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Corporate Responsibility Report 2025

#DoRight

Please consider the environment before printing.

A MESSAGE FROM OUR CEO



*"At MannKind, **Do Right** is more than a value – it is a commitment to the people who count on us. It guides how we serve patients, support our employees, build long-term value for shareholders and contribute to our communities. Our 2025 Corporate Responsibility Report reflects that commitment and our belief that how we achieve progress matters just as much as the progress itself."*

Michael Castagna, PharmD
Chief Executive Officer

About This Report

Our Corporate Responsibility Report covers January 1, 2025, through December 31, 2025, and highlights how we bring our Do Right value to life across our business, from supporting patients and employees to operating responsibly and creating long-term value for stakeholders, with links to additional information online.

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What's Inside

01 **Who We Are** 4
Our mission and 2025 at-a-glance

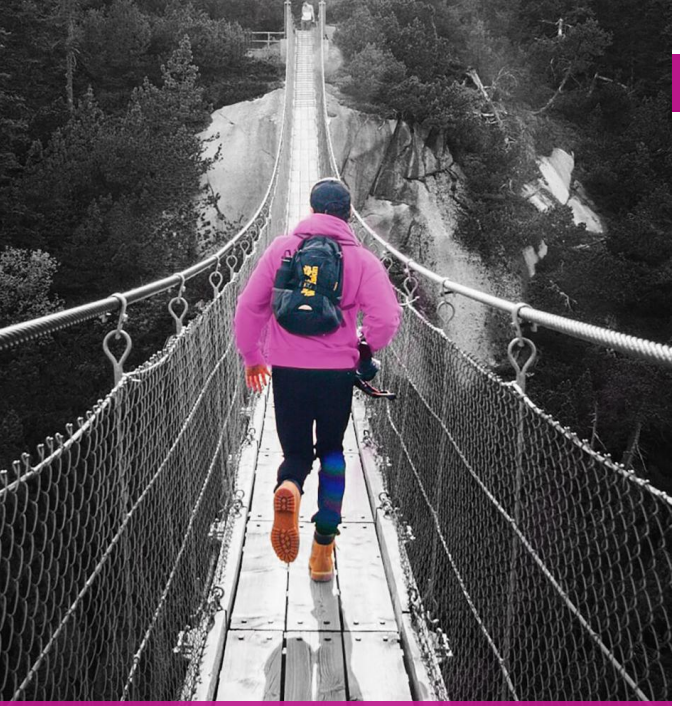
02 **Caring for our Environment** 5–7
2025 impact and ongoing commitments

03 **Investing in People** 8–12
Our people, communities and patients

04 **Leading with Integrity** 13–15
Board oversight, ethics and data privacy

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

WHO WE ARE

2025 At-a-Glance

MannKind is a biopharmaceutical company dedicated to transforming chronic disease care through innovative, patient-centric solutions for cardiometabolic and orphan lung diseases.

$349M

2025 total revenues, +22% vs. 2024

~600

team members across the U.S. post acquisition of scPharmaceuticals

Oct. 2025

completed acquisition of scPharmaceuticals, adding FUROSCIX®

4

revenue drivers: Afrezza®, Furoscix®, manufacturing and royalties related to Tyvaso DPI®

2

FDA submissions advanced: Afrezza® pediatrics and Furoscix ReadyFlow™

MNKD

Nasdaq ticker symbol

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02

Caring for Our Environment

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

Every pound recycled and every kilowatt saved adds up. Here's what our teams accomplished in 2025.



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2025 Impact, by the Numbers



13.5 tons

of paper recycled

The rough equivalent of 34 trees



80+ tons

of solid waste and spent solvents recovered

Converted to 40,000 kWh, enough to power an average home for nearly 4 years



5,000+ lbs.

of electronics recycled

The electronics of nearly 30 average households



80,000+ lbs.

of materials recycled

Like taking 5 cars off the road for a full year

Momentum since our last report: materials recycled grew from ~46,000 lbs. in 2022 to 80,000+ lbs. in 2025.

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Commitments That Keep Building

Our EH&S team looks for ways to reduce, and where practical, eliminate any substance or material that may cause safety or environmental hazards, with a solutions-minded approach to continuous improvement.



Westlake Village, CA
Our West Coast office is LEED Silver and ENERGY STAR® certified, with EV charging for employees.

Responsible Waste Management
RCRA-compliant disposal, safeguards for pharmaceuticals in the environment and stormwater monitoring.

Water Stewardship
On-site treatment in Danbury per CT DEEP permits; our RO system cuts ~100,000 gallons of wastewater a year.

Energy Efficiency
Project Lightbulb continues LED conversions at our Danbury facility, which has ~10,000 bulbs.

Waste-to-Energy
Non-recyclable waste and spent solvents are recovered and converted to usable energy.

Recycling at Every Site
Paper, plastic, glass, metal, batteries and e-waste programs across our locations.

Smarter PPE Use
Process changes cut certain PPE waste by 75% and eliminated some cleaning chemicals.

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03

Social

Our people, communities and patients

Guided by our Humann values, we invest in the people who make MannKind, the communities we call home and the patients who count on us.



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Our People Make Us Who We Are

Mannitarians show up every day with one goal in mind: to help patients. Our culture is shaped by people who believe in winning together, and that's what makes us anything but a typical biotech.

In October 2025, we welcomed colleagues from scPharmaceuticals, adding deep cardiovascular expertise to the MannKind team.



OUR HUMANN VALUES

Do Right
Integrity and humanity, even when no one is looking

Win Together
Strongest as one team, across functions and geographies

Own It
Prepared, engaged and accountable for every outcome

Be Tenacious
A high sense of urgency to deliver every day

Push Boundaries
Creative solutions that challenge conventional wisdom

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A Culture Worth Recognizing

3rd

consecutive year certified as a Great Place to Work®

80%+

report feeling supported, happy, empowered and excited by our mission*

2 years

of Top Workplaces recognition in Connecticut and Los Angeles and a Best Place to Work by Boston Business Journal

Healthcare Industry

Recognized nationally within the healthcare industry as a 2025 Healthcare Industry Top Workplace

Culture Excellence

Honored nationally by USA Today, reflecting a culture that puts people and the employee experience at the center

Top Employee Benefits

Our Total Rewards package was recognized for excellence by both Top Workplaces and mPloyer in 2025

Growing Talent

Coaching Connections uses OKRs to align goals, while MannKind University offers professional, technical and personal development. We also sponsor groups such as HBA.

Total Rewards

Every employee can share in MannKind's success through variable pay, a 401(k) match and ESPP, supported by paid parental leave, an EAP and work-life flexibility.

Health & Safety

97% say MannKind is a physically safe workplace.** All Mannitarians complete annual safety training. EH&S tracks incidents and near-misses and runs regular emergency drills.

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**Employee survey, culture summary. **2025 Great Place to Work® employee survey.*

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Our Workforce in 2025

44%
of our workforce were women

35%
of our workforce were ethnic minorities

47%
of new hires were women

42%
of promotions went to women

33%
of executive-level roles were held by women

45%
Of employees over the age of 50 were women



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Doing Right in Our Communities

Giving back is part of who we are. Guided by our **Do Right** value, Mannitarians give back to the communities where we live and work and rally behind the patient communities we serve. Throughout the year, our teams volunteer at local food banks, host blood drives, prepare backpacks for local children in need, participate in rides and walks supporting Breakthrough T1D (formerly JDRF), and more. We also encourage employees to give back in ways that are personally meaningful to them by providing one paid volunteer day each year.



88%

of employees feel good about the ways we contribute to the community*

**2025 GPTW survey*

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Putting Patients First

"My personal commitment for decades has been in trying to solve unmet or poorly met medical needs of patients." – Alfred E. Mann, Founder

Safety & Quality

MannKind prioritizes patient safety through rigorous product safety monitoring and quality controls throughout manufacturing and the supply chain. A pharmacovigilance system aligned with Good Pharmacovigilance Practices helps monitor product safety, while annual employee training reinforces timely adverse-event reporting.

Access & Affordability

Savings programs for commercially insured patients, direct purchase options and support through the insurance approval process help patients get the care they need.

Innovation for Patients in 2025

We added Furoscix®, an at-home treatment for edema in heart failure and chronic kidney disease, and advanced FDA submissions for Afrezza® in pediatrics and Furoscix ReadyFlow™.

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04

Governance

Oversight, ethics and trust

Effective corporate governance is essential to long-term success and shareholder value, and to doing business in a financially, socially and environmentally responsible way.



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GOVERNANCE

Strong Oversight, Independent Perspective

Our Board oversees MannKind's performance and ensures we conduct business responsibly. All three standing committees are fully independent and operate under charters published on our website.

9

directors, elected annually

7 of 9

directors are independent

Independent

Board Chair, separate from CEO

33%

of directors are women

Audit	Financial reporting, auditor independence and enterprise risk, including cybersecurity
Compensation	Pay-for-performance programs, plus clawback, stock ownership guidelines and a ban on speculative trading
Nominating & Corporate Governance	Board composition and oversight of our corporate responsibility strategy

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Ethical Business Conduct

Our Code of Business Conduct and Ethics applies to every employee, director and partner acting on our behalf, with annual training required.

Equal Opportunity & Anti-Harassment

Promote equal opportunity and a positive workplace free from discrimination and unlawful harassment.

Non-Retaliation

Protect employees from retaliation for reporting suspected violations.

Anti-Corruption & Anti-Bribery

Prohibit improper influence in business dealings and comply with the U.S. Foreign Corrupt Practices Act.

Insider Trading

Prohibit the use or sharing of inside information for stock trading.

Conflicts of Interest

Avoid personal interests that interfere with job responsibilities or MannKind's best interests.

Interactions with HCPs

Provide fair, balanced and scientifically rigorous information to support informed prescribing decisions.

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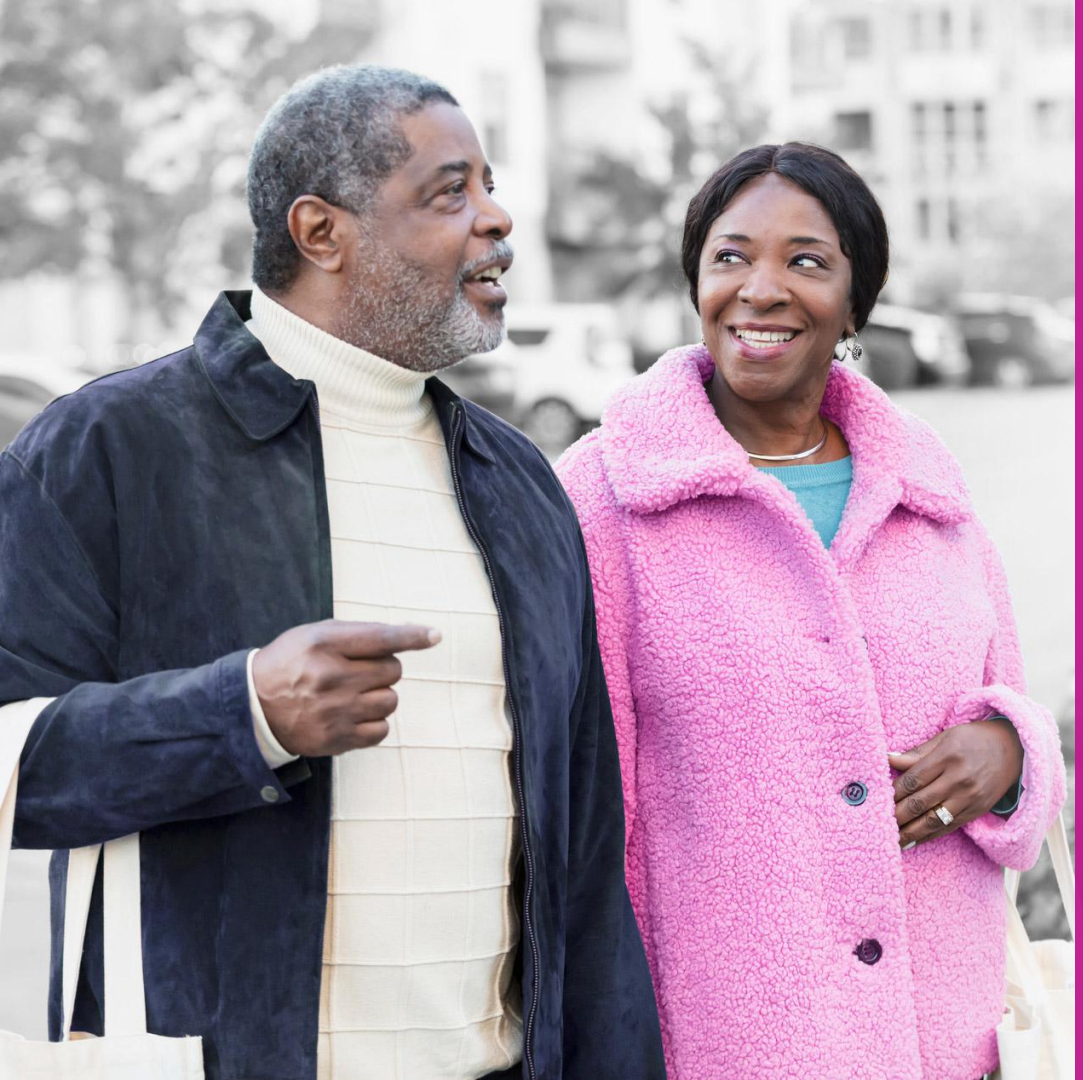
Privacy & Cybersecurity

- Monthly cybersecurity and privacy training, reinforced through ongoing employee awareness activities
- 24/7/365 security monitoring and incident response capabilities
- Regular internal and independent security assessments, including vulnerability testing
- Multi-factor authentication and identity-based access controls to help protect company systems and information
- Endpoint, email and data protection controls designed to prevent, detect and respond to cyber threats
- Security risk assessments integrated into technology and third-party/vendor review processes
- Audit Committee oversight of cybersecurity, information security and technology risk



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We value feedback from all of our stakeholders.

Questions or comments about our corporate responsibility practices are always welcome.

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