

# Quality of Life

Helsinn Group  
Sustainability Report  
2019



Published in 2020

**HELSINN**  
Building quality cancer care together



# Table of Contents

LETTER FROM OUR LEADERSHIP .....	4
ABOUT THIS REPORT .....	6
OUR COMPANY .....	8
History & Milestones .....	12
Our Mission, Vision & Values .....	16
Our Business Model .....	18
SUSTAINABILITY AT HELSINN .....	22
Our Stakeholders .....	22
Material Topics: Focusing on What Matters Most .....	24
QUALITY OF LIFE FOR OUR PATIENTS .....	28
Our Products .....	29
Our Pipeline .....	31
Our Partnerships .....	33
QUALITY OF LIFE FOR OUR PEOPLE .....	38
Our Employees .....	38
Job Satisfaction, Motivation, Retention .....	39
Training .....	40
Safety, Health & Wellness .....	42
QUALITY OF LIFE IN OUR COMMUNITIES .....	44
QUALITY OF LIFE IN OUR ENVIRONMENT .....	48
Energy .....	50
Water .....	51
CO2e Emissions .....	52
Industrial Waste .....	54
Paper .....	55
ACTING RESPONSIBLY .....	56
The Compliance Program .....	56
Quality .....	58
Data protection & privacy .....	59
Corporate Governance .....	60
ECONOMIC VALUE CREATION .....	64
Financial Highlights .....	64
HELSINN AND THE SDGs .....	66
GRI CONTENT INDEX .....	68
ACRONYMS LIST .....	73

# Letter From Our Leadership

Dear Stakeholders,

The lifestyle we enjoy today was unthinkable just a few generations ago. This however, has come at a price: the way we live and consume has put our world at risk for future generations. I am an entrepreneur, but I am also a father. As such, I have an obligation to preserve a livable planet.

It is precisely for this reason that at Helsinn sustainability is not a trend but rather engrained in everything we do. From the very beginning our company has always been oriented towards the future. Yes, the here and now are important, however we always keep an eye on the journey ahead.

It is with this spirit that we continue on our path to become more sustainable, every day, step by step and fully aware of our responsibility towards all our stakeholders.

In 2019 we continued to deliver on our strategy, by producing strong financial results while at the same time keeping in mind the people and the planet that surround us. This past year might not have been a year full of flashy milestones, but it brought about a lot of smaller changes, especially when it comes to our environmental consciousness. While our products can significantly improve the lives of cancer patients and we are happy to contribute to such an important task, we also recognize that the process of making medicine can have some negative impacts, especially on the planet. Aware of this issue we made both big and small changes. For example, with the launch of our “Plastic<Less” initiative we eliminated all plastic cups and bottles in our offices, and we reduced the amount of plastic wrapping in our production plants. At our chemical plant in Biasca we drastically reduced our CO2 emissions by eliminating the use of heating oil and by connecting to the local district heating. From a business perspective we continue to invest in our product development pipeline in order to sustain the growth of our global portfolio, increase the treatment options we can offer patients and secure a stronger position in the market.

I believe in the power and the responsibility of business to create a sustainable future. I understand that in order to advance in our sustainability journey we must continuously improve our capabilities and increase our efforts.

To help us in this task and to hold us accountable we have decided to switch to an annual sustainability report. I hope our fourth “Quality of Life” will shine a light on our activities and provide a reliable overview of our performance. As I write this introductory note, the world is implementing measures to try and contain a public health crisis. While our business is considered essential and we have continued working during these unusual times, I would like to express my solidarity with all those who have been affected by the ongoing Covid-19 pandemic.

If anything, this year has certainly made us appreciate good health. The global standstill has also given us a window of opportunity to reflect and redesign our world. My hope is that this will push us all towards more sustainable business practices and consequently towards a more prosperous future for all.

Lastly, I would like to thank every single one of Helsinn’s employees in all our subsidiaries because our people drive our momentum. I am grateful to lead a team that consistently demonstrates their admirable work ethic by working tirelessly to bring life-changing innovation to the world of cancer care and that keep their eyes on the horizon.

A sincere thank you for your continuous support.

**Riccardo Braglia**  
Group Vice Chairman and CEO  
Helsinn Holding SA



# About this Report

Quality of Life **2019** is our fourth Group Sustainability Report, it **covers our worldwide operations** for the calendar year with reference to previous periods.

**Objective:** to present to our stakeholders our non-financial performance, our commitments and our goals.

The **Framework “Quality of Life”** remains at the base of our sustainable growth strategy and represents our commitment towards becoming more sustainable every day as we strive to fulfill our mission.

**Purpose:** to monitor our priorities and highlight those themes that are of utmost importance to Helsinn and our stakeholders.

In 2019 we conducted **a review of our *Materiality Assessment***.

It is precisely our material issues that have the potential to significantly affect our performance, both in financial and non-financial terms. They are therefore the main aspects which can influence our stakeholders when they form an opinion or make a decision relating to Helsinn and its activities. This sustainability report contains the **quantitative and qualitative information necessary to understand the Group’s current material issues related to sustainability**.

This report has been prepared in accordance with the **GRI Standards: Core option**. The Global Reporting Initiative is an international independent standards organization and represents the gold standard of internationally acknowledged sustainability reporting standards on a range of economic, environmental and social impacts. The report was submitted to GRI for the ‘Content Index Service’ (see page 68), which was successfully completed. For more details on GRI and its activities go to [www.globalreporting.org](http://www.globalreporting.org). We have chosen **not to have this report externally assured**, as most of the material information reported has either already been audited or complies with the most stringent criteria.



In 2015 the **United Nations adopted 17 new Sustainable Development Goals** ('SDGs') which contain 169 associated targets integrating the economic, social and environmental components of sustainable development. They are the result of an extraordinary collaborative effort between businesses, NGOs and governments from all over the world and serve as a plan of action to help people and the planet prosper. Helsinn supports the 17 goals and we encourage our partners and stakeholders to consider how they can contribute as well.

The **authors** of this report are Giovanni Facchinetti and Giulia Parini, B4B Consulting with the coordination of Manuela Pedretti, Group Top Management Office Manager, Executive Assistant.

We would also like to **thank all our employees** who have set aside the time to contribute with their knowledge and expertise for the preparation of this report.

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# Our Company

Helsinn is a **privately-owned** pharmaceutical company headquartered in Southern Switzerland, with subsidiaries in Ireland, the US, China and Monaco, and is owned by a third-generation healthcare entrepreneurial family. It was **founded by Dr. Gabriele Braglia in 1976** with a pharmaceutical licensing model. Over forty years later, the group has grown to become a global leader in its field. We currently have approximately **700 dedicated employees** and a **global network of 80 commercial and marketing partners** who work with us to offer a large portfolio of cancer-care therapies all around the world, reaching **190 countries**.

The main focus of **our company is cancer care**: we strive to improve and support the quality of life of cancer patients by providing cancer therapeutics and cancer supportive care products.

Every business unit of our Group operates as a separate legal entity.

## • Helsinn Healthcare SA — HHC

The Group's Global **Headquarters** in Lugano oversees all central functions: Group general management, human resources, administration & finance, legal affairs, compliance, quality, data protection, clinical and research development, manufacturing & CMC, pharmacovigilance and regulatory affairs, medical affairs, commercial operations and business development operations, marketing, market access, information and communication technology, corporate communication.

## • Helsinn Advanced Synthesis SA — HAS

Our GMP factory in Biasca (Switzerland) is a development and manufacturing facility. Here 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

At our GMP facilities in Dublin, we develop and manufacture our **finished dosage products** and coordinate the global Group logistics.



- **Helsinn Therapeutics (US), Inc. — HTU**

As our subsidiary for our Group's US operations, HTU is an integrated specialty company **with direct sales infrastructure**, establishing a go-direct (B2C) strategy in the US.

- **Helsinn Pharmaceutical (Beijing) Co. Ltd., P.R.C. — HPC**

Our Beijing office coordinates **clinical and regulatory activities** for new product registration with NMPA, collaborates with and provides support to our partners on the commercialization of our products, including **co-detailing** in Shanghai, where we have established a branch in 2017.

- **Helsinn International Services Sarl — HIS**

Founded in The Principality of Monaco in 2016, HIS provides a range of advisory services and selected strategic activities to the Group and **acts as advisory company to Helsinn Investment Fund (HIF)**. Launched in the same year and fully owned by Helsinn, HIF is a Luxembourg fund focused on early-stage investments in areas of high unmet patient need.



Helsinn Birex Pharmaceuticals Ltd.  
Dublin, Ireland



Helsinn Therapeutics (US) Inc.  
Iselin NJ, US



Helsinn International Services Sarl  
Monaco, Principality of Monaco

**Helsinn Advanced Synthesis SA**  
Biasca, Switzerland



**Helsinn Pharmaceuticals (Beijing) Co., Ltd.**  
Beijing, PRC  
Shanghai (branch), PRC



**Helsinn Healthcare SA**  
Lugano, Switzerland



## History & Milestones

1995

- Relocation of HBP to new premises in Damastown

1976

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

1998

- Worldwide licensing agreement is signed with Syntex-Roche for palonosetron, a 5-HT<sub>3</sub> 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)

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

## 2010

- Helsinn Chemicals SA, Biasca, Switzerland and Helsinn Advanced Synthesis SA, Biasca, Switzerland merger. The manufacturing facility is from now on called Helsinn Advanced Synthesis SA (HAS)
- A new R&D center of excellence opens at HBP
- launch of Aloxi in Japan

## 2011

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

## 2003

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



## 2009

- The US biotech company Sapphire Therapeutics Inc. is acquired: creation of **Helsinn Therapeutics (US) 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

## 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 application for netupitant/palonosetron fixed-dose-combination
- Helsinn opens a new chemical plant for the production of ANTICANCER compounds at HAS

## 2013

- 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
- HAS is the first company in Ticino, Switzerland, to prepare a Sustainability Report in accordance with the Global Reporting Initiative (GRI) reporting framework



2013

## 2014

- The US 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 the 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

2014

## 2015

- The European Medicines Agency (EMA) approves Akynzeo® oral. The product has been launched in several European Countries, in Switzerland and in Australia
- Start of clinical trials for I.V. formulation netupitant/palonosetron fixed-dose-combination
- 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 its 30th anniversary
- 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

- Helsinn obtains exclusive rights to promote and sells Akynzeo® in the US, previously co-detailed with Eisai
- 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
- Opening of **Helsinn International Services (HIS)** and launch of **Helsinn Investment Fund (HIF)** which is focused on early-stage investments in areas of high unmet patient need

## 2017

- Helsinn Group Launches "Helsinn Cares" Patient Support Services in the US, a Patient Assistance Program and Voucher Program to support both insured and uninsured patients
- Helsinn starts a collaboration with Lyfebulb, a patient-centric company that empowers patient entrepreneurs to deliver innovative products and solutions to patients living with chronic disease
- On the roof of HBP in Dublin a new PhotoVoltaic electricity generator is installed. 200 panels capture solar power and generate up to 50KW/day
- The First Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator Award in Cancer Supportive Care, is awarded
- The Shanghai Branch of **Helsinn Pharmaceuticals (Beijing) Co. Ltd.**, opened in August

2018

2019

## 2018

- Acquisition of **Valchlor®/Ledaga®** from Actelion, marking Helsinn's first step into the cancer therapeutics field

## 2019

- Our CEO, Riccardo Braglia, joins the Board of the Conquer Cancer Foundation
- Helsinn Advanced Synthesis (Biasca) unveils its new anticancer ingredients plant and drastically reduces emissions by shifting from heating oil to renewable energy by latching on to the district heating plant system of Nuova Energia Ticino (NET)
- Creation of a new unified Group Compliance & Quality Division
- With reference to the Global CEO Cancer Gold Standard accreditation, once again Helsinn was part of the accredited Companies, recognized for a variety of wellbeing related activities with the commitment of reducing the risk of cancer amongst our employees



## Our Mission, Vision & Values



### Mission Statement

Bring **better todays** to even more **people** **through** a portfolio of quality **innovative cancer** and **rare disease therapies**, guided by solid values of **respect, integrity and quality**

We are committed to making everything we do count towards the best therapies and supportive care for cancer patients, from the products we license to the rigorous standards we apply as a pharmaceutical manufacturer. At Helsinn we are committed to extending the reach of our quality care and use our expertise to fulfil more unmet needs and build better todays for more patients worldwide.

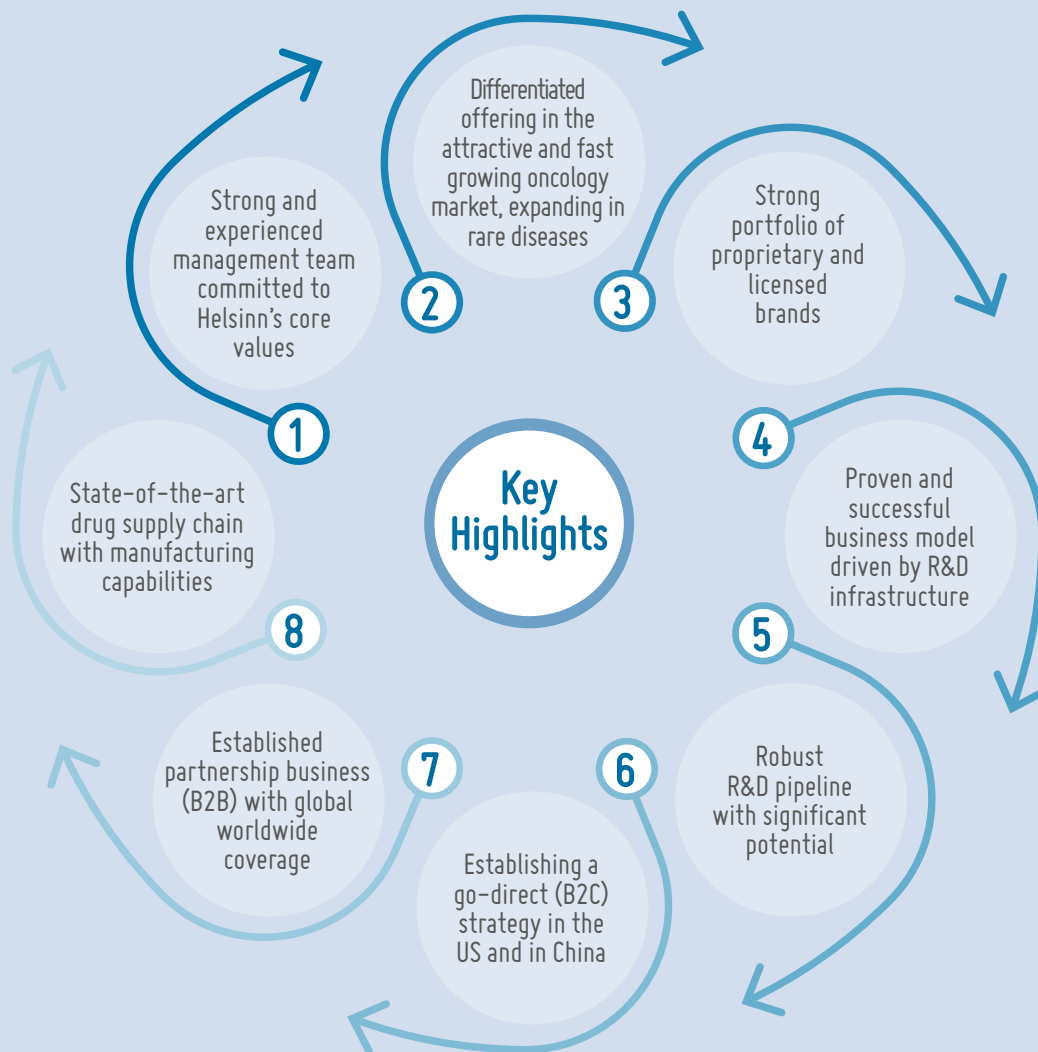
### Helsinn Group Strategic Vision

To shape the Helsinn Group into one of the world leading cancer-care companies with a focus on improving patients' quality of life, based on 5 pillars.

### Key Objectives of the business plan

- 1 R&D pipeline and technological innovation
- 2 Consolidate B2B business
- 3 Supplement and grow HTU's B2C business
- 4 Expand group footprint and reach into the Chinese market
- 5 Investing in new business opportunities





## Our Business Model

At the base of our business model and of Helsinn's development over the course of 40 years is the **in- and out-licensing of pharmaceutical molecules**:

The first step of the process is to *identify* innovative **early-to-late stage new chemical entities** from third parties. After completing their *development* by performing pre-clinical and clinical studies, supported by chemistry, manufacturing and control development, we then proceed **to file for their worldwide market approval**.

Thanks to this model we have built a *network of partners* that we assist and support by providing products and scientific management services (such as commercial, regulatory, financial, legal support, medical education and market access advice). Helsinn centrally manages the **drug safety and pharmacovigilance** of our products on behalf of our partners.

The mix of integrated early and late stage licensing programs as well as our own development allow us to create a comprehensive portfolio of effective pharmaceuticals and specialized therapies. We also have therapy product candidates in the late stage of the pipeline which address unmet medical needs in cancer treatment.

Our production is carried out at Helsinn's facilities in **Switzerland and Ireland**. The Swiss plant is located in Biasca and is both a supplier for our group and a Contract Manufacturing Organization (CMO) for third parties. Both the active pharmaceutical ingredients and the finished products are manufactured according to the highest quality, safety and environmental standards, in compliance with the US Food and Drug Administration (FDA), EU European Medicines Agency (EMA), Swissmedic, Japanese PMDA, other local Authority agencies, and Pharmaceutical Inspection Convention (PIC).

In the **US** we market part of our product portfolio through our local subsidiary, hence creating substantial added value thanks to the direct relationship with healthcare professionals. This B2B – B2C model allows us to effectively reach healthcare professionals and most importantly, a greater number of patients.

In **China** we have a local subsidiary and our products are commercialized through a local distribution partner.



## Helsinn Investment Fund

Helsinn's Investment Fund was launched in 2016 and is guided by Helsinn's same core values: quality, integrity and respect. It is fully backed by the Helsinn Group thanks to an initial investment commitment of three years, followed by up to five years via subsequent rounds. To date the Luxembourg incorporated fund has invested approximately 32 million EUR.

- **Goal:** *helping privately-owned companies with innovative early stage technologies transform their ideas into commercial solutions that can have an impact on the quality of life of patients.*
- **Purpose:** *providing early-stage investment opportunities in areas of high unmet patient needs.*
- **Strategy:** *to invest in biotech companies in the EU and the US with strong scientific and technological bases which have achieved at least preclinical proof of concept, ideally with clinical data.*

Thanks to the Fund, Helsinn has been able to invest directly in 11 companies, providing not only a financial investment but also valuable scientific and clinical strategy guidance, operational and board support. The investment fund selects companies from 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. The overarching objective is to support them in bringing novel treatments to those patients suffering from conditions that have few or no other treatment options. All potential target companies undergo a strict due-diligence process where the management teams present development plans and go-to-market strategies.



11 investments, 1 exit

approx. €35 million invested

<p>THERAPEUTICS</p>	     
<p>DIAGNOSTICS</p>	  
<p>MEDICAL DEVICES</p>	 <p>EXIT</p> 

## 2016

- Helsinn Group introduces Helsinn Investment Fund
- HIF invests £2 million in **QuantuMDx**, a multinational life sciences tools and diagnostics developer
- HIF invests \$3.5 million in **Oncoresponse**, a private US-based immuno-oncology antibody discovery company

## 2017

- HIF invests \$2 million in **Aadi Bioscience**, a clinical stage biopharmaceutical company and will support the development of ABI-009, a nanoparticle albumin-bound mTOR inhibitor, for a range of cancers and other indications
- HIF leads the capital raising round in **GreenBone** with 2 million EUR, an Italian developer of bone regeneration technology
- HIF participates in a co-led financing round raising €8 million or **AMAL Therapeutics**, a Swiss biotech developing novel, peptide-based therapeutic cancer vaccines

## 2018

- The first Lyfebulb-Helsinn Innovation Award takes place. The Award recognizes patient entrepreneurs' innovative efforts and Ideas for cancer and cancer supportive care using drugs, medical devices, consumer products, or healthcare information technologies
- Helsinn International Services and the **Scientific Centre of Monaco** sign a collaboration agreement to support a research project aimed at developing pharmacological inhibitors for the most common form of kidney cancer
- HIF invests in **On Target Laboratories**, a privately held biotechnology company that is developing tumor-targeted fluorescent dyes to improve cancer surgery
- HIF participated in a financing round for **NovellusDX**, the leader in functional genomics

## 2019

- Helsinn and Lyfebulb hold the second *Annual Patient-Driven Innovation Summit & Award* in Oncology
- HIF Invests €1 Million in **Gain Therapeutics** a preclinical stage biotech company developing a class of next generation brain-penetrant non-competitive pharmacological chaperones for the treatment of devastating diseases using the proprietary SEE-Tx® technology (a highly specific, fast and cost-effective drug discovery tool)
- HIF announces its **first exit** with the sale of its shares in AMAL Therapeutics

# Sustainability at Helsinn

Sustainability is a journey which we have chosen to embrace.

The future of our planet will be determined by how we – as individuals, organization, and nations – react to the challenges of today in order to have a prosperous tomorrow. How can we confront issues such as resource scarcity, aging population, demographic shifts, climate change, or access to health care? Sustainability is a topical and critical issue and as such a fundamental component of our long-term business strategy. We have come a long way since we took our first step and published the Sustainability Report for Helsinn Advanced Synthesis in 2012. We are proud of our development but in order to face the future we need to challenge ourselves and commit to constant improvement.

Our objective remains making our products accessible to as many patients as possible. To accomplish this, we have been working with our partners in nearly one hundred markets, taking all needed measures to make our products available even when the sales volumes do not cover the investments. We want to pursue this goal while at the same time reducing our environmental footprint.

We are continuously improving our highly compliant integrated manufacturing system, fine-tuning our supply and distribution chain, while building a strong and committed company culture.

Our co-workers and our associates are fundamental in making this a reality. We often hear they feel like they are part of a family: considering that Helsinn is a family business, this makes us incredibly proud. Taking excellent care of our team members, having patients' best interests at heart, building long-term, trust-based interactions with business partners, and playing an active role in our community are all crucial to creating long-term relationships which are key to ensuring the company's success.

## Our Stakeholders

Helsinn's stakeholders play a vital role in our business and we take into consideration their view and outlook at each and every step. We are proud of the relationships we have built over the years and we continue to listen to their suggestions and their concerns. We firmly think that our unique value proposition goes beyond the capabilities and therapies we offer: above all it's about the quality of our interactions. We welcome all possibilities for cooperation that can create shared value. As for the previous reports, we analyzed in detail the approaches and procedures that we use to interact and cooperate with our stakeholders.

## Stakeholders

## How we engage

PATIENTS, THEIR FAMILIES, PATIENTS' ASSOCIATIONS	Corporate website, product websites, support for disease awareness websites and campaign, non-promotional activities, support of patient association initiatives, sponsoring congresses and other educational activities, educational and research grants, periodical & ad-hoc meetings.
EMPLOYEES	Biannual CEO presentations, Helsinn News, ongoing communication via corporate intranet, company events, Code for Caring, staff town hall meetings, R&D retreats, training programs, project/product management meetings, Helsinn Academy, Quality, Safety, Integrity Portal, 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, Integrity Portal.
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, educational incentive trips for sales force, scientific trainings, support of local events, Integrity Portal.
SUPPLIERS	Partner selection meetings, audits, quality assurance inspections, business terms discussion, Suppliers' Code of Conduct.
GOVERNMENT, REGULATORS & PAYERS	Meetings and ongoing dialogues with regulatory authorities, environmental health and safety reports.
TRADE & INDUSTRY ASSOCIATIONS	Periodical meetings, Helsinn representatives on committees and boards, industry trade shows.
LOCAL COMMUNITIES, PHILANTHROPIC INSTITUTIONS	Scholarships, schools visits at our plants, sponsoring of cultural activities, sponsorship of educational institutions in Africa, contribution to charities and local community services, hiring and training of apprentices.

## Material Topics: Focusing on What Matters Most

The 6 Material Areas in our Sustainability framework provide the basis of our analysis: they focus on the impacts of our products, our operations and our people through the whole value chain to ensure we're operating a responsible business. By asking ourselves which opportunities and threats are most relevant to our business in each of these areas, we are able to focus our sustainability on what matters most now and in the future.

In 2019 we reviewed our materiality assessment with the participation of all senior executives in all of our offices.

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

- their priority, both in connection to business strategy and 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 6 areas of focus, we reexamined the importance of those topics which were considered material during the assessment carried out in the previous years, as well as other potentially material topics. We took into consideration the GRI Standards, the SASB framework, the SDGs, research briefs on the Pharma, Biotech and Chemical sectors, as well as the analysis of our peers.

The most highly ranked topics pertain to: Standards and Codes of Conduct, Manufacturing and Operational Excellence, Safety of Clinical trials, Waste and Effluents, Energy and Emissions, Innovation and R&D pipeline and Long-Term Economic performance.





## Topics &amp; Boundary of Impacts

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

This matrix highlights the areas of importance for our sustainability performance and at the same time sets the base upon which we will develop our sustainability initiatives in the future.

It is periodically revised and re-evaluated in order to adapt to changing conditions and priorities.



## Quality of Life for Our Patients

Our journey in cancer care started in 1998 when we signed a licensing agreement with Syntex-Roche for palonosetron, a drug used in the prevention and treatment of CINV.

Since then, we have been active in oncology and over time we have become one of the world's leading supportive cancer care companies, thanks to a comprehensive portfolio of drugs and therapies that help improve the lives of cancer patients around the world.

- *Our commitment to the quality of life of our patients has remained constant with the passing of time and it is at the forefront of our activity. While the prevalence of cancer continues to grow, significant advances have been made when it comes to cancer care.*

Today, even if a full recovery is not always possible many cancers can be managed thanks to advanced therapies. Indeed, the National Comprehensive Cancer Network (NCCN) believes that physicians and practitioners now consider certain types of cancer similarly to a chronic condition.



## Our Products

### Cancer Supportive Care

We are convinced that every day is precious, perhaps even more so for people living with cancer. Unfortunately, the side effects of treatments, such as chemotherapy-induced nausea and vomiting, mucositis and dermatitis, can adversely affect the quality of their daily lives.

The uncontrolled chemotherapy induced nausea and vomiting (CINV), is a common and dreaded side effect of cancer treatments and a major source of impact on a patient's day-to-day quality of life.

The inclusion of Aloxi® and Akynzeo® in our product portfolio contributed to the expansion of the antiemetic arsenal recommended by international guidelines, thus improving the quality of life of patients and allowing them to focus on their cancer treatment plan.

**Aloxi®** (Palonosetron) is a prescription medication that helps prevent nausea and vomiting brought on by some types of chemotherapy. The second generation 5-HT<sub>3</sub> receptor antagonist is available in the I.V. and oral formulation, has a long half-life of 40 hours, and binds more tightly and differently to the 5-HT<sub>3</sub> receptor compared to other available drugs of the same class. It was registered and launched in China in 2019 and at present it has been approved in over 70 countries.

**Akynzeo®** is a fixed-dose combination of the new NK1 receptor antagonist, **netupitant**, and the pharmacologically and clinically distinct 5-HT<sub>3</sub> receptor

antagonist, palonosetron. Its oral formulation was approved by the FDA in October 2014, by the EMA in May 2015 and by the Chinese NMPA in September 2019. 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 in specific settings. The intravenous formulation on the other hand, was approved in April 2018 by the FDA and in Europe in March 2020 and launched across the US in May of the same year. The marketing authorization application was recently submitted in China.

**Gelclair®** is an oral protective gel specifically formulated to aid in the painful symptoms of mucositis of the oropharyngeal cavity. It forms a protective film that, by adhering to the mucosa of the oropharyngeal cavity, can prevent further irritations thus contributing to the rapid relief of pain.

Lastly **Xonrid®** is a topical gel to ease radiotherapy induced dermatitis by preventing and treating skin symptoms such as erythema, itching, burning sensation, and pruritus.

## Cancer Therapeutics

Helsinn moved into cancer therapeutics because we identified a real patient need area.

Mycosis fungoides (MF) is a rare type of skin cancer that is an incurable, highly symptomatic malignancy characterized by the migration of malignant T cells into the epidermal layer of the skin in the early stages and into the lower dermal layer and the circulatory system in its advanced stages.

In 2018 Helsinn Group announced the acquisition of the worldwide rights to **Valchlor®/Ledaga®** (mechlorethamine/ chlormethine) from Actelion Pharmaceuticals Ltd. an approved and marketed alkylating agent for the topical treatment of mycosis fungoides type cutaneous T cell lymphoma. In the US, approximately 15'000 patients are currently diagnosed with stage IA-IB MF-CTCL, qualifying it as a rare or orphan disease. The US Food and Drug Administration has therefore granted it the Orphan Drug Designation (ODD). In Europe, the EMA Committee for Orphan Medicinal Products reported that the number of MF-CTCL patients in European countries was less than 132'000 (<2.6 patients per 10'000). It was launched in the US at the end of 2013, and in several European Countries in 2019.

## Pain & Inflammation, Gastroenterology

Nonsteroidal anti-inflammatory drugs (NSAIDs) play a crucial role in the management of acute inflammatory pain.

**Nimesulide** is a non-steroidal anti-inflammatory drug (NSAID) with over 30-years of history in the treatment of acute pain and primary dysmenorrhea. It is currently licensed in over 30 countries, under various brand names: Aulin®, Ainex®, Donulide®, Eskafam®, Heugan®, Mesulid®, Nimed®, Nimedex®, Nisulid®, Scaflam®, Scaflan®.

**Klean-prep®** is a consolidated PEG-based specialty product for gastrointestinal lavage and preparation prior to diagnostic examination or surgery. In over 25 years, this effective and safe product has been used in several types of procedures worldwide. The main ingredient in Klean-Prep® is PEG 3350 which acts as laxative with various salts added to maintain the body's electrolyte balance.

**Laxaclear®** is based on Macrogol 3350, the active ingredient of Klean-Prep® (used for the preparation of the colon prior to colonoscopy and X-ray) but at a lower dosage and in a smaller package (5.9 vs 59g). Each dose of Laxaclear® powder comes in a handy sachet which is dissolved in water and can be taken up to 4 times a day.

## Our Pipeline

Helsinn has developed a 'semi-virtual' R&D model with over 120 highly skilled scientists. We employ a higher number of scientists and physicians in comparison to 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.

Our growing pipeline includes first-in-class therapies aimed at providing new solutions where there are currently no options available and helping to lift the burden of cancer for our patients. Our main R&D efforts are concentrated in cancer therapeutics and cancer supportive care. A new generation of compounds acting on the ghrelin receptor for multiple potential indications constitutes our early-phase pipeline.

### Cancer Supportive Care

COMPOUND	INVESTIGATIONAL AREA	PHASE
<b>FOSNETUPITANT-PALONOSETRON FIXED COMBINATION IV</b> (EU and several countries, excluding U.S. and China)	Chemotherapy-Induced Nausea and Vomiting	Regulatory (Marketing authorisation application upcoming or submitted)
<b>PALONOSETRON ORAL - CHINA</b>	Chemotherapy-Induced Nausea and Vomiting	
<b>ANAMORELIN JAPAN<sup>1</sup></b>	Cancer Anorexia-Cachexia	
<b>PALONOSETRON IV – CHINA</b>	Post-Operative Nausea and Vomiting	
<b>FOSNETUPITANT IV – JAPAN<sup>2</sup></b>	Chemotherapy-Induced Nausea and Vomiting	Phase III
<b>ANAMORELIN – GLOBAL</b>	Cancer Anorexia-Cachexia in NSCLC (Non-Small Cell Lung Cancer) Patients	
<b>NETUPITANT-PALONOSETRON ORAL SUSPENSION</b>	Chemotherapy-Induced Nausea and Vomiting in Pediatric Patients	Phase II
<b>FOSNETUPITANT-PALONOSETRON FIXED COMBINATION IV – CHINA</b>	Chemotherapy-Induced Nausea and Vomiting	Phase I
<b>ANAMORELIN – CHINA</b>	Cancer Anorexia-Cachexia in NSCLC (Non-Small Cell Lung Cancer) Patients	

### Cancer Therapeutics

COMPOUND	INVESTIGATIONAL AREA	PHASE
<b>PRACINOSTAT</b>	Acute Myeloid Leukemia (AML) <sup>3</sup>	Phase III
<b>PRACINOSTAT</b>	High Risk Myelodysplastic Syndromes (MDS) <sup>4</sup>	Phase II
<b>HM06 - RET INHIBITOR</b>	Solid Tumors with RET Mutations <sup>5</sup>	Preclinical

### Metabolism

COMPOUND	INVESTIGATIONAL AREA	PHASE
<b>HM04 - GHRELIN RECEPTOR ANTAGONIST</b>	Prader-Willi Syndrome	Phase I

This graphic represents the development status of our pipeline at the end of 2019, and all products mentioned are investigational drugs, not yet established as safe or effective.

1 Managed by Helsinn's partner in Japan: Ono Pharmaceutical

2 Managed by Helsinn's partner in Japan: Taiho Pharmaceutical

3 On July 2, 2020 AML Phase 3 study with pracinostat was discontinued following an interim analysis indicating lack of efficacy

4 Managed by MEI Pharma on behalf of Helsinn  
5 Co-development with Taiho Pharmaceutical

## Metabolism

The new generation of compounds acting on the ghrelin receptor for multiple potential indications constitutes our early-stage development pipeline. One **ghrelin receptor antagonist** is under development for the **Prader-Willi Syndrome**, the most common genetic form of obesity which affects almost 400,000 individuals worldwide and as of today has non approved treatment. Hyperphagia is a cardinal manifestation of the disease after the age of 4 and in adulthood, and our ghrelin receptor antagonist has the potential to control this symptom.

## Cancer Supportive Care

Helsinn continues to develop drugs aimed at improving the quality of life of a cancer patient. Further than Emesis, other conditions that may affect cancer patients are weight and anorexia, two cardinal manifestations of **Cancer Anorexia-Cachexia Syndrome (CACS)**. This is a frequent multifactorial condition in patients with advanced cancer and can be present already at the time of cancer diagnosis. It is mainly characterized by weight loss, including muscle wasting, anorexia and progressive deterioration of fitness status, which cannot be reversed by conventional nutrition support. This debilitating condition can adversely impact patients' tolerance and response to anti-cancer therapy, potentially accelerating the death of patients with advanced tumors. Currently there is no standard of care.

Helsinn is performing phase III clinical studies with **Anamorelin** for the treatment of malignancy associated weight loss and anorexia in patients with non-small cell lung cancer (NSCLC) worldwide, and our partner Ono Pharmaceutical Co., Ltd. is managing the studies and registration in Japan. Anamorelin is a novel, orally available, selective ghrelin receptor agonist with anabolic and appetite-stimulating properties.

## Cancer Therapeutics

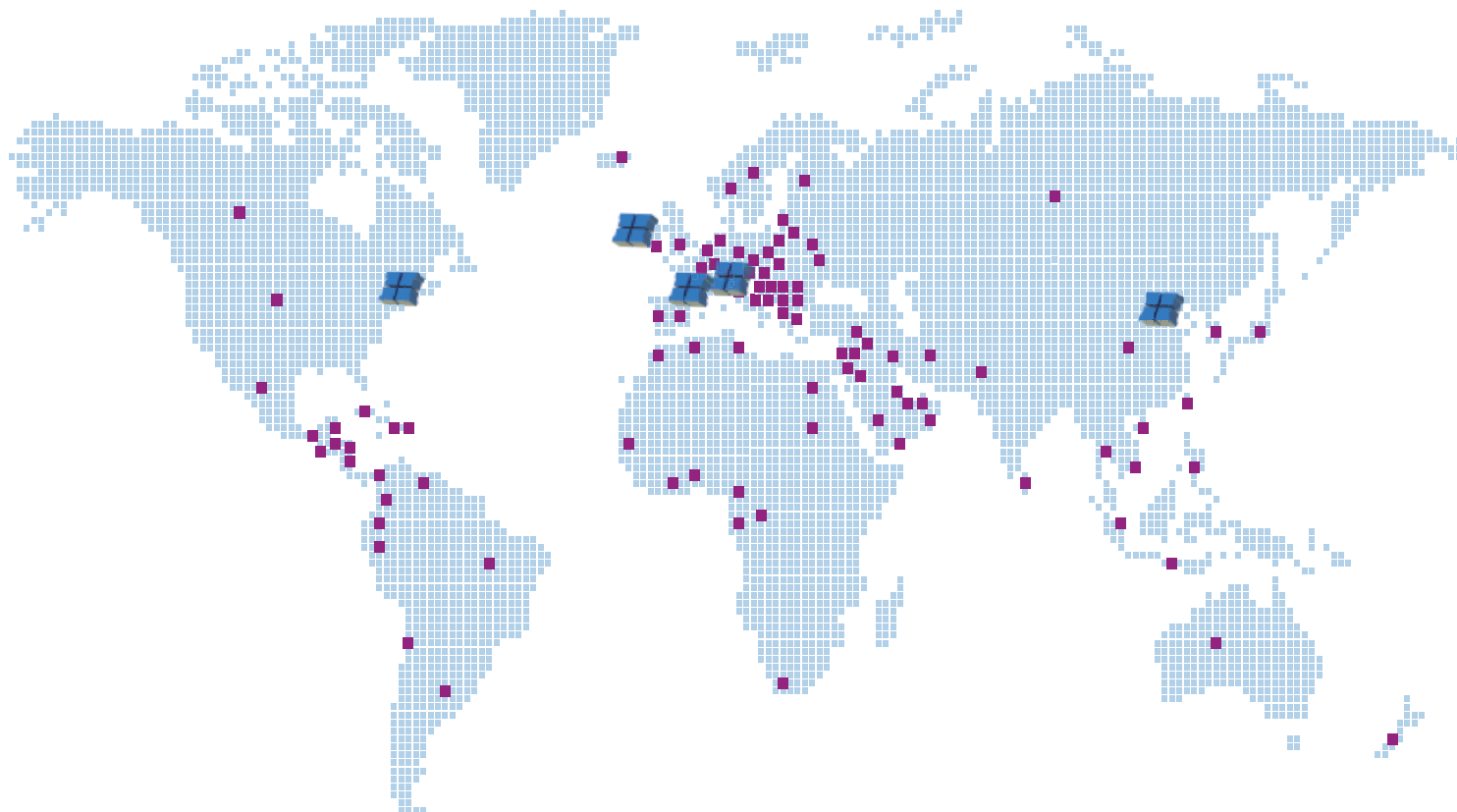
**Pracinostat** is a novel, orally available, histone deacetylase (HDAC) inhibitor under development in combination with azacitidine for the treatment of **Acute Myeloid Leukemia (AML)** in newly diagnosed patients not suitable for standard intensive induction therapy and other indications including higher-risk **Myelodysplastic Syndrome (MDS)**. A Phase III clinical development program is ongoing in AML, and a Phase II clinical study is ongoing in MDS.

Furthermore, Helsinn is developing a compound in close collaboration with Taiho Pharmaceutical Co., Ltd.: **HM06** is a selective, brain-penetrant inhibitor of **RET mutations in Solid Tumors**, currently in Preclinical Phase.



## Our Partnerships

In order to reach out and serve as many patients as possible around the world, Helsinn has built a network with more than **80 reliable distribution partners** who commercialize our products in **more than 190 countries**.



To deliver the best possible care to our patients, we engage with a number of stakeholders to create innovative collaborations. We aim to work with researchers, patients and advocacy groups in order to foster transparent communication, interaction and to potentially speed up the discovery process.

## Research partnerships

We are honored to continue working with a number of important research centers and world-class universities. In 2019 we built on our privileged relationship with the following institutions:

- **Memorial Sloan-Kettering Cancer Center, New York, US:** characterization of RET-specific inhibitors
- **University College of Dublin, Ireland:** biomarkers for use of ghrelin agonists and nutritional status to treat cancer cachexia
- **IOR Bellinzona:** Characterization of molecular mechanisms of resistance to pracinostat treatment in acute myeloid leukemia cells and lymphoma
- **Columbia University Medical Center, US:** to investigate the use of chlormethine in Alopecia Areata
- **University of Texas MD Anderson Cancer Center, Houston, US:** clinical studies in cancer supportive and palliative care with a focus on fatigue, anorexia/cachexia, chemotherapy-induced neuropathic pain, diarrhea, chronic nausea and pruritus
- **University of Zurich, University of Lausanne CHUV, Switzerland:** study chlormethine mechanism of action in cutaneous T cell lymphoma
- **The European Organisation for Research and Treatment:** Study to determine the aetiology of skin drug reactions with chlormethine gel in early stage MF
- **Odense University Hospital, Denmark:** evaluate safety outcomes in a gynecological cancer population receiving concomitant chemo and radio therapy
- **Tufts University, Boston, US:** to investigate the effect of a ghrelin receptor agonist on muscle and bone
- **The Medical College of Wisconsin, Milwaukee, US:** to evaluate Gemtuzumab ozogamicin (Mylotarg) and Pracinostat in the treatment of patients with relapsed or refractory acute myelogenous leukemia
- **The Australasian Leukaemia & Lymphoma Group, Australia:** to investigate pracinostat in AML
- **The Lahey Clinic, Burlington, US:** to investigate anamorelin in cancer related weight loss and loss of appetite

## Compassionate care

We don't see our patients as our end consumers. We recognize the impossible circumstances that they and their loved ones are facing and we want to be sure that we've done all we can to help.

As of 2018 Helsinn has introduced compassionate use programs (also referred to early access programs) which offer ethical, compliant and controlled mechanisms of access to investigational drugs outside clinical trials and prior to an official product launch.

This option is made available to those patients with life threatening diseases who have exhausted all available options.

## Advocacy

As part of its patient-centric mission and in order to support the scientific community:

Helsinn works closely with Patient Advocacy Groups who protect the interests of cancer patients by helping them receive appropriate and timely care, education, support and financial assistance when needed.

Moreover, collaborations with such advocacy groups enable the empowerment of patient representation across the entire product lifecycle. Helsinn is increasingly recognizing the importance of working with multiple stakeholders to advance mutual goals in scientific research. Therefore, Helsinn also collaborates with scientific organizations and professional societies and is committed to building stable and trusted relationships with these organizations for the disease areas they serve and in order to help address unmet needs. Helsinn is also involved in a number of committees and professional publications and provides sponsorships and contributions to several international organizations.

Our partnerships for 2019 are summarized in the image below:

### Professional Societies



### Patient Associations



### Oncology Networks



### Some highlights of our activities:

#### **SDA Bocconi and Helsinn explore the new frontiers of mHealth**

Helsinn and Bocconi share a common goal: to open new pathways in therapeutic management and in the relationship between patients and healthcare facilities

After years of collaboration and research, SDA Bocconi and Helsinn have developed LuCApp, a Lung Cancer App (trade name Azalerta™), a mobile application aimed at improving the quality of life of lung cancer patients.

The app allows patients to self-monitor their condition by sending data to the health care provider, which receives an alert whenever abnormalities are recorded. This gives patients more control over their condition, and gives healthcare facilities a better chance of detecting problems sooner.

The original vision for LuCApp was to create an empowerment tool for people with lung cancer and their caregivers. The app is now undergoing a randomized clinical trial in collaboration with three main Italian cancer centers. The results are expected to be published in 2021.

#### **Anna Braglia Young Investigator Award**

The Young Investigator Award (YIA) was established in 2016 to honor the life of Anna Braglia, the wife of Helsinn Group Founder and Chairman Gabriele Braglia and mother of Vice Chairman and CEO Riccardo Braglia. Soon after her passing, Helsinn endowed this award as part of the Conquer Cancer Foundation's Grants and Award Program in order to encourage more aspiring physicians to move into all areas of oncology by supporting them as they move from academia to research.

The Award funds physicians who are in their final years of training to aid their transition from a fellowship program to a faculty appointment. The aim of this one-year \$50,000 grant is to promote quality research in clinical oncology and supportive care.

The recipient of the 2019 YIA, Dr. Allison B. Leahy, received her medical degree from SUNY Upstate College of Medicine. She completed her Pediatric Residency and Pediatric Hematology/Oncology Fellowship at the Children's Hospital of Philadelphia (CHOP). Dr. Leahy is a recent alumna of the Pediatric Hospital Epidemiology and Outcomes Research Training program managed by the Center for Pediatric Clinical Effectiveness at CHOP and recently finished her thesis work for her Master of Science in Clinical Epidemiology from the University of Pennsylvania.

Her clinical interests include investigating the benefits and barriers of using patient-reported symptom monitoring for children with cancer in an attempt to examine the impact of this type of monitoring on the quality of life, hospitalization rate and illness severity in childhood cancer.

## Lyfebulb-Helsinn Innovation Summit and Award

In an effort to promote entrepreneurship Lyfebulb and Helsinn Investment Fund SA have joined forces and invited patient entrepreneurs who endured the real life experiences of cancer to compete for the Lyfebulb-Helsinn Innovation Award. Linking entrepreneurs with senior team and board members from Helsinn and Lyfebulb in order to spotlight their efforts, ideas and provide professional discussion, direction and inspiration.

Helsinn-Lyfebulb Innovation Summit is open to patient entrepreneurs building groundbreaking companies of all sizes to advance the prevention, diagnosis, management, or cancer care. Entrepreneurs eligible to enter the competition include cancer patients, cancer survivors, or those who have a close relative or loved one with cancer, who have established a company to address issues they have personally encountered.

The Award recognizes outstanding potential among entrepreneurs who have demonstrated an ability to develop and bring to the market innovation designed to improve the quality of life of people with cancer using drugs, medical devices, consumer products and healthcare information technologies.

In March 2019, ten finalists were invited to compete at the Lyfebulb-Helsinn Innovation Summit & Award in Oncology event, which was hosted in Monaco by Lyfebulb and Helsinn. Over the course of the summit, the finalists presented their businesses to an independent, curated panel with expertise in oncology. The **second Lyfebulb-Helsinn Innovation Summit and Awards** in Oncology was awarded to Mihir Shah of UE LifeSciences and Pierluigi Paracchi of Genenta Science.



**Mihir Shah** founded **UE LifeSciences** to enable affordable and scalable access to early diagnosis of cancer for women everywhere, after seeing his mother-in-law go through breast cancer. The company's *iBreastExam*, a US FDA-cleared, hand-held device, enables health workers to identify non-palpable breast lumps in just a few minutes, without pain or radiation and at a fraction of the cost of a mammogram.

Inspired by his mother's brush with cancer, **Pierluigi Paracchi**, an experienced venture capitalist, co-founded **Genenta Science**, a clinical stage immune-gene therapy company which leverages the ground-breaking science from Professor Naldini at the San Raffaele Milano hospital. Genenta has phase 1 / 2 trials ongoing in multiple myeloma and glioblastoma.

## Quality of Life for Our People

For over 40 years of activity the owner's family values have been at the heart of Helsinn's philosophy.

At Helsinn, we firmly believe that our people are the foundation of our business. In a world that is rapidly changing, our people and their skills will increasingly become a key component for our future success.

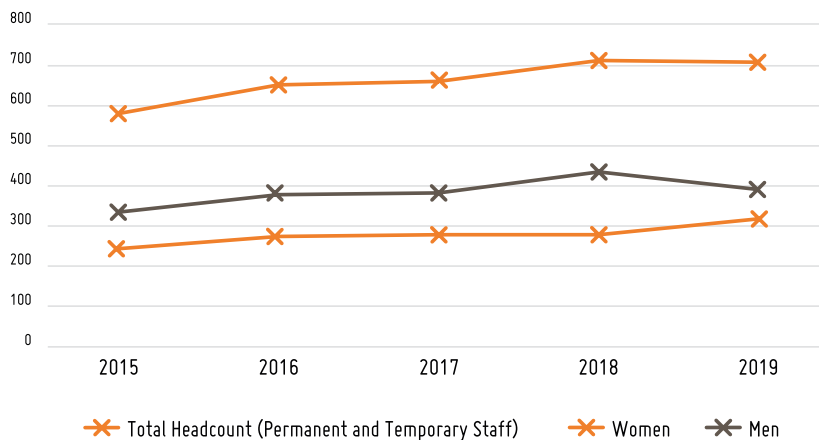
We understand that technology is changing the way we work and we want to adapt and improve to maintain our employee satisfaction; for this reason we strive to provide a stimulating and enjoyable work environment where our people can thrive.

However, work-life balance is of fundamental importance: we want our employees to develop their careers without having to forsake their personal goals.



## Our Employees

**Total Employees, Women & Men**



- Thanks to the expansion of our business, both geographically and in terms of our operations, we have been growing substantially in the last few years and at the end of 2019 we employed more than 700 people (+8.9% compared to 5 years ago).
- In 2019, 39% of management positions were occupied by women, a percentage which is stable since 2016.
- These numbers confirm that Helsinn is a healthy company and a strong employer, creating attractive jobs and economic development in the communities in which it operates. At present, there are no bargaining agreements in place at any of our locations.

## Job Satisfaction, Motivation, Retention

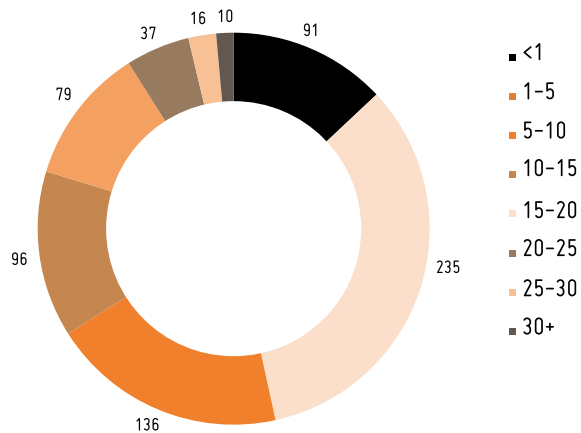
Over the last 40 years we have grown and succeeded beyond our expectations. This would never have been possible without the essential contributions made by our employees in all of our business units. We are therefore proud to see a high degree of commitment and to confirm a low turnover rate, particularly in our Swiss locations.

- The loyalty of our people is demonstrated by the long average length of service. Every year we celebrate our colleagues who reach their 10th, 20th, 25th, and 30th working anniversaries.

In 2019 four employees in our Swiss offices reached the remarkable target of 30 years of service. This is possible thanks to a leadership team that empowers high achievement while nurturing the core values of respect and integrity. We make sure there is equity amongst peer compensation in every employee group. Our remuneration system is therefore 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).

**Years of service as of 31 Dec 2019**



## Training

Every year Helsinn makes a considerable investment in regular internal and external training in order to continuously develop our employees' professional, managerial and personal skills. Training is required across all levels of our company, from our apprentice programs, to leadership and strategy courses for our management. We've calculated that on average in 2019, everyone at Helsinn received more than 20 hours of training.

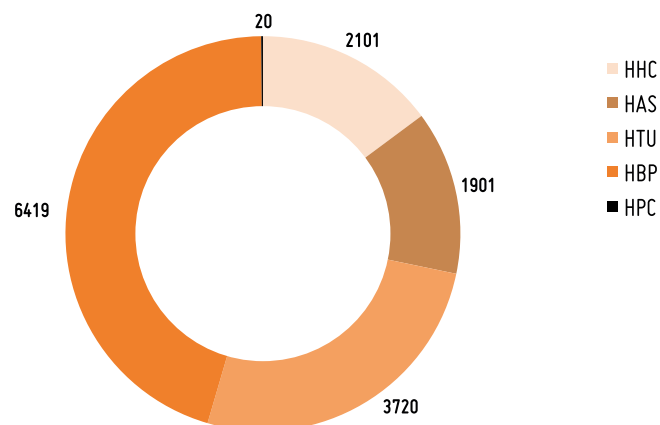
Helsinn was founded in a country with a traditionally strong apprenticeship model: we are proud to play our part in providing younger generations the skills required to succeed in tomorrow's work force. Having seen the success of this model first hand, in October 2018 HBP lead the way in the creation of a National Laboratory Apprenticeship program, the first of its kind for the biopharmaceutical industry in Ireland. In 2019 HBP was nominated for the inaugural Generation Apprenticeship Employer of the Year Award.

More progress was made with regards to Helsinn Academy and Helsinn Lecture Series organized in collaboration with Bocconi University in Milan. The aim is to invite global thinkers to reflect on the topical issues in life sciences, management challenges and on the impacts that technology has on today's economic environment. What originally started as a yearly event has been enhanced to provide a long-term framework for leadership development across the Group. 2019 also saw the completion of the "Make a difference" program at HHC and HTU and the start of the HAS edition. The program was specifically designed with Bocconi and primarily targeted to our middle management.

In the context of recruitment in our offices in Ticino, we consolidated our collaboration with local authorities thanks to the following partnerships:

- With the Regional Employment Office and their new company-focused service for professional reintegration of the unemployed and the integration of re-qualified personnel.
- With SOS Ticino, the local authority for the reintegration of refugees and the unemployed.

**Hours of training in 2019**





	GROUP		Companies					
			HHC	HAS	HBP	HTU	HPC	HIS
<b>Total Headcount</b>	<b>708</b>		<b>215</b>	<b>188</b>	<b>195</b>	<b>97</b>	<b>9</b>	<b>4</b>
	<i>male</i>	392 55,4%	95	146	93	53	4	1
	<i>female</i>	316 44,6%	120	42	102	44	5	3
	<b>174</b> 24,6%		<b>85</b>	<b>37</b>	<b>31</b>	<b>14</b>	<b>3</b>	<b>0</b>
of which in Management roles:	<i>male</i>	107 61,5%	39	14	14	36	3	1
	<i>female</i>	67 39%	24	3	15	21	4	0
employed in <b>R&amp;D</b> :	<b>170</b>	24,0%	85	37	31	14	3	0
employed in <b>production</b> :	<b>275</b>	38,8%	0	135	140	0	0	0
employed in <b>commercial</b> division:	<b>114</b>	16,1%	45	5	0	62	2	0
employed in <b>other divisions</b> :	<b>149</b>	21,0%	85	11	24	21	4	4
Of which total Temporary staff:	<b>52</b>	7,3%	4	27	17	4	0	0
Of which total Apprentices:	<b>22</b>	3,1%	5	8	9	0	0	0
<b>Employees Turnover</b> (including voluntary leaves, interns and apprentices):	<b>117</b>	11,1%	9	4	40	63	1	0
			2%	2%	19%	34%	11%	0%
<b>Hours of Trainings</b>	<i>provided by year:</i>	<b>14198</b>	2101	1901	6419	3720	20	37
	<i>day per person:</i>	2,5	1,2	1,3	4,1	4,8	0,3	1,2
<b>Age Group</b>	<30	<b>79</b>	12	34	31	1	1	3
	30-50	<b>423</b>	124	123	120	46	7	3
	>50	<b>206</b>	79	31	44	50	1	1
<b>Years of Services</b>	<1	<b>95</b>	13	18	41	19	4	0
	1-5	<b>238</b>	59	48	58	67	3	3
	5-10	<b>136</b>	54	47	27	6	2	0
	10-15	<b>97</b>	42	27	22	5	0	1
	15-20	<b>79</b>	24	20	35	0	0	0
	20-25	<b>37</b>	14	12	11	0	0	0
	25-30	<b>16</b>	8	7	1	0	0	0
	30+	<b>10</b>	1	9	0	0	0	0
<b>Anniversaries</b>	10 years	<b>28</b>	15	7	4	2	0	0
	20 years	<b>11</b>	3	3	5	0	0	0
	25 years	<b>2</b>	1	1	0	0	0	0
	30 years	<b>4</b>	1	3	0	0	0	0

## Safety, Health & Wellness

Providing a safe and healthy work environment for employees and contractors is another key objective. Indeed, we have set an ambitious target of achieving Zero Incident Rate across all our companies. Helsinn seeks to create a mindset and an environment in which all employees know that it is possible to work injury free, regardless of their role.

At Helsinn we register even minor accidents without personal or material consequences in order to analyze the situation and take the necessary corrective action to avoid recurrences.

In 2019 we had a total of 81 reported accidents or near misses (including damage to property). Of those, 4 caused an absence of at least one day of work.

**Below a few of the programs that Helsinn operates to support our staff in improving their health and wellness as well as improving our working environment:**

- At the end of 2018 we opened a canteen in our Lugano offices, an addition that many employees had suggested. After its first year of operations we are happy to report that an average of 70 people take advantage of this new addition. Well balanced meals are now being offered at all of our Irish and Swiss locations, while in our office in New Jersey our US team can buy quality meals from the external canteen catering to the office building.
- At HAS, as part of the Helsinn be Healthy initiative, special focus was given to the theme “Food & Health nutrition and lifestyles as primary prevention” by covering topics such as functional nutrition, movement useful for wellbeing and circadian rhythms for people working in day and night shifts.
- In concomitance with National Workplace Wellbeing Day in Ireland, HBP announced its Annual Wellbeing Plan which addresses fitness, nutrition, mental health and general wellbeing through seminars, workshops, one-off events and fitness programs. HBP marked the event by organizing Desk Based Yoga Classes, a Lunchtime Mile Walk, as well as offering a healthy breakfast pack. Other events included a Mental Health workshop, a “Super foods” nutrition seminar and Yoga/Pilates classes.
- HHC hosted an event especially dedicated to postural education to provide valuable advice to all interested employees in order to correct their posture while working at their desks.



**Benefits exceeding local labor laws are granted to our employees, reflecting local practices, qualification and seniority within the organizations. Below a few examples:**

- flexible working time
- teleworking
- job-sharing policy (introduced in 2017)
- 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, family related events awards

**In 2019 at our headquarters in Lugano, in order to support our employees' need for a more sustainable mobility, we offered:**

- public transport travel pass Arcobaleno at 90% discount for those employees requesting it and willing to give up their parking space
- 7 free parking spots for employees who carpool to work
- covered parking places for 10 bicycles and e-bikes charging stations
- 4 new free charging stations for plug-in cars
- 2 new e-bikes and 1 scooter

## REMOTE WORKING

In 2018 we launched our remote working pilot project. As a start, the possibility was granted to two thirds of our directors group working at HQ, who for the most part adopted Fridays as their remote work day. The positive feedback received encouraged us to further expand this possibility to a larger group of participants: Indeed, in 2019 we extended this alternative to a wider audience:

- We increased the adopter number at HHC
- Started a 6 month trial at our HBP location for 13 participants,
- And offered the possibility to 9 people from Top Management at HAS.

At the end of the year, a total of 147 employees were taking advantage of remote working.

## Quality of Life in Our Communities

At Helsinn we make it a point to take an active role in the locations where we operate. Indeed, as a good corporate citizen we want to expand beyond our business and give back to society by contributing to the advancement of the communities in which we live and work. It is precisely for this reason that we participate in a variety of initiatives ranging from sports to education, to culture and charities, by providing financial support or by being directly involved in these projects. In this chapter we want to present some of the initiatives that are close to our hearts.



### Fondazione Gabriele e Anna Braglia

Founded in 2014 by Anna and Gabriele Braglia, the foundation is dedicated to cultural and educational art and organizes, supports and promotes art exhibitions, conferences and a series of cultural activities. After having spent the last 50 years exploring their passion for art and growing their collection, the founders decided to share their collection with a wider audience.

The collection, which boasts several works by prominent artists such as Picasso, Modigliani, Klee, and Kandinsky among others, is on display in an exhibition space on the Lugano waterfront and is open to the public.

More information can be found at  
[www.fondazionebraglia.ch](http://www.fondazionebraglia.ch)



### Foundation New Flower in Africa

In 2011 the Braglia family founded the New Flower Foundation in order to support education and vocational training in Africa. 2019 marked the beginning of many new projects, which now total 26 across 7 countries: Ethiopia, Ghana, South Sudan, Gabon, Congo, Togo and Madagascar. The aim of the foundation is to promote basic education for all children in the hope of reducing the illiteracy rates in these countries and to fight social injustice. The work on the ground is carried out with the help of well-established and recognized local organizations in order to guarantee the long-term sustainability of the projects.

More information can be found at  
[www.nuovofioreinafrica.org](http://www.nuovofioreinafrica.org)



### Tavolino Magico

In 2019, as in previous years Helsinn contributed 30'000 CHF to the local chapter of a Swiss-wide initiative, Tavolino Magico, which collaborates with major food distributors across the country to collect and distribute food to families in need. The philosophy of the initiative is that no food should be wasted: excess food from distributors, retailers, and restaurants is therefore put to good use and reaches approximately 1500 people. Every year, Helsinn contributes with a cash contribution equivalent to the amount the company would have spent in Christmas cards and presents for our staff.



### Greenhope / Corsa della Speranza (Terry Fox Run)

As a company with deep roots in the canton of Ticino, Helsinn makes it a point to support the battle against cancer at the local level. Helsinn donates to Greenhope and the local Terry Fox Run. The former is a charity which organizes sporting events with the aim of providing children affected by cancer and their families a moment of diversion. The latter is celebrated in more than 50 countries around the world and is organized each year in order to raise money for cancer research. Many of our employees contribute to the success of this initiative by participating in the 5 km run that takes place in Lugano.

More information is available at [www.greenhope.ch](http://www.greenhope.ch) and [www.corsadellasperanza.ch](http://www.corsadellasperanza.ch)



### Orchestra della Svizzera Italiana

In 2014 Helsinn signed a 5 years sponsorship agreement with the Orchestra della Svizzera Italiana, which is considered one of the most prominent exponents of the Swiss-Italian art scene on the international stage. We support the orchestra by helping to fund tours and concerts, focusing in particular on expanding its international reach.



### Compagnia Finzi Pasca

Helsinn supports the internationally renowned Compagnia Finzi Pasca, a major independent artistic company. Its founder, the Lugano native Daniele Finzi Pasca, over the years has become a prolific and well-known creator, producer and director.



### Biobank Ireland Trust

Helsinn Birex has committed 10,000 EUR per year from 2018- 2020 to Biobank Ireland Trust, a charitable trust founded in 2004 in St. James Hospital. It oversees a network of biobanks in Ireland which hold tissue samples from cancer patients donated for research (to date it holds 9000 samples). Its mission is to "fast-track cancer research to better diagnosis and treatment". The donations are made in memory of our friend and colleague Ann Bradshaw.

### Other initiatives that we regularly support are:

- Helsinn Lecture Series – Bocconi University
- Leukemia Lymphoma Society Light the Night Walk
- Irish Cancer society
- ARC Cancer Support Centres
- St. Francis Hospice
- Technological University Dublin – The Jackie Bradley Award (in memory of our colleague)

### Other Associations and Forums

Besides offering our support to philanthropic initiatives, we believe that we can provide an important contribution to the community by being actively involved in a number of associations and forums.

#### **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

Some facts:

- the need for qualified workforce is increasing
- total annual salaries = 255 million CHF
- interesting work conditions
- over 2'900 employees
- total annual turnover of 2.45 billion CHF
- investments in Ticino of 500 million CHF

Among the several areas totalling interest of the association, the principal ones are as follows:

- to promote collaboration and exchange of opinions and experience between members of the industry,
- to represent the member companies in meetings with public opinion, the media, political authorities as well as various public and private corporations,
- to represent Farma Industria Ticino with various industrial associations within the pharmaceutical sector in the regional, national and international field,
- to collaborate with all economic sectors.

The FIT's Talent Project offers Internships in Ticino offered by Farma Industria Ticino to support young people in their search for employment in collaboration with the Department of Finance and Economy of Canton Ticino

“Thanks to this internship I had the chance to see how a pharmaceutical company works and to understand what role I could play in the future. I learned that a company is made up of employees with different skills and that communication is essential to success.”

(Intern, 6 months stage in the Regulatory Affairs department of Helsinn Healthcare SA)

**The Life Science Valley in the Heart of Switzerland.  
The pharmaceutical industry invests in Ticino, creates jobs and trains the workforce.**

## Quality of Life in Our Environment

The devastating effects of climate change are no longer questioned by the overwhelming majority of scientists. Indeed, the consequence of our activities in the past century have endangered the equilibrium of earth's ecosystems, which now lacks the ability to regenerate at a quick enough pace.

The healthcare industry can expect surges in illnesses related to the ever increasing temperatures around the globe: chronic illnesses, spread of infectious diseases, increases in respiratory allergies and chronic disorders, growing malnutrition, increases in stress-related and mental health disorders, are prime examples.

By using resources more effectively, enhancing our productivity and by working closely with our stakeholders, we can decrease our expenses, increase our competitiveness, but most importantly minimize our ecological footprint:

- Overall, we have lowered our CO2 emissions, reduced energy and water consumption, established mobility plans and smart working, and have programs to minimize the use of plastic and paper in all of our locations.
- In all our offices, and particularly in our manufacturing units in Switzerland and Ireland, we have put in place stringent measures to reduce the environmental footprint of our operations.
- HBP serves as a great example of our efforts to reduce our emissions. Indeed, over the past few years, energy usage has remained stable despite an increase in production.
- Today, the totality of the electricity we use is derived from renewable sources. In 2018 a new PhotoVoltaic (PV) electricity generator was installed at our HBP facility with almost 200 PV south-facing panels installed on the roof which can produce up to 50 KW on a sunny day. Helsinn Birex Pharmaceuticals has invested approximately 90,000 EUR to support this program, which was further supplemented by local energy rebate grants.
- In 2018 HAS had already seen a 20% saving in heating oil compared to previous years. This drastic reduction was due to the fact that the district energy system fueled by biomass coming from the woods in the surrounding area was connected to our premises, allowing the removal of a boiler. At the end 2019 the use of fossil fuel was completely eliminated as we connected the rest of our plant to the biomass plant. This generates a drastic reduction of our CO2 emissions.
- In order to decrease non-essential professional travel, we encourage staff to make the most of the technology available such as video conferencing and web meetings.





- In all our offices we collect and separate waste, which is then recycled. We have a separate collection for paper, aluminum, glass, PET and batteries and boast a very high recycling rate (close to 100%).

The calculations for energy, water and emissions that follow do not include our offices in China and Monaco. However, because the impact of these offices on the total is extremely limited, the resulting figures represent the group's performance with a very high level of accuracy.



## PLASTIC<LESS@HELSINN

In 2019 Helsinn launched the Plasticless initiative as a promise to the planet and the young generations. Oceans cover 70% of the earth's surface and their health is crucial in order to maintain our planet's ecobalance. Yet they are in peril: 8 million metric tons of plastic enter our oceans every year and the Great Pacific Garbage Patch is steadily growing.

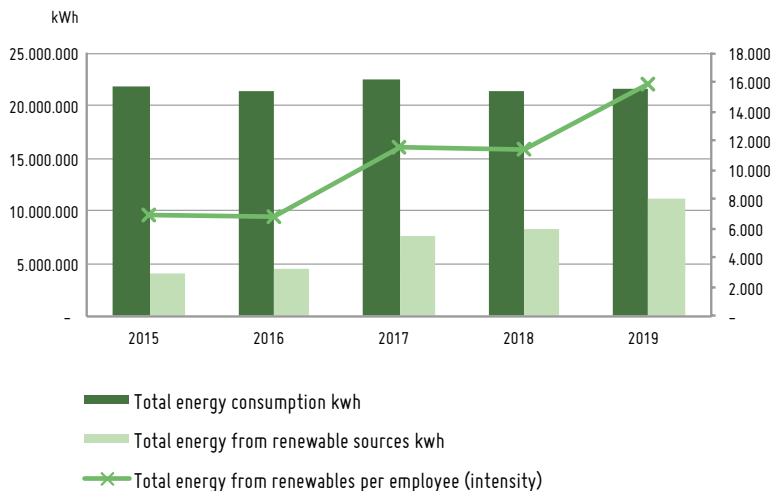
To minimize our environmental impact and help conserve the health of the world's oceans, we aim to reduce to the very essential the use of plastic in all our offices and production facilities.

## Energy

### Total Energy Consumption

KWh	2015	2016	2017	2018	2019	Var. 2019 vs. 2015	Var. 2019 vs. 2017	Var. 2019 vs. 2018
<b>Total Energy Consumption</b>	<b>21'770'720</b>	<b>21'441'553</b>	<b>22'529'475</b>	<b>21'407'624</b>	<b>21'464'545</b>	<b>-1,4%</b>	<b>-5,0%</b>	<b>0,3%</b>
Total Energy from Renewable Sources	3'994'469	4'424'093	7'606'258	8'172'900	11'228'750	181,1%	32,3%	37,4%
% from Renewable Sources	18%	21%	34%	38%	52%			
<b>Total Energy Consumption per Employee (Intensity)</b>	<b>37'601</b>	<b>32'987</b>	<b>34'084</b>	<b>30'025</b>	<b>30'317</b>	<b>-19,4%</b>	<b>-11,1%</b>	<b>1,0%</b>
Total energy from renewables per employee (Intensity)	6'899	6'806	11'507	11'463	15'860	129,9%	37,8%	38,4%

### Trends – Energy Consumption, Energy from Renewable, Energy Intensity



We use three energy sources: natural gas (Dublin, Lugano HQ, US offices), heating oil (Biasca) and electricity (all locations).

We continue to rely on more renewable sources and to reduce the energy intensity of each employee. Thanks to a switch to 100% renewable electricity in Ireland, a better electricity mix in Switzerland and a significant reduction in the use of heating oil, in 2019 our overall quote of energy coming from renewable sources reached 52%, a remarkable result and a big step forward compared to 5 years ago.



## Sustainable investments planned at our Headquarters

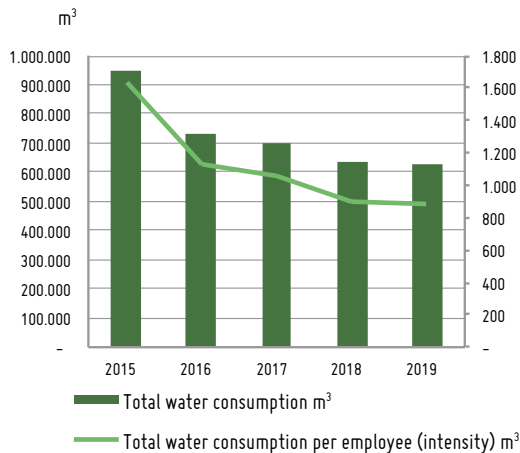
In 2020 a new Photovoltaic (PV) electricity generator was installed on the roof of our main building at the Headquarter in Lugano, Switzerland. These latest generation panels can accumulate enough energy to cover part of the company costs, in terms of energy consumption, and the solution allows remote control with a high-quality technological system.

## Water

### Total Water Consumption

m <sup>3</sup>	2015	2016	2017	2018	2019	Var. 2019 vs. 2015	Var. 2019 vs. 2017	Var. 2019 vs. 2018
Total water consumption	949'708	729'890	698'250	636'239	625'035	-34,2%	-10,5%	-1,8%
Total water consumption per employee (Intensity)	1'640	1'123	1'056	892	883	-46,2%	-16,4%	-1,1%

### Trends – Water Consumption, Water Consumption per Employee



Most of our water consumption originates from our chemical plant in Biasca (HAS). This is explained by the fact that the production of chemical ingredients is a water-intensive activity, especially due to cooling processes.

These past years we have consistently been able to markedly decrease the amount of water used to cool the condensers.

In 2019 we further reduced our overall water consumption by 6% compared to 2017/2018 average and by 34% when compared to 2015. This continuous improvement in the management of this resource has resulted in an overall positive effect not only for our operations, but for the whole Biasca region, considering that HAS is one of the largest users of water in the area.

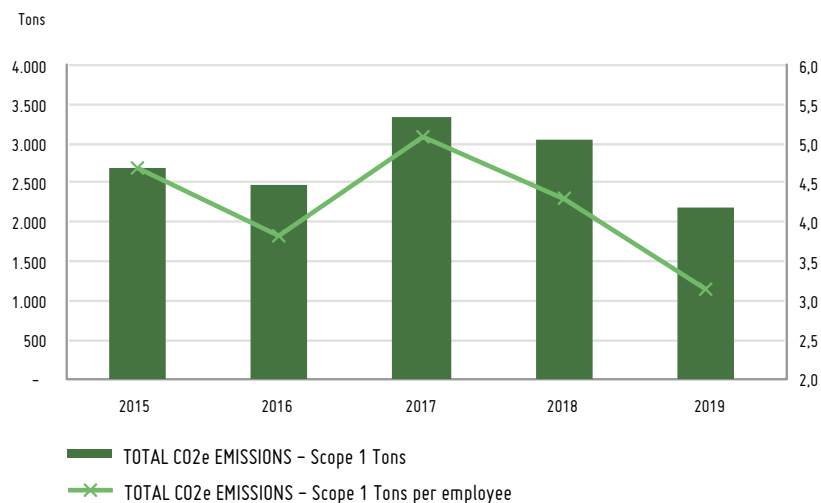
## CO<sub>2</sub>e Emissions

### Total CO<sub>2</sub>e Emissions (Scope 1\*)

		2015	2016	2017	2018	2019	Var. 2019 vs. 2015	Var. 2019 vs. 2017	Var. 2019 vs. 2018
<b>TOTAL CO<sub>2</sub>e EMISSIONS - Scope 1</b>	Tons	2'745	2'504	3'406	3'099	2'242	-18,3%	-34,2%	-27,7%
<b>TOTAL CO<sub>2</sub>e EMISSIONS - Scope 1 Per Employee</b>	Tons	4,74	3,85	5,15	4,35	3,17	-33,2%	-38,5%	-27,1%

\* Scope 1 Emissions - The Greenhouse Gas Protocol (GHG-P) defines as Scope 1 all direct emissions that arise from sources that are owned or controlled by the reporting entity. They include fuel combustion, company vehicles and fugitive emissions.

### Trends – Scope 1 Emissions, Scope 1 Emissions per Employee



Substantial progress was also recorded in the total emissions both for Scope 1 and for air travel. Particularly worthy of mention are the scope 1 emissions obtained in 2019, mostly thanks to the measures implemented at our production sites HBP and HAS.

The connection to the regional district power plant at HAS has eliminated the use of heating oil and generated a remarkable reduction in CO<sub>2</sub>e emissions.

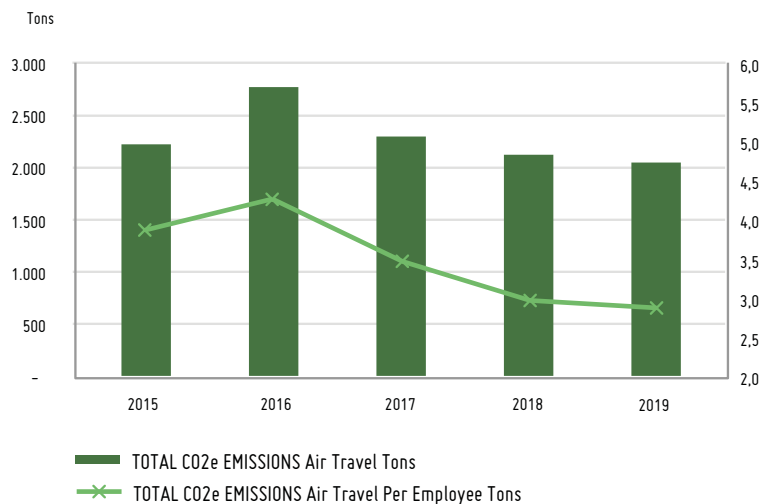
The positive trend continues and in 2019 we were able to reduce our group emissions by 34% compared to 2017.

### Total CO<sub>2</sub>e Emissions Air Travel

Tons	2015	2016	2017	2018	2019	Var. 2019 vs. 2015	Var. 2019 vs. 2017	Var. 2019 vs. 2018
<b>TOTAL CO<sub>2</sub>e EMISSIONS Air Travel</b>	<b>2'230</b>	<b>2'778</b>	<b>2'282</b>	<b>2'125</b>	<b>2'034</b>	<b>-8,8%</b>	<b>-10,9%</b>	<b>-4,3%</b>
<b>TOTAL CO<sub>2</sub>e EMISSIONS Air Travel Per Employee</b>	<b>3,9</b>	<b>4,3</b>	<b>3,5</b>	<b>3,0</b>	<b>2,9</b>	<b>-25,4%</b>	<b>-16,8%</b>	<b>-3,6%</b>

Due to a change in the CO<sub>2</sub>e calculation method for the US Fleet emissions, we have readjusted the figures in order to harmonize them with the rest of the company. The numbers reported above include such adjustments.

### Trends – Business Air Travel Emissions, Business Air Travel Emissions per Employee



## Sustainability and Innovation at the Heart of Development: Helsinn Advanced Synthesis reduces CO<sub>2</sub> emissions by 80%.

For years Helsinn Advanced Synthesis has been investing in innovative technologies. A notable example is the construction of a modern facility dedicated to the production of anticancer products. At the same time however, it has not forgotten the necessity of reducing the impact of these activities on the environment. Thanks to the implementation of a district heating plant system by the Nuova Energia Ticino (NET) consortium of Biasca, Helsinn Advanced Synthesis was able to achieve the objective of shifting the energy carrier from heating oil to steam, reducing our CO<sub>2</sub> emissions by 80%. The production begins with wood chips from the region (3 Valleys in Ticino) and allows to significantly improve the environmental impact of the industrial area of Biasca. Helsinn Advanced Synthesis' efforts in favor of the environment were recently recognized by the Swiss Cleantech Agency.

## Industrial Waste

### Waste Management Figures

Tons	2015	2016	2017	2018	2019
<b>Total Haz waste</b>	<b>1'565</b>	<b>1'286</b>	<b>1'419</b>	<b>1'510</b>	<b>1'477</b>
<b>Total non-Haz waste</b>	<b>258</b>	<b>323</b>	<b>464</b>	<b>405</b>	<b>386</b>
of which non-Haz waste recycled/recovered	174	248	348	283	280
<b>Total Waste Per Employee (Intensity)</b>	<b>3,1</b>	<b>2,8</b>	<b>3,3</b>	<b>3,3</b>	<b>3,2</b>

### Trends – Hazardous, Non Hazardous Waste, Total Waste per Employee



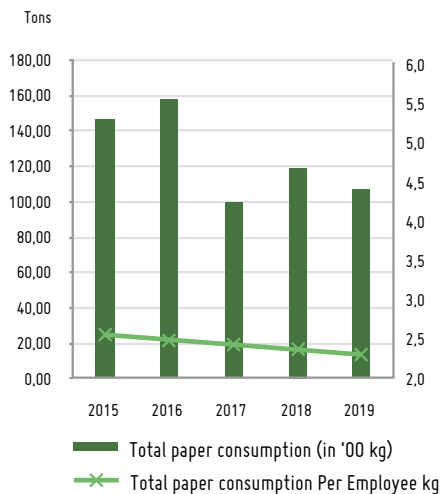
At HAS, between 2017 and 2018, the industrial waste produced increased by 3% due to the production process of a new compound which requires a high quantity of solvents. In 2019 there was a 2% reduction vs. 2018.

## Paper

### Printing & photocopy paper use

In Kg	2015	2016	2017	2018	2019
HHC	7'734	5'988	2'744	3'119	3'610
HAS	4'461	2'872	4'141	2'944	3'120
HBP	1'170	5'010	2'810	4'277	2'313
HTU	1'330	1'915	293	1'577	1'613
China					33
<b>TOTAL</b>	<b>14'695</b>	<b>15'785</b>	<b>9'988</b>	<b>11'917</b>	<b>10'689</b>
<b>Consumption per Capita</b>	<b>25,4</b>	<b>24,3</b>	<b>15,1</b>	<b>16,7</b>	<b>15,10</b>

### Trends – printing & photocopy paper use per Employee



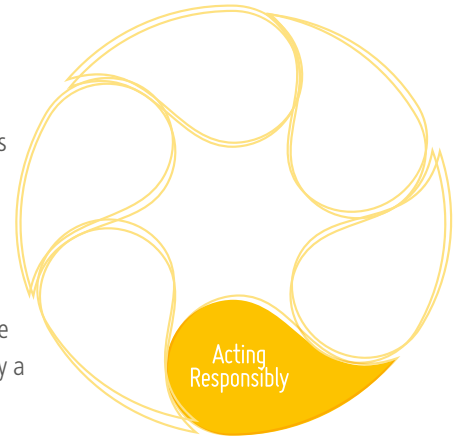
All our Business Units use paper that is FSC (Forest Stewardship Council) and PEFT (Program for the Endorsement of Forest Certification) certified. These are the two most important paper certification bodies which ensure that products come from well-managed forests that provide environmental, social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

In the past few years we have been able to considerably reduce our use of paper thanks to a more careful management of the printing system and improved digitization of different workflows. Of particular significance was the kick-off of the Paperless project at HQ in 2017 which led to a reduction of printing paper usage by 35% compared to the average of the previous two years. Our reduction of paper use continues albeit less drastically. In 2019 we consumed an estimated 260'000 pages less compared to the previous year.

## Acting Responsibly

Helsinn is committed to ethical, social, and environmental responsibility. We always operate to ensure honesty, high-quality standards, and integrity in everything we do. These principles are strongly embedded in our culture and we have always based all our activities on these standards.

In order to support our international growth and to strengthen even more our culture of responsibility and our resources in this area of ever increasing complexity, in 2019 we created a new, central function, the Group Compliance and Quality Division, headed by a Group Compliance & Quality Officer.



## The Compliance Program

A robust compliance program and a strong culture of integrity are necessary components of our operations. They create the foundation of our long-term success and push our sustainability efforts.

At Helsinn a Group Compliance Officer (GCO) and Business Ethics Board (BEB) are responsible for operating and monitoring the compliance program, which include the 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.

Our Compliance program is based on three pillars: *Prevent-Detect-Respond*.

- *Prevent*: we prevent compliance violations through creation of new policies and procedures, Compliance Helpdesk and trainings.
- *Detect*: we detect compliance violations by monitoring for compliance effectiveness and continuous improvement.
- *Respond*: we respond to these compliance violations with disciplinary actions and consequences for misconduct.

The Compliance Program is designed to address areas of potential problems or high risk, as determined by the GCO. The goal is to keep strengthening our compliance program as we continue to expand our business. Helsinn's Compliance Program is based on the US Office of Inspector General's (OIG) voluntary Guidance for Pharmaceutical Manufacturers (the OIG Guidance) and is constantly updated.

### Prevent

Since 2016, Helsinn's 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 other compliance Policies and Procedures are detailed in the following documents, all of which are available on our Integrity Portal:

- 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 Helsinn Code for Caring - A key document to establish the standards that need to be observed regarding Business conduct and Ethical behavior.
- The Supplier Code of Conduct - The most recent addition (2018) describes the principles that we expect our Suppliers to follow in the conduct of their business. This expectation represents an important component of our Supplier evaluation and selection. Suppliers should also apply these (or similar) principles to the partners with whom they work when providing goods and services to Helsinn.

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

## **Detect**

Helsinn conducts internal auditing and routine monitoring to evaluate compliance with company policies and identify potential risks. Furthermore, we have open lines of communication between the GCO and all employees, including a process for managing complaints and responding to questions. In fact, as of 2018 we have opened the Helsinn CompLine. The CompLine is operated by an independent third party and allows reports to be submitted anonymously and confidentially in order to avoid any form of retaliation against those who speak up. These channels are available 24 hours a day, 7 days a week and in the local languages of the countries where we operate.

## **Respond**

We have put in place mechanisms to promptly and properly investigate and respond to reports of non-compliance. These include including processes to initiate corrective measures and to report offenses to the relevant government authorities where appropriate. The enforcement of compliance obligations is carried out through policies that include penalties for non-compliance.

## Quality

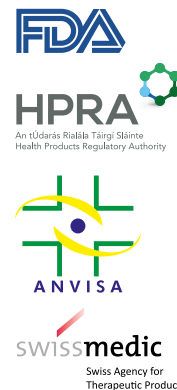
Quality is an essential aspect at Helsinn. Helsinn commits to a culture of quality and regulatory compliance for its products and services. Helsinn complies with all applicable laws, regulations and codes on quality standards (Good Laboratory Practices, Good Clinical Practices, Good Manufacturing Practices and Good Distribution Practices). All safety data are collected in compliance with good vigilance practices from research studies, throughout the development process, and during the entire life cycle of a product. At Helsinn we:

- respond promptly and transparently to any concerns about product safety and quality issues.
- comply with all applicable laws, regulations and codes on the treatment of animals.
- have systems and processes in place to ensure full traceability of the products and services we provide, including of ingredients and raw materials.
- ensure on-time delivery of our product in accordance with the applicable requirements.
- monitor product quality performance and demonstrate continuous improvement measured by decreased internal defects, customer complaints and defects shipped.

Helsinn distributes in more than 90 markets, we manage more than 30 Active Ingredients projects, as third-party Contract Manufacturing Organization and we have extensive R&D activities worldwide. A world-class QA is therefore 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.

- **US FDA** - Current Good Manufacturing Practices - HBP Dublin, HAS Biasca
- **HPRA Ireland** - Pharmacovigilance audit - HBP Dublin
- **ANVISA Brasil** - Current Good Manufacturing Practices - HBP Dublin, HHC Lugano
- **Swissmedic** - Certificate of Good Manufacturing Practices - HAS Biasca
- **ISO 14001 Certification** - HAS Biasca
- **OHSAS 18001 Certification** - HAS Biasca



- **ISO 13485 certification for Medical Device** - HBP Dublin
- **Investigational Medicinal Product (IMP) Licence** - European Medicines Agency - HBP Dublin
- **Russian Health Ministry** - HBP Dublin, HAS Biasca
- **South African Health Ministry** - HBP Dublin, HAS Biasca
- **Ministry of Food and Drug Safety (MFDS)** South Korea - HBP Dublin, HAS Biasca
- **Pharmaceuticals and Medical Devices Agency (PMDA)** Japan - HBP Dublin, HAS Biasca

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.



## Data protection & privacy

We constantly endeavour to respect all applicable data protection laws provisions and specific industrial codes, balancing our legitimate interests with legal obligations and the rights and freedoms of third parties with whom we interact, such as healthcare professionals worldwide. Particularly, we give the utmost attention to data protection in the context of clinical studies we sponsor with respect to patients' and clinical trials operators' personal information.

The Helsinn Group has taken the responsibility to ensure the highest level of data protection and information security protection for employees, partners and customers. In every aspect of Helsinn's business we recognize and respect the privacy and data protection rights of individuals with regards to personal data and we are committed to compliance with all applicable data protection laws and regulations and codes in the countries in which we operate.

To this end we have set up an appropriate data protection and privacy system for the processing of personal data (comprising special categories of data) and has defined the Helsinn Group Data Privacy Governance Organisation, in line with the company organization and with the related personal data processing activities. In accordance with this accountability principle, in 2019 Helsinn appointed a Data Protection Officer at Group level and a Data Protection Representative in the European Union.

## Corporate Governance

### Helsinn Holding's Board of Directors

The Board of Directors is responsible for the overall direction, supervision and control of the Group and shall determine the principles of the business strategy and policies.

The Board exercises oversight over the Group's subsidiaries and is responsible for ensuring the establishment of a clear Group governance framework to ensure effective steering and supervision of the Group and which takes into account the material risks to which the Group and its subsidiaries are exposed.

The Board, under the leadership of the Chairman and the Vice-Chairman, decides on the strategy of the Group upon recommendation of the Group CEO, and exercises the ultimate supervision over management. In addition, three Committees assist the Board in the performance of its duties and report directly and periodically to the Board (Audit, Risk and Compliance Committee; Nomination and Remuneration Committee; Strategic Committee).

The Board is currently composed by internal and independent directors.

**Gabriele Braglia**  
Founder & Chairman



**Riccardo Braglia**  
Group Vice Chairman & CEO,  
Board Member & US Chairman



**Giorgio Calderari**  
Board Member



**Paolo Bottini**  
Board Member



**Francesco Granata**  
Board Member



**Eric Cornut**  
Board Member



**Lonnie Moulder**  
Board Member



### Helsinn's Senior Executive Committee Team

As provided by mandatory law, rules and regulations, the Article of Association and the internal Organisational Regulations, the management of the Group is delegated to the Group Executive Committee under the leadership of the Group CEO.

Duties and competencies of the Executive Committee are specified by the Group CEO in accordance with the business strategy and policies. The Executive Committee manages the operations of the Company and the overall business of the Group.



**Riccardo Braglia**  
Group Vice Chairman & CEO



**Giorgio Calderari**  
Group General Manager & COO



**Konrad Wilson**  
Group CFO



**Andrea Meoli**  
Group CCO



**Sergio Cantoreggi**  
Group CSO & Global Head of R&D



**Matteo Missaglia**  
Group General Counsel & CLO

## Helsinn's Management Team

An outstanding management team committed to Helsinn's core values executes management and business operations in accordance with the business strategy and policies.



**Waldo Mossi**

Local GM,  
Helsinn Advanced Synthesis SA,  
Switzerland



**Roberta Cannella**

Group Head of  
Manufacturing & CMC



**Padraig Somers**

Local GM,  
Helsinn Birex Pharmaceuticals Ltd.,  
Ireland



**Cristina Marenzi**

Group Head of  
Human Resources



**Paul Rittman**

Local CEO,  
Helsinn Therapeutics (U.S.), Inc.,  
USA



**Matteo Santi**

Group Compliance Officer  
and Group Head of  
Compliance and Quality



**Enrico Magnani**

Local GM,  
Helsinn Pharmaceuticals (Beijing) Co., Ltd.,  
P.R.C.

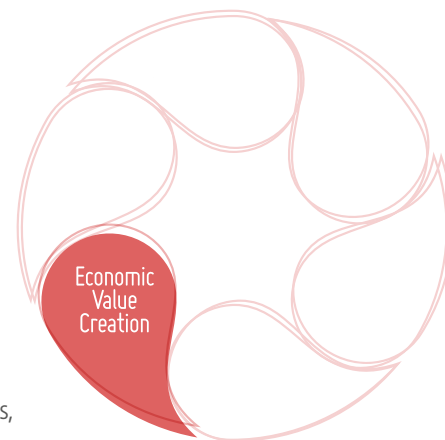


**Roberto Lazari**

Group Head of Information  
& Communications  
Technology

## Economic value creation

This Report serves as proof that we don't focus solely on the bottom line. We continue to pursue profit in order to pay above average salaries and to keep investing as necessary to be competitive in the industry, but not without taking into consideration our social and environmental externalities. Our contribution to society comes in different forms, one of which is the direct and indirect economic impact of our activities. The main recipients of our redistributed value added are our employees, our suppliers, the governments and our shareholders through the taxes on our profits, the income taxes paid by our personnel, purchases from local suppliers, charitable contributions. This way, we redistribute a large part of the value we create. Considering our ties to the territory and the family values that have characterized our approach to business, we strongly believe that it is our duty to support the local economies where we work and live. For this reason, the unwritten rule at Helsinn is that whenever possible, we support local suppliers of goods and services.



The financial principles that govern Helsinn guarantee that we remain economically stable, independent, and flexible. After adopting a conservative 100% self-financed approach for four decades, in 2018 we decided to access the financial markets to support the acquisition of a compound which would mark our entrance in the field of cancer therapeutics. While this implies some external constraints, we are certain it was a step towards future growth.

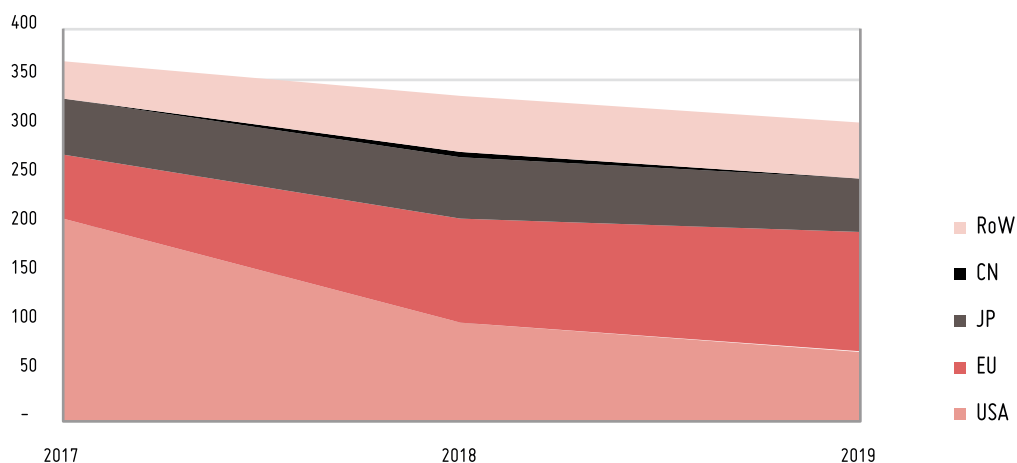
## Financial Highlights

Helsinn is fully owned and controlled by the Braglia family. In terms of economic value creation, the last few years have been characterized by the willingness to evolve the Group from a purely cancer supportive care company and expand into the field of cancer therapeutics. We invested heavily in R&D in particular in pracinostat and Akynzeo® I.V. and increased our commercial portfolio with the acquisition of Valchlor®/Ledaga®, an approved and marketed product. In the past 5 years 20% of turnover was invested in R&D. Diversification of our R&D pipeline, of our product portfolio and our geographical footprint have remained our main business targets in 2019. With reference to the turnover trend of recent years, as represented in the following chart, the data analysis clearly shows how the company is diversifying its business both in terms of geographic and therapeutic areas: cancer supportive care still represents the main source of revenues (almost 50%) but 30% derives from the cancer therapeutics. As a privately-owned company, our policy is to not publish a detailed account of our financial figures. However, we are able to disclose that the value generated and redistributed to employees in the past year was over 30%.



## Net revenues by geographic areas (mln/CHF)

	2017	2018	2019
USA	56,6%	30,1%	23,6%
EU	17,3%	32,2%	40,0%
JP	15,4%	19,2%	18,0%
CN	0,5%	1,3%	0,3%
RoW	10,2%	17,2%	18,1%
<b>Total consolidated net revenues</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>



## Total R&D Investments

mln/CHF	2017	2018	2019
Total R&D Investments	73,5	83,8	76,5
Net revenues	368,5	331,9	303,3
<b>% of revenues</b>	<b>20%</b>	<b>25%</b>	<b>24%</b>

## Total value redistributed to employees

mln/CHF	2017	2018	2019
Total personnel costs	101,7	108,0	111,0
Net revenues	368,5	331,9	303,3
<b>% of revenues</b>	<b>28%</b>	<b>33%</b>	<b>37%</b>

## Helsinn and the SDGs

In 2015 the United Nations launched 17 Sustainable Development Goals (SDGs) which represent a shared vision for humanity. The goals serve as a call to action to end poverty, protect the planet, and ensure prosperity for all. As such they cover a large range of topics across the social, economic and environmental scopes of sustainable development. The goals are universally applicable both in developing and developed countries and are accompanied by 169 targets and 230 indicators. All 193 UN Member States have agreed to achieve the goals by 2030. What is unique about the SDGs is that they call specifically on all businesses to apply their resources to solve the sustainable development challenges while simultaneously ensuring that they aren't undermining progress elsewhere. We believe that the SDGs represent the most advanced framework available to government, business and civil society to direct the world towards a reversal of the environmental and social degradation we have witnessed in the past decades. We are working towards the following SDGs through the programs and activities we have in place.

## SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



## 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 top quality, effective and value-based therapies and making them accessible to cover the patients' needs all over the world. We safeguard and promote the health, safety and well-being of our employees through numerous initiatives and we sponsor every year sport and leisure activities in the communities where we operate



## SDG 4

### Quality Education

We support education in our communities and in emerging countries through scholarships and partnership with NGOs. Particularly remarkable is our engagement with New Flower In Africa, an NGO founded and led by our CEO and his wife Giuseppina Giavatto Braglia which provides quality education to more than 25'000 children and young adults in Ethiopia, Sud Sudan, Gabon, Congo, Ghana, Togo and Madagascar. [www.nuovofioreinafrica.org](http://www.nuovofioreinafrica.org)



## SDG 6

### Clean Water and Sanitation

We constantly improve the efficacy in the use of this precious resource in all our buildings and plants, and monitor carefully the ratio of water usage vs. production output to guarantee our efficiency



## SDG 7

### Affordable and Clean Energy

We constantly improve our energy efficiency and, in 2019, we have dramatically increased the share of renewables in our energy mix through a series of breakthrough initiatives



## SDG 8

### Decent Work and Economic Growth

Every year, we expand the distribution 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

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



## SDG 10

### Reduced Inequalities

We support SDG 10 through our Patient Assistance Program and Voucher program in the US, as well as our sponsorship of charitable and educational initiatives as detailed under SDG 4



## SDG 13

### Climate Action

We carefully monitor the GHG emissions of our operations, implement reduction measures, and invest in emission-reducing technology. Even though our factories have a relatively low GHG impact, we nevertheless constantly strive to reduce it by analyzing our value chain and monitoring our efficiency



## SDG 16

### Peace Justice and Strong Institutions

We support SDG 16 through our compliance program, which provides a robust approach to ethics and accountability. In 2019 we have created a new division in charge of the compliance program to strengthen our competencies in this area, and all our employees receive extensive training



## SDG 17

### Revitalize the Global Partnership for Sustainable Development

Through its Cancer Gold Standard Accreditation Helsinn has partnered with the CEO Roundtable on Cancer to fight cancer and save lives, and through programs that promote cancer prevention, early detection and access to quality care together with our international partnership we strengthen our cooperation and contribution towards the attainment of the SDG



# GRI CONTENT INDEX



For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

GRI Standard	Disclosure	Page number(s) and/or direct answers	Omission
<b>GRI 101: Foundation 2016</b>			
<b>General Disclosures</b>			
GRI 102: General Disclosures 2016	<b>Organizational profile</b>		
	102-1 Name of the organization	8	
	102-2 Activities, brands, products, and services	8-11, 29-32	
	102-3 Location of headquarters	8	
	102-4 Location of operations	8-11	
	102-5 Ownership and legal form	8, 64	
	102-6 Markets served	29-32	
	102-7 Scale of the organization	38-39	
	102-8 Information on employees and other workers	38-43	
	102-9 Supply chain	18-19	
	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	22	
	102-12 External initiatives	34-37, 44-47, 66-67	
	102-13 Membership and associations	35, 46	
	<b>Strategy</b>		
	102-14 Statement from senior decision-maker	4-5	
	<b>Ethics and integrity</b>		
	102-16 Values, principles, standards, and norms of behavior	56-57	
	102-17 Mechanisms for advice and concerns about ethics	56-57	

Governance		
102-18 Governance structure	60-63, <a href="https://helsinn.com/about-us/our-management-and-board/">helsinn.com/about-us/our-management-and-board/</a>	
102-25 Conflicts of interest		56-57
Stakeholder engagement		
102-40 List of stakeholder groups		22-23
102-41 Collective bargaining agreements	There are no collective bargaining agreements in place	
102-42 Identifying and selecting stakeholders		22-25
102-43 Approach to stakeholder engagement		23
102-44 Key topics and concerns raised		26
Reporting practice		
102-45 Entities included in the consolidated financial statements		8-9
102-46 Defining report content and topic Boundaries		22-26
102-47 List of material topics		26
102-48 Restatements of information	No restatement of information vs. previous reports	
102-49 Changes in reporting	No significant changes	
102-50 Reporting period		2019 fiscal year
102-51 Date of most recent report		2019 (for 2018)
102-52 Reporting cycle		Annual
102-53 Contact point for questions regarding the report	info-hhc@helsinn.com	
102-54 Claims of reporting in accordance with the GRI Standards		6
102-55 GRI content index		68-72
102-56 External assurance		6

GRI Standard	Disclosure	Page number(s) and/or direct answers	Omission
<b>Material Topics</b>			
<b>GRI 200 Economic Standard Series</b>			
<b>Anti-corruption</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 56-57	
	103-2 The management approach and its components	56-57	
	103-3 Evaluation of the management approach	56-57	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	56-57	
<b>GRI 300 Environmental Standards Series</b>			
<b>Energy</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48-51	
	103-2 The management approach and its components	48-51	
	103-3 Evaluation of the management approach	48-51	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48-51	
	302-3 Energy intensity	48-51	
	302-4 Reduction of energy consumption	48-51	
<b>Water</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48-49, 51	
	103-2 The management approach and its components	51	
	103-3 Evaluation of the management approach	51	
GRI 303: Water 2016	303-1 Water Consumption	51	
<b>Emissions</b>			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48-49, 52-53	
	103-2 The management approach and its components	52-53	
	103-3 Evaluation of the management approach	52-53	

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	52-53
	305-4 GHG emissions intensity	52-53
	305-5 Reduction of GHG emissions	52-53
<b>Effluents and Waste</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48-49, 54
	103-2 The management approach and its components	54
	103-3 Evaluation of the management approach	54
GRI 306: Effluents and Waste 2016	306-4 Transport of hazardous waste	54
<b>GRI 400 Social Standards Series</b>		
<b>Employment</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 38-39
	103-2 The management approach and its components	38-39
	103-3 Evaluation of the management approach	38-39
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	38-41
<b>Occupational Health and Safety</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 42-43
	103-2 The management approach and its components	42-43
	103-3 Evaluation of the management approach	42-43
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	42

<b>Training and Education</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 40
	103-2 The management approach and its components	40
	103-3 Evaluation of the management approach	40
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	40-41
<b>Local Communities</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 44
	103-2 The management approach and its components	44-47
	103-3 Evaluation of the management approach	44-47
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	44-47
<b>Customer Health and Safety</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26-28
	103-2 The management approach and its components	29-33
	103-3 Evaluation of the management approach	29-33
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	29-33



# Acronyms List

<b>AML</b>	Acute Myeloid Leukaemia
<b>API</b>	Active Pharmaceuticals Ingredient
<b>ANVISA</b>	Agência Nacional de Vigilância Sanitária (Brazil)
<b>CACS</b>	Cancer Anorexia-Cachexia Syndrome
<b>CEO</b>	Chief Executive Officer
<b>CHUV</b>	Centre Hospitalier Universitaire Vaudois
<b>CINV</b>	Chemotherapy-Induced Nausea and Vomiting
<b>CMC</b>	Chemistry Manufacturing and Control
<b>CMO</b>	Contract Manufacturing Organization
<b>CN</b>	China
<b>CRO</b>	Contract Research Organization
<b>EMA</b>	European Medicines Agency
<b>EU</b>	European Union
<b>FDA</b>	Food and Drug Administration (US)
<b>FSC</b>	Forest Stewardship Council
<b>GCO</b>	Group Compliance Officer
<b>GHG-P</b>	Greenhouse Gas Protocol
<b>GRI</b>	Global Reporting Initiative
<b>GxP</b>	Good (Anything...) Practice
<b>JP</b>	Japan
<b>HAS</b>	Helsinn Advanced Synthesis SA
<b>HHC</b>	Helsinn Healthcare SA
<b>HBP</b>	Helsinn Birex Pharmaceuticals Ltd
<b>HDAC</b>	Histone Deacetylase
<b>HIS</b>	Helsinn International Services Sarl
<b>HIF</b>	Helsinn international Fund SA
<b>HPAPI</b>	High Potency Active Pharmaceuticals Ingredient
<b>HQ</b>	Headquarters
<b>HTU</b>	Helsinn Therapeutics (US), Inc
<b>IND</b>	Investigational New Drug application
<b>IOR</b>	Istituto Oncologico di Ricerca
<b>ISO</b>	International Organization for Standardization
<b>LEED</b>	Leadership in Energy and Environmental Design (green building certification)
<b>MAA/MAH</b>	Marketing Authorization Application/ Marketing Authorization Holder
<b>MDS</b>	Myelodysplastic syndrome

<b>MDS</b>	Myelodysplastic syndrome
<b>MFDS</b>	Ministry of Food and Drug Safety (Korea)
<b>NCCN</b>	National Comprehensive Cancer Network
<b>NGO</b>	Non-Governmental Organization
<b>NISO</b>	National Irish Safety Organization
<b>NISG</b>	Northern Ireland Safety Group
<b>NMPA</b>	National Medical Products Administration (Chinese agency, formerly CFDA)
<b>NSAID</b>	Non-Steroidal Anti-Inflammatory Drug
<b>NSCLC</b>	Non-Small Cell Lung Cancer
<b>NJ</b>	New Jersey
<b>NYC</b>	New York City
<b>ODD</b>	Orphan Drug Designation
<b>OHSAS</b>	Occupational Health & Safety Management System
<b>OIG</b>	Office of Inspector General
<b>PAP</b>	Patient Assistance Program
<b>PEFT</b>	Programme for the Endorsement of Forest Certification
<b>PEG</b>	Polyethylene glycol
<b>PET</b>	Polyethylene terephthalate
<b>PIC</b>	Pharmaceutical Inspection Convention
<b>PM</b>	Particulate Matter emissions
<b>PMDA</b>	Pharmaceuticals and Medical Devices Agency (Japan)
<b>PONV</b>	Post-Operative Nausea and Vomiting
<b>QA</b>	Quality Assurance
<b>QoL</b>	Quality of Life
<b>R&amp;D</b>	Research & Development
<b>RET</b>	REarranged during Transfection
<b>RoW</b>	Rest of the World
<b>SA</b>	Società Anonima (anonymous company)
<b>SASB</b>	Sustainability Accounting Standard Boards
<b>SDA</b>	Scuola di Direzione Aziendale (Bocconi University, Milano)
<b>SDGs</b>	Sustainable Development Goals (United Nations)
<b>SGS</b>	Société Générale de Surveillance
<b>UN</b>	United Nations
<b>US</b>	United States

The **COVID-19 pandemic**, together with climate change, are the greatest challenges that humanity has faced in centuries. We remain committed towards our stakeholders and at the same time we intend **to guarantee the highest quality of our operations: this is how Helsinn has been operating during the pandemic**

## Supporting our Patients

Helsinn remains committed to the safety of its **patients and to providing support to HCPs**. Helsinn employees **continue to advance our R&D pipeline**, in order to **bring better** today's to even **more people** through a portfolio of **quality innovative cancer and rare disease therapies**. Helsinn is pleased to support the **Conquer Cancer's COVID Impacts Cancer fund** initiative **with a donation which will benefit cancer patients and oncologists** during these unprecedented times. **Helsinn Therapeutics (U.S.), Inc.** has waived **copay fees** for its cancer-treating **VALCHLOR® (mechlorethamine) gel** to ensure eligible **patients have access to necessary treatment during the COVID-19 crisis**.



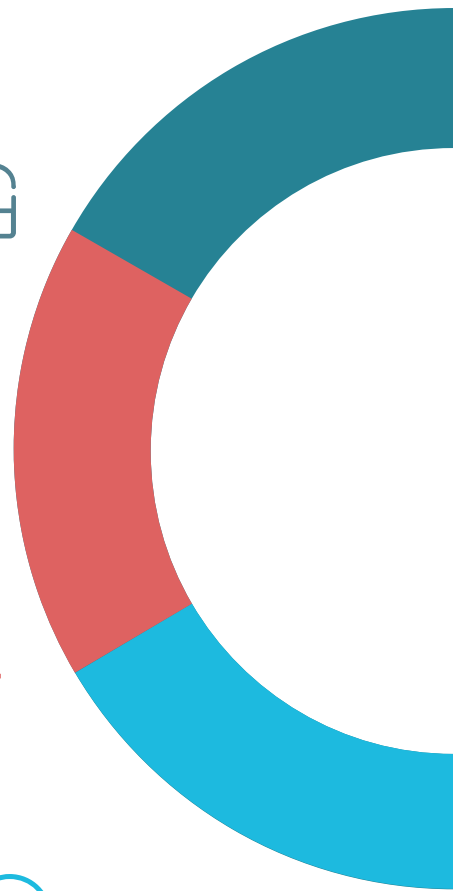
## Ensuring Business Continuity

Helsinn has established a **business continuity plan** and **several risk analysis plans** to take all the necessary measures to **ensure the supply of our products worldwide, proper management of clinical trials and close communication with our partners and our stakeholders**. Our **manufacturing plants in Switzerland and Ireland** are **open for business**, working **according to very stringent health & safety protocols**.



## Supporting our local Communities

Helsinn **continues to support the local communities**, where we live and work. During this difficult time, Helsinn has **directed donations and contributions to support local hospitals and suppliers**. Helsinn's executives have worked closely with local government and regulations in order to help mitigate risk to the local community during this time.





## Respect, Integrity and Quality in Everything We Do

Helsinn, driven by its **Group's values of respect, integrity and quality**, is acting to **safeguard** all its **collaborators** across its global business, as well as supporting local and international efforts to face this difficult situation worldwide. **Global and Local Task Force Teams** have been established to ensure a **coordinated response across our global network**, focusing on both **employee health and safety** as well as **efficient delivery of products and services to patients**. We created the "Distant but close" initiative, encouraging our teams to stay in close contact from a business and human point of view, in formal and informal moments together despite the current restrictions.



## Supporting our People

Helsinn has a **clear commitment** to provide the **safest work environment** possible across its global business and to **safeguard its employees** and their **families**. The necessary measures have been taken to ensure **adherence to governmental guidelines** regarding **hygiene and social distancing**. **Remote working** has been implemented for eligible employees (over 95% of office-based jobs). In the **plant operations**, where remote work cannot be performed, we have employed **very stringent procedures**, including split-shift protocols. Several **human resources initiatives** have been deployed to **support our people during this crisis**.



## Supporting our Environment

Helsinn has made the decision to **ban all non-essential travels** for our employees along with **non-critical visitor meetings** until further notice. Helsinn remains **committed to respecting and minimizing our environmental impact on our planet during and beyond the COVID-19 pandemic**.

