

# 2020 Corporate Goals

Goals		Max	Target	Min
<b>1. Focus and Execute</b>		<b>37.5%</b>	<b>25%</b>	<b>12.5%</b>
1.1	PF708 US Launch; EU Approval	Q1;Q2 (10%, 5%)	Q2;Q3 (7%, 3%)	Q3;Q4 (4%, 1%)
1.2	PF745 Collab. Complete.; PF690 Data Package to Jazz	Q2;Q3 (7.5%, 7.5%)	Q3;Q4 (5%, 5%)	Q4; - (2.5%, 2.5%)
1.3	CRM197 – Total revenue and Supply Agreements (SA)	\$5M + 2 new SA (5%, 2.5%)	\$4M + 1 new SA (4%, 1%)	\$3M & 0 SA (2.5%)
<b>2. Expand Selectively</b>		<b>45%</b>	<b>30%</b>	<b>15%</b>
2.1	PF810 Pre-IND Readiness (YE)	Pre-IND mtg (22.5%)	pre-IND pkg (15%)	2nd Species PK (7.5%)
2.2	New Platform Partnerships	2 (22.5%)	1 (15%)	LOI (7.5%)
<b>3. Evolve into Biopharma</b>		<b>45%</b>	<b>30%</b>	<b>15%</b>
3.1	Early Development Program – Lead Molecule Identified	2 (22.5%)	1 (15%)	Hits 2 Programs (7.5%)
3.2	In-license asset to expand portfolio	Q3 (22.5%)	Q4 (15%)	LOI (7.5%)
<b>4. Finances</b>		<b>15%</b>	<b>10%</b>	<b>5%</b>
4.1	Operating Income	>\$15M (15%)	>\$10M (10%)	>\$5M (5%)
<b>5. Engagement and people</b>		<b>7.5%</b>	<b>5%</b>	<b>2.5%</b>
5.1	Increase Employee Engagement	100%; 100% (7.5%)	>90%; >95% (5%)	>80%; >90% (2.5%)
<b>Total</b>		<b>150%</b>	<b>100%</b>	<b>50%</b>

# 2020 Corporate Goal Details

Goal	Definition
PF708 US Launch EU Approval	<ul style="list-style-type: none"> <li>•Teriparatide commercially available (shipment to a wholesaler/retailer) in US</li> <li>•Receiving EMA market authorization</li> </ul>
PF745 Collaboration Completed PF690 Data Package to Jazz	<ul style="list-style-type: none"> <li>•Complete PF745 Tech Transfer (Report) and MNF Support</li> <li>•Provide PF690 pre-IND meeting data package to Jazz</li> </ul>
CRM197 - \$ Total Revenue	<ul style="list-style-type: none"> <li>•Revenue from all CRM sources (Please note that the revenue lags by 1 quarter)</li> <li>•Executed new CRM197 supply agreement</li> </ul>
PF810 Pre-IND Readiness EOY (YE)	<ul style="list-style-type: none"> <li>•Complete the Type B Pre-IND meeting required for IND enabling Tox</li> <li>•Complete required Pre-IND meeting package to support IND</li> <li>•Complete second species PK studies required for Pre-IND package</li> </ul>
Platform partnerships (YE)	<ul style="list-style-type: none"> <li>•New Board approved platform partnerships</li> <li>•Success measured as term sheet ready to sign, however if company strategy identifies alternative better value driving options and decides not to execute the TS the partnership goals still counts as achieved</li> </ul>
Lead Molecule Identified for Early Development Program (also see details next slide)	<ul style="list-style-type: none"> <li>•Identify Validated Hits for 2 programs</li> <li>•Nominate lead molecules</li> </ul>
In license asset to expand portfolio	<ul style="list-style-type: none"> <li>•Achieve board approval &amp; in-license a third-party product candidate</li> </ul>
Operating Income	<ul style="list-style-type: none"> <li>•Per corporate P/L (Jan 2021 P/L estimate)</li> </ul>
Increase Employee Engagement	<ul style="list-style-type: none"> <li>•Completion of 2019 Gallup action plans and initiating 2020 Gallup action plans</li> <li>•Increase survey participation to maximize feedback</li> </ul>