




Acadia Pharmaceuticals'
**2025 Corporate
Responsibility
Report**

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This report marks a milestone for Acadia Pharmaceuticals as our first comprehensive disclosure of corporate responsibility initiatives. It is designed to provide transparency into our priorities and progress across key areas — our people, our communities, our products, our environment, and governance. It includes an overview of our approach and flagship programs in each of these areas and reflects both our achievements and our aspirations. Our commitment is to operate responsibly, efficiently and with enduring leadership, always putting the needs of patients and communities first.

This report covers our progress for the calendar year ending December 31, 2025. Unless otherwise noted, all data and initiatives described pertain to this reporting period.

A photograph of a modern, multi-story building with a glass facade. The building is dark-colored with large windows. The word "ACADIA" is visible on the top right corner of the building. The sky is clear blue. In the foreground, there are several green trees.

At Acadia, we're here
to be their difference.

About Acadia

Acadia is committed to turning scientific promise into meaningful innovation that makes the difference for underserved neurological and rare disease communities around the world.

Our commercial portfolio includes the first and only FDA-approved treatments for Parkinson's disease psychosis and Rett syndrome. We are developing the next wave of therapeutic advancements with a robust and diverse pipeline that includes mid- to late-stage programs in Alzheimer's disease psychosis and Lewy body dementia psychosis, along with earlier-stage programs that address other underserved patient needs.

Acadia is headquartered in San Diego, CA and Princeton, NJ, with additional sites in South San Francisco, CA, and Baar, Switzerland.

For more information, visit us at [acadia.com](https://www.acadia.com) and follow us on [LinkedIn](#).

From Our CEO

As we publish Acadia’s inaugural Corporate Responsibility report, I am proud to reflect on the progress we have made as a company and the responsibility that comes with it. Acadia’s mission is to turn scientific promise into meaningful innovation for underserved neurological and rare diseases — and to do so with a clear purpose: to be their difference.

Since our founding, Acadia has focused on addressing areas of high unmet need. To date, our approved therapies — NUPLAZID® for the treatment of Parkinson’s disease-related hallucinations and delusions and DAYBUE® for the treatment of Rett syndrome — have been used to treat nearly 100,000 patients. Behind this number are individuals, families and caregivers whose lives are directly impacted by our work. Reaching these patients — and doing so responsibly, reliably, and ethically — is central to our mission and to the long-term success of our business.

“With growth comes responsibility — to patients and caregivers, to our employees, to our partners, and to the communities in which we operate.”

Catherine Owen Adams
Chief Executive Officer of Acadia Pharmaceuticals

Over the past year, we continued to strengthen Acadia’s foundation as a purpose-driven organization. Our teams across research, clinical development, commercial operations, manufacturing partners, quality and regulatory functions, and corporate operations worked together to advance our portfolio, support patients and caregivers, and build the capabilities needed to sustain growth. Each milestone reflects disciplined execution and a shared focus on delivering therapies that meet real-world needs.

As we share this inaugural Corporate Responsibility report, we also recognize that with growth comes responsibility — to patients and caregivers, to our employees, to our partners, and to the communities in which we operate. This report outlines how we are formalizing programs, strengthening governance, and aligning efforts across the company to ensure our operations support long-term resilience, accountability, and value creation.



In 2025, we advanced initiatives focused on empowering our people with the tools, resources and support they need to do their best work. We invested in learning and development, strengthened leadership capabilities, and continued to embed diversity, equity, inclusion, and belonging into our people practices. These efforts are not only the right thing to do, they are essential to attracting talent, fostering innovation and executing on our strategy.

We also continued our investments in community partnerships, recognizing that these efforts complement our core business by strengthening trust, supporting patient advocacy, advancing scientific education, and reinforcing our role as a responsible corporate citizen.

As we look toward the future, we remain committed to integrating responsible and sustainable practices across our operations — from environmental stewardship to data privacy and corporate governance. This first report represents an important step in establishing a clear framework for transparency and continuous improvement as Acadia continues to evolve.

I am deeply grateful for the dedication and passion of our employees, partners, and the many other stakeholders who champion our work — including patients and caregivers, healthcare professionals and investors. Their work enables Acadia to deliver for patients today while building a strong, resilient company for the future. Thank you for taking the time to read our inaugural Corporate Responsibility report and for your interest in the work we do. Together, we will continue to move science forward, support our communities, and deliver on the promise we make to the patients and families we serve.

A handwritten signature in black ink, appearing to read 'COWA', with a long horizontal flourish extending to the right.

Catherine Owen Adams

Our Approach to Corporate Responsibility

At Acadia, our Corporate Responsibility strategy is rooted in our mission to transform scientific promise into meaningful innovation for patients living with neurological disorders and rare diseases. We believe that advancing care for underserved communities goes hand-in-hand with responsible business practices, ethical leadership and a commitment to sustainability.

Climate Disclosure Governance Structure

Our approach to climate disclosures is informed by leading frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), and California's climate disclosure requirements.

Acadia's Board of Directors provides oversight of climate-related risks and opportunities as part of the company's broader risk management processes. While each committee is responsible for evaluating certain risks and overseeing the management of such risks, the entire Board of Directors is regularly informed through committee reports and reports from management about the company's most significant strategic risks.

Acadia's management team regularly reviews and manages a broad range of strategic and operational risks through its enterprise risk management processes.



Our People

We believe innovation begins with a workforce that feels supported, inspired, and equipped to be the difference for underserved neurological and rare disease communities. We strive to create an environment where every Acadian can grow with purpose, bring forward bold ideas and work together to unlock new possibilities for patients and families. Our teams lead with empathy and move with intention, building trust through collaboration and a shared sense of urgency.

Acadia is committed to fostering a workplace that champions learning, values authentic contributions, and empowers individuals. From development opportunities to open communication and a culture rooted in support and connection, we focus on equipping our people with the tools, clarity, and encouragement they need to thrive.

This commitment — to our employees, their growth, and their wellbeing — is foundational to who we are. It shapes how we show up for one another and for the communities we serve, and it strengthens the science we advance every day.



Diversity, Equity, Inclusion & Belonging

At Acadia, we uphold a culture where employees of all backgrounds feel accepted, included and valued. We are steadfast in our commitment — fueled by passion, persistence and persuasion — because we know that diversity, equity, inclusion and belonging are essential to moving our business forward.



~800 employees
(as of December 2025)

7 countries

2 corporate HQs

Workforce Demographics

Representation matters. We're setting the stage for gender representation at the very top, with women holding 50% of our executive leadership seats — including our CEO and Head of R&D. Women also occupy 50% of our Board of Directors positions. While gender representation is a significant milestone for us, we're continuing to expand our focus to other dimensions of diversity across the senior leadership level to ensure a truly inclusive leadership pipeline.

4.1/5

Belonging
score

A complete and accurate understanding of our broader workforce is essential for identifying trends and shaping our Diversity, Equity, Inclusion & Belonging (DEIB) strategy. In 2025, we prioritized data integrity and expanded our

demographic categories to ensure more inclusive identity choices across human resource management platforms. We also invested in a new workforce management technology that will enable us to gain deeper DEIB insights and fine tune our approach.

Employee Resource Groups (ERGs)

Employee Resource Groups (ERGs) — collaborative spaces where employees come together around shared experiences, interests and goals to help advance belonging and drive business results — are one of the ways Acadians shape our culture from within. Acadia's ERGs are employee-led and company-sponsored, and that creates meaningful value both internally for Acadia and externally for our communities, customers and partners.

“I am proud to be a part of an organization that not only helps people fight disease but also encourages me to bring my whole self to the work we do. Although I have been at Acadia for just a short time, the relationships I've formed with my colleagues and the quality of leadership I've experienced both underscore the company's commitment to a culture of belonging.”

Jared Bevills

Associate Director, Compliance Operations,
ERG Member (Rainbow Alliance)

Our ERG community is growing.

330+

ERG members
(up 43% from 2024)

In 2025, we expanded our network beyond our five core ERGs, reflecting both employee interest and our commitment to deepening belonging across our teams.

Groups include:

- B.O.L.D. (Blacks Optimizing Leadership Development)
- iHOLA! (Hispanic Organization for Leadership Advancement)
- MOSAIC (cultural diversity)
- Women at Work
- Rainbow Alliance (LGBTQ+ and allies)
- Community Impact (environment/service) (NEW)
- WorkAbility (NEW)

We embed DEIB into every stage of the employee experience — from hiring and onboarding to leadership development and advancement.

All new Acadians complete a suite of DEIB learning modules during their first months.



Signature Trainings:

- Workplace Diversity, Equity, and Inclusion in Action
- Moving from Bias to Inclusion
- Recognizing and Addressing Micro-behaviors in the Workplace
- Bystander Intervention (Director+ level)



Tailored Learning Opportunities:

- Access to the full Catalyst library (60+ years of DEIB research)
- Curated LinkedIn Learning inclusion playlists and “5 Minute Friday” microlearnings
- Inclusive leadership focus in the Emerging Leadership Program (ELP)
- Stretch and development opportunities, including DEIB Committee and rotational projects

Talent Acquisition and Onboarding

Our commitment to responsible growth begins with how we hire. In 2025, we advanced equitable hiring practices by launching education and training programs for hiring teams to ensure diverse candidate slates. We invested in AI-powered talent acquisition technology to create more inclusive job descriptions and implement structured interviews. To better understand and improve representation throughout the hiring process, we refined our approach to capturing candidate demographic data and monitoring pass-through rates. Additionally, we adopted the Talent Advisor Model, empowering recruiters to serve as strategic partners in building a workforce that reflects our values.

242

hired and on-boarded in 2025

We also enhanced our talent marketing to better reflect who we are and what we value. This included refreshing our corporate brand to present a clear, distinctive identity that conveys our commitment to progress and inclusion. We highlighted our inclusive values and the importance of culture add perspectives, ensuring that our message resonates with underrepresented groups and speaks to the diverse talent we seek to attract.

Our onboarding journey is thoughtfully designed to support, connect and inspire that diverse talent from the start — contributing to colleagues' ability to make an impact on day one.

Employee Engagement and Culture

We are committed to creating a culture where employees feel empowered, engaged, recognized and connected. We also recognize that it's our people — their passion, creativity, and dedication — that truly spark our impact.

Employee Engagement Surveys

At Acadia, we value listening to learn. We regularly seek input from our teams through the Insight Engagement Survey. These confidential third-party surveys, conducted annually, provide valuable feedback on our culture, highlight areas of strength and identify opportunities for enhancement. We take these results seriously. Leaders review results and create action plans so every voice is heard and helps us foster a culture of continuous improvement.

94%
survey completion

4.2/5
score

100%
of leaders completed action plans

Recognition

Through our enterprise recognition platform, colleagues can celebrate each other's achievements, and senior leaders reinforce this culture by awarding points, which employees can redeem for items and experiences. In addition, milestone anniversaries are honored with service awards at 5, 10, 15, and 20 years, reflecting our commitment to rewarding long-term contributions.

acadia
SPOTLIGHT

“At work, I’m grateful to be in an environment where I feel comfortable sharing my cultural roots with others. My team and colleagues at Acadia have been incredibly supportive, including allowing me to decorate a corner of our San Diego office with Lunar New Year decorations. While it may seem like a small gesture, it’s a meaningful way for me to celebrate an important tradition and invite conversation, curiosity, and connection with colleagues.”

Amy Mok
Manager, Corporate Digital Communications



Wellness

We support the holistic well-being of our employees through a range of innovative wellness programs and benefits. Our “My Holiday” floating holiday empowers team members to honor days of personal significance, while the BeWell platform encourages healthy habits through quarterly challenges, which are incentivized with Spotlight wellness points redeemable for health and fitness related items. We foster community and mental well-being with robust programming and promote wellness by providing subsidized food and free, healthy snacks. Employees have access to apps for mindfulness, stress management, and fitness as well as counseling through our Employee Assistance Program. Our ERGs provide guided conversations on well-being and inclusion, ensuring that every employee feels supported both personally and professionally.



Learning and Development

7
Acadia Leaders
Program
workshops
90+
participants

We foster a culture of curiosity and continuous development by supporting employees at every stage of their careers. Through individualized development planning and a variety of learning opportunities — from leadership programs to workshops and on-demand resources — we empower people to build new skills, grow with intention and contribute meaningfully to our shared success. We meet people where they are, offering a wide variety of ways to learn — from instructor-led and on-demand sessions to hands-on workshops.

Compensation and Benefits

Our compensation philosophy is rooted in fairness, performance and market alignment. We regularly review our pay practices to ensure both internal equity and external competitiveness, and we are committed to transparency by publishing salary ranges in job postings and making them available to employees. Our comprehensive benefits package supports the health, financial security, and work-life balance of our team members. Employees have access to robust health and wellness offerings — including medical, dental, vision, HSAs, and flexible spending accounts — as well as financial well-being programs such as a 401(k) with a Safe Harbor company match, Employee Stock Purchase Plan, disability wage protection, life and AD&D insurance, and wellness programs. To promote work-life balance, we provide paid vacation and holidays, sick time, Employee Assistance Program (EAP), tuition assistance, paid parental bonding leave, Health Advocate services, hybrid work options, and Volunteer Time Off.

Health and Safety

We are deeply committed to maintaining a safe and healthy workplace for all employees. Our programs include an Illness Prevention Program, emergency action teams with regular drills and scenario planning, and up-to-date hazard communication through MSDS usage. We have established emergency response and evacuation procedures, comprehensive medical waste management and accident prevention initiatives. Regulatory compliance and waste minimization are integral to our operations, and we offer on-site flu vaccines and ergonomic assessments to further support employee wellbeing.

Our Communities

Acadia's community engagement is broad and deep, spanning local partnerships, employee volunteerism, patient advocacy and targeted philanthropy. By collaborating with organizations like the Fleet Science Center, YMCA, The Michael J. Fox Foundation, Red Cross, United Way, and more, we strive to make a lasting impact for patients, families, and the communities we serve.

Local and National Partnerships

Acadia partners with organizations that share our values and help us reach diverse communities. Recent highlights include:



Fleet Science Center: In partnership with the Ruben H. Fleet Science Center, our DEIB team and Women at Work ERG hosted a panel for 25 students in the BE WiSE program, inspiring young women to pursue STEM careers. Panelists shared their career journeys and practical advice, fostering curiosity and confidence among participants. Acadia's iHOLA! ERG helped support a Community Morning at the Fleet Science Center during Hispanic Heritage Month, offering employees and local families complimentary early access to interactive exhibits and a private documentary screening. In addition to enabling employees to participate in volunteer opportunities, Acadia contributed \$25,000 in 2025 to the Fleet to support community engagement and STEM education initiatives.



YMCA: Through the Rett Ventures initiative, Acadia partnered with Y USA (the YMCA) to host open swim days for families living with Rett syndrome at locations across the country. These events provide social time, arts & crafts, and a welcoming environment for families to connect and build community.



Project Onramp: For the second year, Acadia partnered with Project Onramp — a Life Science Cares program that creates paid summer internships for under-resourced and first-generation college students — to help elevate talented students from underrepresented populations and expand their access to meaningful opportunities in the life sciences.



2025 Intern Cohort



Volunteerism

We encourage Acadians to give back through one paid volunteer day each year. Acadia's Community Impact Initiative sparks the passion and purpose of our people to support causes we care about, activate our employees, and drive change at a local level.

- A calendar of company-approved nonprofit volunteer events Acadians can select from
- Sponsorship partners at office locations (e.g., Fleet Science Center)
- Shared experiences to reinforce company culture and values
- Community Impact ERG that will help funnel events and opportunities

Patient Advocacy

Acadia is a proud sponsor and participant in national patient advocacy events:

- **Walk to End Alzheimer's:** Acadia sponsors and staffs water stations at the Walk to End Alzheimer's in San Diego, supporting the world's largest fundraiser for Alzheimer's care, support and research. Employees volunteer to assist with event activities and engage participants in our mission to elevate life.
- **Empowerment for Parkinson's Day:** As a founding sponsor of the Parkinson's Association of San Diego's Empowerment for Parkinson's Day, Acadia recruits volunteers and supports a day of learning, sharing, and empowering Parkinson's patients, caregivers, and community members.



Philanthropy and Sponsorships

Acadia's philanthropic efforts focus on supporting organizations that make a difference for patients and families.



The Michael J. Fox Foundation

Acadia has partnered with The Michael J. Fox Foundation for more than a decade, demonstrating our shared commitment to advancing research and improving the lives of people living with Parkinson's disease. Together, we've supported the Parkinson's community through impactful initiatives such as the annual Unity Walk, educational symposiums and advocacy programs that raise awareness and drive progress. In 2025, Acadia deepened this commitment to help accelerate groundbreaking research and expand resources for patients and caregivers worldwide. This partnership reflects our belief that collaboration is essential to creating meaningful change and delivering hope to those affected by Parkinson's.

In addition, Acadia is a founding member of the Parkinson's Disease Education Consortium (PDEC). This alliance of biotechnology and pharmaceutical firms supports The Michael J. Fox Foundation's commitment to providing high-quality education resources for the Parkinson's community.



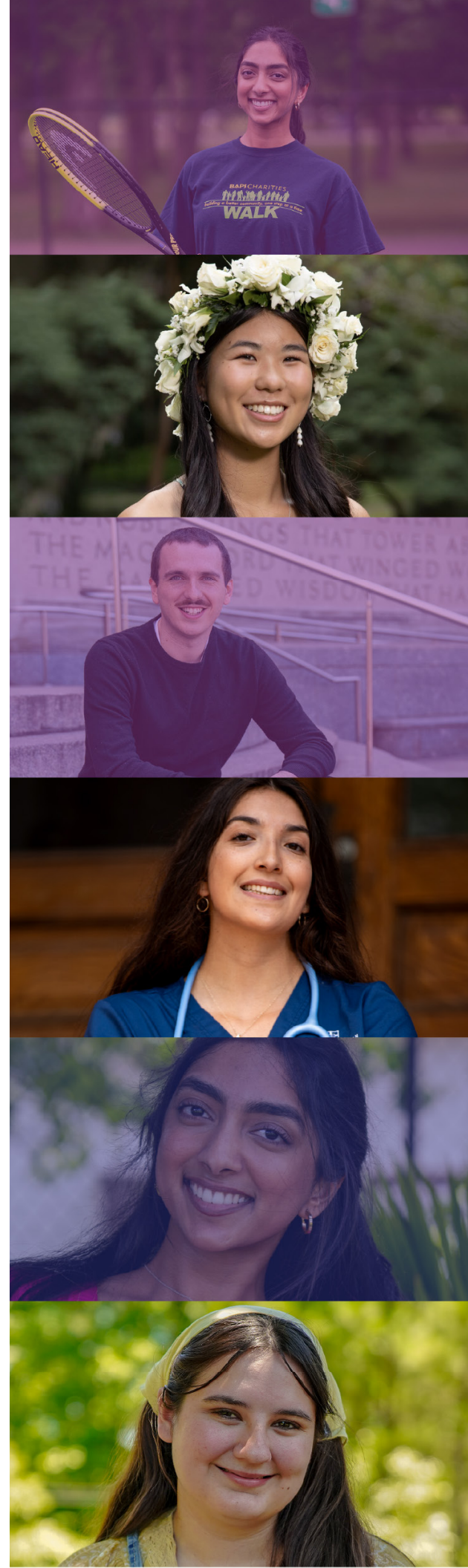
Rett Sibling Scholarship

In 2023 we established the Rett Sibling Scholarship, an annual program that recognizes the resilience and contributions of siblings in the Rett community by awarding 10 scholarships of \$5,000 each for higher education in the United States. This scholarship is one way we translate patient-community insights into tangible support, complementing our broader advocacy and engagement efforts in Rett syndrome. By focusing on siblings — often the "unsung heroes" of the family — we aim to reduce barriers to education and affirm the vital role these young people play in caregiving and community life.



Los Angeles Fires

As a company headquartered in Southern California, we recognized the urgent need to assist residents impacted by the Los Angeles Wildfires. We contributed \$100,000 to the American Red Cross of Greater Los Angeles to aid recovery efforts and outreach. In addition, we partnered with the United Way of Greater Los Angeles to organize a hands-on service project to enable our employees to directly contribute to these efforts. To further extend our impact, we donated \$10,000 each to World Central Kitchen, the Los Angeles Fire Department Foundation, and the Pasadena Humane Society. These efforts reflect our commitment to standing with our neighbors during times of need and fostering a culture of compassion and community engagement.



Patients and Products

At Acadia, our dedication to patients guides every aspect of how we research, develop, manufacture and deliver safe, effective and innovative therapies. This commitment carries through our quality systems, clinical research processes, safety monitoring and the principles that govern how we interact with healthcare professionals and patient communities.



Quality Management

Acadia maintains a comprehensive Quality Management System (QMS) designed to ensure that all products meet rigorous safety, efficacy, and compliance standards. Our QMS is a cornerstone of our corporate ethos, reflecting our commitment to excellence and our responsibility to patients, healthcare professionals, regulators, and shareholders. We take a proactive approach to quality, recognizing that robust management not only strengthens compliance but also mitigates risk, enhances customer satisfaction, and fosters a culture of continuous improvement.

Our QMS is fully aligned with:

- U.S. Food and Drug Administration (FDA) regulations
- International Council for Harmonisation (ICH) guidelines
- Good Clinical Practice (GCP), Good Pharmacovigilance Practice (GVP), and Good Manufacturing Practice (GMP) requirements
- Applicable international and local regulatory standards

To ensure these standards are consistently met, Acadia's cross-functional teams conduct routine audits, documentation reviews, vendor assessments, and product evaluations. These activities are designed to uphold high levels of regulatory compliance and operational excellence. Our QMS is built with flexibility, allowing us to adapt to evolving regulatory requirements and to incorporate product-specific quality standards, such as ISO 13485 and relevant CFR parts, as needed.

When issues arise, our Corrective and Preventive Action (CAPA) processes ensure rapid investigation, remediation, and continuous improvement. We maintain transparent and efficient reporting mechanisms for quality concerns, integrating feedback from patients, healthcare professionals, and regulatory bodies to drive ongoing enhancements. Our commitment extends beyond compliance; we actively engage with stakeholders to ensure their voices shape our quality initiatives.

Acadia's QMS bridges quality, development, and manufacturing activities, fostering synergy and cohesion across all functions. By upholding these standards, we not only meet but strive to exceed the expectations of those who depend on the reliability and safety of our products. This dedication to quality is central to our mission and underpins the trust placed in us by the communities we serve.



Research and Development

Our approach to research and development is anchored in scientific rigor, patient needs, and responsible innovation. We recognize the profound responsibility involved in bringing new therapies to patients with unmet needs and are committed to maintaining high standards of quality and safety throughout the product lifecycle — from early discovery through post-approval monitoring.



Patient Safety and Data Integrity: Every study is designed with patient safety as the foremost priority, ensuring robust data integrity and reliability at every stage.



Rigorous Methodologies: We align with regulators, patients, and healthcare professional communities, and apply advanced analytical and statistical methodologies to generate meaningful insights with good quality and scientific rigor.



Ethics and Regulatory Compliance: Our research practices are guided by strict adherence to ethical principles and regulatory obligations, including but not limited to, FDA, EMA, ICH, GCP, and GMP standards. We maintain transparency in our research endeavors, ensuring that results are disclosed objectively and in accordance with applicable laws and guidance.



Stakeholder Engagement: We actively incorporate real-world evidence and patient, caregivers, and healthcare professionals' perspectives, engaging with stakeholders to shape our research priorities and quality initiatives.



Continuous Oversight: Vigilant oversight is maintained throughout the clinical pipeline, with cross-functional teams conducting regular audits, risk assessments, and monitoring to ensure investigational therapies meet stringent safety and quality criteria before advancing to the next phase.

Our commitment to responsible innovation is reflected in our transparent reporting mechanisms, ongoing safety monitoring, and dedication to ethical conduct. By upholding these standards, we strive to deliver therapies that not only meet regulatory requirements but also exceed the expectations of patients, healthcare providers, and the broader community.

Animal Testing

We do not have animal facilities. When designing our research studies, which are primarily conducted by contract research organizations (CROs), we ensure animals are only used when alternatives will not provide the data necessary to discover, develop or obtain regulatory approval of safe and effective medicines.

We believe that humane animal care is an essential aspect of high-quality science and drug development practices. As such, we are committed to good scientific and ethical practices to ensure all animal welfare issues are properly considered, including but not limited to, the 3R principles:

- Replacing use of animals with any other methods when feasible;
- Reducing the number of animals to the minimum necessary to ensure reliable results; and
- Refining techniques to promote animal welfare, quality of life, and minimize pain and distress

We work with our CROs to ensure that our animal research programs meet or exceed all requirements outlined by applicable regulatory agencies, relevant industry codes, the Guide for the Care and Use of Laboratory Animals, and applicable law, and we require that all parties conducting animal research on our behalf maintain active Association for Assessment and Accreditation of Laboratory Animal Care (AAALAC) International accreditation.

Acadia is committed to exploring and leveraging cutting-edge emerging technologies to reduce the reliance on animal testing in the development of our current and future pipeline.





Clinical Trials

Our clinical trials are conducted with a steadfast commitment to participant safety, scientific integrity and the generation of high-quality evidence to support regulatory approvals and inform real-world care. Key commitments include:

- Conducting trials in strict accordance with ICH GCP, FDA and applicable international regulations
- Ensuring independent oversight through Institutional Review Boards (IRBs) or Ethics Committees
- Providing investigators and site teams with comprehensive training and ongoing support
- Prioritizing diversity in enrollment to ensure trials reflect the populations affected by the diseases we study

We are committed to clinical trial transparency and responsible data sharing. We seek to make clinical trial information available in accordance with applicable global regulations, internal policies, and industry best practices, while protecting patient privacy and maintaining the integrity of our studies. Our approach is informed by internationally recognized ethical principles, including the Declaration of Helsinki and the EFPIA–PhRMA Principles for Responsible Clinical Trial Data Sharing.

We meet our transparency commitments by publicly registering and reporting information for applicable Acadia sponsored clinical trials, and by sharing clinical trial results and related information in accordance with regulatory requirements and company policies. This includes disclosure activities for ongoing and completed studies, including those supporting regulatory submissions.

We aim to make participation in our clinical trials as accessible as possible for patients and their families. For certain studies, we work with specialized third-party partners to provide patient support services, such as travel coordination and logistical assistance, to help reduce participation burden, while safeguarding patient privacy and trial integrity. Our collaborations with leading academic centers, research networks, and patient advocacy groups help us design inclusive studies and accelerate access to innovative therapies.



Diversity in Clinical Trials

We believe that achieving diverse representation in our clinical trials is essential to developing and commercializing therapies to ensure that study outcomes can be more broadly applied to achieve healthcare equity in the general population. Additionally, we believe that achieving a diverse representation enables clinical trial results to generalize more broadly and appropriately to the population we aim to serve. We believe that clinical trial design and the diversity of its participants should more closely reflect the incidence and prevalence of the communities impacted by the disease states and therapies under evaluation.

To increase representation among diverse and underrepresented communities and to effectively address unmet needs in CNS and rare diseases, where appropriate, we aim to:

- Increase the diversity of clinical trial investigators
- Provide targeted operational and educational support to clinical trial sites to reduce participation barriers and enable broader representation of diverse patient populations
- Build partnerships with advocacy and professional organizations
- Elevate awareness through education and engagement with our employees, clinical trial sites, advocacy groups, and other study partners

Adverse Events Reporting, Pharmacovigilance, and Safety Monitoring

Acadia is deeply committed to the ongoing monitoring of product safety throughout the entire lifecycle of our therapies, including both clinical development and post marketing surveillance. Our pharmacovigilance system is designed to ensure transparency, accountability, compliance, and rapid response to any safety concerns. Acadia's safety teams continuously report safety data and evaluate safety signals using validated tools and methodologies, collaborating with regulators globally to ensure rapid assessment and follow-up for any emerging concerns. Insights from ongoing monitoring are incorporated into risk mitigation plans, labeling updates and/or educational materials as needed, reinforcing our commitment to patient safety and regulatory compliance.

Employee and Third-Party Training & Protocols

All Acadia employees and relevant third-party partners receive comprehensive training on the identification, documentation, and reporting of adverse events, in strict accordance with regulatory requirements. Clear protocols are in place to guarantee that any safety concern is captured promptly and escalated appropriately. Training covers:

- Detection and reporting requirements for adverse events and product complaints
- Case intake procedures and documentation standards
- Data protection and patient confidentiality obligations
- Timelines for escalation and regulatory submission

Access to Medicines and Alliance Support

Ensuring that patients can access the treatments they need is central to Acadia's mission. Through a combination of strategic partnerships, advocacy and dedicated support platforms, Acadia works to break down barriers and foster equitable care for individuals living with neurological and rare diseases.

A key pillar of this commitment is Acadia Connect, a comprehensive support platform designed to guide patients and caregivers through every step of their treatment journey. With the help of dedicated Care Coordinators, Acadia Connect assists families in navigating prescriptions, insurance coverage, and access to financial assistance, making the process of starting and continuing therapy as seamless as possible.

In addition, where approved treatment options may be limited or not yet commercially available, Acadia supports named patient and managed access programs that allow physicians to request access to our therapies for eligible patients in accordance with applicable laws and regulations. These programs reflect our commitment to addressing unmet medical needs while maintaining appropriate regulatory oversight and ethical standards.

Beyond direct support, Acadia collaborates with advocacy organizations, healthcare systems, and nonprofit partners to elevate disease awareness and provide clear, culturally relevant educational resources. These efforts empower patients, caregivers and providers to make informed decisions and connect with vital community services. Acadia's partnerships extend to programs that reduce barriers to diagnosis and specialty care, and to alliances that promote equitable access and address unmet needs across diverse populations.

acadia connect®

Through these collaborations and the ongoing development of innovative resources like Acadia Connect, Acadia helps patients and families find information, support and pathways to care — reinforcing a commitment to improving lives and advancing access to transformative therapies. Consistent with our commitment to charitable giving and helping patients in need, Acadia also provides donations to support Patient Assistance Programs operated by independent, non-profit charitable foundations and organizations.

Interactions with Healthcare Professionals

At Acadia, we are committed to ethical and transparent engagement with healthcare professionals (HCPs). All promotional activities are conducted in strict alignment with FDA-approved product labeling, Office of Inspector General (OIG) guidance, and the Pharma Code's interactions with HCPs. Acadia's interactions with HCPs are focused on addressing educational needs by providing truthful and accurate scientific information on our products or relevant disease states. Our guiding principle is that the intent of our interactions with HCPs must be to benefit patients and enhance the practice of medicine. In addition, Acadia's Medical Affairs team engages in scientific exchange with HCPs to share the latest clinical evidence to help inform treatment decisions.

We maintain transparency in all transfers of value to HCPs and other Covered Entities at the Federal and State level, reinforcing our dedication to integrity and accountability in every engagement.



Our Environment

At Acadia, we recognize that environmental stewardship is integral to our mission of advancing therapies for patients with neurological disorders and rare diseases.

We are committed to operating sustainably and transparently, embedding environmental responsibility into our business strategy and daily operations.

Our approach is guided by a focus on regulatory compliance, climate risk management, and continuous improvement, reflecting our dedication to reducing our environmental footprint and supporting the communities where we operate.

Climate Risk Management and Regulatory Compliance

In alignment with California Senate Bill 261, Acadia has prepared climate-related financial risk disclosures following the Task Force on Climate-Related Financial Disclosures (TCFD) framework. Our disclosures address governance, strategy, risk management and metrics and targets, reflecting our current understanding of climate-related risks and the steps we are taking to address them.

- **Physical Risks:** We recognize that extreme weather events, water scarcity, and geopolitical instability could disrupt our supply chain and operations.
- **Transition Risks:** Regulatory changes, carbon pricing, and evolving stakeholder expectations may influence our long-term planning and compliance efforts.

While these risks have not had a material impact to date, we are strengthening our processes to better identify, assess, and manage climate-related exposures over time.

Governance and Oversight

Climate-related risks are integrated into Acadia's enterprise risk management framework, with oversight at both the Board and management levels. The Board of Directors receives regular updates on climate and ESG risks, while management is responsible for evaluating emerging issues and embedding climate considerations into strategic and operational decisions. This structure ensures that environmental topics remain visible and aligned with our corporate strategy.

Risk Management Processes

The company has a general enterprise risk management function, which considers climate risks to the extent relevant.

Metrics and Targets

Acadia is actively developing climate-related metrics as part of our sustainability program:

- Measuring Scope 1 and Scope 2 greenhouse gas emissions, with plans to expand to Scope 3
- Exploring science-based targets aligned with enterprise risk and sustainability strategy
- Enhancing data quality and transparency, supported by external Sustainability Data Advisor expertise

SB 253: GHG Emissions Disclosure

To comply with California Senate Bill 253, Acadia is building the systems and processes necessary for annual public reporting of Scope 1, Scope 2 and eventually Scope 3 greenhouse gas emissions. Our GHG inventory follows the GHG Protocol, using activity-based data and emissions factors from verified sources (EPA, DEFRA, CDP). We are committed to obtaining limited assurance for Scope 1 and 2 emissions by 2026 and reasonable assurance by 2030.

Reduction Targets and Progress

We are evaluating opportunities to reduce energy consumption across office locations, improve building efficiency in partnership with landlords, and set future science-based emissions reduction targets. These efforts will inform our long-term climate strategy, including Scope 3 measurement and reduction planning.

Climate Action Plan

Acadia's Climate Action Plan focuses on integrating climate risk assessments into enterprise risk management, identifying emissions reduction opportunities across facilities and the supply chain, and leveraging the Watershed platform for measurement, tracking, and scenario planning. We are committed to engaging stakeholders and aligning with regulatory expectations and industry best practices. Future phases may include renewable energy procurement, science-based target setting, and expanded supplier engagement.

Waste Management

Responsible waste management is a cornerstone of our environmental initiatives. We implement hazard communication and materials handling protocols, manage medical waste in compliance with regulatory frameworks, and pursue waste minimization practices across our offices. We are continuously evaluating opportunities to reduce waste generation and improve diversion rates, supporting our long-term goal of minimizing environmental impact.

Data Privacy and Cybersecurity

We are committed to protecting and respecting the privacy of our employees and vendors as well as that of the healthcare providers, patients and caregivers in the communities we serve. We have instituted a privacy program that includes:

- Compliance with the EU-U.S. Data Privacy Framework, the UK Extension to the EU-U.S. DPF, and the Swiss-U.S. Data Privacy Framework
- Technical, administrative, and physical safeguards
- Employee training and awareness programs
- A robust cross functional partnership with Acadia's internal teams

We also engage an external Data Protection Officer and Data Protection Representative to support our global activities, such as our clinical trials.

Cybersecurity

Our organization maintains a comprehensive security strategy founded on a layered approach encompassing people, processes, and technology. This strategy is designed to safeguard our systems, data, and stakeholders against evolving threats.

Our approach includes:

- Use of best in class technologies, automation, and AI
- Continuous monitoring of end user devices, networks, and email
- Routine assessment and testing of systems and security controls
- Evaluation of cloud security measures
- Partnership with a leading security firm for monitoring and incident response
- Mandatory annual security training for employees and contingent workers
- Regular phishing simulations
- Security evaluations of key partners and third parties

Through these measures, we uphold the highest standards of cybersecurity and remain committed to protecting the integrity, confidentiality and availability of our operations.



Compliance & Ethics

Our compliance program is designed to ensure that all aspects of our business adhere to applicable laws, regulations, and industry standards. Led by our Chief Compliance Officer, the program guides not only our internal operations but also our relationships with patients, caregivers, partners, and the other communities we serve. We maintain written policies and procedures that cover relevant risk areas. These policies are accompanied by periodic training, monitoring and auditing, and ongoing oversight to ensure consistent implementation across the organization. We strongly encourage reporting of any potential or actual violations of our compliance policies. All reports are taken seriously, investigated, and, where warranted, result in prompt corrective action and remediation. Our program also includes clear protections for those who report issues in good faith, including safeguards against retaliation.

Our compliance policies continue to evolve as our business and relevant laws shift and change. We are committed to reviewing and updating our program regularly to mitigate emerging risk areas specific to our business and remain aligned with both legal requirements and our core values.

Code of Conduct

At Acadia, we are committed to the highest standards of business conduct and ethics. Our Code of Conduct embodies the principles and practices that define how we conduct our work and applies to all employees, officers, and directors. We expect every Acadian to read, understand, and apply the Code in the performance of their responsibilities. Managers and leaders are charged with fostering a culture that honors both the text and spirit of the Code. Our commitment to integrity means we speak up when something doesn't feel right. We maintain open, confidential channels so Acadians can raise questions, or report concerns without fear of retaliation. Where the Code does not provide explicit guidance, our Compliance Roadmap and other compliance policies provide additional guidance and support. Where guidance is not available, we expect everyone to apply sound judgment and reach out to a member of the Compliance team for more information. Violations of the Code are taken seriously and may result in disciplinary action up to and including termination.

Conclusion

As we present Acadia Pharmaceuticals' inaugural Corporate Responsibility report, we reaffirm our commitment to advancing science with purpose, operating responsibly and making a meaningful difference for patients, communities and the environment. This report reflects our progress, our guiding principles and our dedication to transparency as we navigate the evolving landscape of sustainability and corporate citizenship.

While our journey is just beginning, we are energized by the impact we have made and the opportunities ahead. We will continue to listen, learn and adapt, driven by the needs of those we serve and the values that define us. Our focus remains on delivering innovative therapies, fostering an inclusive and empowering workplace, supporting our communities and minimizing our environmental footprint.

We are grateful to our employees, partners and stakeholders for their ongoing support and collaboration. Together, we are building a brighter future — one defined by scientific excellence, ethical leadership, and enduring impact.

Thank you for joining us on this journey. We invite you to engage with us, share your insights and help shape the next chapter of Acadia's commitment to corporate responsibility and sustainable growth.

