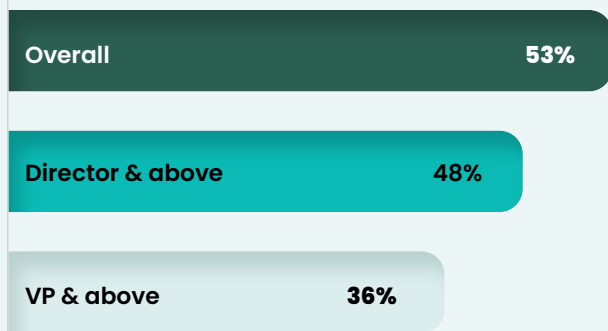
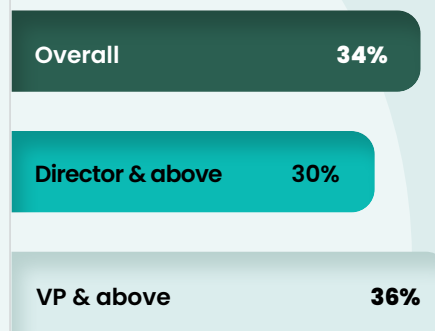


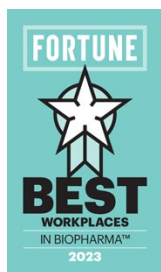
## Gender diversity



## Racial/ethnic diversity



## Recognition



Fortune Best Workplaces in Healthcare and Biopharma™ 2022 and 2023



Great Place to Work Certified August 2023 – August 2024

## Pay equity

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

## TRAINING, DEVELOPMENT & ENGAGEMENT

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

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

### Training and development offered to all employees include:

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

↑ **72%\***  
of employees

↑ **81%\*\***  
of people  
leaders

**participated in our professional and leadership development trainings, respectively**

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

### Compensation and benefits

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

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