



# BETTER CORPORATE SUSTAINABILITY IS POSSIBLE.

2024 | CSR Report

# About **PACIRA**

Pacira delivers innovative, non-opioid pain therapies to transform the lives of patients. Pacira has three commercial-stage non-opioid treatments: EXPAREL® (bupivacaine liposome injectable suspension), a long-acting local analgesic currently approved for infiltration, fascial plane block, and as an interscalene brachial plexus nerve block, an adductor canal nerve block, and a sciatic nerve block in the popliteal fossa for postsurgical pain management; ZILRETTA® (triamcinolone acetonide extended-release injectable suspension), an extended-release, intra-articular injection indicated for the management of osteoarthritis knee pain; and iovera®, a novel, handheld device for delivering immediate, long-acting, drug-free pain control using precise, controlled doses of cold temperature to a targeted nerve. The company is also advancing the development of PCRX-201 (enekinragene inzadenovec), a novel locally administered gene therapy with the potential to treat large prevalent diseases like osteoarthritis.

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# CEO LETTER

I am proud to be a part of building a long-term sustainable business that contributes to the broader healthcare, scientific, and global community as outlined in this report. Pacira operates within an ecosystem driven by a commitment to patients, to science, and to our people – it is this pledge that allows us to positively impact the world around us.

In 2021, Pacira began its journey to accelerate the pace of sustainable practices by reinforcing our commitment to human and labor rights and increasing transparency around our longstanding internal policies regarding bioethics, patient safety, and responsible marketing.

During that time, the Company released its Global Human and Labor Rights Policy to increase transparency into long-standing policies that protect and respect the rights of our employees, stakeholders, and communities. Concurrently, we updated our Supplier Code of Conduct to ensure that our suppliers are aligned with both the requirements and the spirit of Pacira's Global Human and Labor Rights Policy.

In June 2021, the Pacira board of directors formally assumed oversight of our Sustainability efforts. Our Nominating, Governance and Sustainability Committee was tasked with creating, implementing, and supervising an industry leading Environmental, Social and Governance platform.

Over the last several years, we have released updated policies reaffirming our long-standing commitment to Global Health and Safety, Global Labor and Human Rights, Bioethics, and Expanded Access.

In 2024, our Compensation Committee tied nearly one third of our corporate goals around Culture and People. This includes investment in

employee development and advancement of our Environmental, Social and Governance programs. We are committed to intentionally cultivating a culture we call One Pacira, grounded on key values and behaviors that enable our organization to function as a united team. We seek to foster an environment of inclusion where all feel welcomed and valued for their backgrounds, perspectives, and experiences while holding one another accountable to promote trust and transparency in support of our communities and collective mission.

While we have achieved much, our work is not yet done. We're driving opioid-sparing innovation every day to provide better ways to manage pain safely and effectively, with a commitment to our patients, our culture, and our communities which are at the core of everything we do."

Best Regards,



**Frank D. Lee**

Chief Executive Officer & Director



# Company OVERVIEW

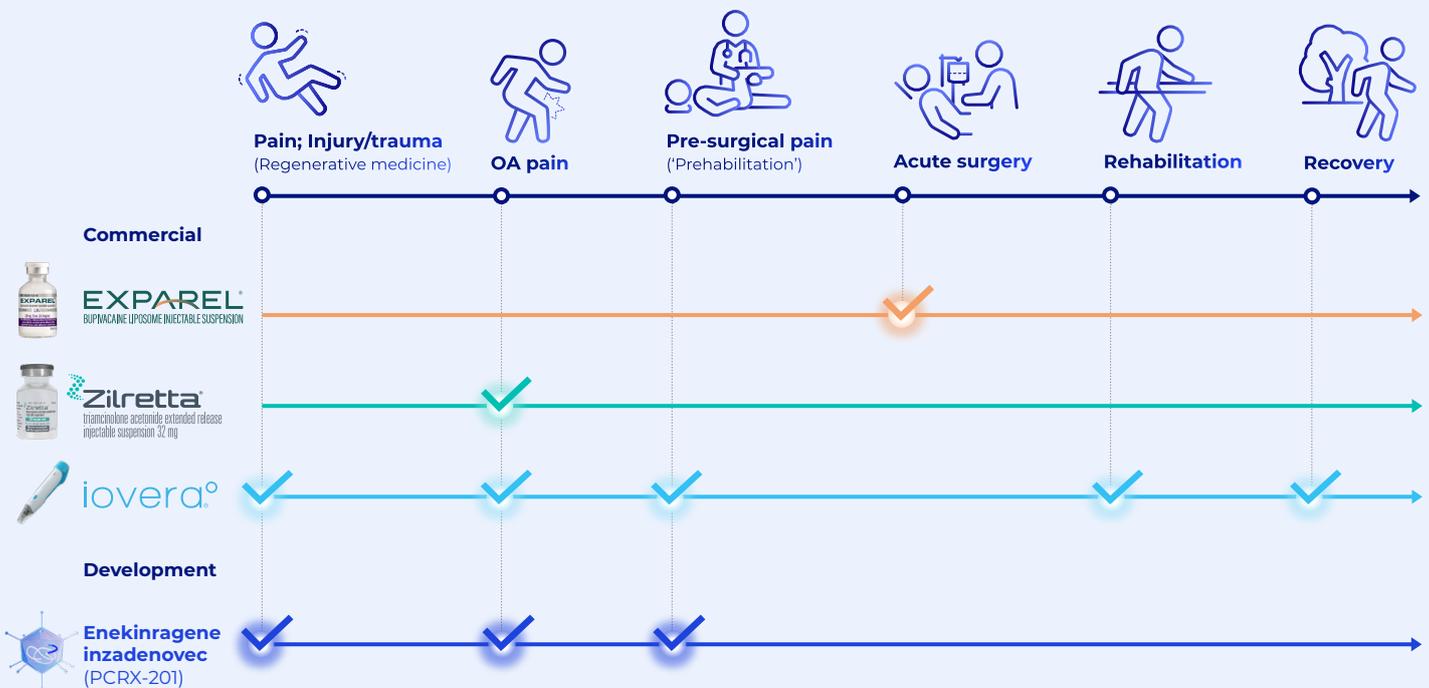
## MISSION

We deliver innovative non-opioid pain therapies to transform the lives of patients.



WE'RE **WORKING** TO  
MEET THE **NEEDS** OF  
**HEALTHCARE**  
**PRACTITIONERS**  
AND THEIR **PATIENTS**

We are pioneering safe and effective opioid-sparing innovation to improve the patient journey along the neural pain pathway



Our in-depth knowledge of non-opioid pain management, coupled with our passion for delivering improved patient care, drives our commitment to provide solutions that address unmet medical needs and improve clinical results.

# Company OVERVIEW

## CULTURE

At Pacira, we have a capable and passionate team of people dedicated to serving our customers in a work environment that encourages collaboration. Our culture inspires and challenges individuals to be effective and efficient in all that they do.

We are committed to intentionally cultivating a culture of inclusion where all feel welcomed and valued for their backgrounds, perspectives, and experiences. We hold one another accountable to promote trust and transparency in support of our communities and collective mission.

**We believe the era of opioids as the industry standard for pain management IS OVER**



Pacira is setting **new expectations** for **CLINICIANS** and **PATIENTS** alike

**LOW- and NO-OPIOID PAIN MANAGEMENT** through innovative alternatives that offer **BETTER OUTCOMES**

## GUIDING PRINCIPLES



### Keep the patient at the center

Pain is deeply personal, often overwhelming even the simplest daily tasks. Every decision we make is grounded in the needs and experiences of our patients.



### Follow the science

Science is the foundation upon which we build our innovations, ensuring safety, efficacy, and meaningful outcomes.



### Treat our people well

Our team is our strength. Fairness, respect, and equity are the cornerstones of our culture, creating a supportive environment where everyone can thrive.

## VALUES

Every day, we are determined to **achieve the extraordinary**



**Integrity** is the foundation of who we are



We respect diverse talent and the collective power of a **unified team**



# Putting **PATIENT & PRODUCT SAFETY** First

**We are committed to conducting our clinical trials in accordance with high bioethical standards and clinical guidelines**



All Research and Development (R&D) activities at Pacira, including all clinical trials, are conducted in conformance with the Principles of Good Clinical Practice (GCP) as defined by the International Conference on Harmonization of Technical Requirements for Pharmaceuticals for Human Use, and international ethical standards—in particular the Helsinki Declaration on ethical principles regarding human experimentation. Any employees or third parties involved in clinical trials sponsored by Pacira are trained to follow Good Clinical Practices.

Our R&D activities are designed to ensure that all participants enrolled have given their free and informed consent (or assent if applicable) to participate in a trial, either directly or via their legally authorized representative. Study participants and/or their legal representatives must understand the purpose of any R&D activity so that they are able to make an informed decision about whether to participate. Regardless of the objective, all R&D activities are designed primarily to protect the safety and well-being of participants and to guarantee that they or their legal representatives give their voluntary consent/assent based on straightforward and comprehensive information that is expressed in easily understandable, non-technical language,

especially for any participants who may be considered vulnerable for any reason.

We have established multiple policies and standard operating procedures under the guidance and oversight of our Chief Medical Officer and Chief Legal and Compliance Officer, to ensure a high level of ethics in scientific and medical activities, better stakeholder engagement, and greater transparency.

An independent ethics committee reviews and approves proposed R&D protocols before any clinical trial may begin. Our risk management framework helps us monitor any potential risks to our high quality and safety standards. Potential risks may be identified through audits of our sponsored clinical trials—both internally and of our external partners.

Details regarding how we manage potential ethical challenges and risks associated with R&D, how we manage and audit our clinical trials, and our commitment to R&D transparency can be found in our [Policy on Bioethics](#).

## **Rigorous manufacturing and quality control**



Pacira is committed to upholding all applicable manufacturing regulations and best practices through rigorous quality control and quality assurance protocols. All our products are manufactured in accordance with current Good Manufacturing Practice (cGMP) regulations

# Putting **PATIENT & PRODUCT SAFETY** First

enforced by the U.S. Food and Drug Administration as overseen by our quality management team.

In addition to our own internal quality controls, requirements for our suppliers have been designed to ensure a consistent production process that prioritizes patient safety and high-quality standards.

This comprehensive approach to patient safety and quality control allows us to deliver our products safely and effectively.

## **Robust safety monitoring and pharmacovigilance practices**



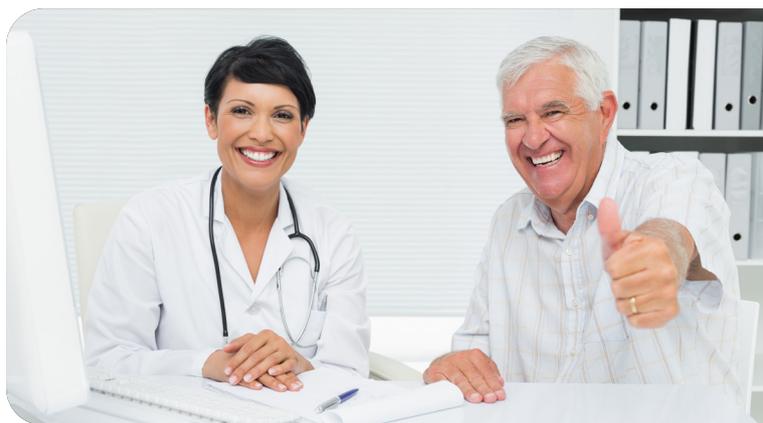
It is our policy to:

- Comply with all applicable legal and worldwide regulatory requirements for handling safety information and product complaints
- Continually monitor safety information and product complaints regarding the use of our marketed or investigational products and take appropriate actions to minimize risk to patients
- Communicate important safety findings to clinical investigators, healthcare professionals, and regulatory agencies in a timely manner

All employees, partners, suppliers, contractors, vendors, and consultants are required to report any safety information and/or product complaints they receive to the Company, as well as complete regular training on obligations to report safety information in their respective roles in service to our company.

More details regarding our pharmacovigilance practices, including how we monitor the quality, safety, and security of our products, can be found in our [Policy on Patient and Product Safety](#).

## **We are committed to thoughtful, conscientious, and patient-focused interactions with both the public and the broader healthcare community**



Our external interactions, with both patients and providers, conform to our high medical, scientific, and ethical standards, and comply with all applicable laws, regulations, and industry guidance. They also conform to our core values, which prioritize patient safety and honesty. In addition to our own policies, we abide by applicable guidelines and codes established by national industry associations, as well as by major international industry associations. These codes and guidelines supplement applicable government regulation and provide guidance and self-discipline for ethical marketing practices. In the United States, we abide by the PhRMA Code on Interactions with Healthcare Providers (HCPs), the PhRMA Guiding Principles on Direct-to-Consumer Advertising of Prescription Medicines, the OIG Compliance Program, and the AdvaMed Code on ethical interactions and relationships with HCPs.

More details regarding our approach to engagement with the healthcare community, including promotional engagement with HCPs and patients, can be found in our [Policy on Responsible Marketing](#).

# Empowering **EMPLOYEES** to Thrive

## Consideration, Mutual Respect, and Diversity are Fundamental to our Success

One of the foundations of our corporate culture is that consideration, mutual respect, and diversity are all fundamental elements for success. We are dedicated to protecting the rights of women and minority groups, as well as advocating for the equal treatment and protection of rights for all of our employees, directors, contractors, customers, and stakeholders, without regard to sex, race, color, religion, creed, gender identity, sexual orientation, marital status, age, national origin, citizenship, genetic information, physical or mental disability, or membership or application for membership in a uniformed service.

We are **committed** to **intentionally cultivating** a **culture of inclusion** where all feel **WELCOMED** and **VALUED** for their **backgrounds, perspectives,** and **experiences**



We hold one another **accountable** to promote **TRUST** and **TRANSPARENCY** in support of our **COMMUNITIES** and **COLLECTIVE PURPOSE**

In support of this diversity, equity and inclusion vision, we have developed and implemented a multi-year strategic program with a focus on inclusion, education and training.

To help attract talent from a diverse pool of candidates, we post our employment opportunities to state job banks and distribute them to community engaged veteran, minority, women and diversity organizations. In recent years, to help encourage and foster a workplace with people of all backgrounds, we have partnered with organizations such as the Society of Women Engineers and the National Black MBA Association to distribute targeted job postings.

We maintain a recognition program based on our core values, known as Celebrate, through which we recognize each other's commitment to making a meaningful difference for our patients and communities and create a shared culture where everyone is responsible for living up to and sustaining our core values.

# Empowering **EMPLOYEES** to Thrive

Since 2018, we have supported an employee resource group - **P.O.W.E.R.** (*Preparing Our Women for Excellence and Results*) - open to all Pacira colleagues, focused on promoting leadership values, fostering a community of support and the advancement of women through professional development and networking opportunities. Quarterly webinars, social events, volunteer activities and a holiday Giving Tree are among the many ways the group provides opportunities for our employees.



We have a cross-functional diversity, equity, and inclusion employee council that serves as an advisory board, comprised of employees who lead, advocate for, inform and communicate our corporate diversity, equity, and inclusion strategic initiatives around four key areas:

- Leadership development
- Diversity recruiting
- Culture
- Communication

Additionally, we provide training for our executive team, senior leaders, and managers on Unconscious Bias and Inclusive Leadership.

We believe that a company comprised of a diverse group of talented individuals, with a breadth of different experiences and viewpoints, is essential for success and we are committed to evaluating our people processes to ensure that we are attracting, developing, promoting, and retaining a wide variety of talent.

# Empowering **EMPLOYEES** to Thrive

## **Global Labor & Human Rights**

We strive to promote the labor rights of our employees and human rights where we operate and to make sure that people are treated with regard and consideration, and are dedicated to operating as a strong corporate citizen and to conduct our daily business in alignment with the principles set forth in our Global Labor and Human Rights Policy. We understand that cultivating a positive reputation as a leader in our industry is based on our conduct. We earn our reputation every day by nurturing our relationships with our employees, suppliers, stakeholders, and the communities that we serve.

We are committed to working with and supporting our suppliers, customers, and contractors to uphold the principles stated in this policy and to adopt similar policies within their global operations. Additionally, we aim to follow guidelines set forth in the United Nations Global Compact and the Ten Principles of the United Nations Declaration of Human Rights.

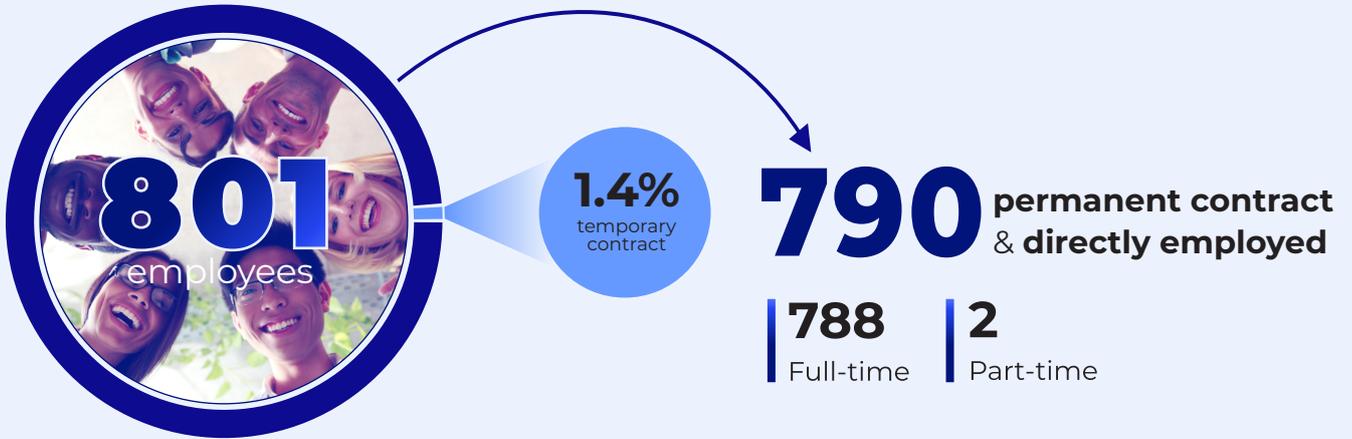


## **Equal Opportunity and Non-Discrimination**

As an equal opportunity employer, Pacira maintains a steadfast policy of non-discrimination with respect to all employees and applicants for employment. Employment decisions are based solely on an applicant's qualifications, merit, and performance and abide by the same principles that guide our vision of diversity and inclusion. Pacira has zero tolerance towards acts of discrimination or harassment of any kind. No penalty may be imposed on an employee, director, contractor, or other stakeholder, as punishment for filing a good faith complaint of discrimination or harassment.

# Empowering **EMPLOYEES** to Thrive

## Employee Demographics



**4.1**  
years average  
tenure

**94**  
employees with  
**10+** years tenure

**44.5**  
years average  
workforce age

**57%**  
male

**43%**  
female

**58%**

**42%**

at director level & above

**Racial or ethnic  
diversity**

**40%**

Data as of December 31, 2024

# Empowering **EMPLOYEES** to Thrive

## Compensation and Working Hours

We are dedicated to compensating at a wage that provides an adequate standard of living for all employees and complies with all applicable federal and local wage regulations, including minimum wage and overtime. We believe that excessive working hours may pose a threat to the safety, health, and wellbeing of our employees and that adequate time off for relaxation and recuperation is necessary for high levels of productivity. We support the health of our employees by encouraging normalized hours of work, rest periods, paid vacations, and paid holidays. We conduct employee engagement surveys to encourage open feedback and track employee satisfaction.



## Total Rewards

In order to attract and retain talent, we maintain broad-based benefits that are provided to all employees, including:

- 401(k) retirement plan with a matching employer contribution at 100% up to 5%
- Employee stock purchase plan featuring a 15% discount and lookback feature
- 1-to-1 sessions with a Certified Financial Planner (CFP) for Retirement and Investment Advice
- Flexible spending accounts
- Medical, dental and vision care plans
- Healthcare and dependent care savings accounts
- Life insurance, short- and long-term disability policies, and critical illness and accident options
- Paid vacation, sick time and company holidays, plus a paid day to volunteer in the community
- Paid parental leave and fertility and maternity assistance

Additionally, we reward employees driving significant value creation with a variety of long-term and short-term incentives, annual performance bonuses, stock options, restricted stock units and a long-term performance cash incentive. We also offer eligible employees tuition assistance towards obtaining an undergraduate degree. We are committed to paying all our employees a fair and living wage.

# Empowering **EMPLOYEES** to Thrive

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## Pay Equity

At Pacira, we are committed to equitable and performance-based compensation practices. We have structured processes in place to help ensure our employees are paid fairly and consistently for similar work, roles, levels, experience, and performance. Our compensation philosophy is also designed to reward high performance and support career growth.

As part of our ongoing efforts, we conduct regular reviews of our pay practices and engage independent experts annually to assess market competitiveness and evaluate pay equity. In 2024, we partnered with an independent third-party expert to conduct a comprehensive pay equity analysis using multiple linear regression. This statistical review evaluated compensation across key factors, including but not limited to experience, role, level, and performance.

The results of the analysis showed no statistically significant differences in pay based on race or gender—indicating that these factors are not predictors of pay at Pacira. The analysis also found a positive correlation between pay and both employee performance and experience, reinforcing our pay-for-performance philosophy and our commitment to recognizing contributions and supporting career development. We are proud of these results and remain dedicated to maintaining equitable pay practices. We will continue to conduct regular, data-driven reviews and make necessary investments and adjustments as needed.

(Our U.K. location, with a de minimis headcount, was excluded from the analysis.)



# Empowering **EMPLOYEES** to Thrive

## Cultivating Growth and Development

We invest in our future leaders by cultivating their growth and development. We regularly assess and identify our emerging talent and support their development with programs, including:

### Leadership Development



### Executive Coaching



### Mentoring



We track turnover and employee engagement among other metrics, conduct mid-year and annual performance reviews for all employees to ensure regular discussions around performance, progress towards goals and professional development, and conduct stay and exit interviews to ensure our talent strategy serves our goal of attracting, developing, and retaining top talent to serve as our future leaders and stewards of our vision.

According to our most recent employee engagement survey, our biggest strengths are our commitment to our product and mission; our employees' relationships with their managers; and people.

At Pacira, we are committed to developing leaders at every level and supporting our employees' career growth. We offer targeted selection training for interviewers to ensure a consistent methodology applied in identifying and hiring the best candidates for open positions and offer critical skills trainings in live and virtual settings, including project management and communications training. We provide robust new hire training, as well as management skills and leadership development training for current and future people leaders. In 2022, we launched LinkedIn Learning, a learning platform with 24/7 access for all employees to a library of resources across an array of leadership and professional topics.

# Empowering **EMPLOYEES** to Thrive

## **Employee Wellbeing**

Pacira is committed to the total wellbeing of our employees and their families. We offer a range of benefits designed to meet individual needs and help employees and their families live healthy lives. This includes a variety of tools to promote total wellbeing in the areas of health, wealth, work, and life to keep our employees and their families healthy, lower their healthcare costs and reduce stress.

We offer our eligible employees flexible work arrangements—including remote working opportunities, flexible schedules and reduced schedules to help achieve an appropriate work/life balance. Benefits that protect financial wellbeing are also provided, including but not limited to: a paid parental leave benefit, insurance to help protect assets during times of short- and long-term disability, life insurance and accidental death and dismemberment insurance.

## **Workplace Safety and Security**

We are committed to protecting our employees by providing a workplace that is free from violence, intimidation, harassment, and other unsafe conditions due to internal or external threats. Safeguards for employees are provided as needed and will be maintained and updated with regard for employee security and privacy in accordance with our Code of Business Conduct and Ethics.

We have a formal Environmental Health and Safety (EHS) Program. It is our policy that everyone is entitled to a safe and healthful place to work. We recognize that accident prevention, employee wellness and efficiency of operations are directly related to quality, production and cost. We operate our facilities in a manner that protects the health and safety of our employees.

More details regarding our commitment to workplace safety can be found in our [Global Health & Safety Policy](#).



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

We are dedicated to proactive involvement with foundations and local organizations in our communities. When appropriate, we are committed to engaging in discussion with local leaders and stakeholders about Labor Rights, Human Rights, and other community issues. We encourage our employees to give back to their communities and offer one paid day off per year to volunteer. We also encourage our employees to take advantage of company-sponsored volunteer

events and platforms that provide support to local and national causes, such as our **Choices Matter** platform, which we designed to educate and empower patients around non-opioid options for managing pain. Our commitment to working within communities to raise awareness of the availability of pain management options that can help fight our nation's opioid crisis is discussed in greater detail below.

Support for

**S** SCIENCE  
**T** TECHNOLOGY  
**E** ENGINEERING  
**M** MATH

Initiatives



In October 2022, the Hillsborough County (Florida) Public Schools were awarded a \$2 million grant from the United States Department of Defense Education Activity (DoDEA) Program that will be utilized to institute a STEM Innovation Hub. The grant will serve over 1,500 students offering new coursework centered around inquiry-based learning to increase the number of elementary and middle school students connecting with new STEM opportunities. In July 2023, Pacira launched a collaborative project to support the Hillsborough County Public Schools to engage the Pacira Innovation Center (PIT) in Tampa as a selected STEM Innovation HUB site.

Our first project was hosted in December 2023 when over thirty 8th grade students arrived at the PIT @ Tampa for a day of hands-on technology experience. The students were introduced to Pacira and our mission to provide an opioid alternative to as many patients as possible. Through our mission statement, the students gained an in-depth knowledge of opioid awareness, medical device technology, and training from a controlled setting to patient applications. The class gained insight on neural anatomy of the human body through a 3-D cadaver experience then divided into rotation stations covering the technology of ultrasound and applications; live model scanning finding nerves via ultrasound; cryoneurolysis and the making of

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

ice balls to freeze nerves; and use of our broadcast studio to create educational videos.

Our second project was hosted in January 2024, moving STEM education directly to Randal Middle School. The engineering class hosted over 230 students in 7th and 8th grade where each student had an opportunity to spend six days with the Pacira Medical Innovation & Education team where the students developed a real-world biotech module from start to finish.

The students learned about opioid awareness and interacted with the iovera<sup>®</sup> technology as a baseline

for medical advancement through technology. The students were then tasked with creating their own small business with the goal of enhancing an existing medical device product through research and development and then taking the steps necessary to get a mock FDA 510(k) approval. Members of our legal, business development, regulatory, and research and development teams interacted with the students to teach them about patents and the planning, science, and processes around a biotechnology product. Together, our partnership has formed a dynamic team, sparking curiosity, innovation, and the skills our youth will need to shape the future.

## **Expanding access to non-opioid pain management options to redefine the role of opioids as rescue therapy only**

### **Opioid Reduction Mission**

Central to our corporate mission is our commitment to providing an opioid alternative to as many patients as possible using enhanced recovery after surgery (“ERAS”) multimodal protocols and opioids for rescue only.

### **Voices for Non-Opioid Choices**

We support Voices for Non-Opioid Choices (“Voices”), a nonpartisan coalition consisting of 100 national and state-level medical, patient advocacy, and addiction and recovery organizations dedicated to preventing opioid addiction by increasing patient access to non-opioid therapies. The Centers for Medicare and Medicaid Services (“CMS”) recently issued the proposed Outpatient Prospective Payment System rule for 2023 with EXPAREL continuing to qualify for separate reimbursement for ambulatory surgical centers (“ASC”) under reimbursement code C9290. In parallel to our CMS initiatives, we have been supporting bipartisan legislation such as the Non-Opioid Prevent Addiction in the Nation (NOPAIN) Act, intended to expand access to non-opioid options for postsurgical pain relief by providing separate reimbursement in all outpatient environments for Medicare beneficiaries beginning in 2025. NOPAIN was included in the Consolidated Appropriations Act, 2023, which was signed into law by President Joe Biden on December 29, 2022. We are currently supporting initiatives to accelerate the implementation timeline.

### **340B Pricing Program Expands Access to EXPAREL**

In October 2022, we extended the accessibility of EXPAREL to reach significantly more low-income and uninsured patients by participating in the 340B Drug Pricing Program. This federal program allows covered entities to buy EXPAREL at a discount for outpatient procedures and will provide us with the opportunity to provide an opioid-free alternative to financially vulnerable patients where access to opioid-sparing regimens is key.

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Grants & Corporate Giving

We are dedicated to advancing and improving outcomes for healthcare practitioners and their patients by advancing innovation in non-opioid pain management and regenerative health solutions.

To that end, Pacira provides grants for:

**Investigator-initiated trials**

**Independent educational grants**

**Grants in support of medical missions and charitable donations**

Our mission to deliver innovative pain therapies and support pain management extends beyond the borders of the United States and the EU. Since 2019, we have donated vials of EXPAREL to patients in 18 countries across 5 continents that have no alternatives other than opioids. These donations have assisted patients undergoing a range of surgical procedures including hip and knee replacement, wisdom tooth extraction and hernia repair.

- |   |   |  |  |
|---|---|--|--|
| 1  United States | 6  Honduras              | 11  Guyana    | 16  Nigeria |
| 2  Mexico       | 7  Nicaragua            | 12  Ecuador  | 17  Zambia |
| 3  Guatemala   | 8  Cuba                | 13  Peru    | 18  India |
| 4  Belize      | 9  Haiti               | 14  Bolivia | 19  Palau |
| 5  El Salvador | 10  Dominican Republic | 15  Ghana   |  |



# A Commitment to our COMMUNITIES & OPIOID-SPARING INNOVATION

Over the past three years we provided support for charitable medical missions in Belize, Honduras, Ghana, Zambia, Guatemala, Ecuador, Mexico, Palau, India, Guyana, Nigeria and the Dominican Republic by donating EXPAREL to help support surgeries for patients in need. We have supported the Louisiana State University Opioid Minimization Initiative as well as a three-year donation grant for Shriners, which in 2024 shipped 1,700 vials of EXPAREL 10mL and 210 vials of 20mL.

Over **8,000** vials of EXPAREL donated since 2019 with a commercial value of over **\$2M**



“Today, we completed our 14th surgery in Hermosillo, MX. A special thanks to all of our mission colleagues, the local hospital and St. Andrews Clinic for all you do. Thank you to all of the people that support #childrenssurgeryinternational through your time and donations. This was my tenth time on this mission trip, and I love seeing all of the patients grow up happy and smiling.”

**Dr. Dan Sampson**  
Oral Surgeon, Children's Surgery International

“On our medical mission to Honduras, our team operated on over 60 people with EXPAREL with perfect success. EXPAREL was directly responsible for not only eliminating the predictable postoperative pain, but actually enabling us to do some surgeries we would have otherwise not been able to do at all because of the complete lack of adequate alternative postoperative pain control options.”

**Dr. Mark Perlmutter**  
General Surgeon, Health Volunteers Overseas



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**



In the 2024 holiday season, Pacira was proud to once again partner with the Court Appointed Special Advocates of Morris and Sussex Counties (CASA) on our 3rd annual **Giving Tree**. This special initiative helps spread joy to children and families who might otherwise not have the opportunity to experience the warmth and magic of the season.

CASA is a nonprofit organization whose mission is to provide a voice for the best interests of vulnerable children who are in foster homes or are under court supervision due to abuse, neglect, or abandonment. The children CASA serves typically come from extreme low-income backgrounds, and many are victims of the opioid epidemic. Our collective goal was to brighten the holiday season of at least 20 local foster children by ensuring they all received presents. Over the past two years, Pacira was able to support over 200 children and families, providing them with everything from toys to essentials.

**Pacira** was proud to partner with **JERSEY • CARES** to support two of their charitable initiatives:



For the past 28 years, The Jersey Cares Coat Drive has mobilized the collection and distribution of thousands of “gently used” winter coats to men, women, children, and infants in need. Last year, Jersey Cares collected more than 20,000 coats throughout the state of New Jersey and this year we can also help support individuals across the state of N.J. to stay warm. In 2024, Pacira contributed over 100 coats.



Jersey Cares collaborates with numerous schools, children’s shelters, and community centers to ensure that every child in New Jersey can start the school year with essential supplies. Every year, thousands of under-resourced New Jersey students begin the school year without basic educational tools such as backpacks, notebooks, and calculators. These students face significant challenges in achieving academic success. You can help support a brighter future for our children by providing these vital resources.

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Community Involvement

We are very proud to support our Pacira communities and believe that together we can all make a difference and an impact.

Our **Pacira Gives Back program** provides employees with access to a platform to easily make charitable contributions, search for and organize volunteer opportunities, track activity and take advantage of Company-wide donation match campaigns.

In 2024,

**1 in 4** of our employees took a paid **COMMUNITY DAY**

totaling over

**\$100k** worth of paid time to serve in the **COMMUNITIES** where we operate



In addition to supporting our employees through **Pacira Gives Back**, we are committed to supporting other various non-profit organizations by making charitable contributions to underserved or vulnerable groups within our communities.



In August 2024, over **50** employees from our Science Center Campus in San Diego volunteered to support three foundations that support our communities in need:

Sorting school supplies for unhoused K-12 students at the **Monarch School**

Assembling care packages for **YWCA San Diego**

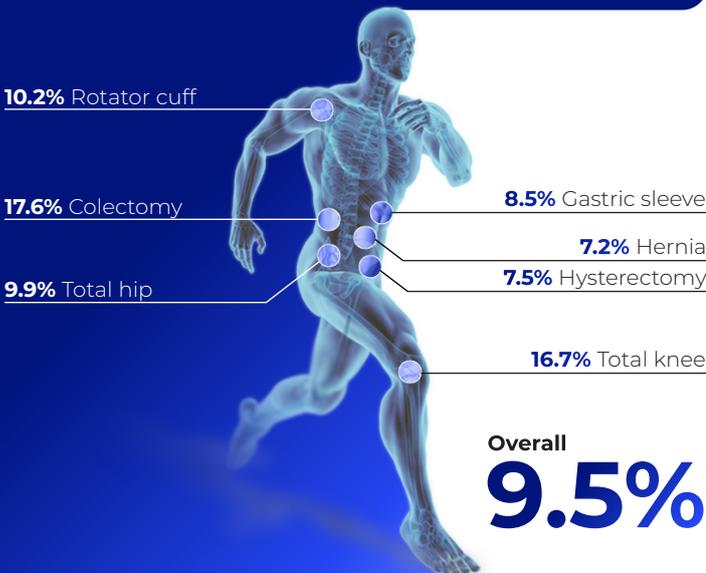
Assembling **Meals on Wheels** "We Care" bags for seniors

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Educating Patients about Non-Opioid Options

In 2016, we were proud to launch *Choices Matter*, a national movement designed to educate and empower patients to have proactive discussions with their clinicians about non-opioid options for managing postsurgical pain. We continue to expand a coalition of like-minded individuals and organizations to generate widespread public awareness of the role that postsurgical opioids play in the larger public health crisis in the US, while highlighting the opportunity to alleviate the risks associated with opioid dependence and/or addiction through the utilization of non-opioid pain management approaches.

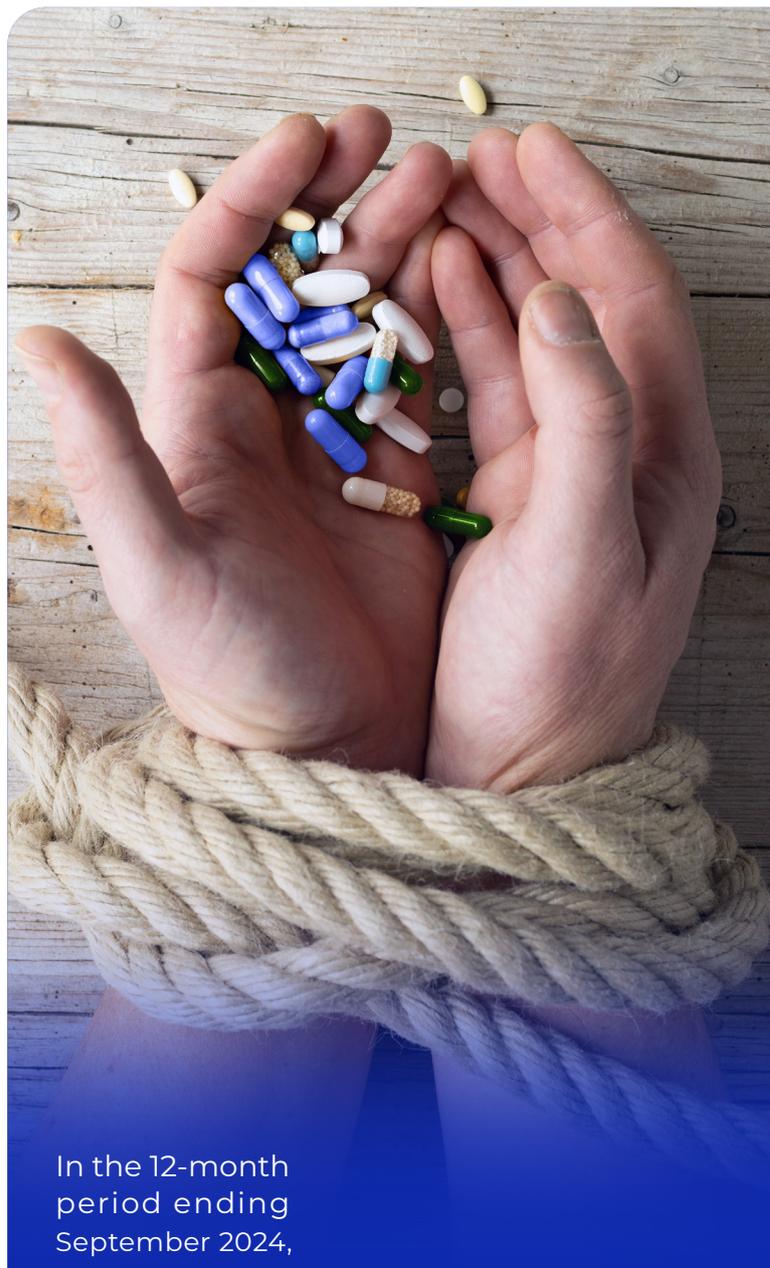
### % of newly persistent opioid patients by surgery<sup>1</sup>



## Plan Against Pain

A key *Choices Matter* resource is the Plan Against Pain website, which is located [here](#). Given the clear need to cultivate better communication between patients and surgeons regarding all available postsurgical pain treatments, Plan Against Pain contains important resources to help patients discuss their pain management options with their healthcare providers and build a personalized plan.

1. Pacira. *United States for Non-Dependence: An Analysis of the Impact of Opioid Overprescribing in America*. September 2017. [Analysis in the report was based on research conducted by the Quintiles IMS Institute].  
 2. NCHS, National Vital Statistics System. Estimates for 2024 are based on provisional data (available from: <https://www.cdc.gov/nchs/hvss/vsrr/drug-overdose-data.htm#source>).



In the 12-month period ending September 2024,

**OVER  
87,000  
AMERICANS  
DIED  
from a  
DRUG  
OVERDOSE<sup>2</sup>**

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## **GATEWAY: A Film About How Opioid Addiction Transformed the Lives of Three Everyday American Families**

In 2021, the launch of America vs. Addiction featured **GATEWAY**, an award-winning film about three families inadvertently impacted by opioid addiction that began with a prescription to manage pain after surgery. America vs. Addiction is the first channel developed to share impactful and educational content focused on addiction and recovery.

**GATEWAY** is a 40-minute documentary presented by Choices Matter. Since its debut in late 2019, **GATEWAY** has garnered more than 30 prestigious accolades, including:



Silver Telly Award



Official Selection for the Garden State Film Festival, American Public Health Association Film Festival, The Art of Recovery Film Festival



Best Documentary Feature from the LA Movie Awards



Best Director and Best Documentary Featurette from the Festigious Film Festival



Best First Time Director and Best Documentary from the Top Shorts Competition



Award of Outstanding Excellence for Documentary and Motivational/Inspirational Film from the Docs Without Borders Film Festival



Award of Merit for Documentary Short and Humanitarian Award from the Best Shorts Competition



Award of Prestige from the Vegas Movie Awards Conversation.

Several resources have been created to accompany the film, including a public service announcement (PSA) video, movie poster, photos, and social media tips to help raise awareness about #gatewayfilm. These resources and the film are accessible [here](#).



# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## **The National Safety Council**

In 2022, we launched a partnership with The National Safety Council (NSC), America's leading nonprofit safety advocate, and the Connect2Prevent program. Connect2Prevent is an innovative employee-family educational program that increases awareness and prevention of opioid addiction.

NSC created a comprehensive curriculum designed to educate employees on the risks associated with opioids and provide them with the tools to have meaningful discussions with adolescent family members. The curriculum includes 10 to 12 weeks of engaging lessons on opioids, addiction, stigma, risk factors for substance use, refusal skills, harm reduction, how to talk to doctors about opioid alternatives and more. The lessons provide easy-to-understand education, action steps and evidence-based tools to connect and communicate with teens.



## **NFL Alumni Association**

In 2022, we launched a partnership with the NFL Alumni Association to increase awareness of the availability and benefits of non-opioid options to manage acute and chronic pain, including postsurgical pain and knee osteoarthritis (OA).

The program seeks to educate retired players, NFLA chapter presidents and staff, youth sports organizations including Play 60, Pop Warner, and the Amateur Athletic Union (AAU) about the importance of non-opioid pain management options that can reduce or eliminate the need for opioids, which can be associated with unwanted and potentially severe side effects.

The partnership includes educational opportunities at NFLA state and local chapter events, as well as national tournaments throughout the year including the Super Bowl, Pro Bowl, Super Bowl of Golf, the Red, White, & Blue Celebrity Golf Classic, and the NFLA Super Bowl Pro-Am.



## **PGA TOUR Champions**

In 2022, we launched an iovera<sup>o</sup> partnership with the Professional Golfers Association of America Champions Tour through which we had a dedicated iovera<sup>o</sup> presence at major tournaments throughout the year. The tournaments featured an iovera<sup>o</sup> 'Cool Zone' tent that allowed spectators and guests of the PGA Champions Tour to learn more about the availability and benefits of iovera<sup>o</sup> and how to contact a local iovera<sup>o</sup> provider for more information.

## **LPGA**

In 2023, we announced a multi-year sponsorship with the LPGA to make iovera<sup>o</sup> its official non-opioid pain management partner. The sponsorship aims to draw attention to the role non-opioid pain management options can play in curbing the U.S. opioid epidemic. We host initiatives at various LPGA tournaments and Women's Leadership lunches to drive awareness and education on the availability of non-opioid pain therapies.

# A Commitment to our **COMMUNITIES & OPIOID-SPARING INNOVATION**

## Political Contributions

As a policy, Pacira does not make political contributions to candidates running for office, political parties, political advocacy groups such as PACs, nor any other entities that aim to directly influence the election of specific public officials. In 2024, Pacira did not make any political contributions.

Pacira does actively support U.S. public policy making activities that seek to expand patient access to non-opioid pain management solutions. In 2022, Pacira engaged with a third-party lobbyist to help educate and facilitate support for increased access to non-opioid options for the management of acute pain.

## Shareholder Engagement

Since our annual meeting in 2024, we contacted stockholders representing



of our weighted average shares outstanding



Additional shareholder communication is facilitated through the following channels:

- Regular public disclosure through Securities and Exchange Commission filings and news releases
- Quarterly earnings calls featuring question-and-answer sessions with management
- Regular updates to information included on our investor website ([investor.pacira.com](https://investor.pacira.com))
- Formal investor perception study conducted by an external consulting firm
- Annual say-on-pay vote to engage our shareholders with their thoughts on our executive compensation program
- Regular attendance at investor conferences and roadshows, including one-on-one meetings with institutional investors
- An annual Sustainability Report
- Ongoing investor engagement through our Investor Relations department

# Promoting ENVIRONMENTAL Respect

We recognize that our operations may have an impact on our environment and as such, our goal is to promote environmental awareness, minimize our impact, and protect the environment as best we can. We also strive to fully comply with all environmental and safety laws and regulations.

We are committed to minimizing the use of any substance or material that may cause environmental damage, reducing waste generation and disposing of all waste through safe and responsible methods, minimizing environmental risks by employing safe technologies and operating procedures, and being prepared to respond appropriately to accidents and emergencies.

Over the years, Pacira has implemented several programs as part of a comprehensive Environmental Management System.



## Water Saving Initiatives

At our Science Center Campus in San Diego, California, we recently implemented water saving measures which save more than 1.8 million of gallons per year, including:

- ✓ Using Recycled Reverse Osmosis (RO) reject water from our GMP water purification process to feed Cooling Towers, saving approximately 1,200 gallons of water daily
- ✓ Using softened water for Cooling Towers as a backup, to reduce the amount of water that must be flushed to control calcium and magnesium deposits, saving approximately 4,000 gallons of water a day
- ✓ Installing water-saving fixtures in bathrooms and kitchens, including low-flush toilets and low-flow faucets with shut-off sensors

These initiatives have earned us an exemption to use water in San Diego during Drought Response Level 2 periods under the city's Guaranteed Water for Industry Program, which is available to manufacturing and research companies in the city who have implemented Best Management Practices for Potable Water Conservation in their facilities.

# Promoting **ENVIRONMENTAL** Respect

## **Hazardous Waste**

The EXPAREL manufacturing process utilizes a certain hazardous material that typically is disposed of by incineration in the United States. We use an engineering control system that recovers all of this material using a refrigerated vapor condenser to separate the material from other chemicals. During the past few years, Pacira worked to find a sustainable solution for this waste, and after an extensive search, a third party was found who recycles this material through a closed loop system and utilizes it as fuel for producing energy at their facility. This has resulted in a net recycling/reuse of more than 99% of this certain hazardous material waste generated by Pacira.

## **Clean Production Wastewater**

At our Science Center Campus, in San Diego, California, the industrial wastewater generated during our EXPAREL manufacturing process is directed to a solvent recovery system, where the water is sent solvent-free to a pH adjusting tank and then finally out to the city sewer system. This system is sampled on a quarterly basis and is in compliance with the City of San Diego, industrial wastewater control limits, and Environmental Protection Agency requirements.

## **Air Pollution Control**

Our Science Center Campus in San Diego, California utilizes a cryogenic solvent recovery system for air pollution control to help us mitigate the amount of volatile organic compounds (VOCs) we emit, keeping our employees and community safe. This system is certified by the Air Pollution Control District as well as the Environmental Protection Agency.

## **Reduced Packaging Waste**

In our efforts to be more environmentally conscientious we have cut our overall packaging content in an attempt to reduce consumer waste. A smaller package design in both size and weight reduces our consumption of cardboard, Styrofoam,

and plastic. It also reduces the space needed during both shipping and during refrigerated storage by our customers. These improvements reduce the amount of waste that ends up in our landfills.

For EXPAREL packaging, we:

- ✓ Replaced a large plastic inner vial holder with a slimmer, lighter, cardboard design
- ✓ Eliminated the original Styrofoam liner altogether
- ✓ Reduced the packaging footprint for each carton by roughly 80%
- ✓ Reduced the necessary storage space in customers refrigerators



# Promoting **ENVIRONMENTAL** Respect

## How We're Helping The Environment

### All of our internal sites we:

- ✓ Have water-use reduction devices on bathroom faucets and toilets
- ✓ Utilize off-peak climate control in our office spaces for reduced energy usage
- ✓ Use motion-sensing lighting controls in hallways and offices
- ✓ Offer recycling bins for paper and plastic/glass/aluminum containers
- ✓ Encourage the use of reusable bottles, cups, plates, and cutlery
- ✓ Offer commuter benefits for employees who use public transportation to commute

### Our Science Center Campus in San Diego, California features:

- ✓ Electric vehicle charging stations
- ✓ Compost bins in break rooms
- ✓ Water-use reduction devices on bathroom faucets and toilets
- ✓ The use of reclaimed water for landscaping irrigation

More details regarding our commitment to environmental compliance and preservation can be found in our [Global Environmental Policy](#).



# Operating **ETHICALLY** with **HIGH INTEGRITY**

## **Business Ethics**

We are committed to conducting ourselves in accordance with high standards of integrity and compliance with all applicable laws and regulations. We have comprehensive codes of business conduct that apply to our U.S. and European operations and all our employees and Directors, and includes, but is not limited to:

- Compliance with all applicable laws, rules, and regulations wherever we conduct business
- Refraining from any activity that may present a conflict of interest
- Compliance with insider trading laws and regulations
- Conducting business in an honest, ethical, and fair manner
- Interactions with Government Officials, domestic and foreign
- Accuracy of books and records and public reports and disclosures

We also maintain a toll-free, confidential ethics hotline **(1-833-976-2071)** and have other channels for anyone to report violations or potential violations of any of our policies, practices, accounting or auditing matters, or any other item of concern. Pacira will not tolerate any form of retaliation against anyone for making a good faith report of a violation or potential violation of any Pacira policy.



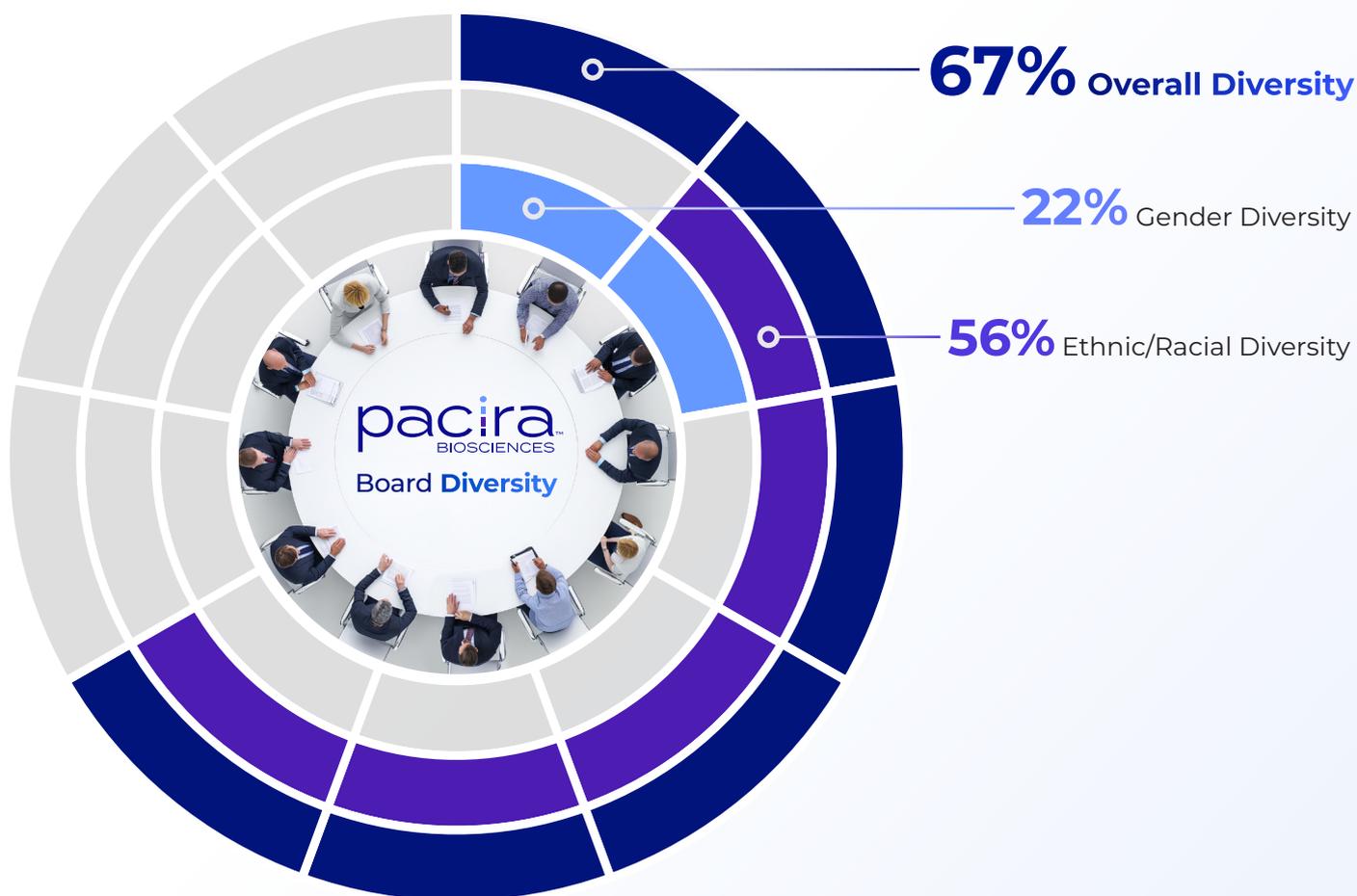
# Operating **ETHICALLY** with **HIGH INTEGRITY**

## Corporate Governance

Our Corporate Governance highlights include:

- The appointment of an independent board chair separate from our CEO
- **6** of our **9** Directors self-report at least one diversity attribute
- **5** of our **9** Directors are ethnically/racially diverse
- **2** of our **9** Directors self-identify as female
- **8** of our **9** Directors are independent according to U.S. Securities & Exchange Commission and Nasdaq listing rules
- Annual Director self-evaluations and committee assessments
- An anti-hedging and anti-pledging policy
- Minimum stock holding requirements for non-employee Directors
- Full and open communication between management and the Board

Click [here](#) to view our full set of Corporate Governance Guidelines, which include, but are not limited to, guidelines on director responsibilities and qualification standards, board meetings and committees, director compensation, and senior executive succession planning.



# Operating **ETHICALLY** with **HIGH INTEGRITY**

## Board Committee Charters

Our Board Committee Charters are available on our corporate website under Corporate Governance or by clicking the links below:



Audit



People & Compensation



Nominating, Governance & Sustainability



Science & Technology

## Anti-Bribery

We have a comprehensive [Anti-Bribery Policy](#) covering compliance with anti-bribery and anti-corruption laws, such as the US Foreign Corrupt Practices Act, the UK Bribery Act, and the Canadian Corruption of Foreign Public Officials Act, as well as applicable laws and regulations in various jurisdictions.

# Cyber Security



We operate a risk-based cybersecurity program dedicated to protecting the confidentiality, integrity and availability of our information. We utilize a layered approach in protecting against, and the detection of, cyber-attacks, and leverage outside partnerships to gain intelligence on threats and continue to adjust our protection mechanisms to be effective. All employees receive information security training (including data protection and fraud awareness) on an annual basis, and we use state-of-the-art technology to monitor systems for anomalous behavior. In the event an incident were to occur, a Security Incident Response Team would be convened that consists of members from many functions, including legal counsel. Additionally, we carry a Cyber Insurance policy to help cover investigation and mitigation expenses.

Our board of directors has the ultimate oversight of the Company's risks - including cybersecurity risks - with our Audit Committee assisting the board in their oversight of cyber and information security risks.

# Operating **ETHICALLY** with **HIGH INTEGRITY**

## **Information Technology Business Resilience**

We have corporate policies and procedures for data backup, disaster recovery, and cybersecurity. Policies support each of these areas, and services exist to assess, attempt to mitigate, and remediate any impacts of a potential interruption to business. On a continual basis, we analyze, evaluate, and document risk scenarios to assess improvements to our business operations.

Business continuity focuses on the recovery or continuity of critical business processes within our business units, including our manufacturing operations. Disaster recovery plans outline measures for the restoration of critical systems, with defined Recovery Time Objectives (RTOs) and Recovery Point Objectives (RPOs), underscoring our commitment to rapid recovery and data integrity in unforeseen circumstances.

We have recovery procedures and playbooks that establish the strategies, resources, and processes to recover from any business interruption. As part of this recovery plan, simulated exercises, formal training, and testing are periodically executed. Standard procedures and playbooks contain roles and responsibilities, decision trees, incident types, general methodologies, and management notification requirements.

Our Information Technology (IT) department maintains standards for IT infrastructure (e.g., data centers, servers, storage, and networking) through strategy and governance documents and built-out system controls. To be proactive in incident preparation, our IT department compiles relevant data through perpetual monitoring and logging.



### **Forward-Looking Statements**

*This report contains forward-looking statements within the meaning of the “safe harbor” provisions of the Private Securities Litigation Reform Act of 1995. Reference is made in particular to statements regarding among others, our goals, commitments, plans, targets, initiatives, objectives, intentions and strategies and related business and stakeholder impacts. Such statements are based on management’s current expectations and are subject to a number of factors and uncertainties that could cause actual results to differ materially from those described in the forward-looking statements. In particular, careful consideration should be given to cautionary statements made in the company’s filings with the SEC, specifically those statements found in its Annual Report on Form 10-K under the caption “Risk Factors” in Item 1A.*

# Sustainability Accounting Standards Board (SASB) Index

Category	Code	Accounting Metric	Disclosure Location
Safety of Clinical Trial Participants	HC-BP-210a.1	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	<a href="#">Bioethics, P. 2-3</a>
	HC-BP-210a.2	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	Unreported at this time
	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Unreported at this time
Access to Medicines	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	Unreported at this time
	HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Unreported at this time
Affordability & Pricing	HC-BP-240b.2	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Unreported at this time
	HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Unreported at this time
Drug Safety	HC-BP-250a.1	Products listed in public medical product safety or adverse event alert databases	<a href="#">FAERS (EXPAREL, ZILRETTA); MAUDE (iovera®)</a>
	HC-BP-250a.2	Number of fatalities associated with products	Unreported at this time
	HC-BP-250a.3	(1) Number of recalls issued, (2) total units recalled	Unreported at this time
	HC-BP-250a.4	Total amount of product accepted for take- back, reuse, or disposal	Unreported at this time
	HC-BP-250a.5	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Unreported at this time
Counterfeit Drugs	HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	<a href="#">Patient &amp; Product Safety, P.2</a>
	HC-BP-260a.2	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Unreported at this time
	HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Unreported at this time
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Unreported at this time
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	<a href="#">Responsible Marketing, P.2</a>
Employee Recruitment, Development & Retention	HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Unreported at this time
	HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	Unreported at this time
Supply Chain Management	HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients	Unreported at this time

# Sustainability Accounting Standards Board (SASB) Index

Category	Code	Accounting Metric	Disclosure Location
Business Ethics	HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Unreported at this time
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	<a href="#">Responsible Marketing, P.4</a>
Activity Metrics	HC-BP-000.A	Number of patients treated	Unreported at this time
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)	<a href="#">Company Overview</a>

pacira™  
BIOSCIENCES

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