

Quality of Life

Helsinn Group
Sustainability Report
2020



Published in 2021

Table of Contents

LETTER FROM OUR LEADERSHIP	4
ABOUT THIS REPORT	8
OUR COMPANY	10
History & Milestones.....	12
Our Mission, Vision & Values.....	16
Our Business Model.....	18
SUSTAINABILITY AT HELSINN	22
Material Topics: 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
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	49
Water	50
CO2e Emissions	51
Industrial Waste.....	54
Paper	55
ACTING RESPONSIBLY	56
The Compliance Program	57
Quality	58
Data Protection and 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,

At the end of October 2021, the world has not yet recovered from the worse pandemic of our times. Covid 19 has caused great harm to human life, to the entire world economy and to our communities. The challenges of the past 18 months have not spared anyone or anything. Helsinn we have done our best to maintain our promises to our stakeholders: operate a more sustainable business, year after year, that not only helps and contributes to those in need of our products, but to the community and the planet as a whole.

The climate change crisis is the biggest problem that humanity is currently facing, and we all need to ensure a future and a good quality of life for our next generations; so, we need to act NOW in order to reduce further damage. With this in mind, the planet more than ever is in need of companies taking responsibility for their production and actions. We at Helsinn are committed to running a responsible and sustainable business, to delivering superior products, to reducing and improving our impact on the environment and society.

We have become a company in which Sustainability is not only a topic of discussion, but it has become an integral part of our strategy and daily life, supported by concrete actions. Every year we take steps for this very ambitious goal of ours and 2020 was no exception.

We have answered our call to action:

- Biasca district heating fully operational from January 2020 with oil consumption only used as backup
- Helsinn was incredibly quick to adapt to the emergency situation caused by the COVID pandemic: 70% of staff received IT equipment and training to be able to work from home in a safe environment and IT safety, operational continuity was guaranteed'
- Introduced "Distant but Close" program – through which we reflect our commitment to maintaining all our stakeholders' welfare whilst continuing to operate at the highest standards
- Photovoltaic roofs were installed in Lugano HQ
- Accreditation with PRO FAMILIA Switzerland «Company Family Friendly Award » 2020
- Copay waived for Valchlor in the US to support cancer patients

The healthcare sector has been under extreme pressure during 2020: guaranteeing the operation, continuity, and timely delivery of therapies to patients as well as preserving the health of our team has been a major challenge, but despite this very difficult year, we maintained our business continuity and improved our sustainability performance. Sustainability has been at the top of our priorities and we intend to continue in this direction.

We have consistently improved processes and made them more environmentally friendly. Our Goal is to minimize the impact on the environment: in 2020 an important step ahead was taken in this direction, as we upgraded the analysis of our environmental impacts; we started to measure the total carbon footprint of our operations through an assessment of the entire value chain emissions according to GHG Protocol and ISO 14064 standards.

In terms of business vision, we are moving the company toward becoming an oncological biopharma Group, strategically investing in a fully integrated targeted therapy structure to develop, manufacture and commercialize small molecules in precision medicine. Our R&D footprint will be enlarged in the future, while de-risking our business thanks to revenues coming from our commercial products in more than 180 countries around the world.

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?

It's our planet, we are all in this together, and at Helsinn we see Sustainability as a continuous journey, and we are fully committed at all levels to engage in it, deliver and act on what was promised. We believe it is the only approach possible towards creating long-term value by taking into consideration how we operate in the Ecological, Economic, Social and Governance environment, now and in the future.



Riccardo Braglia

Group Vice Chairman and CEO, Helsinn Holding SA

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**.



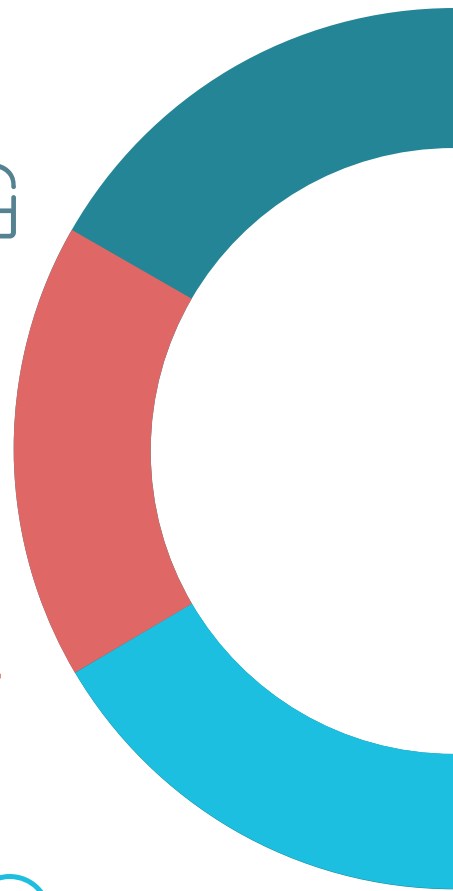
Ensuring Business Continuity

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**.

About this Report

Quality of Life **2020** is our fifth 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 sustainability strategy and represents our commitment towards becoming more sustainable every day as we strive to fulfill our mission.

Our material aspects have the potential to have a major financial and non-financial impact on our business. As a result, they are the most important factors that can impact our stakeholders’ opinions or decisions about Helsinn and its activities. This Sustainability Report contains the **quantitative and qualitative information describing Helsinn’s material aspects**.

This report has been prepared in accordance with the **GRI Standards: Core option**. It was submitted to GRI for the ‘Content Index Service’, which was successfully completed. For more details on GRI and its activities please visit www.globalreporting.org. We have chosen **not to have this report externally assured**, because most of the material information reported has already been verified by third parties or meets the most stringent criteria of the countries where Helsinn operates.

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. Helsinn actively supports the SDG, specifically Goals 3, 4, 6, 10, 11, 12, 13, 16, 17, where we can give our direct contribution, and we encourage our partners and stakeholders to integrate them in their strategy and operations.

This report has been published under the supervision of Manuela Pedretti, Group Top Management Office Manager and Project Leader, with the support of Positive Organizations

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Building quality cancer care together



Helsinn supports the Sustainable Development Goals

Publishing a Group
Sustainability
Report according
to GRI Frameworks
since 2015



Our Company

Helsinn is a Swiss Biopharmaceutical Group with a strong R&D pipeline in cancer supportive care and rare disease oncology, with a fully integrated targeted therapy structure to develop, manufacture and commercialize small molecules in precision medicine with higher market potential, thanks to a strong track record, a solid revenue stream in B2B and strong cash flow and cash position. Helsinn is investing and building market differentiation in B2C in US and China, and is owned by a third-generation healthcare entrepreneurial family.

Founded by Dr. Gabriele Braglia in 1976, over the last 45 years Helsinn has built a strong, global network of commercial and marketing partners all around the world, with a presence in 190 countries worldwide, providing close collaboration with them, assisting with product registration, manufacturing, marketing, scientific, medical & regulatory affairs.

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.

• 3B Future Health Ventures Sarl — 3B

Founded in The Principality of Monaco in 2016, 3B provides a range of advisory services and selected strategic activities to the Group and **acts as advisory company to 3B FUTURE Health Fund** (previously Helsinn Investment Fund). Launched in the same year and fully owned by Helsinn, 3B is a Luxembourg fund focused on early-stage investments in areas of high unmet patient needs.



History & Milestones



1976

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

1995

- Relocation of HBP to new premises in Damastown

1999

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

1998

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

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

1984

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

1990

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



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 GRI

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



2013

2014

2015

2016

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

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



2017

- Helsinn 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

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
- Global CEO Cancer Gold Standard: 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

2018

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



2020

- Helsinn: Distant but Close section on corporate website during COVID-19 crisis
- Introduction of Smart working policies and safety protocol groupwide, 70% of staff working from home
- Helsinn receives Swiss Biotech Success Stories Award 2020
- Akynzeo IV approved in EU, and the liquid formulation is approved and launched in US, while the oral formulation of Akynzeo is launched also in China
- Launch of oral Akynzeo in China
- Opening of new AntiCancer production unit in Biasca for the development, analysis, and manufacturing of anti-cancer APIs.
- Introduction of Early Access Program (EAP) Online Portal
- Accreditation PRO FAMILIA Switzerland «Company Family Friendly Award» 2020



Our Vision, Mission & 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.

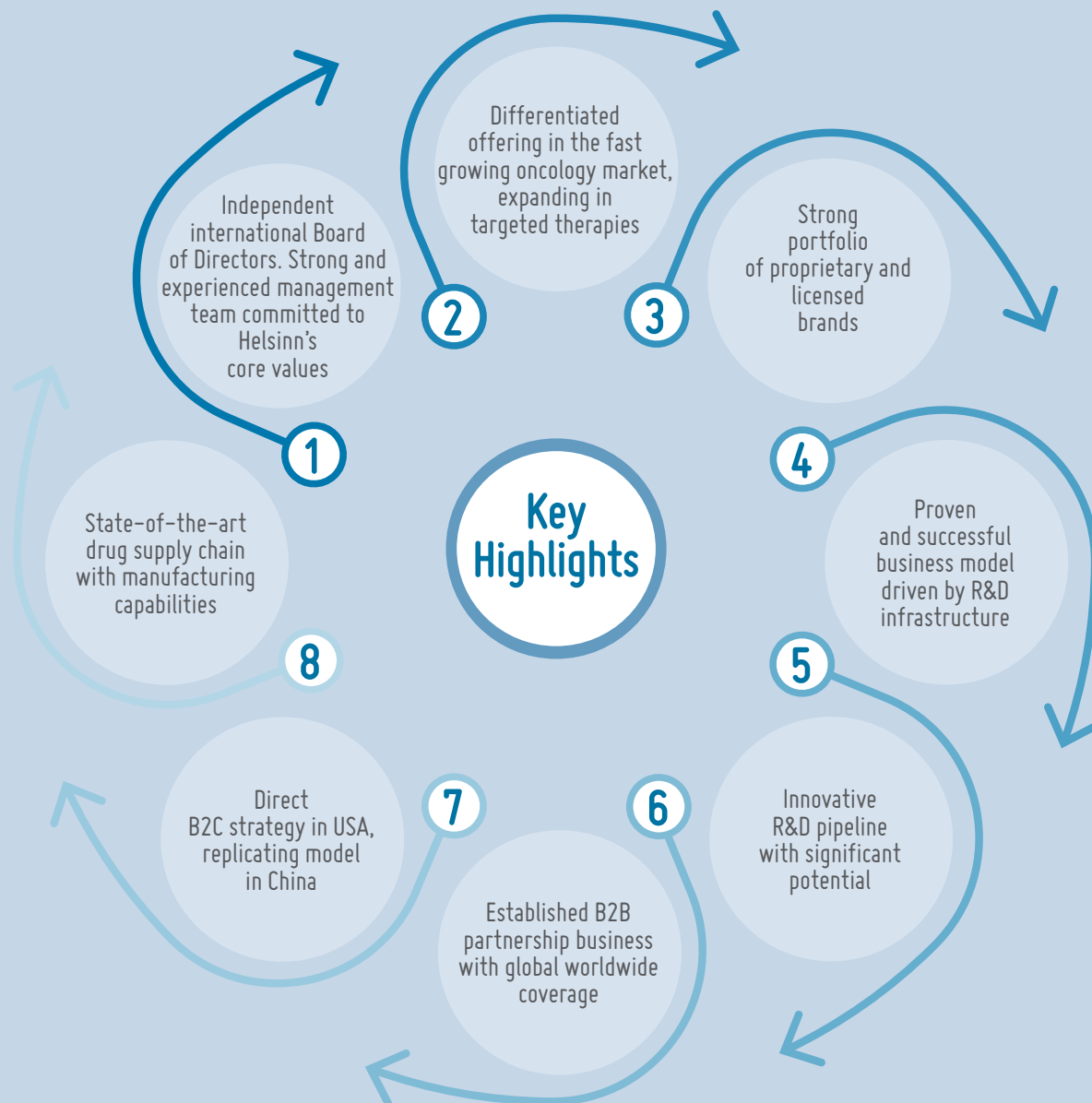
At Helsinn we are committed to extending the reach of our quality care and use our expertise to fulfil more unmet needs and build better todays for more patients worldwide.

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 **submit an application for worldwide market approval**.

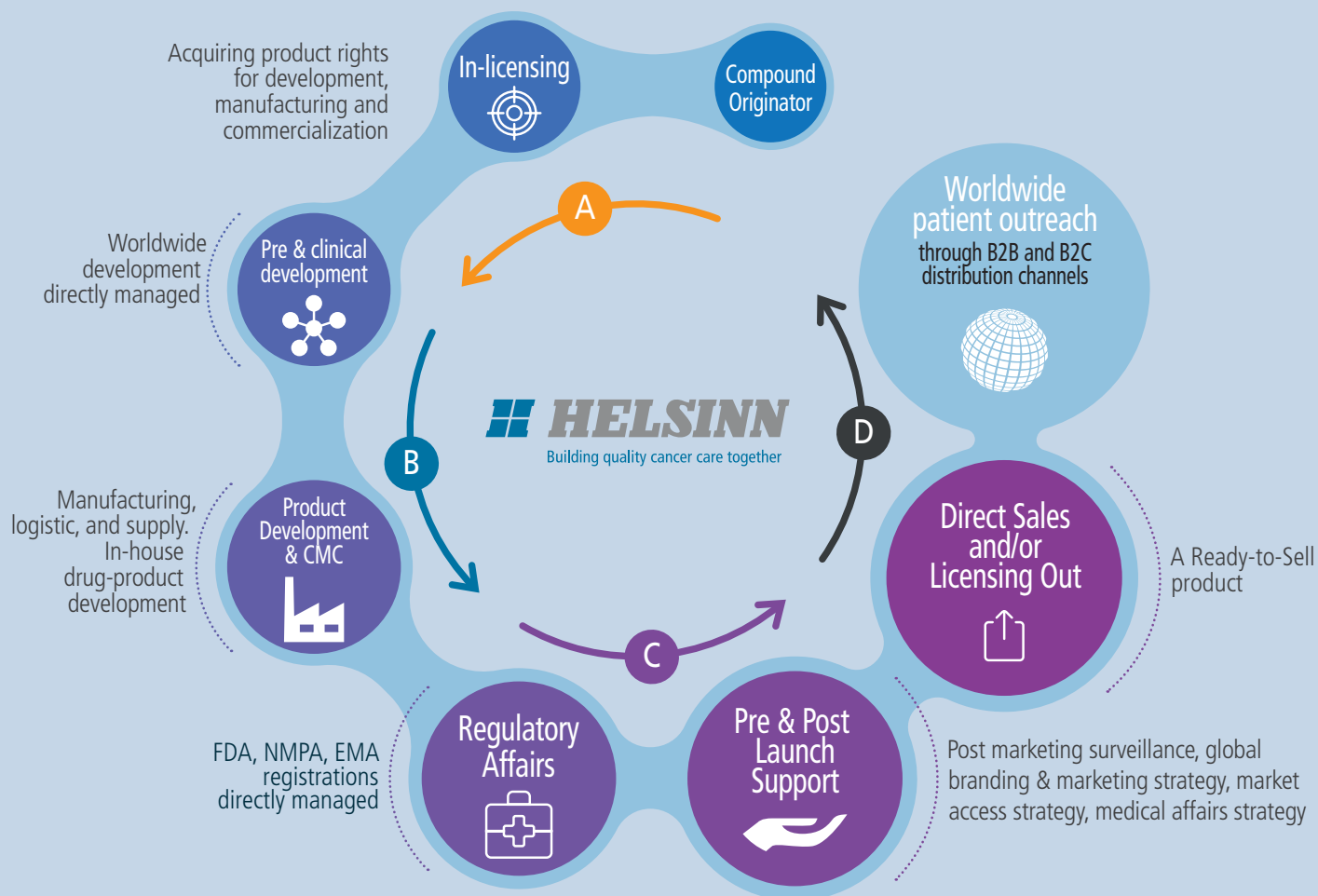
Thanks to this model we have built a network of partners that we assist and support by providing products and scientific management services (i.e., commercial, regulatory, financial, legal support, medical education and market access), while centrally managing the **drug safety and pharmacovigilance** of our products.

The synergy of integrated early and late-stage licensing programs together with our internal R&D creates a comprehensive portfolio of effective pharmaceuticals and specialized therapies, and our product candidates in the late stage of the pipeline address unmet medical needs in cancer treatment.

Our production facilities are located in **Switzerland and Ireland**. The Swiss plant in Biasca is both a supplier for our group and a Contract Development and Manufacturing Organization (CDMO) 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, creating 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 with offices in Beijing and Shanghai, to coordinate 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 the Shanghai area.

With our **Fund** we are building a diversified portfolio by investing in companies at early and mid-stages of development, with different levels of complexity in science and technology, drug modality agnostic and based across different geographies.



3B Future Health Fund

In 2020 Helsinn's Investment Fund (HIF) was rebranded into **3B Future Health Fund**. HIF 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 via an initial investment commitment of three years, followed by up to five years via subsequent rounds. To date the Fund has invested approximately €35 million.

- **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.

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.

The Fund has investments in 12 EU and US-based companies. Since inception the fund's portfolio companies have raised more than 500M EUR, brought 6 new drugs into the clinic two of which are ready to enter the US market, and treated several hundred patients suffering from incurable and terminal diseases. The fund has exited two of its investments, one via an acquisition by big pharma and the other via the sale of publicly traded shares on Nasdaq.

12 investments, 1 exit > approx. €35 million invested



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 for 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 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

2020

- Helsinn Investment Fund is renamed **3B Future Health Fund**
- **3B Future Health Fund** invests in Ionctura, a clinical stage biopharmaceutical company developing a pipeline of next generation molecules targeting cancer and fibrosis.

Sustainability at Helsinn

Sustainability is a journey, and we are fully committed at all levels to engage in it.

We believe it is the only approach possible towards creating long-term value by taking into consideration how we operate in the ecological, social and economic environment. This commitment was never so important as during this year plagued by the outbreak of the COVID 19 pandemic. The challenges we all faced were enormous and totally unexpected. They highlighted the important role of the pharmaceutical industry and reminded us of our great responsibility to patients, our collaborators, healthcare professionals, the communities in which we work and live and the planet.

We had to adapt, quickly and drastically. We had to continue our activities and an enormous effort was required from each and every one of us. Sustainability is increasingly an important and critical issue and as such a fundamental component of our long-term business strategy, as expectations on corporate responsibility increase, and transparency becomes a must. 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.

One of our main objectives remain 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 these goals while at the same time minimizing 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 different stakeholder groups

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: What Matters Most

The 6 Material Areas in our time tested 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. By asking ourselves which opportunities and threats are most relevant to our business in each of these areas, we are able to focus on our Material Aspects, on what matters most now and in the future.

For the 2020 report we reviewed our materiality assessment with the participation of all senior executives. 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 the 6 areas, we reexamined the importance of the topics which were considered material during the assessment carried out in the previous years, as well as other 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 are: Culture of Excellence Emissions Supply Chain Transparency & Monitoring of Suppliers Diversity & Equal opportunity Constant Learning Health outcome contribution & cost optimization Commitment to Education Innovation and R&D pipeline.

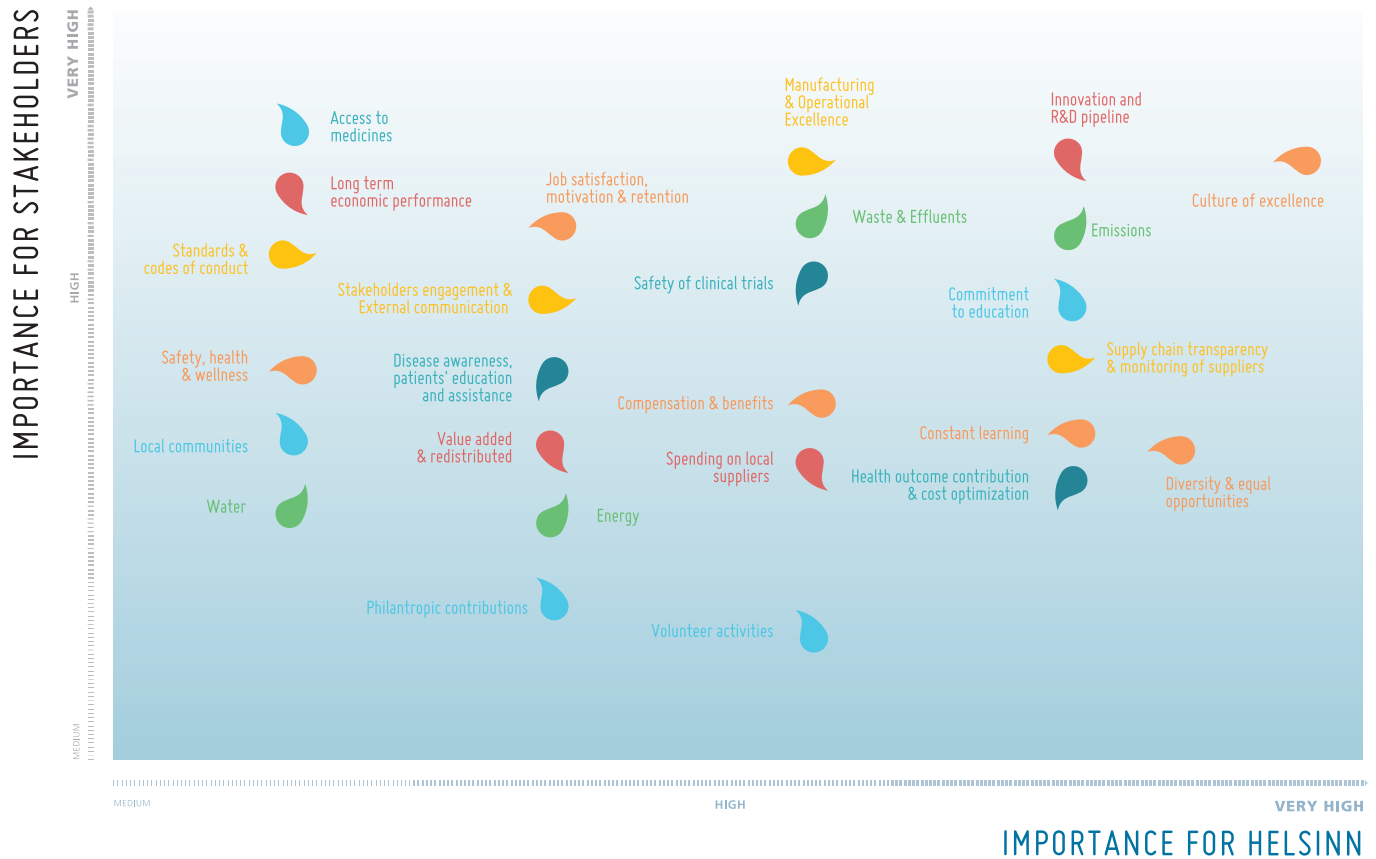




Topics & Boundary of Impacts

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

This matrix highlights the areas of importance for our sustainability performance and at the same time sets the base upon which we will be amending our sustainability strategy.



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 become one of the world's leading cancer care companies, with a comprehensive portfolio of products and therapies helping to improve the lives of patients all around the world. We work with a host of longstanding worldwide partners who share our vision and values, with a unique business model combining integrated early- and late-stage licensing programs to complement our own drug discovery and development.

Our commitment to the quality of life of our patients has remained constant throughout the years and it is at the forefront of our activity. While the prevalence of cancer continues to grow, significant advances have been made in 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 cancers a chronic condition. There is an increased focus on the relative cost-effectiveness and sustainability of delivering high-quality cancer care, and we are committed to developing highly efficient therapies .



Over the past five years,
29 clinical trials sponsored
(including 11 Phase 3
studies), involving more
than **6'200** subjects across
approximately **1'000**
clinical centers

14 formulations
developed covering
different oral and
injectable dosage
forms

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. We are working with our partners to identify more unmet medical needs and focus our research where it is needed most.

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-HT₃ 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-HT₃ receptor compared to other available drugs of the same class. It was registered in China in 2019 and launched in 2020, 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-HT₃ 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) were 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. In US in May 2020 the new liquid formulation has been also approved and launched. The marketing authorization application for the IV formulation 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, relaunched in 2018 and 2020 respectively under the Helsinn brand.

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 therapeutics

COMPOUND	INVESTIGATIONAL AREA	PHASE
INFIGRATINIB*	2nd Line Cholangiocarcinoma ¹	Regulatory
	1st Line Cholangiocarcinoma	Phase III
	Adjuvant Urothelial Cancer	Phase III
HMO6	Solid tumours with RET mutations	Phase I
CHLORMETHINE	China – Gel – MF-CTCL ²	Regulatory

Cancer Supportive Care

COMPOUND	INVESTIGATIONAL AREA	PHASE
FOSNETUPITANT	Japan – IV – CINV ³	Regulatory
FOSNETUPITANT-PALONOSETRON	Pediatric CINV	Phase III
FOSNETUPITANT-PALONOSETRON	China – IV – CINV	Phase II
ANAMORELIN	Global – Cancer Anorexia-Cachexia in NSCLC4 patients	Phase III
	China – Cancer Anorexia-Cachexia in NSCLC4 patients	Phase I

Others

COMPOUND	INVESTIGATIONAL AREA	PHASE
HMO4	Ghrelin Receptor Antagonist – Prader-Willi Syndrome	Phase I
HMO1	Ghrelin Receptor Agonist	Phase I

Notes:

The safety and efficacy of the product candidates in this table have not been established. There is no guarantee that they will receive health authority approval or become commercially available in any country for the uses being investigated.

*Infigratinib is co-developed globally by Helsinn Healthcare S.A. and QED Therapeutics, Inc. in all fields of use except for skeletal dysplasias and except in the following territories: China, Hong Kong and Macau

1. Approved in US – Regulatory process ongoing in RoW

2. Mycosis Fungoides – Cutaneous T-Cell Lymphoma

3. Chemotherapy-Induced Nausea and Vomiting - In Japan Arokaris® only includes Fosnetupitant

4. Non-Small Cell Lung Cancer

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 no 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, in order to start sales in H1 2021. Anamorelin is a novel, orally available, selective ghrelin receptor agonist with anabolic and appetite-stimulating properties.

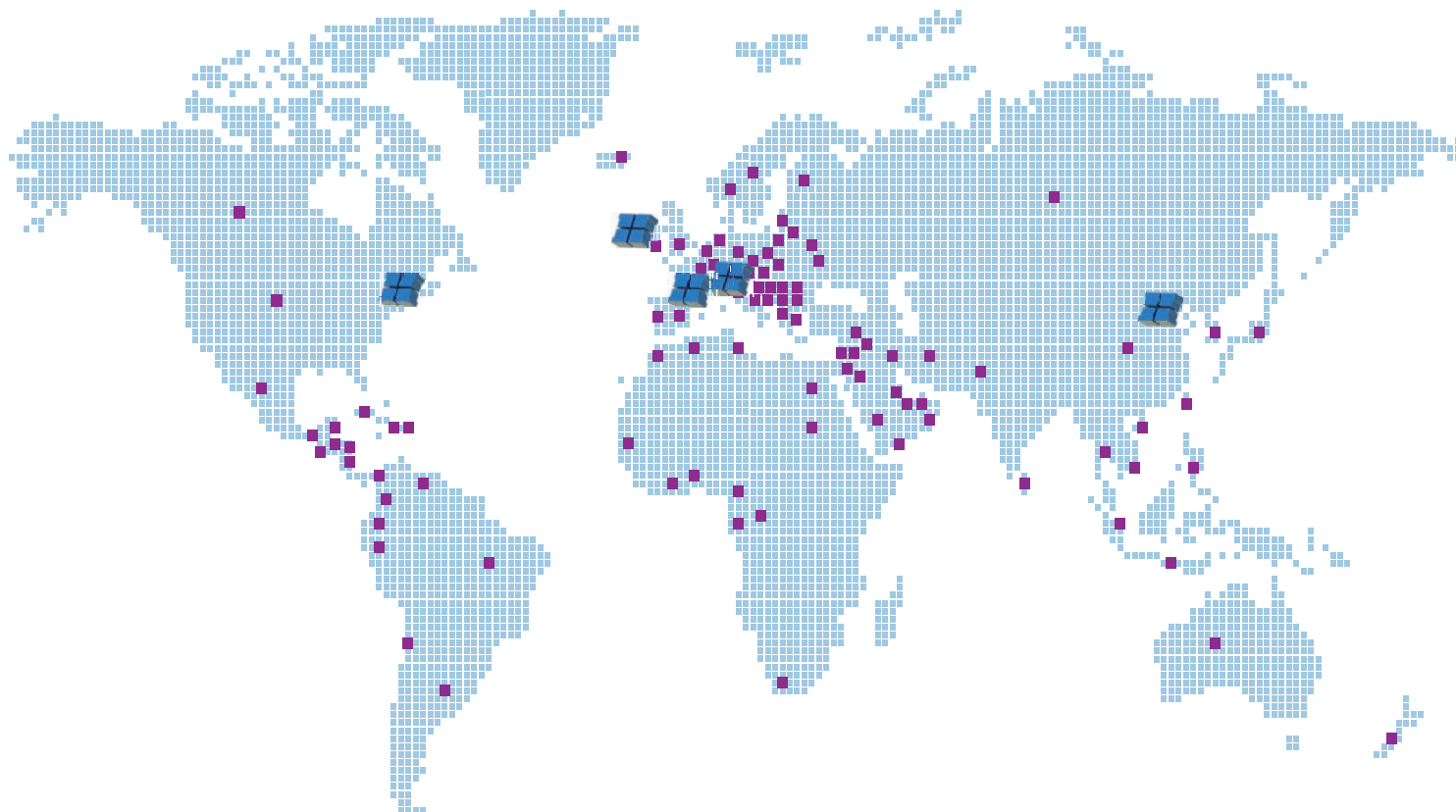
Cancer Therapeutics

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 Phase I.

Furthermore, recently (in 2021) Helsinn entered in global collaboration with QED Therapeutics, a Bridge Bio's affiliate, to further develop and commercialize **infigratinib**, a **FGFR1-3 inhibitor**, in oncology. The product is an orally administered, ATP-competitive, tyrosine kinase inhibitor that is designed to inhibit FGFR, and being investigated for treatment of individuals with FGFR-driven conditions, including cholangiocarcinoma (bile duct cancer), urothelial carcinoma (urinary tract and bladder cancer), and other FGFR-driven cancers.

Our Partnerships

In order to reach out and serve as many patients as possible around the world, Helsinn has built a network of **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 our stakeholders to create innovative collaborations. Our aim is to work together with researchers, patients, and advocacy groups in order to foster a transparent communication and interaction and to potentially speed up the discovery process.

Together, we will ultimately accelerate and strengthen achievement of the goal of bringing our products to all those who need it, globally.

Research partnerships

We are honored to continue working with a number of important research centers and world-class universities. During 2020 we built on or continued our privileged relationship with the following institutions:

- **Memorial Sloan-Kettering Cancer Center**, New York, US: characterization of RET-specific inhibitors; preclinical study in Hematopoietic Reconstitution after Bone Marrow Transplantation
- **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: fellowship on Mycosis Fungoides Cutaneous T cell Lymphoma diagnosis and treatment.
- **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 Organization 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 Lahey Clinic**, Burlington, US: to investigate anamorelin in cancer related weight loss and loss of appetite.
- **Rochester Skin Lymphoma Medical Group PLLC**, US: VALCHLOR Therapy in Conjunction with Triamcinolone 0.1% Ointment for the Treatment of Contact Dermatitis in Patients with Early Stage Cutaneous T-cell Lymphoma (Mechlorthamine Induced Contact Dermatitis Study (MIDAS))
- **New partnership**: study on the effects of new ghrelin derivatives in the cardiovascular safety in the rodents with the University of Hong Kong (Hong Kong SAR).

Helsinn Cares

Launched in early 2017, Helsinn Cares is a US patient assistance program and voucher program that supports patients in gaining access to their medicine, independently of insurance. We are committed to providing information to support patients and providers with access and reimbursement. The goal is to make patient access easier: Helsinn recognizes that not all patients have access to the medicines that can significantly ease the burden of chemotherapy's side effects and that the process of establishing eligibility can be challenging.

The program works by assigning a dedicated case worker to each patient who will serve as a go-to point able to help resolve benefit and coverage issues, give reimbursement assistance and find co-pay assistance also for uninsured patients.

Medical Affairs and Advocacy

Activities have been deeply influenced by the COVID-19 pandemic, but luckily not only in a negative way. Our first priority remained to stay close to Healthcare Professionals, patients and their families, by providing support in an ethical way according to their needs. More than ever it was important to be able to timely share new clinical data and to continue establishing partnerships with the medical community, scientific societies and other stakeholders with the purpose of advancing science together through ethical scientific exchange and educational initiatives. As an example, Helsinn supported a 1 year dedicated fellowship program at Columbia University with the aim of training and educating an aspiring cutaneous lymphoma specialist, focusing on developing important clinical skills needed in the management of mycosis fungoides cutaneous T-cell lymphoma (MF-CTCL) patients, through various dedicated research projects. In order to do so we needed to be flexible and to convert as much as possible all our activities in a virtual format. In particular we run three advisory boards and several workshops with physicians and other healthcare professionals using a virtual platform, completely developed internally by our IT departments which allowed us not only to run meetings but also to archive and store all documentation provided during the meetings in a compliant and safe manner. Participants were very satisfied by this format and we look forward to extending this format to future events in 2021 and beyond, thus contributing to diminish the number of travels and optimizing the working schedule for both internal and external participants. New compelling data in the area of cachexia, cutaneous lymphoma and chemotherapy induced nausea and vomiting

were presented at conferences as virtual abstracts, virtual posters or as part of online educational activities. 2020 was also an important year to advance Helsinn's path towards implementing patient centric initiatives, which are based exclusively on patients' needs. In particular the previous endorsement by Helsinn group of Early Access Programs aimed at offering patients with life threatening diseases that have no treatment options available with ethical, compliant and controlled mechanisms of access to investigational drugs outside clinical trials and prior to product launch. Helsinn website now hosts an online portal under the social responsibility section where EAP requests can be submitted directly by patient's physician and are then carefully reviewed and evaluated by a dedicated internal committee according to the Helsinn Group SOP. <https://helsinn.com/our-corporate-social-responsibility/early-access-programs/>

In 2020 we ran an internal assessment of the Helsinn Group Advocacy strategy. As a first step we interviewed more than 25 people across different functions of the Helsinn Group of Companies, including Top Management with the aim to:

- Collect the internal current perception of Advocacy at Helsinn
- Retrieve information on ongoing advocacy activities considering the definition provided
- Identify potential activities that would benefit from advocacy interactions with the aim of expanding reach and increasing value of advocacy activities
- Mould the Advocacy Corporate Vision to reflect the Helsinn value

Professional Societies

ASCO
AMERICAN SOCIETY OF CLINICAL ONCOLOGY



Advanced Practitioner
Society for Hematology
and Oncology

CONQUER CANCER™
THE ASCO FOUNDATION



EORTC
European Organisation for Research
and Treatment of Cancer

The future of cancer therapy



ESMO GOOD SCIENCE
BETTER MEDICINE
BEST PRACTICE

HOPA
Hematology/Oncology
Pharmacy Association



ONS
Where Oncology Nurses Connect



SCWD
SOCIETY ON AMBODIAL, CACHEXIA AND WASTING DISORDERS

SIOG
INTERNATIONAL SOCIETY
OF GERIATRIC ONCOLOGY

Patient Associations



**CANCER SUPPORT
COMMUNITY**
A Global Network of Education and Hope



**CUTANEOUS
LYMPHOMA
FOUNDATION**



**LEUKEMIA &
LYMPHOMA
SOCIETY™**
fighting blood cancers

**someday
is today**



Oncology Networks



NCCN National
Comprehensive
Cancer
Network®

Key Helsinn Advocacy interactions globally were then mapped (summary in the picture on the left). Helsinn has worked hard during 2020 to continue to develop its advocacy efforts to reflect Helsinn's key values and mission to improve the life of patients with cancer and rare diseases. Throughout 2020, the Medical Affairs team has undertaken a number of activities to boost Helsinn's advocacy efforts.

We have sponsored and supported several scientific conferences and professional associations in the oncology and supportive care sector such as TAO conference, SPOG conference, Cancer Cachexia conference, SIOG and SCWD conference. We also exploited at its fullest the longstanding membership with Sharing Progress in Cancer Care (SPCC) to raise awareness and support educational activities for the emesis area. Moreover, we also seized the opportunity to participate and support to the SPCC 2020 task force for cancer cachexia and nutrition which will result in the organization of a broader meeting in 2021.

Beyond industry events, Helsinn has continued to engage with local community activities in Ticino. We have supported in the past years local organizations including the EOC Rehabilitation Clinic for the art in therapy project. This year we have provided financial backing to the Institute of Oncology Research (IOR) of Bellinzona for the Lecture Series program dedicated to students enrolled in the International PhD Program in cancer Biology and Oncology at the Università della Svizzera Italiana (USI). During the course of 2021, the Helsinn Advocacy strategy will be finalized and further implemented with a focus on patient-centric initiatives.

Overall, once the pandemic emergency will be over, we plan to maintain and further develop the vast majority of the virtual formats we have created, likely complementing them with live participation, thus creating a hybrid model to run Medical Affairs activities, which we believe to be ethical, sustainable and respectful for both internal and external stakeholders, with patients' needs being at the center of our commitment.

Highlights of our activities

Anna Braglia Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator

The Anna Braglia Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator Award did not take place in 2020 due to the pandemic. It will be resumed in 2021.

Lyfebulb-Helsinn Innovation Summit and Award

In an effort to promote entrepreneurship Lyfebulb and Helsinn have joined forces and invited patient entrepreneurs who lived first-hand the 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 January 2020, eleven finalists, all of whom represent companies founded by cancer patients, cancer survivors or those with loved ones affected by cancer, were invited to compete at the Lyfebulb-Helsinn Cancer Innovation Summit, at the Grimaldi Forum in Monaco during the 14th Monaco Biennale of Oncology. Over the course of the summit, the finalists presented their businesses to an independent, curated panel.

The **third Lyfebulb-Helsinn Innovation Summit and Award** in Oncology was awarded to Russell LaMontagne of Boston Immune Technologies and Therapeutics, while Cesare Spadoni, PhD, of Oncoheroes Biosciences was chosen as the winner of the Squinto-LePera Award.



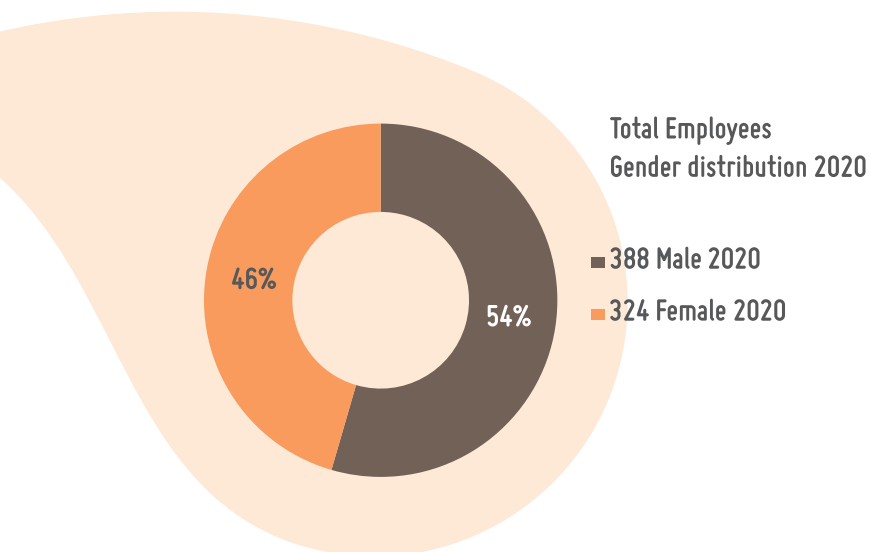
Quality of Life for Our People

For over 40 years of activity the family values of the owners have been at the heart of Helsinn 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.



- 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 2020 we employed more than 710 people (+10% compared to 5 years ago).
- In 2020, 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.

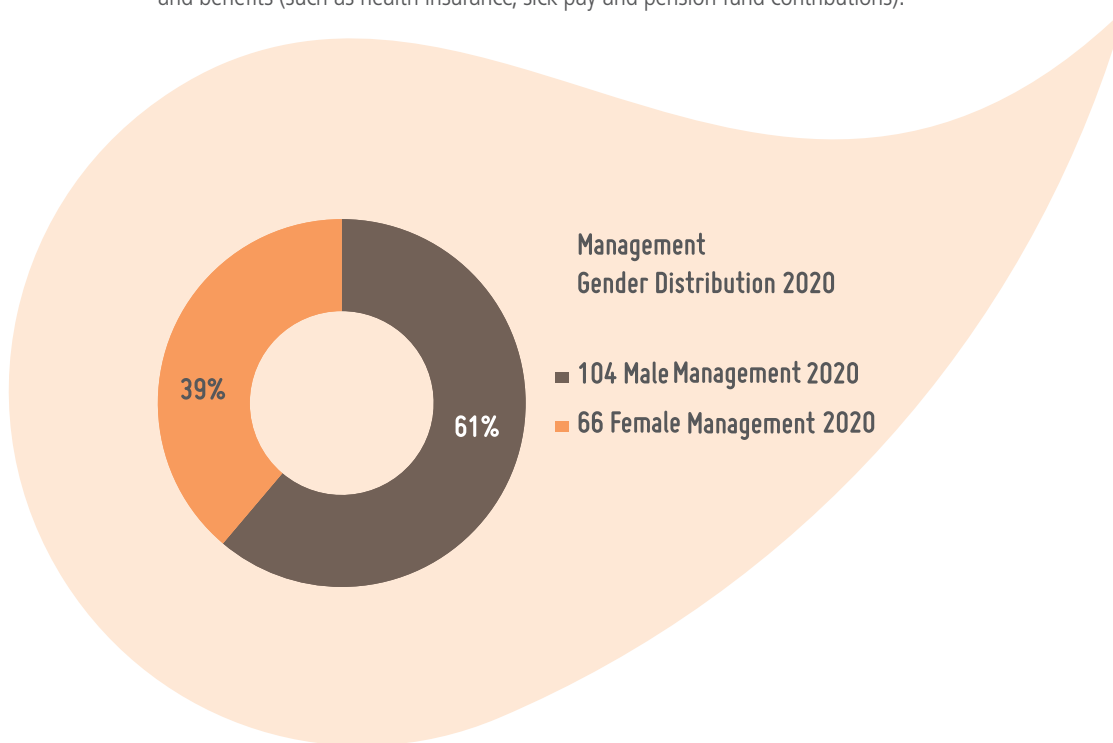
Job Satisfaction, Motivation, Retention

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 despite the high competition for qualified employees, particularly in our Swiss locations.

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

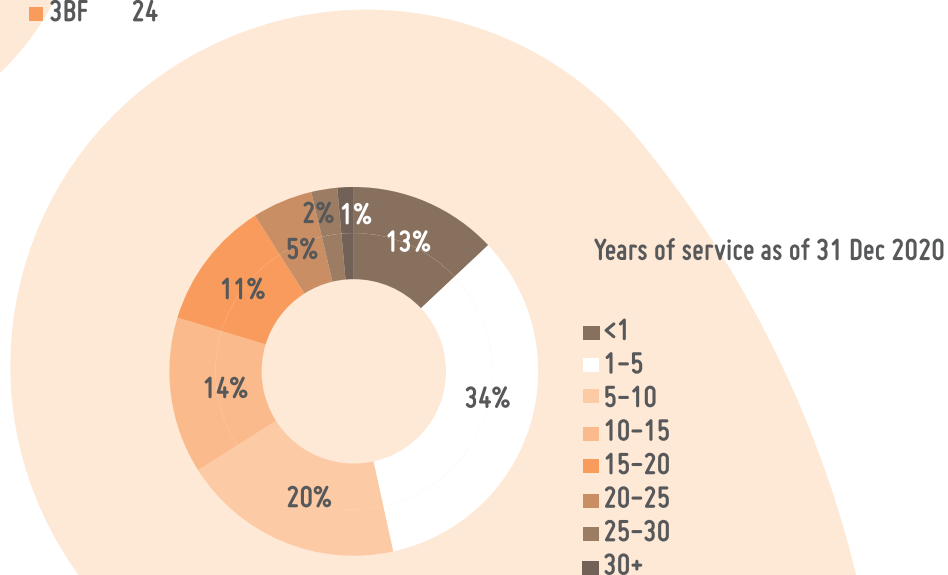
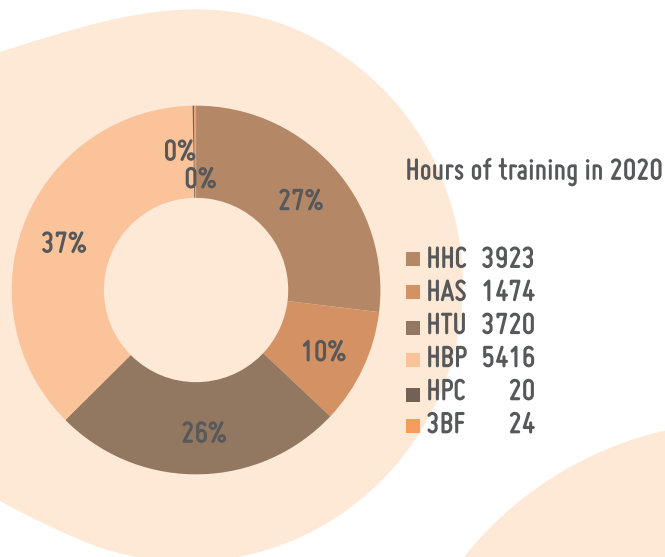
In 2020 nine employees in our Swiss units surpassed the remarkable target of 30 years of service. This is possible thanks to a leadership team that empowers high achievement while nurturing the core values of respect and integrity. We make sure there is equity amongst peer compensation in every employee group. Our remuneration system is therefore based on objective professional criteria, such as skills level, knowledge, experience and qualifications. Globally, 22% of our staff has more than 15 years of service.

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).



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. Even in 2020 our training activity remained intensive, considering the exceptional circumstances of COVID-19 and despite the fact that some trainings were postponed: for instance, all our employees received emergency training on smart working tools and IT safety procedures, and team leaders were trained on managing remote teams and communications. Virtually all trainings including for factory staff, were switched to remote mode in record time.



Total Headcount	GROUP			Companies					3B Fund
				HHC	HAS	HBP	HTU	HPC	
	712			213	192	201	90	11	5
	<i>male</i>	<i>388</i>	<i>54.5%</i>	93	149	95	106	4	2
	<i>female</i>	<i>324</i>	<i>45.5%</i>	120	43	102	44	7	3
	170			58	16	32	56	7	1
of which in Management roles:	<i>male</i>	<i>104</i>	<i>14.6%</i>	36	13	17	34	3	1
	<i>female</i>	<i>66</i>	<i>9.3%</i>	22	3	15	22	4	0
employed in R&D :	170	23.9%		85	37	31	14	3	0
employed in production :	275	38.6%		0	135	140	0	0	0
employed in commercial division:	114	16.0%		45	5	0	62	2	0
employed in other divisions :	153	21.5%		83	15	30	14	6	5
Of which total Temporary staff:	52	7.3%		4	27	17	4	0	0
Of which total Apprentices:	22	3.1%		5	8	9	0	0	0
Employees Turnover (including voluntary leaves, interns and apprentices):	63	8.8%		8	9	22	25	0	0
				4%	5%	11%	28%	0%	0%

Hours of Trainings	<i>provided by year:</i>	14'577
	<i>day per person:</i>	2.6
Age Group	<30	86
	30-50	417
	>50	216
Years of Services	<1	87
	1-5	237
	5-10	134
	10-15	95
	15-20	97
	20-25	38
	25-30	15
	30+	9
Anniversaries	10 years	12
	20 years	17
	25 years	2
	30 years	6

Safety, Health & Wellness

Providing a safe and healthy work environment for employees and contractors has been absolutely crucial during 2020. We have guaranteed a total commitment to providing the safest work environment possible across our global business and to safeguard all our employees and their families.

We have taken since the very beginning of the pandemic the necessary measures, exceeding the government guidelines, to guarantee all hygiene and social distancing measures.

We implemented in record time remote working for 95% of our office employees and in our factories, we guaranteed operational continuity despite reducing to the bare essential the presence of plant staff, implemented split shift protocols and guaranteed social distancing measures.

All employees received and were trained in remote work Standard Operating Procedures by December 2020, and an e-learning platform was set up for technical training, GMP and HSE procedures. Helsinn's Swiss HQ and factory received the Family Score Award for the period 2020-2022, by the Pro Familia Organization, highlighting the family-friendly nature of the Company.

Among the many initiatives carried out to support our employees during this very difficult period we can highlight:

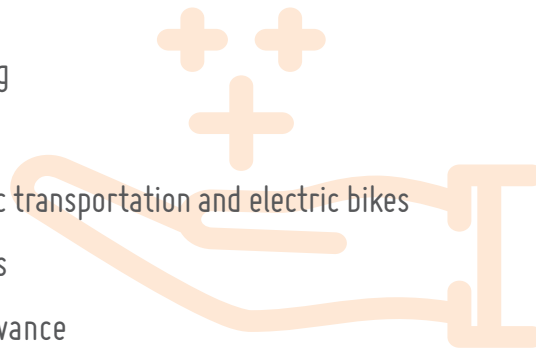
- Remote mindfulness meditation courses and well-being training in Switzerland
- Two extra days off in Ireland
- Virtual appointments with doctors, psychologists and financial advisors, remote Pilates and yoga classes in Ireland

The award showcased the fact that employees are highly motivated and have high expectations as well as highlighting areas of possible improvement such as remote working and initiatives for family work-life arrangements, such as childcare.

Our employees have access to benefits that exceed local labor laws.

Below a few examples:

- flexible working time
- teleworking
- job-sharing policy
- continuous education and training
- company car or car allowance
- mobility plan, contribution to public transportation and electric bikes
- charging stations for plug-in cars
- subsidized canteen or meals allowance
- kindergarten contribution
- yearly medical consultation and check-up
- employee assistance program, supplemental pension fund
- loyalty awards



Quality of Life in Our Communities

As good corporate citizen we want to expand our impact beyond our business and give back to society by contributing to the advancement of the communities where we are located. 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.

During this challenging year our engagement remained high: we maintained our partnerships with charitable, cultural and social institutions. At the same time the restrictions forced upon us all by the pandemic drastically restricted our activities.

Despite the pandemic, our engagement remained high and we maintained our collaboration with several organizations, here an non exhaustive list of our partnerships:



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



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



Tavolino Magico

In 2020 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 1800 families in Ticino.



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.

In 2020 all planned events were cancelled, but a few activities took place remotely



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:

- Leukemia Lymphoma Society
- 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

We are proud to be active in the communities where we live and operate





Farma Industria Ticino

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

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 2.45 billion CHF
- Investments in Ticino 500 million CHF
- Chairman : Giorgio Calderari, Helsinn Group General Manager, since 2009

Among the main goals of the association are:

- 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.

During the first months of the COVID pandemic, Farma Industria Ticino supported the hospitals, retirement homes and other institutions by providing financial support and by organizing the production and distribution of urgently needed ethanol.

Quality of Life in Our Environment

The exceptional circumstances that marked 2020 put an enormous strain on industrial activities in the pharmaceutical sector. We have been totally committed to guarantee the supply of our therapies and the CDM services while safeguarding the health of our team.

Despite the difficulties, we continued to improve our environmental performance and introduced a series of measures in this area.

In 2020 we have decided to upgrade the analysis of our environmental impacts: we started to measure the total carbon footprint of our operations through an assessment of the entire value chain emissions according to GHG Protocol and ISO 14064 standards.

- Overall, we have substantially reduced our CO2 emissions, reduced energy and water consumption, introduced home office in record time
- 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
- the share of energy coming from renewable sources has further increased, reaching 63%
- in Ireland the totality of the electricity we use is derived from renewable sources
- in Ireland and at our HQ in Lugano we have installed photovoltaic panels,
- at our Biasca factory the use of renewables climbed to 92% of total energy use from 62% in 2019. Heating oil was almost completely substituted by the energy produced by the biomass district heating plant started in late 2019
- Professional travel was drastically reduced and only essential staff was allowed on site
- In all our offices and factories, ventilation was substantially increased in order to guarantee the maximum ventilation of the premises

The calculations for energy, water and emissions that follow do not include our offices in China due to the difficulty of collecting reliable data. However, since 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.

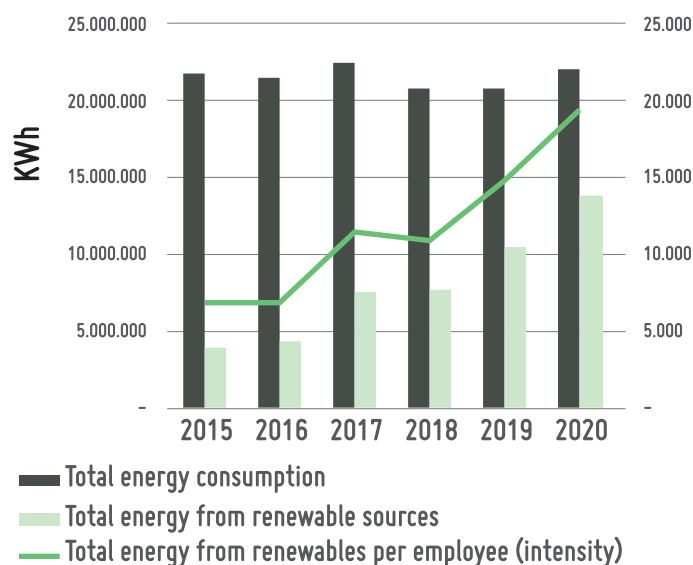


Energy

Total Energy Consumption

KWh	2015	2016	2017	2018	2019	2020	Var. 2020 vs. 2015	Var. 2020 vs. 2019
Total energy consumption	21'770'720	21'441'553	22'529'475	20'733'872	20'840'751	22'107'154	1.5%	5.7%
Total energy from renewable sources	3'994'469	4'424'093	7'606'258	7'764'876	10'457'863	13'815'228	245.9%	24.3%
% From renewable sources	18.3%	20.6%	33.8%	37.5%	50.2%	62.5%		
Total energy consumption per employee (intensity)	37'601	32'987	34'084	29'080	29'436	31'049	-17.4%	5.2%
Total energy from renewables per employee (intensity)	6'899	6'806	11'507	10'890	14'771	19'403	181.3%	23.9%

Trends – Energy Consumption, Renewables, Renewables Intensity



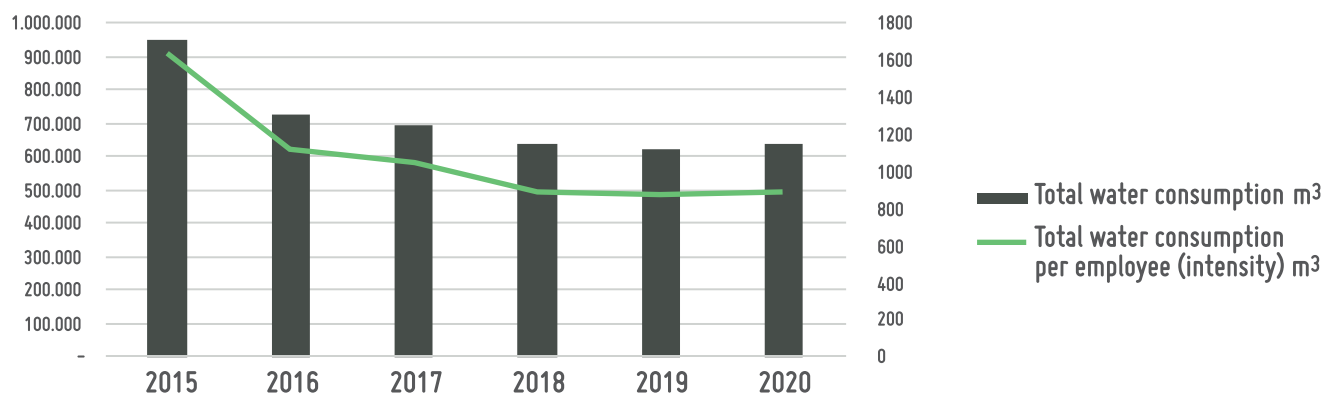
We use three energy sources: natural gas (Dublin, Lugano HQ, US offices), heating oil (Biasca) and electricity (all locations). We continue to rely on more renewable sources and to reduce the energy intensity per employee. Thanks to the use of 100% renewable electricity in Ireland, an improved electricity mix in Switzerland and the substitution of heating oil with biomass in our Swiss factory, in 2020 our overall quote of energy coming from renewable sources reached 63%, a remarkable result and a big step forward compared to the 2015 baseline (+245%) and to the previous year (+25%). The energy intensity increased slightly by 5.2% vs 2019, mostly due to the increased HVAC activity to guarantee a very intensive ventilation in our Irish and Swiss buildings: This has been a preventive measure introduced in February 2020 to reduce the risk of COVID 19 transmission of indoors. Despite this issue, the intensity of renewables grew 182% vs. the 2015 baseline, while the overall energy intensity shrank by 17%.

Water

Total Water Consumption

m ³	2015	2016	2017	2018	2019	2020	Var. 2020 vs. 2015	Var. 2020 vs. 2019
Total water consumption	949'708	729'890	698'250	636'239	625'035	639'886	-32.6%	2.4%
Total water consumption per employee (Intensity)	1'640	1'123	1'056	892	883	899	-45.2%	1.8%

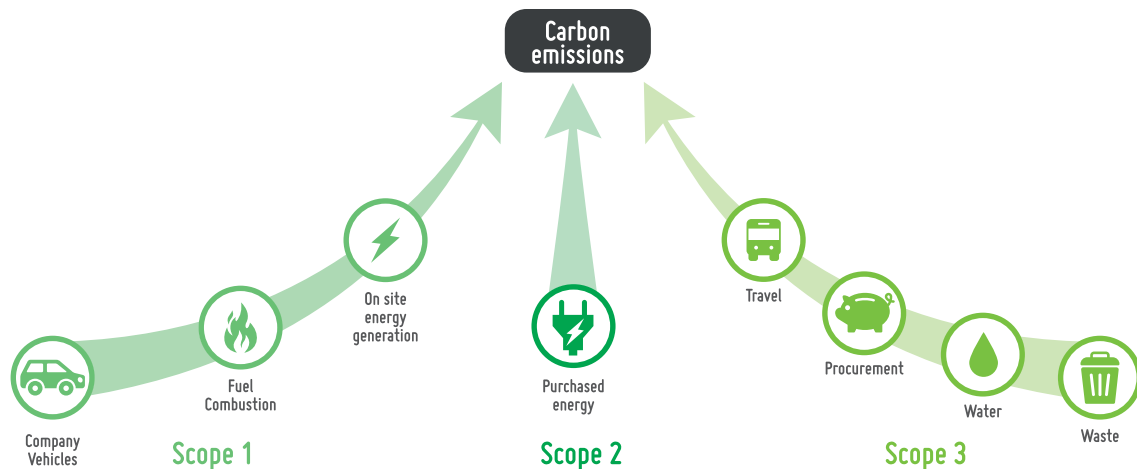
Trends – Water Consumption, per employee



Most of our water consumption originates from our chemical plant in Biasca, as the production of chemical ingredients is a water-intensive activity, especially due to cooling processes. In 2020 our overall water consumption grew slightly by 2.4% vs. 2019. The level of overall consumption and the intensity remained rather stable during the past 3 years. This continuous improvement in the management of this resource has led to an overall positive effect not only for our operations, but for the whole Biasca region, since HAS is one of the main users of this resource in the area.

CO₂e Emissions

Since 2015 we have been monitoring the CO₂e emissions Scope 1 as well as our air travels. We are fully aware of the importance of decarbonizing our activities while we pursue our economic growth and social impact, and we believe it is not only possible but our duty to decouple them. By eliminating the use of heating oil and substituting it with energy coming from a biomass district heating plant around late 2019 (fully operational from Jan 2020), we drastically reduced the use of fossil fuels. Our aim is to become Carbon Neutral throughout our operations. With the intention of continuing our path towards decarbonization in 2020 we decided to upgrade the evaluation of our environmental impacts. We measured, with the help of an independent organization, the total carbon footprint of our operations through an assessment of the entire value chain emissions, in accordance with the GHG Protocol and ISO 14064 standards.



The Greenhouse Gas Protocol (GHG-P) provides the following definitions:

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.

Scope 2 - covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

Scope 3 – all indirect emissions not included in Scope 2 that occur throughout the Value Chain of an organization, including both upstream and downstream emissions. It includes impacts generated in 15 categories, for example:

- Energy consumption
- Business travel
- Employee commuting
- Chemicals used in production
- Water consumption
- Waste disposal
- Logistics (up- and downstream)
- Meals served in canteens

Results

Category	tCO2	%
Commuting	2'197	30.3
Chemicals	1'947	26.9
Heating*	1'221	16.8
Business travel	751	10.4
Electricity	553	7.6
Events/Canteens*	243	3.4
Waste	166	2.3
Paper, printing and mail	95	1.3
Logistics & Freight	53	0.7
Water	13	0.2
Outsourced Services	11	0.1
Total	7'249	100

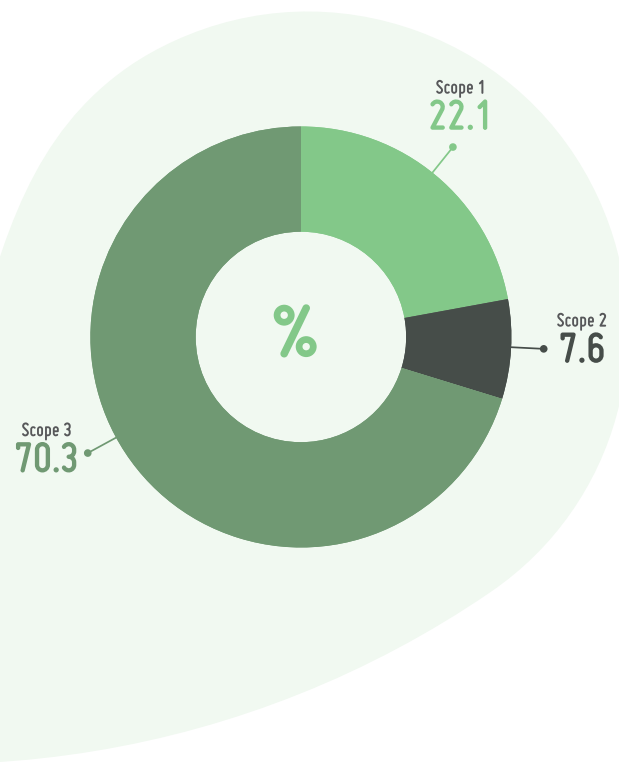
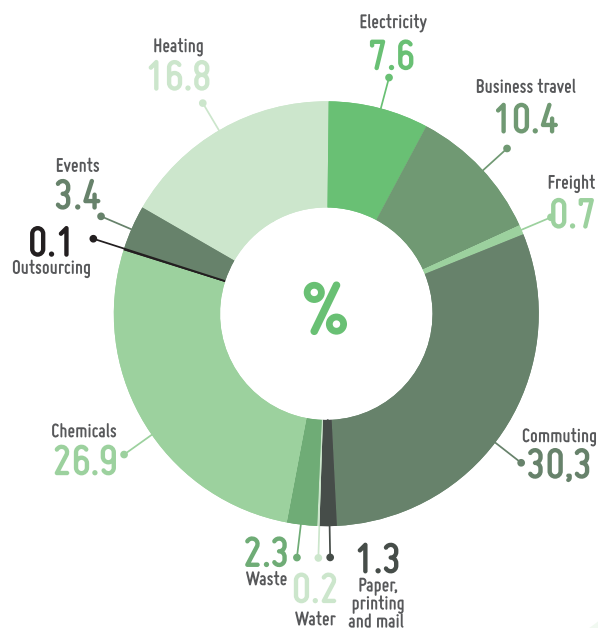
* Heating includes Biasca's biomass district heating, natural gas and heating oil use, events are emissions caused by all meals consumed at events or in our canteens

CO2e footprint: Scope

Scope	tCO2	%
Scope 1	1'603	22.1
Scope 2	553	7.6
Scope 3	5'093	70.3
Total	7'249	100

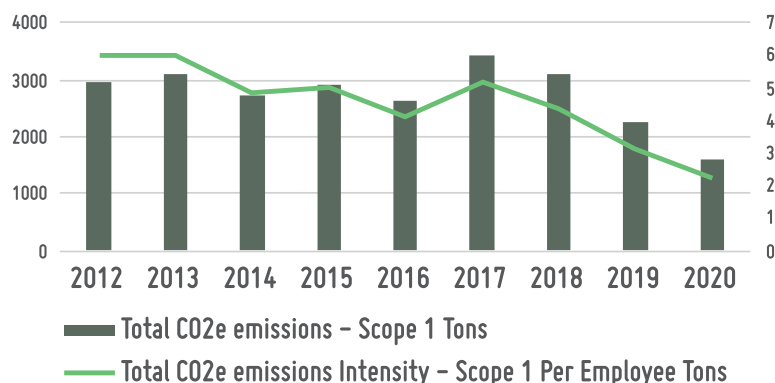
As specified by the GHG Protocol, the results are not precise figures, but the results of best estimate calculations based on our best estimates and validated by an external independent organization.

The results of this deep work are very clear: employee commuting and chemicals used at our Swiss factory add up to a whopping 57% of our emissions, while the use of gas, of electricity and business travel to another 25%. The other components are relatively minor.



CO₂e emissions

Tons	2015	2016	2017	2018	2019	2020	Var. 2020 vs. 2015	Var. 2020 vs. 2019
Total CO ₂ e emissions Scope 1*	2'899	2'651	3'406	3'099	2'242	1'603	-44.7%	-28.5%
Total CO ₂ e emissions Scope 1* per employee	5.0	4.1	5.2	4.3	3.2	2.3	-55.0%	-28.9%

CO₂e Emissions, Scope 1

This result is particularly interesting considering that the figures related to business travel and commuting must be interpreted in light of the exceptional situation due to COVID during 2020, when both business travel and commuting were restricted to the bare minimum. It highlights the importance that mobility plays for our company, and for business in general, in becoming more sustainable. Especially noteworthy was the 29% reduction in Scope 1 emissions vs. 2019 (-45% vs. 2015 baseline), despite an increase in the overall energy use, as previously mentioned.

Chemicals (soda and solvent) used for production in the Swiss factory represent the second largest cause of emissions. These emissions are difficult to reduce as they are an integral part of the manufacturing process, but we plan to collaborate with our suppliers in order to decrease the carbon footprint of such materials.

The main learning is that the five principal sources of emissions must be key priorities for our efforts: we are currently revising our sustainability strategy and, in light of the results of this work, will redefine our priorities and establish our Path to Net-Zero based on the Science Based Targets initiative (SBTi) framework.

CO₂e footprint: Total by SBU

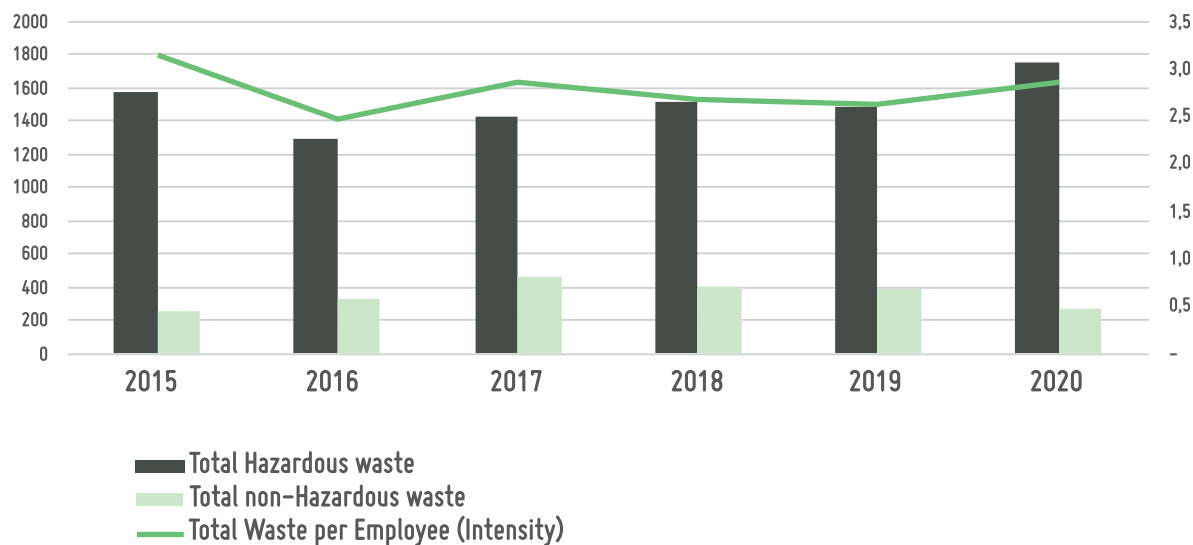
Category	Switzerland Factory	Switzerland HQ	Ireland	USA	Monaco	China
tCO ₂ e						
Total	3376	863	2026	956	10	19

Industrial Waste

Waste Management Figures

Tons	2015	2016	2017	2018	2019	2020
Total Hazardous waste	1'565	1'286	1'419	1'510	1'477	1'757
Total non-Hazardous waste	258	323	464	405	386	274
Total Waste per Employee (Intensity)	3.1	2.5	2.8	2.7	2.6	2.9

Trends-Hazardous, Non-Haz Waste, Total Waste per Employee (Tons)



The 19% growth in hazardous waste - waste with properties that make it dangerous or capable of having a harmful effect and requires a specialized treatment for its disposal – is caused by a surge in the use of solvents and other chemicals due to an increase production activity at the Swiss factory. The weight of non-hazardous waste decreased by 29%.

Paper

Photocopy and Printing Paper

In Kg	2015	2016	2017	2018	2019	2020
SWITZERLAND HQ	7'734	5'988	2'744	3'119	3'610	3'487
SWITZERLAND FACTORY	4'461	2'872	4'141	2'944	3'120	5'353
IRELAND	1'170	5'010	2'810	4'277	2'313	3'005
USA	1'330	1'915	293	1'577	1'613	934
CHINA					33	25
TOTAL	14'695	15'785	9'988	11'917	10'689	12'804
per Capita	25.4	24.3	15.1	16.7	15.1	18.0

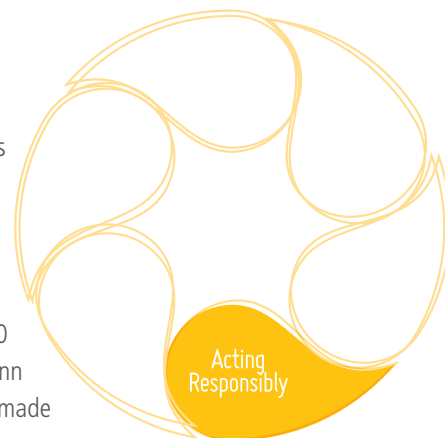
All our Business Units use FSC (Forest Stewardship Council) and PEFT (Program for the Endorsement of Forest Certification) certified paper. These are the two most important paper certification bodies which ensure that products come from well- managed forests that provide environmental, social and economic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

In the past few years, we were able to considerably reduce our purchases 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 substantial reduction in the usage of printing paper. This year in our two factories we witnessed an increase in the purchases of paper, due to an increase in stock and not to an increase in consumption.

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 2020 we enhanced our Compliance and Quality System: we reviewed and updated the Helsinn Code of Conduct and published the new Compliance and Quality Manual, which was made available to all our employees.



The revised **Helsinn Code of Conduct** now includes:

- Strengthened views, information and communication sharing within Top Management and increased company-wide synergies
- new sections (e.g., sustainability, data protection, quality)
- a better alignment of the Code with current standards and the authorities' expectations

The Code, adopted by Helsinn's Board of Directors, is a tangible demonstration of the level of professionalism that Helsinn wants to achieve in its activities and expects from all its directors, employees, contractors and business partners, whether permanent or temporary staff.

As an organization committed to being in compliance with the legal, ethical, environmental and social responsibility, we believe in the principles set out in our Code of Conduct. These responsibilities are applicable to all activities involving Helsinn or anyone acting on behalf of or in concert with the Group to allow for a sustainable growth of our business.

The **Helsinn Compliance and Quality Manual** was approved by the Head of Group Compliance and Quality and the Group General Manager.

The purpose of the Manual is to ensure that the principles, laid down in the Helsinn Code of Conduct as well as in international pharmaceutical industry regulations and practices, are properly translated into Group rules which can be effectively communicated to and applied by all Personnel and Companies of the Helsinn Group.

An extensive awareness campaign from September until the end of October 2020 was carried out to introduce in detail the two documents to all employees

The Compliance Program

To conduct its business with ethics and integrity, Helsinn has established and maintains an effective Compliance Program. This program has been developed in accordance with applicable laws, regulations, Helsinn Policies and industry codes.

Helsinn's Compliance Program includes:

- Compliance Officers and Business Ethics Board ("BEB") charged with the responsibility for operating and monitoring the Compliance Program
- Code of Conduct, Policies and Procedures detailing the Company's commitment to compliance and setting forth the ethical and compliance principles applicable to all employees
- Regular education and training programs for applicable employees
- Easy access to the Compliance Officers by all employees. This includes:
A reporting process to collect concerns and ask questions

Policies and procedures to protect the anonymity of employees who raise concerns (as applicable) and to prohibit any form of retaliation against them

- Use of audits and routine monitoring activities to monitor compliance and identify and address risks
- Enforcement of compliance obligations through policies that include corrective measures or penalties for non-compliant behaviors
- Mechanisms to promptly and properly investigate and respond to reports of non-compliance, including processes to initiate corrective measures and to report offenses to the relevant authorities where appropriate

Compliance Policies and Procedures

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

- The Gold Book — A synopsis of Helsinn Policies on Business Conduct Standards and Ethics.
- The Red Book — Global Principles for all interactions with Healthcare Professionals and Patients.
- The Third Party Code of Conduct — It describes the principles that we expect our Business partners to follow in the conduct of their business. This expectation represents an important component of our Third parties' evaluation and selection. Third parties should also apply these (or similar) principles to the partners with whom they work when providing goods and services to Helsinn.

Quality

Helsinn commits to a culture of quality and regulatory compliance for its products and services. Helsinn expects all personnel and external collaborators to understand the importance of applying ethical, honesty and integrity principles to all their actions and decisions in order to protect patients.

- We regard quality as a priority in all aspects of our work and as a competitive advantage that creates value.
- We develop, manufacture and deliver high quality, safe and effective medicines in order to make Helsinn a better, more reliable and valuable partner for patients, regulators and Business Partners.
- We commit to meet regulatory expectations and adhere to applicable laws in all our activities.
- We take all decisions in the best interest of patients.
- We consistently apply continuous improvement by regularly taking into consideration feedback from the market, patients and Business Partners as well as technology advancements.
- We communicate with key stakeholders in full transparency and with a spirit of collaboration.

At Helsinn we believe that the humane treatment of animals is an essential component of our ethical values, and we comply with all applicable laws, regulations and codes on the treatment of animals.

We put in place systems and processes to ensure full traceability of the products and services we provide, including of ingredients and raw materials.

Helsinn ensure on-time delivery of our product in accordance with the applicable requirements.

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

Our manufacturing sites have the most stringent quality, safety and environmental standards, and are periodically monitored by external entities to ensure their compliance. We continuously develop new products for our group and for third parties; hence we adopt new technologies and install new equipment at our manufacturing sites. Due to this ongoing innovation, an impressive program of quality audits has been implemented by several agencies, aimed at certifying Helsinn's compliance to Good Practices (GxP) rules and regulations.

- **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** – HHC-Lugano
- **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 and Privacy

Helsinn protects the right to privacy and data protection of any individuals, both of employees and of third parties with whom it interacts. Helsinn is committed to comply with all applicable data protection laws, regulations and codes in the countries in which it operates and, to this end, has set up an appropriate data protection and privacy system for the processing of personal and sensitive data, including definitions and implementation of relevant policies and procedures.

- We process personal data fairly and lawfully in compliance with data protection requirements.
- We consider additional data protection requirements and we use special care when processing special categories of data (i.e.,

sensitive personal data).

- We process personal data only for specified, explicit, lawful and legitimate purposes.
- We only process personal data for the purposes for which they were authorized.
- We only process accurate, complete and up-to-date personal data as appropriate to the purposes for which they are collected.
- We only keep personal data in a form which permits identification of the data subject for as long as necessary for the permitted purposes.
- We guarantee the exercise of the rights of individuals in relation to their personal data, according to authorizations and applicable laws.

- We only disclose personal data to trusted third parties who have been authorized or otherwise mandated by applicable laws.
- We only transfer personal data to countries with equivalent level of protection or if all the necessary safeguards, provided by applicable laws, are in place.
- We retain personal data in accordance with Helsinn's records retention policy as well as data protection and privacy policy, for the limited purpose or purposes and the limited time for which they are authorized to be collected and processed, in accordance with applicable local and international regulatory requirements.



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 determines 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 effectively steer and supervise the Group activities. This takes into account also the material risks to which the Group and its subsidiaries are exposed. The Board, under the leadership of the 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 three internal and four independent directors. In January, Eric Cornut and Lonnie Moulder have joined the Board of Directors. In April 2021 Dr. Mary Lynne Hedley, an immunologist and cancer cell biologist, will join the Board.

Gabriele Braglia
Founder & Chairman



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



Giorgio Calderari
Group General Manager
Board Member



Paolo Bottini
Board Member



Francesco Granata
Board Member



Mary Lynne Hedley
Board Member



Eric Cornut
Board Member



Lonnie Moulder
Board Member

Senior Executive Committee

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.



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



Riccardo Braglia

Group Vice Chairman & CEO

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



Paul Rittman

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



Deirdre Hurley

Local GM from 1.1.2021,
Helsinn Birex Pharmaceuticals Ltd.,
Ireland



Padraig Somers

Local GM until 31.12.2020,
Helsinn Birex Pharmaceuticals Ltd.,
Ireland



Enrico Magnani

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



Roberta Cannella

Group Head of
Manufacturing & CMC



Cristina Marenzi

Group Head of
Human Resources



Matteo Santi

Group Compliance Officer
and Group Head of
Compliance and Quality



Roberto Lazari

Group Head of Information
& Communications
Technology

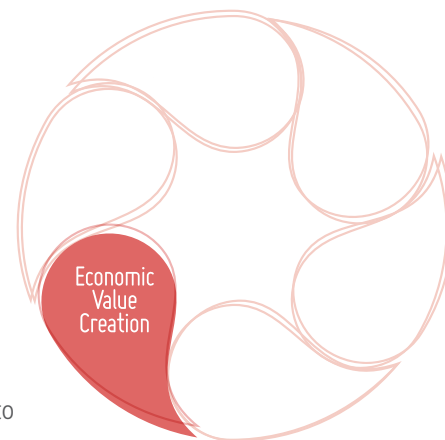


Georg Büchner

Group Head of Business
Development

Economic value creation

Pursuing a Triple Bottom Line is our guiding principle: we aim at generating profits 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 beneficiaries of our redistributed value added are our employees, our suppliers, the governments and our shareholders, and 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 distinguished 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, we recently raised a loan to support the acquisition of a therapy that marked our entrance in the field of cancer therapeutics.



Financial Highlights

Helsinn is fully owned and controlled by the Braglia family, now in its third generation of pharmaceutical entrepreneurs. 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 have been investing 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 in excess of 20% of turnover was invested in R&D, and approximately 30% in personnel salaries and benefits. Diversification of our R&D pipeline, of our product portfolio and our geographical footprint have remained our main business targets in 2020, together with guaranteeing our operations continuity during the outbreak of the COVID pandemic. 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 in terms of geography. Cancer supportive care still represents the main source of revenues but approximately 30% is generated by cancer therapeutics. As a privately-owned company, our policy is to not publish a detailed account of our financial figures.

Net revenues by geographic areas (mln/CHF)

	2016	2017	2018	2019	2020
Geographic areas	%	%	%	%	%
USA	65	57	30	24	27
EU	14	17	32	40	27
JP	12	15	19	18	28
CN	0	1	2	5	5
RoW	9	10	17	13	13

In excess of
20% of turnover
invested in R&D
over the past 5
years

In excess of
30% of turnover
invested in
personnel salaries
and benefits
in 5 years

Helsinn and the SDGs

In 2015, more than 150 international leaders met at the United Nations to launch the 2030 Agenda for Sustainable Development and the 17 Sustainable Development Goals (SDGs) with the objective to end poverty, combat inequality, and achieve social and economic development. The SDGs are universally applicable, meaning that all countries and organizations must make a contribution to achieving the goals based on their capacities, impacts and goodwill. As signatories to the 2030 Agenda, all countries where Helsinn operates have put in place national strategies to achieve the targets to which they formally committed. Helsinn recognizes the fundamental importance of this initiative: since 2016 we have integrated the SDGs in our sustainability strategy. Through our activities we are contributing towards the achievement of 10 goals, as described in the next page. We are aware that measuring a company's contribution based on the SDGs is a challenging task: for this reason, we will introduce a formal monitoring in our revised sustainability strategy in 2022

SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD





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



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 Etiopia, Sud Sudan, Gabon, Congo, Ghana, Togo and Madagascar. www.nuovofioreinafrica.org



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



We constantly improve our energy efficiency and, in 2020, we have once again increased the share of renewables in our energy mix



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



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



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



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



We support SDG 16 through our compliance program, which provides a robust approach to ethics and accountability. In 2020 we have further upgraded our Compliance program to strengthen our competencies in this area, and all our employees receive extensive mandatory training



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



CONTENT INDEX SERVICE

2021

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
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	Organizational profile		
	102-1 Name of the organization	10	
	102-2 Activities, brands, products, and services	10-11	
	102-3 Location of headquarters	10	
	102-4 Location of operations	10-11	
	102-5 Ownership and legal form	10-11, 64	
	102-6 Markets served	26-33	
	102-7 Scale of the organization	33, 41	
	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	Helsinn adopts a precautionary approach by implementing detailed risk analyses and by ensuring, as primary objective, the quality and safety of our therapies and of patients	
	102-12 External initiatives	35-37, 66-67	
	102-13 Membership of associations	36-46	
	Strategy		
	102-14 Statement from senior decision-maker	4-5	
	Ethics and integrity		
	102-16 Values, principles, standards, and norms of behavior	56-59	

Governance		
102-18 Governance structure		60-63
102-25 Conflicts of interest		56-57
Stakeholder engagement		
102-40 List of stakeholder groups		22-23
102-41 Collective bargaining agreements	No collective bargaining agreements in place	
102-42 Identifying and selecting stakeholders		22-23
102-43 Approach to stakeholder engagement		22-23
102-44 Key topics and concerns raised		24
Reporting practice		
102-45 Entities included in the consolidated financial statements		10-11
102-46 Defining report content and topic Boundaries		26
102-47 List of material topics		26-27
102-48 Restatements of information		None
102-49 Changes in reporting		None
102-50 Reporting period		Jan-Dec 2020
102-51 Date of most recent report		2020
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		8
102-55 GRI content index		68-71
102-56 External assurance		8

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
Material Topics			
GRI 200 Economic Standard Series			
Anti-corruption			
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	
GRI 300 Environmental Standards Series			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48-49	
	103-2 The management approach and its components	26, 48-49	
	103-3 Evaluation of the management approach	26, 48-49	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	48-49	
	302-3 Energy intensity	48-49	
	302-4 Reduction of energy consumption	48-49	
Water			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 48, 50	
	103-2 The management approach and its components	26, 48, 50	
	103-3 Evaluation of the management approach	26, 48, 50	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	50	
	303-2 Management of water discharge-related impacts	50	
	303-5 Water consumption	50	

Emissions		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 51-53
	103-2 The management approach and its components	51-53
	103-3 Evaluation of the management approach	51-53
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	51-53
	305-2 Energy indirect (Scope 2) GHG emissions	51-53
	305-3 Other indirect (Scope 3) GHG emissions	51-53
	305-4 GHG emissions intensity	51-53
	305-5 Reduction of GHG emissions	51-53
Effluents and Waste		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 50, 54
	103-2 The management approach and its components	50, 54
	103-3 Evaluation of the management approach	50, 54
GRI 306: Effluents and Waste 2016	306-1 Water discharge by quality and destination	50
	306-2 Waste by type and disposal method	54
	306-3 Waste Produced	54
	306-4 Transport of hazardous waste	54
GRI 400 Social Standards Series		
Employment		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 38-43
	103-2 The management approach and its components	38-43
	103-3 Evaluation of the management approach	38-43
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	41
Training and Education		
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

Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	38, 40, 43
	103-2 The management approach and its components	38, 40, 44
	103-3 Evaluation of the management approach	38, 40, 45
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	There are no gender based differences
Local Communities		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	26, 44-47
	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
Customer Health and Safety		
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	26, 28
	103-3 Evaluation of the management approach	26, 28
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	28, 34

Acronyms List

AML	Acute Myeloid Leukaemia	IND	Investigational New Drug application
API	Active Pharmaceuticals Ingredient	IOR	Istituto Oncologico di Ricerca
ATP	Adenosime Triphosphate	ISO	International Organization for Standardization
ANVISA	Agência Nacional de Vigilância Sanitária (Brazil)	LEED	Leadership in Energy and Environmental Design (green building certification)
CACS	Cancer Anorexia-Cachexia Syndrome	MF-CTCL	Mycosis Fungoides T-Cell Lymphoma
CDM	Chronic Disease Management	MAA/MAH	Marketing Authorization Application/ Marketing Authorization Holder
CDMO	Contract Development and Manufacturing Organization	MDS	Myelodysplastic syndrome
CEO	Chief Executive Officer	MFDS	Ministry of Food and Drug Safety (Korea)
CHUV	Centre Hospitalier Universitaire Vaudois	NCCN	National Comprehensive Cancer Network
CINV	Chemotherapy-Induced Nausea and Vomiting	NET	Nuova Energia Ticino
CMC	Chemistry Manufacturing and Control	NGO	Non-Governmental Organization
CMO	Contract Manufacturing Organization	NMPA	National Medical Products Administration
CN	China	NSAID	Non-Steroidal Anti-Inflammatory Drug
CRO	Contract Research Organization	NSCLC	Non-Small Cell Lung Cancer
EAP	Early Access Program	NJ	New Jersey
EMA	European Medicines Agency	ODD	Orphan Drug Designation
EU	European Union	OHSAS	Occupational Health & Safety Management System
FDA	Food and Drug Administration (US)	PAP	Patient Assistance Program
FSC	Forest Stewardship Council	PEFT	Programme for the Endorsement of Forest Certification
GHG-P	Greenhouse Gas Protocol	PEG	Polyethylene glycol
GMP	Good Manufacturing Practice	PIC	Pharmaceutical Inspection Convention
GRI	Global Reporting Initiative	PMDA	Pharmaceuticals and Medical Devices Agency (Japan)
GxP	Good (Anything...) Practice	PONV	Post-Operative Nausea and Vomiting
JP	Japan	PRC	People's Republic of China
HAS	Helsinn Advanced Synthesis SA	QA	Quality Assurance
HHC	Helsinn Healthcare SA	QoL	Quality of Life
HBP	Helsinn Birex Pharmaceuticals Ltd	R&D	Research & Development
HCPs	Healthcare Professionals	RET	REarranged during Transfection
HIS	Helsinn International Services Sarl	RoW	Rest of the World
HIF	Helsinn international Fund SA	SA	Società Anonima (anonymous company)
HPAPI	High Potency Active Pharmaceuticals Ingredient	SASB	Sustainability Accounting Standard Boards
HPRA	Health Products Regulatory Authority	SBU	Strategic Business Unit
HQ	Headquarters	SDGs	Sustainable Development Goals (United Nations)
HSE	Health, Safety & Environment	SOP	Standard Operating Procedure
HTU	Helsinn Therapeutics (US), Inc	UK	United Kingdom
HVAC	Heating, Ventilation & Air Conditioning	US	United States

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