

Quality of Life

The Second
Helsinn Group
Sustainability Report – 2016



Published in 2017

HELSINN
Building quality cancer care together



Table of Contents

LETTER FROM OUR LEADERSHIP.....	6
ABOUT THIS REPORT	8
OUR COMPANY	10
History & Milestones.....	14
Our Vision, Mission, Values.....	18
Our Business Model.....	20
SUSTAINABILITY AT HELSINN	27
Helsinn & the United Nations Sustainable Development Goals.....	28
Our Stakeholders	30
Material Topics: Focusing on What Matters Most.....	32
QUALITY OF LIFE FOR OUR PATIENTS	36
Our Products	39
Our Pipeline.....	40
Our Partnerships.....	42
QUALITY OF LIFE FOR OUR PEOPLE.....	48
Our Employees	49
Job Satisfaction, Motivation, Retention	51
Safety, Health & Wellness.....	53
QUALITY OF LIFE IN OUR COMMUNITIES	55
QUALITY OF LIFE IN OUR ENVIRONMENT.....	60
Energy	62
Water	64
CO2e Emissions.....	66
Industrial Waste.....	68
Printing & Photocopy Paper Use	69

ACTING RESPONSIBLY 70

 The Compliance Program..... 70

 Quality..... 72

ECONOMIC VALUE CREATION 75

 Financial Highlights 76

GRI CONTENT INDEX 78

LIST OF ACRONYMS..... 84

Letter From Our Leadership

Dear Stakeholder,

2016 was an eventful year for Helsinn.

During this landmark year, we celebrated our 40th anniversary, kicked off our direct sales operations in the United States, our staff grew by 17% and we boosted our revenues by 39%. We also entered in the cancer therapeutic area through a partnership agreement and signed a strategic alliance with the University of Texas MD Anderson Cancer Center for a program of clinical studies in cancer supportive and palliative care, and started our healthcare-focused Investment Fund. Many other exciting initiatives marked this important anniversary.

This sustainability report reflects on moving forward and lessons learned during 2015 and 2016; in this period we were able to continue our path towards being more sustainable, every day, by advancing and making progress in the six areas of intervention we identified as strategic in our first Group report, back in 2014.

We believe that, in a world characterized more and more by volatility, uncertainty, complexity and ambiguity, maintaining a social license to operate in the countries and communities where we work by being transparent and honest with all our stakeholders, by putting our integrity at the basis of everything we do, by doing our utmost to create shared value and by minimizing our environmental impact, is the only way forward towards our continuous, long-term success.

The social and environmental challenges facing the world are more critical than ever, but we see how organizations worldwide are increasingly aware and responsive to these challenges, and are embedding sustainability principles in their strategies.

In this respect the United Nations Sustainable Development Goals (SDGs) create new frameworks for action for all – governments, businesses, Non-Governmental Organizations (NGOs) and private citizens. The business world has enormous potential to help meet the SDGs and shape the world for the better, and in doing so, the private sector can meet ambitious economic and social goals. We welcome and embrace these principles, as we are convinced that sustainability actively supports our business strategy and is a key driver for innovation, growth, and employees' engagement.

I am very happy to see that, since our very first sustainability report for our Swiss chemical plant back in 2012, we have witnessed a wealth of initiatives and activities, most of the time spontaneously originated by internal teams or individuals, which generated and reinforced an increasing commitment towards our sustainability performance.

Today, we can proudly say that every activity and every initiative we undertake are examined and evaluated from a sustainability perspective.

By fulfilling our mission - 'to bring respect, integrity and quality to our products, services, and all that we do to improve the health and quality of life in every person affected by cancer' – and by being a trustworthy, proactive and responsible Corporate Citizen we want to give our contribution towards improving the Quality of Life of our planet and all its inhabitants, a commitment first and foremost towards our future generations, our most important legacy.

We want to be a trusted partner for all our stakeholders, and we can do so by having an understanding of their specific needs and interests, and of what they expect from us. We hope that this report will offer insights on how we fulfill our diverse responsibilities towards them.

I would like to thank everybody at Helsinn who contributes, every day, towards making Helsinn a more sustainable company and a Good Corporate Citizen.

Riccardo Braglia

Group Vice Chairman and CEO
Helsinn Holding SA



About this Report

This is our second Group sustainability report. It covers our worldwide operations, including subsidiaries and representative offices, for calendar **years 2015 and 2016**. Where applicable, 2014 data are reported for comparison and trend analysis. Its objective is to present our sustainability performance, commitments and goals to our stakeholders.

“Quality of Life” remains, as in the previous report, the overarching concept that represents our commitment towards becoming more sustainable, every day, and towards our stakeholders as we strive to fulfill our mission.

This report has been prepared in accordance with the GRI Standards: Core option. The Global Reporting Initiative is an international independent standards organization that helps businesses, governments and other organizations understand and communicate their impacts on issues such as climate change, human rights and corruption. The GRI Standards are the first global standards for sustainability reporting, featuring a modular, interrelated structure, and represent the undisputed, global best practice for reporting on a range of economic, environmental and social impacts.

Please refer to GRI’s website - www.globalreporting.org – for more details on GRI and its activities.

In September 2015, 193 member States of the United Nations met in New York to adopt 17 **new Sustainable Development Goals (‘SDGs’)** to make our world more prosperous, inclusive, sustainable and resilient, a major step forward in tackling some of the world’s most pressing challenges. They are an ambitious plan of action for people, planet and prosperity, universal and applying to all nations and people.

Business has a critical role in the achievement of the SDGs. In the post 2015 declaration, governments called on all businesses to apply their creativity and innovation to solving sustainable development challenges. Helsinn recognizes and understands the powerful role of business in making the SDGs a reality; we support all 17 SDGs goals and encourage all our partners and our stakeholders at large to consider how we all can contribute. We are in the process of defining how to better align our sustainability approach with the SDGs that are most relevant for our business, and we are already on the right path with several initiatives and practices.

Please refer to www.un.org/sustainabledevelopment/ – for more details on SDGs.

We have conducted a new materiality assessment to monitor our priorities and highlight the themes most important to Helsinn and our stakeholders. Our material issues are those that have the potential to significantly affect our performance, both in financial and non-financial terms, and are therefore the main topics which can influence our stakeholders when they form an opinion or make a decision with regards to Helsinn and its activities. This sustainability report contains the quantitative and qualitative information necessary to understand the Group’s material issues relating to sustainability for the 2015 and 2016 biennial. We choose not to have this report externally assured, as most of the material information reported has already been audited or complies with the most stringent criteria.

This report encompasses all our operations worldwide: it covers our operations in Switzerland - Helsinn Healthcare SA (HHC) and Helsinn Advanced Synthesis (HAS), in Ireland - Helsinn Birex Pharmaceuticals (HBP), in US - Helsinn Therapeutics, in China – Helsinn Representative Office (HCN), the new office in Monaco - Helsinn International Services (HIS), and our private equity fund in Luxembourg – Helsinn international Fund (HIF). The report was submitted to GRI for the 'Content Index Service', which was successfully completed. This service is GRI's most comprehensive check for reports based on the GRI Sustainability Reporting Standards.

The author of this report is Giovanni Facchinetti, Dipl. Sustainable Business, B4B Consulting in collaboration with Manuela Pedretti, Executive Assistant to Group General Manager, Dr. Giorgio Calderari, PhD., project supervisor. Phone: +41 (0) 91 985 2121

Mail: info-HHC@helsinn.com



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



Our Company

Helsinn is a pharmaceutical company with headquarters in Switzerland and subsidiaries in Ireland, United States, China and Monaco.

We are a **cancer care company** focused on **improving and supporting the quality of life of cancer patients** by making available cancer therapeutics and cancer supportive care products.

We celebrated our 40th anniversary in 2016. Our founder, Dr. Gabriele Braglia started Helsinn in 1976 with a simple pharmaceutical licensing business in mind. After four decades, the group has grown to being one of the global leaders in its field, has 650 employees and a global network of more than 90 commercial and marketing partners who work with us to offer a large portfolio of cancer-care therapies in almost every country and territories worldwide. Helsinn Group operations have a 'glocal' orientation and are managed as centrally as necessary to ensure alignment of critical management aspects, while operating as locally as possible. Every business unit of our Group operates as a separate legal entity.



- **Helsinn Healthcare S.A.** – HHC
Our Headquarters in Lugano oversees all central functions: Group management, human resources, administration & finance, legal & compliance, quality assurance, R&D and technical affairs, pharmacovigilance and regulatory affairs, marketing, market access, commercial operations and business development operations, medical affairs, corporate communication.
- **Helsinn Advanced Synthesis S.A.** – HAS
In our GMP manufacturing site in Biasca, we develop and produce Active Pharmaceutical Ingredients (APIs), High Potency Active Pharmaceutical Ingredients (HPAPIs), and Anticancer Compounds for our products and for third parties.
- **Helsinn Birex Pharmaceuticals Ltd.** – HBP
In our GMP facilities in Dublin, we develop and manufacture our finished dosage products and coordinate the logistics for the Group.
- **Helsinn Therapeutics (U.S.), Inc.** – HTU
In the United States, HTU oversees the US R&D activities, and, since 2016, distributes either directly or through a co-promotion partnership with Eisai, some of our products through a full-fledged integrated commercial organization.
- **Helsinn Healthcare S.A. Beijing Representative Office** – HCN
HCN coordinates our activities in this strategic emerging market, including the optimization of our R&D activities in programs with a partner in Shanghai.
- **Helsinn International Services Sarl** – HIS
Opened in Monaco during 2016, HIS coordinates selected strategic activities for the Group and supervises the activities of the Helsinn Investment Fund.
- **Helsinn Investment Fund S.A.** – HIF
Launched in 2016 and fully owned by Helsinn, HIS is a Luxembourg fund focused on early-stage investments in areas of high unmet patient need.

Helsinn, a Family Company

- Focused on Quality of Life products in cancer care
- Private, well-established and profitable company, debt free
- Broad product portfolio of marketed products
- Unique R&D pipeline of technologies and new products

Helsinn Group's development, manufacturing and supply chain platform for finished drug products:

**Helsinn Birex Pharmaceuticals Ltd,
Dublin, Ireland**

- Production and worldwide distribution of Helsinn group's products
- External manufacturing network management
- R&D Centre-of-Excellence for oral solid dosage forms
- Stability Centre
- Drug Safety



Helsinn Group's US operations:

**Helsinn Therapeutics Inc,
Iselin NJ, US**

- R&D
- Commercial Operations



**Helsinn International Services Sarl,
Monaco, Principality of Monaco**

Helsinn International Services provides advisory services to the Helsinn Investment Fund and coordination of selected Helsinn Group activities

Helsinn Group's manufacturing facilities:

Helsinn Advanced Synthesis SA Biasca, Switzerland

Development and manufacturing of:

- Active Pharmaceutical Ingredients
- Advanced Intermediates
- High Potency Active Ingredients
- Anticancer compounds all under cGMP for group's third parties

Helsinn Group's Global Headquarters:

Helsinn Healthcare SA Lugano, Switzerland

Our headquarters in Lugano oversees all central functions: Group management, human resources, administration & finance, legal & compliance, quality assurance, R&D and technical affairs, pharmacovigilance and regulatory affairs, marketing, market access, commercial operations and business development operations, medical affairs, corporate communication

Helsinn's Representative Office in Beijing, China

Helsinn Group's entry into the Chinese market

History & Milestones



1976

- Helsinn is established by the Braglia family in Chiasso, Switzerland

1995

- Relocation of HBP to new premises in Damastown, Ireland

1998

- Worldwide licensing agreement is signed with Syntex-Roche for Palonosetron, a 5-HT₃ antagonist used in the prevention and treatment of Chemotherapy-Induced Nausea and Vomiting (CINV) and Post-Operative Nausea and Vomiting (PONV)

1999

- **Helsinn Advanced Synthesis SA**, the second Swiss manufacturing plant, is inaugurated in Biasca, dedicated to highly potent active pharmaceutical ingredients (HPAPIs)

1983

1985

1990

1998

1980

- Worldwide licensing agreement is signed with 3M Pharmaceuticals for Nimesulide, a leading non-steroidal anti-inflammatory drug (NSAID)

1985

- **Nimesulide** is launched on the international market

1990

- Acquisition of an Irish pharmaceutical company, now **Helsinn Birex Pharmaceuticals Ltd (HBP)**, in Dublin

1984

- **Helsinn Chemicals SA**, the Group's first manufacturing plant opens in Biasca, Switzerland





2005

- Palonosetron is launched in EU and in Latin America; **netupitant** is in-licensed from Roche with global rights for development and commercialization



2009

- US biotech company Sapphire Therapeutics Inc. is acquired to establish the US-based R&D and commercial operation, **Helsinn Therapeutics (U.S.) Inc.** (HTU). The operation includes the rights for a **ghrelin-based development platform and anamorelin**, a novel therapy in development for the management of cachexia-related symptoms in cancer patients

1999

2003

2005

2008

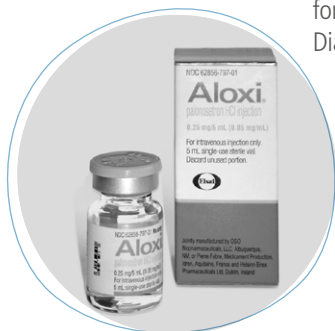
2009

2010

2011

2003

- **Palonosetron** is launched in the US by our partner MGI Pharma, now Eisai Inc.



2008

- Partnering agreement is signed with Zealand Pharma for the development and world-wide commercialization of the novel GLP-2 agonist for Chemotherapy-Induced Diarrhea (CID), **elsiglutide**

2010

- Helsinn Chemicals SA, Biasca, Switzerland and Helsinn Advanced Synthesis SA, Biasca, Switzerland merger. The manufacturing facility is now called **Helsinn Advanced Synthesis SA** (HAS)
- Helsinn's leading product, palonosetron, is successfully launched in Japan by Taiho
- A new R&D center of excellence opens at HBP

2011

- New analytical laboratories open at HBP
- Our CEO Riccardo Braglia receives the prestigious "2011 Entrepreneur in Italian-Speaking Switzerland" award

2012

- Ernst & Young recognizes Riccardo Braglia as the **"Best Entrepreneur"** in the High Tech/Life Sciences category in Switzerland" and selects him to represent Switzerland at The Worldwide Entrepreneur of the Year contest in Montecarlo
- Helsinn opens a **representative office in Beijing in China** and files for an IND (Investigational New Drug) Application for netupitant/palonosetron fixed-dose-combination
- Helsinn opens a new chemical plant for the production of anticancer compounds at HAS



2014

- The U.S. Food and Drug Administration (**FDA**) **approves Akynzeo®** oral (netupitant/palonosetron fixed-dose-combination) for the Prevention of Chemotherapy-Induced Nausea and Vomiting (CINV). It is launched in US in the co-selling partnership between HTU and Eisai
- FDA grants the **pediatric indication to Palonosetron**, based on the results of the largest clinical trials ever run in a pediatric population
- HBP is the first private company in Ireland to publish a Sustainability Report in accordance with the new Global Reporting Initiative framework, GRI G4

2013

- HBP wins two prestigious awards, "Supreme Safety Runner Up Silver Award" and "Consistent High Achiever Award", at the 22nd Annual National Irish Safety Organization/ Northern Ireland Safety Group (NISO/NISG), for its outstanding health and safety performance
- Helsinn establishes a **new commercial organization** within its subsidiary HTU in order to conduct direct sales and marketing activities within the US market, and, with a dedicated sales force, initiates the co-selling of Aloxi® together with its partner Eisai
- Helsinn Group enters into a new partnership with Healthcare Businesswomen's Association (HBA)
- HAS is the first company in Ticino, Switzerland, to prepare a Sustainability Report in accordance with the Global Reporting Initiative (GRI)

2015

- The European Medicines Agency (**EMA**) approves **Akynzeo®** oral.
The product has been launched in several European Countries
- Helsinn obtains the **Global CEO Cancer Gold Standard Accreditation**, which recognizes our commitment to reducing cancer risk through the promotion of a healthier lifestyle, earlier disease detection and high quality care in the workplace
- Nimesulide, the active ingredient of the blockbuster Aulin, celebrates the 30th anniversary of its launch
- HTU moves into the new offices, located in a LEED Gold building in Iselin, NJ
- **The First Helsinn Group Sustainability Report ("Quality of Life") is published**



2015

2016

2016

- Helsinn obtains exclusive rights back to promote and sells Akynzeo® in US, previously co-detailed with Eisai
- Helsinn and Eisai start to co-promote Aloxi® in US market
- HTU commercial and medical affairs are fully integrated, operational organization
- Completion of Akynzeo I.V. global clinical program
- Helsinn signs an agreement with **The University of Texas MD Anderson Cancer Center** to form a strategic alliance on a broad, multi-years program of clinical studies in cancer supportive and palliative care
- Helsinn signs an agreement with MEI Pharma, Inc. an oncology company focused on the clinical development of novel therapies for cancer, to enter into an exclusive licensing, development and commercialization contract for **pracinostat**, a Phase III-ready drug candidate for the treatment of Acute Myeloid Leukaemia (AML) and other potential indications
- Helsinn submits a formal application to establish a China Wholly Foreign Owned Enterprise (WFOE)
- Opening of **Helsinn International Services** (HIS) and launch of **Helsinn Investment Fund** (HIF). Investments in high potential healthcare projects (MEI Pharma, OncoResponse, QuantumMDx) through HIF

Our Vision, Mission & Values

At Helsinn our main goal is to help people with cancer get the most out of every day. Our ambition is to be one of the world's leading cancer care companies, and our goal is to make everything we do, from the products we choose to license to the rigorous standards we apply to manufacturing, count towards improving the lives of people with cancer.

Our vision

To shape the Helsinn Group into **one of the world leading cancer-care companies** with a focus on improving patients' quality of life.

Our mission

To bring respect, integrity and quality to our products, services, and all that we do **to improve health and quality of life in every person affected by cancer.**

Our values

We are a family-run company, and have retained our founding **values of quality, integrity and respect**, which guide everything we do.



QUALITY

Maintaining the highest standards means we produce world-class solutions aimed at improving the quality of life for people with cancer

INTEGRITY

Being honest, ethical and trustworthy is helping us become the cancer care partner of choice

RESPECT

Treating our partners as we would like to be treated has led to strong, longstanding relationships

Our Business Model

The Helsinn business model, focused on the in- and out-licensing of pharmaceuticals, has been the building block upon which we have developed our company from its foundation in 1976.

Helsinn in-licenses early-to-late stage new chemical entities from third parties, completes their development through the performance of pre-clinical and clinical studies, supported by chemistry, manufacturing and control (CMC) development and files and attains their market approval worldwide. We continue to build a worldwide network of local partners, selected for their extensive market knowledge and expertise, whom we assist and support by providing a full range of product and scientific management services, including commercial, regulatory, financial, legal, medical education and market access advice. Drug safety and pharmacovigilance for our products are centrally managed by Helsinn for all our partners.

Through a mix of integrated early and late stage licensing programs, as well as our own development, we have created a comprehensive portfolio of effective pharmaceuticals and specialist therapies sold in more than 90 countries, and a late stage pipeline of future therapies which will address unmet medical needs in the treatment of cancer.

The active **pharmaceutical ingredients and the finished products are manufactured according to the highest quality, safety and environmental standards**, in compliance with the U.S. Food and Drug Administration (FDA), EU European Medicines Agency (EMA), Swissmedic, Japanese PMDA and Pharmaceutical Inspection Convention (PIC) at Helsinn's facilities in Switzerland and Ireland, and supplied worldwide to our customers. Our API factory in Biasca is both a supplier for our group and as Contract Manufacturing Organization (CMO) for third parties. In the US we market part of our product portfolio through our local subsidiary, hence creating a substantial added value thanks to a more direct contact with healthcare professionals.

This **B2B – B2C model** allows us to effectively reach healthcare professionals and, most importantly, our patients in the entire globe, and 2016 marked important developments which could improve its effectiveness.

Recently we entered a strategic agreement with MEI Pharma, a San Diego, USA, oncology company focused on the clinical development of novel cancer therapies, for the development and commercialization of pracinostat for the treatment of Acute Myeloid Leukemia and other hematologic diseases. This agreement is perfectly aligned with our business model and broadens our focus beyond cancer supportive care products and into the development of oncology therapeutics.

Through Helsinn International Services (HIS) and Helsinn International Fund (HIF), our Private Equity investment vehicle, we invest in selected privately owned companies with early stage technologies in Cancer Supportive Care, in Cancer Diagnostics and Therapeutics, and other areas close to our current interests in Dermatology, Metabolism, and Gastro-Intestinal diseases ranging from biotech to pharma, medical devices and food supplements.

ACQUIRING PRODUCT RIGHTS
FOR DEVELOPMENT, MANUFACTURING
AND COMMERCIALIZATION

Licensing In

Compound
Originator

Pre & Clinical
Development

Worldwide development
(directly managed)

Product
Development
& CMC

Manufacturing,
logistic, and supply
In-house chemical
and drug-product
development

Regulatory
Affairs

FDA and centralized registrations
CFDA registrations
EMA registrations (directly managed)

Pre & Post
Launch
Support

Post marketing surveillance
Global branding & marketing strategy
Market access strategy
Medical affairs strategy

Direct Sales
and/or
Licensing Out

A Ready-to-Sell product

WORLDWIDE PATIENT OUTREACH
through B2B and B2C distribution channel

FINANCIAL AND
DEVELOPMENT
RISK BEARING

Helsinn Business Model

R&D: the Helsinn way

In the current environment, R&D can only be successful through strong scientific, medical, regulatory, technical, compliance, time and financial management. The design of an appropriate product profile and target label that will satisfy unmet medical needs, regulatory requirements, and, more importantly, an optimum safety and efficacy profile to reach patients' satisfaction, is crucial. This can only be achieved through a multidisciplinary effort, where many components are taken into consideration in a holistic way, thus incorporating not only scientific, technical and compliance aspects, but also market intelligence, health outcomes, and Intellectual Property Protection.

In order to maximize its success rate, Helsinn is deploying a powerful development machine which works across a balanced mix of virtual and direct management of R&D activities. This machine operates at optimum performance thanks to the integration of Helsinn's internal expertise, established collaborations with CROs, scientific advisory boards and international consultants. Helsinn's technical department works closely with its own chemical and pharmaceutical manufacturing plants, thereby assuring support of the preclinical and clinical efforts by supplying clinical trial materials and by performing the studies necessary for the preparation of the CMC section of a dossier.

Robust and market-oriented production processes assure a seamless delivery of the finished, ready-to-market product that our partners can launch shortly after approval.

Time, quality, and cost development are managed by a Project Management system that is staffed with specialists from Helsinn's European and American companies.



The Art of Access

A strong compliance system is required in order to gain access to the pharmaceutical market. Regulatory requirements vary across health authorities worldwide, and each step, beginning at the very start of the product development process, requires careful planning of the compliance components - starting from Good Laboratory Practices (GLP) in the preclinical experiments and ending with Post Marketing Surveillance in the commercialization phase.

Helsinn has built a fully-integrated compliance system based on a strong Quality Assurance system that guarantees full respect of every Good Practice Guidelines requirement, a Regulatory Affairs department able to coordinate filings on a worldwide basis, and a Pharmacovigilance department which coordinates post-marketing surveillance activities for all of its partners around the world. Helsinn's manufacturing plants are committed to health, safety and environmental protection. Special attention is paid to the growth of our pipeline with a strong Intellectual Property protection system, from technological platforms to product patents. Helsinn's proprietary trade names are also licensed to our partners for the various markets.

In the current challenging environment, access also means health economics, pricing and reimbursement in order to provide patients and social partners with pharmaceutical products representing real value. The Market Access department contributes to this important effort. The Art of Access is the art of compliance and reflects Helsinn's ethical contribution to patients' health, safety and quality of life.

Integrated Supply Chain management

All active pharmaceutical ingredients (API) for our products are manufactured according to the highest standards in our state-of-the art facilities at HAS. The API produced for third parties are shipped directly to its clients. Batches of API for our products are transferred to HBP, where the final product is manufactured and packaged. HBP also coordinates the supply chain of the products manufactured by our CMO partners.

Our worldwide logistics for finished products are centralized at HBP, and from there eventually shipped to our business partners worldwide. The quality of all supplied components, from packaging to APIs, from solvents to excipients, are systematically controlled with the most stringent standards in our internal laboratories. We work closely with our suppliers, distributors and logistic providers to minimize the footprint of our supply chain. We plan to intensify our work in this area in the future, in order to monitor even better the impact of our activities.



A global network of partnerships

One of our goals is to build lasting alliances with worldwide partners who share our mission and vision.

Our alliances are always built and developed with a win-win, long term approach. We are proud to have a very close relationship with all our partners and to work side by side, doing everything possible to support their success, from bringing the products to market to helping them, creating superior value for their business and their stakeholders.

We provide our partners with a complete platform of medical and marketing services in support of any of the activities throughout the product life cycle, and we guarantee an ongoing support through a constant exchange of scientific information and clinical data to inform and educate healthcare professional and partners worldwide about our products. We do so through post registration studies, supporting independent educational activities, presenting scientific data at key congresses, publishing products data in peer reviewed journals, and organizing international advisory boards.





Making products directly available to patients in the US

Since the acquisition of the New Jersey-based biotech company Sapphire Therapeutics Inc. in 2009 (now Helsinn Therapeutics (U.S.), Inc.), Helsinn's vision has been to move towards the direct distribution of its products in the largest pharmaceutical market worldwide. At that time, the company was developing two products in phase 1 and 2, and had approximately 15 people and a library of synthetic ghrelin analogue molecules.

In 2013, Helsinn Therapeutics (U.S.), Inc. (HTU) established a commercial organization for the co-detailing of Aloxi® and, from 2014, of the newly approved drug Akynzeo® with our partner Eisai. In January 2016, we started a co-promotion agreement for Aloxi® with EISAI and since April 2016, we market and distribute Akynzeo® directly, marking the entry of Helsinn in the US market through a full-fledged commercial operation with a B2C model. This step marks an historical milestone in our history, seven years after the acquisition of Sapphire towards the realization of our American dream: building an integrated and specialized pharmaceutical company dedicated to the US market.

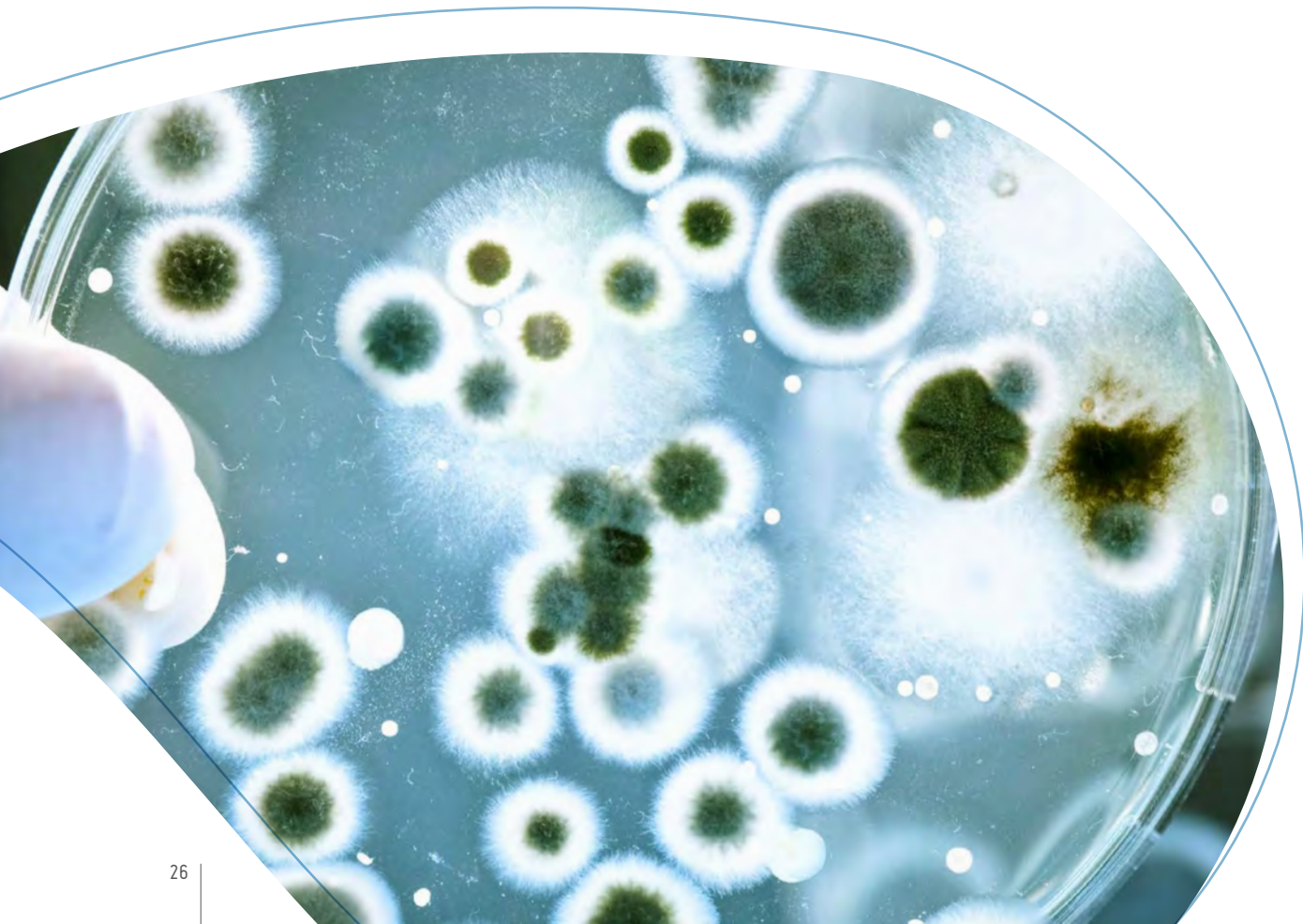
In 2015 and 2016, we significantly increased our activities in US, especially through a more intense engagement with important stakeholders like patient associations, advocacy groups, academic institutions, opinion leaders and regulators.

Investing in early-stage technologies in innovative companies

In 2016, we launched our private equity vehicle, the Helsinn Investment Fund S.A. (HIF), with an initial investment commitment of three years, followed by up to five years via follow-on rounds; the fund will have a total commitment of 50 million US dollars. The Helsinn Investment Fund is incorporated in Luxembourg and fully owned by the Helsinn Group. It aims to help companies working across a range of areas in healthcare to develop early-stage technologies into commercial solutions that will impact health-related quality of life of patients.

The Fund plans to make select investments in companies with early-stage technologies and assets in a range of areas including cancer therapeutics and diagnostics, cancer supportive care, metabolic and gastrointestinal disorders, and dermatology conditions, across biotechnology, pharmaceuticals, medical devices and food supplements.

Through the Fund, Helsinn will invest directly in several early-stage companies, providing scientific and clinical strategy guidance, operational and board support alongside ongoing investment.



Sustainability at Helsinn

Sustainability is anchored in our culture and is a fundamental component of our long-term business strategy. The future of our planet will be determined by how we – as organizations, countries and individuals - respond to sustainability challenges such as resource scarcity, an aging population, demographic shifts, educational opportunities, climate change, access to healthcare, just to name a few.

Our people and our partners often say that at Helsinn they feel like being part of a family, and as a family company we take great pride in this. The owners have always believed that taking good care of all employees; keeping in mind the patients' best interests, building long-term, trust-based interactions with business partners and being an active member of the community are essential for building long-term, harmonious relationships and guaranteeing the sustainable success of the company.

We aim to reduce our environmental footprint by continuously improving our highly compliant integrated manufacturing system and our seamless supply and distribution chain in order to pursue a main goal: making our products available to the largest number of patients possible. To achieve this, we have been working with our partners in almost hundreds countries, taking all necessary steps to make our products accessible even where the sales volumes do not cover the investments requested.



Helsinn & the United Nations Sustainable Development Goals

We believe that the United Nations Sustainable Development Goals, launched in September 2015 with the support of almost 200 countries, represent the most important step forward to set the world on a path towards sustainable development. The 17 Sustainable Development Goals (SDGs) set out quantitative objectives across the social, economic and environmental dimensions of sustainable development and form a cohesive and integral package of global aspirations the world commits to achieving by 2030.

We are working towards some of the SDGs through the programs and practices we have in place.



SDG 3 — Good health and Well-Being

Creating a better Quality of Life for our patients and our people is at the core of our culture. We do so by providing effective therapies and make them accessible and by safeguarding and promoting the health safety and well-being of our employees.



SDG 4 — Quality Education

We support education in our communities and in emerging countries through scholarships and partnership with NGOs. We provide quality training and education opportunities to our employees. We deliver medical education for healthcare professionals and patients.



SDG 8 – Decent Work and Economic Growth

Every year, we expand the distribution network and create new partnerships with various organizations; we create job opportunities in our locations across three continents and provide superior working conditions, compensation and an inclusive and rewarding working environment for our employees.



SDG 9 — Industry, Innovation and Infrastructure

R&D is a cornerstone of our business model; we have invested approximately 450 million Swiss francs in the last five years.

We continuously improve the efficiency of our buildings, of the technologies we use and of our manufacturing processes in order to minimize the footprint from the production of our therapies and from our supply chain.



SDG 10 — Reduced Inequalities

We support this 10 goals through our “Helsinn Cares” Patient Assistance Program and Voucher program in US.



SDG 13 — Climate Action

We carefully monitor the greenhouse gas GHG emissions from our operations, implement reduction measures, and invest in emission-reducing technology.



SDG 16 – Peace, Justice and Strong Institutions

We support SDG 16 through our compliance program, which ensures a robust approach to ethics and accountability.



**SUSTAINABLE
DEVELOPMENT GOALS**
17 GOALS TO TRANSFORM OUR WORLD

Our Stakeholders



Our stakeholders play a crucial role in our performance and we take their opinion and perspective into account at every step. Helsinn engages with its stakeholders worldwide: we actively listen to them, we share information, we discuss our priorities, and we do our best to address their concerns and ideas. We welcome collaboration opportunities that create shared values. We strongly believe that our unique value proposition lies not only in our skills and our therapies but above all in the quality of our relationships. Therefore, operating responsibly and addressing the needs of our stakeholders through an ongoing, honest dialogue helps us to pursue our mission and to advance in our path towards becoming more sustainable, every day.

We have identified nine stakeholders groups with whom we routinely engage in our day-to-day business activities. We recognize the need to have a closer interaction with all our main stakeholders and we have been increasing our engagement with some of them, for instance with important patient associations in the US and in Europe, with academic institutions.

While no specific dialogue with external stakeholder groups was carried out for the purpose of this report, we analyzed in detail the approaches and procedures we use to interact and cooperate with them. We recognize the need to intensify our engagement and organize ad-hoc dialogues, and we are currently assessing the next steps.

While no specific engagement with external stakeholders was carried out for the purpose of this report, we analyzed in detail the approaches and procedures we use to interact and cooperate with them.

Stakeholders	How we engage
PATIENTS, THEIR FAMILIES, PATIENTS' ASSOCIATIONS	Product websites, sponsoring congresses and other educational activities, periodical & ad-hoc meetings, educational and research grants, Helsinn Cares' program.
EMPLOYEES	Biannual CEO presentations, periodical newsletter, company magazine, communications via corporate intranet, company events, Code of Conduct, staff town hall meetings, R&D retreats, training programs, projects/products management meetings, Helsinn Academy, Quality, Safety, Compliance Systems, etc.
HEALTHCARE PROFESSIONALS	Advisory Board meetings, Speakers' programs, data presentation at congresses, publications, in peer reviewed journals, meetings related to clinical trials, meetings with clinical experts, product websites.
SHAREHOLDERS & BOARD	Periodical reporting on business progress, annual meeting.
BUSINESS PARTNERS	Regular meetings, congresses & exhibitions, InTouch knowledge sharing platform, constant interactions with commercial division, annual distributors' meeting, incentive trips for sales force, scientific trainings, local events support.
SUPPLIERS	Partner selection meetings, audits, quality assurance inspections, business terms discussions.
GOVERNMENT, REGULATORS & PAYERS	Meetings and ongoing dialogues with regulatory authorities, environmental health and safety reports.
TRADE & INDUSTRY ASSOCIATIONS	Periodical meetings, Helsinn representatives in committees & boards, industry trade shows.
LOCAL COMMUNITIES, PHILANTHROPIC INSTITUTIONS	Scholarships, factory visits for schools, sponsoring of science laboratory at local schools, sponsoring of sport clubs, cultural activities and educational institutions in Africa, contribution to charities & local community services, hiring and training of apprentices.

Material Topics: Focusing on What Matters Most

We are **committed to our progress in several aspects, the most important already identified as strategic in our previous report and classified in six Material Areas**: they represent our sustainability framework and reflect the best interests of our main stakeholders, guarantee that we operate in an ethical and responsible way, highlight our role as good corporate citizen and ensure our long-term economic success. These aspects focus on the impacts of our products, our operations and our people through our whole value chain to ensure we're operating a responsible business. By taking an honest appraisal of the opportunities and challenges our business faces, we focus our sustainability program on what matters most to us, now and in the future.

For this report we carried out a new materiality assessment with the participation of the senior executive management in our offices worldwide.

The material topics and their relevance were assessed in terms of:

- their priority, both in terms of business strategy and of the importance for the main stakeholders;
- how we, and our stakeholders, can control or influence these topics;
- their potential to have a direct or indirect impact on an organization's ability to create, preserve or erode economic, environmental and social value.

Within our six areas of focus, we reassessed the importance of a number of topics which emerged as material during the previous assessment, and we considered a number of other potential ones by taking into consideration the GRI guidelines, the Sustainability Accounting Standard Boards (SABS), the SDGS, research briefs on the Pharmaceutical, Biotechnology and Chemical sectors, and the analysis of our peers and competitors.

The most highly ranked topics are related to Safety of clinical trials, Manufacturing and operational excellence, Standards & code of conduct, Innovation and R&D pipeline.

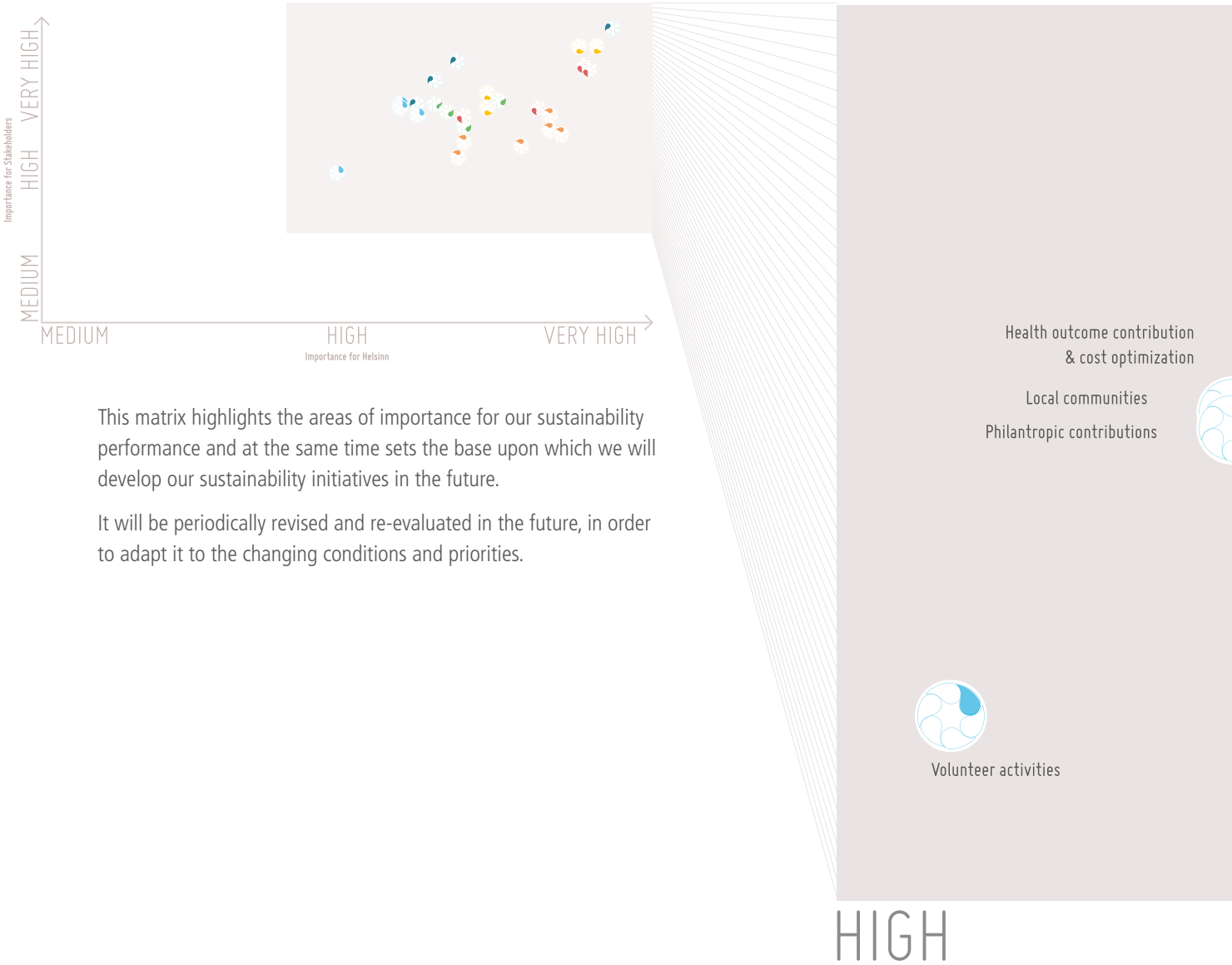
The Matrix shows also that Our People feel as a matter of course extremely important aspects related to their interest, for instance the Job satisfaction motivation & retention, as well as the Safety, health & wellness.

In the following pages and chapters we will detail how we have been addressing these topics during the reporting period.

Aspects & Boundary of Impacts

	Internal impact	External impact
Quality of Life for Our Patients		
Access to medicines		
Disease awareness, patients' education and assistance		
Safety of clinical trials		
Health outcome contribution & cost optimization		
Quality of Life for Our People		
Safety health & wellness		
Job satisfaction, motivation & retention		
Compensation & benefits		
Constant learning		
Diversity & equal opportunities		
Culture of excellence		
Quality of Life in Our Communities		
Local communities		
Philanthropic contributions		
Volunteer activities		
Commitment to education		
Quality of Life in Our Environment		
Water		
Energy		
Waste & effluents		
Emissions		
Acting Responsibly		
Standards & code of conduct		
Stakeholders' engagement & external communication		
Manufacturing & operational excellence		
Supply chain transparency & monitoring of suppliers		
Economic Value Creation		
Long-term economic performance		
Value added & redistributed		
Spending on local suppliers		
Innovation and R&D pipeline		

The following matrix highlights the results of such exercise.



 Quality of Life for Our Patients

 Quality of Life in Our Communities

 Acting Responsibly

 Quality of Life for Our People

 Quality of Life in Our Environment

 Economic Value Creation


Quality of Life for Our Patients

Helsinn's mission today is to bring respect, integrity and quality to our products, services, and all that we do to improve health and quality of life in every person affected by cancer.

This mission has been at the core of our activities since 1998, when we signed a worldwide licensing agreement with Syntex-Roche for palonosetron, a drug used in the prevention and treatment of CINV. Since then, **our strategic focus has been concentrated on oncology, with a total commitment to our patients' quality of life** always at the center of our actions.

Although cancer prevalence continues to grow, significant advances have been made in cancer care, so that even when a full recovery is not possible, *"many cancers can be controlled and managed for long periods of time; many physicians and practitioners consider patients being treated for some types of cancer as living with a chronic condition"* (www.nccn.org).

Every day is precious for people with cancer, and the side effects of treatments can adversely affect the quality of their daily lives. At Helsinn, we are unwavering in our pursuit of new and targeted products that can improve the quality of life of patients and help to fulfill still unmet needs.

We are active in the following areas:

- Cancer Therapeutics
- Emesis
- Cachexia and Anorexia
- Oral Mucositis
- Cancer-Induced Pain
- Chemotherapy-Induced Diarrhea
- Supplements and Nutraceuticals
- Medical Devices

In addition, we produce and market products in the Pain/Inflammation and Gastroenterology areas. Some highlights on main therapeutics area of our interest:



Acute Myeloid Leukaemia and other hematologic indications

Pracinostat is a novel orally available, potent histone deacetylase (HDAC) inhibitor under development (in combination with azacitidine for the treatment of Acute Myeloid Leukaemia (AML) in newly diagnosed patients not suitable for intensive induction therapy and other indications including high-risk Myelodysplastic Syndrome (MDS). In a phase II single-arm trial in elderly AML patients unsuitable for induction chemotherapy, the addition of pracinostat to azacitidine produced promising results in terms of complete response rate and overall survival compared to historical data with azacitidine alone in a similar AML population. Pracinostat in AML was granted Breakthrough Therapy Designation by FDA. The phase III clinical development program in AML is currently ongoing, and the phase II clinical studies in MDS are to be initiated in 2017.

Emesis

Uncontrolled chemotherapy-induced nausea and vomiting (CINV), also known as emesis, is one of the most common and dreaded side effects following cancer treatments, and can negatively impact the day-to-day quality of life of cancer patients. The inclusion of Aloxi® and Akynzeo® contributed to expand the antiemetic arsenal thus allowing patients to maintain their quality of life and to focus on their cancer treatment plan.

Akynzeo® is a fixed-dose combination of the new NK1 RA, netupitant, and the pharmacologically and clinically distinct 5 HT3 receptor antagonist, palonosetron. Its oral formulation was approved by FDA in October 2014 and by EMA in May 2015. A large phase II and III program demonstrated that a single oral dose is effective and well tolerated in preventing CINV. Akynzeo® complete response rates (no emesis, no rescue medication) was superior to palonosetron during all phases post chemotherapy and was effective over multiple chemotherapy cycles 1-3. The clinical development program evaluating intravenous formulation is ongoing.

Cancer Anorexia-Cachexia Syndrome

Cancer Anorexia-Cachexia Syndrome (CACS) is a multifactorial condition defined by an ongoing loss of body weight that cannot fully be reversed by conventional nutritional support and leads to progressive functional impairment. The main symptoms are loss of appetite, weakness, anemia, muscle wasting, reduced food intake and altered metabolism.

Over 50% of cancer patients develop Cachexia, a figure that increases to 80% in some tumor types; CACS has very serious implications for people with cancer including: a reduced ability to tolerate treatments, a reduced response to therapy and a shortened survival time. A significant unmet need exists for this condition, as there is no present

standard of care and current treatments have limited efficacy. Anamorelin is a novel, orally available, selective ghrelin receptor agonist that mimics the appetite-enhancing and anabolic effects of ghrelin via gains in body weight (lean and fat mass), while also improving the symptoms and concerns related to cancer cachexia, including appetite.

In two phase III trials in non-small cell lung cancer (NSCLC) patients with cachexia in 2014 – ROMANA 1 and ROMANA 2- anamorelin was well tolerated and significantly increased lean and fat mass, improved symptom burden, including appetite, respect to placebo, while changes in handgrip strength were not different. The studies were published in the February 19th 2016 edition of the Lancet Oncology.

Helsinn Integrative Care

Our Integrative Care division was created to focus on the development and delivery of high-quality, high-purity, evidence-based integrative care products for people with cancer and cancer survivors.

Through the highest standards of quality assurance, we are committed to improving quality of life for people before, during and after remissions from cancer. Many integrated cancer care products, such as herbals and dietary supplements lack clinical evidence that proves not only their effectiveness, but more importantly their safety and non-interaction with other pharmacological treatments.

This crucial deficiency sometimes leads to negative consequences that may harm consumers' and patients' health status. Consequently, it is important to fill the gap in scientific evidence by providing robust data on integrative cancer care products' safety and efficacy through well-designed human studies, in order to ensure confidence in the use of these healthcare products during daily life, treatments and recovery.

We use only the purest ingredients and the highest quality manufacturing standards to guarantee product quality not only in the development phase, but also during the production process.

Our Products

Therapy	Indication Overview
palonosetron Aloxi®, Onicit®, Paloxi®	Chemotherapy Induced Nausea and Vomiting (CINV) Post-Operative Nausea and Vomiting (PONV)
netupitant/palonosetron Akynzeo® Oral	Chemotherapy-Induced Nausea & Vomiting (CINV)
Gelclair®	Oral Mucositis
Klean-Prep®	Bowel preparation prior to Colonoscopy and Surgery
nimesulide Aulin®, Mesulid®, Nimed®	Pain and Inflammation
oxaprozin Dayrun®, Duraprox®, Walix®	Pain and Inflammation

Palonosetron, our best-selling drug, was launched in the US in 2003 and has developed into a leading therapy for contrasting chemotherapy and post-operative induced nausea and vomiting (CINV; PONV). It has become a top seller in more than 50 countries worldwide with the brand names Aloxi®, Onicit®, Paloxi®.

Our new generation drug against CINV, Akynzeo®, netupitant/palonosetron oral fixed-dose-combination, is on the market since 2014 in US and since 2015 in EU for the prevention of acute and delayed nausea and vomiting associated with highly emetogenic cisplatin-based cancer chemotherapy and moderately emetogenic cancer chemotherapy. The clinical development program evaluating netupitant/palonosetron intravenous formulation is ongoing and is a key priority. Both in 2015 and 2016, Akynzeo® was nominated by the Galien Foundation within the category “Best Pharmaceutical Agent of the Year”. The Prix Galien Award is considered the biomedical industry’s highest accolade and recognizes the technical, scientific and clinical research skills necessary to develop innovative medicines and devices. It is designed to recognize the technical, scientific and clinical research skills necessary to develop innovative medicines and devices. Nominees include biomedical products that advance human health and which have been approved by FDA during the previous five years. The Prix Galien USA Committee is comprised of ten renowned leaders from the biomedical industry and academia, including five Nobel Laureates.

Our first commercial success was nimesulide, a non-steroidal anti-inflammatory drug (NSAID). We acquired the rights for the drug in 1980 from 3M and we launched it in 1985 under the trademarks Aulin®, Mesulid® and Nimed®, and it soon became a significant market success, reaching a prominent position in several major markets.

Our Pipeline

With over 120 highly skilled R&D personnel, operating within a largely 'semi virtual' R&D model, Helsinn is proud to employ an disproportionately large number of scientists and physicians in comparison with similar, 'mid-sized' European pharmaceutical companies. We understand that only **the most dedicated researchers, world-class facilities, and highest standards in science, quality, and ethics will deliver the results we need for our patients** – and help fulfil more unmet needs.

We have a diverse pipeline of products with several in late-stage global development programs aimed at addressing unmet needs in cancer care.

Our main R&D efforts are concentrated in specific areas, such as Acute Myeloid Leukaemia (AML) and other hematologic indications, Emesis, Cancer Anorexia-Cachexia Syndrome, and Chemotherapy-Induced Diarrhea.

A new generation of compounds acting on the ghrelin receptor for multiple potential indications constitutes our early-phase pipeline.

All products in the pipeline – pictured on the right, as of December 2016 – are investigational drugs, not yet established as safe or effective.



Cancer Supportive Care

		RESEARCH	PRECLINICAL	PHASE 1	PHASE 2	PHASE 3	REGULATORY
NETUPITANT-PALONOSETRON FIXED COMBINATION IV - WORLDWIDE -	Chemotherapy-Induced Nausea and Vomiting						
NETUPITANT-PALONOSETRON FIXED COMBINATION ORAL - CHINA - KOREA -	Chemotherapy-Induced Nausea and Vomiting						
NETUPITANT IV - JAPAN -	Chemotherapy-Induced Nausea and Vomiting				Managed by Helsinn's partner in Japan: Taiho Pharmaceutical		
ANAMORELIN - EUROPE -	Cancer Anorexia-Cachexia in NSCLC* patients						
ANAMORELIN - CHINA -	Cancer Anorexia-Cachexia in NSCLC* patients						
ELSIGLUTIDE	Chemotherapy-Induced Diarrhea						
HM01 - GHRELIN RECEPTOR AGONIST 1	Chemotherapy-Induced Neuropathic Pain						
HM03 - GHRELIN RECEPTOR AGONIST 2	Cancer Anorexia-Cachexia						

Cancer Therapeutics

PRACINOSTAT	Acute Myeloid Leukaemia (AML)						
PRACINOSTAT	Myelodysplastic Syndrome (MDS)						

Metabolism

HM04 GHRELIN RECEPTOR ANTAGONIST	Prader-Willi Syndrome						
GHRELIN RECEPTOR INVERSE AGONISTS	Obesity						

* NSCLC: Non Small Cell Lung Cancer

Our Partnerships

Helsinn engages in **innovative collaborations with several of our main stakeholders**; we participate in various activities which have the potential to speed the discovery process, or which foster a transparent communication and interaction with patients associations and advocacy groups.

Providing Access to our Medicines

Helsinn Cares – US Patients Support Services

In 2016 Helsinn created its first patients' support service in the USA, which will be launched in February 2017.

"Helsinn Cares", a patient and provider hub, is intended for all patients both insured and uninsured in the United States to get access to their medicines. Helsinn's goal, over time, is to make patient access easier across our current and future products. Helsinn recognizes that not all patients are always able to get access to the medicines that can significantly ease the burden of chemotherapy side effects, and that the process of establishing eligibility can be challenging. Patients will be assigned a dedicated case worker through "Helsinn Cares", who will be able to help resolve benefit and coverage issues, give reimbursement assistance and find co-pay assistance also for uninsured patients. Telephone support will be made available, alongside a website providing information for patients and providers. "Helsinn Cares" includes a Patient Assistance Program (PAP) and a Quick Start Voucher Program. The Patient Assistance Program is designed to provide free access to our medicines for uninsured patients in the United States who meet the established program criteria or those who are underinsured and thus would benefit from the assistance. The Quick Start Voucher program provides help for patients with insurance who are investigating their benefits.





Research partnerships

We are honored to have a **privileged relationship with important research centers and world-class universities**. We actively engage with leading academic institutions on an ongoing basis. During 2015 and 2016 we have partnered with the following Universities:

- Duke University, Durham, USA: investigation about the potential activity of NK-1 antagonists in oncology;
- Università Vita Salute, San Raffaele, Milano Italy: new studies on experimental cachexia models;
- University College of Dublin, Ireland: new mechanisms in the field of diabetes and obesity;
- Università Milano Bicocca, Italy: study of experimental models of neuropathic pain;
- Johns Hopkins University, Baltimore, USA: study of the effect of new chemical entities on neuropathy induced by some anti-tumor agents.

Particularly noteworthy is the strategic alliance created in April 2016 with the University of Texas MD Anderson Cancer Center in Houston for a broad multi-year program of clinical studies in cancer supportive and palliative care. The institution's sole mission is to eliminate cancer for patients and their families around the world, and under the terms of the collaboration agreement it will conduct 14 studies into Helsinn programmes with enrollment projects of 420 patients.

THE UNIVERSITY OF TEXAS

**MD Anderson
Cancer Center**

Making Cancer History®

Strategic alliance to improve life of patients conducting clinical studies in cancer supportive and palliative care.

MD Anderson: one of the world's most comprehensive and prestigious cancer hospital networks, focused on cancer patient care, research, education and prevention. The collaboration aims to investigate **new uses and better outcomes for people with cancer in the supportive and palliative settings** conducting several studies into Helsinn programs.

This relationship will leverage MD Anderson's significant clinical expertise and access to world recognized key opinion leaders, providing Helsinn with an unparalleled **network of oncology specialists**.

The collaboration will focus on six major disease areas; **fatigue, anorexia/cachexia, chemotherapy-induced neuropathic pain, diarrhea, chronic nausea and pruritus** in a five-year time frame.

“At Helsinn we are committed to improving the quality of everyday lives of cancer patients regardless of their level of income or healthcare coverage. Helping patients receiving chemotherapy in the United States to gain access to Akynzeo®, through our patient support services, will make their life easier and is essential in helping solve some of the high co-pay issues that some patients face”. (Riccardo Braglia, Group Vice Chairman and CEO)

Advocacy Groups and Organizations

We recognize the growing importance and value of engaging with our key stakeholders to advance our mutual goals, and we are aware of the growing significance of engagement with some of them, such as physicians, professional associations and patient advocacy groups.

Advocacy groups are a rising and authoritative voice in the healthcare system, with a growing role in influencing the decisions of policymakers, regulators, payers and patients in order to guarantee fair access to treatment; connecting regularly with these organizations for the disease area they serve will more and more be an area of focus for Helsinn.

During 2015 and 2016 we have significantly increased our activities in this area, contributing in excess of 2.2 million Swiss francs.

Helsinn is involved in committees, professional publications, providing sponsorships or contributions to several **international organizations**.



Patient Advocacy is a strategic function that serves as a connection point between the patient community and professional associations and Helsinn. It also encompasses corporate advocacy, with the role of a liaison to professional societies on behalf of Helsinn.

What is its role?

- The mission of Patient Advocacy is to improve the lives of cancer patients by providing help and support to patient advocacy communities and professional associations for education and programs that will benefit patient care and quality of life.
- All engagement with patient stakeholders will be done with the highest level of compliance, as well as integrity, respect and quality in alignment with our corporate Mission Statement.

How does it achieve its goal?

- The mission will be achieved by building long term, substantive relationships with patient groups, professional associations and all other stakeholders based on values of trust, respect and transparency.
- Pillars of Engagement
 - Corporate Responsibility
 - Shape reputation as good corporate citizen and caring partner who puts patients first
 - Develop partnerships to address areas of mutual interest
- Sponsorship and events
 - Partnerships with community organizations
- Patient Engagement and Disease State
 - Communicate and interact with patient organizations and professional societies to gain key insights into the patient experience in order to understand how Helsinn can support their mission of helping and educating patients and HCPs
- Charitable Contributions
 - Receive and requests for charitable contributions and determine appropriate charitable giving in alignment with internal stakeholders and corporate mission

Some highlights of our activities:

Anna Braglia Young Investigator Award

In May 2016, Helsinn announced the Anna Braglia Endowed Young Investigator Award (YIA), in partnership with the Conquer Cancer Foundation of the American Society of Clinical Oncology (ASCO) established in memory of our Chair-

man and Founder's wife. This new, annual award has been introduced at the 2016 American Society of Clinical Oncology (ASCO) Annual Meeting during the Conquer Cancer Foundation's Grants and Awards Ceremony. The first recipient will be awarded in 2017. Helsinn has agreed to provide an annual USD 50,000 research funding support to the Conquer Cancer Foundation to assist a promising young physician in his or her transition from the final years of training to faculty appointment, and to encourage and promote quality research in supportive care. Through the creation of the award, Helsinn intends to help encourage more aspiring physicians to move into all areas of oncology by supporting them as they move from academia into research.



Young Investigator
Award

Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator Award in Cancer Supportive Care



Young Investigator Award

The Young Investigator Award (YIA) provides research funding to promising physicians to support the transition from final years of training to faculty appointment, and to encourage and promote quality research in clinical oncology, in all subspecialties.

For eligibility requirements and
application instructions go to:
www.ConquerCancerFoundation.org



CancerLinQ™

2012 Helsinn became the first organization to contribute USD 1 million over five years to the Conquer Cancer Foundation in support of CancerLinQ™, ASCO's multi-phase initiative to build a rapid learning system in cancer care through an IT platform which assembles vast amounts of usable, searchable, real-world cancer information into a powerful database. CancerLinQ™ is a powerful platform containing growing amounts of real-world cancer information. This national initiative will allow cancer providers to improve the quality and value of care by analyzing millions of cancer patient medical records, uncovering patterns and trends, and measuring their care against that of their peers and recommended guidelines. In November 2016 CancerLinQ announced that more than one million patient records are now in the CancerLinQ™ platform. In addition, 70 practices have signed agreements to participate in CancerLinQ™, representing more than 1,500 oncologists.

CancerCare 2016 Achievement Award

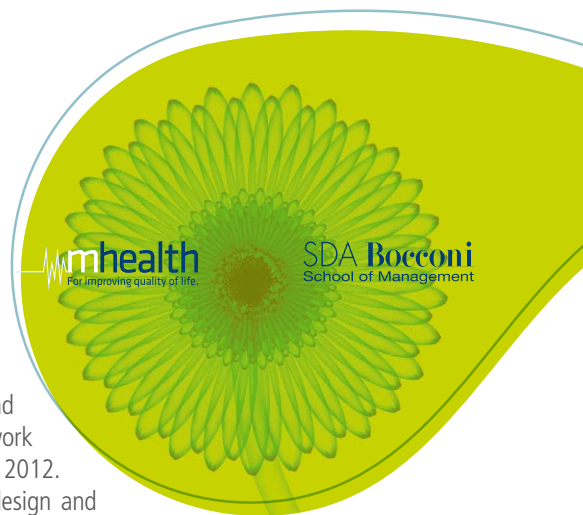
At the 28th Annual Festival of Hope Gala in New York, CancerCare the leading national nonprofit organization providing free, professional support services to anyone affected by cancer, honored Helsinn with the prestigious 2016 Corporate Achievement Award. This prize was presented to Helsinn in recognition of our support to their programs and services. Founded in 1944, CancerCare is the leading US organization providing free, professional support services and information to help people manage the emotional, practical and financial challenges of cancer.

mHealth

This platform is widely recognized to have the potential to deliver improved health outcomes for people with a range of chronic health conditions. By allowing remote monitoring by both patients and clinicians, mHealth can enable patients to remain at home for longer, can allow clinicians the potential for greater oversight of their patient's conditions remotely with timely detection and monitoring of symptoms, and can also promote greater self-management by patients. In 2014 Helsinn supported the International Conference on mobile technology, dedicated to improving the quality of life of cancer patients, hosted by the Centre for Research on Health and Social Care Management at Bocconi Business School in Milan, Italy, in the framework of ongoing research collaboration between Helsinn and Bocconi which started in 2012. During this conference, Helsinn launched an 'app award' competition for the 'design and production of Applications for smart phones and mobile technologies for use in supportive cancer therapies'. In 2015 a large scale survey followed, with the involvement of 1.092 clinicians, 1.033 patients in Europe and the USA, revealed that:

- Clinicians who use mobile health overwhelmingly recognize the benefits of its use in cancer supportive care;
- Older patients are highly inclined to use mobile health (nearly one-third of respondents in the patient sample of the survey were over 65 years old);
- Main barriers to the adoption of mHealth are perceived by respondents to be concern not to negatively impact the relationship between patient and clinician.

In April 2016 Helsinn and Bocconi hosted a workshop with the purpose of discussing the best use of the key findings of the survey. The outcomes of this workshop will be presented in a published paper in 2017.



In the area Quality of Life for Our Patients, we support the following SDGs through:



our focus on Quality of Life, facilitating the access to our medicines for underprivileged patient groups in the USA, our R&D activities in search of therapies for unmet medical needs, and our partnerships with organizations and institutions whose goal is to improve the lives of cancer patients.



our support of e-health initiatives, aimed at creating awareness and sharing information among patients and healthcare professionals.



our "Helsinn Cares" Patient Assistance Program and Voucher program in the US.

Quality of Life for Our People

Our culture is anchored in our vision, mission and values, which have been shaped during 40 years of existence. Our focus on our employees is based on the simple idea, profoundly rooted in the owners' family values, that our people are the **foundation of our business**.

Our future success depends largely upon maintaining, and wherever possible improving, a challenging and enjoyable work environment, which enables our employees to develop their careers and fulfil their personal goals, hence creating a positive work-life balance. In today's volatile and uncertain world, this is an important challenge, as younger generations have different expectations of work and have different motivating factors compared to previous generations.

We want to continue **to be an attractive employer and to offer our people a stimulating work environment** where everybody benefits: our people, their families, and our business.

Our headquarters and our chemical manufacturing site are located in the Canton of Ticino, in the Southern part of Switzerland, where one of the main pillars of the local economy is a thriving pharmaceutical industry. Our finished dosage and logistic site in Ireland is in Dublin and our US subsidiary is located in New Jersey, both world-class biotech & pharmaceutical centers home to hundreds of pharmaceutical companies. The employee turnover has historically been very low in Switzerland, while in Ireland and in New Jersey we have been able to maintain our turnover below industry levels.



Our Employees

In 2015 the total **number of employees grew** by 3.8% vs. 2014, while in 2016 it grew by 12% vs. 2015. All business units increased their headcount.

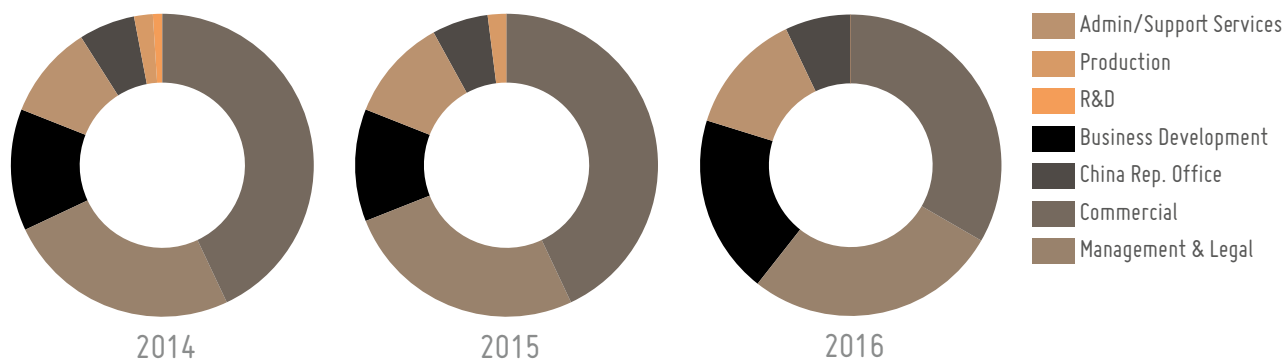
There are no collective bargaining agreements in place at any of our companies.

In 2016, at management level 37% of the positions were occupied by women, a slight increase vs. 2015 (36%).

	2014		2015		2016	
Employees						
Total	558	100%	579	100%	650	100%
of which: male	327	59%	334	58%	376	58%
of which female	231	41%	245	42%	274	42%
Temporary Staff						
Total	34	6%	35	6%	37	6%
of which: male	19	3%	20	3%	19	3%
of which female	15	3%	15	3%	18	3%
Apprentices/Interns						
	15	3%	15	3%	15	2%
Employee Turnover*						
	35	6%	49	9%	47	7%
Hours of Training						
provided by year	11'969		13'252		15'256	
per person	21		23		23	

* Voluntary leaves, including interns and apprentices at the end of their training

Group Employees by Division



Age Group in 2016

	<30	30-50	>50	Total
HHC	9	138	57	204
HAS	22	106	30	158
HTU	3	66	39	108
HBP	20	130	30	180
Total	54	440	156	650
	8.3%	67.7%	24.0%	100.0%

Years Service as of 31 Dec 16

	<1	1-5	5-10	10-15	15-20	20-25	25-30	30+	Total
HHC	19	56	53	38	24	10	4	0	204
HAS	5	62	20	36	16	10	5	4	158
HTU	58	35	12	3					108
HBP	23	65	24	47	20	1			180
Total	105	218	109	124	60	21	9	4	650
%	16%	34%	17%	19%	9%	3%	1%	1%	100%

Job Satisfaction, Motivation, Retention

We believe that committed employees make an essential contribution to the success of the company and are extremely dedicated. The **low turnover and high degree of loyalty expressed** in the above figures are a clear proof of this.

We foster an advanced people management strategy which **offers employees appropriate incentives to perform well in a fulfilling work environment**. In turn, we can count on a motivated workforce, which contributes to the company's capacity to innovate, hence creating a positive impact on revenues, lower absentee rates, and consequently to enhanced productivity.

We continuously develop our leadership team to empower high achievement while nurturing the core values of respect and kindness. We make sure **there is equity** amongst peer compensation in every employee Group: our remuneration level is based on objective professional criteria, such as skills level, knowledge, experience, and qualifications.

Temporary employees are offered equitable conditions comparable to those of full-time employees in terms of remuneration and benefits such as health insurance, sick pay and pension fund contributions.

An open and inclusive culture at Helsinn is actively encouraged. **Management invites all staff across different locations at least once a year to an event focused on information, consultation and engagement**. During these events, presentations and open discussions regarding the company's operations, finances, general business matters, future developments, opportunities and potential challenges take place.

We support team work and collaboration among colleagues, by creating several opportunities for employees to get together, e.g. through workshop sessions, intercompany working, project teams, and also various philanthropic initiatives organized by the Company.

We invest in **regular internal and external training** to continue develop employee professional, managerial and personal skills, starting from regular apprentice programs to leadership and strategy courses.

On average, everybody at Helsinn received 23 hours of training in both 2015 and 2016.

In 2016 HBP opened a "State-of-the-art" Training and Development facility to enable all varieties of training

activities (class room, workshops, lectures/speakers etc.) on site for up to 60 people. Subsequently the level of off-site training has been reduced significantly with more and more training taking place on site.

The Helsinn Academy and Helsinn Lecture Series (organized with Bocconi University Milan) is an annual event that started in 2013, which aims to invite global thinkers to reflect on the inspiring topics of life sciences, management challenges and technology impacts in today’s economic environment, with a forward looking perspective on new generations and economic wellbeing. In 2015 the guest was Prof. Richard D’Aveni, who gave a presentation about the management of innovation, while in 2016 the guest Prof. Tali Sharot, whose presentation illustrated the challenges in leading people and managing change.

After being awarded in 2014, Helsinn Therapeutic in 2015 was named as one of the ‘Best Places to Work in New Jersey’ in a survey and award program conducted by NJ BIZ, which recognizes and honors the state’s top employers who show a dedication to their employees’ growth and quality of life. The key findings of the survey showed for a second year in a row that HTU employees are overall pleased with the company, particularly in the area of supervisor relationships, the quality of their work and its relevance to the company’s strategy, and paid leave.

Benefits exceeding local labor laws are granted to our employees, reflecting local practices, qualification and seniority within the organizations. A few examples: flexible working time; seminars; company car or car allowance; mobility plan, contribution to public transportation, free parking, and electrical bikes; subsidized canteen or meals allowance; contribution towards kindergarten; medical consultation and check-up; employee assistance program, supplemental pension fund; loyalty, birth and marriage awards.

The commitment and loyalty of our people is demonstrated by the high average length of service at Helsinn, and frequency of colleagues that work with the Company until their retirement. Every year colleagues are rewarded for their 10, 20, 25 and even 30 years working anniversaries.

In 2015	In 2016
10 years: 33 people	10 years: 20 people
20 years: 2 people	20 years: 7 people
25 years: 5 people	25 years: 4 people
30 years: 3 people	30 years: 2 people



The Global CEO Cancer Gold Standard™ provides a framework for employers to promote a healthier workplace by focusing on cancer risk reduction, early detection, access to high-quality care and survivorship services along with Health Education & Promotion. It focuses on five critical areas, known as the Five Pillars:

- Pillar #1 **Prevention** (Tobacco-Free Workplace, Nutrition, Physical Activity, Healthy Weight, Vaccines)
- Pillar #2 **Screening**
- Pillar #3 **Cancer Clinical Trials**
- Pillar #4 **Quality Treatments and Survivorship**
- Pillar #5 **Health Education & Health Promotion**

Safety, Health & Wellness

Providing a safe and healthy work environment for employees, contractors and other stakeholders is one of our key focus areas. We have set a **challenging goal of achieving Zero Incident Rate** across all our companies. Helsinn constantly seeks to create a mindset and an environment where all employees know that it is possible to work injury free, regardless of their role.

Even minor accidents without personal or material consequences, are registered, analyzed and corrective action is taken in order to avoid potential reoccurrences. In 2015 we registered 3 accidents which caused an absence of at least one day of work, while in 2016 we registered 5 such accidents (down from 7 in 2014). No cases of work-related diseases were registered for both 2015 and 2016.

During 2016 HAS obtained the renewal of its **OHSAS 18001 certification** (Occupational Health & Safety Management System) after a successful inspection by the Société Générale de Surveillance (SGS). In September 2015 Helsinn earned the **Global CEO Cancer Gold Standard™** accreditation, an important validation of our commitment to reducing the risk of cancer amongst our employees.

Helsinn launched its company-wide **Helsinn Wellness program**, a broad-based initiative to support our staff in achieving wellbeing and improving the quality of our working environment. Its initiative provides support to our staff whenever possible to reduce risk, prevent disease and foster physical and mental/ emotional/ or personal wellbeing. The first step of the program has been implemented with the kick off of the smoking cessation program, offered to all Helsinn employees who decided to give up this habit with the support of professionals. HBP has been particularly active in this area, and its Wellness program has been recognized by the

In 2016, after a thorough formal audit, HBP achieved recognition for the Continuous Professional Development of its employees by Engineers Ireland (EI), achieving maximum accreditation in the process. HBP had previously won EI Company of the Year.



#BEACTIVE



EU Commission, who shortlisted it for a Workplace Award during the European Week of Sport in 2016.

In 2015 HBP was also awarded a Bronze award in the national Healthy Eating at Work Scheme by the Irish Heart Foundation which rewards companies who promote proactive healthy food management in the workplace. In 2016 HBP entered for the first time the RoSPA awards (Royal Society of the Prevention of Accidents).

Entrants must provide evidence of a good health and safety management system by answering key performance questions and supporting the answers with a concise portfolio of relevant documentation. At the first attempt HBP was awarded a gold award, the highest award possible for a new entrant.

In 2016, HBP Wellness Program was particularly dynamic, offering its staff a wealth of activities for physical and mental well-being including pilates classes, seminars on personal resilience, emotional intelligence and stress management, and a mindfulness program.

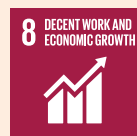
In the area **Quality of Life for Our People**, we support the following SDGs through:



the promotion of health & wellness practices and the commitment to the highest safety standards in our factories and offices.



our training programs, and our financial contribution towards the continuous education of our people.



the creation of job opportunities in our locations across three continents and by providing superior working conditions, compensation and an inclusive and rewarding working environment for our employees.

Quality of Life in Our Communities

The goal for Helsinn is to be an **outstanding corporate citizen and an active participant in the communities** where we are present and where our people work and live.

We are persuaded that creating a **positive impact** in the local communities where we operate and where our employees live and work is one of the most important ways to give back to society. We participate, **through financial sponsorship and active involvement**, in several initiatives in sports, education, culture and charities.

These include:

- ARC Cancer Support Ireland
- Associazione Samaritani Biasca
- Corduff Football Club Dublin
- Corsa della Speranza Lugano
- Fighting Cancer Triathlon, Ireland
- Fondazione Gabriele e Anna Braglia
- Helsinn Lecture Series - Bocconi University
- Hope Foundation Ireland
- Lugano Tigers Basket
- Marcheton Biasca
- Foundation New Flower in Africa
- Orchestra della Svizzera Italiana
- Scholarships Helsinn Advanced Synthesis
- Purple Stride NYC
- Tavolino Magico
- Greenhope Foundation
- Ronald Mc Donald Foundation



La corsa della Speranza

Some highlights of these initiatives:

Donations to school and hospital in Guizhou province, in China

In 2015, Helsinn donated laptop computers to the Shuanghe Primary School and centrifuges to Fuyang Town Hospital in Wuchan Gelaozu Autonomous County of Guizhou province, where a clinical study was conducted in the past.

Ronald McDonald House of Central & Northern New Jersey

Following the completion of a clinical studies project, 24 laptops used during the project were donated to the Ronald McDonald House (RMH) of Central & Northern New Jersey, located in Long Branch and New Brunswick. HTU's IT team prepared the laptops for their new homes and in August HTU delivered 12 laptops to the Long Branch House and 12 to New Brunswick. The first Ronald McDonald House opened 15 October 1974 with the goal of providing a true "home away from home" for families with seriously ill children receiving care at nearby medical facilities.

Their mission is to provide, create, find and support programs that directly improve the health and wellbeing of children. Since many of the children being supported by the House are cancer patients, the RMH mission and values are strongly linked to Helsinn's mission of improving the health and quality of life in every person affected by cancer.

Each private family room in these houses is now equipped with a laptop, which provides families internet access to research medical information and allows them to stay in touch with loved ones far away. The Helsinn team also got involved by making a donation to support one of their important fundraisers, the Show Your Stripes campaign, involving "Rocking the Socks", and by collecting travel sized toiletries for families who stay in the houses.



Scholarships Helsinn Advanced Synthesis

Helsinn Advanced Synthesis every year awards 11 educational scholarships each worth 5'000 Swiss francs. These scholarships are offered to students residing in Ticino who attend academic or professional training in the chemistry, pharmacy, biological or biochemical fields. The recipients were selected considering their academic achievements and their socio-economic status.

Orchestra della Svizzera Italiana

In 2014 Helsinn became the Official Partner of the Orchestra della Svizzera Italiana (OSI) for the next four musical seasons, helping to support and promote one of the most prominent



exponents of the Swiss-Italian art scene in the international stage. The aim of the partnership is to help fund and support the Orchestra on tours and concerts, and, in particular, to broaden its international presence starting with a tour in South Korea.

Helsinn believes that this sponsorship is an opportunity to showcase the talent coming from Ticino and Switzerland, in order to foster closer ties between cultural organizations across the world.



Foundation New Flower in Africa

Nuovo Fiore in Africa is a charitable foundation, created by our Group CEO Riccardo Braglia and his wife, Mrs. Giuseppina Braglia, whose mission is to provide educational and training aid, to promote, encourage and support basic education for children and to reduce illiteracy and social injustice in Africa. Its approach is to work with stable, recognized local Organizations and finance the building of new schools, new educational programs and technology training. Our values are high-quality support, integrity of education and respect for the local culture. New Flower in Africa builds schools, from kindergarten to higher technical school, for young people in Africa, particularly in Ethiopia, South Sudan, Congo-Brazzaville and Gabon. Approximately 2.000 students are enrolled in these schools today. Helsinn is among the main sponsors of this initiative.



Tavolino Magico

Tavolino Magico is the local chapter of a Swiss initiative which cooperates with approximately 800 donors – food retailers, distributors, restaurants, etc. - to collect and distribute food individuals and families in need. Helsinn has supported the purchase of a refrigerated vehicle and gives a yearly cash contribution equivalent to the amount the company would have used to buy Christmas cards and presents for our staff.



Lugano Tigers Basket

Helsinn started its sponsorship of Lugano Tigers Basket several years ago and to date remains the main sponsor. We are particularly proud of our engagement with this club, whose success has motivated many young people to join its junior teams and adopt this wonderful sport.



Fondazione Gabriele e Anna Braglia

The Foundation, established in June 2014 by Anna and Gabriele Braglia, is dedicated to cultural and educational art. The Foundation was created to organize, support and promote art exhibitions, conferences and other cultural and educational activities related to modern and contemporary art in Switzerland and internationally. Anna and Gabriele Braglia have spent the last 50 years exploring their passion for art, discovering and collecting the works of famous artists of the twentieth century from Picasso to Balla and Modigliani, as well as many others. The German Expressionism



collection is of particular importance with artworks by major artists including: Klee, Kandinsky, von Jawlensky, Macke, Marc, Münter, Nolde, von Werefkin, etc. With the establishment of the Foundation, in Lugano on June 6, 2014, Gabriele and Anna Braglia fulfilled their desire to maintain the integrity of their art collection over time and to promote and share artworks with a wider and wider audience.

The foundation manages and administers an exhibition space in Lugano, in a lakefront building.

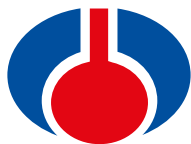
All exhibitions are free and open to the public.

Helsinn is the Foundations' main sponsor.

Other associations and forums

Apart from the philanthropic initiatives we are supporting, we believe it is part of our commitment to society to be actively engaged in various associations and forums. Among others, we are members of:

- **Associazione Industrie Ticinesi (AITI)** – Switzerland
- **Bio NJ** – US
- **Camera di Commercio Industria Artigianato (Cc-TI)** – Switzerland
- **Consultancy Forum for Pharmaceutical Engineers** – UK
- **Dublin Chamber of Commerce** – Ireland
- **Engineers Ireland** – Ireland
- **Farma Industria Ticino (FIT)** – Switzerland
- **International Society for Pharmaceutical Engineering** – US
- **Irish Business and Employer's Confederation** – Ireland
- **National Industrial Safety Organization** – Ireland
- **New Jersey Business Industry Association (NJBIA)** – US
- **New York Pharma Forum** – US
- **Parenteral Drug Association** – US
- **Pharma Chemical Ireland** – Ireland
- **Schweizer Chemische Gesellschaft (SCG)** – Switzerland
- **ScienceINDUSTRIE** – Switzerland
- **Swiss Irish Business Association** – Ireland



Farma Industria Ticino

Helsinn is an active member of **Farma Industria Ticino (FIT)** and our Group General Manager, Giorgio Calderari, is its acting Chairman.

The association of chemical and pharmaceutical industries in the Swiss canton of Ticino is a private organization founded in 1980.

FIT at present counts 26 member companies, with a combined workforce of 2.500 employees and generating a total annual turnover of approximately 2.3 billion Swiss francs.

This represents the 8% of the total GDP of Ticino and the 38% of its industrial GDP. A recent survey shows Associates' plans to invest over the next three years approximately 650 million CHF, out of this around 500 million in Ticino, with 60% of that in R&D.

Lots of initiatives have been developed such as the issuance of a Code of Conduct, new training program for apprentices and middle management or the refurbishment of a common central lab where young technicians from all associates can be trained.

In the area **Quality of Life in Our Communities**, we support the following SDGs through:



the sponsorship of sport club and outdoor activities.



our training programs, our scholarships and our sponsoring of the New Flower Foundation.



our sponsorship of charitable and educational initiatives.

Quality of Life in Our Environment

Our sector is affected to a certain extent more than others by the growing impact of climate change and global warming. **Pharma is not an energy or GHG intensive industry, but the effect of climate change on healthcare globally is increasing rapidly.** It is undisputable that climate change is one of the most pressing issues the planet faces today and very likely the major threat to people's health and the future of our planet. Our commitment towards improving the Quality of Life for all our stakeholders goes beyond producing cost-effective and efficient therapies, and extends towards minimizing the footprint of our operations.

GHG emissions, water, energy resources will more and more be an important cost factor, and therefore a careful management of such resources is and will be a key component of our strategy.

Long before sustainability became a pressing global priority, our manufacturing units in Biasca and Dublin had been contributing towards climate change mitigation through rigorous method.

During the past two years we have stepped up our activities in this area and we obtained some important results. Many actions we have taken are the result of ideas and suggestions given by our employees, who are encouraged to support an innovation-based culture by sharing their knowledge, experience, skills, suggestions and recommendations.

- At HBP, over the past 2 years, energy usage has been reduced by 28%, energy costs by 20% and our carbon footprint by 24%, despite an increase in production. In 2016 we launched a project which will be started in 2017 and will include a 100% renewable energy sourcing plan and the installation of a 50kW solar panel, partly financed with local energy rebate grants.
- At HAS, several initiatives led to yearly cost savings of approximately 340.000 Swiss francs. Of particular note are the reduction in the usage of cooling water, the introduction of LED lighting in most external and internal areas, the substitution of old electric engines, an increase storage capacity for solvents, the shift from road to rail for the transportation of industrial waste, and a decrease in the use of solvents for cleaning and rinsing of the reactors. In 2016, HAS kicked off a project in partnership with a local consortium which will create, in 2017, a district energy system which will provide energy generated from biomass coming from the woods in the surrounding area. This innovative solution will completely eliminate the use of fossil fuel (heating oil) in our premises, hence drastically reducing the carbon footprint and reducing the overall energy costs while creating jobs in the Biasca region.
- In 2015, our US office relocated in a LEED Gold building.



- In 2016 we started a 'Green Printing' project in our HQ in Lugano, which will be rolled out in all our offices from January 2017 onwards, in order to substantially reduce the amount of printing paper thanks to a centralization of the printing process and an increased awareness by all employees of the costs and environmental footprint created by printing and photocopying.
- In order to reduce non-essential business travel we have been encouraging our people to make better use of technological alternatives such as video conferencing, teleconferencing and web meetings company-wide, and between 2015 and 2016 we installed an improved communication system, which allows for an easier exchange of information and the rationalization of face-to-face meetings and business travel.
- In all our offices we collect and separate our waste, which goes into recycling. We have a separate collection for paper, aluminum, glass, PET and batteries with a very high recycling rate (close to 100%).

By using resources more efficiently and by improving our productivity through a close collaboration with our stakeholders, we are able to reduce our costs, to minimize our footprint and to enhance our competitiveness.

This is a clear example of how we can pursue the Triple Bottom Line and create win-win solutions for everybody.

The Energy, Water and Emissions calculations do not include our China Rep. Office nor our office in Monaco. However, the impact of these offices on the total outcome is extremely limited and the resulting figures represent the group performance with a very high accuracy level.



Energy

	2012	2013	2014	2015	2016	2016 vs. 2014
Total Energy Consumption (in KWh)	22.721.691	24.157.071	22.564.994	21.852.361	21.441.552	-5,0%
Total Energy from Renewable Sources	4.290.504	5.111.734	4.258.792	3.994.469	4.261.515	0,1%
% from Renewable Sources	18,9%	21,2%	18,9%	18,3%	19,9%	
Total Energy Consumption per Employee (Intensity)	45.902	46.545	40.439	37.742	32.987	-18,4%
Total Energy Consumption per Turnover mIn CHF (Intensity)	71.228	74.790	70.078	66.219	46.612	-33,5%

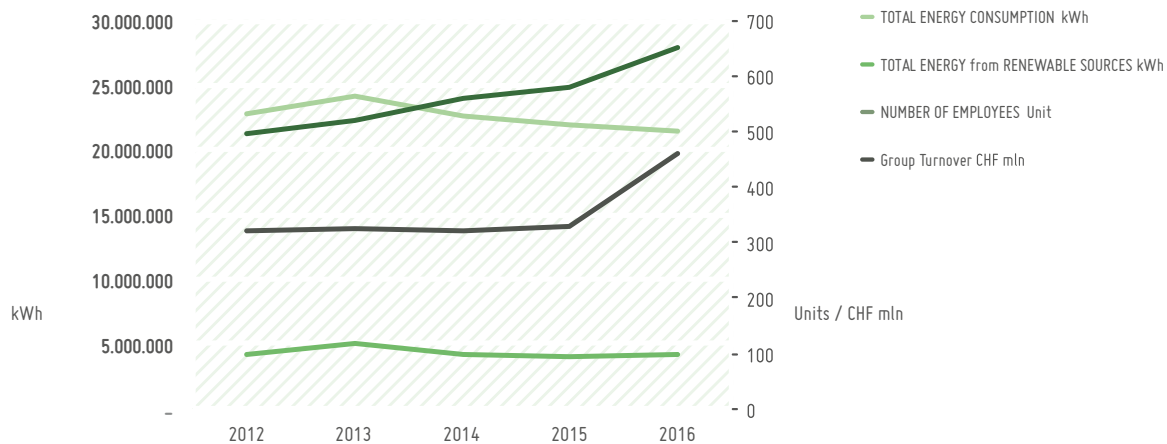
We use three sources of energy: natural gas (in Ireland, at our Swiss HQ and at our US offices), heating oil (in our Swiss factory) and electricity (in all locations). Our overall performance has been very satisfactory.

We were **able again to reduce our energy use despite a sharp increase in turnover and headcount** in 2016, confirming a positive trend which started in 2014. We have **increased our efficiency, hence saving energy and reducing our overall energy costs**. There has been a negative trend in the percentage of renewables in the electricity mix, solely due to an overall reduction of **certified 'green energy'** in the mix supplied by our local providers in Switzerland. We are working to find a satisfactory solution in the near future.

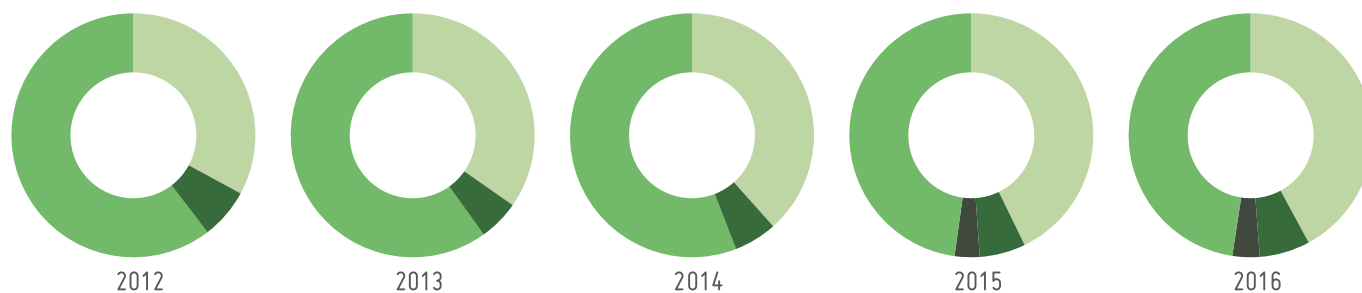
The **percentage of electricity from certified renewable sources varies according to the local conditions and providers**; it ranges from approximately 30% in Ireland (which doubled the amount of renewable in its grid in the past 6 years, mostly thanks to the growth of eolic) to approximately 50% for our Swiss HQ and factory.

The energy intensity, both in terms of total group turnover and of total number of employees contracted significantly. This confirms **significant progress** and we are particularly satisfied by this development, a further confirmation that we have been moving in the right direction and that our actions are delivering concrete results.

Trend - Energy Consumption, Turnover, Employees



Our energy consumption by Business Units:



Energy used by business unit, in %

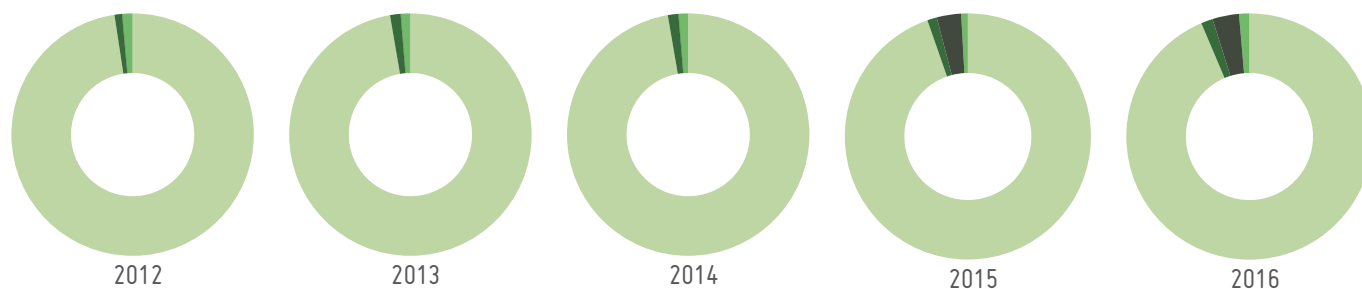
	HHC	HAS	HBP	HTU
2012	6,7%	32,9%	60,4%	NA
2013	5,4%	34,7%	59,9%	NA
2014	5,7%	38,4%	55,9%	NA
2015	6,1%	42,8%	47,8%	3,3%
2016	6,7%	42,1%	47,6%	3,6%

Water

	2012	2013	2014	2015	2016	2016 vs. 2014
Total water consumption (in m3)	890.028	891.028	944.557	971.839	731.954	-22,5%
Total water consumption per employee (Intensity)	1.798	1.717	1.693	1.678	1.126	-33,5%
Total water consumption per turnover mln CHF (Intensity)	2.790	2.759	2.933	2.945	1.591	-45,8%

Our water consumption is highly concentrated in our chemical plant in Biasca, at HAS. Production of chemical ingredients is a water-intensive activity, especially for cooling processes. Between 2015 and 2016, with a one-time 50.000 Swiss francs investment, **we were able to markedly decrease the amount of water used** to cool the condensers, therefore reducing our overall water consumption by 20% (approximately 125 to 150 million Liters per year). A relatively low investment with a very short payback period has allowed us to drastically diminish the use of this precious resource, with an overall positive effect not only for our operations, but for the whole Biasca district, as HAS is one of the largest user of water in the region.

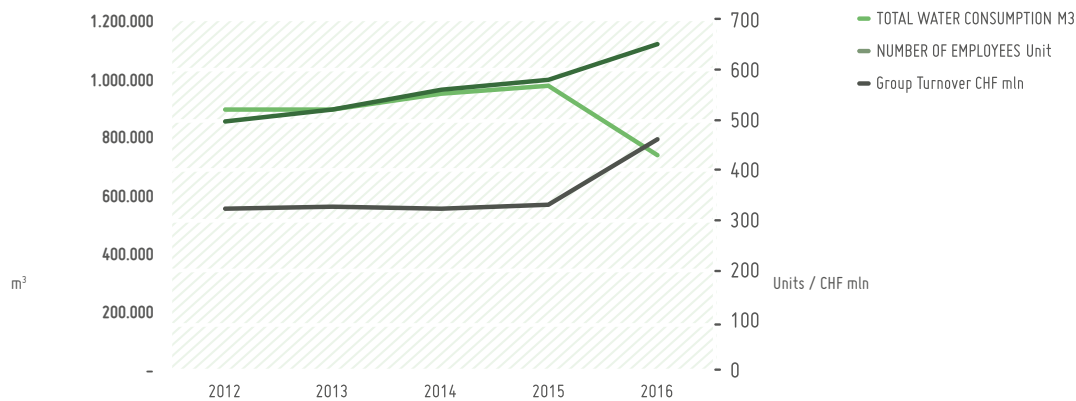
Our water consumption by Business Units:



Water used by business unit, in %		HHC	HAS	HBP	HTU
2012		1,0%	97,6%	1,4%	NA
2013		1,4%	97,3%	1,3%	NA
2014		1,4%	97,3%	1,3%	NA
2015		1,3%	97,6%	0,9%	0,2%
2016		1,6%	96,6%	1,4%	0,4%

■ HHC
■ HAS
■ HBP
■ HTU

Trend - Water Consumption, Turnover, Employees



CO2e Emissions

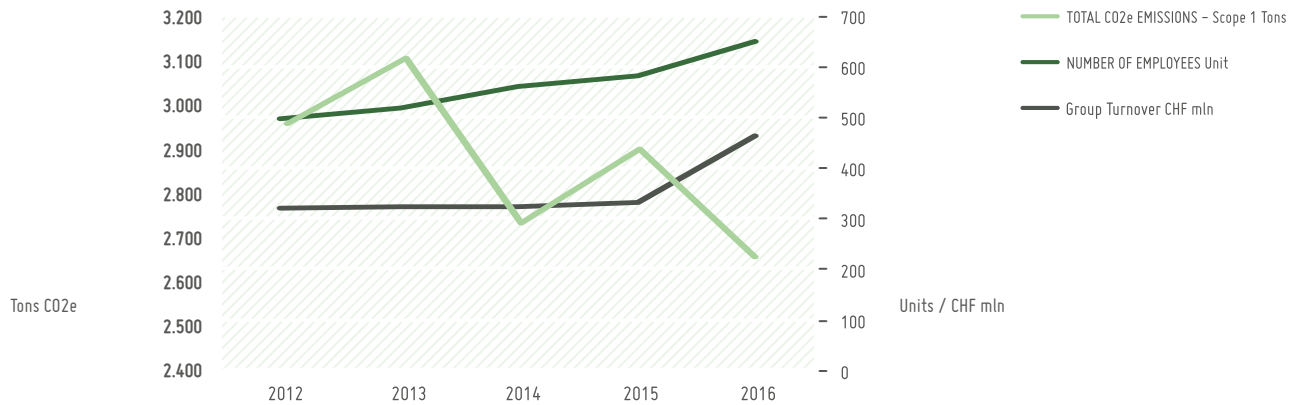
In this edition we have started measuring two new KPIs - emissions caused by air travel and by our fleets (we have company cars in Switzerland and in US) – and we have included the emissions generated by our office in the US, information we were not able to collect in the past. **Our positive trend, in the reduction of CO2e, particularly of emissions generated in our buildings, continues thanks to constant improvements in energy management.** We have substantially improved our scope 1* emissions, which have decreased by 8.6%, however the growth of our international business and the increased headcount led to an increase in air travel emissions, especially intercontinental flights, by 24,6%.

This increase counterbalanced our efforts in all other areas, with an overall growth of 5.8% in our CO2e footprint in 2016 vs. 2015. We have markedly improved our CO2e intensity, both in terms of emissions per employee and per CHF of turnover, which denotes a low correlation between our scale and our emissions, but we are aware that we have to tackle this issue and **we are working towards an improvement in the CO2e footprint in the near future.** Of particular importance will be the connection of our Biasca buildings to the biomass-fueled district energy system, which will take place in 2017 and will eliminate completely the use of fossil fuels.

Scope 1*

	2012	2013	2014	2015	2016	2016 vs. 2014
TOTAL CO2e EMISSIONS - Scope 1 (in Tons)	2.955	3.110	2.728	2.899	2.651	-2,8%
TOTAL CO2e Scope 1 per employee (intensity)	6,0	6,0	4,9	5,0	4,1	-18,5%
TOTAL CO2e EMISSIONS - Scope 1 per turnover mln CHF (Intensity)	9,3	9,6	8,5	8,8	5,8	-34,4%

* The Greenhouse Gas Protocol (GHG-P) is the most widely used international accounting tool for government and business leaders to understand, quantify, and manage greenhouse gas emissions. The GHG-P defines as Scope 1 all direct emissions are emissions that arise from sources that are owned or controlled by the reporting entity.

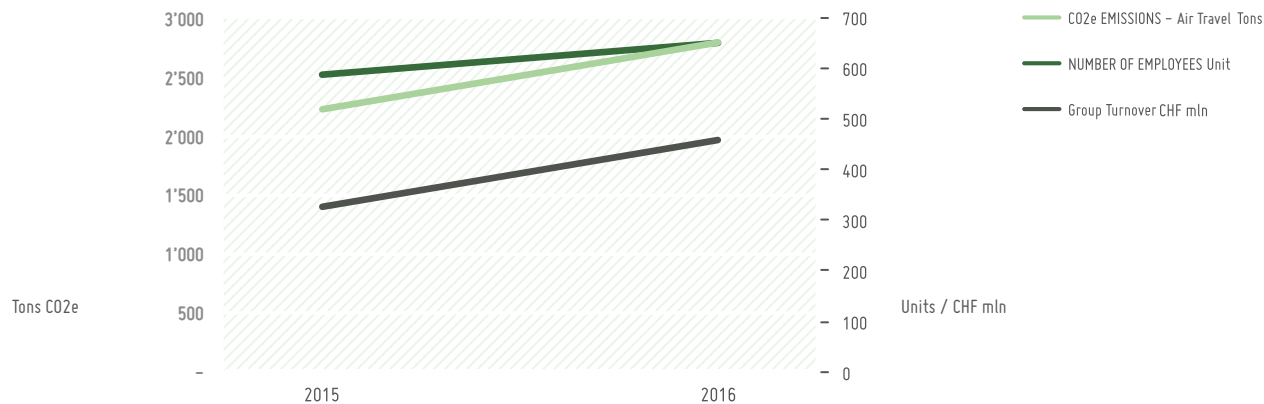
Our CO₂e emissions by Business Units:CO₂e emissions by business unit, in %

	HBP	HAS	HHC	HTU
2012	63,0%	32,0%	5,0%	NA
2013	63,0%	33,0%	3,0%	NA
2014	60,0%	36,0%	4,0%	NA
2015	50,0%	44,0%	4,0%	2,0%
2016	49,0%	45,0%	4,0%	2,0%

Air Travel

	2015	2016	2016 vs. 2015
TOTAL CO₂e EMISSIONS - Air Travel (in Tons)	2.232	2.780	24,6%
TOTAL CO₂e EMISSIONS - Air Travel per employee (intensity)	3,9	4,3	10,9%
TOTAL CO₂e EMISSIONS - Air Travel per turnover mln CHF (Intensity)	6,8	6,0	-10,6%

Our CO2e emissions by Business Units:



Industrial Waste

At HBP, non-hazardous waste for 2016 has increased slightly by 2.5% on the previous year – 204 tons compared to 199 – due to an increase in production output, while Hazardous waste diminished from 15 to 13 tons.

At HAS, between 2015 and 2016, the adoption of several measures has led to the following results:

- a decrease of the total waste produced by 7% in 2016 vs. 2015;
- an annual reduction of approx. 36.000 kg in the use of solvents, a saving equivalent to approximately 3% of all raw materials used;
- the introduction of rail transport for approx. 20% of all toxic waste going to third-party recycling sites, generating a lower footprint without cost increase.

Printing & Photocopy Paper Use

All the paper we use in our office is FSC (Forest Stewardship Council) and PEFT (Program for the Endorsement of Forest Certification) certified; these are the two most important certification bodies which ensure that products come from well-managed forests that provide environmental, social and economic benefits.

Paper

	2014	2015	2016	2016 vs 2014 in %
TOTAL (in kg)	16.216	16.710	17.801	9,8%
Consumption per Capita	29,1	28,9	27,4	-5,8%

In the area **Quality of Life in Our Environment**, we support the following SDGs through:



a sustainable, proactive management of this precious resource in order

to minimize consumption in our operations and offices.



the constant improvement of the use of energy, by means of a proactive

approach to sourcing and a constant innovation in our processes and buildings.



the continuous improvement of the efficiency of our buildings and of our processes

in order to minimize our environmental footprint.



investments in emission-reducing technology, constantly

looking for measures to reduce our GHG footprint.

Acting Responsibly

“Men acquire a particular quality by constantly acting in a particular way.”

Aristotle

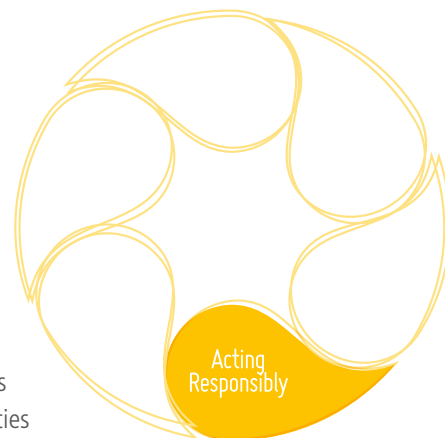
Integrity is the quality of being honest. And integrity, together with high quality standards and respect for every individual, are at the core of our culture.

The Compliance Program

Compliance has a number of key responsibilities within Helsinn, including running the Compliance Program, developing standards of conduct, policies and practices, auditing and monitoring activities as appropriate (then implementing corrective measures as necessary),

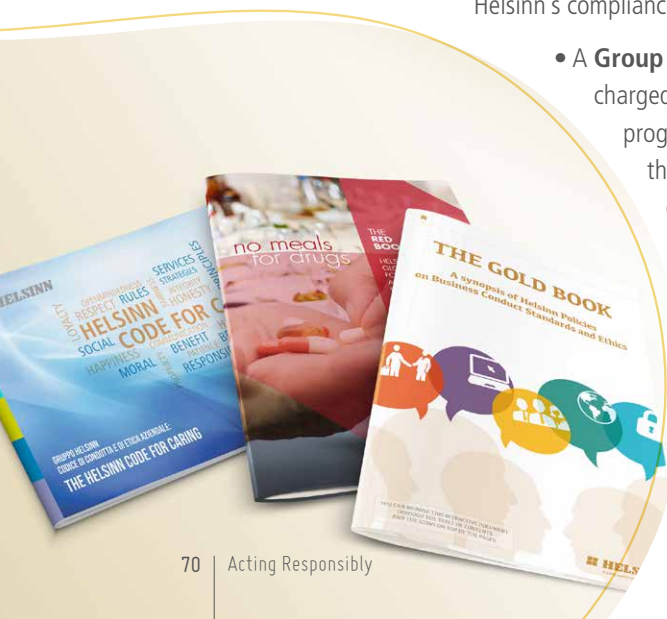
identifying and addressing risks. Today, the legal risk faced by companies become an issue of strategic concern, due also to the increase of rules and regulations, both professional and social. The business conduct by and for the company should be based on responsibility and ethical behavior. **By being compliant, the company can reduce risks and threats and increase business opportunities. By reducing non-compliance risk, the company commits itself to a path of even greater compliance, the creation of added value.** Our Code of Business Conduct and Ethics – The Helsinn Code for Caring – is a key document and establishes the standards we must observe. It is a concrete sign of our approach towards ethical and sustainable way of doing business.

As we expand our business internationally, particularly by growing our presence in the US market, we are strengthening our compliance program.



Helsinn's compliance program includes:

- A **Group Compliance Officer** ("GCO") and **Business Ethics Board** ("BEB") charged with the responsibility for operating and monitoring the compliance program. Written standards of conduct, policies, and practices that detail the company's commitment to compliance and set forth the ethical and compliance principles applicable to all employees.
- A **Corporate Compliance Working Committee** ("CCWC") assisting the GCO to set up, operate and maintain the Compliance Program. Written compliance materials that address handling specific risk areas.
- Regular education and training programs for applicable employees.



- Lines of communication between the GCO and all employees, including a process for managing complaints and responding to questions. There is also the Helsinn Compline for reporting issues. Policies and practices to protect the anonymity, where appropriate, of employees who make complaints and to prohibit retaliation against complainants.
- Use of audits and routine monitoring activities to monitor compliance and identify and address risk.
- Enforcement of compliance obligations through policies that include penalties for non-compliance.
- Mechanisms to promptly and properly investigate and respond to reports of non-compliance, including processes to initiate corrective measures and to report offenses to the relevant government authorities where appropriate.

Since 2016, Helsinn Compliance Program is presented in the **Compliance Manual**, a document whose main elements are:

1. Business conduct standards and procedures
2. Compliance Oversight, Structure and Operation
3. Training and Communications
4. Monitoring and Auditing
5. Reporting and Investigating
6. Enforcement and Discipline: Response and Prevention
7. Risk Assessment
8. Organizational Culture

The Compliance Policies and Procedures are detailed in the following documents:

- The **Gold Book**: A synopsis of Helsinn Policies on Business Conduct Standards and Ethics.
- The **Red Book**: Global Principles for all interactions with Healthcare Professionals and Patients.
- The **Blue Book**: A description of all Third Parties' Due Diligence Processes.
- The **Helsinn Code for Caring**: A key document to establish the standards to be observed regarding Business conduct and Ethical behavior.

The goal of Helsinn's Compliance Program is to increase awareness, educate and prevent, detect, and correct practices or incidents that do not comply with the law, regulations or with Helsinn's policies. The United States



Office of Inspector General's ("OIG") voluntary Guidance for Pharmaceutical Manufacturers ("the OIG Guidance") serves as the basis of Helsinn's Compliance Program on an on-going basis. The Compliance Program is designed to address areas of potential problems or high risk, as determined by the GCO.

Helsinn is committed to **developing and providing effective compliance training for all of its employees**, not only on the elements of the Compliance plan, but also on the pertinent legal and regulatory standards.

Helsinn conducts internal auditing and monitoring to evaluate compliance with company policies.



Quality

Quality Assurance is an essential aspect at Helsinn. For the production and logistic of products distributed in more than 90 markets, for the management of more than 30 Active Ingredients projects, as third party Contract Manufacturing Organization and for our extensive R&D activities worldwide, **having a world-class QA is absolutely crucial** for our success.

Our manufacturing sites have the most stringent quality, safety and environmental standards, and are periodically monitored by external entities to ensure their compliance.

We continuously develop new products for our group and for third parties; hence **we adopt new technologies and install new equipment** at our manufacturing sites. Due to this ongoing innovation, an impressive program of quality audits has been implemented by several agencies, aimed at certifying Helsinn's compliance to Good Practices (GxP) rules and regulations.

Between 2015 and 2016 we were successfully certified by the following organizations:

- **US FDA** – Current Good Manufacturing Practices – HBP Dublin
- **HPRA Ireland** – Pharmacovigilance audit – HBP Dublin
- **ANVISA Brasil** – Current Good Manufacturing Practices – HBP Dublin
- **Swissmedic** – Certificate of Good Manufacturing Practices – HAS Biasca
- **ISO 14001 Certification** – HAS Biasca
- **OHSAS 18001 Certification** – HAS Biasca
- **Investigational Medicinal Product (IMP) Licence** – European Medicines Agency – HBP Dublin

Apart from these recent inspections, our plants in Biasca and Dublin have been certified by many governmental agencies such MFDS (Korea), PMDA (Japan) in the past.

On average, we have a quality, safety or environmental protection inspection approximately every month at one of our locations. In Ireland, Helsinn Birex Pharmaceutical is a member of the **Responsible Care initiative**, which is the global chemical industry's unique initiative to improve health, environmental performance, enhance security, and to communicate with stakeholders about products and processes.



We are proud that, both in 2015 and 2016, HAS was presented with the CMO Leadership Award, determined by contract manufacturing client research.

The **CMO Leadership Awards**, which recognize the highest quality contract manufacturing organizations as chosen by actual customers, are organized annually by *Life Science Leader* magazine (<http://www.lifescienceleader.com/>) and are designed to recognize leading contract manufacturing organizations that achieve a top 10 percentile score in one or more of the following categories: Innovation, Productivity, Quality, Regulatory, and Reliability.

**In 2015 HAS was awarded
for its level of:**

- Quality
- Reliability
- Productivity
- Regulatory
- Innovation

While in 2016 for:

- Quality
- Reliability
- Capabilities
- Expertise
- Compatibility

**As well as for Individual
Attribute Awards in which
HAS won in the following
categories:**

- Accessible Senior Management
- State-of-the-Art
- Innovation
- Right the First Time
- Strength of Science
- On Time Delivery
- Cultural Fit
- Reputation

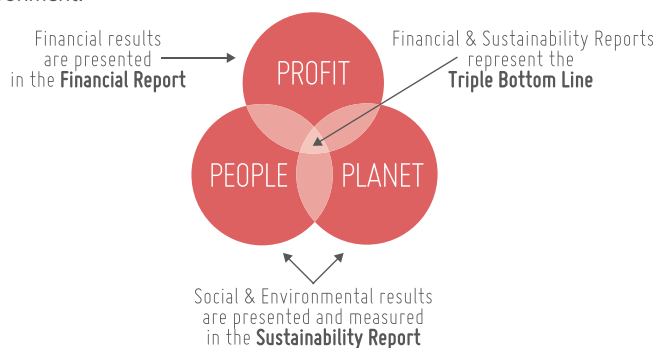
In the area **Acting Responsibly**, we support the following SDGs through:



our Compliance Program,
ensuring a robust approach
to ethics and accountability

Economic value creation

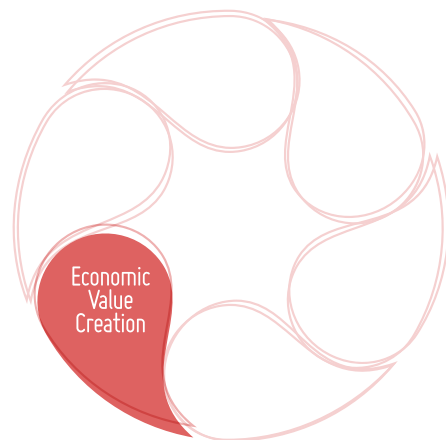
The correlation between improved sustainability practice, better financial results and value creation has been proven by numerous studies and in real life. We are persuaded that the '**Triple Bottom Line**' is the basis of a virtuous circle where all stakeholders benefit thanks to the responsible approach towards profits, people and planet. We pursue profit maximization, but never at the expense of society and the environment.



Overall, the main financial principles of Helsinn are intended to guarantee our economic stability, independence and flexibility. We are **100% self-financed**, and this strong financial base may be seen as conservative, but it has worked so far and it has given us the resources to choose our own path and make long-term investments without the influence of external constraints.

Our contribution to society is also related to the direct and indirect economic impacts in the countries and communities where we operate, through **taxes on profits, taxes paid by our personnel, purchases of goods and services from local suppliers, charitable contributions, and sponsorship of cultural activities. The main recipients of our redistributed value added are our employees, our suppliers, our governments and our shareholders.**

In particular, we believe that it is our responsibility to support local suppliers of products and services, and in all our locations we have an unwritten rule, a custom which is to support local suppliers whenever possible. We have in excess of 2.200 suppliers worldwide, and we believe that being good corporate citizens means also supporting the local economies where work and live.



Financial Highlights

Helsinn is fully owned and controlled by the Braglia family and is 100% self-financed.

2015: Turnover approx. 330 million Swiss francs, +2.5% vs. 2014

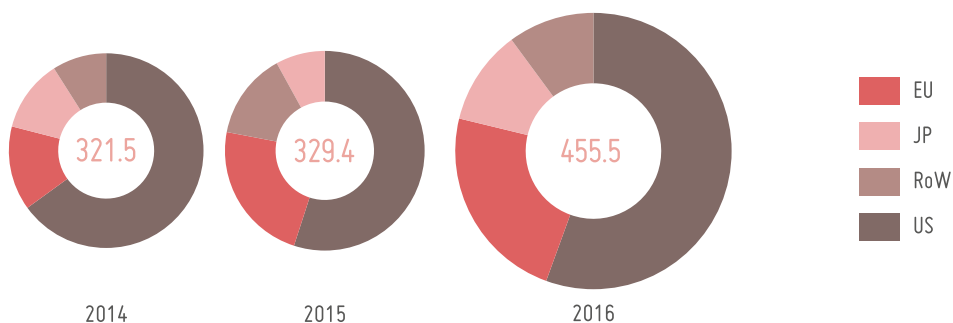
2016: Turnover approx. 456 million Swiss francs, +41.7% vs. 2014

Around **24% of consolidated turnover has been invested in R&D** in the last five years.

As a private company, our policy is **not to disclose in detailed financial figures**, however, as an indicator, we communicate that the **value generated and redistributed to employees was in 2015 approx. 25% of total revenues and in 2016 approx. 21% of net revenues**.

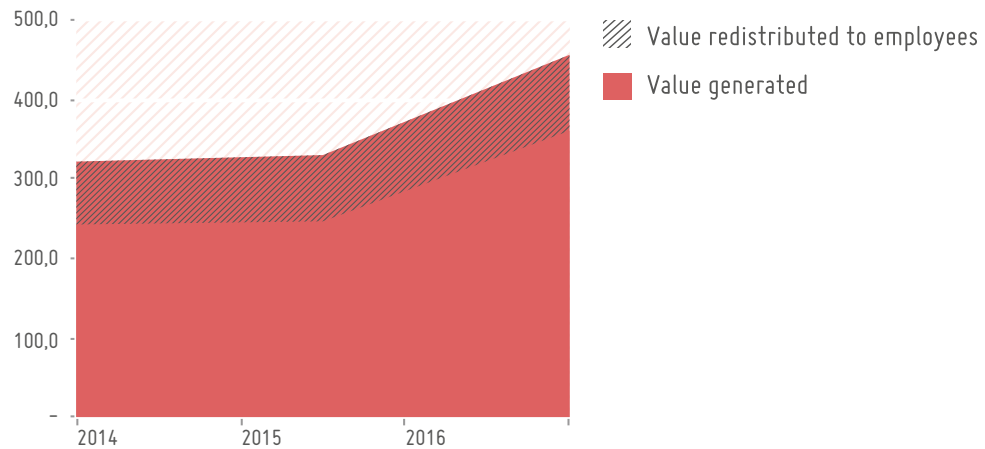
Our total **group personnel expenses in 2016 – salaries, benefits and pension provisions – grew by 14.6% over 2015 and by 20.7% over 2014**. This is mainly due to a significant growth in our staff, especially at HTU.

Due to the different laws and customs in which our subsidiaries are based, our **pension fund system is independently managed by each local company**. We manage the pension funds of our employees with awareness of our fiduciary duty towards them, and in 2015 and 2016 we applied a conservative investment approach as usual.



Turnover

	2014	2015	2016
Total Consolidated Net Turnover (in million CHF)	321.5	329.4	455.5
US	55%	55%	65%
EU	23%	23%	14%
JP	12%	8%	12%
RoW	10%	14%	9%



Value generated and redistributed to employees

	2014	2015	2016
in million CHF	79.1	83.3	95.5
in %	25%	25%	21%

In the area **Economic Value Creation**, we support the following SDGs through:



the creation of job opportunities every year and providing above-average compensation; by prioritizing local suppliers of goods and services.

GRI CONTENT INDEX



Sep 2017
Service

GRI Standard	Disclosure	Reason/Page	Omission
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 Name of the organization	Cover	
	102-2 Activities, brands, products, and services	10	
	102-3 Location of headquarters	11	
	102-4 Location of operations	11	
	102-5 Ownership and legal form	11, 76	
	102-6 Markets served	10, 20	
	102-7 Scale of the organization	10-13, 49-50, 76	
	102-8 Information on employees and other workers	49-50	
	102-9 Supply chain	23	
	102-10 Significant changes to the organization and its supply chain	No significant changes occurred during the reporting period	
	102-11 Precautionary Principle or approach	27	
	102-12 External initiatives	44, 73	
	102-13 Membership of associations	56	
	Strategy		
	102-14 Statement from senior decision-maker	6-7	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	18-19	
	102-17 Mechanisms for advice and concerns about ethics	70-72	

Governance

102-18 Governance structure	helsinn.com/about-us/our-management-and-board/
102-25 Conflicts of interest	70-72

Stakeholder engagement

102-40 List of stakeholder groups	30-31
102-41 Collective bargaining agreements	49
102-42 Identifying and selecting stakeholders	30-31
102-43 Approach to stakeholder engagement	31
102-44 Key topics and concerns raised	31

Reporting practice

102-45 Entities included in the consolidated financial statements	11
102-46 Defining report content and topic Boundaries	32-35
102-47 List of material topics	33
102-48 Restatements of information	No restatement of information vs. previous reports
102-49 Changes in reporting	No significant changes
102-50 Reporting period	2015-2016 fiscal years
102-51 Date of most recent report	2014
102-52 Reporting cycle	Biannual
102-53 Contact point for questions regarding the report	info-hhc@helsinn.com
102-54 Claims of reporting in accordance with the GRI Standards	8
102-55 GRI content index	78-82
102-56 External assurance	9

GRI Standard	Disclosure	Reason/Page	Omission
Material Topics			
GRI 200 Economic Standard Series			
Anti-corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 70-72	
	103-2 The management approach and its components	70-72	
	103-3 Evaluation of the management approach	70-73	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	71-72	
GRI 300 Environmental Standards Series			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 60-63	
	103-2 The management approach and its components	60-63	
	103-3 Evaluation of the management approach	60-63	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	60-63	
	302-3 Energy intensity	62	
	302-4 Reduction of energy consumption	60-63	
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 64-65	
	103-2 The management approach and its components	64-65	
	103-3 Evaluation of the management approach	64-65	
GRI 303: Water 2016	303-1 Water Consumption	64-65	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 66-68	
	103-2 The management approach and its components	66-68	
	103-3 Evaluation of the management approach	66-69	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	66	
	305-4 GHG emissions intensity	66-67	
	305-5 Reduction of GHG emissions	66	

Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 68
	103-2 The management approach and its components	68
	103-3 Evaluation of the management approach	68
GRI 306: Effluents and Waste 2016	306-4 Transport of hazardous waste	68
GRI 400 Social Standards Series		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 48-52
	103-2 The management approach and its components	48-52
	103-3 Evaluation of the management approach	48-52
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	48-49
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 48, 53-55
	103-2 The management approach and its components	48, 53-55
	103-3 Evaluation of the management approach	48, 53-55
GRI 403: Occupational Health and Safety 2016	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	53
Training and Education		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 49-50
	103-2 The management approach and its components	49-50
	103-3 Evaluation of the management approach	49-50
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	50
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 48, 51-52
	103-2 The management approach and its components	51-52
	103-3 Evaluation of the management approach	51-52
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	49
	405-2 Ratio of basic salary and remuneration of women to men	51

Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 55-59
	103-2 The management approach and its components	55-59
	103-3 Evaluation of the management approach	55-59
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	55-59
Customer Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	33, 36-47
	103-2 The management approach and its components	36-47
	103-3 Evaluation of the management approach	36-47
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	36-47



Acronyms List

AML	Acute Myeloid Leukaemia
API	Active Pharmaceuticals Ingredient
ANVISA	Agência Nacional de Vigilância Sanitária (Brazil)
ARC	Aftercare, Research and Counselling
BEB	Business Ethics Board
CACS	Cancer Anorexia-Cachexia Syndrome
CCWC	Corporate Compliance Working Committee
CEO	Chief Executive Officer
CERGAS	Centro di Ricerche sulla Gestione dell'assistenza Sanitaria Sociale (Bocconi University, Milano)
CID	Chemotherapy-Induced Diarrhea
CINV	Chemotherapy-Induced Nausea and Vomiting
CMO	Contract Manufacturing Organization
CRO	Contract Research Organization
EMA	European Medicines Agency
EU	European Union
FB	Fondazione Gabriele e Anna Braglia
FDA	Food and Drug Administration (US)
FSC	Forest Stewardship Council
GCO	Group Compliance Officer
GHG-P	Greenhouse Gas Protocol
GM	General Manager
GJ	Gigajoules
GLP	Good Laboratories Practices
GLP-2	Glucagon-like peptide 2
GRI	Global Reporting Initiatives
GxP	Good (Anything...) Practice
JP	Japan
HAS	Helsinn Advanced Synthesis SA
HHC	Helsinn Healthcare SA
HBA	Healthcare Businesswomen's Association
HBP	Helsinn Birex Pharmaceuticals Ltd
HDAC	Histone Deacetylase
HIS	Helsinn International Services Sarl
HIF	Helsinn international Fund SA

HPAPI	High Potency Active Pharmaceuticals Ingredient
HQ	Headquarter
HTU	Helsinn Therapeutics (US), Inc
HVAC	Heating, Ventilating and Air Conditioning
ISO	International Organization for Standardization
MAA	Marketing Authorization Application
MFDS	Ministry of Food and Drug Safety (Korea)
NGO	Non-Governmental Organization
NISO	National Irish Safety Organization
NISG	Northern Ireland Safety Group
NSAID	Non-Steroidal Anti-Inflammatory Drug
NJ	New Jersey
NYC	New York City
NOx	Ozone-depleting substances
OHSAS	Occupational Health & Safety Management System
OSI	Orchestra della Svizzera Italiana
PAP	Patient Assistance Program
PEFT	Programme for the Endorsement of Forest Certification
PET	Polyethylene terephthalate
PIC	Pharmaceutical Inspection Convention
PM	Particulate Matter emissions
PMDA	Pharmaceuticals and Medical Devices Agency (Japan)
PONV	Post-Operative Nausea and Vomiting
QA	Quality Assurance
QoL	Quality of Life
R&D	Research & Development
RoW	Rest of the World
SA	Società Anonima (anonymous company)
SABS	Sustainability Accounting Standard Boards
SDA	Scuola di Direzione Aziendale (Bocconi University, Milano)
SDGs	Sustainable Development Goals (United Nations)
SGS	Société Générale de Surveillance
SOx	Sulphur oxides emissions
UN	United Nations
US	United States

Printed on recycled paper Arjowiggins

Cover: Cocoon Offset 250 gm² FSC

Inside: Cocoon Offset 120 gm² FSC



