2025 Corporate Responsibility Report

NEUROCRINE® BIOSCIENCES

About This Report

This Corporate Responsibility Report provides an overview of the governance, oversight, policies, programs, and performance around corporate responsibility topics important to Neurocrine Biosciences, Inc. ("Neurocrine Biosciences", "Neurocrine", "Company", "we", "our", or "us") and the Company's stakeholders. Unless otherwise specifically stated, this report covers Neurocrine's performance in fiscal 2024, ended December 31, 2024.

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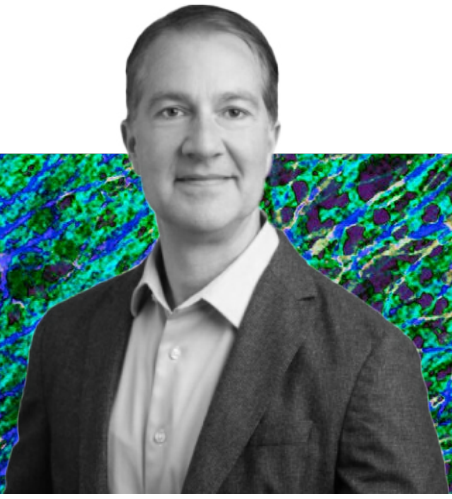
Letter From Our CEO



Kyle W. Gano, Ph.D.
Chief Executive Officer

Over the past year, Neurocrine Biosciences has continued to develop life-changing treatments to relieve suffering for people in need. We are rapidly advancing our diversified pipeline while executing on our commercial medicines for patients, positioning Neurocrine to drive sustainable growth and value for our shareholders.

While much has changed at Neurocrine since our founding in 1993, our culture remains grounded in core values of passion, integrity, collaboration, innovation, and tenacity. After more than 23 years with the Company, and even more so in my new role as Chief Executive Officer, I continue to believe deeply in these values and how they drive our success.

I am pleased to present our 2025 Corporate Responsibility Report, highlighting the programs that support our vision of becoming the leading neuroscience company. We prioritize areas that represent the highest value to our business.

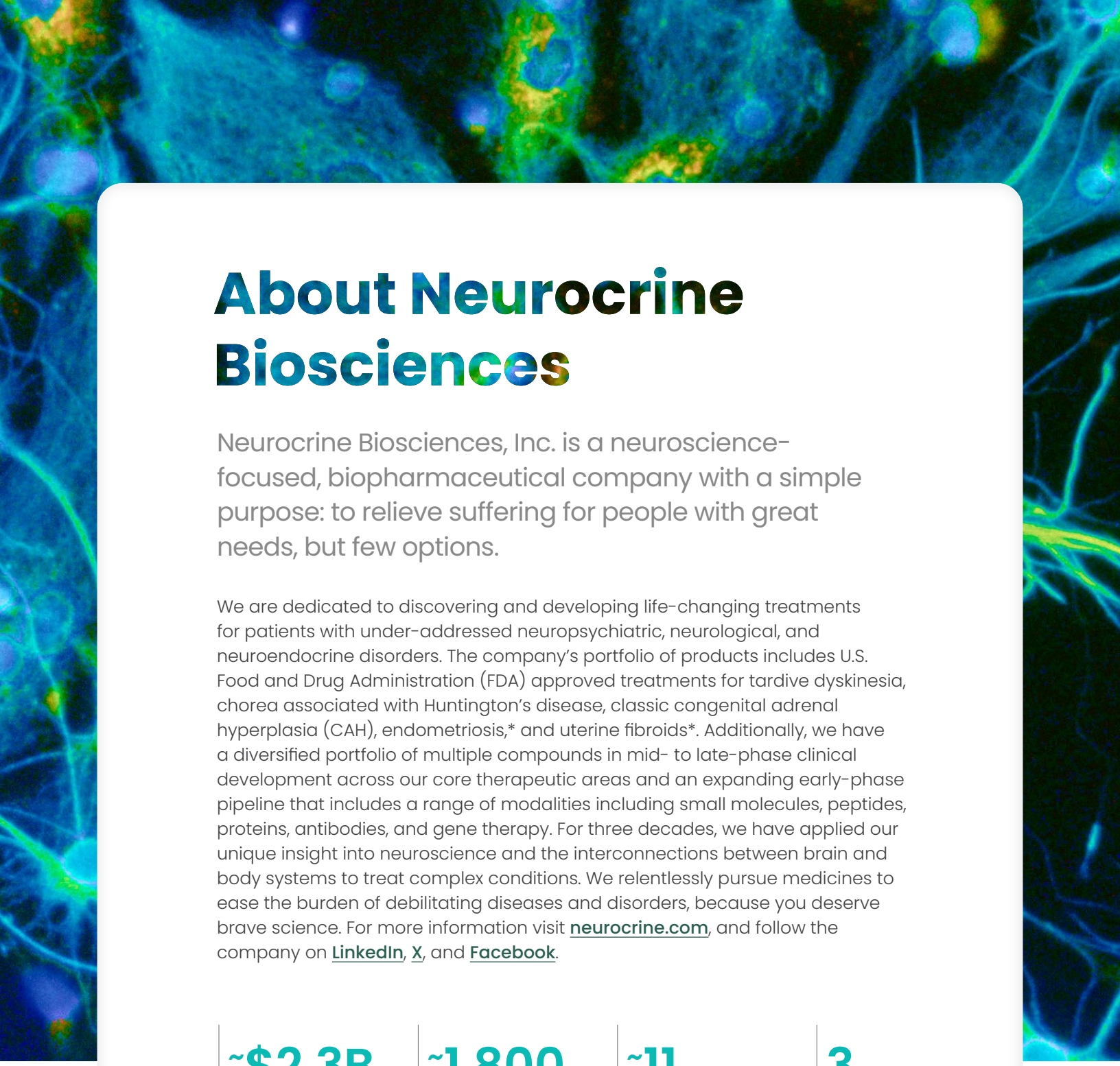
As outlined in our Code of Business Conduct and Ethics, our employees have a responsibility to "do well" and "do good" for patients, customers, partners, and shareholders – a principle that applies to our approach to corporate responsibility. While our strong third-party ratings from MSCI and Sustainalytics validate our programs and efforts, we remain focused on continuously improving and striving to "do better" and drive long-term value.

Our people are the heart of Neurocrine and critical to our success. We continually invest in our training, development, and engagement programs to drive our employees' – and our company's – growth. We are proud to maintain our status as a Great to Work® Certified company, recognizing our efforts to foster a positive and supportive culture.

As part of our efforts to drive efficiency and reduce our company's impact on the environment, we fully transitioned to our new LEED silver-eligible corporate headquarters in San Diego, where our scientists are diligently advancing the programs of tomorrow.

Thank you to our stakeholders, including our employees, patients, and shareholders, for your support and contributions to our company's success. We look forward to continuing to discover and develop life-changing treatments for our patients while cementing Neurocrine's position as a leader in neuroscience.

Sincerely,



About Neurocrine Biosciences

Neurocrine Biosciences, Inc. 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 neuropsychiatric, neurological, and neuroendocrine disorders. The company's portfolio of products includes U.S. Food and Drug Administration (FDA) approved treatments for tardive dyskinesia, chorea associated with Huntington's disease, classic congenital adrenal hyperplasia (CAH), endometriosis,* and uterine fibroids*. Additionally, we have a diversified portfolio of multiple compounds in mid- to late-phase clinical development across our core therapeutic areas and an expanding early-phase pipeline that includes a range of modalities including small molecules, peptides, proteins, antibodies, and gene therapy. 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, and Facebook.

~$2.3B	~1,800	~11	3
2024 revenue	Total employees	Programs in clinical development**	Phase 3 Programs

*In collaboration with AbbVie
**As of June 2025

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 Corporate Responsibility

At Neurocrine, we uphold an unwavering spirit of ingenuity and seek to provide lifesaving 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 in which we live and work

Adhere

to the highest product quality and safety standards

Minimize

our impact on the environment

Our key corporate responsibility 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 corporate responsibility policies and practices to the Nominating / Corporate Governance Committee. The below graphic outlines our corporate responsibility governance structure:

Our Corporate Responsibility 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	

Patients & Products

We relentlessly pursue scientific discovery and advancement, and we strive to develop life-changing treatments for patients with neurological, neuroendocrine, and neuropsychiatric disorders. We are committed to a robust program which addresses quality, safety, and clinical trials.

Our Key Commercial Products

INGREZZA® * (valbenazine) capsules

Tardive Dyskinesia
Chorea-huntington's disease

Orilissa® † elagolix tablets 150 mg 200 mg

Endometriosis

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

Uterine Fibroids

Crenessity™ (crinecerfont)

Classic Congenital, Adrenal, and Hyperplasia

* 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's 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 routine 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 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. 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 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 third-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. We also have Operational Excellence and process improvement initiatives that are focused on continually improving the efficiency of our systems and internal and outsourced processes. In our sourcing decisions, we are guided by our principles of ethically driven, green inspired, and quality centered. On an annual basis, we assess our suppliers' corporate responsibility efforts and their engagement with industry-wide corporate responsibility programs.

Anti-Counterfeiting

Patient safety is paramount at Neurocrine. 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 European Medicines Agency (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 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.

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 an alternative option. Neurocrine carefully reviews all expanded access requests submitted by a physician or qualified Healthcare Professionals (HCPs) on a case-by-case basis. We are 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 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. We 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. Our Institutional Animal Care and Use Committee (IACUC), a cross-functional team including representatives from Research, Toxicology, Translational Biology, and Environmental Health and Safety, provides oversight of animal testing at Neurocrine. All animal studies are carefully reviewed by an 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 facility is aligned to standard operating procedures, best practices, and IACUC protocols and is inspected semi-annually by our IACUC.

Our People

At Neurocrine, our highly qualified and experienced team is critical to our success as we work with one goal in mind—to bring brave science to patients. We are committed to supporting our employees and providing them the tools to succeed at every stage of their careers while ensuring that Neurocrine remains a safe and welcoming environment for every member of our community.

TRAINING, DEVELOPMENT, AND ENGAGEMENT

We believe that our future success largely depends upon our continued ability to attract and retain highly skilled employees. Our Compensation Committee of the Board of Directors oversees the development, implementation, and effectiveness of the policies and strategies with respect to human capital and talent management. Our Chief Human Resources Officer has managerial responsibility of these policies and strategies and provides regular reports on human capital and talent management risks, trends, strategies, and disclosures to the Compensation Committee.

We continually evaluate our business needs and opportunities, and we identify and cultivate new talent pools. In 2023, we implemented a formal talent pipeline development strategy. In 2024, we completed a salesforce expansion to help more patients. In 2025, we expect to build off our formal talent pipeline development strategy, identify organizational capabilities, update our leadership expectations, and conduct our talent review and succession planning process. We also actively partner with third-party organizations to enhance our pipeline with a specific emphasis on early-in-career talent. Additionally, we offer paid internships for students to strengthen our talent pipeline.

Our learning strategy aims to build a culture of continuous development across the organization. This year, we implemented our first annual Learning & Development week to support the enhancement of our leadership capabilities and how employees learn in the flow of work. This approach supports our core value of innovation through continually upskilling our workforce.

In 2024, we invested approximately $1 million to upskill our employees.

↑79% of employees | **↑79%** of people leaders

participated in our professional and leadership development trainings, respectively

Investing in our employees' growth and development is a top priority for us. Training and development offered to all employees includes:

- Compliance training
- Sales Training: providing onboarding, home study, and in-person training for new employees to our Sales, Patient Access, Corporate Accounts, and Regional Marketing Teams
- Commercial Leadership Development: providing specialized onboarding and continuous development for people leaders in Sales, Patient Access, Corporate Accounts, Regional Marketing Teams, and Commercial Headquarters
- Medical training
- Leadership development programs, such as New Leader Onboarding for new leaders, Leading at Neurocrine Biosciences, Situational Leadership II, and Leader Power Hours
- Professional development programs, such as Situational Self Leadership, Learning Power Hours, Coaching Cohorts, Navigating Difficult Conversations, and CoreStrengths workshops
- Access to Coursera: a resource for employees with 10,000+ on demand courses and certifications from top universities

- Access to Career Hub: a tool using machine learning to provide personalized development items to employees along with a place to track and manage career goals
- Internally built learning paths for just-in-time support for managers and employees in key ways of working: communication, team effectiveness, trust, and collaboration
- Learning & Development week featuring unique development offerings, incentivized learning, industry-specific upskilling, and dedicated time for career conversations
- In addition, third-party educational speakers routinely educate our Board of Directors, our Management Committee, and other Neurocrine leaders on a variety of topics, including corporate governance best practices

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 well-being. 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, and 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
- Support for employees experiencing infertility and menopause

We assess our pay 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.

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 2024, we focused on expanding our salesforce team, and we did not conduct a talent development review. We expect to conduct development reviews in 2025, and we expect findings from this process will be reviewed by our CEO and Management Committee. As part of the process, 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.

We conduct annual employee surveys to gauge employee engagement and identify areas of focus. We conducted a pulse survey in 2024, and we conducted our more fulsome employee survey in the spring of 2025.

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

- Our 1 and 3-year voluntary turnover rates were 6.0% and 5.6% respectively
- Our voluntary and total turnover rates compare favorably to the average voluntary benchmark rate for other Southern California based life science and medical device companies of 7.9%

Recognition

Fortune Best Workplaces in Healthcare and Biopharma™ 2024 (*For the third consecutive year*)

Great Place to Work Certified August 2024 – August 2025

Company of the Year Specialty Pharma/Biotech in the PM360 Trailblazer Awards 2024

Belonging, Respect, and Empowerment

One of our core values is collaboration. Collaboration is an important step in scientific discovery, and it is also an important part of creating a culture that actively seeks out unique ideas from a wide range of perspectives.

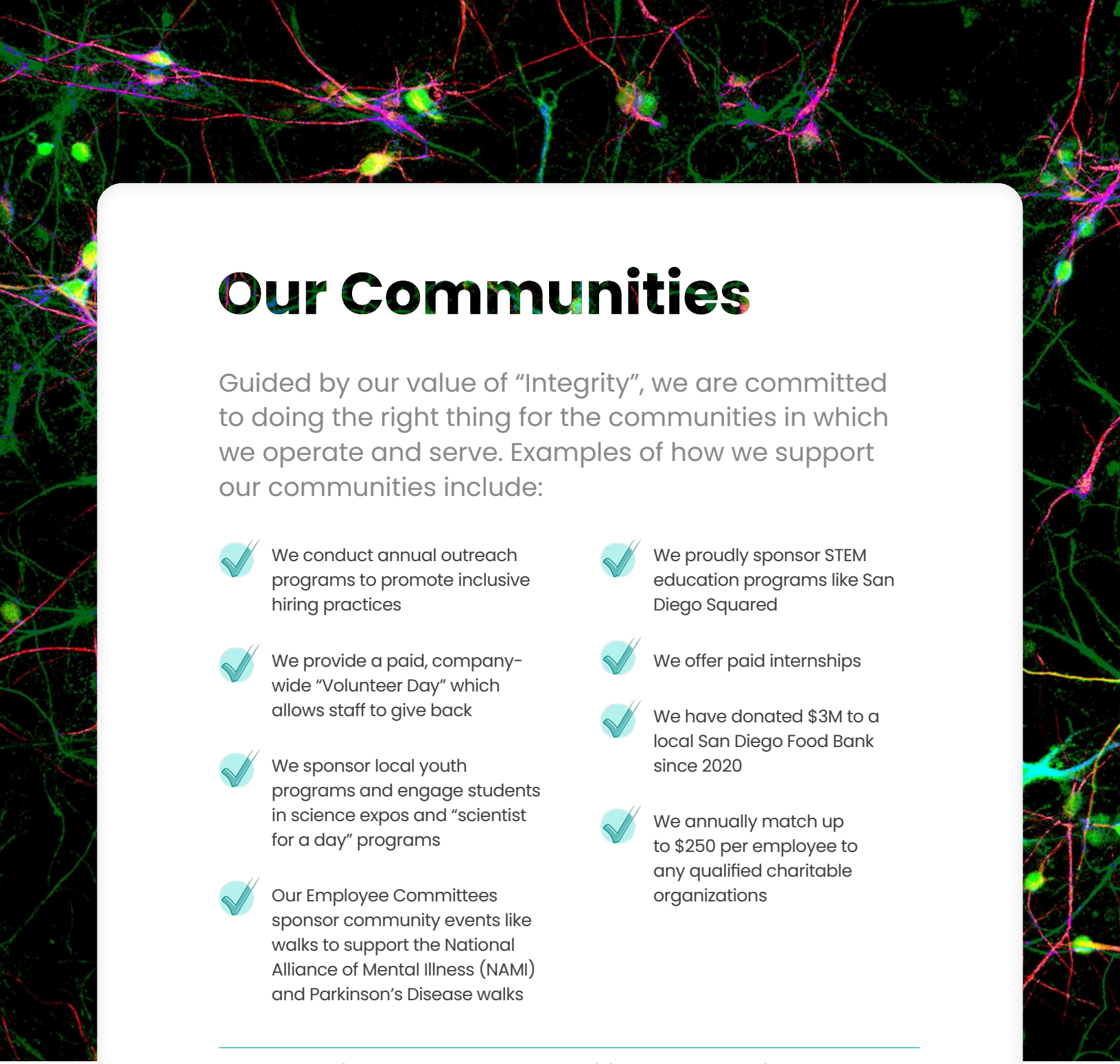
The unique attributes and life experiences of our employees enrich our workplace, fuel innovation, and enhance our ability to serve our patients effectively. By embracing diverse perspectives and cultivating a culture of collaboration, we aim to create a workplace where everyone feels welcomed and supported, ultimately driving our success in improving patient outcomes and fulfilling the needs of the communities we serve.

We support innovation, encourage collaboration, and are dedicated to the continued growth and development of all our employees. Employee Resource Networks (ERNs) are open to all employees to join and are designed to foster connections, provide support, and promote personal and professional growth based on shared experiences and backgrounds.

Employee Overview

	GENDER		RACE/ETHNICITY				
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	HISPANIC OR LATINO	OTHER*
OVERALL	46.1%	53.9%	66.3%	4.2%	18.1%	8.0%	3.4%
DIRECTOR & ABOVE	54.5%	45.5%	72.3%	2.0%	17.7%	4.8%	3.2%
VP & ABOVE	62.3%	37.7%	62.7%	3.9%	31.4%	2.0%	0%

Note: Race/ethnicity represents U.S. Employees only. * Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, or two or more races.



Our Communities

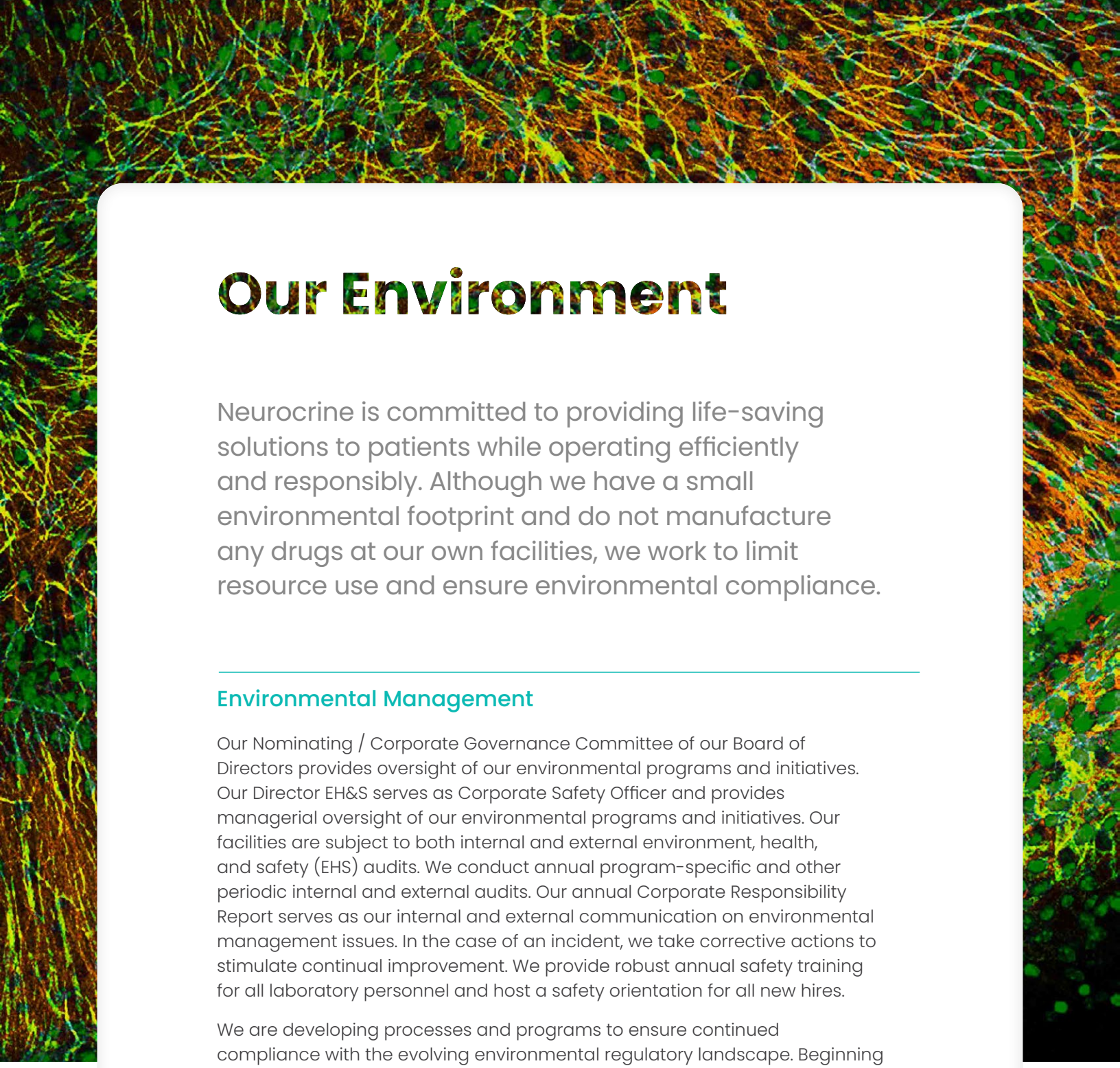
Guided by our value of "Integrity", we are committed to doing the right thing for the communities in which we operate and serve. Examples of how we support our communities include:

- We conduct annual outreach programs to promote inclusive hiring practices
- 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
- 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 STEM education programs like San Diego Squared
- We offer paid internships
- We have donated $3M to a local San Diego Food Bank since 2020
- We annually match up to $250 per employee to any qualified charitable organizations

Our Commitment to the Communities That Sustain Us

Biocom California Institute

Through both financial support and personal involvement, Neurocrine and our people are proud to partner with local organizations, including Biocom California Institute's Military Fellowship program, an introductory career exploration opportunity for transitioning military and veterans to explore opportunities in life sciences.



Our Environment

Neurocrine 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 work to limit resource use and ensure environmental compliance.

Environmental Management

Our Nominating / Corporate Governance Committee of our Board of Directors provides oversight of our environmental programs and initiatives. Our 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 Responsibility 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.

We are developing processes and programs to ensure continued compliance with the evolving environmental regulatory landscape. Beginning in 2026, Neurocrine expects to disclose FY 2025 Scope 1 and 2 greenhouse gas emission (GHG) data in alignment with the California Climate Corporate Data Accountability Act. Additionally, we expect to disclose climate-related financial risks and mitigation strategies on a biennial basis in alignment with the Climate-Related Financial Risk Act.

The New Environmentally Friendly Home of Neurocrine

In 2024, we moved into our new San Diego campus facility that is purpose-built for Neurocrine. The campus facility was designed to help reduce our environmental impact, 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 2024, over 99% of our hazardous waste was recycled via Environmental Protection Agency (EPA) aligned reclamation and recovery methods of solvent recovery, fuel blending, acid regeneration, or energy generation. This equated to over 51 tons of waste with only 359lbs. 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.)	2024 HAZARDOUS WASTE (LBS.)	2022 HAZARDOUS WASTE (%)	2023 HAZARDOUS WASTE (%)	2024 HAZARDOUS WASTE (%)
RECYCLED	45,620	73,075	102,760*	94.4%	98%	99.6%*
NOT RECYCLED	2,715	1,485	359	5.6%	2%	0.4%
TOTAL	**48,335**	**73,560**	**103,119**	**100%**	**100%**	**100%**

*Waste recycled is based on available documentation. 3,735 lbs is transferred to a third party and is presumed to be recycled.

GREEN CHEMISTRY

Neurocrine scientists maintain a commitment to minimizing 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 proven to consistently deliver higher efficiency, economic, and environmental superiority. Neurocrine embodies industry-leading achievement of greater sustainability during drug development and manufacturing as is demonstrated by a recently published article in *Organic Process Research & Development* (2024), 28(8), 3267-3272. The article highlights our 2nd Generation commercial manufacturing process for INGREZZA® which significantly reduces total waste while simultaneously increasing the product yield. This results in the elimination of over 200 metric tons of waste for every metric ton of INGREZZA manufactured while reducing cost and enhancing reproducibility. In a similar fashion, our recently launched product CRENESSITY™ was developed using green chemistry practices including selective capabilities for catalysis. Sustainable strategies are not limited to our small molecules or specific technologies as our portfolio has greatly expanded to encompass peptides, antibodies, and gene therapy compounds. Opportunities to employ fragment strategies for solid and liquid phase peptide manufacture, to improve efficiency and titers for antibody manufacture, and to develop superior capsids for gene therapy products are advancing Neurocrine's modality performance to the leading edge of contemporary sustainability.

A modern campus has also been completed, which we expect will house all of Neurocrine's scientists while providing greater footprint, services, and technical capabilities, accompanied by greater energy efficiency. These examples highlight Neurocrine's internal commitment to both a company-wide and portfolio-wide application of Green Chemistry and Engineering principles that improve the "triple bottom line" regarding profit, people, and planet.

Neurocrine also continues to foster industry-wide environmental performance through our Scope 3 impact consideration – such as EcoVadis and other rankings during supply chain development, planning, and partner selection practices. As it pertains to external efforts in outreach and collaboration, Neurocrine is proud to continue 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 that include recognition of Green Chemistry achievement across the industry by leading the Award programs, serving on the Biotransformation Team and the Academic Grants team that fund academic innovation, and as an author on the Articles of Interest Publication Team that highlights the best, innovative green publications for the entire community. Neurocrine scientists are actively leading and participating to affect a future of greater corporate responsibility within the entire 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 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's 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's annual corporate goals, which are a significant factor in compensation decisions, include continuing to enhance Neurocrine's culture of integrity, ethics, and compliance
- Our comprehensive Compliance Program includes our **Anti-Bribery and Anti-Corruption Policy**, which applies to all Neurocrine 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's 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 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 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 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, and our Corporate Affairs Organization 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 Nominating / Corporate Governance Committee 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 nonpartisan 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 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 to make recommendations for remediation to the Management Committee.

Our **Privacy Policy** sets forth the practices of Neurocrine, 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 SASB's Health Care - Biotechnology and Pharmaceuticals industry standard. The data represents full-year 2024 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 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	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**

CATEGORIES	ACCOUNTING METRIC	CODE	INFORMATION
	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
AFFORDABILITY & PRICING	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-BP-240b.1	Not reported
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	HC-BP-240b.2	Not reported
DRUG SAFETY	Products listed in public medical product safety or adverse event alert databases	HC-BP-250a.1	Not reported
	Number of fatalities associated with products	HC-BP-250a.2	Not reported
	(1) Number of recalls issued, (2) 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 enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, 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 staff	HC-BP-330a.1	We are committed to supporting our employees and providing them the tools to succeed at every stage of their careers while ensuring that Neurocrine remains a safe and welcoming environment for every member of our community. For details, see **Our People**
	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	HC-BP-330a.2	(1) 6.0% 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) 10+ (2) ~11* *As of June 2025

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

GOVERNANCE	Board Oversight: Our Nominating / Corporate Governance Committee of our Board of Directors provides oversight of climate-related risks and opportunities as part of its wider oversight of our corporate responsibility program, including approving and guiding numerous initiatives to drive our environmental commitment. Management Oversight: Our executive leadership and our 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 corporate responsibility strategy. As a biopharmaceutical company, we do not currently believe climate-related impacts pose a material financial risk to our operation. 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-related and adverse weather events 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-related 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. We are developing processes and programs to ensure continued compliance with the evolving environmental regulatory landscape.

Forward-Looking Statements

In addition to historical facts, this report contains forward-looking statements that involve a number of risks and uncertainties. These statements include, but are not limited to, statements related to our operating results, business plans, objectives, pipeline advancements, benefits of our products, and corporate responsibility or public benefit matters. Factors that could cause actual results to differ materially from those stated or implied in the forward-looking statements, include but are not limited to the following: risks and uncertainties associated with Neurocrine Biosciences' business and finances in general; risks and uncertainties associated with the commercialization of INGREZZA and CRENESSITY; risks related to the development of our product candidates; risks associated with our dependence on third parties for development, manufacturing, and commercialization activities for our products and product candidates, and our ability to manage these third parties; risks that the FDA or other regulatory authorities may make adverse decisions regarding our products or product candidates; risks that development activities may not be initiated or completed on time or at all, or may be delayed for regulatory, manufacturing, or other reasons, may not be successful or replicate previous clinical trial results, may fail to demonstrate that our product candidates are safe and effective, or may not be predictive of real-world results or of results in subsequent clinical trials; risks that the potential benefits of the agreements with our collaboration partners may never be realized; risks that our products, and/or our product candidates may be precluded from commercialization by the proprietary or regulatory rights of third parties, or have unintended side effects, adverse reactions or incidents of misuse; risks associated with government and third-party regulatory and/or policy efforts which may, among other things, impose sales and pharmaceutical pricing controls on our products or limit coverage and/or reimbursement for our products; risks associated with competition from other therapies or products, including potential generic entrants for our products; and other risks described in our periodic reports filed with the Securities and Exchange Commission, including our Quarterly Report on Form 10-Q for the quarter ended March 31, 2025. Neurocrine Biosciences disclaims any obligation to update the statements contained in this presentation after the date hereof other than as required by law.

NEUROCRINE® BIOSCIENCES

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

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