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CEO Message

We are proud to issue our inaugural Environmental, Social and Governance (ESG) report, which reflects our unwavering commitment to integrity, accountability and responsibility as we strive to fulfill our mission to build a leading, diversified specialty pharmaceutical company committed to improving the lives of people living with serious medical conditions.

Collegium recently unveiled our motto, **"Healthier people. Stronger communities."** We believe that the health of our company is intrinsically linked to the health of our communities, and to our environment.

This belief aligns with our four Core Values: **Uphold Integrity, Embrace Differences, Encourage Expression and Be Accountable.** These values inspire us to act as responsible corporate citizens, motivate us to hold ourselves accountable to the highest standards and guide how we create value for all our stakeholders.

Every day, the following two phrases underscore our corporate philosophy:

- **"We are ignited by our purpose."** We believe that our portfolio of differentiated medicines, developed with best-in-class science, can positively impact the daily lives of people living with serious medical conditions and the caregivers and healthcare professionals (HCPs) that care for them. It is why we work with urgency and passion.
- "We are committed to doing good as we do well." We have a strong culture of philanthropy, service and mentorship to support the wellness of our communities and increase equitable access to Science, Technology, Engineering and Mathematics (STEM) education for students from all backgrounds. By supporting a variety of organizations and offering a charitable matching gift program, we are helping to educate and inspire the next generation of life science leaders.



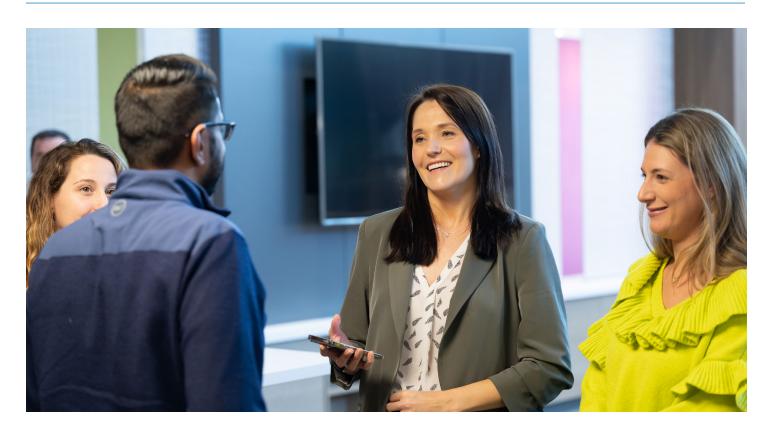
Joe Ciaffoni President and Chief Executive Officer Collegium Pharmaceutical, Inc.

"

We believe that the health of our company is intrinsically linked to the health of our communities, and to our environment.

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As this report underscores, Collegium increased investment in many of our ESG activities. For example, we:

- Maintained excellent employee engagement. 92% of our employees completed our 2022 annual employee survey, reflecting our high level of engagement and commitment to our mission.
- Initiated implementation of our multi-year (DEI) strategic plan. The DEI Council, which I am proud to chair, is committed to ensuring every individual feels included, inspired and confident that they will be seen, heard and valued.
- Donated over \$350,000 in support of our STEM charitable initiatives and charities providing clothing and food for community members in need. We are grateful to the local and national non-profits leading these efforts in our communities and look forward to maintaining our partnerships.
- Evaluated the environmental impact of our operations. We are committed to identifying additional opportunities to reduce our impact.

Collegium is proud of our accomplishments in 2022, and we are committed to investing in the long-term sustainability of our business and the health of our broader communities. On behalf of Collegium, I want to thank the ESG Working Group for making this report possible.

We believe that 2023 will be a banner year as we accelerate our growth and deepen our collective ESG impact.

Joe Ciaffoni President and Chief Executive Officer Collegium Pharmaceutical, Inc.



About Collegium

Mission

Collegium's mission is to build a leading, diversified specialty pharmaceutical company committed to improving the lives of people living with serious medical conditions.

Leading in Responsible Pain Management

In the United States, an estimated 50 million adults suffer from chronic pain. Collegium is proud to be the leader in responsible pain management following 20 years of internal product development, acquisitions and an enduring commitment to people living with pain.

Collegium formed in 2002 to help address the opioid epidemic through the development of Xtampza[®] ER, a pain treatment option designed with abuse deterrent properties.

Today, our U.S. Food and Drug Administration (FDA) approved medicines, including Xtampza ER, Belbuca[®], Nucynta[®] ER and Nucynta[®] span the continuum of care and are distinctly positioned to responsibly treat acute and chronic pain.

Collegium's highly experienced team cares deeply about "doing right" by our patient and medical communities. We are dedicated to empowering their decision making through science-based, educational resources, including those found on Collegium's Pain Points of View[™] website, which is a thoughtfully chosen collection of resources intended for people living with chronic pain and their HCPs and caregivers.

Collegium also conducts surveillance of real-world data for our product portfolio to present at medical meetings and ensure the medical and scientific communities have the latest access to data on our products.



Building a Leading, Diversified Specialty Pharmaceutical Company

With a robust commercial portfolio, strong financial position and disciplined capital allocation, we are strongly positioned to differentiate our portfolio, create long-term value and positively impact people with serious medical conditions. In 2022, Collegium acquired BioDelivery Sciences International, Inc., which advanced this endeavor. In 2023, strategic business development remains a top capital allocation priority.

Prioritizing and Evolving ESG

Collegium's commitment to serving as a responsible corporate citizen, through the advancement of our mission, expansion of our product portfolio, intentional business operations decisions and dedication to corporate social responsibility (CSR) activities, is long-standing. As we grow and evolve, we have focused on implementing corporate governance and risk-mitigation best practices, investing in the development of our culture and people, engaging with our broader communities in meaningful ways and introducing operational efficiencies to reduce our environmental impact.

This inaugural ESG report shares our 2022 accomplishments and our commitment to advancing the oversight, evolution and reporting of Collegium's ESG program. We are dedicated to continuing to align our practices with stakeholder expectations and third-party frameworks.

As a reflection of this commitment, our annual Corporate Scorecard has included metrics relating to our performance relative to specific ESG initiatives. We are also ensuring the longevity of our ESG program and its integration in our business operations through cross-functional oversight, beginning at the Board level.

ESG Oversight at Collegium



Board

Our Board of Directors, specifically the Nominating and Corporate Governance Committee, is responsible for oversight of ESG. The Board provides guidance on strategic priorities and receives quarterly updates on our ESG progress.



Executive Committee

Our Executive Committee, comprised of Collegium's Executive Team, is responsible for strategic oversight and implementation of ESG and communicating ESG initiatives to the Board.



Working Group

An employee-led Working Group convenes regularly to discuss ESG prioritization and implementation. This group is currently comprised of members from Finance, Investor Relations, Human Resources, Corporate Communications, Legal and Manufacturing.



Governance

We hold ourselves to the highest standard of business and professional ethics. We believe that good corporate governance is essential for the long-term benefit of all our stakeholders, the wellness of our communities and the successful execution of our mission.

Board of Directors

LEADERSHIP

Our Board of Directors has nine members, eight of whom are independent. We are committed to building a Board that delivers an optimal mix of skills and expertise, enabling it to effectively oversee the execution of our business and meet Collegium's evolving needs.

RISK MANAGEMENT OVERSIGHT

One of our Board's core responsibilities is informed oversight of our risk management process. Our Board administers this function directly, and through the following four committees:

- <u>Audit Committee</u>: evaluates our material financial risk exposures and the steps our executive team has taken to monitor and control these exposures, including adopting guidelines and policies to govern risk assessment and management processes. The Audit Committee also monitors compliance with certain legal, regulatory and cybersecurity requirements.
- Nominating and Corporate Governance Committee: monitors the effectiveness of our corporate governance practices, including whether these policies prevent illegal or improper liability-creating conduct.
- <u>Compensation Committee</u>: assesses and monitors whether any of our compensation policies and programs have the potential to encourage excessive risk-taking.



• <u>Compliance Committee</u>: monitors our programs' compliance with laws, regulations and industry standards that, if breached, may cause significant business, regulatory or reputational damage.

DIVERSITY

A Board with diverse perspectives and backgrounds is one of our top priorities. Our current Board has a deep understanding of our business and the industry we operate in. All Directors bring a variety of experiences, skillsets and perspectives to guide Collegium.

SHAREHOLDER ENGAGEMENT AND ACCESS

In 2020, the Board recommended, and our shareholders approved, an amendment and restatement of Collegium's Articles of Incorporation that declassified the Board on a phased basis over three years. At Collegium's 2023 Annual Meeting of Shareholders, and at each Annual Meeting thereafter, all Directors will stand for election for one-year terms.

The Board looks to improve our processes to best represent our shareholders. As such, in addition to the declassification of the Board, in recent years the Board and, as necessary, the shareholders approved these changes:

- Elimination of the supermajority voting requirement for bylaws amendments, which now require the approval of a simple majority of outstanding shares.
- Stock ownership guidelines applicable to all our Directors and Executive Officers that impose certain ownership requirements for each of these individuals. These guidelines require each Executive Officer to hold shares of our common stock with a value equal to one times the amount of their then-current annual base salary, while the Chief Executive Officer is required to hold shares of our common stock with a value equal to three times the amount of their then-current annual base salary. Non-employee Directors are required to hold shares of our common stock with a value equal to three times the base cash retainer for board service (excluding committee and chair additional retainers). These ownership guidelines are calculated annually based on ownership as of January 1 of each year.
- A Clawback Policy that enables the Compensation Committee to require certain officers to repay or forfeit cash and equity-based incentive compensation that the Committee

determines was in excess of compensation to which such officers were entitled based on restated financial statements.

Business Conduct and Ethics

The entire Collegium team, including our Executive Committee and Directors, upholds an unwavering commitment to operating with the highest ethical standards and leading with integrity.

OUR INTEGRITY STATEMENT

The core of our mission, and the central tenet of our values, is leading with integrity.

As an organization committed to improving the lives of people living with serious medical conditions, we believe that integrity begins with the equitable, inclusive and dynamic environment we create within our organization, and manifests in all of our corporate activities, which we are committed to conducting at all times in compliance with both the letter and the spirit of the laws, regulations and policies that govern us.

Collegium operates proactively and strategically to anticipate and meet evolving regulatory and industry expectations. We believe our success depends on our lawful and ethical conduct, and commitment to maintaining our integrity. We believe in doing what is right, for the right reasons, every day. We are intentional about every decision we make so that we can enable the effective, safe and responsible treatment of people living with serious medical conditions.

Collegium does not tolerate retaliation against anyone who speaks up, in good faith, with concerns about a potential violation of Collegium's Code of Ethics, policy or applicable law.

CODE OF ETHICS

Our <u>Code of Ethics</u>, overseen by the Compliance Committee, sets expectations for the behavior and values of all Collegium employees and all individuals or entities authorized to act on our behalf, including vendors, contractors, temporary employees and other partners. The Code of Ethics is reviewed on a biennial basis, and all employees are trained on the Code annually.



While the Code does not include guidelines for every possible situation, it outlines expectations for behavior in our business areas. Our Code's foundational principles include:

- Embodying our four Core Values: Uphold Integrity, Embrace Differences, Encourage Expression and Be Accountable.
- Treating everyone within our organization with respect.
- Adhering to all laws, regulations and guidelines.
- Non-retaliation for reporting potential issues.

Compliance Program

<u>Collegium's Compliance Program</u> is intended to prevent, detect and correct violations of the law and company policies and procedures. Compliance-related policies and procedures are developed and reviewed on an ongoing basis, and they are evaluated as regulations and business operations evolve. Employees are trained on applicable policies, laws, regulations, procedures and standards during the onboarding process and also on an annual basis. Also, in some instances, employees may be trained more frequently, as the need arises.

The Compliance Program Pillars are structured according to the Office of Inspector General-Health and Human Services's (OIG-HHS) guidance on the elements required for an effective compliance program, which include:

- Compliance Officer
- Compliance Committee
- Compliance-related policies and procedures for healthcare personnel interactions
- Employee training and education
- Communication of compliance issues and concerns
- Monitoring, auditing and investigations
- Corrective action and discipline
- Continuous program updates and improvements

CONFIDENTIAL WHISTLEBLOWER PROGRAM

We believe it is critical to foster an environment of open communication and trust between management and employees and ensure that all individuals feel safe and supported in reporting concerns. Employees and people outside of the organization can anonymously report any issues in multiple languages through our Ethics Hotline, which is available 24 hours a day, seven days a week, 365 days a year through an online portal and a toll-free telephone number.

Material Policies

VENDOR CODE OF CONDUCT

Our <u>Vendor Code of Conduct</u> outlines the guidelines we expect our vendors to adhere to when conducting business with Collegium and aligns with our commitment to conducting business with integrity. Our Vendor Code of Conduct includes environmental, human rights, health and safety, and business ethics considerations and outlines the measures in place to ensure vendors maintain compliance with our Vendor Code of Conduct.

COMMERCIAL CUSTOMER INTERACTIONS

We have adopted <u>principles</u> that govern Collegium employees' promotional interactions with HCPs and/or other customers, including government customers. Promotional engagements with HCPs and customers must always focus on providing truthful, accurate and on-label information about Collegium products with a fair balance of safety and efficacy.

PRODUCT QUALITY AND SAFETY

Collegium adheres to the highest <u>standards</u> of quality and safety for our products, which we incorporate throughout all activities.

RESPONSIBLE MARKETING PRACTICES

It is our legal and ethical responsibility to provide accurate, balanced and current information about our products to HCPs and patients. All promotional materials undergo a robust review by the Materials Review Committee (comprised of members from our Legal, Regulatory and Medical Affairs departments), and our marketing practices and interactions with HCPs and customers are guided by fundamental principles centered around operating with the highest level of integrity and responsibility in these interactions. Collegium also adheres to all applicable federal and <u>state</u> compliance regulations.



ANTI-BRIBERY AND ANTI-CORRUPTION

We are committed to preventing and detecting bribery and corruption of all types. We have adopted a <u>policy</u> that outlines the basic standards for our interactions with all third parties, including commercial counterparts, HCPs, government employees and government entities. This policy applies to all employees, Officers, Directors and anyone acting on behalf of Collegium.

DATA PRIVACY

Collegium respects the privacy of information that it obtains from visitors to its websites and therefore maintains a website <u>privacy</u> policy that outlines information collection and use.

HUMAN RIGHTS STATEMENT

Respect for human rights is a fundamental principle at Collegium. We are aware that, as a business enterprise, we are a member of society and can contribute to creating an environment in which human rights are respected. Our <u>Human Rights</u> statement is aligned with Collegium's Corporate Code of Ethics; Equal Employment, Non-Discrimination and Harassment policies; and Workplace Violence policy. It is guided by the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The statement applies to all Collegium employees, subsidiaries, affiliates, vendors and suppliers, and prioritizes diversity and inclusion, a safe and healthy workplace, the prevention and prohibition of forced labor and human trafficking, and guidance and reporting for employees.





Social

Our People and Culture

Collegium's success is driven by our people. We have created a culture that is supportive, integrated, transparent and respectful. We are driven by our dedication to our Core Values to improve the wellbeing of people living with serious medical conditions and the communities where we live and work.

We believe our work is a collaborative effort and that every employee's unique experiences and diverse perspectives enable us to positively impact the lives of the people we serve. Acknowledging the human impact of our work pushes us to "do right" by our patient, caregiver and medical communities.

We are proud to be named a 2022 National Top Place to Work for the second consecutive year following recognition in the Boston Globe's Top Places to Work Massachusetts in 2021 and the Boston Business Journal's Best Places to Work in 2020. These recognitions are based on anonymous employee surveys and reflect our mission, Core Values and dedication to employees' well-being.

Collegium prioritizes transparency, recognition and collaboration to support our team's engagement. We hold all-employee meetings quarterly to discuss business execution and accomplishments, highlight strategic initiatives and recognize employees. Collegium's CEO also hosts small-group employee conversations throughout the year to listen, seek feedback and learn more about the employee experience.



An Engaged Workforce

Collegium conducts an annual employee engagement survey to inform us of areas where we are excelling as well as opportunities for improvement. The survey covers topics including management, teamwork, work-life balance, benefits and diversity and inclusion.

We are proud that our 2022 employee engagement survey yielded a 92% participation rate and that responses exceeded the Pharma Benchmark in all but one area. This year's survey highlights are noted below.

Diversity, Equity and Inclusion

Collegium is committed to fostering DEI in our workplace and workforce, and throughout our wider communities. We are unwavering in our commitment to treating our colleagues fairly, and we are open-minded and inclusive in our engagements with one another, our partners and our customers. These expectations flow from our Core Values and improve our business and performance.

DEI STRATEGY

We are implementing a multi-year DEI strategic plan that strives to integrate DEI with our overall business goals and everyday work. Strategic areas of focus include:

• Developing, retaining and attracting the best talent that reflects diversity at all levels and areas of the organization.

- Creating and sustaining a work environment where all employees feel valued and engaged.
- Developing a strong reputation and strategic alliance partnerships with the diverse communities and markets we serve.

DEI VISION OF SUCCESS

- We strive to make every individual feel included, inspired and confident that they will be seen, heard and valued.
- Each of us is expected to be responsible for enabling one another to do our best work while being our best selves.
- Each one of us has an opportunity to appreciate our similarities, respect our differences and leverage our diversity to enable creativity, innovation and excellence.

DEI COUNCIL

Collegium established our DEI Council in June 2020. It is comprised of a cross-functional team of employees and Executive Committee members, including our CEO and Chief People Officer, and focuses on shaping and implementing our DEI strategy and oversees educational communications, initiatives and training year-round. The Council also routinely reviews our recruitment and hiring practices, with the intention of improving the diversity of Collegium at all levels.

The Council is dedicated to listening to and learning from our employees' experiences and aligning on actions that we can take to improve the diversity and inclusivity of our organization. For example, in 2022, the Council:

94%

of employees know how they contribute to the goals of Collegium.



of employees believe their manager genuinely cares about their wellbeing.



of employees believe they know what they need to do to be successful in their role.

Percentages referenced from 2022 annual employee engagement survey.



- Developed a three-year DEI Education Roadmap to provide employees with educational and awareness-building resources focused on creating a more diverse, equitable and inclusive work environment.
- **Enhanced** our training curriculum with on demand DEI-related courses.
- **Hosted** a world-renowned social justice advocate to deliver an unconscious bias keynote to all employees.
- **Incorporated** DEI questions into our annual employee survey to measure feedback and track progress.
- Launched two programs to foster inclusivity and a sense of belonging among colleagues:
 - Created an Onboarding Ambassador Program to provide resources to help new hires through the onboarding process.
 - Started the "Meet your new Collegium COLLeague" email introduction initiative to help employees to get to know one another.

WORKFORCE REPRESENTATION

As of December 2022, our workforce with respect to gender and self-reported race and ethnicity breaks down as follows:

ETHNICTY	#	%
Asian (Not Hispanic or Latino)	14	6.8%
Black or African American (Not Hispanic or Latino)	12	5.8%
Hispanic or Latino	5	2.4%
Prefer Not to Disclose	4	1.9%
Two or More Races (Not Hispanic or Latino)	3	1.4%
White (Not Hispanic or Latino)	169	81.7%
GENDER	#	%
Female	102	49.3%

Professional Development

Male

Our career philosophy focuses on encouraging everyone on our team to fulfill their full potential, explore their interests and bring their best selves to Collegium.

105

50.7%

We believe:

- Career development starts with good conversations.
- Careers today are more a lattice than a ladder.
- Breadth and depth of experience are valuable.
- Career development is a shared partnership.
- Career growth is about consistent performance, capabilities and business need.

PERFORMANCE MANAGEMENT

All employees work closely with their managers to create an annual Individual Development Plan with specific objectives and actions. We encourage employees to build transferable and technical skills and to broaden their perspectives. When appropriate, Collegium will support external training and development, such as MBAs, other educational programs and leadership training.

Our comprehensive performance review process ensures our employees are on track with their development throughout the year and provides an opportunity for managers to identify talented individuals for our Emerging Leaders Program. This is an annual initiative comprising specialized assessments and training to prepare employees for management and leadership positions throughout the business and reaffirms our commitment to excellence in our industry.

LEADERSHIP BEHAVIORS

Strong, transparent leadership is central to Collegium's success. We encourage employees at all levels to act as leaders, with our unique set of Leadership Behaviors — the Head, Heart and Guts — complementing and reinforcing our Core Values within talent programs and employee experiences. Our Career Pathways tools also provide employees and their managers with guidance on how to shape career growth at Collegium.





Benefits

We believe that the success of our business is fundamentally connected to the wellbeing of our employees which is why we prioritize benefits that help employees invest in and maintain their health and wellness.

EMPLOYEE EXPERIENCE

Collegium offers a comprehensive and competitive benefits package to all full-time employees. Innovative benefit offerings include tutoring for employees' children, a company-wide shut down during the last week of the year, complementary access to the gym in our headquarters and a fully stocked snack and drink room available to employees at our headquarters. Full-time employees and their dependents are eligible for benefits from the first day of employment and can customize their benefits to meet their health and wellness needs.

PEER RECOGNITION

We are also proud to facilitate peer-to-peer recognition through our Collegium Cares Program, a points-based appreciation system. Employees can award points to their colleagues for demonstrating Collegium's Core Values and Leadership Behaviors, which can be exchanged for rewards of their choosing. Everyone accessing the Collegium Cares platform can see who has been recognized by others and the reasons for the recognition, which reflects our commitment to accountability and provides inspiration for our team.

Community Impact

We are dedicated to serving as a responsible corporate citizen. We strive to make a positive impact in the communities where we live and work by fostering a culture of philanthropy, service and mentorship, and by supporting the wellness of our communities and working for equitable access to education and educational resources.

INSPIRING STEM EDUCATION

Collegium strongly believes in the value of education, and as a specialty pharmaceutical company, we are inspired to support the next generation of scientists. We prioritize charitable giving to and partnerships with organizations leading equitable access to STEM education and resources for students and teachers in underrepresented communities in the greater Boston area near Collegium's headquarters, as well as in nationwide communities.

Collegium thanks all our community partners for their dedication and service to our communities.







ANNUAL DAY OF SERVICE

Collegium holds an Annual Day of Service, giving all employees the opportunity to dedicate a day to any volunteer activity they choose or to participate in volunteer activities on-site at our company headquarters.

Highlights:

- Approximately 40 employees participated in the Day of Service at our headquarters, each contributing ~2 hours of service (total of ~80 hours).
- Employees in our headquarters built **430 kits** to support a Science from Scientists program in Brockton Public Schools. The kits we assembled ensure that students can equitably participate in science lessons.
- Approximately 50 additional employees participated in various other community service activities (additional ~100 hours of service), including: RoadHome in Salt Lake City, which provides support for the homeless; San Antonio Food Bank, which educates and provides assistance to more than 90,000 individuals each week; Live to Give, which provides support for the homeless and front-line workers; Caring for Friends, which provides cooked meals to families in need and homebound seniors; and Sharing Express, which rescues and redistributes over 120,000 pounds of food weekly.

CHARITABLE GIVING

Directly supporting organizations focused on expanding STEM education for underrepresented students and providing living necessities to our neighbors is an important component of Collegium's CSR efforts.

Overall, in 2022, Collegium donated over **\$350,000** in support of our STEM charitable initiatives and in support of charities providing clothing and food for community members in need.

We actively engage all Collegium colleagues in capital allocation decision making, including for direct charitable giving and volunteering opportunities, so that our impact is representative of areas meaningful to them and our mission.

In 2022, **Collegium made donations** to charities supported by employees, including a **local food pantry, an organization elevating educational commitment across regions of Africa, a non-profit promoting the health and wellness of African Americans** through cycling and a recovery facility for people recovering from substance abuse, trauma and life challenges.

Collegium also offers a charitable matching gift program, providing employees charitable matching up to **\$1,000 per employee per calendar year** for donations to any registered 501(c)(3) charities.



Highlights of Our Community Impact in 2022



Sponsored a Science from Scientists program in Brockton Public Schools that serves over 1,000 students, with 94% of students from backgrounds underrepresented in STEM and 71% from low-income households.



Participated in Massachusetts STEM Week for the second consecutive year,

where volunteers from diverse backgrounds, including Collegium employees, spoke on career-focused panels at Brockton High School to inspire approximately 150 students.



Supported the Massachusetts Biotechnology Education Foundation's (MassBioEd) BioTeach program that **engages, trains and supports teachers and schools.**



Donated full sets of cold weather clothing and gear for 128 individuals experiencing homelessness and

new winter coats for hundreds of neighbors of all ages and backgrounds in family shelters and emergency housing through a donation to Life Science Cares, which facilitated the distribution via three local organizations.



Supported Community Servings, providing one month of meals for over 400 people living with critical or chronic illnesses, and the loved ones caring for people living with serious medical conditions.



Donated to Hebron Food Pantry, providing food for many of the **300 households** the organization serves weekly, and enabling the Pantry to purchase high-need items, including personal hygiene products, diapers, sanitary wipes and baby formula.



Environment

We recognize that our duty of care extends beyond people to the planet we all share. We are eager to bolster our efforts in identifying opportunities to reduce our environmental impact and are committed to further careful review of our operating decisions for the future.

Initiatives

We are taking action to reduce our environmental impact by:

- Packaging our products in recyclable materials.
- Repurposing unneeded information technology equipment through donations to STEM education non-profits, thereby reducing the impact of electronic waste.
- Implementing in-office processes to minimize the use of consumables such as paper and plastic cups.
- Operating under a hybrid model where employees are in the office part-time, thereby reducing car emissions associated with employee commuting.

- Investing in clean-in-place manufacturing systems, enabling wastewater to be recycled and thereby reducing freshwater consumption.
- Implementing two manufacturing process improvement initiatives that reduce processing time, resulting in decreased energy consumption.
- Exploring options to reduce the impact of our sales fleet, and to integrate hybrid and electric vehicles into our fleet as a strategic priority.





MANUFACTURING

With respect to the governance of our manufacturing vendors for all of our commercial products, we are reviewing and updating our vendor performance management policies as part of our commitment to environmental sustainability. This will enable us to minimize resource use and waste generation, optimize the use of raw materials and undertake continuous improvement in environmental performance, with an emphasis on recycling of packaging materials and implementing sustainability opportunities in our vendor supply chains.

MONITORING

Data is central to our environmental activity. Collegium is developing an action plan to ensure we are actively monitoring our use of resources throughout the value chain. We are working to review and understand the financial implications of our environmental risks, setting baselines and tracking resources with a focus on reducing our impacts, while maintaining transparency about future climate risks and the material impacts on our company.



ESG

Collegium is proud of what we achieved to formalize and advance our ESG program in 2022. Our commitment is steadfast, and we look forward to evolving our ESG efforts for the future.

Individual policies linked throughout this report are also available on our website at www.collegiumpharma.com.

Visit https://ir.collegiumpharma.com to view corporate governance documents and SEC filings in one place.

Corporate Updates

For additional Collegium updates, we encourage you to follow us on:



Forward-Looking Statements

The disclosures included in this report are being provided to the public in an effort to provide transparency into our environmental, social and governance initiatives. Certain statements in this report are forward-looking statements within the meaning of The Private Securities Litigation Reform Act of 1995. We may, in some cases, use terms such as "predicts," "forecasts," "believes," "potential," "proposed," "continue," "estimates," "anticipates," "expects," "plans," "intends," "may," "could," "might," "should" or other words that convey uncertainty of future events or outcomes to identify these forward-looking statements. Such statements are subject to numerous important factors, risks and uncertainties that may cause actual events or results, performance, or achievements to differ materially from the company's current expectations, including risks relating to, among others global socio-demographic and economic trends, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions and the risks described under the heading "Risk Factors" in our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q and other filings with the SEC. Any forward-looking statements that we make in this report speak only as of the date of this report. We assume no obligation to update our forward-looking statements whether as a result of new information, future events or otherwise, after the date of this report.



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