

Sustainability

2022 at a Glance



Environment

Supplies

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

Waste

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

Returns

Received and disposed of **2,756** pounds of damaged and expired products.

Social Employees



Male – 55.3%
Female – 44.7%

Minorities – 15.3%

Ages

7% below 30
26% between 30 & 50,
67% over 50

Turnover – 17%

Additions – 11%

Career Development Program

Available to all corporate employees

Cumberland Academy

Provides industry training for corporate employees

Tenures

36% @ 5 or more years,
27% @ 10 or more years,
8% @ 15 or more years

Training

Average \$4,000
per full-time
employee

Work-related injuries

None

Social Community Involvement



Cumberland Pharma Foundation

Contributed to Denver Health, MSU Foundation, TN State Museum, American Heart Association, TN Historical Society & University of Mississippi

Sponsorships

- Nashville Healthcare Awards
- Wall Street's View of Healthcare
- Women to Watch in Healthcare Event

Associations

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

Life Sciences Center

Helping to build the biomedical industry in middle Tennessee

Social Patients



Product Provided **2.2** million patient doses

Drug Safety Results

- No products listed in the FDA's MedWatch Safety Alerts
- No products identified in the FDA Adverse Event Reporting System
- No products recalled

Clinical Trials Safety

No trials terminated due to failure to practice good clinical standards

Advocacy Groups Supported

- Muscular Dystrophy Association and
- Parent Project Muscular Dystrophy

Patient AffordAbility — We cover up to **80%** of patient Rx costs through coupons for our GI brands

Governance Board



Independent – 7 of 8

Tenure – Average 9.1 years

Age – Average 65 years

Male/ Female – 5/1

Turnover – None

Board Meeting Attendance
100%



Governance Government Relations

Cumberland Health & Wellness PAC Supports candidates, elected officials, and relevant legislation

Governance Compliance



Code of Conduct

Establishes guidelines for all Board members and employees

Ethical Marketing

No government judgments, decrees or fines

Health Care Professionals

All reports regarding relations filed on time