**Sustainability**

**2022 at a Glance**

### Environment

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

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

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

### Social

#### Employees

- **Male** – 55.3%
- **Female** – 44.7%
- **Minorities** – 15.3%

**Ages**
- 7% below 30
- 26% between 30 & 50
- 67% over 50

**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

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2022 Annual Report