our belief that hearing from someone who has been there can empower patients to have proactive conversations with their healthcare providers about all available pain management options.



## **Exploring Non-Opioid Therapies: A BBC StoryWorks Film**

In 2025, we partnered with BBC StoryWorks Commercial Productions to produce a short film, featured in The Next Frontier series, sharing one couple's real-life experience with non-opioid pain therapies. The film follows Mark, a lifelong tennis player whose first knee surgery led to a difficult, years-long recovery from opioid dependence. Years later, when worsening knee pain made a total knee replacement unavoidable, Mark chose a non-opioid pain management plan that had him walking within weeks and back on the court within months. Inspired by their experience, his wife Leah, a healthcare professional, joined Pacira to help others access safer pain management options. The film brings to life the choice at the heart of our mission: patients deserve to understand their options and feel empowered to choose a path that supports healing without the risk of opioid dependence.

## **Supporting Family Caregivers**

We partnered with the Caregiver Action Network (CAN), the nation's leading family caregiver organization, which supports the more than 90 million Americans caring for loved ones with chronic conditions, disabilities, disease, or the frailties of aging. Our collaboration combines caregiver research, educational outreach, and a roundtable discussion to raise awareness of the challenges caregivers face, furthering our mission to expand access to non-opioid pain management options.

In 2026, we partnered with theSkimm to bring together a curated group of caregivers, parenting and wellness influencers, healthcare experts, and decision-makers for an educational conversation focused on amplifying the realities of modern caregiving and empowering the sandwich generation, which makes up more than a quarter of the U.S. population. Discussions focused on the role that non-opioid pain therapies can play, the caregiver experience, family healthcare advocacy, and understanding the total patient journey, including pain management options and recovery.



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Political Contributions

Pacira prohibits the use of corporate funds for political contributions to candidates running for office, political parties, political advocacy groups such as PACs, or any other entities that aim to directly influence the election of specific public officials. In 2025, Pacira made no political contributions. In 2025, Pacira spent approximately \$240,000 on federal lobbying activities, as disclosed in our quarterly filings under the Lobbying Disclosure Act. Our lobbying activities are focused exclusively on expanding patient access to non-opioid pain management options, including implementation of the NOPAIN Act.



We engage with our shareholders to help inform the sustainability topics covered in this report. We are exploring alignment with the Global Reporting Initiative (GRI) Standards to support even greater transparency in our disclosures.

Additional shareholder communication is facilitated through the following channels:

- Regular public disclosure through Securities and Exchange Commission filings and news releases
- Quarterly earnings calls featuring question-and-answer sessions with management
- Regular updates to information included on our investor website ([investor.pacira.com](https://investor.pacira.com))
- Formal investor perception study conducted by an external consulting firm
- Annual say-on-pay vote to engage our shareholders with their thoughts on our executive compensation program
- Regular attendance at investor conferences and roadshows, including one-on-one meetings with institutional investors
- An annual Sustainability Report
- Ongoing investor engagement through our Investor Relations department

# Promoting **ENVIRONMENTAL** Respect

We recognize that our operations may have an impact on our environment and as such, our goal is to promote environmental awareness, minimize our impact, and protect the environment as best we can. We also strive to fully comply with all environmental and safety laws and regulations.

We are committed to minimizing the use of any substance or material that may cause environmental damage, reducing waste generation and disposing of all waste through safe and responsible methods, minimizing environmental risks by employing safe technologies and operating procedures, and being prepared to respond appropriately to accidents and emergencies.

Over the years, Pacira has implemented several programs as part of a comprehensive Environmental Management System.

## **Water Saving Initiatives**

At our Science Center Campus in San Diego, California, we recently implemented water saving measures which save more than 1.8 million of gallons per year, including:

- ✓ Using Recycled Reverse Osmosis (RO) reject water from our GMP water purification process to feed Cooling Towers, saving approximately 1,200 gallons of water daily
- ✓ Using softened water for Cooling Towers as a backup, to reduce the amount of water that must be flushed to control calcium and magnesium deposits, saving approximately 4,000 gallons of water a day
- ✓ Installing water-saving fixtures in bathrooms and kitchens, including low-flush toilets and low-flow faucets with shut-off sensors

These initiatives have earned us an exemption to use water in San Diego during Drought Response Level 2 periods under the city's Guaranteed Water for Industry Program, which is available to manufacturing and research companies in the city who have implemented Best Management Practices for Potable Water Conservation in their facilities.



# Promoting **ENVIRONMENTAL** Respect

## **Hazardous Waste**

The EXPAREL manufacturing process utilizes a certain hazardous material that typically is disposed of by incineration in the United States. We use an engineering control system that recovers all of this material using a refrigerated vapor condenser to separate the material from other chemicals. During the past few years, Pacira worked to find a sustainable solution for this waste, and after an extensive search, a third party was found who recycles this material through a closed loop system and utilizes it as fuel for producing energy at their facility. This has resulted in a net recycling/reuse of more than 99% of this certain hazardous material waste generated by Pacira.

## **Clean Production Wastewater**

At our Science Center Campus, in San Diego, California, the industrial wastewater generated during our EXPAREL manufacturing process is directed to a solvent recovery system, where the water is sent solvent-free to a pH adjusting tank and then finally out to the city sewer system. This system is sampled on a quarterly basis and is in compliance with the City of San Diego, industrial wastewater control limits, and Environmental Protection Agency requirements.

## **Air Pollution Control**

Our Science Center Campus in San Diego, California utilizes a cryogenic solvent recovery system for air pollution control to help us mitigate the amount of volatile organic compounds (VOCs) we emit, keeping our employees and community safe. This system is certified by the Air Pollution Control District as well as the Environmental Protection Agency.

## **Reduced Packaging Waste**

In our efforts to be more environmentally conscientious we have cut our overall packaging content in an attempt to reduce consumer waste. A smaller package design in both size and weight reduces our consumption of cardboard, Styrofoam,

and plastic. It also reduces the space needed during both shipping and during refrigerated storage by our customers. These improvements reduce the amount of waste that ends up in our landfills.

For EXPAREL packaging, we:

- ✓ Replaced a large plastic inner vial holder with a slimmer, lighter, cardboard design
- ✓ Eliminated the original Styrofoam liner altogether
- ✓ Reduced the packaging footprint for each carton by roughly 80%
- ✓ Reduced the necessary storage space in customers refrigerators





# Promoting ENVIRONMENTAL Respect

## How We're Helping The Environment

### All of our internal sites we:

- ✓ Have water-use reduction devices on bathroom faucets and toilets
- ✓ Utilize off-peak climate control in our office spaces for reduced energy usage
- ✓ Use motion-sensing lighting controls in hallways and offices
- ✓ Offer recycling bins for paper and plastic/glass/aluminum containers
- ✓ Encourage the use of reusable bottles, cups, plates, and cutlery
- ✓ Offer commuter benefits for employees who use public transportation to commute
- ✓ Electric vehicle charging stations

### Our Science Center Campus in San Diego, California features:

- ✓ Compost bins in break rooms
- ✓ Water-use reduction devices on bathroom faucets and toilets
- ✓ The use of reclaimed water for landscaping irrigation

More details regarding our commitment to environmental compliance and preservation can be found in our [Global Environmental Policy](#).





# Operating **ETHICALLY** with **HIGH INTEGRITY**

## **Business Ethics**

Pacira is committed to competing fairly and ethically in all markets in which it operates and expressly prohibits anti-competitive practices of any kind, including conduct that violates applicable antitrust or competition laws.

Our standards governing interactions with healthcare professionals apply not only to our employees, officers, and directors, but also to all third parties acting on our behalf. Third parties whose roles involve HCP interactions are contractually required to comply with the same standards set forth in our [Code of Business Conduct and Ethics](#) and U.S. Compliance & Ethics Manual, and Pacira reserves the right to terminate any third-party relationship in which violations are identified.



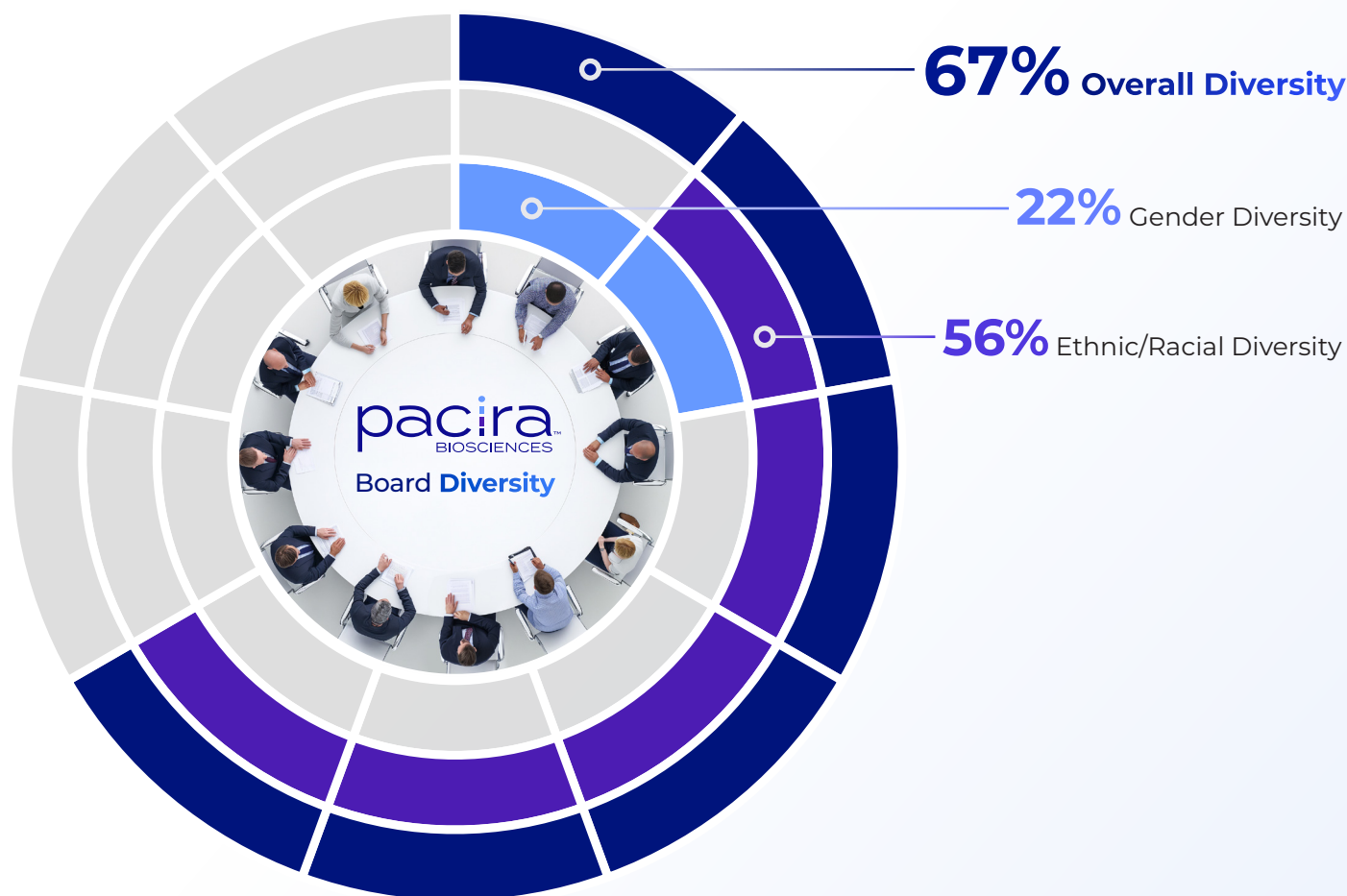
# Operating **ETHICALLY** with **HIGH INTEGRITY**

## Corporate Governance

Our Corporate Governance highlights include:

- The appointment of an independent board chair separate from our CEO
- **6** of our **9** Directors self-report at least one diversity attribute
- **5** of our **9** Directors are ethnically/racially diverse
- **2** of our **9** Directors self-identify as female
- **8** of our **9** Directors are independent according to U.S. SEC and Nasdaq listing rules
- Annual Director self-evaluations, committee assessments, and review of Director skills and experience
- An anti-hedging and anti-pledging policy
- Minimum stock holding requirements for non-employee Directors
- Full and open communication between management and the Board
- Majority voting provision in uncontested elections

Click [here](#) to view our full set of Corporate Governance Guidelines, which include, but are not limited to, guidelines on director responsibilities and qualification standards, board meetings and committees, director compensation, and senior executive succession planning.





# Operating **ETHICALLY** with **HIGH INTEGRITY**

## Board Committee Charters

Our Board Committee Charters are available on our corporate website under Corporate Governance or by clicking the links below:



## Anti-Bribery

We have a comprehensive [Anti-Bribery Policy](#) covering compliance with anti-bribery and anti-corruption laws, such as the US Foreign Corrupt Practices Act, the UK Bribery Act, and the Canadian Corruption of Foreign Public Officials Act, as well as applicable laws and regulations in various jurisdictions.

## Cyber Security



We operate a risk-based cybersecurity program dedicated to protecting the confidentiality, integrity and availability of our information. We utilize a layered approach in protecting against, and the detection of, cyber-attacks, and leverage outside partnerships to gain intelligence on threats and continue to adjust our protection mechanisms to be effective. All employees receive information security training (including data protection and fraud awareness) on an annual basis, and we use state-of-the-art technology to monitor systems for anomalous behavior. In the event an incident were to occur, a Security Incident Response Team would be convened that consists of members from many functions, including legal counsel. Additionally, we carry a Cyber Insurance policy to help cover investigation and mitigation expenses.

Our board of directors has the ultimate oversight of the Company's risks - including cybersecurity risks - with our Audit Committee assisting the board in their oversight of cyber and information security risks.

We have also implemented a Responsible Artificial Intelligence Use Policy that establishes guidelines for the ethical, secure, and compliant development and use of artificial intelligence technologies across the organization.

# Operating **ETHICALLY** with **HIGH INTEGRITY**

## **Business Continuity**

Pacira maintains a business continuity program designed to ensure the resilience of our critical operations in the event of an unplanned disruption. We maintain corporate policies and procedures for data backup, disaster recovery, and cybersecurity, and on a continual basis analyze, evaluate, and document risk scenarios to assess improvements to our business operations. We conduct regular impact analyses and risk assessments to identify vulnerabilities across our operations, supply chain, and manufacturing processes.

Identified risks are evaluated based on likelihood and potential financial, operational, environmental, and reputational impacts. High-priority risks are escalated to senior management and, when material, to the appropriate Board Committee. The Environmental, Health and Safety team conducts regular audits, inspections, and environmental assessments to detect vulnerabilities in operations, supply chains, and manufacturing processes, including reviews of air quality systems, water management, solvent recycling, waste disposal, and hazardous-material controls.

All employees receive information security training, including data protection and fraud awareness, on an annual basis. Employee training programs also cover hazardous-materials handling, spill response, environmental procedures, and waste minimization, ensuring readiness across functions in the event of a disruption.

Our manufacturing facilities maintain business continuity plans that include backup power capabilities, emergency response procedures, critical equipment maintenance programs, and contingency measures designed to support continued operations during unexpected disruptions. Hybrid work systems and distributed administrative functions further strengthen organizational resilience.





# Operating **ETHICALLY** with **HIGH INTEGRITY**

## Information Technology Business Resilience

We have corporate policies and procedures for data backup, disaster recovery, and cybersecurity. Policies support each of these areas, and services exist to assess, attempt to mitigate, and remediate any impacts of a potential interruption to business. On a continual basis, we analyze, evaluate, and document risk scenarios to assess improvements to our business operations.

Business continuity focuses on the recovery or continuity of critical business processes within our business units, including our manufacturing operations. Disaster recovery plans outline measures for the restoration of critical systems, with defined Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs), underscoring our commitment to rapid recovery and data integrity in unforeseen circumstances.

We have recovery procedures and playbooks that establish the strategies, resources, and processes to recover from any business interruption. As part of this recovery plan, simulated exercises, formal training, and testing are periodically executed. Standard procedures and playbooks contain roles and responsibilities, decision trees, incident types, general methodologies, and management notification requirements.

Our Information Technology (IT) department maintains standards for IT infrastructure (e.g., data centers, servers, storage, and networking) through strategy and governance documents and built-out system controls. To be proactive in incident preparation, our IT department compiles relevant data through perpetual monitoring and logging.



## Forward-Looking Statements

*This report contains forward-looking statements within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995. Reference is made in particular to statements regarding among others, our goals, commitments, plans, targets, initiatives, objectives, intentions and strategies and related business and stakeholder impacts. Such statements are based on management’s current expectations and are subject to a number of factors and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. In particular, careful consideration should be given to cautionary statements made in the company’s filings with the SEC, specifically those statements found in its Annual Report on Form 10-K under the caption “Risk Factors” in Item 1A.*

# Sustainability Accounting Standards Board (SASB) Index

| Category                                      | Code         | Accounting Metric                                                                                                                                                                                                                                                    | Disclosure Location                               |
|-----------------------------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|
| Safety of Clinical Trial Participants         | HC-BP-210a.1 | Discussion, by region, of management process for ensuring quality and patient safety during clinical trials                                                                                                                                                          | <a href="#">Bioethics, P. 2-3</a>                 |
|                                               | HC-BP-210a.2 | Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity                                                             | Unreported at this time                           |
|                                               | HC-BP-210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries                                                                                                                                             | Unreported at this time                           |
| Access to Medicines                           | HC-BP-240a.1 | Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index                                                                                          | Unreported at this time                           |
|                                               | HC-BP-240a.2 | List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)                                                                                                                                     | Unreported at this time                           |
| Affordability & Pricing                       | HC-BP-240b.2 | Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period                                                                                                              | Unreported at this time                           |
|                                               | HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period                                                                                                                                        | Unreported at this time                           |
| Drug Safety                                   | HC-BP-250a.1 | Products listed in public medical product safety or adverse event alert databases                                                                                                                                                                                    | <a href="#">FAERS (EXPAREL, ZILRETTA)</a>         |
|                                               | HC-BP-250a.2 | Number of fatalities associated with products                                                                                                                                                                                                                        | Unreported at this time                           |
|                                               | HC-BP-250a.3 | (1) Number of recalls issued, (2) total units recalled                                                                                                                                                                                                               | Unreported at this time                           |
|                                               | HC-BP-250a.4 | Total amount of product accepted for take- back, reuse, or disposal                                                                                                                                                                                                  | Unreported at this time                           |
|                                               | HC-BP-250a.5 | Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type                                                                                                                                 | Unreported at this time                           |
| Counterfeit Drugs                             | HC-BP-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting                                                                                                                             | <a href="#">Patient &amp; Product Safety, P.2</a> |
|                                               | HC-BP-260a.2 | Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products                                                                                                                                  | Unreported at this time                           |
|                                               | HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products                                                                                                                                                 | Unreported at this time                           |
| Ethical Marketing                             | HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims                                                                                                                                                              | Unreported at this time                           |
|                                               | HC-BP-270a.2 | Description of code of ethics governing promotion of off-label use of products                                                                                                                                                                                       | <a href="#">Responsible Marketing, P.2</a>        |
| Employee Recruitment, Development & Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development staff                                                                                                                                                             | Unreported at this time                           |
|                                               | HC-BP-330a.2 | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others                                                                                                                   | Unreported at this time                           |
| 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 programme or equivalent third-party audit programmes for integrity of supply chain and ingredients | Unreported at this time                           |



# Sustainability Accounting Standards Board (SASB) Index

| Category         | Code         | Accounting Metric                                                                                       | Disclosure Location                        |
|------------------|--------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------|
| Business Ethics  | HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | Unreported at this time                    |
|                  | HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals                     | <a href="#">Responsible Marketing, P.4</a> |
| Activity Metrics | HC-BP-000.A  | Number of patients treated                                                                              | Unreported at this time                    |
|                  | HC-BP-000.B  | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)                       | <a href="#">Company Overview</a>           |



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