

DIVERSITY, EQUITY AND INCLUSION

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

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

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

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



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

Employee resource networks

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

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

