

2025

Sustainability Report



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INTRODUCTION

About Catalyst Pharmaceuticals

Company Profile

Catalyst Pharmaceuticals, Inc.¹ is a biopharmaceutical company committed to improving the lives of patients living with rare diseases. With a proven track record of bringing life-changing treatments to the market, we focus on acquiring, developing, commercializing, and maximizing the value of best-in-class, novel medicines. Guided by our deep commitment to patient care, we prioritize accessibility, helping patients receive the care they need through a comprehensive suite of support services designed to provide seamless access and ongoing assistance.

Catalyst's differentiated product portfolio reflects our dedication to advancing therapies for rare diseases where patients face significant gaps in diagnosis and care. Our flagship product, FIRDAPSE® (amifampridine), is the only evidence-based product approved for use in Lambert-Eaton myasthenic syndrome (LEMS), representing a frontline therapy for patients. Our second key product, AGAMREE® (vamorolone), is a novel corticosteroid medication used to treat Duchenne muscular dystrophy (DMD) patients. Over the past year, we sought to expand access to these medications by broadening their geographic reach, facilitating changes within existing clinical frameworks, and exploring lifecycle management initiatives to meet an increasingly diverse range of patient needs.

Company Profile



Founded in
2002



Full-time Employees
182



Number of Products in Portfolio
3



Number of Patients Treated in 2025
>17,000



Diseases/Conditions Treated
with Catalyst Products
4



Commercialization Rights
**United States, Canada, Japan,
and over 30 other countries**

Catalyst is now part of Angelini Pharma S.p.A. (Angelini Pharma), following the completion of Angelini Pharma's acquisition in July 2026. Angelini Pharma is an international pharmaceutical company and part of Angelini Industries. This integration brings together Catalyst's portfolio and commercial infrastructure with Angelini Pharma's established expertise and product portfolio in Brain Health.

Our Mission and Values

Catalyst supports and serves patients living with rare diseases by combining best-in-class medicines with exceptional patient care. Our unwavering dedication to patient needs drives us to deliver groundbreaking therapies that improve outcomes and quality of life for patients, caregivers, and their families. As our business grows and our product portfolio evolves, Catalyst continues to put patients first, remaining steadfast in our commitment to delivering accessible, safe, and affordable treatments so that no patient is left behind.

Since our founding in 2002, our business has experienced significant growth. In 2025, through a series of employee-led focus groups, we revisited our core values to best reflect the evolution of our organization while continuing to ground decision-making in the principles that have consistently guided us.

Our three core values, as described below, guide every decision and action we make as individuals, and collectively, as Catalyst Pharmaceuticals.

Empowerment

Fostering a culture where everyone understands how to make a difference and has the freedom to make decisions that are in the best interests of patients.

Empathy

Keeping the patient's voice central and creating authentic relationships with communities, customers, and each other.

Passion

Unifying the company with an unwavering spirit of optimism and urgency for what we can deliver for patients.

On a daily basis, we operate our business according to our core values, integrating them into daily decision-making and business conduct throughout the Company. Through our Catalyst Pathways® program, we champion a fully integrated approach to patient support, working with patients across all stages of care to facilitate access, promote compliance, and optimize their treatment regimen. We also carry forward our core values in optimizing our current product portfolio, working with our manufacturing and distribution partners to promote reliable delivery of high-quality products, and pursuing multiple paths for market expansion to maximize the value of and increase access to our treatments over time. Due to our successful track record in integrating, launching, and expanding new therapies across various markets, we are a recognized partner-of-choice for business development. We continue to evaluate strategic opportunities to bring in differentiated assets, with a focus on treatments that align with our commercial and patient support capabilities to address unmet patient needs.

As our business grows, our product portfolio expands, and our strategy evolves, we will continue to assess the effectiveness of our core values, which underpin our ability to successfully serve patients living with rare diseases.



A Letter from our CEO

Dear Stakeholders,

The rare disease landscape represents one of the areas where pharmaceutical innovation can generate the greatest impact on people's lives. These are fields where patient needs remain frequently unmet, and where making a real difference requires organizations able to combine proven experience, deep-rooted presence, and a shared long-term vision.

It was in this spirit that, in July 2026, Angelini Pharma welcomed Catalyst Pharmaceuticals into the organization, giving rise to our Global Rare Disease Business Unit. Catalyst is a reference point for patients and the medical community in the United States in the field of rare diseases, with a reputation built on tangible results and the trust of the community it serves. Alongside this strength, we bring Angelini Pharma's international scale, scientific expertise, and infrastructure in Brain Health: a combination that makes us, from the outset, a single organization stronger than either would be alone.

This integration is part of a broader path that Angelini Pharma has been pursuing for several years: strengthening our position in neuroscience and rare disease, areas where the need for treatment remains significant and

where research can make a concrete difference. Our presence today spans multiple international markets, and with it grows our responsibility toward patients, healthcare systems, and the communities in which we operate: responsibilities that extend beyond geography and require the ability to build solid partnerships with all stakeholders.

This 2025 Sustainability Report, which covers Catalyst's operations for fiscal year 2025 — prior to the completion of the acquisition — showcases the commitment to patients and the ethical culture that have always characterized the company, the same foundations on which we build our shared future. What brought us together is not only industrial complementarity, but a deeper alignment of vision: both organizations share the conviction that operating responsibly is an integral part of how lasting value is created for patients, people, and the communities in which we operate, not a separate function, but a lens through which every decision is made.

This conviction guides our approach across every dimension of our business: a science-based plan to reduce emissions and improve

efficiency across our operations; a continued commitment to the wellbeing and professional development of our people; and standards built on integrity, transparency, and accountability. As we bring Catalyst into this framework, we do so with the intention of preserving what makes it distinct, while extending to its patients and partners the same long-term commitment that guides Angelini Pharma as a whole.

In the path ahead, we will work as one team to leverage each other's strengths, putting our combined experience at the service of patients. We are convinced that a company's contribution is increasingly measured by its ability to combine scientific progress, patient access, and responsible growth, and we look forward to sharing that progress with all of you.

Sincerely,



Sergio Marullo di Condojanni

Chief Executive Officer, Angelini Pharma

A Letter from our Global Rare Disease Business Unit President

Dear Stakeholders,

I am proud to share our 2025 Sustainability Report, which highlights how Catalyst has advanced our mission of “no patient left behind” while building a stronger and more resilient organization.

2025 was a year characterized by meaningful growth and impact. We introduced new core values – empowerment, empathy, and passion – that reflect our unwavering patient centricity, recent business growth, and diversified product portfolio of rare disease therapies. These principles capture Catalyst’s commitment to create meaningful impact for the patients and communities we serve, guiding our work and decision-making every day.

Our commitment to patients remains the foundation of our approach to sustainability. Through our Catalyst Pathways® program, we personalize and accelerate patient access through comprehensive support that extends far beyond treatment. Our Patient Access Liaisons (PALs) navigate the complex healthcare landscape alongside patients and their caregivers, addressing insurance challenges, coordinating care, and working to remove financial barriers to treatment. In 2025, we significantly expanded Catalyst Pathways to provide enhanced support services to our growing number of Duchenne muscular dystrophy (DMD) patients and their caregivers.

This past year, we also continued our evolution as a diversified, commercial-stage rare disease company, focusing on rare diseases where patients face significant gaps in diagnosis and care. By increasing access to testing, patients with cancer-associated Lambert-Eaton myasthenic syndrome (LEMS) have improved diagnostic rates and time to diagnosis, allowing patients to more quickly begin their treatment regimen. We also saw increased adoption of AGAMREE® (vamorolone) among DMD centers of excellence, with 100% of centers having at least one patient treated with AGAMREE. This trend reflects Catalyst’s broad and deepening engagement with the patient community and growing understanding of AGAMREE’s effectiveness as a treatment for DMD.

Catalyst’s workforce has expanded alongside our ever-growing patient community. Our people are the driving force behind our best-in-class patient support and product quality programs, as well as our industry recognition as a proven partner of choice to maximize value of rare-disease assets. We will continue to rely on the strength of our people to advance our mission of “no patient left behind.”

We also recognize that our responsibility extends beyond the patients we serve today. Through our sustainability program, we strengthen our risk management strategies, embed ethical and responsible business standards across our operations, and facilitate compliance with sustainability-related regulations. This past year, we conducted a

quantitative climate scenario analysis to better understand the potential impact of climate-related risks and opportunities on our business, enhancing our ability to respond proactively. We also reported our second year of Scope 1 and 2 emissions data, offering an increasingly transparent view of our operational footprint.

We invite you to explore our 2025 Sustainability Report, which details our achievements and reinforces our commitment to transparency and accountability. Following our 2025 reporting period, Catalyst reached a significant milestone – in July 2026, we were acquired by Angelini Pharma, an international pharmaceutical company and a global leader in Consumer and Brain Health. As the newly formed Global Rare Disease Business Unit of Angelini Pharma, we are energized by the opportunity to create a new global scale and remain unwavering in our focus on delivering life-changing treatments to patients with rare diseases, operating responsibly, and creating long-term value for our stakeholders. We look forward to sharing continued updates on our progress moving forward.

Sincerely,



Rich Daly

President, Global Rare Disease Business Unit - Angelini Pharma

About this Report

Catalyst Pharmaceuticals is pleased to publish our 2025 Sustainability Report, which outlines our practices, policies, and performance on relevant sustainability issues during the fiscal year ending December 31, 2025. All data and discussion of performance included herein reflect Catalyst's operations in fiscal year 2025, unless noted otherwise. This report reflects Catalyst's operations prior to its acquisition by Angelini Pharma, and all references pertain to the Company as it existed during that period.

Catalyst's 2025 Sustainability Report captures our efforts to address key sustainability topics identified by the Company, in conjunction with our stakeholders, as most relevant to our operations and value chain. Our disclosures are guided by the recommendations of leading sustainability reporting frameworks, including the International Financial Reporting Standards' (IFRS) Sustainability Accounting Standards Board (SASB) and Task Force on Climate-related Financial Disclosures (TCFD), as well as the Global Reporting Initiative (GRI). Our sustainability performance and strategy reflects our patient-first approach and is underpinned by robust stakeholder engagement, including employees, patients, physicians, and suppliers, with the goal of improving patient lives through responsible and sustainable operations.

Any references to "material" or "materiality" in this report or related website content are not intended to have the same meaning as in the context of financial statements or financial reporting or as defined by the securities laws of the United States. For purposes of this report, we follow the GRI definition of materiality for our sustainability materiality assessment.

To provide feedback or submit questions regarding this report or Catalyst's sustainability initiatives, please contact info@catalystpharma.com.



SUSTAINABILITY OVERSIGHT

Our Approach to Sustainability

Our Sustainability Strategy

Catalyst's sustainability strategy is rooted in creating shared value for patients, their caregivers, our employees, and our customers. This principle of shared value creation guides both our sustainability strategy and broader business strategy, reflecting our unwavering dedication to supporting patients living with rare diseases.

Our sustainability strategy is grounded in Catalyst's high standards for ethical and responsible business conduct. We embed these standards into all business decisions, integrating patient access, employee well-being, environmental stewardship, and sound governance throughout our operations. Catalyst maintains several programs, such as Catalyst Pathways®, to support patients, facilitate access to our treatments, and expand awareness of Catalyst's products in the rare disease community. Beyond patient support, we also employ a variety of initiatives to support the development of our employees and minimize our environmental footprint, acting as a responsible steward to our employees, local communities, and the environment.

As our business grows and evolves, Catalyst continues to evaluate our sustainability strategy to accurately reflect our operating footprint, growing drug portfolio, and the diverse perspectives of our employees, patients, communities, and other stakeholders.



Materiality Assessment

Our sustainability strategy is grounded in materiality, addressing the topics that are most impactful for our industry and key stakeholders. By focusing on material issues, we can strategically allocate resources to initiatives that address our most significant risks and opportunities, driving meaningful impact across our operations.

In 2022, we conducted a materiality assessment, guided by a third-party sustainability advisor and informed by diverse perspectives across key stakeholder groups. The topics identified through this process remain relevant to our operations and business strategy. We proactively integrate these topics into decision making processes to mitigate risk, enhance business resilience, and position Catalyst for long-term sustainable growth.

As our business and drug portfolio evolve, we are conscious of the need to periodically re-assess the materiality of sustainability topics to maintain alignment between our business strategy and sustainability priorities. As we look to refresh our materiality assessment and integrate our sustainability program with that of Angelini Pharma, we will continue to communicate the results of our materiality assessments to our stakeholders, reinforcing our commitment to transparency.



While a full list of topics assessed can be found in the Appendix of this report, we included a high-level view of our core sustainability pillars below:



Patient and Product

Patients remain at the forefront of our decision-making processes. As Catalyst grows, we continue to uphold rigorous quality standards, safety protocols, and active engagement with our patient communities to fulfill our commitment to delivering safe, accessible, and affordable treatments to patients with rare diseases.



Employees and Our Communities

The growth and success of Catalyst are deeply rooted in the well-being of our employees, and we are committed to fostering meaningful engagement, career development opportunities, and comprehensive benefits to support our team members pursuing our mission of making a meaningful impact on the lives of those with rare diseases.



Governance

We remain committed to sound corporate governance practices to guide business strategy and deliver on our responsibility to our stakeholders. Catalyst's responsible and ethical business practices, as outlined in our [Code of Business Conduct and Ethics](#), promote a culture of accountability and integrity.



Environment

Despite our limited footprint, which consists of a single corporate office and outsourced manufacturing, we continue to initiate actionable steps to enhance our environmental initiatives, reporting, and transparency for all stakeholders.

Sustainability Oversight

The Catalyst Board of Directors¹ is responsible for sustainability oversight. Each Board committee is allocated specific sustainability responsibilities to oversee how we address the associated strategy, initiatives, and policies related to those responsibilities:

 **Compensation Committee**
Designs, evaluates, and approves compensation plans, policies, and programs, ensuring fair and equitable pay for all employees, including executives.

 **Audit Committee**
Manages and facilitates the legal and regulatory compliance and risk management function, ensuring risks associated with financial reporting and operations are addressed with properly functioning controls.

 **Corporate Governance and Nominating Committee**
Identifies and selects Board members, oversees sustainability reports and activities, develops corporate governance guidelines, and oversees periodic evaluations of the Board.

At the management-level, Catalyst’s **Corporate Responsibility Steering Committee**, comprised of our Chief Legal and Compliance Officer and Executive Vice President, Chief Corporate Affairs Officer, plays a key role in oversight and execution of sustainability-related initiatives. In addition to providing oversight of our sustainability strategy, the Committee drives forward our sustainability program by managing enhancements to sustainability disclosures, improvements to sustainability-related data collection capabilities, and the establishment of policies and procedures that reinforce our strategy. In its regular meetings, the Committee also oversees the Company’s environmental stewardship initiatives, including the identification and management of climate-related risks and opportunities, as well as emerging sustainability-related regulations globally.

The Corporate Responsibility Steering Committee facilitates continued strategic alignment between our sustainability programs and the broader business. Through regular engagement with the Board, leadership, and cross-functional teams, the Committee disseminates pertinent updates on the evolution of our sustainability initiatives, fostering a culture of accountability and progress.

In addition, Catalyst employees from across departments actively contribute to our sustainability objectives, helping to integrate sustainability responsibilities throughout our operations.

Additional functional groups with sustainability responsibilities are as follows:

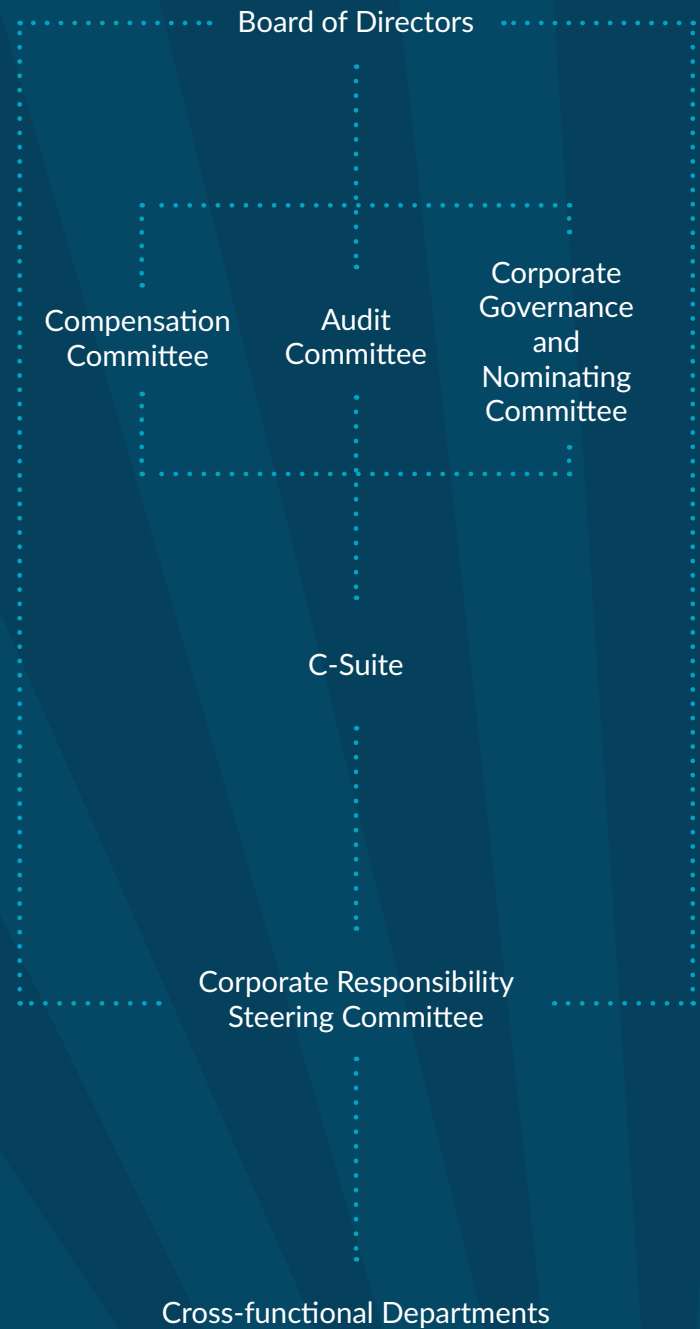
Patient Advocacy & Services
Our Patient Advocacy team drives engagement with advocacy groups and communities, while supporting patients in their treatment journey through Catalyst Pathways.

Manufacturing & Supply Chain
The Manufacturing and Supply Chain team continues to manage our relationships with contract manufacturers, ensuring ethical supplier relationships and rigorous quality control for drug safety.

Human Resources
Our Human Resources team fosters a positive employee experience through top-tier compensation and benefits programs coupled with employee engagement initiatives.

Quality
Our Quality Team maintains best-in-class product quality and outcomes through robust control processes.

Sustainability Oversight Responsibilities Across Our Organization



¹ References to the Board of Directors throughout this report reflect Catalyst’s governance structure during the reporting period covered by the report, fiscal year 2025.

SOCIAL

Growing with a Diversified Portfolio

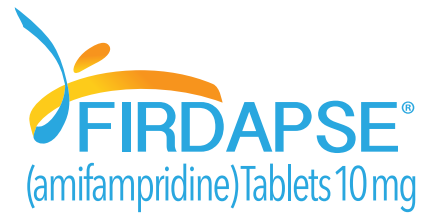
At Catalyst, we are driven to make a difference. Our commercial excellence is backed by a commitment to care.

Catalyst focuses on rare diseases where patients face significant gaps in diagnosis and care, and where we are uniquely positioned to drive meaningful improvements in how these conditions are identified, treated, and managed. In 2025, we continued building strong commercial momentum across our product portfolio, leveraging our in-house capabilities to unlock value through education, clinical differentiation, and lifecycle management, while also expanding our global footprint through strategic licensing partnerships. We remain dedicated to driving growth through our well-established patient-first approach centered around delivering transformative therapies that meaningfully advance care and improve patient outcomes.



Current Portfolio

Catalyst's commercial portfolio consists of three approved products, each addressing unmet medical needs across rare neuromuscular and neurological diseases:



FOR RARE NEUROMUSCULAR DISEASE:

FIRDAPSE is the only U.S. Food and Drug Administration (FDA)-approved, evidence-based treatment for Lambert-Eaton Myasthenic Syndrome (LEMS), a rare autoimmune condition in which disrupted nerve-to-muscle signaling causes progressive muscle weakness. Approved for adults and pediatric patients aged six and older, FIRDAPSE is clinically proven to maintain muscle strength and mobility and represents a frontline therapy for patients navigating what is often a long and complex diagnostic journey.



FOR RARE MUSCULAR DYSTROPHY DISEASE:

AGAMREE is a novel, differentiated corticosteroid for the treatment of Duchenne muscular dystrophy (DMD), a rare and life-threatening neuromuscular disorder, in patients two years of age and older. AGAMREE has a differentiated clinical profile, with demonstrated equivalent efficacy to current standard-of-care prednisone and the potential for a significant reduction in steroid-induced adverse events.

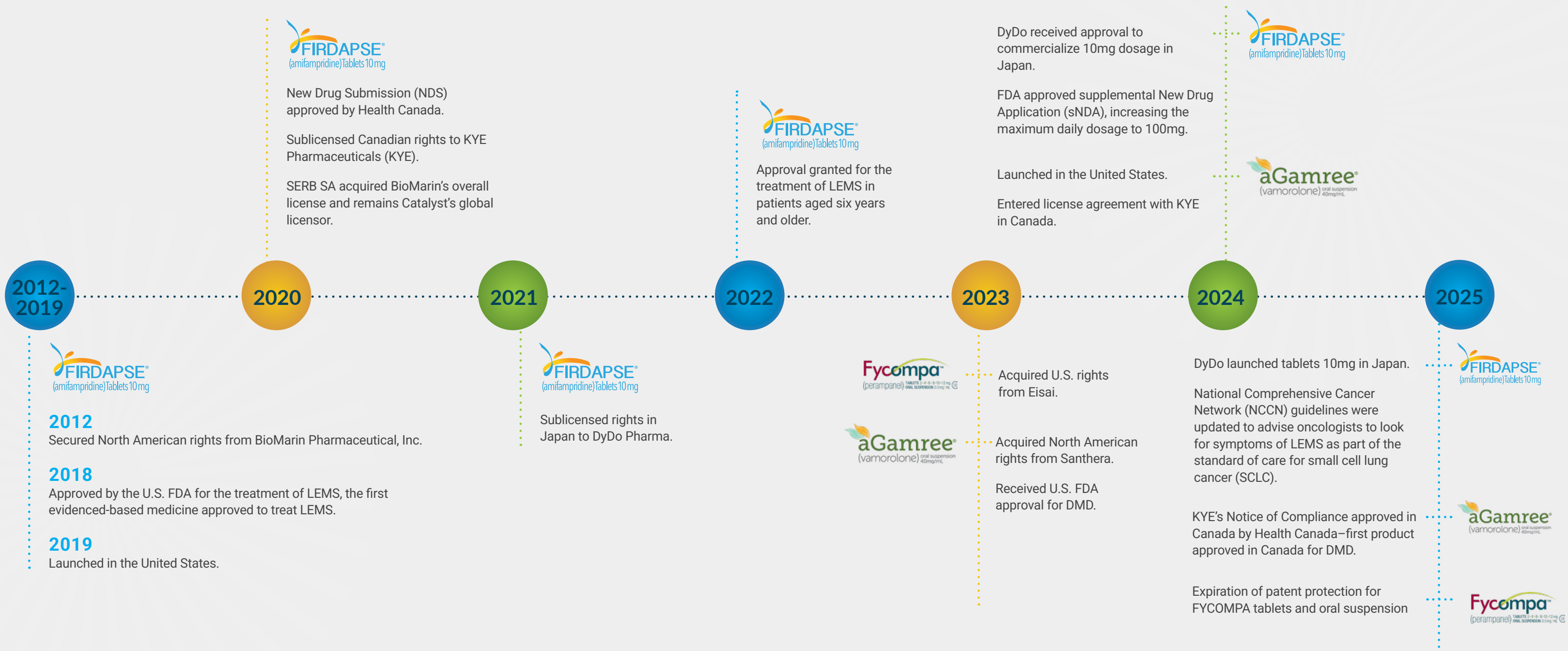


FOR SPECIFIC CATEGORIES OF EPILEPTIC SEIZURES:

FYCOMPA is a non-competitive AMPA receptor antagonist approved for epilepsy and the first drug of its class. It is indicated for partial-onset seizures with or without secondary generalization in patients aged four and older, and in combination with other medicines for primary generalized tonic-clonic seizures in patients aged 12 and older. FYCOMPA works by reducing abnormal electrical excitability in the brain, providing a mechanistically distinct option within the epilepsy treatment landscape.



A Legacy of Making a Difference



Portfolio Expansion

Catalyst's portfolio expansion strategy seeks to bring innovative and transformative therapies to patients with rare diseases. By leveraging our industry-leading rare disease expertise, we aim to identify, integrate, and scale high-value assets, driving meaningful patient outcomes.

Our proven track record of commercial execution and performance since the launch of FIRDAPSE positions Catalyst as a recognized partner of choice in the rare disease space. We prioritize partnerships that target rare diseases with clear unmet needs, sizable market potential, and areas where we can play a central and sustained role in patient care. Our business development strategy supports patients, providers, and caregivers across the rare disease space, enabling us to pursue opportunities regardless of indication. This reputation is reflected in our business development pipeline, with approximately 90% of the acquisition targets we evaluated in 2025 classified as inbound opportunities. With a strong financial foundation and purpose-built rare disease infrastructure, we have the resources and flexibility to invest in bringing forward the future of rare disease treatments.

Catalyst is advancing evidence-based therapies for rare diseases where patients face long diagnostic journeys and limited or suboptimal treatment options, unlocking new pathways to disease management and treatment.

Our 2025 portfolio highlights include:

Approval of AGAMREE in Canada: In October 2025, KYE received approval from Health Canada for AGAMREE to treat DMD in boys age 4 and older. This milestone marks the first approved therapy for DMD in Canada.

Continued Successful U.S. Launch of AGAMREE: Achieved 154.3%, year-over-year growth in AGAMREE revenues, indicating a significant increase patient access to this treatment.

Launch of FIRDAPSE in Japan: In January 2025, DyDo Pharma successfully launched FIRDAPSE Tablets 10 mg in Japan, extending access to evidence-based LEMS treatment to patients in a major international market for the first time.

Production Innovation and Development

Catalyst's product innovation and development program seeks to enhance treatment options for patients living with rare diseases. In addition to our business development strategy, we focus on ongoing lifecycle management, maximizing the impact of our products through label expansion, dosage optimization, and new applications that address the evolving needs of the rare disease community. We work to facilitate change within existing clinical frameworks, such as enhancing diagnostic protocols and treatment guidelines, to support wider adoption of our evidence-based therapies. We are also committed to unlocking the full potential of our product portfolio through expanded market penetration and strategic lifecycle management.

Following feedback from the LEMS patient and provider community, in 2024, we received approval to expand FIRDAPSE's maximum daily dosage from 10mg to 100mg. This change gives physicians greater flexibility to titrate patients to an optimal dose and reflects our willingness to listen to and act on the needs of our patients.

In 2025, we continued to make strides to extend FIRDAPSE's patient reach through a dual-market expansion strategy focused on both idiopathic LEMS and cancer-associated LEMS (CA-LEMS).

For idiopathic LEMS, we are working to enhance our patient identification and outreach efforts, actively tracking more than 600 identified LEMS patients who have not yet been treated with FIRDAPSE. We are also advancing efforts to convert misdiagnosed generalized myasthenia gravis (gMG) patients by educating providers to include voltage-gated calcium channel (VGCC) antibody testing into gMG lab panels to improve diagnosis rates. Additionally, we worked to improve pharmacy outreach to patients and physicians in 2025 to further optimize titration to an effective dose and increase patient retention.

For CA-LEMS, where it appears that approximately 90% of patients remain undiagnosed, we are focused on removing diagnostic barriers and increasing awareness in the oncology community. We have partnered with a national testing lab to conduct in-office testing to accelerate CA-LEMS diagnoses, and we are engaging oncology key opinion leaders to address the education gap on CA-LEMS. We are also driving awareness within both group practices of community oncology and Group Purchasing Organizations (GPOs) of the updated NCCN guidelines, which call out FIRDAPSE by its generic name as the recommended care option.

Advancing Awareness of LEMS in Small Cell Lung Cancer Patients

On August 6, 2025, the NCCN updated its Clinical Practice Guidelines in Oncology for SCLC to include critical guidance on LEMS. These revised guidelines advise oncologists to look for symptoms of LEMS as part of the standard of care for SCLC and recommend considering early consultation with neurology for testing, including VGCC antibody testing. This represents a critical step forward in improving diagnosis and treatment for an underserved patient population, as approximately 50% of LEMS cases are associated with underlying malignancies, and as many as 90% of patients with LEMS who had a SCLC malignancy went undiagnosed. The updated guidelines also recommend that FIRDAPSE, according to its generic name, be considered as a supportive care treatment in consultation with neurology.

For AGAMREE, our lifecycle management strategy is focused on deepening market penetration and generating the long-term clinical evidence needed to support continued adoption and future differentiation. Since its U.S. commercial launch in March 2024, AGAMREE has been made available to patients at 90% of DMD Centers of Excellence, with approximately 90% of patients continuing their treatment. We are focused on building upon AGAMREE’s strong patient adoption by strengthening healthcare provider engagement and awareness of the treatment’s effectiveness for those living with DMD. Additionally, we announced topline results from a Phase 1 study in June 2026 with findings supporting AGAMREE’s potential use as a treatment across a broad range of chronic inflammatory rare diseases. Given the positive results of the study, we are exploring further lifecycle development opportunities, including potential label expansion in other rare diseases, which would increase patient access to this innovative treatment.

Following the expiration of patent protection for FYCOMPA in 2025, three generic versions of the tablets and one generic oral suspension have entered the market. Given the established efficacy profile and benefits for seizure control, we anticipate that patient and physician preference may continue to support the use of FYCOMPA. In anticipation of patent expiry, Catalyst has taken steps to prepare for this transition and has actively engaged with the epilepsy community to ensure continuity of care and provide the support they need during this period.

Clinical Trial and Research Activities

Catalyst’s clinical development programs seek to explore the full innovative potential of our products. Our clinical trial activities have grown alongside our portfolio, and we continue to partner with contract research organizations (CROs) in the United States to support rigorous trial management.

Through our clinical development work with FIRDAPSE, we have investigated potential applications across a range of rare neuromuscular conditions, in addition to Lambert-Eaton mysathenic syndrome (LEMS), which FIRDAPSE is approved to treat. These conditions include:

- CMS: Congenital myasthenic syndrome
- MUSK-MG: Myasthenia Gravis
- SMA: Spinal Muscular Atrophy

As our portfolio evolves, we are refining our clinical processes to meet each product’s specific development needs and drive label expansion to other rare disease areas – increasing patient access to our therapies while maintaining the same standards of scientific rigor and patient safety.



AGAMREE Summit Study

Initiated in 2024, the SUMMIT Study (SUPplemental assessMents of dMd patients Investigating ouTcomes) is an open-label, five-year follow-up study designed to evaluate the long-term safety profile and clinical impact of AGAMREE in up to 250 male patients aged two years and older with DMD. Conducted across approximately 25 Centers of Excellence, SUMMIT aims to generate real-world evidence on how AGAMREE performs over extended treatment periods compared to the standard of care, assessing areas including:

- Behavioral changes
- Stature and growth parameters
- Bone health
- Cardiovascular health
- Ophthalmological status (cataracts and glaucoma)

The SUMMIT Study exemplifies our continuous effort to generate insights that inform treatment decisions and optimize patient care.

Investigator-Sponsored Research

To complement our own sponsored clinical programs, Catalyst actively supports investigator-sponsored research (ISR), clinical studies initiated and managed by independent researchers, including individual investigators, academic institutions, collaborative study groups, and cooperative networks. ISR enables the generation of important medical evidence that broadens our understanding of how our products can serve patients across a range of real-world settings. Catalyst will only support legitimate, legal, and relevant study proposals, and we evaluate all ISR submissions carefully.

Researchers interested in submitting an ISR proposal can find detailed requirements and guidelines on the [Investigator-Sponsored Research](#) page of our website, or contact our team directly at isr@catalystpharma.com.



Product Quality & Supply Chain Management

Product Quality

Product quality and supply chain resilience are embedded throughout our operations, from Board level oversight and robust quality standards, to comprehensive employee and supplier training programs. These foundational elements enable Catalyst to provide patients with safe, accessible, and affordable treatments.

Product safety and efficacy are shared responsibilities across Catalyst's Quality, Manufacturing, and Supply Chain functions. These teams maintain dedicated oversight of product development, testing, and distribution, with clear accountability at each stage of the product lifecycle. Quality oversight extends to the highest levels of the organization, with our Board of Directors¹ receiving quarterly updates on quality developments and activities. At the executive leadership level, our Chief Medical Officer holds oversight of pharmacovigilance (PV) activities and our Vice President of Quality Assurance and Chief Scientific Officer carry responsibility for supporting quality compliance throughout the manufacturing process, with all three reporting directly to the Chief Executive Officer.

Drug Testing and Quality Standards

Our quality standards are anchored in the United States Pharmacopeial (USP) convention guidelines, which define the benchmarks for purity, potency, and product integrity that all Catalyst products must meet before approval for use. These standards apply equally to our third-party suppliers and contract manufacturers, all of whom are required to comply with current Good Manufacturing Practices (cGMP). This expectation extends to newly onboarded suppliers and manufacturers, as well as those involved in producing any newly acquired products.

Catalyst welcomes regulatory oversight of our manufacturing, testing, and quality processes, viewing inspections by the U.S. Food and Drug Administration (FDA) and equivalent national regulatory authorities as a valuable mechanism for independent validation. These inspections evaluate the facilities, methods, and controls used in production to confirm consistent maintenance of each drug's identity, strength, quality, and purity, providing objective assurance that our standards are met.

In the rare instance where a product is returned to a specialty pharmacy, Catalyst assumes responsibility for the cost of proper product destruction. This approach reflects our broader commitment to preventing medication diversion, protecting water systems from improper pharmaceutical disposal, and reducing the risk of inappropriate or unsafe medication use.



Product Quality Training

In accordance with the International Council for Harmonisation (ICH) Good Clinical Practice (GCP) guidelines and FDA regulations, Catalyst requires all employees to complete quality training prior to supporting its clinical trials. These trainings cover quality management guidelines, standard operating procedures (SOPs), and role- and protocol-specific topics to promote participant safety, data integrity, and trial quality.

By focusing on quality-by-design, risk-based approaches, and compliance, trainings seek to address the following areas:

- ✓ ICH GCP principles for ethics, safety, and data quality
- ✓ Roles and responsibilities
- ✓ Quality management systems
- ✓ Protocol adherence, deviations, and amendments
- ✓ Adverse event identification, reporting, and management
- ✓ Regulatory requirements and inspection readiness
- ✓ Good documentation practices, including data governance and privacy
- ✓ Role-specific elements, such as vendor oversight for sponsors

In addition to providing annual refreshers on Catalyst's SOPs and quality policies, we require training on GCP guidelines every two to three years and when onboarding new team members. We have also identified risk-based events (e.g., protocol amendments, regulatory updates, audit findings, quality issues, etc.) that trigger Catalyst to provide additional product quality training sessions.

To promote product quality throughout the supply chain, Catalyst invests significant time and resources in building strong working relationships with our suppliers and contract manufacturers. We frequently collaborate on product development, testing protocols, production processes, record-keeping, and quality controls. All new vendors undergo thorough assessments of their safety training and practices to confirm full understanding and ability to comply with the health and safety reporting requirements outlined in their respective contracts. For existing vendors, we track completion of annual refresher training to confirm ongoing alignment with our health and safety monitoring and reporting expectations. Additional information on these training and assessment processes can be found in the [Supply Chain Management section](#) of this report.



100% of Catalyst employees completed training on product quality complaint reporting and drug safety in 2025.

Supply Chain Management

Through our network of carefully selected contract manufacturers, we have built strong partnerships with suppliers that understand the importance of rigorous quality and safety standards. We exercise close oversight across every stage of production and distribution to confirm that these partners operate in full alignment with applicable regulatory requirements, facilitating the safe and reliable distribution of our products to the patients who depend on them.

Supply Chain Overview

As a virtual drug manufacturer licensed in the state of Florida, Catalyst does not own or operate manufacturing facilities. Instead, we work with a network of specialized contract manufacturers and packagers across the United States, Canada, Japan, and Europe. Our commercial activities are concentrated on the North American market, and we sublicense rights to FIRDAPSE® (amifampridine) and AGAMREE® (vamorolone) in Canada, as well as rights to FIRDAPSE in Japan, to partner entities. We also hold commercial rights for FIRDAPSE in select markets across Asia and Latin America.

We prioritize quality, continuity, and adaptability throughout our supply chain. Through annual supplier evaluations and ongoing training programs, we maintain consistent standards across our manufacturing network and enable the efficient integration of newly onboarded suppliers. While we continue to operate under a contract manufacturing model, we regularly evaluate whether evolving business needs may warrant the development of in-house manufacturing capabilities.

Our approach to supply chain management is tailored to the unique regulatory, logistical, and clinical requirements of each product in our portfolio:

FIRDAPSE®

Manufacturing of the active pharmaceutical ingredient (API) and finished goods for FIRDAPSE is carried out through contracted third-party manufacturers. Both the API and finished product are manufactured entirely within the United States, supporting supply chain security and regulatory predictability. In 2025, Catalyst qualified additional manufacturing sites to perform API milling, expanding redundancy and uniformity at this critical production step. Further, we introduced a new packaging format which has improved stability testing data and strengthened quality assurance towards the end of the product's shelf life.

AGAMREE®

At the end of 2025, Catalyst completed the transition to sourcing AGAMREE directly from Purna, the contract manufacturer that produces the finished product, eliminating the prior intermediate supply arrangement through Santhera. Manufacturing continues at the same facility, with updated packaging now managed directly between Catalyst and Purna. Catalyst is also working to validate a secondary source for AGAMREE finished goods, with approval anticipated in late 2026 or early 2027, further strengthening supply continuity for this product.

FYCOMPA®

Eisai serves as the primary manufacturer and supplier of both the API and finished FYCOMPA® (perampanel) tablets for Catalyst. Third-party manufacturers contracted through Eisai are responsible for final tablet packaging and the production of the oral solution formulation. In 2025, we reduced the distance between our FYCOMPA distribution operations and major retailer distribution sites, improving supply chain efficiency. As a Schedule III controlled substance, the manufacturing, distribution, and dispense of FYCOMPA are subject to additional regulatory requirements. All third parties involved in these activities are required to hold current Drug Enforcement Administration (DEA) registrations and applicable state licenses.

Although Catalyst does not operate manufacturing facilities, we retain direct responsibility for product packaging prior to distribution. In accordance with FDA regulations, we do not use recycled materials in any packaging components that come into contact with our products.

Catalyst also maintains full oversight of all product labeling to verify that all public-facing product information, from promotional materials to patient-directed communications, is accurate, compliant with FDA-approved labeling, and grounded in available, well-controlled scientific data.

Supplier Onboarding and Training

Catalyst's supplier selection process is designed to identify and onboard partners whose capabilities, values, and operational practices align with our high standards for product quality, patient safety, and regulatory compliance. Prior to engagement, all prospective contract manufacturers undergo comprehensive assessments, including FDA inspections to verify substantial compliance with federal regulations. Manufacturers must demonstrate consistent adherence to the FDA's current Good Manufacturing Practices, as well as Catalyst's internal quality policies. To date, all active Catalyst suppliers have satisfied our quality assessment criteria.

To comply with Good Practice (GxP) standards, Catalyst requires all manufacturers and supply chain distribution partners to participate in training programs designed to support safe working environments and consistent delivery of high-quality products. Prior to the commencement of work, all new suppliers complete a structured onboarding program covering Catalyst's safety and quality requirements. Annually, Catalyst audits the internal training programs of our manufacturers and supply chain distribution partners to verify they meet our standards. If gaps are identified, we engage with suppliers to provide mandatory supplemental training in the necessary areas.

Additional specialized training requirements apply to all supply chain partners involved in post-product release activities. Personnel at our patient services

vendor, distributor and third-party logistics (3PL) provider, and primary specialty pharmacy vendors who handle released products are trained on protocols for identifying, documenting, and reporting adverse events and product complaints. Similarly, when a new clinical trial is initiated, all investigators and site staff receive dedicated training on adverse event and product complaint reporting procedures specific to that trial. We monitor and enact refresher training using a risk-based approach, driven by factors such as audit or inspection findings, new regulations, system changes, or any other events requiring protocol amendments.

Upholding Supplier Standards

Catalyst's ongoing supplier risk management process is structured around an annual scorecard, jointly owned by our Quality and Operations teams. Each active supplier is assessed across a defined set of performance characteristics, addressing factors such as product quality and safety, with results reviewed during annual business reviews that examine site performance compared to the prior year. If an elevated risk is identified, Catalyst initiates a formal risk assessment to determine appropriate mitigation measures. This framework reflects our view of supplier relationships as long-term business partnerships, and we continue to evolve our approach to support shared accountability for quality and supply continuity.

To monitor supplier practices, Catalyst operates both internal and third-party supplier audit programs using

standardized audit report templates and evaluation criteria. These audits assess supplier compliance with cGMP, FDA regulations, and contractual requirements, verifying that performance meets defined standards and expectations. Following a risk-based approach, audits typically occur every two to three years, with frequency adjusted based on prior findings, operational changes, or regulatory updates to identify and address gaps before they affect product quality or patient safety.

Approximately 29% of our Tier 1 supplier facilities currently participate in the Rx-360® International Pharmaceutical Supply Chain Consortium audit program, a recognized industry framework focused on supply chain security for pharmaceuticals and medical devices as it relates to public health and patient safety.

Environmental compliance is also a component of our supplier evaluation framework. Contract manufacturers are required to comply with all applicable environmental laws and regulations governing their operations. In 2025, our manufacturers reported no violations or significant environmental incidents. As part of our corporate responsibility program, we continue to engage manufacturers on environmental performance across key areas including waste management, packaging, and supply chain emissions. Building on the Scope 3 emissions inventory of our 2024 activities initiated in 2025, we are working to deepen our understanding of the environmental footprint across our value chain and

identify opportunities for improvement. For further details, see the [Environment section](#) of this report.

Maintaining Supply Chain Continuity

Through active participation in pharmaceutical supply chain standard-setting organizations, we stay up to date on industry best practices for product quality, traceability, and supply chain security. This engagement fosters continuous improvement across our supplier network and reinforces the trust-based relationships that allow us to consistently deliver products that meet our rigorous quality standards.

To preserve product quality and continuity of supply in the face of potential disruptions, Catalyst has developed comprehensive contingency plans with multiple layers of protection. For FIRDAPSE, we hold product-specific safety stock across multiple sites, securing backup inventory in the event of a disruption at the primary manufacturing location. We are also working to establish a secondary finished goods source for AGAMREE, with validation expected in late 2026 or early 2027. Additionally, finished goods are distributed across multiple manufacturing and storage locations to guard against concentrated stock loss, with safety stock levels calibrated to historic usage patterns. These measures reflect our broader commitment to supply reliability, providing patients with continued access to essential medications without interruption.

In 2025, we stress tested our Business Continuity Plan to strengthen our emergency preparedness and response capabilities. The exercise validated key elements of our plan, including the roles and responsibilities of our designated management oversight group, the effectiveness of our internal and external communications protocols, and our ability to maintain critical business functions during disruptions. This testing extends to emergency communications systems, IT recovery processes, and our business continuity management procedures, with each subject to annual testing at varying levels of scope and intensity.

Counterfeit Drugs

Counterfeit pharmaceuticals represent a serious and ongoing threat to patient safety, public health, and the integrity of the pharmaceutical supply chain. Catalyst takes a multi-layered approach to counterfeit prevention, combining regulatory compliance, advanced serialization technology, a limited distribution model, and active industry engagement to protect patients and minimize risk. We are fully compliant with all applicable laws and regulations governing serialization, traceability, and counterfeit prevention for pharmaceutical products.

As an active member of GS1, Catalyst aligns its serialization practices with internationally recognized best practices. GS1 membership helps us to accurately trace the source and distribution history of our products, supporting our ability to detect and respond to any suspected counterfeit activity and combat the diversion of pharmaceutical products.

All Catalyst products intended for the U.S. market are individually serialized to support end-to-end tracking throughout the supply chain. We manage serialization at the individual package level through our TraceLink system, with each unit assigned a unique barcode and serial number. This system creates a comprehensive pedigree history for all manufactured

and distributed products, enabling the precise identification of product recipients at any point in the distribution chain.

For FIRDAPSE and AGAMREE, Catalyst implements a strict limited distribution model through Catalyst Pathways®, our personalized treatment support program. By channeling distribution through a small network of exclusive specialty pharmacies and maintaining direct contact with the vast majority of the patient population through the Catalyst Pathways program, we achieve a level of supply chain visibility that significantly reduces counterfeit risk. We recommend that all purchases be made exclusively through recognized, approved vendors within this controlled distribution network. In 2025, elements of the Catalyst Pathways infrastructure were also leveraged to support patients prescribed FYCOMPA. For products distributed outside the United States, our licensing partners operate their own global counterfeit monitoring programs, reinforcing consistent standards across all markets.

In 2025, Catalyst had no confirmed incidents involving counterfeit products. Our internal policies establish clear, documented procedures for responding to any suspected counterfeit or illegitimate product, including requirements to promptly notify patients, business partners, and the FDA. In the event a recall becomes necessary, Catalyst would activate its Standard Operating Procedure for product recalls, which defines the full process for evaluating, initiating, and executing a recall through to resolution. Our compliance with the Drug Quality and Security Act's (DQSA) interoperable drug tracking requirements enables us to rapidly identify the recipient of any product at the pharmacy level, supporting swift and targeted action when needed.

Human Rights

Respect for human rights is fundamental to how Catalyst operates and how we expect our partners to operate. Our [Policy on Human Rights and Dignity](#), published in 2024, articulates our commitment to preventing adverse human rights impacts across our business and throughout our supply chain. This commitment applies not only to Catalyst employees, but extends to all third parties acting on our behalf, including suppliers, service providers, and contract manufacturers. We have a zero-tolerance stance on child labor, forced labor, discrimination, harassment, and all other human rights violations.

Catalyst fosters a culture in which all stakeholders feel empowered and responsible for identifying and reporting potential human rights concerns. Our “See Something, Say Something” ethos is supported by anonymous reporting mechanisms that allow concerns to be raised and resolved without fear of retaliation. In 2025, we received no reports of human rights violations from within Catalyst or from any of our suppliers.



Patient Safety & Access to Healthcare

Patient safety underpins every decision made at Catalyst. Through world-class, personalized patient services, comprehensive support programs, and partnerships with advocacy organizations, we seek to empower patients across all stages of their care with the knowledge and resources needed to take an active role in managing their health, enabling informed decisions and better health outcomes.



Patient Safety

Selecting Clinical Trial Participants

Obtaining informed consent from every clinical trial participant is a prerequisite of Catalyst's research operations, which are managed by third-parties. For each study, we develop a study-specific Informed Consent Form (ICF) template that is paired with the detailed trial protocol and adapted to meet the requirements of each individual site and its Institutional Review Board (IRB). Every ICF incorporates the full set of required consent elements and is kept current as the study evolves. Catalyst conducts site audits to verify that documentation is complete, required procedures are followed, and that participants are always working from the most up-to-date version of the consent form.

Catalyst believes that every patient should have access to necessary medications. As aligned with this pledge, our clinical research participant selection process is designed to promote inclusivity. Our SUMMIT Study for AGAMREE® (vamorolone) reflects this commitment through deliberately accessible inclusion criteria: any patient aged two or older with a Duchenne muscular dystrophy (DMD) diagnosis who has been prescribed AGAMREE is eligible to participate, with no minimum treatment duration required. Additionally, participants who discontinue AGAMREE during the study are not required to withdraw; Catalyst continues collecting data on their outcomes until the study concludes or they choose to revoke consent.

Safety of Clinical Trials

Each trial and commercial product undergoes structured reviews that uphold participant safety, data integrity, and trial quality, guided by

highly targeted Standard Operating Procedures (SOPs) and supported by a comprehensive document management system. Our dedicated pharmacovigilance (PV) team applies standardized processes for safety surveillance, investigation, and reporting throughout the clinical trial lifecycle, including post-trial medical surveillance.

Safety obligations extend to regulatory reporting as well. Catalyst submits an updated safety report to the U.S. Food and Drug Administration (FDA) and other relevant authorities annually. We also conduct thorough reviews of any serious adverse events reported by clinical trial sites or patients. Insights from this oversight structure allow us to implement a risk-based approach when determining the necessity and scope of clinical audits.

Catalyst's SOPs serve as the backbone of our quality and compliance framework, establishing clear benchmarks, defining monitoring processes, and setting the stage for corrective action when needed. All Catalyst personnel and vendors engaged in clinical trial activities are required to operate in compliance with applicable national and international standards, including FDA Good Clinical Practice (GCP) regulations, International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH) guidelines, Helsinki Declaration subject protections, and other relevant requirements. Our SOPs govern vendor qualification, requirements tracking, quality management planning, and Good Practice (GxP) audit execution across both manufacturing and clinical trial functions. Every member of our clinical trial staff receives training aligned to these standards before engaging in trial activities. Refresher training is conducted annually or following significant updates to ensure continued compliance. Additional details on our training processes can be found in the [Product Quality section](#).

To further strengthen our safety infrastructure, Catalyst periodically tests and evaluates emergency response procedures to verify that our protocols function as intended and that our teams are prepared to act swiftly to protect patient safety in the event of an unanticipated safety signal or product-related incident. For more details on testing of our emergency response procedures, please see the [Product Quality section](#).

Patient Safety for Market Stage Products

Our responsibility to patients does not end when a product reaches the market. Maintaining the safety and efficacy of our commercial products requires ongoing vigilance. We have designed our processes to facilitate continuous regulatory compliance, active monitoring of real-world performance, and sustained support for the patients who depend on these medicines every day.

Catalyst's PV department leads our post-marketing safety program, overseeing a portfolio of post-approval studies and surveillance activities designed to evaluate the safety, efficacy, and real-world performance of our products. This work includes systematic collection and analysis of adverse event reports submitted by patients, caregivers, and healthcare providers, as well as active signal detection to surface potential safety concerns as early as possible. The PV team also works closely with regulatory authorities to keep product labeling current and reflective of the latest benefit-risk data.

Catalyst's commercial activities are conducted in full alignment with FDA requirements governing advertising, off-label promotion, and industry-sponsored scientific, educational, and promotional programs. Additional details on these studies, regulations, and Catalyst's related activities can be found in our [Form 10-K](#).

Our Approach to Patient Engagement and Advocacy

The rare disease communities that we serve guide our daily operations and decision-making, and their voices shape our work in meaningful ways. We actively seek patient perspectives, listen carefully to the needs and concerns of caregivers and healthcare providers, and use those insights to design products and support programs that give patients greater control over their own healthcare journey.

Patient Engagement Team

Catalyst's Patient Engagement team works at the intersection of patient advocacy, medical affairs, and commercial operations, listening to the perspectives of patients and caregivers to shape our programs, products, and communications. The team is dedicated to fostering authentic, sustained relationships with the communities we serve and acts as an internal resource to embed patient-centricity across Catalyst's functions.

The Patient Engagement team operates under the guiding principles of Catalyst's Patient Engagement Charter, which establishes a shared framework for how Catalyst engages with and supports patients and patient advocacy organizations. The Charter's principles include prioritizing patient and caregiver needs in all interactions; engaging with patient communities in a transparent, ethical, and compliant manner; maintaining independent relationships with patient advocacy organizations; and continuously seeking feedback from patients to improve Catalyst's programs and initiatives.

We help bridge gaps in community and care through an integrated advocacy strategy spanning four core pillars:



Education: We collaborate with our communities to provide the tools and resources needed to make more informed decisions.



Empowerment: We create spaces where people feel comfortable sharing and being vulnerable. We help our ambassadors find their voices and have an impact on others.



Engagement: We foster understanding by talking to patient groups, advisory boards, and committees each day. Listening and learning are what help us make a difference.



Grants and Sponsorships: We often provide financial assistance through grants and scholarships to support community education and awareness, insights gathering, and more.

Patient Advocacy

When patients are well-informed and engaged in managing their conditions, outcomes improve, and that belief drives everything we do. We invest in partnerships with patient organizations, amplify awareness of issues that matter most to rare disease communities, foster connections among patients and families navigating similar challenges, and develop targeted initiatives that address the distinct needs of patients, caregivers, and healthcare providers.

At the center of Catalyst's patient-first approach is a dedicated Patient Advocacy team that bridges the Company's work with the communities it serves. This team maintains active, ongoing relationships across the LEMS, DMD, and epilepsy¹ communities, deepening those connections year after year.

In 2025, we expanded our engagement across the rare disease communities we serve, reinforcing Catalyst's commitment to keeping patient and caregiver voices at the forefront of our programs and decision-making. We launched the [Catalyst Convos podcast](#), a platform dedicated to promoting awareness of rare diseases and potential treatment options for patients and their caregivers. Through candid conversations with patients, physicians, caregivers, and rare disease advocates, Catalyst Convos creates a space for knowledge-sharing, community-building, and amplification of the lived experiences of those navigating life with rare diseases.

By educating patients and physicians about treatment options for LEMS, DMD, and epilepsy, we are able to raise awareness for these conditions, improve accessibility to treatment options, and provide patients with the opportunity to take control of their healthcare.

Catalyst's Commitment to Care

Our Patient Engagement team's commitment is deeply personal. Carrie Ostrea, Director of Patient Advocacy, came to this work after losing her daughter Hannah to a rare disease. *"After she passed away, I couldn't stop advocating for kids like Hannah and families like ours, which is why I turned my personal advocacy into a professional one."* That same conviction runs through the entire team. *"I work in patient advocacy because rare disease communities are too often unheard,"* says Amy Grover, Executive Director of Patient Advocacy. *"Being able to listen and amplify their voices, and help turn experiences into meaningful change, is what drives me every day."*

The Catalyst Patient Advocacy team transformed the LEMS community by listening first. Through years of dedication, they helped ensure patients' voices were heard, their experiences were understood, and meaningful resources and support became available to those navigating this ultra-rare disease, making a lasting difference for patients and families.

- FIRDAPSE patient

Catalyst Convos | Ep. 6

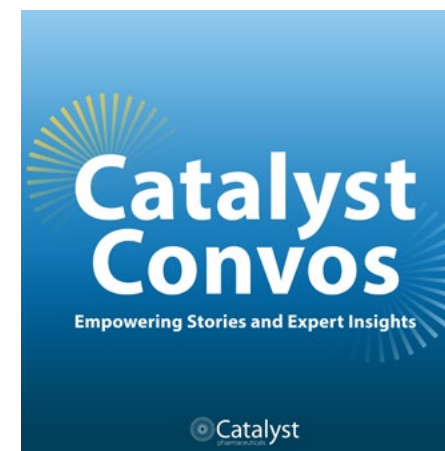
Building a Future for Adults in the Duchenne Community

Contributors: Amy Grover, Carrie Ostrea, Marissa Penrod



37:16

+ Summary



Continued Support for the LEMS Community

LEMS Education and Awareness

Catalyst continues to advance LEMS awareness and strengthen community connections through a growing suite of engagement and support initiatives. Through LEMSaware, our podcast dedicated to the LEMS community, we host LEMS patients, physicians, and rare disease advocates to discuss topics that matter most to those living with this rare neuromuscular disorder. These conversations serve as a space where patients, physicians, and rare disease advocates come together to exchange knowledge, share experiences, and strengthen the bonds that hold the LEMS community together. We also host an annual LEMS Summit that brings together patient ambassadors for training and Patient Advisory Committee (PAC) program education. We remain dedicated to expanding the resources, connections, and support available to LEMS patients and their caregivers.

Identifying Misdiagnosed and Undiagnosed LEMS

In recent years, we have engaged in comprehensive efforts to help identify misdiagnosed and undiagnosed LEMS cases, particularly among patients living with small cell lung cancer (SCLC). We have engaged with more than 20,000 oncology professionals who treat or may potentially treat LEMS patients with SCLC, offering educational resources and complimentary antibody testing to support accurate diagnoses. In 2025, we established a dedicated oncology-focused team, along with a [Cancer-Associated LEMS website](#), to help oncology providers and patients better understand the relationship between SCLC and LEMS, recognize the signs of LEMS in the oncology setting, and access appropriate diagnostic and treatment information and resources.

Engaging the DMD Community

Medical Science Liaisons

Since the launch of AGAMREE in 2024, Catalyst has continued to expand its advocacy engagement within the DMD community. Our team of field-based medical science liaisons expanded its remit to cover the DMD community and serve as knowledgeable points of contact for physicians treating DMD patients, providing education on treatment options and emerging clinical evidence. In 2025, we continued our collaboration with well-established DMD advocacy groups, including the Muscular Dystrophy Association and the Akari Foundation, as well as DMD Centers of Excellence, to better understand and support the evolving needs of people living with DMD. These partnerships enable us to gather meaningful feedback from patients, caregivers, and healthcare providers, informing how we continue to develop and grow our support programs in response to the changing DMD treatment landscape.

AGAMREE ACES Mentor Program

Launched in 2025, the AGAMREE ACES (AGAMREE Connect, Educate, and Support) mentor program is an initiative designed to facilitate meaningful knowledge-sharing among DMD patients and caregivers. The program connects newly diagnosed patients and their families with experienced DMD caregivers through one-on-one peer connections and group presentations. Experienced DMD caregivers share their families' stories and practical strategies for managing life with DMD, offering guidance, encouragement, and firsthand insight into navigating the condition and initiating treatment with AGAMREE.

Connecting Epilepsy Patients

Supporting the Epilepsy Community

With the loss of product exclusivity for FYCOMPA® (perampanel), multiple generic medications have entered the market. Catalyst proactively prepared for this transition by engaging directly with the epilepsy community in 2025 to ensure continuity of care and deliver the support needed during this transitional period. As part of this effort, we continued our partnerships that give epilepsy patients a stronger voice and deepen public understanding of their disease. For example, our partnership with the Seizure Action Plan Coalition continued in 2025, with Catalyst participating in Seizure Action Plan Awareness Week to help communities build the confidence and knowledge to respond effectively when a seizure occurs.



Industry Engagement and Advocacy

Patient Advocacy Organizations

As Catalyst's portfolio expands, so does our support for the communities behind each indication. Expanding our presence across neurology and rare disease therapeutic areas means strengthening the partnerships that connect us to patients, caregivers, and advocates by keeping access, education, and meaningful engagement at the forefront of how we operate.

Catalyst maintains active relationships with more than 50 patient advocacy organizations. These groups serve as essential connectors, linking patients, families, caregivers, clinical partners, and researchers through advocacy, education, and a wide range of patient services. In 2025, Catalyst fulfilled approximately 88 funding requests across all patient advocacy areas, underscoring our sustained investment in the organizations that serve these communities.

Key organizations we collaborate with include:

LEMS

- The Lambert-Eaton LEMS Family Association
- Lung Cancer Research Foundation
- Myasthenia Gravis Foundation of America
- LiveLung
- Myasthenia Gravis Association of America
- Lung Cancer Foundation of America
- National Comprehensive Cancer Network (NCCN) Foundation
- LungCAN

Rare Disease and Neurological

- Global Genes
- Child Neurology Foundation
- National Organization for Rare Disorders (NORD)
- Late Onset Neurological Disease Consortium (LONDC)
- EveryLife Foundation for Rare Diseases
- Muscular Dystrophy Association

Muscular Dystrophy

- Cure Duchenne
- Jet Foundation
- The Akari Foundation
- Parent Project Muscular Dystrophy
- Team Joseph

Industry Engagement

Catalyst holds active memberships in a select group of industry organizations whose missions align with our commitment to rare disease patients and responsible pharmaceutical stewardship. These affiliations keep us informed on evolving standards, regulatory developments, and policy trends, and they give us a platform to advocate for the policies and infrastructure that help patients access the innovative therapies they need. Through these partnerships, Catalyst engages at the federal and state levels on issues including rare disease regulatory pathways, patient access to innovative therapies, and the sustainability of the broader biopharmaceutical ecosystem.

We actively collaborate with the following organizations:

DISEASE AND MEDICAL

- [Biotechnology Innovation Organization \(BIO\)](#): BIO is the world's largest advocacy organization representing member companies, state biotechnology groups, academic and research institutions, and related organizations globally.
- [BioFlorida](#): BioFlorida represents Florida's life sciences industry and more than 9,000 establishments and research organizations in BioPharma, MedTech, Digital Health, and Health Systems. BioFlorida's member-driven initiatives advance innovative products and technologies that improve lives and promote economic benefits in Florida.

INDUSTRY STANDARDS

- [Pharmaceutical Product Stewardship Work Group \(PPSWG\)](#): The PPSWG is an organization that is committed to providing infrastructure, guidance, and subject matter expertise to support member compliance and improve awareness of existing pharmaceutical disposal options at the consumer level. Our membership in the PPSWG allows us to stay informed about the latest developments in best practices, as well as legislative and regulatory updates in the pharmaceutical industry.

In 2025, Catalyst supported 173 patient and caregiver events and actively participated in 157, demonstrating our continued support for the rare disease communities we serve.

Patient Access to Healthcare and Affordability

Access to medicine is a strategic imperative embedded in Catalyst's daily operations. As our portfolio grows, we continue to maximize patient impact by expanding physician awareness, improving patient identification, broadening access, and supporting more consistent treatment. This approach shapes our investments in education, commercial outreach, and patient support programs across all of our disease areas.

The Board of Directors¹ receives quarterly briefings on access and affordability, maintaining active governance oversight of the initiatives that advance patient access to medicines. As Catalyst's drug portfolio evolves, we remain steadfast in promoting access to our current treatments, and any future products, for every patient who needs them.



Catalyst Pathways is wonderful and I appreciate all of the follow up and help you all provide to the patient, family, and medical team.

- AGAMREE patient

Catalyst Pathways®

[Catalyst Pathways](#) is our white-glove patient support program consisting of free, personalized services designed to support patients and caregivers through every step of their treatment journey with dedicated, one-on-one guidance. Built on three pillars – an industry-leading patient hub, a high-touch specialty pharmacy, and best-in-class patient support – our program is designed to help accelerate access, ensure compliance, and optimize care. In compliance with all applicable laws, LEMS and DMD patients receive Catalyst medicines and patient-centered services through the program regardless of their financial situation.

In 2025, we continued to expand and strengthen the Catalyst Pathways program. Notably, we expanded the DMD arm of the program to provide enhanced support services and resources to the growing number of AGAMREE patients and caregivers. We also refreshed the Catalyst Pathways website, improving accessibility and making it easier for patients, caregivers, and healthcare providers to navigate available services and resources.

Managing a rare neuromuscular disease requires more than access to the right treatment. It requires a support system that understands the full complexity of the patient journey. That is why each LEMS or DMD

patient who enrolls in Catalyst Pathways is paired with a dedicated Patient Access Liaison (PAL), who serves as their personal point of contact and guide throughout the program. PALs are equipped to assist with:



Treatment Support: Helpful and easy-to-understand disease and treatment information.



Navigating Insurance and Reimbursement Requirements: Services designed to ease patients' treatment experience and worries about treatment costs.



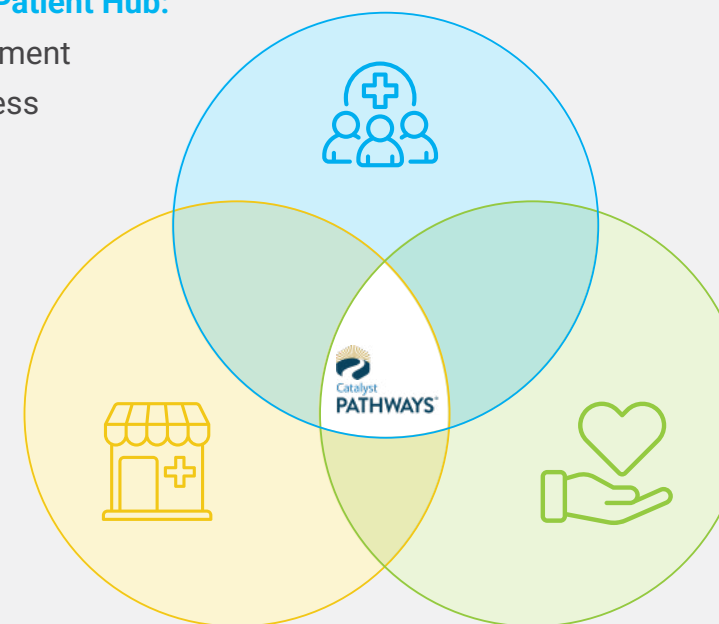
Patient Community Outreach Opportunities: Programs to connect patients with others who are on the same journey.

Industry-leading Patient Hub:

Accelerating treatment initiation and access

High-touch Specialty Pharmacy:

Facilitating seamless care through personalized treatment support



Best-in-Class Patient Support:

Reflecting our long-term commitment to care

Catalyst Pathways serves as the gateway for the following financial assistance programs:

Free Bridge Medication Program: Through our Catalyst Pathways program, we offer free medications for qualified LEMS and DMD patients while they are waiting for coverage determination or for patients whose access is threatened by insurance transitions.

Patient Assistance Program (PAP): Through our Catalyst Pathways program, we provide longer-term free medication for FIRDAPSE® (amifampridine) and AGAMREE patients who are uninsured or functionally uninsured.

Third-Party Foundation Assistance: Catalyst Pathways can direct patients to nonprofit organizations that help pay for out-of-pocket costs for their medicine.

Catalyst Pathways also features a delivery assurance component where Catalyst team members proactively monitor, anticipate, and address potential delivery challenges to provide patients with continuous access to their medication. Our commitment to facilitating uninterrupted access to treatment is reflected in the strong prescription compliance rates for FIRDAPSE and AGAMREE, both of which exceed 90%.

Catalyst Pathways also fosters opportunities for FIRDAPSE patients to create meaningful peer connections with individuals navigating similar disease journeys. Through in-person gatherings and online support, participants have the opportunity to ask questions, share their experiences, and offer mutual support, building a community grounded in understanding.

Optimizing Coverage and Access

Understanding affordability constraints that some patients living with rare diseases experience, we design our pricing strategies with robust support mechanisms to promote access to our medicines, especially for patients who face financial hardship. Annual price adjustments are made deliberately, calibrated to inflation while carefully accounting for the distinct life cycle considerations of each product.

Beyond the Catalyst Pathways program, we extend affordability support to our patients through co-pay assistance programs in which qualified FIRDAPSE and AGAMREE patients with commercial insurance can achieve out-of-pocket costs of \$0 per month whenever feasible. Catalyst also contributes to qualified, independent charitable foundations that provide direct assistance to patients in need.

Compassionate Use

For patients in the United States facing serious or life-threatening conditions, the FDA's Expanded Access (Compassionate Use) pathway offers a potential route to investigational therapies before they receive full approval for a given indication, often at no cost to the patient. As detailed in our Compassionate Use Policy, Catalyst reviews physician requests for compassionate use of any of our products across the territories where we hold distribution rights. Catalyst currently makes FIRDAPSE available through investigator-sponsored compassionate use programs to a limited patient population, including those living with Congenital Myasthenic Syndrome, MuSK-positive myasthenia gravis, or Downbeat Nystagmus. In Canada, eligible DMD patients who took part in the AGAMREE clinical trials can access the medicine through a dedicated Special Access Program.

Supporting Generic Alternatives

Catalyst recognizes that generic medicines play an important role in expanding patient access to affordable treatments. Consistent with FDA exclusivities and existing patent protections, we are cooperative in providing sample materials to generic manufacturers upon appropriate request, supporting their efforts to develop alternatives that can ultimately benefit patients and the healthcare system.

Over the past five years, **zero** Catalyst Pathways patients have been discontinued due to copay or coverage issues. For commercially insured patients, average copays have remained less than \$2 per month, quarter over quarter.

Our Employees

Catalyst employees are the driving force behind our ability to make a difference in the lives of people living with rare and difficult-to-treat conditions. In recent years, our employees have helped propel Catalyst forward, contributing to every step of our growth journey.

We demonstrate our appreciation and commitment to our employees through comprehensive benefits and well-being programs, as well as various opportunities that support engagement and professional development. As we evolve, we remain focused on maintaining the high standards of our employee experience such that all Catalyst team members benefit from our programs.

Employee Recruitment, Development, & Retention

Driven by our commitment to excellence, Catalyst has adopted a strategic approach to talent acquisition and retention. In recent years, we have invested significantly to expand and develop our internal human resources function, enhancing our ability to implement initiatives that promote the recruitment, development, and retention of our employees. Our Chief Human Resources Officer oversees our human resources function, including talent retention, employee engagement, and employee benefits, among other critical initiatives to support the long-term development of our employee base.

Workforce Overview

Our workforce is comprised entirely of full-time employees dedicated to three areas of our business: commercial, research and development (R&D), and general and administrative (G&A). To account for changes to our business in recent years, we have strategically expanded our workforce, increasing our employee headcount by ~11%¹ since 2023, and shifting our workforce to a greater percentage of commercial personnel. This composition allows us to better support the successful commercialization of our expanded product portfolio, including both

product acquisitions and the extension of use cases for existing products. We have also built a workforce that has the appropriate knowledge and skillset to provide personalized, extensive support to patients using Catalyst products, supporting our commitment to putting patients first.

Talent Attraction

The overarching goal of our talent attraction and retention initiatives is to recruit and retain personnel that understand and support our mission to acquire, develop, and commercialize innovative therapies for people living with rare, debilitating diseases like the chronic neuromuscular and neurological diseases that our current products address.

Catalyst strives to promote talent from within whenever feasible, and most of our hires are internal promotions or employee referrals. Our employee training and development programs are designed to support this approach, helping to prepare current employees for expanded roles and increased responsibilities as they develop in their careers. Our

emphasis on promoting from within contributes to Catalyst's collaborative culture.

To supplement employee referrals and promotions, we leverage traditional recruiting methods with the support of an experienced talent acquisition leader, helping to identify candidates that showcase the necessary skills and drive to support our patients, build our business, and contribute to a supportive and inclusive workplace. As part of this process, we have implemented industry benchmarking standards to help Catalyst to forecast open positions, assess the attractiveness of our job postings in the market, and benchmark against similar roles to verify the competitiveness of our job postings. In 2025, we also launched our [LinkedIn Life](#) page as an avenue to showcase our strong company culture, spotlight our employee value program, and reinforce our dedication to building an organization that continues to show up for patients each day. We believe these methods will contribute to building a pipeline of talent that supports our mission.



In 2025, Catalyst was named a 2026 “Best Place to Work” by BioSpace, a leading industry-focused news platform. This award reflects the success of our employee engagement and satisfaction initiatives, our leadership and innovation in the biopharmaceutical space, and our continued investment in the growth and development of our employees.

¹ Calculated based on number of employees as of fiscal year end in 2023 (164) and 2025 (182). For more information and data, please see our past [Sustainability Reports](#) and [10-K filings](#).

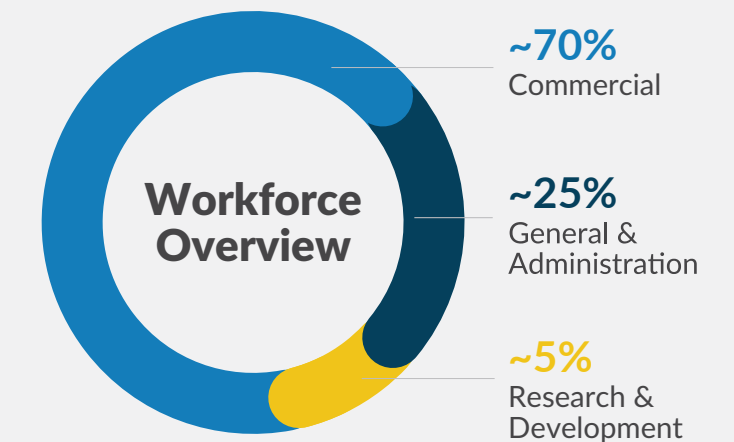


Building a Pipeline of Talent

In January 2026, we hosted the inaugural Catalyst Advocacy Scholars Summit (CASS), a week-long program designed to deepen patient focus while attracting emerging talent to the biopharmaceutical space. We hosted 12 scholars from the University of Notre Dame's minor in Science and Patient Advocacy program who had the opportunity to listen to and learn directly from Catalyst professionals across Marketing, Patient Services, and executive leadership. Through these interactions, participants gained insight into how patient advocacy influences each phase of drug development and commercialization. The Catalyst team members who participated in CASS were inspired by the critical, patient-focused thinking demonstrated by the student participants. Through this program, we aim to deepen our commitment to patient advocacy while cultivating a pipeline of medical talent that shares this dedication.

Employee Training & Development

Catalyst provides all employees with comprehensive professional development opportunities designed to expand skill sets, foster cross-functional collaboration, and build leadership capabilities throughout our organization. Our Chief Human Resources Officer is responsible for guiding the design and implementation of our professional development strategy and programs, and is involved in creating new and evolving existing programs to further support the professional development of Catalyst's employees.



Based on data from 2025 Form 10-K, calculated on March 16, 2026.

Foundational Training & Compliance

Given the nature of the healthcare industry, we prioritize providing employees with the knowledge and resources necessary to act ethically and responsibly in their respective roles. All Catalyst employees receive comprehensive training tailored to their specific roles, including specialized instruction for commercial positions, as well as general education that covers key Company policies and procedures. To maintain a compliant and well-informed workforce, employees participate in ongoing refresher courses on our [Code of Business Conduct and Ethics](#), product quality fundamentals, and various company policies. In addition, our Medical Affairs and Commercial teams receive routine follow-up training on responsible and ethical marketing practices to reinforce our high ethical standards.

Additional information on routine compliance training can be found in our [Product Quality & Supply Chain Management](#) and [Corporate Governance sections](#).

Leadership Development and Continuing Education

In addition to leadership development opportunities, all full-time Catalyst employees are eligible for professional development training opportunities and tuition reimbursement for accredited degrees and certifications such as CME, CPE, and CLE. These programs provide our employees with access to continuing education opportunities and resources to support ongoing learning and development. Further, our professional development training programs support our efforts to promote from within Catalyst for open positions by expanding and strengthening the skills of our current employee base.

Our 2025 Emerging Leaders program, comprised of a cohort of exemplary Catalyst employees, was designed to foster the development of managerial talent within Catalyst. This cross-functional program featured regular training sessions on topics critical for professional advancement, encouraging employees to take ownership of their career trajectories and provide support as they move from their current roles into leadership positions. At the program's one-year mark, participants presented their capstone project, sharing bold, innovative ideas for the continued progression of Catalyst's business, including a strategic plan for how they would execute on their ideas. We look forward to continuing to foster the development of these leaders and supporting them in their career growth moving forward.



Employee Engagement & Satisfaction

Catalyst cultivates a positive and engaging work environment by making employees feel safe and valued, and by providing ample opportunities for career advancement. We value feedback from our employees and we tailor our talent development, employee benefits, and other human capital-related programs to best meet their needs.

In 2025, we developed Catalyst's Employee Handbook, which will be distributed to Catalyst employees by our Director of Human Resources Operations. The Handbook details our employee benefits program, outlines best practices for performing in various job functions, and provides professional development resources.

Performance Review Process

All Catalyst employees participate in structured performance reviews, which are intended to be collaborative conversations aimed at providing constructive feedback to guide future development. In 2025, we added a mid-year review checkpoint to supplement our year-end process. This addition is designed to provide employees with another structured touchpoint to discuss their performance, progression, and career goals with their manager.

To supplement updates to our performance review process in 2025, we held an ongoing series on performance management, with focused trainings covering best practices for performance reviews, giving and receiving constructive feedback, and facilitating ongoing performance conversations. This training, along with our process updates, allows our performance review process to remain highly individualized, providing each employee with a tailored assessment of past performance and tangible steps forward to advance in their career.

Employee Engagement and Feedback

Catalyst cultivates a culture of open dialogue through structured touchpoints that enhance transparency around business initiatives and create opportunities for employees to share their perspectives. In 2025,

Catalyst launched our "Ask Us Anything" program where key company leaders engage in open forum discussions with employees to answer questions and provide clarity on the state of the business.

We integrate this culture into the employee experience from the outset. New employees participate in a robust feedback process, completing onboarding surveys both one week and one month following their start date. These surveys capture perspectives on the effectiveness of onboarding training programs and their ability to prepare employees to confidently and effectively execute in their roles. Catalyst continues to make adjustments to our onboarding strategy and processes based on trends that emerge in new hire feedback and survey responses.

Beyond onboarding, Catalyst facilitates regular communication through periodic department and company-wide meetings, complemented by performance and development-oriented conversations. Further, during our annual Compliance Week seminar, employees have the opportunity to engage directly with Catalyst's management team through an open forum format. Each employee can submit questions and feedback anonymously, with management responding in real time to address concerns and provide clarity. These open forums strengthen workforce connections, recognize achievements, surface challenges, and reinforce transparent, two-way communication throughout the Company.



Employee Belonging

Catalyst strives to foster a workplace where every employee experiences a sense of belonging, safety, and value, enabling us to harness the diverse talents that drive our long-term success.

We integrate principles of belonging across all aspects of the Company, including within recruitment and professional development. We advocate for equal opportunities, and strictly prohibit discrimination, prejudice, and harassment. Catalyst also supports staff-led initiatives that promote well-being and belonging among our team members, including employee-led resource groups and events (e.g., Women in Business panel), further demonstrating our commitment to fostering a workplace culture of belonging. We also allow employees to use Catalyst platforms to share employee-created materials appreciating specific populations represented in our employee base. Additional data and information can be found in the [Appendix](#) of the report.

Employee Benefits and Incentives

Catalyst demonstrates our appreciation for the hard work and dedication of our employees through competitive compensation and benefits packages, as well as a wide range of training and development opportunities. We also offer all new hires stock options, emphasizing our investment in our personnel and allowing employees to share in the success that they are so vital to.

In recent years, we have invested in the development of our human resources department, providing us with the capacity and expertise to provide more tailored benefits at a lower cost while further enhancing our employee value proposition. Our benefits include a 401(k) program with auto enrollment and safe harbor matching, as well as a stock incentive plan for eligible team members. In 2025, we updated our 401(k) program to auto-enroll employees and increased our coverage of short-term disability benefits to provide salary continuation and ease the financial burden for employees taking necessary extended leaves. This benefit extends to Catalyst employees seeking parental leave, providing support for our employees with young families.

We regularly benchmark our incentive programs against peers and market-wide data to assess their competitiveness and facilitate alignment with the market. Our dedicated team consistently delivers comprehensive and transparent information regarding employee compensation and benefits.

Compensation packages for all employees include:

- Market competitive base salaries;
- Annual performance bonuses; and
- Stock option grants upon hire, with potential for annual discretionary grants.

Our benefits programs include:

- Company-sponsored medical, dental, and vision health care coverage;
- Life and AD&D insurance;
- 401(k) plan with a matching employer contribution;
- Employee assistance program; and
- Tuition reimbursement program.

At Catalyst, we continue to empower our employees with flexible working models, including in-office, hybrid, and remote options. While a portion of our workforce remains remote, Catalyst's corporate headquarters in Coral Gables, Florida offers a place for collaboration and a workspace for those who choose to live locally. This flexibility optimizes work-life balance and productivity, contributing to higher work quality and employee satisfaction.

Employee Health & Safety

The health, safety, and well-being of Catalyst employees remains a top priority for the Company, and we are committed to maintaining a safe and healthy work environment. Catalyst's [Code of Business Conduct and Ethics](#) outlines our policies and standards to promote workplace safety and employee well-being. The Code also strictly prohibits harassment, violence, or threatening behavior in the workplace. Because we utilize third-party pharmaceutical manufacturing and product testing, our operations consist almost exclusively of office-based activities, resulting in a lower operational health and safety risk profile. In 2025, we maintained our strong safety performance with zero work-related injuries and zero work-related illnesses.

Community Involvement

Community Engagement

Catalyst's community engagement strategy spans Lambert-Eaton myasthenic syndrome (LEMS), Duchenne muscular dystrophy (DMD), and epilepsy patient communities nationwide. Through charitable giving, hands-on volunteering, and sustained advocacy partnerships, we aim to create stronger, better connected, and more equitable communities.

Our community engagement programs are driven by our employees, guided by a shared culture and desire to make a meaningful impact, both professionally and personally. Every Catalyst employee is offered eight hours of paid time off annually to participate in a Catalyst-sponsored community service event or to volunteer for an eligible charitable organization of their choice. By providing employees with this opportunity, we encourage giving back to the local communities and organizations that resonate most with each individual, expanding the reach of our impact.



‘Catalyst cares’ is more than a phrase – it is a resolve our people bring to life every day.

In 2025, our Patient Services team came together to handcraft stuffed animals, each paired with a personalized, uplifting message for young patients at Nicklaus Children’s Hospital. Dr. Monduy, Medical Director of Neuromuscular Medicine, warmly welcomed the gifts to share with patients, offering a moment of comfort and connection to patients and their caregivers. While simple in nature, this initiative reflects the continued warmth, compassion, and dedication that defines our Patient Services team.

Supporting Communities in Access to Healthcare

All people deserve access to healthcare, regardless of their financial situation. Catalyst operates with this conviction at the center of our patient support strategy, working within applicable legal frameworks so that cost does not prevent patients from accessing or taking our medicines. By listening deeply and learning directly from the community, we identify unmet needs, surface meaningful insights, and champion patient perspectives across Catalyst, bridging gaps in care while keeping the patient's voice at the heart of our strategies, decisions, and programs. This dedication shapes how we design our programs, train our teams, and build our partnerships.



The Catalyst Pathways® program sits at the heart of our patient access model. This comprehensive platform delivers a range of services, from insurance navigation and financial assistance to educational resources and expanded access to FIRDAPSE® (amifampridine) and AGAMREE® (vamorolone). Our National Account Managers work closely with payors to advocate for broad coverage, making it easier for patients and prescribers to access our medications. More detail on these programs is available in the [Access to Healthcare section](#) of this report.

Catalyst actively collaborates with healthcare professionals and rare disease advocacy organizations to raise clinical awareness and strengthen the broader ecosystem of care for our patient communities. These partnerships allow us to reach patients earlier, support the professionals who treat them, and contribute to the collective effort to improve outcomes for people living with rare conditions. We continue to pursue new relationships with specialist networks and advocacy groups to extend this reach.

We strive to reach patients where they are, including those in rural communities and those for whom English is not a first language. Non-English speaking patients account for up to 30 percent of the DMD patient population, a significant share of the community we serve. In response, Catalyst engaged a third-party agency specializing in Spanish-language translation, including cultural adaptations between



English and Spanish, beyond just translating DMD patient materials. Our agency partners also originate certain DMD materials in Spanish, which promotes familiarity and comfortability navigating our DMD patient resources for Spanish speakers. Internally, Catalyst has added Spanish-speaking resources to the Marketing team to advance the development of Spanish-language materials and facilitate access to our treatments for Spanish-speaking DMD patients.

In addition to providing product free of cost to uninsured or underinsured patients, there are still a small number of patients who are not covered or addressable by Catalyst's direct assistance programs. For these patients, Catalyst provides

support through donations to independent charitable foundations that have the infrastructure to provide efficient, equitable, and direct assistance.

Catalyst has established a structured process for reviewing and approving charitable requests from non-profit organizations serving the patient communities we support. Through this process, philanthropic resources are directed with purpose and allocated to organizations doing meaningful work on behalf of LEMS, DMD, and epilepsy patients. Organizations interested in applying are encouraged to reach out to our Patient Engagement team at PatientEngagement@CatalystPharma.com for more information and application requirements.

ENVIRONMENT

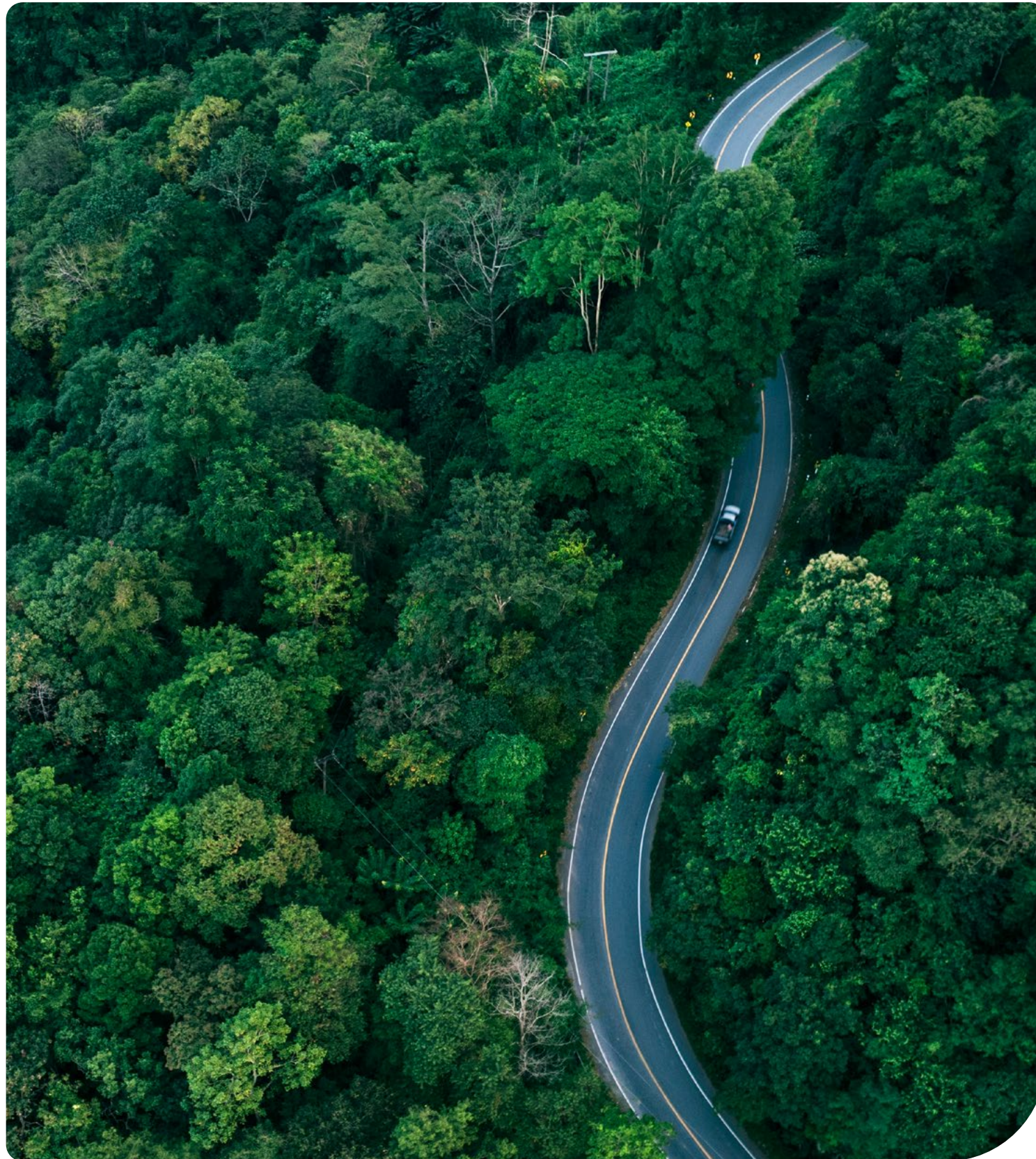
Our Approach to Environmental Management

Catalyst's operational footprint is limited, consisting of a single corporate office and outsourced manufacturing operations. By measuring and understanding our environmental impact, as well as the potential impact that climate change may have on our business, we are better positioned to reduce our operational footprint and manage climate-related risks.

Catalyst's singular office is situated within a Leadership in Energy and Environmental Design (LEED)[®] Gold-certified green building which has been designed, constructed, and operated to promote sustainable practices through increased energy efficiency, water conservation, and waste minimization. We do not own or operate manufacturing facilities, and our product distribution model relies largely on third-party suppliers and manufacturers. Given our limited operational footprint, we focus on areas within our direct control with tangible opportunities to drive emissions reductions.

As Catalyst grows, we continue to evaluate and address emerging environmental impacts and risks associated with our operating model, strengthening our enterprise risk management approach. This year, we published our second annual Scope 1 and 2 greenhouse gas (GHG) data and continued to improve data availability to better understand various categories of Scope 3 emissions. In partnership with a third-party advisor, we also conducted a quantitative climate scenario analysis consistent with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This exercise helped to evaluate the potential financial implications of climate-related risks that may impact Catalyst over various time horizons, while supporting our preparation for evolving climate disclosure requirements.





Environmental Oversight

Catalyst's Corporate Responsibility Steering Committee oversees and evaluates sustainability considerations for our business, including the identification and monitoring of climate-related risks and opportunities. The Committee meets regularly throughout the year to assess evolving climate regulations, execute compliance strategies, and reinforce our ongoing dedication to environmental responsibility. Guided by our Corporate Responsibility Steering Committee, we continue to refine our environmental management strategies to drive meaningful impact.

Accountability for sustainability issues extends to the highest levels of Catalyst. Together, our Board of Directors¹ and Corporate Responsibility Steering Committee regularly assess our exposure to climate-related risks. This collaborative oversight includes testing operational resilience, identifying strategic risk mitigation opportunities, and fulfilling robust risk management processes. Both groups actively review, refine, and stress-test our exposure to climate-related risks and opportunities, providing critical input that shapes our strategic response. The climate-related risks and opportunities outlined in this report have been reviewed and approved by both executive leadership and the Board.

Climate Strategy

Climate-related Risks and Opportunities

In 2024, we completed our first climate-related risk assessment, leveraging TCFD guidance to inform our approach. This assessment was led by our Corporate Responsibility Steering Committee in partnership with a third-party advisor, and included cross-functional engagement across business functions and senior leadership. To identify the climate-related risks and opportunities most relevant to our business, we conducted an analysis of our industry peers, direct operations, and value chain, analyzing potential climate-related impacts across each.

This year, Catalyst conducted a quantitative climate scenario analysis to stress-test the climate-related risks relevant to our business, providing a deeper understanding of their potential impact across various time horizons and climate pathways. By quantifying these potential impacts, we enhance our capacity to proactively mitigate risks, seize strategic opportunities, and build a more resilient business. Furthermore, this analysis positions Catalyst to navigate evolving regulatory compliance mandates and meet the growing expectations of our stakeholders. As described in further detail within the [Climate Scenario Analysis section](#), we found that our identified climate-related risks do not significantly impact our business.

Our climate risks and opportunities, along with our mitigation and capitalization strategies are described in the following tables.

PHYSICAL RISKS¹

Risk Type	Risk Subcategory	Risk Definition	Mitigation Strategy
PHYSICAL – ACUTE	Increased severity and frequency of extreme weather events such as cyclones and floods	Increased occurrence and severity of acute unexpected natural disasters and weather events (e.g., hurricanes, tornados, floods, etc.) could potentially damage Catalyst’s operations (i.e., corporate office) and interrupt the ability of employees to perform daily functions, leading to increased indirect costs. Weather events could also impact Catalyst’s supply, manufacturing, and distribution channels, resulting in increased raw materials costs, decreased production capacity, and/or interruptions to distribution channels.	Our Business Continuity Plan (BCP) is configured to address and manage potential disruptions to our operations. The BCP is overseen by the Chief Legal and Compliance Officer, with engagement from all members of the Executive Leadership team, whose functions are directly impacted by any potential or actual disruption. Our BCP is regularly assessed to ensure the procedures outlined within are up-to-date. Outside of this plan, Catalyst regularly meets with its supply chain participants to address potential disruptions to operations and connectivity in the event of an actual or potential interference. As a primarily hybrid and remote workforce, we have demonstrated an ability to shift to a remote work environment in the case of disruption from physical risks, such as natural disasters. Our operations have also deemphasized the use of on-site servers and instead have moved most servers to being cloud-based and backed up at multiple locations, enabling our operations to remain functional even in the event the office cannot be accessed for a prolonged period. Catalyst has set a goal of being able to restore cloud based functionality within three hours if it is disrupted. Simulations and tests have demonstrated that the capability is in place.
	Rising sea levels	Catalyst’s operations and supply chain could face damage and disruption due to rising sea levels given proximity to coastal areas.	
PHYSICAL – CHRONIC	Rising mean temperatures	Rising mean temperatures could create a need for additional cooling to protect product quality (i.e., keep product at recommended temperature) and sustain cooling within Catalyst’s corporate office, both of which result in increased energy costs. Additionally, infrastructure within Catalyst’s supply chain may not be designed for a warmer climate. Higher temperatures could impact logistics reliability and compromise product quality. In response, increased energy costs to maintain ideal product temperature are likely.	

TRANSITION RISKS²

Risk Type	Risk Subcategory	Risk Definition	Mitigation Strategy
TRANSITION – MARKET	Increased cost of raw materials and energy	Climate change disruptions could impact the availability and/or cost of ingredients used in Catalyst products, resulting in increased production costs or unexpected shortages/ delays. These disruptions may increase operating costs and increase the prevalence of manufacturing disruptions, which could interrupt the provision of products to customers. Limitations in energy supply and the shift toward renewable energy may increase the cost of energy, leading to increased operating costs for Catalyst.	Catalyst continues to monitor activities affected by fluctuations in market pricing to ensure financial stability and operational efficiency. This oversight is led by our Supply Chain and Finance teams who are in charge of cost accounting and developing strategies to mitigate pricing volatility through strategic sourcing. Our Supply Chain team also regularly engages with our contract manufacturers to assist with any issues they may encounter, including those related to raw material availability or cost increases.
TRANSITION – POLICY & LEGAL (EMERGING REGULATION)	Enhanced reporting obligations due to climate change	Enhanced reporting obligations due to climate change are developing within the United States and globally. Complying with these requirements requires time and resources.	Catalyst is actively monitoring emerging reporting requirements to strengthen our ability to anticipate, adapt to, and comply with new regulations as they take effect. Our Chief Legal and Compliance Officer oversees and leads this effort, working closely with cross-functional teams to assess regulatory developments, identify gaps, and implement necessary compliance measures.
TRANSITION – REPUTATION	Increased stakeholder concern or negative stakeholder perception	As greater importance is placed on climate change performance and disclosures, Catalyst may face increased pressure to respond to growing inquiries from internal and external stakeholders (e.g., customers, suppliers, regulatory agencies). While responding to each inquiry requires time and resources, an actual or perceived lack of action to address climate change could negatively impact Catalyst’s reputation and stakeholder sentiment, resulting in reduced access to capital and resources, as well as challenges with attracting skilled personnel.	We actively monitor stakeholder inquiries to identify emerging concerns related to climate change. These insights are reported to the Chief Legal and Compliance Officer, who oversees Catalyst’s reporting processes to ensure transparent reporting and regulatory alignment. Additionally, the Chief Legal and Compliance Officer evaluates the costs associated with enhanced reporting, ensuring that any increases remain controlled and proportional to the value of incremental information provided or discussed.

¹According to TCFD’s definition, physical risks resulting from climate change include acute risks, which are event-driven, and chronic risks, reflecting long-term shifts in climate.

²According to TCFD’s definition, transition risks refer to risks associated with transitioning to a lower-carbon economy, arising from changes in policy, technology and market conditions.

Opportunities

While climate change presents risks and challenges for Catalyst and society at large, it may also open doors to meaningful opportunities for our business. We have identified four climate-related opportunities below that align with and support our business strategy.

OPPORTUNITIES			
Opportunity Type	Opportunity Subcategory	Opportunity Definition	Implementation Strategy
TRANSITION – MARKETS	Shift in consumer demand resulting from climate change	Catalyst has the opportunity to closely monitor changes in patient demographics, particularly those whose symptoms may be impacted by climate change, such as rising temperatures. By doing so, Catalyst can include strategic considerations to expand its production capacity and product portfolio to meet the growing demand for treatments to manage symptoms in high-risk environments.	Catalyst prioritizes proactive monitoring of scientific literature, led by our Medical Affairs team. As part of these reviews, Catalyst actively monitors publications on the disease states we focus on, ensuring we capture and apply the latest data to our evolving business strategies, including data related to the effects of climate change.
	Capitalizing on enhanced stakeholder interest through climate strategy and related sustainability disclosures	With increasing pressure from stakeholders, companies have the opportunity to responsibly disclose information on their climate impacts and how climate change affects their business. Consistently reporting on sustainability practices and metrics can strengthen Catalyst’s reputation and build stakeholder confidence. Regular and transparent reporting enables Catalyst to stay ahead of regional and global regulatory requirements, enhance its competitive advantage, identify risks and opportunities, and benchmark progress.	Catalyst approaches climate reporting as a critical transparency initiative, communicating our performance and progress on relevant sustainability topics to key stakeholders, such as the investment community. We proactively monitor and manage both business risks and broader societal and environmental factors that have a potential or actual impact on our operations, especially when it comes to our interactions with and ability to serve our patients. Our Chief Legal and Compliance Officer oversees the management and continuous improvement of Catalyst’s reporting process. By systematically addressing these issues, we are confident in our ability to reaffirm stakeholder confidence in our long-term viability and sustain our reputation as a responsible and accountable organization.
TRANSITION – RESOURCE EFFICIENCY	Move to more efficient buildings	As Catalyst expands its operational footprint, there is an opportunity to enhance resource efficiency through sustainable building practices. This includes implementing energy-efficient solutions such as LED lighting, low-pressure water faucets, and increasing recyclability and reuse in direct operations, all of which can result in long-term cost reductions. A key opportunity is collaborating with building managers, owners, or leaseholders to ensure access to information necessary for estimating the Company’s Scope 1 and 2 emissions, which can reduce the time and resources required to calculate emissions for regulatory requirements and/or voluntary disclosures that can improve reputation as a sustainable business. These initiatives can be applied to both current and future sites to drive operational efficiency, reduce costs, and strengthen Catalyst’s climate strategies.	Catalyst plans to integrate climate impact assessments into all future facility evaluations, ensuring environmental considerations are embedded within our operational expansion strategy moving forward. As part of this process, Catalyst may consider factors such as efficient building designs and low-emission manufacturing technologies. For details on the existing practices implemented in our LEED-certified building, please refer to the report sections on Emissions & Energy, Waste, and Water Management.
TRANSITION – RESILIENCE	Climate strategy advancement	Climate change-driven regulatory and market developments present new opportunities for organizations to adapt their climate strategies and increase resilience to climate change. By advancing its climate approach and integrating sustainability into enterprise risk management processes, Catalyst can better identify, manage, and reduce risks associated with climate change. Actions taken to reduce exposure to climate change, such as those within the supply chain, can increase the resiliency of Catalyst’s business, reduce potential for increased operating costs that can result from a lack of preparedness to respond/adapt to climate-related events (e.g., resource scarcity, supply chain disruptions, natural disasters, etc.), and position Catalyst to create long-term value for its stakeholders, remaining competitive in an evolving regulatory and market landscape.	As Catalyst progresses in our climate-related analyses, we expect to continuously enhance our assessment methodologies, deepening our understanding of their material impacts on our business. We will conduct regular reviews of identified climate-related risks and opportunities to track their evolution and incorporate findings into our enterprise risk management plans. This proactive approach ensures our strategies remain responsive and adaptable to emerging climate-related challenges and opportunities while helping Catalyst mitigate disruptions, particularly in managing relationships with contract manufacturers and ensuring continuous distribution of products to patients.

Climate Scenario Analysis

Leveraging the International Energy Agency’s (IEA) World Energy Outlook (WEO) 2025³, Catalyst examined a range of climate-related scenarios – over short, medium, and long-term time horizons – to evaluate the potential impacts on our business strategy and the resilience of our asset portfolio. These scenarios explore a spectrum of forecasts for energy demand, supply mix, and commodity prices, based on projections tied to future policy outcomes.

The three core transition scenarios that underpin our analysis are:

IEA WEO 2025 Current Policies Scenario (CPS)

Assumes existing energy policies and regulations remain in place throughout the forecast period, meaning that adoption and integration of new energy technologies into the energy system will take place over a longer time horizon compared to other scenarios.

IEA WEO 2025 Stated Policies Scenario (STEPS)

Takes a broader array of policies into consideration compared to the CPS by including announced government policies that have not been formally adopted. While the STEPS scenario has lower barriers to new energy technology adoption, the scenario does not assume that all climate targets will be met.

IEA WEO 2025 Net Zero Emissions by 2050 Scenario (NZE)

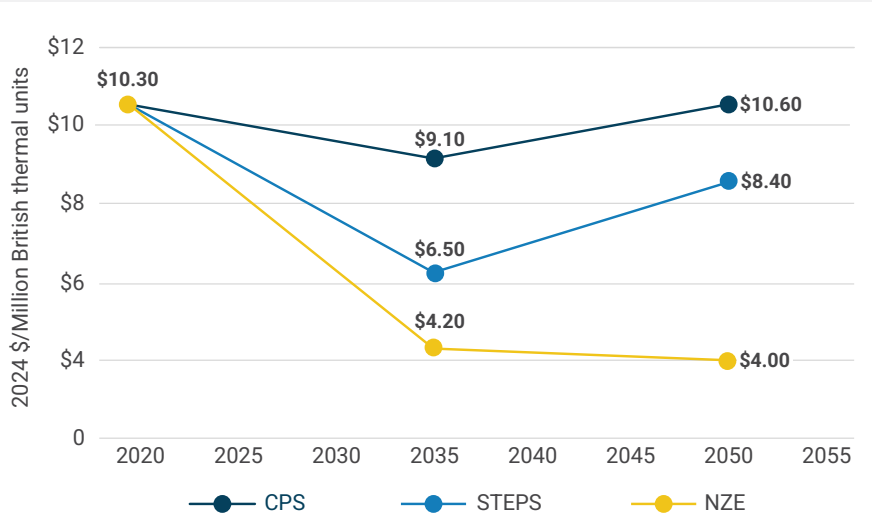
Outlines an ambitious pathway to limit global warming to 1.5°C by achieving net-zero energy-related emissions by 2050. It assumes rapid global deployment of clean technologies, energy efficiency improvements, and strong international policy coordination, particularly between advanced economies and emerging markets.

These scenarios, which were published in November 2025, incorporate a broad range of assumptions spanning macroeconomic trends, policy direction, technological advancement, behavioral change, cost reductions, and resource requirements. While we recognize the limitations of using assumptions within the analysis, each scenario continues to serve a meaningful purpose in informing our understanding of the risks relevant to our business and supports effective risk mitigation within our business planning process.

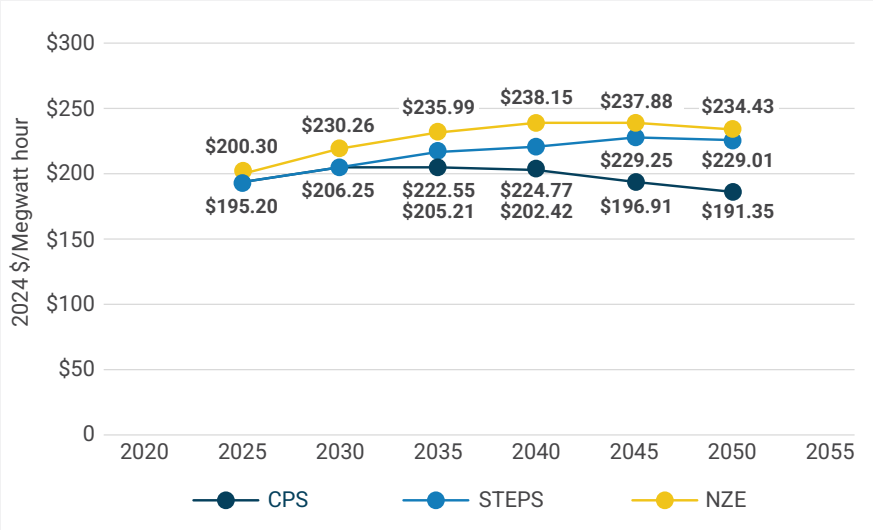
Given its position as a conservative yet progressive middle pathway between the CPS and the NZE trajectory, we have established STEPS as our analytical baseline. Within the analysis, we assessed various cost drivers to determine the potential impacts on our business under different future climate scenarios. These drivers include but are not limited to CO₂ and energy prices, severity and frequency of natural disasters, rising temperatures, and sea level rise, all of which tie to the risks that we identified through our climate risk assessment.

Our scenario analysis indicated that our climate-related risks do not significantly impact our business. We will continue to update and incorporate this analysis into our decision-making processes to better understand and manage the potential risks and opportunities for our business.

Natural Gas Price Projections by Scenario
(2024 \$/MMBtu)⁴



Electricity Price Projections by Scenario
(2024 \$/MWh)⁵



³ International Energy Agency, World Energy Outlook 2025, November 2025.
⁴ International Energy Agency, World Energy Outlook 2025, November 2025, pg. 109.
⁵ Network for Greening the Financial System, Climate Scenarios, November 2024.

Emissions & Energy Management

In 2024, Catalyst calculated our inaugural emissions inventory, establishing a baseline for Scope 1 and Scope 2 emissions and enabling a better understanding of our direct operational impact. We used the operational-control approach in alignment with the Greenhouse Gas Protocol (GHG Protocol), collecting activity data and applying specified emissions factors to quantify our emissions in metric tons of carbon dioxide equivalent (MTCO₂e).

In 2025, we streamlined the process for calculating and aggregating our Scope 1 and 2 emissions inventories, enabling more efficient data collection and analysis. Our Scope 1 and 2 emissions performance remain largely consistent with 2024 levels. Scope 1 emissions continue to be minimal, while the majority of Scope 2 emissions are attributable to electricity consumption.

We also continued to assess material categories of our Scope 3 emissions profile to deepen our understanding of our value chain footprint and position us to meet emerging climate-related regulatory disclosure requirements. We will continue to monitor our Scope 3 profile as our business evolves and expect to disclose Scope 3 data in alignment with confirmed regulatory timelines.

By quantifying our comprehensive GHG emissions baseline, we can better understand sources of emissions, prioritize reduction opportunities, and engage suppliers in collaborative decarbonization efforts. This foundation enables us to track progress and make data-driven decisions that align environmental stewardship with business strategy. Moreover, this enhanced transparency positions us to demonstrate climate accountability, meeting stakeholder expectations and anticipating regulatory requirements.

Metric ⁸	Unit	2024	2025
Scope 1 Emissions	MTCO ₂ e	3.6	3.6
Scope 2 Emissions (Location-based)	MTCO ₂ e	51.0	50.0
Total Scope 1+2 Emissions	MTCO ₂ e	54.6	53.6

As part of our efforts to reduce our environmental footprint, we start by identifying operations within our direct control, like our corporate office. Our corporate office has been awarded ENERGY STAR® certification for energy efficiency, leveraging an innovative building automation system to optimize the building’s energy usage. The automation system controls HVAC and exterior lighting, while occupancy sensors in conference rooms and restrooms automatically shut off lights in unoccupied areas. CO₂ sensors in air conditioning units maximize fresh air intake into the building and minimize unnecessary cooling of outside air.

We look forward to continuing to advance our emissions management strategies by identifying actionable, new initiatives to optimize energy efficiency across our operations and value chain.

⁸ Emissions measured, calculated, or estimated utilizing methods from the GHG Protocol Corporate Standard with emissions factors as defined by the EPA and other sources; Includes all emissions associated with Catalyst operations as listed by the operational control boundary definition; CO₂e includes all greenhouse gases listed calculated by utilizing equivalency factors as defined by the EPA. Total Scope 1 and 2 GHG emissions utilize Scope 2 location based unless otherwise noted; exact numbers are utilized for totaling purposes and totals listed may not sum due to rounding. All motor vehicle fuel purchased by Catalyst is consumed in vehicles owned by company employees used for business travel purposes. Catalyst does not own or operate any motor vehicles, therefore reports zero fuel related Scope 1 emissions. Catalyst’s fugitive emissions represent estimated refrigerant leakage from HVAC equipment at the headquarters office and were screened using the square footage of the headquarters office. Catalyst’s office electricity consumption was estimated by applying the office’s share of total building square footage to the building’s total 2025 electricity usage. kWh data specific to the Company’s rented space was not available.

Waste Management

Since Catalyst outsources manufacturing, our direct waste primarily originates from our corporate office. We minimize paper waste through primarily digital operations and we actively support our LEED-certified building's waste management policies, including recycling programs for office paper, cardboard, plastic, glass, lightbulbs, and batteries, diverting waste from landfills (refer to [Performance Data](#)). We also provide office recycling containers and host an e-waste recycling program twice annually.

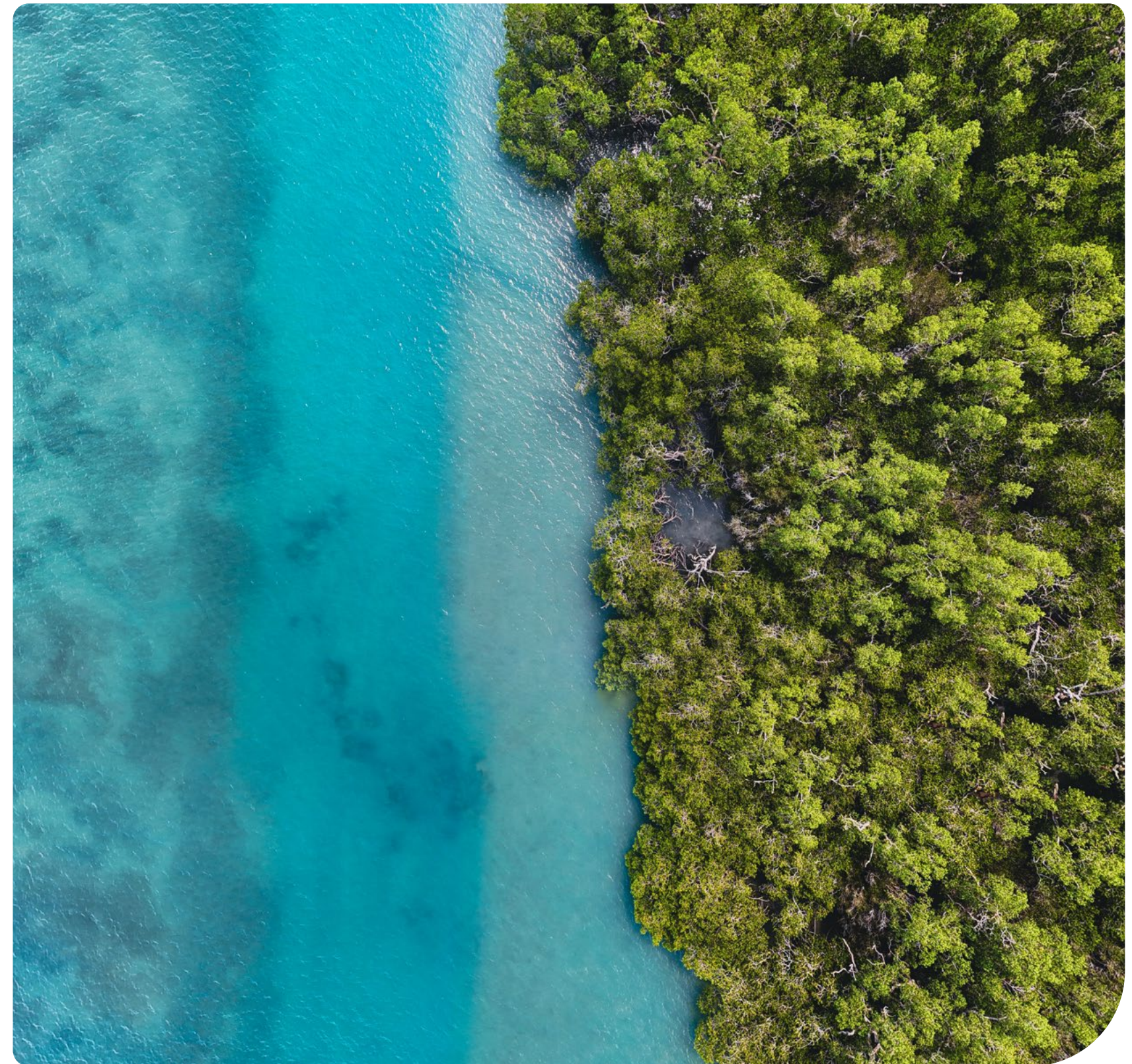
Additionally, we offer employees a program to acquire obsolete electronics (e.g., laptops, tablets, and printers), reducing e-waste and preventing unsafe disposal of potentially harmful materials.

While we do not manage manufacturing facilities, we oversee product packaging for distribution. In compliance with FDA regulations, we ensure no recycled materials in packaging have direct contact with our products.

Water Management

Catalyst's direct water usage remains limited, totaling to 129,820 gallons in 2025, primarily associated with our singular office location.

Because our office is in a LEED-certified building, we take advantage of several water conservation and efficiency measures, including low-flow fixtures and aerators installed in all restroom sinks. Beyond indoor water efficiency measures, the building's landscaping uses rain gauge moisture sensors and selects native and adaptive plants to reduce irrigation needs.



GOVERNANCE

Corporate Governance

Integrating sustainability considerations into our corporate governance and risk management programs enables Catalyst to strengthen decision-making, manage risk, and generate sustainable value for our stakeholders.

Please note that the corporate governance structures and practices described within this section refer to those in place during fiscal year 2025, prior to Catalyst's acquisition by Angelini Pharma. Upon completion of the acquisition in July 2026, Catalyst operates as an Angelini Pharma business unit under a revised corporate governance framework. We remain committed to responsible and ethical business standards, as exemplified through our high expectations for those within our organization, as well as our third-party partners.



Board Composition

Catalyst's Board of Directors oversees the Company's business strategy and related business activities, helping Catalyst to lead with purpose. To uphold accountability, all Board members are required to adhere to their respective Board committee charters and Catalyst's comprehensive [Code of Business Conduct and Ethics](#). The responsibilities and standards outlined within these guiding documents reflect our continued focus on sound and ethical corporate governance.

2025 Board Composition

Catalyst's Board of Directors is comprised of three committees whose responsibilities are outlined in their respective [committee charters](#). The charters were last updated in 2024 to account for business growth and appropriately allocate oversight responsibilities across committees.



Compensation Committee

Responsible for decisions related to compensation of the Company's executives, recommending and approving compensation plans for Company employees, and producing an annual report on executive compensation.



Audit Committee

Oversees the accounting and integrity of financial reporting, compliance with legal and regulatory requirements, performance of the Company's internal audit function, and audits of the Company's financial statements, including appointment of independent auditors. Responsibilities include oversight of reporting to stockholders, developing risk management structures, cybersecurity, and ensuring legal, ethical, and regulatory compliance.



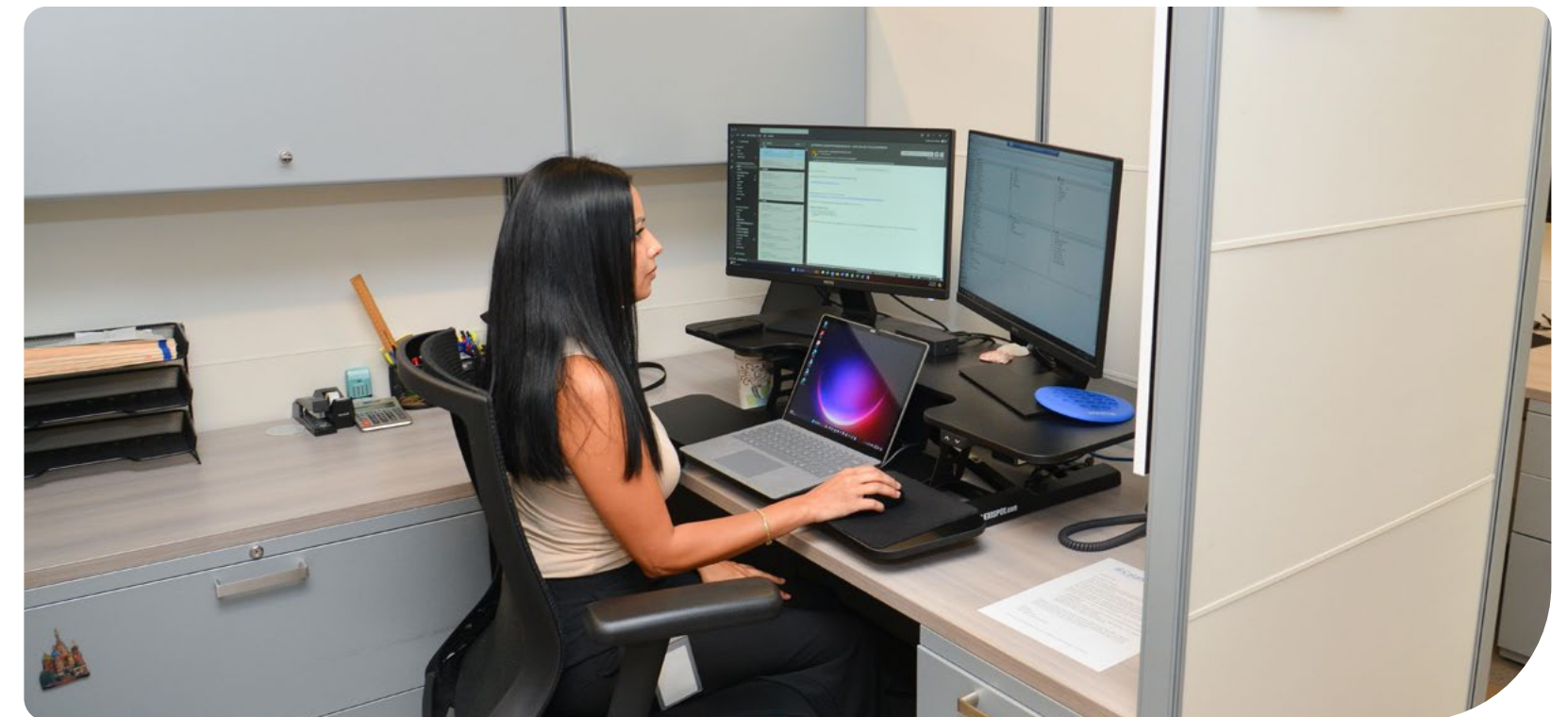
Corporate Governance and Nominating Committee

Assists the Board in the identification and selection of qualified Board member candidates, development and recommendation of corporate governance guidelines, and oversight of the evaluation of the Board.

Catalyst Board members are each elected to one-year terms. We regularly review Board membership to help keep our Board of Directors properly equipped to drive business success and growth as our business evolves. The Board's Corporate Governance and Nominating Committee is responsible for assessing Board membership, committee structure, and performance periodically, and recommends the adoption of any changes to the full Board.

The Corporate Governance and Nominating Committee also establishes processes and criteria for annual self-evaluations of the Board, its committees, and individual directors. The results of the evaluations are annually reported to the full Board. Understanding the value that experienced Board members provide, we maintain flexible refreshment protocols rather than rigid term limits, allowing more seasoned directors to continue to contribute to the success of Catalyst.

Our Board meets at least quarterly and is focused on serving the best interests of Catalyst and operating according to the highest standards and regulatory requirements. In 2025, all of our directors attended at least 75% or more of the aggregate number of meetings held by our Board and the Board committees on which they served.



Business Ethics & Transparency

Catalyst prioritizes transparency and integrity across all our operations, guided by the following ethical principles that are outlined in our [Code of Business Conduct and Ethics](#):

- Promote compliance with all relevant governmental laws, rules and regulations;
- Promote honest and ethical conduct, including the handling of actual or apparent conflicts of interest;
- Promote full, fair, accurate, timely, and clear disclosures in all Company reports, public filings, and communications made by Catalyst;
- Promote the protection of Catalyst's assets;
- Promote fair practices within the marketplace and deter wrongdoing; and
- Provide for timely reporting of all potential or actual violations of the Code.

In addition to our Code of Business Conduct and Ethics, Catalyst adheres to a robust [Human Rights and Dignity Policy](#) which outlines basic human rights requirements and Catalyst's approach to enforcing them. More information about this policy and our approach can be found in the [Human Rights section](#).

Employee Training

All Catalyst employees are annually required to complete training on various business ethics and compliance topics, including training on our Code of Business Conduct and Ethics. Our employees also receive refreshers on compliance obligations and best practices for ethical behavior during Catalyst's annual Compliance Week and throughout the year. In 2025, 100% of Catalyst employees completed Code of Business Conduct and Ethics training.

Given the regulatory and ethical expectations associated with the healthcare industry, our Medical Affairs and Commercial teams receive specialized training on ethical and responsible business conduct. This specialized training covers expectations for how these professionals interact with healthcare providers, patients, caregivers, and patient advocacy organizations.

The importance of compliance for our employees is further emphasized during Catalyst's Compliance Week. Annually, Catalyst employees gather at our corporate office in Coral Gables, Florida, and through remote interactions, for an engaging seminar and other activities focused on compliance with federal- and state-level regulations, as well as Catalyst's internal policies. During the 2025 Compliance Week, employees completed their mandatory annual renewal training on the Code of Business Conduct and Ethics, and engaged in trivia and other interactive activities to refresh employees on different policies, practices, and standard operating procedures (SOPs). The intent of Compliance Week is to increase visibility of compliance as an ongoing activity that is the responsibility of all Catalyst employees and crucial to the Company's success.

Practicing Ethical Responsibility in the Healthcare Community

Catalyst expects all employees and third-party partners that we work with to adhere to ethical conduct. This is especially critical for our work with patients, customers, and healthcare providers. As Catalyst grows and our interactions with patients and customers expand, we remain aligned with the standards set forth in our Code of Business Conduct and Ethics. By going above and beyond in our compliance with these standards, we are confident in our ability to remain truthful and transparent in our interactions with key stakeholders.

Catalyst requires specialized ethics training for field-based, customer-facing employees that interact often with healthcare professionals. We require these employees to comply with the [PhRMA Code on Interactions with Health Care Professionals](#) (the "Code"), which reinforces compliance and ethical collaborations with healthcare professionals that prioritize patient well-being. As outlined in the PhRMA Code, our relationships with healthcare professionals enable Catalyst to:

- ✓ Inform healthcare professionals about the benefits and risks of our products to help advance appropriate use;
- ✓ Provide scientific and educational information;
- ✓ Support medical research and education; and
- ✓ Obtain feedback and advice about our products through consultation with medical experts.

In the event a potential violation of the PhRMA Code is reported, Catalyst has procedures in place to launch an investigation to determine if any violations occurred. In the case that violations occur, Catalyst would institute corrective and/or disciplinary actions.



Bribery & Corruption

Our Code of Business Conduct and Ethics mandates strict adherence to the U.S. Foreign Corrupt Practices Act, prohibiting acceptance of or gifts to government personnel. Employees receive comprehensive training upon hire and annually thereafter on anti-corruption policies, procedures, legal consequences, and antitrust/monopoly practices to promote full compliance. We also require suppliers and other third parties that we interact with to adhere to anti-corruption and bribery standards, facilitating ethical behavior throughout the supply chain.

Reporting Concerns

To maintain accountability, we encourage all Catalyst employees to report any concerns or potential violations of our Code of Business Conduct and Ethics or other policies or standards, regardless of their severity. Any Catalyst personnel who reasonably believe that there has been a violation of our policies or standards are encouraged to report the potential violation to their supervisor, Chief Legal and Compliance Officer, Chief Human Resources Officer, Chief Executive Officer, Lead Independent Director of the Board of Directors, or other Catalyst leaders – depending on the comfort level of the reporting party.

We emphasize the importance of reporting concerns to our employees through several channels, including regular harassment prevention training and our recently launched Employee Handbook. Additionally, anonymous internal and external reports of ethical concerns can be made via our EthicsPoint® toll-free hotline and electronically via the web portal. All reports that we receive via EthicsPoint (anonymously or otherwise), or in person are kept entirely confidential, and we prohibit retaliatory actions against employees, or others, for reporting violations of the Code in good faith.

All reports involving a director or executive officer will promptly be investigated by the Audit Committee, with all other reports being assigned to our Chief Legal and Compliance Officer and/or Chief Human Resources Officer. Additionally, all violations of the Code of Business Conduct and Ethics are reported to the CEO or Board of Directors. If the investigation leads to a conclusion that a violation of the Code of Business Conduct and Ethics has occurred, the Company will take appropriate corrective action, which may include termination of one's position with Catalyst.

Ethical Marketing

Catalyst's Code of Business Conduct and Ethics sets forth clear expectations for interactions with physicians and patients, professional conduct, and accurate representation of clinical trial data. We maintain a rigorous process and stringent review program to prevent misinterpretations of facts regarding product suitability and to validate the veracity and accuracy of drug efficacy and safety claims in our external promotional and communication materials. Further, our ethical medicinal marketing practices, and the provisions within our Code of Business Conduct and Ethics relevant to product marketing are aligned with the World Health Organization (WHO) Ethical Criteria for Medicinal Drug Promotion, a well-recognized global standard that supports accurate, truthful, and evidence-based promotion of medicinal drugs.

Catalyst requires all Medical Affairs and Commercial employees to undergo periodic training on our processes and expectations for responsible marketing, advertising, and sales practices, including labeling and promotion. We have an established process to onboard new personnel and integrate new products as they are available into our ethical marketing procedures. Catalyst also requires annual compliance refreshers which emphasize patient-centered communication with physicians to guide optimal treatment options.

Risk Management

To protect our business and our stakeholders, Catalyst maintains a comprehensive, cross-functional approach to risk management. We leverage dedicated teams to proactively identify, assess, and mitigate risks, which help our business remain resilient amid an evolving risk environment. These teams communicate their assessments and mitigation plans throughout the Executive management team.

Risk Oversight

Strategic oversight responsibilities for our risk management strategies and activities rests with our Board of Directors, which leverages a diverse range of risk management expertise to maintain the program’s effectiveness. Board Committees, senior executives, and cross-functional managers each have defined responsibilities for addressing risks and regulatory requirements, securing Catalyst’s long-term success and sustainability.

BOARD OF DIRECTORS

Risk Oversight

- Review risk assessment and confirm risk management plans address identified risks.
- Address additional risk management concerns, including mitigation and remediation plans.
- Oversight of the Company’s internal audit activities, including internal control over financial reporting, to preserve the integrity of financial statements.
- Appoint, compensate, retain, and oversee the work of independent auditors.

MANAGERS & INDIVIDUAL CONTRIBUTORS

Day-to-Day Risk Management Activities

- Day-to-day risk management based on job duties, including facilitation of internal controls.
- Identification and escalation of any potential operational barriers in implementing internal controls and communicating status to executives.

SENIOR EXECUTIVES (C-Suite and Vice Presidents)

Risk Oversight and Strategy Implementation

- Ensure risk management policies and procedures are implemented as determined by the Board of Directors in conjunction with independent auditors.
- Serve as a bridge for communication between managers and the Board of Directors.

INDEPENDENT AUDITOR

Assurance and Verification

- Perform audits of the Company’s annual financial statements, expressing an opinion as to the conformity of such annual financial statements with generally accepted accounting principles.
- Review the Company’s quarterly financial statements to ensure regulatory compliance.
- Report findings to the Audit Committee of the Board of Directors at least quarterly

Risk Assessment and Management

The Audit Committee of Catalyst's Board of Directors oversees risk identification and mitigation, holding regular meetings to discuss emerging risks and appropriate mitigation strategies. The Committee also communicates pertinent risks to the full Board and oversees the implementation of internal controls designed to support regulatory compliance and the accuracy of financial reporting.

The Audit Committee engages in regular discussions with senior executives to maintain alignment on risk management priorities, reinforce accountability, and promote timely responses to emerging risks. Catalyst also maintains business continuity and crisis preparedness plans designed to support the continuity of our operations in the event of a disruption. These plans outline governance structures, response protocols, and communication procedures to facilitate coordinated decision-making and timely responses during potential crisis events. Our approach to crisis mitigation and response is aligned with our Safety and Quality Assurance, Pharmacovigilance, and Regulatory Affairs teams and their priorities, facilitating effective, cross-functional responses.

To capture a full picture of the potential financial impacts of risks, Catalyst undergoes an annual risk assessment, as outlined in our [Form 10-K](#). The assessment considers risks from a myriad of factors, including marketing of approved products, pipeline development, government regulation, and intellectual property. In 2025, we matured our climate risk assessment by leveraging industry-appropriate climate scenarios to better understand the potential financial impact of climate-related risks and opportunities facing the company. This refreshed assessment also serves to prepare Catalyst to meet upcoming compliance obligations for climate risk reporting in various U.S. states.



Regulatory Preparedness

Compliance is a high priority for Catalyst to protect our business and uphold patient safety, and we take steps to proactively align our operational processes with all applicable regulations. Recognizing the United States Food and Drug Administration's (FDA) stringent requirements for drug development, release, and manufacturing, we adhere to Good Laboratory Practice (GLP) during pre-clinical stages, Good Clinical Practice (GCP) during clinical trials, Good Manufacturing Practice (GMP) during production, and Good Pharmacovigilance Practice (GPvP) to assess outcomes and adverse events.

Catalyst also navigates a complex global regulatory environment. Beyond FDA and U.S. state regulations, we adhere to requirements set by agencies like the European Medicines Agency and the European Commission, as well as country-specific requirements for clinical trial conduct, marketing authorization, pricing, and reimbursement. Product commercialization, a key component of Catalyst's strategy and business model, hinges on our ability to demonstrate adequate safety, quality, and efficacy of our products to the respective regulatory agency.

Further, FYCOMPA® (perampanel), a schedule III controlled substance, requires Catalyst to adhere to Drug Enforcement Administration (DEA) regulations and obtain additional controlled substance registrations as required by some states. Catalyst performs rigorous oversight of the third-party facilities that perform our clinical and commercial manufacturing and distribution of FYCOMPA, supplemented by periodic inspections from the DEA and state agencies, to support accountability and facilitate third-party facility compliance with all applicable DEA registrations, state licenses, and regulatory requirements.

Data Privacy and Security

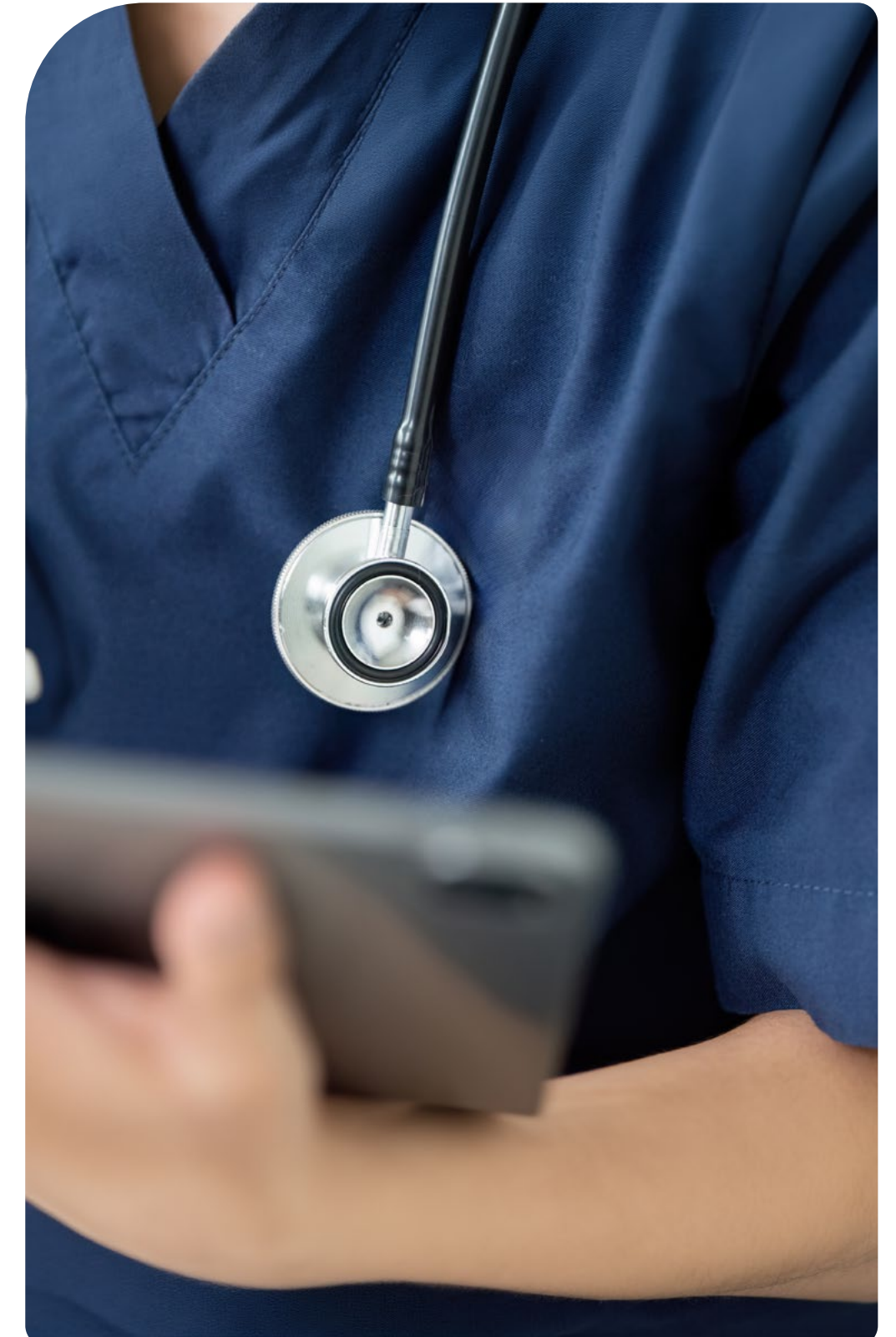
Catalyst employs robust cybersecurity measures to protect the confidentiality, integrity, and availability of our information systems and sensitive data. Cybersecurity risk management is integrated into our overall risk management framework, and we have implemented comprehensive data protection policies. All Catalyst employees are responsible for upholding our data protection standards, as detailed in our Code of Business Conduct and Ethics.

The Audit Committee of our Board oversees cybersecurity risks and has established robust mechanisms for effective cybersecurity governance and risk management. Primary responsibility for assessing, monitoring, and managing our cybersecurity risks rests with our Chief Legal and Compliance Officer; Executive Vice President, Chief Operations Officer, and Chief Scientific Officer; Chief Financial Officer; Executive Vice President of Operations; and Information Technology (IT) personnel. The Chief Legal and Compliance Officer and the Executive Vice President, Chief Operations Officer, and Chief Scientific Officer are responsible for providing updates to the Board. Under this structure, senior management remains fully informed on Catalyst's cybersecurity posture, and significant cybersecurity matters and strategic risk management decisions are escalated to the Board of Directors, providing comprehensive oversight and strategic guidance on critical cybersecurity issues.

Catalyst has several measures in place to monitor internal and third-party cybersecurity performance, and we conduct thorough security assessments of our third-party vendors prior to engagement. These assessments are supplemented by quarterly security assessments, overseen by our Chief Legal and Compliance Officer and Chief Operations Officer, as well as ongoing monitoring by our IT professionals. To bolster our internal capabilities and expertise, our risk management and IT teams regularly engage external cybersecurity experts for their assistance with evaluating and testing our risk management systems through audits, threat assessments, and other measures.

Catalyst's [Privacy Statement](#) details our responsibility to protect patient information, outlining collection practices, usage, and security measures against loss, misuse, alteration, or destruction. Each Catalyst employee is required to maintain the confidentiality of material non-public information, and this requirement is stipulated in signed agreements. To safeguard both patient and company data, we proactively monitor and adapt our cybersecurity practices and conduct monthly cybersecurity training for our employees such that they stay up-to-date and aware of the latest security concerns.

In 2025, we had zero cybersecurity incidents and did not encounter any cybersecurity challenges that have materially impaired our operations, or financial standing and we did not have any leaks or unauthorized access to any of our confidential information detected.



PERFORMANCE DATA

Appendix Data Tables and Report Indexes

The sustainability performance data presented in this Appendix covers Catalyst's operations for fiscal year 2025 (January 1 to December 31, 2025) unless otherwise noted. This section also includes our Sustainability Accounting Standards Board (SASB) and Global Reporting Initiative (GRI) indexes, which map our public disclosures to the corresponding standards.



Materiality Assessment

The following environmental, social, and governance topics were assessed as part of Catalyst's 2022 materiality assessment and confirmed as relevant to our operations as of the end of 2025. For more information on our materiality assessment, please see the [Our Approach to Sustainability section](#).

Social	Description
Access to Healthcare	Initiatives, pricing practices, and strategies to eliminate unjust, avoidable, and unnecessary barriers to accessible healthcare, thus creating a sustainable healthcare system in which every person has a fair opportunity to access care and medicines.
Product Quality and Safety	The efficacy of quality control, product testing, and resale processes, protocols, and efforts to preemptively address product defects and ensure products remain safe for patient use.
Human Rights	Efforts to respect, protect, and fulfill human rights and fundamental freedoms across our own and suppliers' operations, including compliance with applicable laws and internal standards.
Community Involvement	The frequency, focus, and efficacy of Company-sponsored volunteerism and community engagement efforts to strengthen local communities, support overall culture, and empower employees to support causes important to them and/or the organization.
Patient Safety	The processes and practices in place to prevent and reduce risks, errors, and harm to patients during provision of healthcare and clinical trials, ensuring positive health outcomes.
Human Capital	Management of our workforce through minimizing turnover and maximizing retention as well as successfully attracting and developing the level of talent and expertise needed to support our strategic growth plans. Additionally, this includes oversight, management, and transparent reporting of employees' health and safety with the goal of providing an overall incident-free workplace.
Supply Chain Management	Efforts to monitor, assess, and proactively mitigate risks – including those related to environmental and social matters – stemming from the supply chain to ensure resiliency in the event of supply chain disruptions.
Employee Belonging	Performance, programs, and initiatives to create an inclusive workforce where employee feel a sense of belonging.
Product Innovation	The ability to develop new, safe, and sustainable products to improve patient health.

Environment	Description
Emissions and Energy Management	Management/oversight, tracking, and reduction of energy consumption and scope 1-3 greenhouse gas emissions (GHG) emissions.
Waste Management	Management of hazardous and toxic waste and the ability to minimize waste.
Climate Strategy	Processes, practices, and goals that enable the Company to reduce its environmental impacts, improve transparency and public disclosures, and increase its operating efficiency.
Water and Effluents	Management of water usage, including the ability to reuse and recycle.

Governance	Description
Executive Incentives	Compensation plan for executives and associated metrics including those linked to reaching ESG targets set by the Company in order to promote sustainability.
Board Composition	Our Board of Directors' independence, expertise, size, and general structure that will provide for differing backgrounds, viewpoints, and perspectives.
Business Ethics and Transparency	Formalized processes, policies, and oversight structures in place to ensure the Company and its employees are operating ethically, in line with applicable regulations, and that reporting of unethical behavior is encouraged.
Shareholder Rights	Practices related to shareholder engagement and the provision of voting rights, rights to call special meetings, appoint directors, and act by written consent.
Regulatory Preparedness	Proactive monitoring and tracking of potential regulatory changes and the Company's ability to adhere to any new legislation or regulation which may impact our business activities or create new reporting obligations.
Data Privacy and Security	Practices, compliance procedures, and oversight mechanisms in place to identify and limit illegal and unethical use of personal employee, patient, and vendor data.
Ethical Marketing	Formal practices, policies, and oversight mechanisms to ensure products are accurately and transparently marketed and advertised to customers and business partners.
Sustainability Oversight	Explicit Board and management-level oversight of and responsibility for ESG initiatives, along with the efficacy of oversight structures in place to drive change, advance the Company's ESG strategy, and achieve our ESG targets.

GENERAL DATA

Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
Total Revenues	Dollars (\$)	\$398,204,000	\$491,734,000	\$588,989,000
Total Employees ¹	Number	164	196	182
Full-Time Employees ²	Number	162	194	182
Part-Time Employees ³	Number	2	2	0
Contracted Workers ⁴	Number	0	0	0
Average Executives Employee Headcount ⁵	Number	11	14	9
Average Mid-Level Managers Employee Headcount ⁵	Number	29	46	41
Average Professionals Employee Headcount ⁵	Number	68	84	84
Average Sales Employee Headcount ⁵	Number	48	45	35
Average Administrative Employee Headcount ⁵	Number	8	7	5

1. Accounted for on 12/31 of the relevant fiscal year, includes full-time and part-time employees.

2. Accounted for on 12/31 of the relevant fiscal year, includes employees who work 40 hours per week.

3. Accounted for on 12/31 of the relevant fiscal year, includes employees who work less than 40 hours per week.

4. Accounted for on 12/31 of the relevant fiscal year, includes employee type of consultant or contractor.

5. All employees classified according to the U.S Equal Employment Opportunity Commission EEO-1 Job Classification Guide.

ENVIRONMENT DATA				
Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
EMISSIONS ⁶				
Scope 1 GHG Emissions	Metric tons CO ₂ e	-	3.6	3.6
Scope 2 GHG Emissions	Metric tons CO ₂ e	-	51.0	50.0
Scope 1 + 2 GHG Emissions	Metric tons CO ₂ e	-	54.6	53.6
WASTE ⁷				
Waste Generated	Metric tons	2.1	2.1	2.0
Waste Diverted from Disposal	Metric tons	0.3	0.4	0.2
Waste Directed to Disposal	Metric tons	1.8	1.7	1.8
WATER ⁸				
Water Use	Gallons	-	122,494	129,820

6. Emissions measured, calculated, or estimated utilizing methods from the GHG Protocol Corporate Standard with emissions factors as defined by the EPA and other sources; Includes all emissions associated with Catalyst operations as listed by the operational control boundary definition; CO₂e includes all greenhouse gases listed calculated by utilizing equivalency factors as defined by the EPA. Total Scope 1 and 2 GHG emissions utilize Scope 2 location based unless otherwise noted; exact numbers are utilized for totaling purposes and totals listed may not sum due to rounding. All motor vehicle fuel purchased by Catalyst is consumed in vehicles owned by company employees used for business travel purposes. Catalyst does not own or operate any motor vehicles, therefore reports zero fuel related Scope 1 emissions. Catalyst's fugitive emissions represent estimated refrigerant leakage from HVAC equipment at the headquarters office and were screened using the square footage of the headquarters office. Catalyst's office electricity consumption was estimated by applying the office's share of total building square footage to the building's total fiscal year electricity usage. kWh data specific to the Company's rented space was not available.

7. Calculated based on Catalyst's prorata share of square footage for office building and waste per building records.

8. Calculated based on Catalyst's prorata share of square footage for office building and water per building records.

SOCIAL DATA

Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
TALENT ATTRACTION				
New Hires	Number	81	47	40
Average Employee Length of Service ⁹	Years	1.5	3.0	3.2
VOLUNTARY TURNOVER RATE ¹⁰				
Voluntary Turnover Rate All Employees	Percentage (%)	6.1%	8.2%	8.3%
Voluntary Turnover Rate Executives	Percentage (%)	18.2%	7.1%	0.1%
Voluntary Turnover Rate Mid-Level Managers	Percentage (%)	0.0%	10.9%	16.7%
Voluntary Turnover Rate Professionals	Percentage (%)	5.9%	9.5%	50.0%
Voluntary Turnover Rate Sales	Percentage (%)	6.3%	4.4%	22.2%
Voluntary Turnover Rate Administrative	Percentage (%)	12.5%	0.0%	5.6%
INVOLUNTARY TURNOVER RATE ¹⁰				
Involuntary Turnover Rate All Employees	Percentage (%)	3.0%	1.0%	10.1%
Involuntary Turnover Rate Executives	Percentage (%)	0.0%	0.0%	9.1%
Involuntary Turnover Rate Mid-Level Managers	Percentage (%)	0.0%	0.0%	18.2%
Involuntary Turnover Rate Professionals	Percentage (%)	5.9%	2.4%	22.7%
Involuntary Turnover Rate Sales	Percentage (%)	2.1%	0.0%	40.9%
Involuntary Turnover Rate Administrative	Percentage (%)	0.0%	0.0%	9.1%
DIVERSITY & INCLUSION				
Incidents of Discrimination	Number	0	0	0
GENDER				
Women Representation of Employees	Percentage (%)	56.0%	58.2%	56.4%
Men Representation of Employees	Percentage (%)	43.0%	41.8%	43.6%
Not Disclosed (all employees)	Percentage (%)	0.0%	0.0%	0.0%
Women Representation in Senior Management Positions ¹¹	Percentage (%)	46.7%	18.2%	47.4%
Men Representation in Senior Management Positions ¹¹	Percentage (%)	53.3%	81.8%	52.6%
AGE				
Employees Less than 30 Years Old	Percentage (%)	4.3%	3.6%	2.8%
Employees Between 30 and 50 Years Old	Percentage (%)	46.9%	43.3%	42.2%
Employees Greater than 50 Years Old	Percentage (%)	48.8%	53.1%	55.0%

9. Average across all Catalyst employees, difference from 2022 to 2023 due to 81 new hires.

10. All employees classified according to the U.S Equal Employment Opportunity Commission EEO-1 Job Classification Guide.

11. Senior Management refers to Executives and Senior Managers.

SOCIAL DATA, CONTINUED				
Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
RACE AND ETHNICITY (ALL EMPLOYEES)				
Total Employees Represented by Minority Groups	Percentage (%)	39.6%	37.2%	41.3%
White	Percentage (%)	69.4%	60.2%	58.7%
Asian	Percentage (%)	13.4%	13.3%	11.0%
Hispanic/Latino	Percentage (%)	16.5%	16.3%	12.8%
Black or African American	Percentage (%)	7.3%	7.7%	6.4%
Other Ethnicities ¹²	Percentage (%)	2.4%	2.6%	3.2%
Not disclosed	Percentage (%)	0.0%	0.0%	6.4%
RACE AND ETHNICITY (SENIOR MANAGEMENT)				
Senior Management Represented by Minority Groups	Percentage (%)	32.5%	27.3%	35.5%
White	Percentage (%)	67.5%	72.7%	58.1%
Asian	Percentage (%)	15.0%	27.3%	17.7%
Hispanic/Latino	Percentage (%)	12.5%	0.0%	9.7%
Black or African American	Percentage (%)	5.0%	0.0%	3.2%
Other Ethnicities ¹²	Percentage (%)	0.0%	0.0%	0.62%
Not disclosed	Percentage (%)	0.0%	0.0%	4.8%
EMPLOYEE TRAINING AND DEVELOPMENT				
Required Employees who Complete Code of Conduct Training ¹³	Percentage (%)	100%	100%	100%
Percentage of Employees Receiving Training on Product Quality and Safety	Percentage (%)	-	100%	100%
Employees Receiving Regular Performance Reviews ¹⁴	Percentage (%)	100%	100%	100%
HEALTH AND SAFETY				
Work-related Injuries	Number	0	0	0
Work-related Ill Health	Number	0	0	0

12. Includes two or more races, American Indian or Alaska Native, and Native Hawaiian or Pacific Islander.

13. Training for this topic in 2023 was assigned to all new hires. Data reported for all other years was assigned to all Catalyst employees.

14. Performance reviews conducted at least annually for all Catalyst employees.

SOCIAL DATA, CONTINUED				
Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
PATIENTS AND PRODUCT				
Patients Treated ¹⁵	Number	> 25,000	> 25,000	17,188
Drugs in Portfolio	Number	3	3	3
Drugs in Research and Development ¹⁶	Number	2	2	2
Number of Diseases Treated with Drugs on Market ¹⁷	Number	4	4	4
Number of Diseases Treated with Drugs in Research ¹⁸	Number	5	5	5
Products Assessed for Safety ¹⁹	Percentage (%)	100%	100%	100%
Recalls Issued	Number	0	0	0
Total Units Recalled	Number	0	0	0
Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards	Number	0	0	0
Total monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Dollars (\$)	\$0	\$0	\$0
Fatalities associated with products reported in the FDA Adverse Event Reporting System ²⁰	Number	22	28	32
Actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Number	0	0	0
SUPPLY CHAIN				
Percentage of entity's Tier 1 suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent	Percentage (%)	63%	50%	29%
Percentage of sites with hazardous waste guidance that achieved HAZWOPER certification or follow ISO 14001 for waste management	Percentage (%)	-	75%	71%
Percentage of sites with an environmental management system certified to ISO 14001 or similar	Percentage (%)	-	50%	43%
Frequency of Supplier Training ²¹	Frequency	Annually	Annually	Annually

15. Estimates based on actuals and claims data for the total patients who accessed one of our drugs at least once during the fiscal year. 2022 data covers FIRDAPSE®, 2023 data adds FYCOMPA®, and 2024 data adds AGAMREE®.

16. Research activities we are conducting for FIRDAPSE® and AGAMREE®

17. 2022 data includes LEMS, data for 2023 through 2025 includes LEMS, DMD, and two forms of epilepsy.

18. 2022 data includes MuSK positive MG, data for 2023 through 2025 includes LEMS, DMD, two forms of epilepsy and an ongoing trial in Becker Muscular Dystrophy by our ultimate licensor to which Catalyst has rights.

19. All Catalyst products are subject to quality testing prior to patient use as aligned with our standards and the requirements of regulatory agencies.

20. Fatalities from patients taking FIRDAPSE®, FYCOMPA®, RUZURGI®, and AGAMREE®. Note, there is a high prevalence of cancer and autoimmune comorbidities present in LEMS patients, and one report was related to FYCOMPA®.

22. All new vendors are trained before start of work/services. Subsequently PV team ensures vendors have process in place for annual refresher training.

GOVERNANCE DATA				
Metric	Unit	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025
BOARD COMPOSITION ²²				
Board Members	Number	7	7	7
Board Member Average Term Duration	Years	11	13	11
Board of Directors Average Age	Years	65.3	66	64
Board of Directors Gender Representation ²³	Percentage (%)	28.6%	28.6%	28.6%
Board of Directors Ethnic Diversity Representation ²⁴	Percentage (%)	14.3%	14.3%	14.3%
Independent Directors	Number	5	5	5
BOARD MEMBER DIVERSITY				
Female Board Members	Number	2	2	2
Male Board Members	Number	5	5	5
White	Number	6	6	6
Asian	Number	0	0	0
Hispanic/Latino	Number	0	0	0
Black or African American	Number	1	1	1
Other Ethnicities	Number	0	0	0
Not Disclosed	Number	0	0	0
CORRUPTION & BRIBERY				
Incidents of Corruption	Number	0	0	0
Total monetary losses as a result of legal proceedings associated with corruption and bribery	Dollars (\$)	\$0	\$0	\$0
Percentage of governance body members that the organization’s anti-corruption policies have been communicated to	Percentage (%)	100%	100%	100%
Percentage of employees that the organization’s anti-corruption policies have been communicated to	Percentage (%)	100%	100%	100%
ETHICAL MARKETING				
Incidents of non-compliance concerning product information and labeling	Number	0	0	0
Total monetary losses as a result of legal proceedings associated with false marketing claims	Dollars (\$)	\$0	\$0	\$0
Incidents of non-compliance concerning marketing communications	Number	0	0	0

23. Board composition metrics are representative of Catalyst’s Board of Directors as of as of fiscal year end (prior to acquisition by Angelini Pharma). Please refer to the [Governance section](#) of this report for the current state of our Board of Directors.

24. Percentage of Board that identifies as female based on Nasdaq Rule 5605(f) and related instructions.

25. Based on demographic background as it is used in Nasdaq Rule 5605(f) and related instructions.

Sustainability Accounting Standards Board

Biotechnology Pharmaceuticals (HC:BP)

Key Topic	Metric	Category	Unit of Measure	SASB Code	Disclosure Reference
SASB HEALTHCARE: BIOTECHNOLOGY PHARMACEUTICALS (HC:BP)					
Safety of Clinical Trial Participants	Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	Discussion & Analysis	-	HC-BP-210a.1	Patient Safety
Safety of Clinical Trial Participants	Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Quantitative	Number	HC-BP-210a.2	Catalyst was not involved in any inspections that resulted in entity voluntary remediation or regulatory or administrative actions taken against the entity.
Safety of Clinical Trial Participants	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Quantitative	Reporting currency	HC-BP-210a.3	Performance Data
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	Discussion & Analysis	-	HC-BP-240a.1	Catalyst does not operate in high priority countries as defined by the Access to Medicines Index. Our products address LEMS, DMD, and epilepsy, which are not high priority diseases as defined by the Access to Medicines Index.
Access to Medicines	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Discussion & Analysis	-	HC-BP-240a.2	Catalyst does not have a list of products authorized for sale and available on the WHO List of Prequalified Medicinal Products.
Affordability & Pricing	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period year	Quantitative	Percentage (%)	HC-BP-240b.2	Optimizing Coverage and Access
Affordability & Pricing	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period year	Quantitative	Percentage (%)	HC-BP-240b.3	Optimizing Coverage and Access
Drug Safety	Products listed in public medical product safety or adverse event alert database	Discussion & Analysis	-	HC-BP-250a.1	Performance Data
Drug Safety	Number of fatalities associated with products	Quantitative	Number	HC-BP-250a.2	Performance Data
Drug Safety	(1) Number of recalls issued, (2) total units recalled	Quantitative	Number	HC-BP-250a.3	Performance Data
Drug Safety	Total amount of product accepted for takeback, reuse, or disposal	Quantitative	Metric tonnes (t)	HC-BP-250a.4	Catalyst is in the process of measuring total amount of product accepted for takeback, reuse, or disposal.
Drug Safety	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Quantitative	Number	HC-BP-250a.5	Performance Data
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion & Analysis	-	HC-BP-260a.1	Counterfeit Drugs
Counterfeit Drugs	Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Discussion & Analysis	-	HC-BP-260a.2	Counterfeit Drugs

Key Topic	Metric	Category	Unit of Measure	SASB Code	Disclosure Reference
Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	Quantitative	Number	HC-BP-260a.3	Performance Data
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Reporting currency	HC-BP-270a.1	Performance Data
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	Discussion & Analysis	-	HC-BP-270a.2	Ethical Marketing
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development staff	Discussion & Analysis	-	HC-BP-330a.1	Talent Attraction
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Quantitative	Percentage (%)	HC-BP-330a.2	Performance Data
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third party audit programs for integrity of supply chain and ingredients	Quantitative	Percentage (%)	HC-BP-430a.1	Upholding Supplier Standards
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Quantitative	Reporting currency	HC-BP-510a.1	Performance Data
Business Ethics	Description of code of ethics governing interactions with health care professionals	Discussion & Analysis	-	HC-BP-510a.2	Practicing Ethical Responsibility in the Healthcare Community
ACTIVITY METRIC					
Number of Patients Treated		Quantitative	Number	HC-BP-000.A	Performance Data
Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)		Quantitative	Number	HC-BP-000.B	Performance Data

Global Reporting Initiative

Catalyst Pharmaceuticals has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025 with reference to the GRI Standards.

GRI Indicator	Description	Disclosure Reference
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational Details	About Catalyst Pharmaceuticals
2-2	Entities included in the organization's sustainability reporting	About this Report
2-3	Reporting period, frequency and contact point	About this Report
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	About Catalyst Pharmaceuticals
2-7	Employees	Our Employees
2-8	Workers who are not employees	Performance Data
GOVERNANCE		
2-9	Governance structure and composition	Board Composition
2-10	Nomination and selection of the highest governance body	Board Composition
2-11	Chair of the highest governance body	Board Composition
2-12	Role of the highest governance body in overseeing the management of impacts	Board Composition
2-13	Delegation of responsibility for managing impacts	Risk Management
2-14	Role of the highest governance body in sustainability reporting	Sustainability Oversight
2-15	Conflicts of interest	Business Ethics & Transparency; Code of Business Conduct and Ethics
2-16	Communication of critical concerns	Business Ethics & Transparency
2-17	Collective knowledge of the highest governance body	Board Composition
2-18	Evaluation of the performance of the highest governance body	Board Composition
STRATEGY, POLICIES, AND PRACTICES		
2-22	Statement on sustainable development strategy	A Letter from our President
2-23	Policy commitments	Business Ethics & Transparency; Human Rights; Corporate Governance; Data Privacy and Security
2-24	Embedding policy commitments	Business Ethics & Transparency; Human Rights; Corporate Governance; Data Privacy and Security
2-25	Processes to remediate negative impacts	Reporting Concerns
2-26	Mechanisms for seeking advice and raising concerns	Reporting Concerns
2-27	Compliance with laws and regulations	Regulatory Preparedness
2-28	Membership associations	Industry Engagement and Advocacy

Global Reporting Initiative CONTINUED

GRI Indicator	Description	Disclosure Reference
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Materiality Assessment
2-30	Collective bargaining agreements	2025 Form 10-K p. 32
DISCLOSURES ON MATERIAL TOPICS		
3-1	Process to determine material topics	Materiality Assessment
3-2	List of material topics	Materiality Assessment
3-3	Management of material topics	Materiality Assessment
ECONOMIC PERFORMANCE		
201-1	Direct economic value generated and distributed	2025 Form 10-K p. F-5
201-2	Financial implications and other risks and opportunities due to climate change	Climate-related Risks and Opportunities ; 2025 Form 10-K p. 49, 53, 55
201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits and Incentives ; 2025 Form 10-K p. 32
ANTI-CORRUPTION		
205-1	Operations assessed for risks related to corruption	Risk Assessment and Management
205-2	Communication and training about anti corruption policies and procedures	Bribery & Corruption
205-3	Confirmed incidents of corruption and actions taken	Performance Data
ANTI-COMPETITIVE BEHAVIOR		
206-1	Legal actions for anti-competitive behavior, anti trust, and monopoly practices	Performance Data
WATER AND EFFLUENTS		
303-1	Interactions with water as a shared resource	Water Management
303-5	Water consumption	Performance Data
EMISSIONS		
305-1	Direct (Scope 1) GHG emissions	Emissions & Energy Management ; Performance Data
305-2	Energy indirect (Scope 2) GHG emissions	Emissions & Energy Management ; Performance Data
305-4	GHG emissions intensity	Emissions & Energy Management ; Performance Data
305-5	Reduction of GHG emissions	Emissions & Energy Management

Global Reporting Initiative CONTINUED

GRI Indicator	Description	Disclosure Reference
WASTE		
306-1	Waste generation and significant waste-related impacts	Water Management
306-2	Management of significant waste-related impacts	Water Management
306-3	Waste generated	Performance Data
306-4	Waste diverted from disposal	Performance Data
306-5	Waste directed to disposal	Performance Data
EMPLOYMENT		
401-1	New employee hires and employee turnover	Performance Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits and Incentives
401-3	Parental leave	Employee Benefits and Incentives
OCCUPATIONAL HEALTH AND SAFETY		
403-6	Promotion of worker health	Employee Health & Safety
403-9	Work-related injuries	Performance Data
403-10	Work-related ill health	Performance Data
TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	Employee Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Development
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement & Satisfaction
DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	Performance Data
NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	Performance Data
LOCAL COMMUNITIES		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Involvement
CUSTOMER HEALTH AND SAFETY		
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Performance Data
MARKETING AND LABELING		
417-1	Requirements for product and service information and labeling	Ethical Marketing
417-2	Incidents of non-compliance concerning product and service information and labeling	Performance Data
417-3	Incidents of non-compliance concerning marketing communications	Performance Data
CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Form 10-K, p.57-58

