2022

ESG REPORT

Intra-Cellular THERAPIES

Contents

Our Business

Improving the lives of patients **through innovation.**

Intra-Cellular THERAPIES

Our mission is to develop **innovative treatments to improve the lives** of individuals suffering from neuropsychiatric, neurologic and other disorders to reduce the burden on patients and their caregivers.

Letter from our CEO

To our Stakeholders,

Intra-Cellular Therapies is a biopharmaceutical company focused on the discovery, clinical development and commercialization of innovative drugs that address underserved medical needs, primarily in neuropsychiatric and neurological disorders.

We have been advancing our mission to develop effective, innovative treatments for neuropsychiatric and neurologic disorders through our strong commercial launch of CAPLYTA® (lumateperone) in schizophrenia and bipolar depression.

We are also investing in our future growth through the advancement of our pipeline programs which include lumateperone for additional mood disorders, ITI-1284, our phosphodiesterase type 1 (PDE1) inhibitors, ITI-333 and ITI-1549, all of which are addressing important and unmet medical needs.

Our commitments extend beyond regulatory and business milestones. We are dedicated to following the principles of emerging Environmental, Social, & Governance (ESG) standards and working towards creating a positive impact in the communities where we operate.

With this, I am excited to share our inaugural ESG report that highlights our commitment to patients, communities, our employees, and to society.

Sharon Mates, Ph.D.
Founder, Chairman &
Chief Executive Officer

About Intra-Cellular Therapies

Intra-Cellular Therapies (ITCI) is a biopharmaceutical company founded on Dr. Paul Greengard's Nobel Prize-winning research that uncovered how therapies affect the inner-working of cells in the body. We leverage this intracellular approach to deliver treatments that will be transformative for people living with complex psychiatric and neurologic diseases.

We are devoted to improving lives with innovative treatments for neuropsychiatric, neurologic, and other disorders. Our aim is to ease the burden on patients and their caregivers. Our portfolio, reflecting our unique intracellular approach, stands at the forefront of this mission. Obtaining FDA approval of CAPLYTA® for multiple indications is a testament to our commitment to making a significant difference in patients' lives.

A Commitment to Impact

We place great importance on our relationships with our stakeholders, including patients, healthcare providers, employees, and investors, as they are central to our company's purpose.

As part of building a strong relationship with these stakeholders, we are committed to following the guidance of emerging ESG standards and working towards creating a positive impact in the communities where we operate.

We are integrating ESG principles with our commitment to improving society, contributing to sustainability and positive change. This holistic approach drives our operations, fosters innovation, and cultivates responsible corporate citizenship.

ESG Reporting Statement

This report covers items such as key performance indicators, targets, commitments, policies, and procedures undertaken as of and for the year-ended December 31, 2022. Produced with reference to reputable, internationally recognized standards and frameworks such as the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD), our report showcases our dedication to ESG initiatives and serves as a consistent means of communicating our progress. While this is our inaugural report, the ESG concepts it contains have been at the heart of our operations for the past two decades. This report simply puts into writing the ongoing efforts we have consistently upheld over the years. Going forwards, as a dedication to transparency to our stakeholders ITCI will release a periodic ESG report that will include information on our ongoing ESG efforts.

Materiality

In 2023, ITCI performed an assessment to identify the ESG topics that are material to our business, industry, and stakeholders. This assessment was carried out to determine the current state of ITCI's ESG practices, identify gaps and opportunities, prioritize actionable steps aligned with industry-leading practices and standards, and determine the most important topics through internal stakeholder engagement. To create a comprehensive list of ESG topics relevant to ITCI's operating sectors and value proposition, we used internationally recognized standards and frameworks, and analyzed the disclosures of ITCI's peers to prioritize the list. This report covers various ESG topics, including those identified through this assessment as material to ITCI. It is important to note materiality in the context of this ESG report refers to the significance and impact of specific ESG factors on our business operations and stakeholders and is not the same as the U.S. Securities and Exchange Commission's (SEC) definition of materiality.

Environmental Stewardship

Enhancing patient health while caring for **our planet.**

We believe that improving lives with our medical advances cannot be separated from our responsibility to care for and promote a healthy planet.

Our environmental stewardship priorities center around two pivotal areas where we can drive change – waste management and climate change.

MATERIAL TOPICS

- Waste Management
- Climate Change
  - Climate Governance
  - Climate Strategy
  - Climate Risk Management

Waste Management

ITCI is committed to compliance with applicable waste regulations and actively fosters resource efficiency throughout its operations by employing innovative methods. ITCI relies on contract development and manufacturing organizations (CDMOs) to produce our products and minimize waste. We develop efficient production processes which are then transferred to CDMOs for upscaling, continuously improving efficiency.

Chemical waste management is a top priority at ITCI. We ensure proper disposal of hazardous and regulated materials. Some of the waste is recycled, fuels blended, or waste-to-energy incinerated following regulations. As our operations involve external partners, our waste management and environmental resource strategies also require the cooperation and participation of our supply chain and other third-party service providers. We aim to reduce packaging and minimize waste of finished goods.

In our journey to deliver products efficiently and minimize waste, we have made strategic decisions regarding our packaging. An excellent example is our transition from blister pack to bottle product packaging, which enabled us to maximize product utilization while reducing waste. By repurposing the remaining blister packs as samples, we saved substantial amounts of inventory from disposal, emphasizing our commitment to zero waste and sustainable practices. This approach showcases our dedication to delivering products to patients rather than medical waste, ensuring a more sustainable and environmentally friendly packaging solution. Our packaging CDMO network further drives sustainability commitments in partnership with industry-recognized organizations. These include the Science Based Targets initiative (SBTi), Pharmaceutical Supply Chain Initiative (PSCI), EcoVadis and ISO 14001 accredited environmental management systems.

We also launched our 42mg product with a significant shelf-life which is a longer useful life minimizing waste by providing ample distribution time, and reducing the chances of the product reaching expiry before it can be distributed. This decision has resulted in minimal product returns and medical waste.

Looking ahead, we are preparing for the amendments to the Drug Supply Chain Security Act (DSCSA) which, from November 2023, will necessitate end-to-end traceability and product serialization along our supply chain. This will enable us to reintroduce returned products into our stock, rather than having them destroyed due to transparency issues. We are ready to implement this new standard ahead of the regulation timeline exemplifying our proactive approach and commitment to waste reduction.

Climate Change

We believe that resilience against climate change is not merely about responding to challenges—it is about recognizing opportunities and proactively driving change. Our strategy tackles two critical fronts: adapting to physical risks and reducing our carbon footprint. Our climate change management strategy follows the recommendations and structured thematic areas of the TCFD framework.

CLIMATE GOVERNANCE

In integrating sustainability, our Board at ITCI recognizes climate-related risks and opportunities. The Board and, in some cases, Board committees oversee ESG strategy and risk management, considering impacts on resources, product demand, and operations due to climate change and extreme weather events. We will explore reducing greenhouse gas emissions for cost savings and socio-environmental benefits. The Board's oversight ensures successful implementation of our ESG program and long-term sustainability. Our management has established a cross-functional Sustainability Working Group, reporting periodically to the Board.

CLIMATE STRATEGY

Looking ahead, we see potential in transitioning towards low carbon transport. Our sales team currently uses gas-fueled company cars, but we are exploring greener alternatives, such as electric or hybrid vehicles. Moreover, our supply chain planning, focusing on reliability, spend management, and patient access all aid in emission reduction. By leveraging the distribution services of our Third-Party Logistics service provider (3PL), we managed to minimize our carbon footprint. This is possible because many of our industry peers also utilize the 3PL services and often sell to the same customers. This shared customer base allows the 3PL's efficient transportation network to service multiple pharmaceutical companies in one trip to the wholesalers. As a result, we can significantly reduce transport mileage, offering a clear advantage over independent transport methods or reliance on flights.

ITCI is currently in the process of identifying risks and opportunities to enable better measurement and management of our enterprise climate strategy. ITCI has defined short term as covering a minimum of five (5) years and long term as a maximum of fifteen (15) years from the date the target, issue, or initiative is set, in alignment with the Science Based Targets Initiative (SBTi)'s definitions of these terms.

Courtesy of Alexandria Real Estate Equities, Inc.

We also prioritize environmentally friendly operations, evident in our selection of facilities. Our offices at the Alexandria Center for Life Sciences in New York City boast LEED® Gold certified features, aligning with our environmental values. Our labs minimize greenhouse gas (GHG) emissions by utilizing electricity for reactions. Smart design elements contribute to reduced energy consumption.

CLIMATE RISK MANAGEMENT

In response to the physical risks posed by climate change, we have implemented several measures to protect our operations and, in turn, ensure continued access to our life-changing medicines for patients. Our inventory placement strategy, for instance, is designed to limit disruptions due to weather-related events. We have also incorporated disaster risk assessments into our supplier audits and established secondary sources at every level of the supply chain. This redundancy safeguards against concentration risks associated with climate events.

In the next year, ITCI will begin to take the following approach to identify and assess ESG risks:

Identification of Exposure to Risk: Create a robust list of how certain physical impacts of climate change, transition risks, reputational, financial, and regulatory risks could affect the Company's operations, supply chain, and customers.

Estimate Risk Significance: Estimate the likelihood of occurrence and potential impact of each identified risk on ITCI, ranging from operational disruptions, financial performance, reputational harm, location, etc.

Prioritize Risks: Based on the estimated risk significance, categorize risks from low to high materiality.

Develop & Implement a Climate Risk Management Strategy: Develop a strategy that outlines actions ITCI can take to mitigate or adapt to the identified risks.

Integrate the Strategy into Decision-Making Processes: Integrate the climate risk strategy into the Company's decision-making processes, including strategic planning, investment decisions, and risk management. This ensures that these issues are evaluated with an equivalent level of attention as other business risks.

Report: ITCI will provide periodic reporting on climate risk to stakeholders, including investors, customers, and regulators, as part of the Company's larger commitment to demonstrate progress towards managing ESG at ITCI.

At ITCI, our efforts to enhance sustainability and address environmental concerns extend to the implementation of energy control systems and efficiency measures in rented buildings. Simultaneously, our climate risk management strategy focuses on reducing GHG emissions, building resilience, and fostering stakeholder engagement. Through collaboration with suppliers, and communities, we are pursuing climate action.

To ensure the effective management of climate-related risks, we maintain continuous monitoring and alignment with our enterprise risk management framework. The Sustainability Working Group plays a crucial part in assigning roles, promoting accountability, and providing regular reporting to senior leadership and the Board. With our comprehensive enterprise risk management process, we evaluate, control, communicate, and track risks and opportunities, proactively considering regulatory changes and future developments. The strategic oversight of these efforts is entrusted to our Board and its committees.

Social Responsibility & Well-Being

Caring for those within **our reach.**

At ITCI, we recognize the impact of our work beyond being a biopharmaceutical entity. Our commitment to social responsibility drives us to make a positive difference in society.

We support ethical conduct, diversity, and philanthropy as pillars for promoting well-being and fostering a more inclusive community. Through our work and relationships, we aim to contribute to a healthier and more equitable society.

MATERIAL TOPICS

- Occupational Health, Safety & Development
- Patient Welfare, Engagement & Advocacy
- Access & Affordability
- Drug Safety
- Cyber Security & Data Privacy

Occupational Health, Safety & Development**

EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION*

In the ever-evolving realm of biopharmaceuticals, we acknowledge the value our employees bring to our organization. Through the use of diverse recruitment channels, including job boards, employee referrals, and recruiters for specific positions, we actively seek out exceptional and talented individuals across all functions. Our dedication to offering an industry-leading total rewards package, coupled with our compelling company mission and our commitment to fostering professional development, enables us to attract and retain the brightest minds in the field.

26
EMPLOYEES IN FEB 2015

561
EMPLOYEES IN FEB 2023

We take great pride in our high employee retention rates, a testament to our proactive approach to recruitment that prioritizes the depth of knowledge and experience within our workforce. In 2022, our total annual turnover was 12%. The average employee count for the year was 519.5, with uniform voluntary turnover rates across all levels.*

As our organization expands, we are dedicated to further enriching our diversity, equity, and inclusion (DEI) initiatives. Currently, we have grassroots employee resource groups for women and veterans, with ongoing efforts to formalize these initiatives. In line with our commitment, ITCI actively utilizes DEI-focused hiring platforms when advertising job opportunities. Moreover, our Human Resources systems are designed to effectively compile and analyze DEI data for future reporting purposes.

Our employees' professional development is also a top priority. With our Veeva Learning Management System (LMS), we centralize training records and encourage continual learning for all employees. We offer a mix of mandatory annual training and specialized professional development opportunities, depending on the needs of each role.

* **HC-BP-330a.1**
Discussion of talent recruitment and retention efforts for scientists and research and development personnel

* **HC-BP-330a.2**
(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others

Examples of types of trainings:

Sales Training:
New hire training for all employee sales representatives and their managers consists of approximately five weeks of training. Topics covered during the training include, but are not limited to disease state, product, compliance, adverse drug events, company systems, and marketing resources. Content is housed and tracked in our LMS. Additional training is offered continuously throughout the year.

Training for all employees:
Beyond formal or on-the-job training all employees have mandatory company training that is required including, but not limited to insider trading, adverse drug events, Code of Ethics & Business Conduct, cyber security, and anti-harassment & sexual harassment.

Research & Development (R&D) Training:
Employees in the R&D functions of the business often have advanced degrees and specialized knowledge in their area of expertise. Therefore, their new hire training consists mostly of on-the-job training specific to corporate and company policies and systems. Continuing education is typically obtained via courses and industry conferences.

EMPLOYEE HEALTH & SAFETY
ITCI prioritizes the health and safety of its employees as an integral part of its commitment to responsible business practices. We offer a wellness program that fosters mindfulness and well-being that all employees can participate in. Operational safety is also paramount, which is why we have a dedicated environmental health and safety officer who works closely with third-party Safety Partners. Our labs operate under comprehensive Occupational Safety and Health Administration (OSHA) guidelines, encompassing biosafety, chemical hygiene, radiation safety, and emergency action plans. Safety audits and regular inspections are conducted to maintain an optimal safety culture.

Patient Welfare, Engagement & Advocacy*

SAFETY OF CLINICAL TRIAL PATIENTS

We are dedicated to upholding our commitment to ensuring the safety of our patients, recognizing it as the foundation of our clinical operations. Our compliance with international, U.S. Food and Drug Administration (FDA), U.S. Code of Federal Regulations, ICH (International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use) Guidance, and GxP quality guidelines illustrates this commitment. GxP includes Good Clinical Practice (GCP) regulations, which govern the conduct of clinical trials, Good Manufacturing Practice (GMP) regulations, which govern the manufacture of products, and Good Laboratory Practice (GLP) regulations, which govern the testing of materials in accordance with applicable regulations. We ensure that our clinical programs comply with the laws and regulations of the jurisdictions where we conduct clinical research, including appropriate informed consent processes, ongoing assessment of patient safety and timely reporting of adverse drug events, accurate collection and integrity of data and respect for patient confidentiality and privacy. This adherence serves to uphold the highest standards of patient safety throughout clinical trials, embedding safety as an integral component of our operations.

Following the clinical stage, patient safety remains a priority. We partner with a third-party organization tasked with tracking and reporting adverse drug events. This collaboration ensures we receive timely updates. This focus on patient safety carries through to the post-market phase.

Consistent with our FDA approved label, we are clear and transparent in our promotional efforts about our products' efficacy and safety data. Our commitment to transparency is evident in our product promotional activities which involve the product clinical trial data including side effects, and warnings accompanying our product. Our efforts to comply with the FDA regulations regarding the proper promotion of our products is aimed at having truthful, accurate and complete product information available to healthcare providers, patients and caregivers.

We firmly believe in the valuable contributions of patients, caregivers, as well as patient and advocacy organizations (PAOs) in shaping healthcare decisions. Their perspectives and insights play a vital role in formulating effective healthcare policies and improving patient outcomes. Through open channels of communication, we actively engage with PAOs, independent non-profit entities. These organizations serve as alliance partners, promoting research, patient rights, disease awareness and access to treatment. By embracing a patient-centered approach and fostering collaboration with PAOs, we strive to enhance individual lives and achieve broader healthcare advancements.

* **HC-BP-210a.1**
Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials

PATIENT SAFETY*

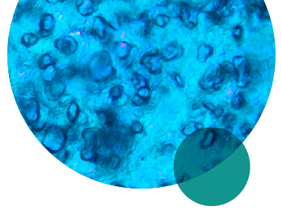
We are committed to ensuring the authenticity of our products and guarding against counterfeit products (those not equivalent in quality, safety and efficacy) in order to protect our patients. We understand that traceability is a cornerstone of supply chain integrity and patient safety. We utilize advanced methods and technologies to ensure our products are traceable throughout the supply chain.

In compliance with the DSCSA regulations, we have prepared for the November 2023 traceability requirement and have operated an active Verification Router Service (VRS) since 2020. Our measures extend to every saleable unit of our CAPLYTA trade product, each of which is marked with a 3D barcode.

This barcode is more than a simple identifier; it's a data-rich tool that enhances our tracking capabilities. Each barcode contains the serial number, lot number, and product expiry date of the unit it is assigned to, allowing us to track and authenticate our products with precision.

We extend this robust tracking system beyond the unit level to our cases and pallets, ensuring full aggregation and offering a comprehensive view of our products as they move through the supply chain.

* **HC-BP-260a.1**
Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting



Access & Affordability*

We are dedicated to making our products accessible and affordable.

Our pricing framework services to help develop market access strategies.

Our commitment to patient access is exemplified by our Patient Assistance Program (PAP), specifically designed to support patients who may have financial difficulties affording their prescriptions. This program is proof of our dedication to those without health insurance and our belief that access to medication is foundational.

We have also implemented various other initiatives, such as savings cards, vouchers and samples, to enhance the availability of our drugs to patients.

To further facilitate access and affordability, we support LYTAlink™, a comprehensive patient support program. LYTAlink™ is tailored to provide a suite of offerings to eligible patients prescribed CAPLYTA, including coverage and reimbursement services, out-of-pocket copay support for commercially insured patients, and medication compliance communications.

Drug Safety*

At ITCI, our commitment to drug safety is reflected through our prioritization of both patient well-being and regulatory compliance. We adhere to rigorous FDA practices that encompass safe manufacturing and clinical procedures. To maintain compliance with regulatory standards, our dedicated Quality Assurance group oversees GxP monitoring and ensures adherence to the highest standards. Their expertise and diligence have resulted in an exemplary track record, with zero FDA enforcement actions for violations of current Good Manufacturing Practices.

We also understand our ethical and legal responsibility in the timely collection, evaluation, and reporting of Adverse Drug Events and Other Safety Information involving any of our marketed products. All ITCI employees, as well as contractors, agents, and service providers acting on our behalf, are bound by this policy.

Our approach to safety extends to all sources of Adverse Drug Events and Other Safety Information, apart from organized data collection systems such as clinical trials, observational studies, and other studies. These systems follow specific procedures defined in study protocols and/or Safety Management Plans (SMP).

* **HC-BP-240a.1**
Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index

* **HC-BP-210a.5**
Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type

Cyber Security & Data Privacy

Understanding the critical importance of cyber security in today's data-driven world, we have established a defense system using risk management methods that safeguard our people and information assets. Our comprehensive cyber security strategy is based on the National Institute of Standards and Technology (NIST) Cyber Security Framework. It defines controls that encompass the identification, protection, detection, and responsive actions, creating a defense-in-depth security model to protect resilience of our information systems and data. The risk management process continuously assesses the effectiveness of our control measures and prioritizes ongoing improvement measures. We maintain open dialogues at the board level, with discussions held at least annually to review our company's cyber security program.

Multiple systems are in place to log and analyze activity to detect and respond to breaches. These are backed by tested processes and procedures to ensure we can effectively mitigate the impact of a potential breach. Additionally, we carry Cyber Security Insurance to further offset any residual risk.

The importance of personal identifiable information (PII) in our industry makes cyber security a highly important topic. We respect U.S. and global data protection regulations such as the General Data Protection Regulation (GDPR) and California Consumer Privacy Act (CCPA), as well as other emerging state legislature and have tailored our privacy policies to help ensure compliance. These policies extend to our employees, contingent workers and system users and are overseen by our Chief Information Officer and Chief Compliance Officer.

For our operations in Europe, we've partnered with a third-party provider who acts as our data custodian for our clinical trial sites, ensuring that data protection is maintained even when operations are outsourced.

While we are not directly governed by the Health Insurance Portability and Accountability Act (HIPAA), we understand its importance and are committed to respecting patient privacy and supporting our customers' compliance efforts to safeguard Protected Health Information (PHI).

Corporate Governance

Driven by transparent integrity.

Strong governance underpins our ESG efforts, shaping our actions and decisions while promoting fairness, transparency, and integrity.

It is ingrained in our corporate responsibility, forming the foundation of our operations. Our commitment to upholding the highest ethical standards is firm. This commitment propels us towards excellence and innovation, with our patients always at the forefront.

MATERIAL TOPICS

- Business Ethics
- Community Involvement & Philanthropy
- Risk Management
- Ethical Marketing & Labeling
- Supply Chain Management

* **HC-BP-510a.1**
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery

* **HC-BP-510a.2**
Description of code of ethics governing interactions with health care professionals

Business Ethics**

At ITCI, we have an unwavering commitment to uphold the highest standards of integrity and compliance with laws and regulations in all of our interactions. We are proud to report zero monetary losses from corruption and bribery legal proceedings.

Our business operations are guided by a comprehensive suite of policies that form a robust framework. These policies include:

- Engaging With Customer Service Providers Policy
- Interactions With Government Employees & Agencies Policy
- Promotional Field Interactions Policy
- Interactions With Payers & Formulary Committees Policy
- Healthcare Compliance MSL Policy
- Unsolicited Medical Information Requests Policy
- Interactions With Patients & Patient Advocacy Organizations Policy
- HIPAA Policy
- Samples Policy
- Promotional Speaker Program & Speaker Training Policy
- Sponsorships & Exhibits Policy
- Advisory Boards Policy
- Meals, Gifts, & Entertainment Policy
- Social Media Policy

These policies ensure that our dealings with healthcare professionals, and payers align with our values, promoting ethical conduct throughout our organization.

In the realm of animal welfare, we entrust our studies and manufacturing processes to suppliers who share our commitment to ethical treatment.

Ethics forms the cornerstone of our corporate philosophy. From the moment our employees join the ITCI team, they are trained in our Code of Ethics and Business Conduct. This commitment to ethical conduct extends throughout our everyday operations, going beyond mere documentation. Concerns or issues raised in good faith are fully investigated by Compliance and Human Resources.

Our approach to ethical conduct centers on identification and prevention. To identify potential issues early, we monitor activities to ensure they meet our high ethical standards and have implemented a third-party whistleblower hotline to allow employees to anonymously report issues and concerns. Our employees are instrumental in these efforts, acting as vigilant contributors that help uphold our culture of integrity and accountability.

Community Involvement & Philanthropy

At ITCI, we strive to make a difference in the communities we serve. We are engaged in philanthropic activities, supporting charitable organizations that amplify patient and caregiver education, disease awareness, and other causes that benefit patients and the community. Our Charitable Contributions Policy provides a clear, structured path for the submission, review, and approval of unsolicited financial support requests from non-profit organizations.

Our team embodies the spirit of voluntarism. We walk the walk, quite literally, participating in events like walks for organizations such as NAMI - the National Alliance on Mental Illness. This grassroots mental health organization aligns with our own commitment to mental health, a field that intersects with our core therapeutic areas.

Our engagement with society extends into the realm of ethical political interactions via Federal lobbying activities and are compliant with all regulatory rules and reporting requirements.

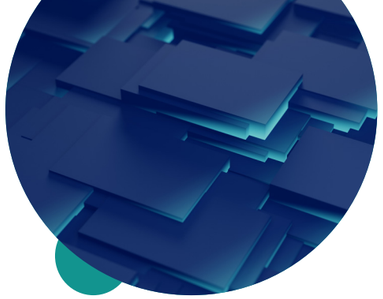
Our contributions have reached organizations, including NAMI, Mental Health America, the Depression and Bipolar Support Alliance, and the American Foundation for Suicide Prevention.

Risk Management

ITCI maintains a vigilant awareness of risks and opportunities that may impact our trajectory. Each year, we conduct an annual Enterprise Risk Assessment (ERA), a comprehensive process that engages key departments such as Commercial, Clinical, Supply Chain, Compliance, Legal, Finance, IT and HR. This practice provides us with an opportunity to evaluate and manage potential risks within our operations.

Adding another layer of vigilance, we run an annual Fraud Risk Assessment (FRA), led by an external consulting firm. Last year, we randomly selected a sample of employees to share their perspectives on our corporate culture and any perceived fraud-related issues.

These assessments don’t exist in a vacuum; they contribute to our evaluation of Internal Control over Financial Reporting and the Form 10-K preparation process. Looking towards the future, we are integrating climate-related risks and opportunities into our annual ERA. We are passionate about understanding and managing our impact on the world. We anticipate GHG emissions becoming part of our Form 10-K within the next two to three years and we’re committed to navigating this new terrain with the same dedication to transparency and accountability.



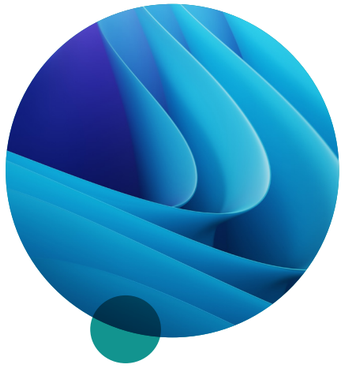
Ethical Marketing & Labeling*

We are committed to ethical marketing and accuracy and promoting patient welfare by observing good business practices and complying with industry standards.

We embrace regulations as pillars guiding us to create the best possible patient experience. Complying with the FDA regulations is an opportunity for us to affirm our commitment to transparency, accuracy, and fairness. Our Promotional Review Committee ensures that all commercial content – promotional or otherwise – aligns with laws, regulations, and our own stringent policies and procedures.

Our interactions with customers are focused on education of product benefits and risks in order to ensure their appropriate use. We ensure promotional communications are truthful, not misleading, fairly balanced with appropriate safety information, and consistent with the product's label. Employees are prohibited from using items of value or in-kind services to reward or induce a healthcare professional to utilize, prescribe, purchase, or recommend our products.

Our Subject Matter Expert (SME) for packaging technology, a relationship lead with our packaging CDMOs, works diligently to ensure that each label and document associated with our products is reviewed and approved. From the first draft to the final printed batch, every aspect of the packaging journey is managed with a commitment to precision and clarity. Our cross-functional approach extends to our supply chain team, coordinating seamlessly with the SME to align labeling orders with product batch availability.



* **HC-BP-270a.2**
Description of code of ethics governing promotion of off-label use of products

Supply Chain Management

Our supply chain functions with proactive foresight, governed by robust Standard Operating Procedures (SOPs).

These SOPs, tailored to each level of the chain, serve as the principles that ensure our suppliers adhere to reputable standards including those set by the FDA and regional health authorities.

Excellence, for us, extends beyond planning into practice. We conduct comprehensive supplier audits routinely upholding our pledge to the highest standards. On occasion, we engage external consultants to enrich our auditing process with diverse expert perspectives as well.

Our supply chain encompasses geographical diversity, to strengthen our contingency strategies as we ensure resilience. These strategies include maintaining a safety stock capable of sustaining manufacturing, even amid global disruptions such as geopolitical changes, labor or resource shortages, market fluctuations, or extreme weather events. Additionally, we prioritize the security and diversification of our supply chain with FDA approved secondary sources for every level of our operations.

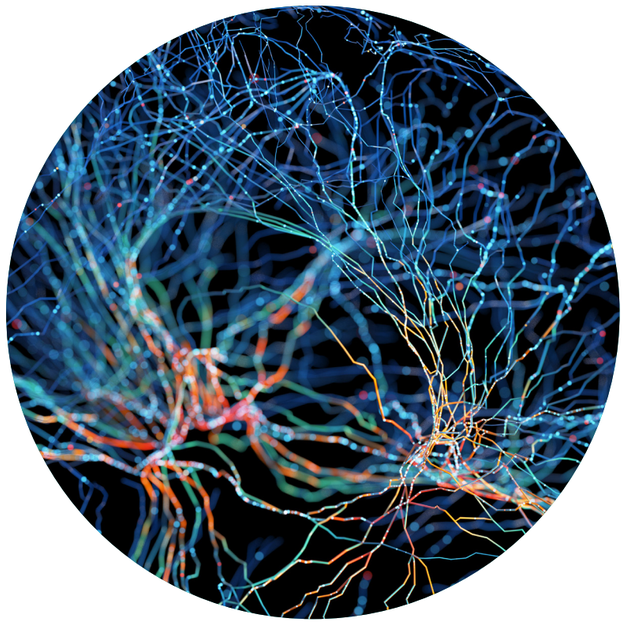
A Look Forward

Inspiring change, **improving lives.**

We are focused on making a positive impact on the lives of individuals affected by complex neuropsychiatric, neurological and other diseases. Our innovative intracellular approach is in harmony with our commitment to sustainable practices for the well-being of our planet.

We are looking forward to reporting our scope 1 & 2 GHG in alignment with SEC compliance, to show that we hold ourselves to the highest standards of integrity, respect, and responsibility in all we do.

This ESG report contains "forward-looking statements", that involve risks and uncertainties that could cause actual results to be materially different from historical results or from any future results expressed or implied by such forward-looking statements. Such forward-looking statements include statements regarding, among other things, our commitments and targets around ESG factors. All such forward-looking statements are based on management's present expectations and are subject to certain factors, risks and uncertainties that may cause actual results, outcome of events, timing, and performance to differ materially from those expressed or implied by such statements. All statements contained in this report are made only as of the date of this report, and we do not intend to update this information unless required by law.



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