



Environmental, Social & Governance Report

#MNKD 2022



Please consider the environment before printing

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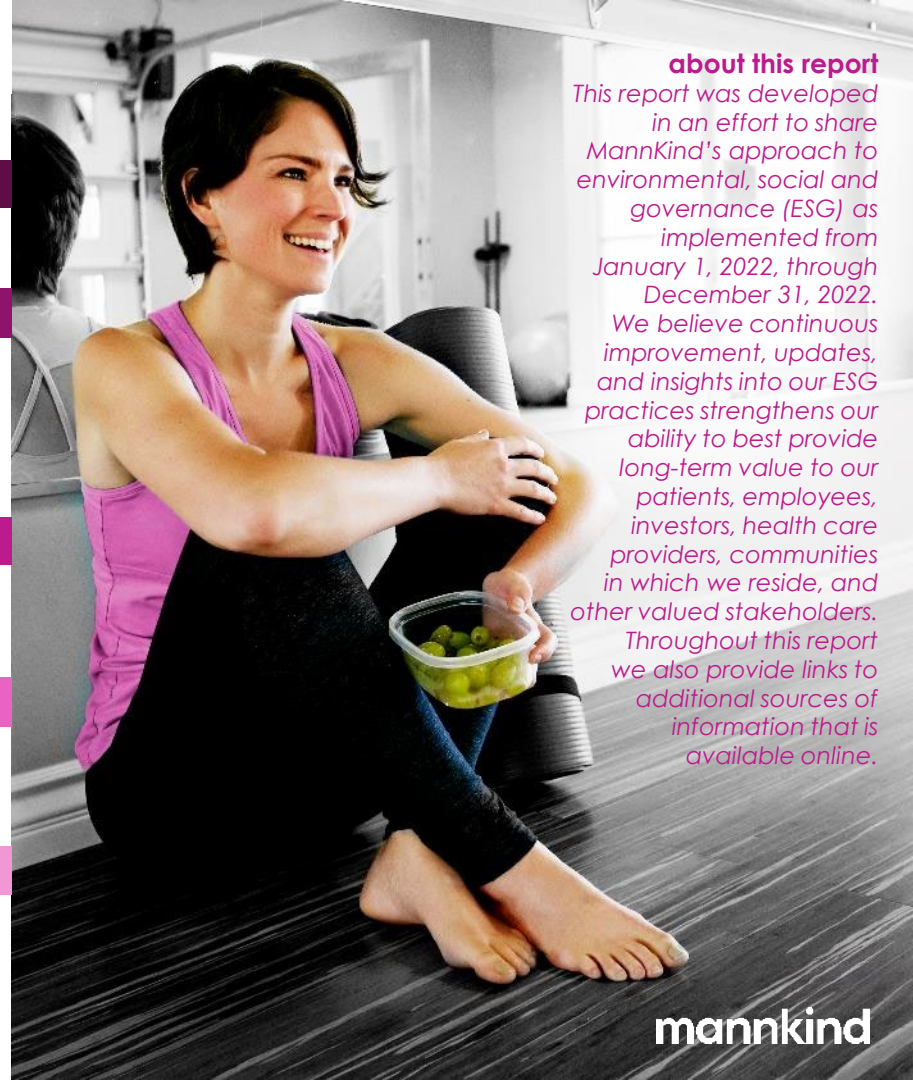
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about this report

This report was developed in an effort to share MannKind's approach to environmental, social and governance (ESG) as implemented from January 1, 2022, through December 31, 2022. We believe continuous improvement, updates, and insights into our ESG practices strengthens our ability to best provide long-term value to our patients, employees, investors, health care providers, communities in which we reside, and other valued stakeholders. Throughout this report we also provide links to additional sources of information that is available online.





Our mission
is to give
people control
of their health
and the
freedom
to live life.

Finding new ways to change lives for the better

More carefree moments with family and friends. More health, more happiness, more freedom. At MannKind, we don't just want to help people manage serious unmet medical needs – we are dedicated to helping people experience the very best life has to offer.

Our approach begins with cutting edge technology and is driven by a passionate and dedicated team – known as Mannitarians – who bring a solutions-based mindset to their work. Our ultra rapid-acting inhaled insulin, Afrezza®, is one example of how we are changing the way those living with diabetes are treated and thrive.

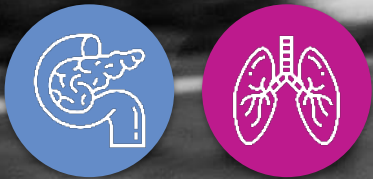
We are driven to find new ways to change lives for the better. To keep working toward a world without limit.

To help more people live **life more humann:**



MannKind focuses on the development and commercialization of innovative therapeutic products and devices to address serious unmet medical needs for those living with endocrine and orphan lung diseases.

We are committed to using our formulation capabilities and device engineering prowess to lessen the burden of diseases such as diabetes, pulmonary arterial hypertension (PAH) and nontuberculous mycobacterial (NTM) lung disease.



Who We Are



by the numbers in 2022



NASDAQ Ticker Symbol
MNKD



ORPHAN LUNG

Our proprietary Technosphere® technology is utilized in United Therapeutics' Tyvaso DPI® which was **approved by the FDA in May 2022.**



ENDOCRINE

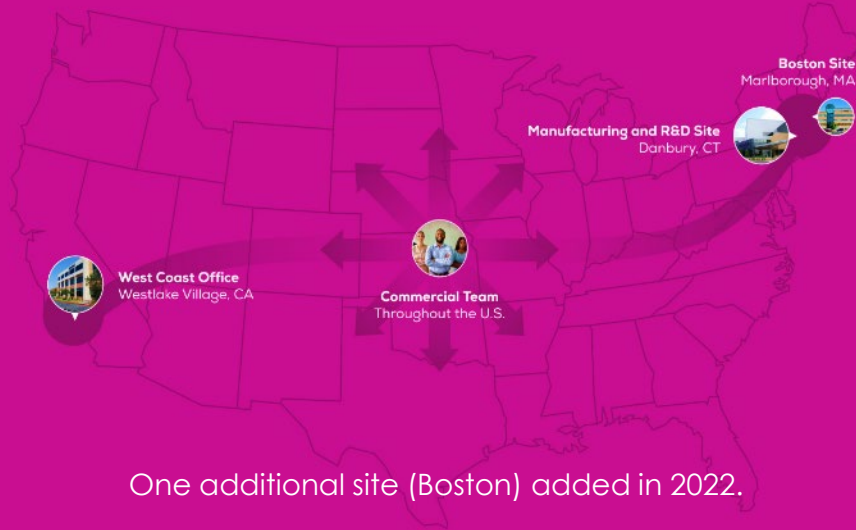
MannKind offers two FDA-approved products for those living with diabetes: Afrezza, and V-Go®



395
(+13% YOY)
Employees
across the U.S.

2022 Total Revenues
\$100MM

+32% vs. 2021



One additional site (Boston) added in 2022.

Our people make MannKind uniquely who we are

At MannKind we are shaped by individuals who believe in winning together. They are the reason that we are not your typical biotech company – and we celebrate that. Our success would not be possible without the hard work and passionate commitment of our talented Mannitarians who show up every day with one goal in mind – to help patients.

91%

of participating employees identify the work they do at MannKind to be meaningful to them



Our Humann Values Serve as Our Foundation

At MannKind, our values serve as the foundation of our corporate culture. Inspired by our employees, they embody the spirit and drive of our founder Alfred E. Mann and reflect how we aspire to carry our business forward. They define who we are, how we act, and guide our interactions every day – both with each other and the customers we serve. Our employees embrace five key humann values:



do right

Employees strive to keep it real with each other and those they serve, treating others how they'd like to be treated – with integrity and humanity – even when no one is looking. And we always do the right thing. In our eyes, there's no alternative.



win together

MannKind believes that we're strongest as a team. United, we can do extraordinary things. We proactively break down barriers and build strong relationships across functions and geographies – rolling up our sleeves and sharing ideas, perspectives, and feedback to help each other succeed.



own it

Our team sees every challenge as an opportunity, and approaches each one prepared, engaged, and accountable. Our commitment to continuous improvement drives our performance and delivers a lasting impact on every life we touch.



be tenacious

Fueled by passion and a high sense of urgency, we don't wait for tomorrow if we can do it today. We set aggressive goals and strive to surpass them – overcoming obstacles and delivering insistently on our priorities every day.



push boundaries

Employees look for creative solutions to the most pressing problems. We think beyond what is possible – seeking open feedback and new ideas, encouraging expansive thinking, and challenging conventional wisdom at every turn.

We believe in recruiting, growing and retaining top talent who thrive in our unique culture. At MannKind we are energized by how Mannitarians seamlessly work collaboratively and entrepreneurially. We strive to regularly engage our employees, empower them, provide development and growth opportunities, facilitate inclusion, and recognize actions that demonstrate our values.

Developing & Retaining Top Talent

MannKind is committed to cultivating an environment that prioritizes and invests in its people. In 2022, we launched an enhanced performance management and career development program called **Coaching Connections**. The platform utilizes an Objective and Key Results (OKRs) goal-setting framework to increase transparency in defining goals and tracking progress of the organization, department and individual aspirations and goals.

We also kicked off **MannKind University** where employees can access professional, technical and personal development content to grow and enhance career progression.



In addition to these companywide professional development platforms, **MannKind sponsors key organizations that provide additional opportunities for employee learnings.** This includes the Healthcare Businesswomen's Association (HBA) of Los Angeles, BioCT and the Bio Science Alliance, to name a few.

MannKind believes that retaining valuable employees starts with recruiting. We look for qualified people who demonstrate our values, are passionate about innovating and thinking beyond what is possible, enjoy a fast-paced environment, and who thrive in our unique culture.

This approach has lent to high corporate culture ratings, low turnover and heightened productivity long-term.



"This is a place that's always open to new ideas. We're able to move from idea to action quickly with collaborative efforts from across functions. Every day, I get to work with colleagues that inspire me through their sense of responsibility and passion for what they do. Working at MannKind makes me feel that I'm making a difference every single day."

- Jessie Xi
New Indications & Global Marketing Afrezza

Employee Voice

MannKind listens. It's **essential that our employees have a voice** and mechanisms to openly provide feedback. We conduct an annual pulse survey and host an Idea Box on the company's intranet to evaluate employee perception. Input submitted is reviewed by leadership to address with an action plan and communicate this with employees as part of our commitment to continuous improvement.

MannKind hosted quarterly Town Halls in 2022, which afforded conversation with leadership, provided employee recognition moments and shared cross-functional learnings. Town Hall meetings also presented opportunities to hear inspiring stories from patients who utilize MannKind products and technology.



Recognition and Awards

In 2022, MannKind revamped its Mannitarian Award program which emanated from employee input via the Pulse Survey. **We believe in the power of appreciation.**

Our Mannitarian Recognition Program is a way to reward employees who go “above and beyond.” They live MannKind’s values to the fullest, exhibit outstanding efforts and make significant business contributions.

MannKind is also repeatedly recognized externally as a best place to work, and for best company happiness, compensation and career growth in external surveys.

2022 Recognition



A Commitment to Diversity, Equity, Inclusion and Belonging at MannKind

MannKind strives to provide a work environment where diversity of background, thought, and perspective is valued and respected. We are committed to building and supporting an inclusive environment that welcomes everyone, no matter their differences.

This approach provides a sense of belonging, nurtures a healthier and supportive workplace, and helps to drive optimum performance in support of our mission to help patients.

Over the course of 2022, we continued to strengthen our focus on DEI practices by:

- Conducting an annual pay equity analysis to ensure equitable compensation practices.
- Recruiting and hiring a head of talent management & culture to oversee DEI strategy and initiatives.
- Launching expanded DEI training addressing topics such as unconscious bias.



- Formalizing and establishing goals for our first Employee Resource Group (ERG), WoMannKind (WMNKD).
- Expanding our sourcing and recruiting strategies to target diverse candidates through connectivity with organizations such as National Sales Network (NSN), National Society of Black Engineers NSBE), MAES: Latinos in Science & Engineering, SHPE: Society of Hispanic Engineers, and Women in Science & Engineering.
- Creating DEI content and special events live and online.
- Adapting our social media approach to better represent the diverse talent at MannKind.



“When we listen, raise awareness and celebrate what is unique and different among us, we create a more diverse and inclusive environment that benefits us all as individuals and as a company.”

- Stuart Tross, PhD
Chief People and Workplace Officer

Supporting Individualized Employee Needs

At MannKind, we understand that each employee is unique and will have individualized needs. We **designed the MannKind Total Rewards compensation and benefits package to provide options** that can optimally support Mannitarians' individual and family unit needs today – and on into retirement.

In addition to a market competitive base salary, PTO/holiday schedule that includes two week-long company “shutdowns” each year, employee referral bonus program, and work-life flexibility, MannKind offers a wide range of incentive programs and support in times of need.

In 2022, we established new offerings including: pet insurance and pre-paid legal, as well as expanded paid parental leave to four weeks.



Our Compensation Philosophy

MannKind maintains that a well-designed compensation program should align the goals of our employees with the goals of our shareholders as well as recognize individual initiative, effort and achievement. MannKind also strives to be competitive with others within the biotech industry and align compensation with our short- and long-term goals. Aligned with this philosophy, MannKind's compensation programs are designed to attract and retain top talent, motivate and reward employees, and inspire employees to increase shareholder value and reward employees when shareholder value increases. It is also weighted towards pay-for-performance. And determined by the company's and the individual's results achievement.



- **Annual Bonus or Sales Incentive Program:** Every employee at MannKind is eligible for a variable compensation plan. Plans are intended to motivate each MannKind employee to do his/her/their or her part to help drive company performance and to share in the rewards when both Company goals and individual performance goals are met. Bonus/Sales Incentive Compensation targets are designed to be at or above market, aligned to a pay-for-performance culture.
- **Annual Stock Award Program:** At MannKind Corporation, we align the interests of employees with the interests of our shareholders. We proudly offer an annual stock award program open to all employees, so all employees of MannKind have an ownership stake and are encouraged to think and act like owners.
- **Retirement Savings Program:** Our 401(k) plan provides a variety of investment choices so that employees can tailor their retirement planning to their individual needs. MannKind Corporation provides a competitive matching contribution that vests after just two years of service.
- **Employee Stock Purchase Program:** Employees are eligible to participate in our Employee Stock Purchase Program and may purchase shares of common stock at a discount via post-tax payroll deductions.
- **Paid Parental Leave:** For new parents, we proudly offer four weeks of paid leave that is available for use within first year post-birth, adoption or foster care event.
- **Employee Assistance Program:** We know life is complicated, and sometimes we all just need a little help. Our Employee Assistance Program (EAP) helps manage you and your family's total financial, and mental, emotional and physical well-being.
- **Survivor Benefits:** MannKind offers employees Basic Life and Accidental Death & Dismemberment insurance, which can provide peace of mind for you and your loved ones.
- **Work-Life Flexibility:** MannKind recognizes that work is but one part of life and strives to provide a work-life fit for its employees.

For a full view of our Total Rewards to thrive with MannKind, please visit the [Careers](#) section of our corporate website.

Community Engagement & Philanthropy

Doing right is a MannKind value and employees rally around the belief that it's important to give back in the neighborhoods where we work and live as well as support the patient communities that we serve.

We encourage Mannitarian-driven philanthropy through volunteering and supporting local non-profits and causes that they are passionate about.

In 2022, employees enjoyed time with organizations such as Food Share, Salvation Army, Dorothy Day Hospitality House, the United Way of Western CT, and more.

MannKind also provides assistance to humanitarian disasters that impact communities where our employees reside, including support in response to the devastation and flooding experienced in Florida caused by Hurricane Ian.



Our People

MannKind continued its efforts in 2022 supporting patient organizations such as JDRF, where we raised more than \$30,000 for diabetes research via various team rides and walk events.



Workplace Health & Safety

The health and safety of our employees is a priority, and our Environmental Health & Safety (EH&S) team is committed to ensuring that MannKind is a safe place to work.

All Mannitarians undergo safety training on an annual basis and our EH&S team maintains regular interaction with our manufacturing and research and development facilities to uphold standards and minimize work-related injuries, illnesses, and incidents.

Our EH&S team diligently tracks injuries, near-misses, chemical releases, car accidents, or any other safety incidents. In 2022, one minor injury was reported with only one manufacturing day lost.

Additionally, MannKind has an established emergency response plan and team, conducts regular drills, and this year implemented an improved notification system with its employee base.



life
more
humann.SM

“My personal commitment for decades has been in trying to solve unmet or poorly met medical needs of patients.”

- Alfred E. Mann
Founder of MannKind



Patient Safety is a Priority

Improving patient health is at our very core. To support that effort, MannKind upholds a comprehensive safety governance structure. This ensures that we are vigilant in protecting safety for our patients, our employees, our healthcare providers, and our communities.

Product Safety Integrity

MannKind has established and maintains a Pharmacovigilance System (PV System) in compliance with Good Pharmacovigilance Practices (GVP) and Health Authority regulations to monitor the safety profile of its products.

MannKind ensures the integrity of its products throughout the manufacturing process and as it moves through the supply chain. The company has not experienced any Good Manufacturing Practice violations related to a product recall notice or FDA enforcement action request. MannKind prides itself on upholding the highest level of standards as it relates to drug safety integrity.



Training and Reporting

MannKind employees are trained annually on the importance of reporting adverse events and/or product complaints within 24 hours of awareness. We also maintain an established protocol for interfacing with HCPs in such instances.

Clinical Trial Conduct

We monitor clinical trials through audits and inspections conducted by the company as well as by third parties. These inspections verify that our policies and clinical conduct are in accordance with Good Clinical Practice guidelines.

MannKind maintains clinical trial compliance through established processes, policies and trainings. Our practices comply with standard operating procedures to ensure that ethical standards are diligently upheld.

Effective Quality Management System

We are committed to maintaining the effectiveness of our Quality Management System to ensure the quality of our products. MannKind constantly works to accomplish this by:

- Manufacturing safe and effective pharmaceutical products and medical devices
- Meeting or exceeding regulatory, company and customer requirements
- Establishing and reviewing Quality Objectives
- Reviewing and improving our policies, procedures and processes
- Ensuring the control of outsourced activities and quality of purchased materials

100%

of employees
completed training
on how to report
potential
compliance
issues

Counterfeit Drugs

MannKind has technology in place to protect from counterfeiting by applying a unique serial number to each and every product package that can be authenticated at the pharmacy. This process is compliant with DSCSA regulations as set by Congress.

Diversity in Clinical Trials

MannKind is steadfast in its belief that participants in clinical trials should represent the patients that will use the medical products. We ensure that people from diverse backgrounds join our clinical trials as it is the key to advancing health equity.

Independent Medical Education Grants

Medical education provided by MannKind is designed to meet the unique needs of our population with respect to diversity, equity and inclusion. Our Medical Education team has a responsibility to prepare clinicians to be culturally responsive, provide care that is equitable, and confront factors that drive discrimination and bias in healthcare. When MannKind furnishes education or grants to associations and companies delivering education about our therapies we look for a diverse advisory group, diverse offerings to all populations and professionals on all levels, education that is free of bias, and inclusive language.

Ethical Treatment of Animals

MannKind is continuously working through our internal processes and our external vendors to ensure the Reduction Replacement and Refinement (3Rs) of the use of animals in our R&D activities. We have developed a rigorous process of evaluating our outsourcing partners as we have no internal vivarium.

Selected vendors are AAALAC accredited which ensures that animal use is evaluated and approved through an IACUC (Institutional Animal Care and Use Committee) and that the facilities are regularly inspected to ensure that the intent and processes used in animal experimentation are ethical and that the animal numbers are required. Additionally, the United States Department of Agriculture (USDA) inspects the facilities that use USDA-covered species.

For our development work, we use ICH Guidance and FDA Guidance as a driver for the animal numbers required for safety assessment. These studies (protocol-driven) go through the same rigor as described above.

Access and Affordability

At MannKind, we endeavor to create therapeutic products that help people manage serious medical conditions such as diabetes. We have long supported affordable access to insulin for its patients living with type 1 (T1D) and type 2 diabetes (T2D). For those living with T1D, mealtime insulin is only half the equation and inhaled insulin (Afrezza) can be a cost-effective option that lessens additional burden of cost for patients. For those living with T2D, there is a need to simplify multiple daily injections with an all-in-one insulin delivery device.

Advocacy in Action

An equally important company endeavor is working with stakeholders and partners to help increase access to our medicines – particularly for those most in need. MannKind's Market Access team works diligently to identify and advocate for change that benefits patients living with diabetes. With an estimated 37MM people in the U.S. living with diabetes, we will continue to advocate with payers for broad access to innovative medicines for patients.

Product Accessibility

MannKind provides patients and healthcare providers support through the insurance approval process, as well as providing robust affordability and access programs for MannKind products.

Pricing Approach

MannKind believes in pricing its products responsibly, and have available pathways for patients to access the care they need:

Medicare Plan D

MannKind lobbied its support for insulin caps in the Inflation Reduction Act (effective January 1, 2023). The impact for patients who have Medicare Plan D, when Afrezza is covered will have a maximum \$35 out-of-pocket cost.

V-Go is a preferred brand on the majority of Medicare Part D formularies.

Commercial Insurance

For patients who have commercial insurance, MannKind provides co-pay assistance with the Afrezza Savings Card. Eligible patients may pay as little as \$35/per month for a 30-day supply.

For commercially insured patients with V-Go formulary coverage, most pay as little as \$50 per 30-day supply using a V-Go Co-Pay Savings Card.

Direct Purchase Program

For patients not covered through commercial insurance, MannKind provides a Direct Purchase Program.

Through this program, patients will pay \$99 per box of Afrezza and \$75 for each 30-day V-Go kit.

mannkind

It is MannKind's policy to conduct our business in an environmentally responsible manner that minimizes environmental impact.



Key 2022 Energy and Waste Minimization Project Results

Danbury, CT



50% kw reduction

in annual exterior electricity usage

PROJECT LIGHTBULB



Resulting from a parking lot bulb conversion to LED.

New RO System installed to
REDUCE

100,000

GALLONS
of wastewater
discharge annually

75% REDUCTION in PPE Waste

+

elimination of
cleaning chemicals
use/requirement

130,000

lbs. of WASTE WAS RECOVERED by the
trash-to-energy process GENERATING

36,000

 kw hours

EQUATING TO THE ELECTRICITY NEEDED
TO POWER 3.5 avg. HOMES FOR 1 YEAR

A Thoughtful Approach to Benefit All

MannKind's EH&S department is committed to identifying, reducing, and if practical, eliminating the use of any substance or material that may cause safety or environmental hazards. With a solutions-minded approach, they thoughtfully identify opportunities for continuous improvement in MannKind's environmental health & safety practices.

LEED and Energy Star Certified Building

MannKind moved its West Coast operations in 2017 to a certified Energy Star, Silver LEED certification classification building in Westlake Village, Calif. that is equipped with electric vehicle (EV) charging stations available to employees.



Developed by the U.S. Environmental Protection Agency (EPA) in partnership with the U.S. Department of Energy (DOE), Energy Star certifications identify that a building is among the top 25% most energy efficient buildings of its type. The Leadership in Energy and Environmental Design (LEED) is a rating system administered by the U.S. Green Building Council (USGBC) and is recognized as the leading international program for sustainable building design and construction. Attaining LEED certification demonstrates environmentally responsible building practices in terms of energy efficiency, water usage, air quality, and choice of building materials.

Energy Conservation with Connecticut DEEP

Each year, we utilize energy to manufacture medicines that help people live life more humann. MannKind steadfastly remains within Connecticut Department of Energy and Environmental Protection (DEEP) guidelines to be responsible stewards of the environment.

As product demand increases, and as we continue to produce future medicines, the expectation is that production will increase, and energy use will naturally as well. This does not impede our efforts to reduce energy consumption and/or the transition to renewable energy sources.

General Recycling

MannKind's manufacturing facility, Boston site and California office maintain recyclable waste programs, including paper, plastic, glass, metal, battery, and other materials.

Project Lightbulb

And no practice is too small or too large for consideration as MannKind's Project Lightbulb proves at its Danbury facility. MannKind employs local State initiatives for replacing lightbulbs with more energy-saving light emitting diodes (LEDs). Lightbulbs may sound small, but our manufacturing facility utilizes an estimated 10,000 lightbulbs, so replacements can be impactful.

Project Lightbulb continued in 2022 with the conversion of our Danbury facility's parking lot light bulbs being converted to LED. This resulted in a 50% reduction in kilowatts of annual exterior electricity usage.

Waste Management and PiE

It is always our intention to minimize and properly dispose of waste that naturally accumulates from research, development and manufacturing of medicines, as well as general and administrative services. In addition, pharmaceuticals in the environment (PiE) can pose a public health risk. MannKind maintains strict disposal processes that are in compliance with the EPA Resource Conservation and Recovery Act (RCRA).

A multi-disciplinary team is constantly focused on proper waste management and reduction of all wastes, including solid, construction bulk, proprietary, biohazard, sharps, and more. MannKind also monitors stormwater catch basins-to ensure run-off from the facility is clean and non-impactful to the environment.

Waste Reuse

In 2022, using our waste management system MannKind recycled approximately 46,000 lbs. of materials, including hazardous chemicals, metal, glass, cardboard, paper, light bulbs and e-waste. Additionally, we were able to partner with a hazardous waste hauler to be able to reuse more than 5,000 lbs. of spent liquids by fuel blending.

More than 130,000 lbs. of our waste in 2022 was recovered by the trash-to-energy process which is equivalent to generating 36,000 kw hours – or the electricity needed to power 3.5 average homes for one year.

Water Usage and Treatment System

Water is a valuable resource and MannKind treats it with respect. Water is a necessity in manufacturing medicines – whether it be for creating steam for humidification or for complying with intensive cleaning standards and guidelines.

In Danbury, water is sourced from the City for use throughout MannKind's facility. Prior to discharge, process wastewater is treated on-site to ensure proper pH and temperature levels in accordance with CT Department of Energy and Environmental and Protection regulation. Once water is used, it is returned through Publicly Owned Treatment Works (POTW) for processing.

MannKind maintains permits through the State of Connecticut to operate its water treatment system on-site and maintains records for government inspection and compliance.

In 2022, we installed a new Reverse Osmosis (RO) system in our Danbury manufacturing area. This improvement will reduce approximately 100,000 gallons of wastewater discharge per year.

PPE Reduction Project

Personal Protective Equipment (PPE) is a necessity at our manufacturing, research & development facility. In 2022, MannKind pinpointed a process project to reduce waste and excess chemical usage in our manufacturing area.

The project established new processes and protocols that not only maintained the utmost employee safety measures – but it resulted in a waste reduction of 75% in certain types of PPE. The shift also allowed for elimination of certain cleaning chemicals that were no longer required.

Board of Directors

Effective corporate governance is essential for developing long-term company success and shareholder value. Our [Board of Directors](#) is primarily responsible for performance oversight of MannKind, and for ensuring it conducts business in a financially, socially and environmentally responsible manner.

The Board has also established high standards for company leadership and its employees which are detailed in [guidelines](#) and protocols published on our corporate website.

Independence

Our current Board is primarily independent (89%; one is an officer) and is comprised of a group of individuals that are elected annually based on a majority vote by stockholders. As a general rule, there is separation of the positions of Chairman of the Board and Chief Executive Officer (CEO) with the belief that this continued practice reinforces the board's independence and creates an environment that encourages objective oversight.



- Code of Business Conduct and Ethics
- Anti-Corruption Policy
- Audit Committee Charter
- Compensation Committee Charter
- Nominating & Corporate Governance Committee Charter
- Policy Regarding Stockholder Recommendations of Director Nominees
- Process for Securityholder Communications with the Board of Directors

Board Diversity and Representation

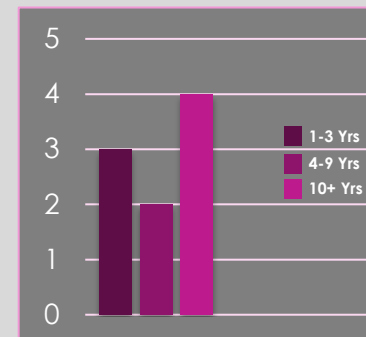
MannKind's Board is comprised of different genders, ethnicities, backgrounds and experiences. The current makeup is 33% female, 11% ethnically diverse, and has an average tenure of approximately 9.6 years.

Our current directors consist of leading experts in executive management, the healthcare industry, life sciences & medicines, and financial practices. Each has also served in director capacities on boards of various public and private companies. For more information on MannKind's Board and its corporate governance practices, please visit our [website](#) and our current [Proxy](#) Statement.

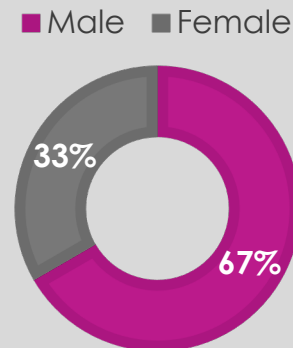
Risk Oversight and Committees

The Board of Directors has three standing committees – an Audit Committee, a Compensation Committee, and a Nominating and Corporate Governance Committee – all of which operate under written [charters](#) adopted by our Board. Each of the committees has authority to engage legal counsel or other experts or consultants, as it deems appropriate, to carry out its responsibilities. Each member of each committee must meet the applicable rules and regulations regarding “independence” and each must be free of any relationship that would interfere with his/her/their individual exercise of independent judgement with regard to the company.

BOARD TENURE



BOARD GENDER DIVERSITY



Audit Committee

Our Audit Committee consists of five independent members of our Board of Directors. The Audit Committee was established by the Board to oversee the Company's corporate accounting and financial reporting processes and audits of its financial statements. Its functions include, among others:

- evaluating the independent registered public accounting firm's qualifications, independence and performance;
- determining the engagement of the independent registered public accounting firm;
- approving the retention of the independent registered public accounting firm to perform any proposed permissible non-audit services;
- monitoring the rotation of partners of the independent registered public accounting firm /on our engagement team as required by law;
- reviewing our financial statements and our critical accounting policies and estimates;
- discussing with management and the independent registered public accounting firm the results of the annual audit and the review of our quarterly financial statements;
- reviewing and discussing with management and, as appropriate, our independent registered public accounting firm, our guidelines and policies with respect to risk assessment and risk management, including enterprise risk management, information security and technology risks (including cybersecurity), and our major financial risk exposures and the steps taken by management to monitor and control these risks and exposures;
- reviewing the results of management's efforts to monitor compliance with our programs and policies designed to ensure adherence to applicable laws and rules as well as to our Code of Business Conduct and Ethics, including review and approval of every transaction with a related person that must be disclosed pursuant to the applicable SEC rules; and
- reviewing and evaluating, at least annually, the performance of the Audit Committee and its members, including compliance of the Audit Committee with its charter.

Compensation Committee

Our Compensation Committee consists four independent members of our Board of Directors. Its functions include, among others:

- reviewing and recommending or approving (or with respect to our Chief Executive Officer, recommending to the full Board for approval) policy relating to compensation and benefits of our officers and employees, including reviewing and approving corporate goals and objectives relevant to compensation of our executive and other senior officers, evaluating the performance of these officers in light of those goals and objectives, and recommending or approving (or with respect to our Chief Executive Officer, recommending to the full Board for approval) compensation of these officers based on such evaluations;
- administering our benefit plans and the issuance of stock options and other awards under our stock plans;
- recommending the type and amount of compensation to be paid or awarded to non-employee members of our Board of Directors, including consulting, retainer, meeting, committee and committee chair fees and restricted stock awards ;
- planning for succession with respect to the position of Chief Executive Officer and other senior officers;
- reviewing and approving (or with respect to our Chief Executive Officer, recommending to the full Board for approval) the terms of any employment agreements, severance arrangements, change-of-control protections and any other compensatory arrangements for our executive officers; and
- reviewing and evaluating, at least annually, the performance of the Compensation Committee and its members, including compliance of the Compensation Committee with its charter.

None of the members of the Compensation Committee has ever been one of our officers or employees. During 2022, none of our executive officers served as a member of the board of directors or compensation committee of any other entity that had one or more executive officers who served on our Board of Directors or Compensation Committee. Typically, the Compensation Committee meets at least quarterly and with greater frequency if necessary.

Nominating and Corporate Governance Committee

Our Nominating and Corporate Governance Committee consists of four independent members of our Board of Directors. Its functions include, among others:

- reviewing and recommending nominees for election as directors;
- reviewing the composition of Board committees and making recommendations to the Board regarding directors qualified to serve on and chair such committees;
- developing and maintaining a current list of the functional needs and qualifications of members of the Board;
- assessing the performance of the Board of Directors and monitoring committee evaluations;
- reviewing, and providing oversight with respect to, our strategy, initiatives and policies concerning corporate social responsibility, including environmental, social and governance matters;
- assisting the members of the Compensation Committee, as requested, in determining the compensation for non-employee directors; and
- reviewing and evaluating, at least annually, the performance of the Nominating and Corporate Governance Committee and its members, including compliance of the Nominating and Corporate Governance Committee with its charter.

Honest and Ethical Conduct

MannKind promotes an organizational culture that embraces a high standard of ethical conduct and compliance with applicable laws and regulations that govern our business and industry. Our Code of Business Conduct and Ethics (Code) reflects the business practices and principles of behavior that support this commitment.

Our Code is expected to be adopted (and requires annual training) by all employees, the Board, and others conducting business on behalf of MannKind. The integrity and reputation of MannKind depends on the honesty, fairness and integrity brought to the job by each person associated with us. Unyielding personal integrity is the foundation of corporate integrity. Please visit our corporate website to view our complete [Code](#).

A series of policies and guidelines at MannKind support our Code and are summarized below. For full details please refer to policies shared publicly as part of our [governance documents](#).

- **Equal Opportunity, Nondiscrimination and Anti-Harassment:** MannKind values diversity and is firmly committed to providing equal opportunity and a positive working environment in all aspects of employment. We do not tolerate discrimination or any unlawful harassment by or toward employees, or with those MannKind has business, service, or any professional relationship.
- **Non-Retaliation:** It is our policy to comply with all applicable laws that protect our employees, and the policy is designed to prevent retaliation or other action for reporting suspected violations.

- **Anti-Corruption and Anti-Bribery:** MannKind strictly prohibits attempts to inappropriately influence – or be influenced by – government or any individuals or entities to achieve improper purposes related to the Company's business. Our anti-bribery policy maintains strict compliance with the U.S. Foreign Corrupt Practices Act (FCPA) and is applicable to the company's business and people worldwide.
- **Insider Trading:** Employees who have access to confidential (or “inside”) information are not permitted to use or share that information for stock trading purposes or for any other purpose except to conduct MannKind business. The prohibition on these transactions also applies to members of the households of all MannKind employees and the consultants of the Company or its subsidiaries.
- **Conflicts of Interest:** Employees are responsible for avoiding conflicts of interest that occur when their personal interests may interfere in any way with the performance of their duties or the best interests of MannKind.
- **Interactions with Healthcare Professionals and Organizations:** We are committed to the appropriate use of our products and recognize the importance of providing healthcare professionals and organizations with the information needed to make fully informed prescribing decisions. All interactions and communications are conducted in a manner that is fair and balanced, scientifically rigorous, and compliant with applicable laws and regulations.





Privacy and Protection

At MannKind, we take privacy and the security of personal information very seriously. We have robust systems and processes in place to support data protection safeguards.

In the course of our business, MannKind naturally collects, uses, maintains, processes and discloses information provided by consumers, patients, health care professionals, employees, vendors and more. Some of this information may contain certain personal information, so MannKind has established reasonable protocols to maintain vigilance.

All MannKind employees receive annual security compliance in addition to monthly awareness events to ensure they understand and comply with company obligations.

MannKind has multiple mechanisms in place to monitor against cyber threats. Our Enterprise Risk Management team diligently identifies and tracks risks, executes periodic internal/external vulnerability assessments, conducts continuous improvement research for implementation of best practices, monitors and enforces internet traffic to prevent accidental phishing or malicious website execution, and continuously monitors and manages a 24/7/365 security provider to alert of threats.

We value feedback and inquiries from all stakeholders.
Any questions or comments regarding MannKind's ESG practices are welcome by contacting: IR@mnkd.com or Media@mnkd.com.

