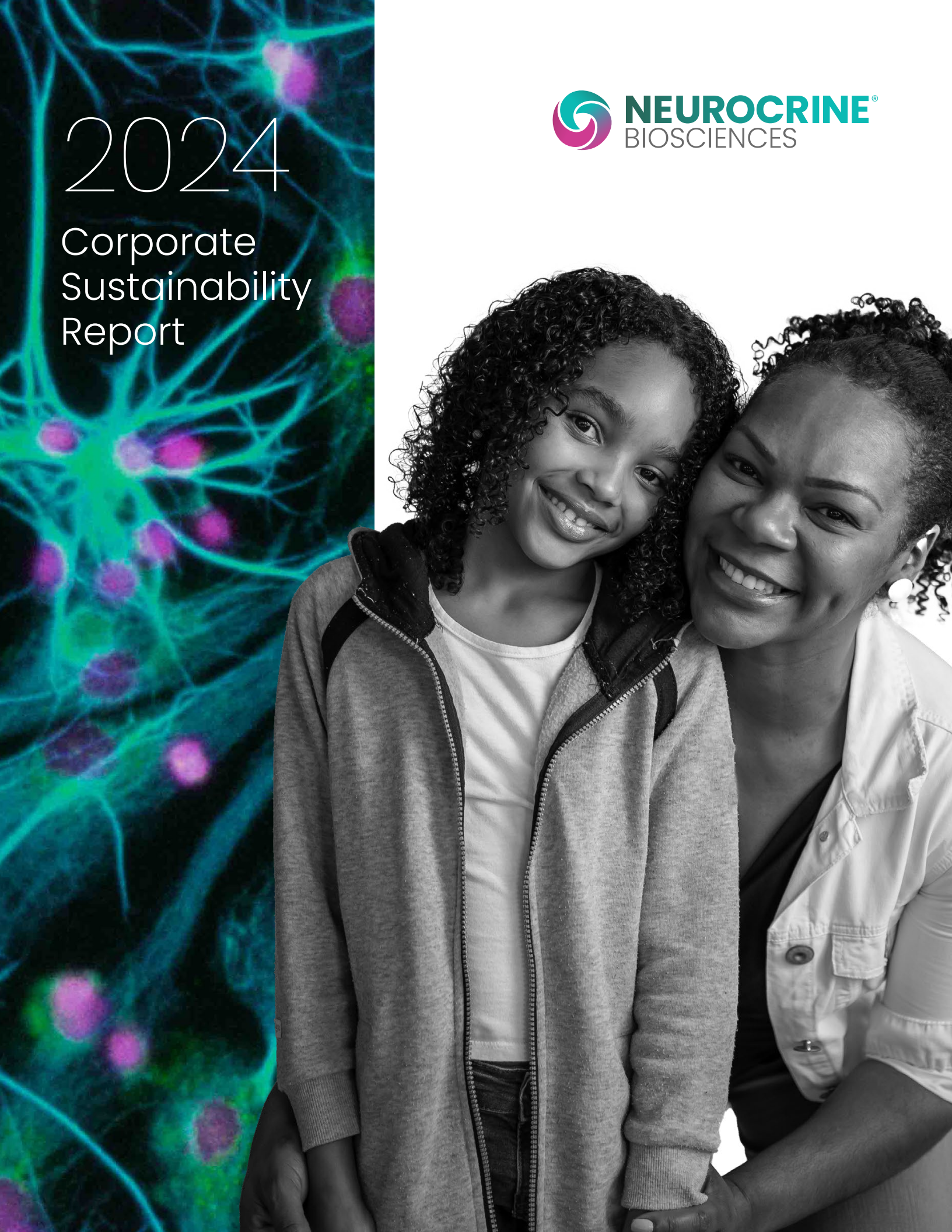
2024 Corporate Sustainability Report

NEUROCRINE® BIOSCIENCES



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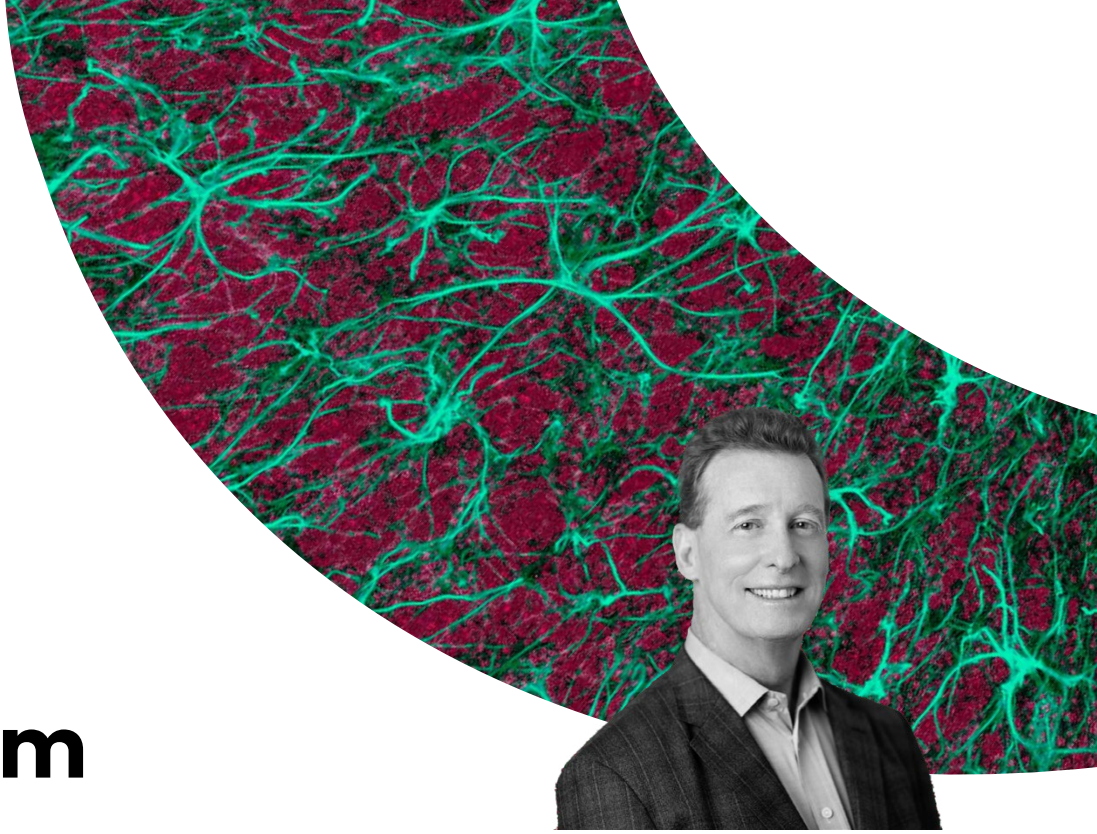


Letter from our CEO

Kevin C. Gorman, Ph.D.
Chief Executive Officer

I am writing this year's letter from the new home of Neurocrine Biosciences. Our campus is LEED-silver eligible and will serve as our environmentally friendly global headquarters for decades to come. While "where we work" has changed, the foundation of "how we work" has held steadfast.

Our company culture continues to be groundedin strong ethics with a patient-centric focus. The purpose of the nearly 1,500 Neurocrine Bioscience employees are to serve patients who are suffering from complex central nervous system disorders in neurology, endocrinology, and psychiatry. Examples of such conditions include tardive dyskinesia, chorea associated with Huntington's disease, schizophrenia, major depressive disorder and what could be our next commercial opportunity with a medicine called Crinecerfont, specifically addressing a rare endocrine genetic disorder called congenital adrenal hyperplasia (CAH).

Across the Company, we continue to make good progress in the creation of long-term sustainable value, prioritizing areas which represent the highest value to our business. Our 3rd party ratings at MSCI and Sustainalytics are reflective of this progress.

Yet we strive to improve. Updated achievements and priorities described in this year's report include:

- Expanded access to investigational medicines
- Update on our anti-counterfeiting measures
- Reducing our environmental impact at our new corporate headquarters

As I wrote in last year's note, Neurocrine Biosciences is a company that continues to evolve. Over time, we are going to advance programs that will be disease modifying or even curative, programs that will fundamentally change lives.

Sincerely,

About Neurocrine Biosciences

Neurocrine Biosciences is a neuroscience-focused, biopharmaceutical company with a simple purpose: to relieve suffering for people with great needs, but few options.

We are dedicated to discovering and developing life-changing treatments for patients with under-addressed neurological, neuroendocrine, and neuropsychiatric disorders. The company's diverse portfolio includes FDA-approved treatments for tardive dyskinesia, chorea associated with Huntington's disease, endometriosis* and uterine fibroids*, as well as a robust pipeline including multiple compounds in mid- to late-phase clinical development across our core therapeutic areas. For three decades, we have applied our unique insight into neuroscience and the interconnections between brain and body systems to treat complex conditions. We relentlessly pursue medicines to ease the burden of debilitating diseases and disorders, because you deserve brave science. For more information, visit neurocrine.com, and follow the company on LinkedIn, X (formerly Twitter)and Facebook.

~$1.9B

2023 revenue

1,500+

Total employees

~15

Programs in clinical development

*in collaboration with AbbVie

Our *Values*

PASSION

We are driven and love what we do.
We are committed to our goals and
to making a difference.

INTEGRITY

We do the right thing for patients and our community. We take accountability. We speak up.

COLLABORATION

We trust one another.
We are inclusive. We are respectful.
We are transparent. Together we succeed.

INNOVATION

We seek and create optimal solutions.

TENACITY

We do not quit. We adapt.
We accomplish what others cannot.

Our Approach to Sustainability

At Neurocrine Biosciences, we uphold an unwavering spirit of ingenuity and seek to provide life-saving solutions to patients who have great needs, but few options. We believe operating both responsibly and efficiently is paramount to creating long-term value for our company and stakeholders.

Our four key focus areas:

Operate
with the highest standards of business ethics

Invest
in our people and communities

Adhere
to the highest product quality and safety standards

Minimize
our impact on the environment

Our key sustainability areas, programs and strategies are guided by our stakeholders and third-party frameworks including the Sustainability Accounting Standards Board (SASB) biotechnology and pharmaceuticals standard and Task Force on Climate-related Financial Disclosures (TCFD).

Neurocrine is a proud member of the Biopharma Sustainability Roundtable (BSRT), a sector-specific platform designed to connect and support senior biotech and pharma executives in driving biopharma sustainability agendas forward. The BSRT addresses a wide range of sustainability topics, from strategy and governance, through operations and reporting, to impact.

Neurocrine's Board of Directors has delegated the oversight of sustainability strategies and policies to the Nominating & Corporate Governance Committee. The below graphic outlines our sustainability governance structure:

Our Sustainabilty Governance Structure

	CORE TEAM MEMBERS	MANAGEMENT COMMITTEE (MC)	BOARD COMMITTEE	BOARD OF DIRECTORS
MEMBERS	• Corporate Affairs • Environmental Health & Safety • Finance • Human Resources • Investor Relations • Legal • Research and Development • Supply Chain and Manufacturing	• Chief Corporate Affairs Officer • Chief Financial Officer • Chief Human Resources Officer • Chief Legal Officer	Nominating & Corporate Governance	All
ROLE	Develop and implement strategy, priorities, and objectives	Oversee strategy, priorities, and objectives	Oversee and review strategy, initiatives, policies, and communications (with employees, investors, other stakeholders)	Oversee all strategies and policies
COMMUNICATION FLOW	Bi-Annual updates to MC members	Update Board Committee on progress	Provide periodic updates to Board of Directors	

About this report

This report highlights our commitment to sustainability and provides an overview of our governance, oversight, policies, programs, and performance around sustainability issues important to Neurocrine and our stakeholders. Unless otherwise specifically stated, this report covers Neurocrine's performance in 2023.

Patients & Products

We relentlessly pursue scientific discovery and development that can lead to important therapies for patients who desperately need new, better options. We are committed to a robust program which addresses quality, safety, and clinical trials.

Our commercially available medicines

IN THE U.S.

INGREZZA®* (valbenazine) capsules

Tardive Dyskinesia
Chorea-Huntington's Disease

Orilissa® † elagolix tablets 150 mg 200 mg

Endometriosis

Oriahnn® † elagolix, estradiol and norethindrone acetate capsules 300 mg/1 mg/0.5 mg and elagolix capsules 300 mg

Uterine Fibroids

IN EUROPE

Efmody® Hydrocortisone modified-release hard capsules

Congenital Adrenal Hyperplasia

IN THE U.S. AND EU

Alkindi® hydrocortisone granules in capsules for opening

Adrenal Insufficiency

* Mitsubishi Tanabe Pharma Corporation (MTPC) has commercialization rights in Japan and other select Asian markets
† AbbVie has global commercialization rights

PRODUCT SAFETY AND QUALITY

We have a robust Quality System which focuses on product safety and quality aspects of Good Manufacturing Practices (GMP), Good Laboratory Practices (GLP), and Good Clinical Practices (GCP) that are required by regulators.

Neurocrine Biosciences' Quality System manual describes a comprehensive Quality System model which enables compliance with company policies, as well as U.S. and international regulations for development, manufacturing, and distribution of biopharmaceutical products. Regulatory compliance is an integral part of the Quality System model based upon the principles of continuous improvement and quality risk management. Our Vice President of Quality Assurance and our Director of Drug Safety and Pharmacovigilance are responsible for the implementation of the Quality System Manual, and our executive management reviews our Quality System on a regular basis.

We perform quarterly and annual product safety risk assessments. Findings from these assessments are reported to our Vice President of Quality Assurance quarterly. Our CEO reviews these findings at least annually and provides oversight to issuing our annual product safety report. This includes metrics such as yields, defects, and deviations.

We provide annual GMP training to our employees and ongoing training on auditing to ascertain GXP readiness of our suppliers and contract research organizations (CROs). We track and document all trainings on Trial Master File (TMF). If an incident does occur, we have regularly tested emergency response procedures to respond to a potential product safety issue.

We have standard operating procedures (SOPs) in place for the following processes and matters to ensure the highest level of integrity and product quality:

- Process for conducting both internal and external audits of activities pertaining to either GCP, GLP, and / or GMP regulations and guidelines
- Annual Product Review reports that ensure products and manufacturing processes are assessed at annual intervals
- Risk mitigation related to all GCP, GLP, and GMP activities performed by Neurocrine Biosciences employees
- Process by which we monitor the compliance of pharmacovigilance processes to allow effective monitoring of the safety of our products and compliance with reporting requirements
- Process and responsibilities for initiating, evaluating, investigating, and closing product complaints for non-commercial and commercial products according to current Good Manufacturing Practice regulations
- Process and requirements for conducting event investigations at Neurocrine Biosciences. This procedure applies to all internal and external GCP, GLP, and GMP activities (development and commercial) in which an event may occur that impacts the disposition and / or intended use of product and / or which may have Quality Assurance implications, regulatory compliance implications and / or may impact the identity, strength, quality and purity of a product.
- Procedures to follow when handling adverse events and serious adverse events in clinical studies
- Process of how Drug Safety and Pharmacovigilance (DSPV) and Quality Assurance (QA) will be notified of planned outsourcing of commercial activities to third party vendors where there is a potential for receipt of Adverse Drug Experiences or Adverse Events, Special Situation Event, and / or Product Complaints for a Neurocrine Biosciences marketed product. We seek to ensure that contracts with such vendors include Reporting Obligation language, and that appropriate training is provided to the vendor.

Our contract manufacturers and suppliers must adhere to Neurocrine's Supplier Code of Conduct and supplier quality standards which are enshrined in our Supply Agreements and Quality Agreements. Our product objectives and targets are also included within our Quality Agreements, and 3rd party performances are tracked via training, data entry, patient response and quality attributes. In addition, we conduct annual supply chain risk assessments and biannual product safety audits on every GMP manufacturer. We also perform vendor oversight assessments to ensure business continuity plans which are performed on a facility-by-facility basis.

Anti-Counterfeiting

Patient safety is paramount at Neurocrine Biosciences. This includes the integrity of our supply chain of authentic medicines. To achieve this, we have implemented a robust anti-counterfeiting strategy to prevent the introduction of counterfeit, tampered, or diverted medicines into our supply chain. This multi-pronged approach leverages serialization, covert and overt product authentication measures, and stringent diversion mitigation procedures.

Mandated by the U.S. FDA and EMA, serialization entails assigning a unique code to each saleable and aggregated unit (from individual packages to pallets) for electronic tracking throughout the supply chain. This system allows verification of a prescription drug's authenticity and its journey, empowering patients, physicians, and all stakeholders to confirm the legitimacy of the medication. Beyond serialization, we incorporate covert and overt measures directly embedded into our products. These confidential safeguards, regularly updated, enable field-level identification of authenticity, independent of serialization data.

Neurocrine Biosciences is committed to combating diversion. Upon suspicion of diversionary activity, we conduct thorough investigations in collaboration with local, state, and federal law enforcement. We also proactively inform supply chain partners to ensure collective vigilance against potential threats.

CLINICAL TRIALS PROGRAM

We are committed to implementing and maintaining strong ethics into our clinical trials program. The foundation of our clinical trials standard and program is governed by the International Council for Harmonisation (ICH) and GCP guidelines, as well as FDA and any applicable international regulations. Our Chief Medical Officer and Chief Regulatory Officer provide managerial oversight to our clinical trials program.

Our clinical trial standards apply to all trials conducted, including any offshore and outsourced trials. We regularly monitor our trials and conduct audit programs to ensure compliance. We conduct risk and impact assessments before beginning any trial, and the Institutional Review Board has authority to approve, modify and stop trials. We have standard operating procedures in place to obtain trial participants' informed consent, and these procedures help ensure this consent is free of conflicts or illegal activities. To ensure clinical trial integrity, employees involved in trials are provided training and awareness programs. All ongoing trials are monitored regularly, and we have grievance mechanisms in place for participants in the case of an incident.

Clinical trial diversity

At Neurocrine, we consider diversity internally as well as with our vendors in clinical trials when we initiate any programs. We have in place a DE&I Evidence Generation Committee with the goal to enhance representation of diverse study populations in different stages of drug development programs of targeted disease epidemiology.

Functions represented within the DE&I Evidence Generation Committee include:

- Health Economics and Outcomes Research (HEOR)
- Clinical Operations
- Clinical & Medical Development
- Biometrics
- Field Medical
- Patient Advocacy
- Regulatory Affairs
- Public Policy
- Human Resources

We established this committee seeking to contribute to present and future research portfolios of the noncommercial assets and commercial business, and to advance the health and welfare of underrepresented populations. The Committee uses a customized framework and workstream across all research portfolios focusing on neurological, neuroendocrine, and neuropsychiatric disorders, using FDA guidance and Multi-Regional Clinical Trials Center (MRCT) recommendations. This involves evaluating both current pre-approval gaps and post-approval unmet needs. We began providing employee awareness trainings in 2023.

Clinical trial transparency

Neurocrine recognizes that clinical research plays an important role in the education of healthcare professionals and in the advancement of patient health. All interventional clinical trials in patients are registered on Clinicaltrials.gov, EudraCT, and other relevant registry websites. Consistent with applicable laws and guidance, as well as the principles of transparency and disclosure, Neurocrine is committed to conveying clinical study research results in an objective, accurate, balanced, and complete manner that will include a discussion of the study's limitations. Results are disclosed regardless of whether they are positive or negative and are regularly shared with the scientific community through publication in peer-reviewed scientific and medical journals and congresses. In limited cases, Neurocrine may choose not to publish study results where the study was terminated before completion or where the results do not provide meaningful information about product safety or efficacy. However, we publish the available results of terminated interventional clinical trials that were conducted on patients in the clinical trial registry. We publish our results to clinical trial registries within a specific timeframe dictated by regional regulatory requirements.

Neurocrine fully supports openness and transparency. As such, all authors of publications (including Neurocrine Representatives and external collaborators) disclose any potential conflicts of interest, including financial or personal relationships that might be perceived to bias their work. Publications also contain an acknowledgement of the project's funding and Neurocrine's involvement in the analysis of data or preparation of the publication. Neurocrine accepts external requests for clinical trial data. Following approval of a new product or a new indication, Neurocrine will share protocols and anonymized patient-level or study-level data with qualified scientific and medical researchers on a case-by-case basis following review by an internal team.

Expanded Access to Investigational Medicines

While administration within the framework of controlled clinical research is optimal, there may be occasions when it is in the interest of some patients to have access to investigational medicines when enrollment in a clinical trial is not possible.

Where individuals have a serious or life-threatening disease or condition for which Neurocrine has a potential therapy and where all alternative treatment options, including enrolling in available clinical trials are not suitable, "expanded access" may be a suitable option. Neurocrine will carefully review all expanded access requests submitted by a physician or qualified Healthcare Professionals (HCPs) on a case-by-case basis and guided by our **Expanded Access to Investigational Medicines Policy**, which also includes the application submission directions for physicians or qualified HCPs.

Patient access and pricing

Patient access is a priority at Neurocrine Biosciences because discovering and developing new medicines alone is not enough. Important medical advancements can only change lives when they reach patients who need relief. We determine the price of our medicines based on their value and impact to patients, families, care partners, providers, payers, and society. In doing so, we adhere to the highest ethical and compliance standards and are guided by the following principles:

- Improving the lives and wellbeing of patients
- Maximizing access and reducing out-of-pocket costs for eligible patients
- Striving to reduce obstacles for patients to fill a prescription or undergo treatment
- Fueling the discovery and development of life-changing medicines

Animal testing

We are committed to the ethical use of animals in biomedical research. All animal studies are carefully reviewed by an Institutional Animal Care and Use Committee (IACUC) which is charged with ensuring that a proposed study is essential. We comply with the "Three Rs" (Replace, Reduce and Refine), widely accepted ethical principles that are embedded in the conduct of animal-based science.

Our People

At Neurocrine, we have a variety of different perspectives and experiences but work with one goal in mind—to bring brave science to patients. We are committed to fostering an inclusive environment which provides our employees the tools to succeed at every stage of their careers.

DIVERSITY, EQUITY AND INCLUSION

We are committed to accelerate our efforts around Diversity, Equity, and Inclusion (DE&I) within Neurocrine and in the life sciences community. Our Compensation Committee provides Board oversight of our DE&I program, and our Chief Human Resources Officer has managerial responsibility for our diversity initiatives.

To help provide advice and guidance on DE&I priorities and initiatives, we have in place a DE&I Council of 11 full-time employees, including our Chief Corporate Affairs Officer as Chair and Executive Sponsor. The DE&I Council oversees priorities and initiatives that support Neurocrine's DE&I strategic framework and goals. Representing different backgrounds and roles from across the company, the DE&I Council meets monthly to discuss what is being actioned on DE&I, examine how it's working, and provide input on what else we should prioritize. As a Biocom California member organization, we are a signatory to their DE&I Member Pledge. Our action supports our commitments under this pledge.

Our multi-faceted DE&I program includes the following initiatives:

- Mentorships and internship programs featuring diverse employees and students
- Wylie Vale Neurocrine Biosciences SD2 Scholarship, which focuses on supporting the growth and development of underrepresented collegiate students pursuing a STEM-related degree
- Career watch for high-potential diverse talent
- Build Science, Technology, Engineering and Mathematics (STEM) employee candidate pipeline via involvement with:
  - Historically Black Colleges and Universities (HBCUs) site visits and career fairs
  - The National Sales Network (NSN), the premier conference for Black sales professionals. Neurocrine has been a gold sponsor of the event and represented at the NSN career fair.
  - The Ocean Discovery Institute (nonprofit organization using science to empower young people from underserved urban communities to transform their lives, their community, and our world as scientific and conservation leaders)
  - San Diego Squared (STEM-focused nonprofit organization connecting underrepresented student to the power of STEM by providing access to education, mentorship and resources to develop STEM careers)

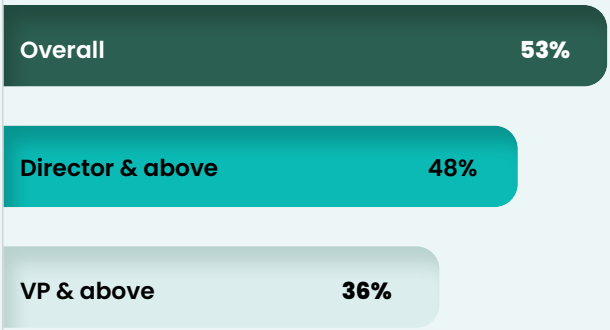
- Build upon DE&I employee education initiatives including:
  - Engaging all employees, including the CEO and Management Committee, in our Unconscious Bias Learning Program, Trust Workshop, and anti-harassment and anti-discrimination training. Our anti-harassment and anti-discrimination trainings are reviewed annually.
- Onsite mothers' room for nursing moms
- Celebration and promotion of widely recognized diversity and inclusion awareness months and days including but not limited to:
  - Asian American and Pacific Islander Heritage Month
  - Black History Month
  - Hispanic Heritage Month
  - Juneteenth
  - Pride Month
  - Women's History Month

Employee resource networks

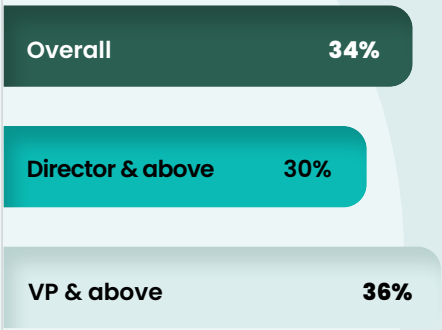
Valuing the broad range of diversity at Neurocrine Biosciences, we recognize the important role that Employee Resource Networks (ERNs) play in creating an inclusive culture where all huge employees can thrive. ERNs are open to all employees to join for support and connection based on common interests, backgrounds, or demographics, promoting a more diverse, equitable, and inclusive workplace. Aimed at being educational and supportive, ERNs align with our overall DE&I strategy.

ERNs are supported by an Executive Sponsor and the Director of DE&I and governed by a core leadership team group of 5-6 volunteers, representing the field and corporate office. We currently have an Asian ERN, Black ERN, Christian ERN, disAbility ERN, Hispanic ERN, Young Professionals ERN, and a Women ERN, and we welcome the formation of ERNs for LGBTQIA+ people, veterans, people of all faiths, and other underrepresented groups.

Gender diversity



Racial/ethnic diversity



Recognition

Fortune Best Workplaces in Healthcare and Biopharma™ 2022 and 2023

Great Place to Work Certified August 2023 – August 2024

Pay equity

We are committed to advance pay equity as part of our wider DE&I commitments. We conduct a pay equity analysis at least once annually and identify gaps. If any gaps are identified, they are addressed promptly. We also analyze our promotion calibrations to ensure there are no disconnected gaps. In addition, we offer pay transparency education to all employees on our total pay process and philosophy.

TRAINING, DEVELOPMENT & ENGAGEMENT

Our people are at the heart of our business, and we have a formal talent pipeline development strategy. Our 5-year capabilities and talent plan, which focuses on research and development-based recruitment and diversity, provides insight for our Human Resources team as they identify and cultivate new talent pools. We actively partner with third-party organizations to enhance our pipeline with a specific emphasis on early-in-career and diverse talent.

In 2023, we invested more than $575,000 to upskill our employees.

Training and development offered to all employees include:

- Compliance and sales training
- Externally facilitated leadership classes
- Emerging Leaders to ready people to be sales leaders
- Managing People at Neurocrine Biosciences for new leaders
- Leading at Neurocrine Biosciences
- Situational Leadership II
- Leader Power Hours
- Professional development programs, such as presentation skills, time and project management, emotional intelligence, Introduction to Biotech and Learning Power Hours
- In addition, third-party educational speakers routinely educate our Board of Directors (Board), our Management Committee and other Neurocrine Biosciences leaders on a variety of topics, including corporate governance best practices

↑**72%*** of employees | ↑**81%**** of people leaders

participated in our professional and leadership development trainings, respectively

*Up from 40% in 2022 **up from 65% in 2022

Compensation and benefits

Our employees are at the center of what we do, the success we achieve, and the values we live. Our benefits programs reflect our commitment to our employees and their families and prioritize physical, emotional, and financial wellness. We offer a comprehensive and competitive benefits package to all employees, including those covered within our industry-leading reduced hours initiative that includes:

- Industry-leading PTO, including days off between Christmas and New Year's Day
- Medical, dental, vision and life insurance
- 401(k) with company match
- Employee stock purchase plan (ESPP) and equity incentive plan
- Tuition reimbursement
- Medical reimbursement, infertility, surrogacy, and adoption assistance
- Flexible spending accounts, critical illness and accident insurance, hospital indemnity, long-term care, and short-and long-term disability
- Dependent care flex savings account
- Health coaching, well-being portal, annual wellness incentive

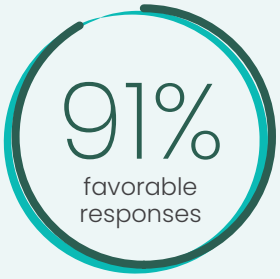
- Virtual mental health appointments
- Onsite fitness center and wellness room
- Hybrid and flexible work arrangements
- Resources like Helpr: Nanny/sitter/childcare/tutoring/enrichment programs, parent resource group, and eldercare support and services
- Leave of absence benefits: Paid leave for employee serious health condition, paid caregiver leave for eligible family members with a serious condition, and new parent bonding for both parents
- Annual Mental Health day - NEW
- Support for employees experiencing infertility and menopause - NEW

Engagement and retention

All employees at Neurocrine are eligible to receive mid-year check-ins and an annual development review. We conduct an additional Talent Development Review with some of our leaders and leadership teams which includes development planning, career interests and succession planning. In 2023, 56 leaders were included in Talent Development Reviews, and findings from this process were reviewed by our CEO and Management Committee. All employees are asked to set a professional development goal which is included in our annual Goal Planning and Performance Review process. We offer career development workshops to support employees with their career development planning and development resources to help them achieve their goals.

ANNUAL EMPLOYEE ENGAGEMENT SURVEY

92% **participation rate in 2023**



Our engagement index measuring favorable responses was 91%, which places us in the **90th percentile** among biopharmaceutical companies

In addition to the engagement index, our survey also includes a DE&I index

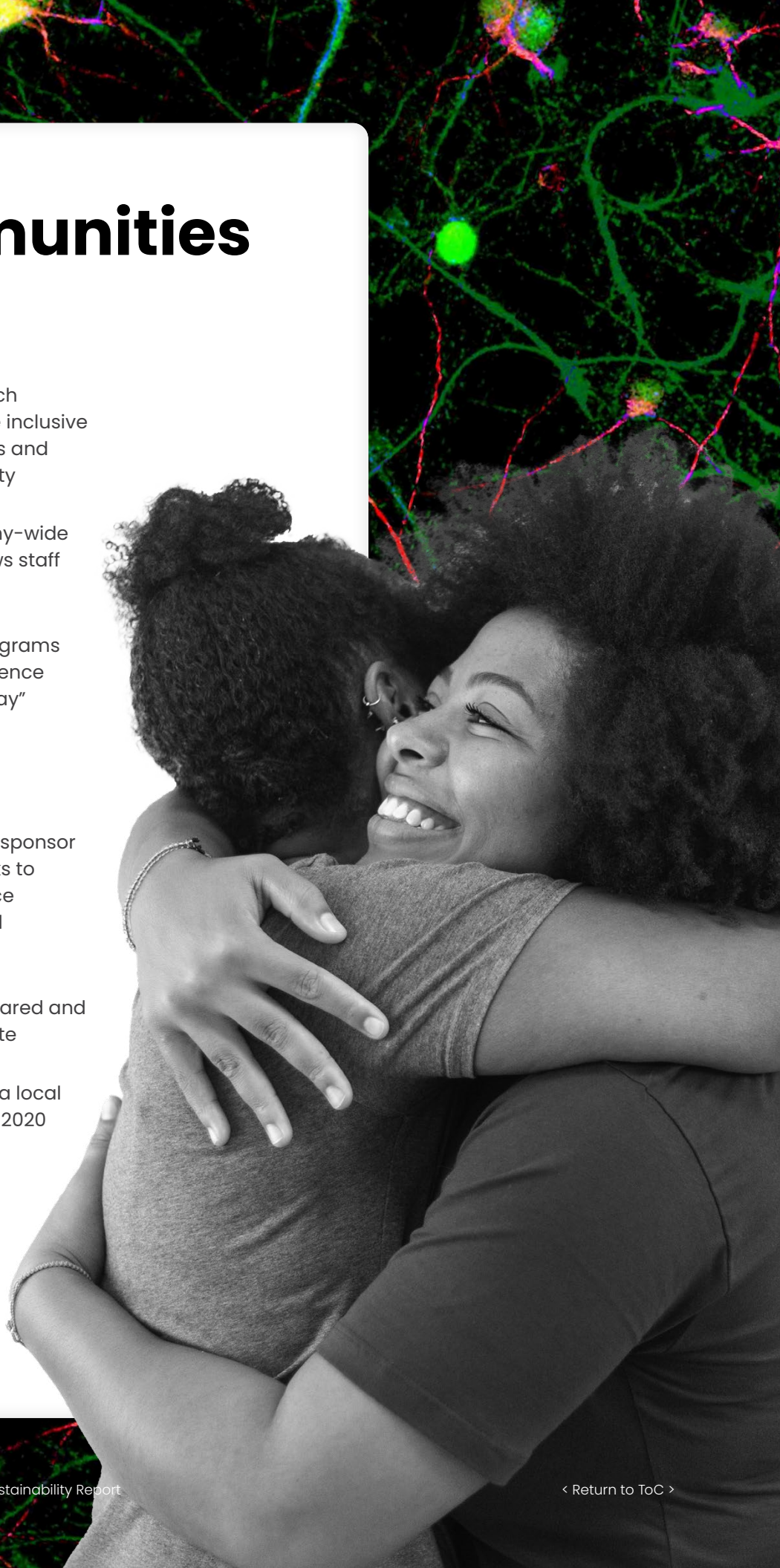
High level of staff engagement shows the commitment our employees have to ensure Neurocrine Biosciences can continue to improve and evolve as a company while still keeping our values and maintaining our culture

The success of our human capital investments is evidenced by our low employee turnover, a number which is regularly reviewed by our Board as part of their oversight of our human capital strategy.

- Our 1 and 3-year voluntary turnover rates were 5.6% and 7.5% respectively
- Our voluntary and total turnover rates compare very favorably to the average voluntary benchmark rate for other Southern California-based life science and medical device companies of 13.4%

Our Communities

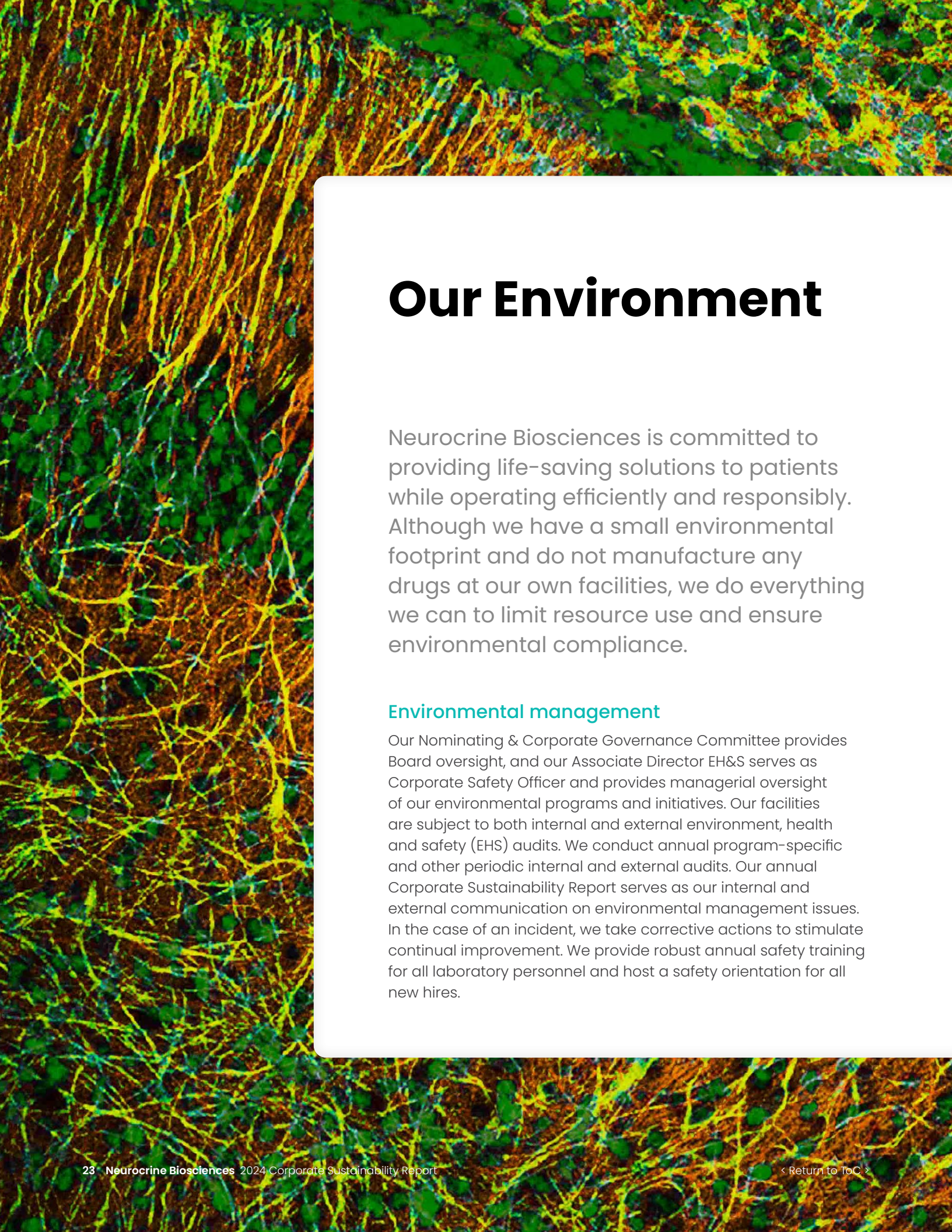
- We conduct annual outreach programs to promote more inclusive hiring practices for veterans and disabled members of society
- We provide a paid, company-wide “Volunteer Day” which allows staff to give back
- We sponsor local youth programs and engage students in science expos and “scientist for a day” programs
- We offer paid internships
- Our Employee Committees sponsor community events like walks to support the National Alliance of Mental Illness (NAMI) and Parkinson’s Disease walks
- We proudly sponsor SD Squared and the Ocean Discovery Institute
- We have donated $2.5M to a local San Diego Food Bank since 2020
- We annually match up to $250 per employee to any qualified charitable organizations



San Diego Squared Fellows at Neurocrine

Neurocrine recently hosted a visit to HQ with **San Diego Squared Fellows,** a yearlong mentorship program for underrepresented 10th -12th grade high school students in San Diego County who are interested in STEM (Science, Technology, Engineering, & Math)

San Diego Squared (SD2) focuses on increasing diversity in STEM careers and strives to Inspire, support, and mentor students at every stage of the talent pipeline.



Our Environment

Neurocrine Biosciences is committed to providing life-saving solutions to patients while operating efficiently and responsibly. Although we have a small environmental footprint and do not manufacture any drugs at our own facilities, we do everything we can to limit resource use and ensure environmental compliance.

Environmental management

Our Nominating & Corporate Governance Committee provides Board oversight, and our Associate Director EH&S serves as Corporate Safety Officer and provides managerial oversight of our environmental programs and initiatives. Our facilities are subject to both internal and external environment, health and safety (EHS) audits. We conduct annual program-specific and other periodic internal and external audits. Our annual Corporate Sustainability Report serves as our internal and external communication on environmental management issues. In the case of an incident, we take corrective actions to stimulate continual improvement. We provide robust annual safety training for all laboratory personnel and host a safety orientation for all new hires.

The New Environmentally-Friendly Home of Neurocrine Biosciences

In 2024, we began moving into our new San Diego campus facility that is purpose-built for Neurocrine. The campus facility was designed with environmental sustainability in mind, and some of its features include:

- LEED Silver eligible
- 100% occupancy and daylighting control LED lights
- Over 5% of all parking spaces are equipped with EV charging
- Covered parking for over 75% of space to reduces the heat island effect
- Building envelope, insulated glass and solar sharing reduce energy consumption
- Flexible engineering to enable multi-modality approaches including large and small molecule platforms to potentially bring more medicines to more patients

Waste management

The vast majority of our hazardous waste is recycled. In 2023, over 98% of our hazardous waste was recycled via EPA-aligned reclamation and recovery methods of solvent recovery, fuel blending, acid regeneration or energy generation. This equated to over 36 tons of waste with only 1,500 lbs. of non-recyclable waste (which was then properly disposed of). We exceeded our goal of maintaining our hazardous waste recycling percentage of over 90%. To drive even better improvement, we have engaged with a third-party global leader in hazardous waste recycling, to drive our recycling percentages as close to 100% as possible.

	2022 HAZARDOUS WASTE (LBS.)	2023 HAZARDOUS WASTE (LBS.)	2022 HAZARDOUS WASTE (%)	2023 HAZARDOUS WASTE (%)
RECYCLED	45,620	73,075	94.4%	98%
NOT RECYCLED	2,715	1,485	5.6%	2%
TOTAL	**48,335**	**73,560**	**100%**	**100%**

GREEN CHEMISTRY

Neurocrine scientists seek to minimize the environmental footprint associated with our products by applying principles of Green Chemistry and Engineering. Applying these principles across our portfolio and across scientific and engineering disciplines has had a recognizable effect in providing higher efficiency, economic and environmental superiority. This serves as a differentiator for Neurocrine towards achieving greater sustainability during drug development and manufacturing.

This principled approach predicates a commitment to applying the most advanced technologies available for the greatest efficiency while dedicating resources to continuously expand these capabilities and performance. We have determined that these perspectives augment one another, are not mutually exclusive, and perform symbiotically to create opportunities for Neurocrine to serve patients while developing medicines in the most efficient manner possible both environmentally and economically.

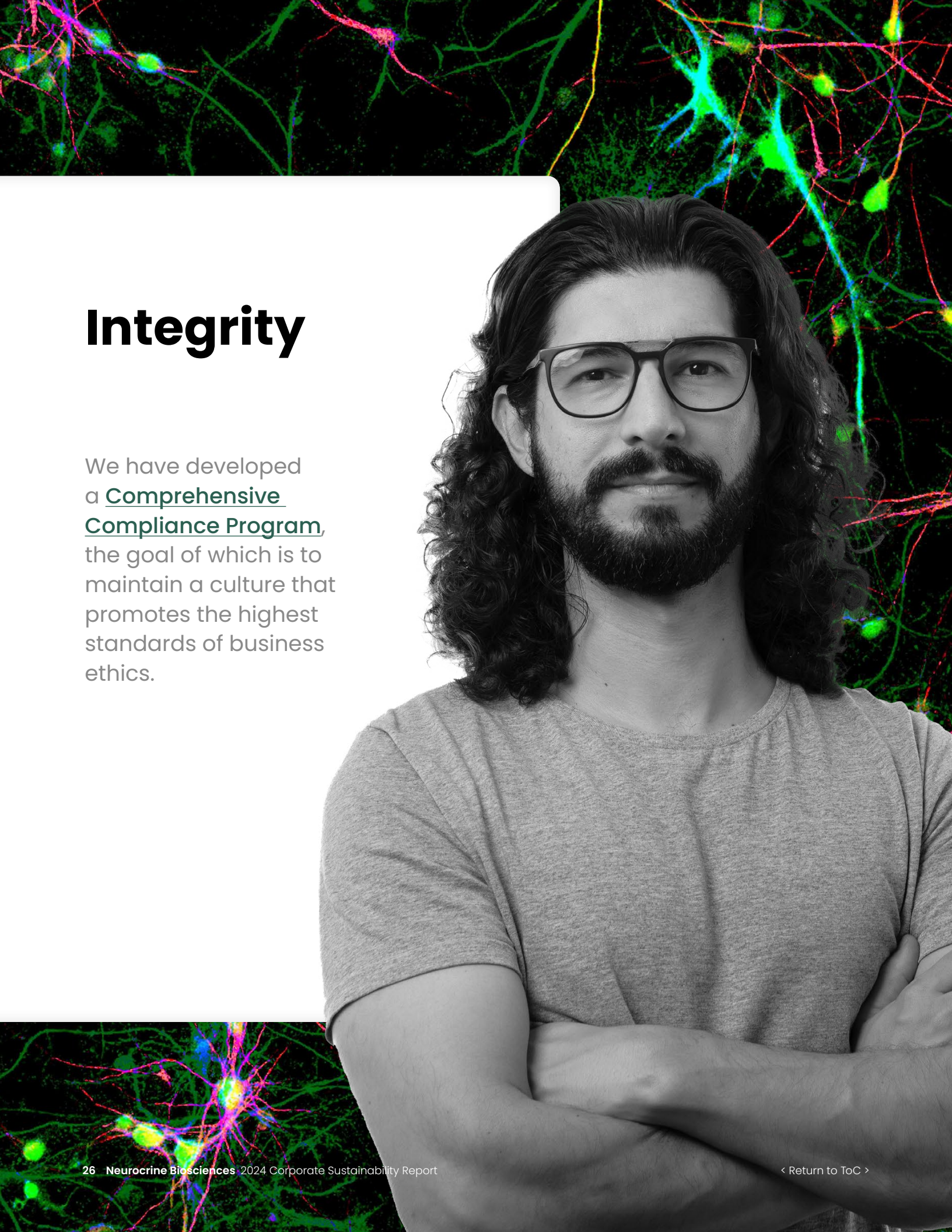
An example of our green chemistry in practice is our 2nd Generation commercial manufacturing process for INGREZZA® which reduces total waste by 53%, water use by 32%, cycle-time for manufacture by 43%, all while increasing the product yield by 5%. This results in the elimination of over 200 metric tons of waste for every metric ton of INGREZZA manufactured. Enzymatic processes have also been developed which are performed in water and increase the yield of product while simultaneously eliminating multiple chemical processing steps that make use of heavy metals and copious amounts of organic solvent. These examples highlight Neurocrine's commitment to a portfolio-wide application of Green Chemistry and Engineering principles that improve the "triple bottom line" regarding profit, people and planet.

In addition to internal scope considerations, Neurocrine also seeks to address Scope 3 impact through applied development of supply chain and our selection practices include partnerships that foster innovation, efficiency and responsibility. Raw chemical materials that are inefficient, for instance, are resourced internally and externally to develop new and highly efficient science and engineering solutions for greater sustainability in performance.

As it pertains to external efforts in outreach and collaboration, Neurocrine is proud to be a leading member of the American Chemical Society Green Chemistry Institute's Pharmaceutical Roundtable. The Roundtable's mission is to catalyze the implementation of Green Chemistry and Engineering in the global pharmaceutical industry. Neurocrine representatives chair or participate in teams including: The Awards Team that annually recognizes Green Chemistry achievement across the industry as well as contract manufacturers that serve the industry for Green Chemistry excellence; the Biotransformation Team that is bringing this transformative technology within reach of broader application; the Academic Grants team that funds academic innovation; and the Articles of Interest Publication Team that highlights the best, innovative green publications for the entire community. Neurocrine scientists are actively leading or participating to affect a future of greater sustainability in the pharmaceutical industry.

Integrity

We have developed a Comprehensive Compliance Program, the goal of which is to maintain a culture that promotes the highest standards of business ethics.



Compliance oversight responsibility

The Nominating & Corporate Governance Committee (NCGC) of our Board of Directors has oversight of our Compliance Program. Our Chief Compliance Officer is charged with developing, operating, and monitoring the Compliance Program and ensuring that the elements of an effective Compliance Program are in place. This includes a strong ethical culture, policies and procedures, training and education, auditing and monitoring of compliance risks, and compliance investigations. The Chief Compliance Officer reports directly to the Chief Legal Officer and has direct access to the Chief Executive Officer, to other members of senior management, and to our Board of Directors. The Chief Compliance Officer provides an assessment of Neurocrine Biosciences' Compliance Program and reports routinely to the Nominating & Corporate Governance Committee of our Board of Directors. In addition, we have established a Compliance Committee to advise the Chief Compliance Officer and assist in the implementation of the Compliance Program. This includes reviewing key compliance risks and associated mitigation plans and ensuring that compliance related strategic initiatives are appropriately prioritized and resourced. Compliance Committee members are senior executives, including the Chief Legal Officer, Chief Financial Officer, Chief Commercial Officer, Chief Medical Officer, Chief Regulatory Officer, and Chief Human Resources Officer.

As part of our compliance program:

- All employees are required when first hired to read, be trained, and annually certify compliance to our **Code of Business and Ethics**, which also includes measures to deter non-compliance with ethical guidelines and to reduce exposure to unethical opportunities
- Neurocrine Biosciences' annual corporate goals, which are a significant factor in compensation decisions, include continuing to enhance Neurocrine Biosciences' culture of integrity, ethics and compliance
- Our comprehensive Compliance Program includes our **Anti-Bribery and Anti-Corruption Policy**, which applies to all Neurocrine Bioscience employees, officers, and directors, as well as anyone doing business on our behalf; all employees are required to complete annual training on the policy and the training is updated annually
    - » In addition, our vendors have independent policies or operating guidelines to address record keeping, approval procedures and appropriate behavior
- In our Declaration of **Compliant Interactions with Healthcare Providers**, we fully support, and have agreed to follow, the Pharmaceutical Research and Manufacturers of America's (PhRMA) revised "Code on Interactions with U.S. Healthcare Professionals," which provides guidance on such interactions including, among other things, informational presentations and accompanying meals, grants and consulting arrangements, peer to peer speaker programs and training and conduct of Company representatives
- We comply with all FDA regulations with regards to drug promotions standards and also adhere to PhRMA code and other legal requirements for promotion
- All third-party agreements contain a requirement to comply with all relevant laws, and many third-party agreements additionally contain a requirement to comply with Neurocrine Biosciences' policies, including, as appropriate, with respect to Good Manufacturing Practices and Quality Systems, Good Clinical Practices, or Good Laboratory Practices

- We hold our suppliers to the same high ethical standards to which we hold Neurocrine Biosciences employees. Our supplier expectations are confirmed in our **Supplier Code of Conduct**
- We conduct an annual supply chain end-to-end risk assessment which identifies potential risks and mitigations
- An Ethics Hotline is available for employees and anyone external to the company to report a violation or potential violation of law or Neurocrine Biosciences policy
  - The Ethics Hotline is hosted by a third-party vendor and is available to receive reports 24 hours a day, 7 days a week. Reporters may remain anonymous
  - Reports can be submitted by calling 1-800-688-2908 or through **NeurocrineEthics.com**
  - Neurocrine Biosciences policy prohibits any form of retaliation for reporting a compliance concern in good faith
- Neurocrine engages in the political process to advance the long-term interests of the company and shareholders, our Corporate Affairs is responsible for managing our public policy issues and government relations worldwide
  - Our **Political Contributions and Expenditures Policy** provides guidance to any and all activities involved with the political process
  - Our NCGC has oversight over Neurocrine policies and practices in connection with governmental relations, public policy political contributions, and related expenditures
  - Our Political Action Committee (PAC), a non-partisan organization, provides opportunities for employees and directors to participate in the American political process
    - The PAC is overseen by the Political Action Committee Board (PACB)

Data Privacy and Cybersecurity

Our Chief Information Officer (CIO), in partnership with our corporate privacy officer/Legal department, oversees our data privacy programs, as they relate to Neurocrine data, technological, and cyber security platforms. Our CIO reports to the Board of Directors Audit Committee on a regular basis, providing data, recommendations, and an overall assessment of our cyber security program. Additionally, our CIO provides strategic and tactical oversight and direction for all Cybersecurity related matters. This includes cyber program strategy, program maturation, program and process review and testing, training and awareness, and reporting.

Relative to data protection, storage, and retention; it is the responsibility of our CIO to ensure our relative technological solutions meet the legal and regulatory requirements of Neurocrine. Further, it is the responsibility of our CIO to report deficiencies in technology, and process, and make recommendations for remediation to the Management Committee.

Our **Privacy Policy** sets forth the practices of Neurocrine Biosciences, and our subsidiaries and affiliates, regarding the collection, use and disclosure of personal information in connection with our websites. We monitor internal and external cybersecurity threats and review and revise our cybersecurity defenses on a regular cadence.

Appendix

Sustainability Accounting Standards Board (SASB) Index

The following table provides data and information for Neurocrine utilizing the Sustainable Accounting Standards Board's (SASB) Health Care - Biotechnology and Pharmaceuticals industry standard. The data represents full-year 2023 performance.

CATEGORIES	ACCOUNTING METRIC	CODE	INFORMATION
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	We are committed to quality and patient safety. For details, see **Patients and Products**
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	Not reported
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	Not reported
ACCESS TO MEDICINES	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	HC-BP-240a.1	Access to medicine is a priority at Neurocrine. For details, see **Patients and Products**
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Not reported

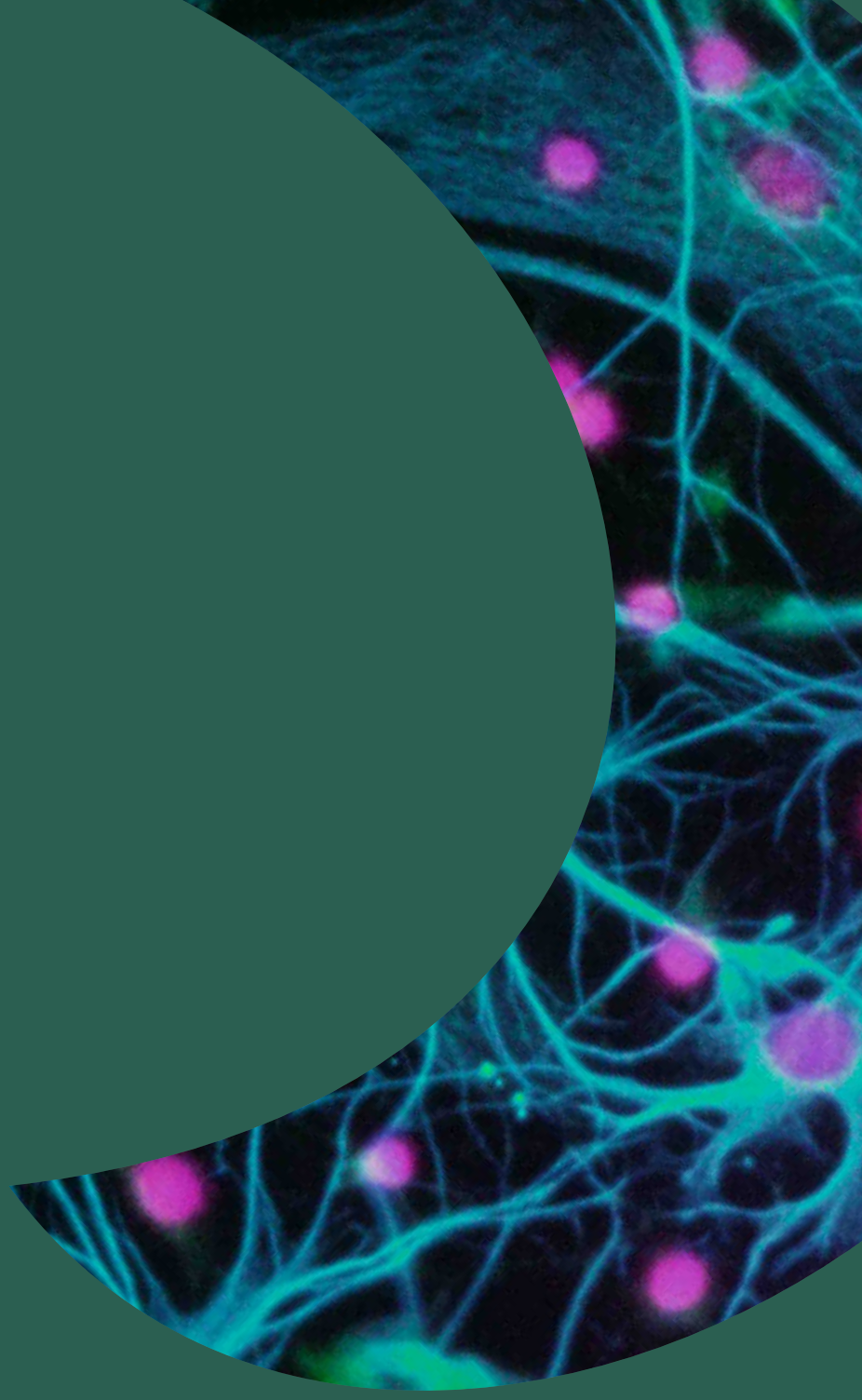
CATEGORIES	ACCOUNTING METRIC	CODE	INFORMATION
AFFORDABILITY & PRICING	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	HC-BP-240b.1	Not reported
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	Not reported
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	Not reported
DRUG SAFETY	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	Not reported
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	Not reported
	Number of recalls issued, total units recalled	HC-BP-250a.3	Not reported
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	Not reported
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	Not reported
COUNTERFEIT DRUGS	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Patient safety is paramount to us and that includes the integrity of our supply chain of authentic medicines For details, see **Patients and Products**
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Not reported
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Not reported

CATEGORIES	ACCOUNTING METRIC	CODE	INFORMATION
ETHICAL MARKETING	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	Not reported
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	Not reported
EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	We are committed to fostering an inclusive environment which provides our employees the tools to succeed at every stage of their careers. For details, see **Our People**
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	HC-BP-330a.2	(1) 5.6% voluntary (2) Not reported
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	Not reported
BUSINESS ETHICS	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	Not reported
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	Our **Compliant Interactions with Healthcare Providers** details standards for interacting with health care professionals. For details, see **Integrity**
ACTIVITY METRICS	Number of patients treated	HC-BP-000.A	Not reported
	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	HC-BP-000.B	(1) 5 (2) ~15

Task Force on Climate-related Financial Disclosures (TCFD) Index

We are committed to providing transparency on our climate change risk management. The TCFD has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders, which we have used to guide our reporting.

GOVERNANCE	Board Oversight: Our Nominating & Corporate Governance Committee provides Board oversight of climate-related risks and opportunities as part of its wider oversight of our sustainability program, including approving and guiding numerous initiatives to drive our environmental commitment. Management Oversight: Our executive leadership and our Associate Director, EH&S, who serves as Corporate Safety Officer, provide managerial oversight of our environmental programs and initiatives, including climate-related risks, and how to implement strategies and programs to address those in our business.
STRATEGY	We consider climate-related risks as part of our broader sustainability strategy. As a biopharmaceutical company, we do not currently believe climate change poses a material financial risk to our operation. We are aware that as regulations, extreme weather and public sentiment toward climate change continues to shift, we may have to adjust our practices to meet evolving expectations. We have identified the below climate-related risk that may affect us over the short-, medium- and longer-term: Physical risks: We could be affected by climate change and adverse weather events as a result of climate change such as fire, tornadoes, hurricanes, flooding and other storms, to the extent such issues adversely affect the communities in which our facilities are located.
RISK MANAGEMENT	Our executive leadership and Board of Directors are intent on managing and mitigating various risks to our business and financial performance, including climate change and other environmental risks. Such risk management topics are reviewed and discussed on a regular basis among our leadership across the organization.
METRICS AND TARGETS	We monitor the energy efficiency, performance and emissions of our facilities. We do not currently disclose our greenhouse gas emissions.



NEUROCRINE® BIOSCIENCES

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If you have any questions regarding the Corporate Sustainability Report, please contact ir@neurocrine.com

June 2023