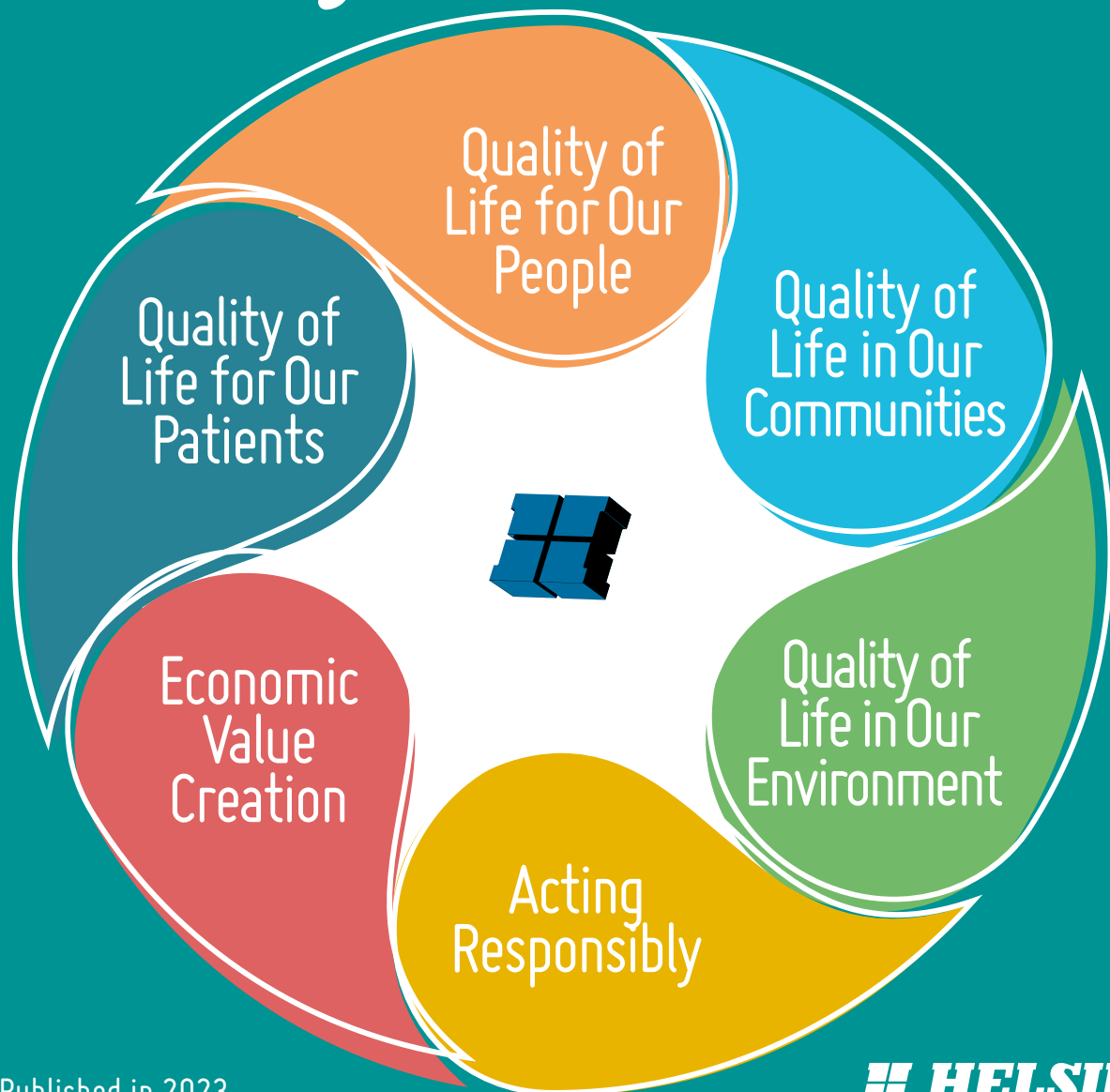


Quality of Life

Helsinn Group
Sustainability Report
2022



Published in 2023

HELSINN
Building quality cancer care together

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Letter From Our Leadership

Dear Stakeholders,

We are pleased to share with you some significant developments and achievements we experienced in 2022 as we continued to make progress in the implementation of our sustainability strategy.

First and foremost, our commitment to running a responsible and sustainable business has never been stronger. We are dedicated to delivering superior products while simultaneously reducing and improving our impact on the environment and society. Sustainability has always been a cornerstone of our corporate culture, and it has evolved into a pivotal element of our strategic vision.

One noteworthy advancement we made in 2022 was the expansion of the reporting boundary used to measure our greenhouse gas emissions. This expansion enabled us to conduct a more comprehensive and detailed science-based assessment of our environmental impact throughout our entire value chain.

For the third consecutive year, we have taken the proactive step of compensating for our total emissions by purchasing high-quality, Gold Standard certified Carbon Credits. This year, we have chosen to support two micro-scale projects in Ethiopia as part of our commitment to carbon offsetting.

Regrettably, we faced challenges in our R&D and commercialization activities, leading us to reevaluate our strategy to maintain competitiveness. We undertook a rigorous organizational review process, which engaged our employees and other stakeholders. Thanks to this meticulous procedure, we have been able to minimize redundancies where possible.

Recognizing the impact of these changes on our affected employees, we are committed to facilitating this transition and offering our full support. Outplacement programs have been put

in place, in collaboration with Farma Industria Ticino, to capitalize on synergies within the life sciences sector in the canton.

In summary, 2022 was a year of progress and adaptation for us. Our dedication to sustainability remains unwavering, and we are determined to navigate the important challenges ahead of us while staying true to our values. Together, we will continue to drive positive change and sustainable growth in the years ahead.

Thank you for your ongoing dedication and hard work.

Sincerely,

Riccardo Braglia (Executive Chairman),

Melanie Rolli CEO (From January 1st 2023)



About this Report

Quality of Life 2022 is our seventh Group Sustainability Report, it covers our worldwide operations for 2022 (from January 1st 2022 to December 31st 2022) with reference to previous periods. Its objective is to present to our stakeholders our sustainability and ESG performance, our commitments and our goals and the related progresses and trends on an annual basis.

The report contains the quantitative and qualitative information that describes Helsinn's material topics and ESG performance. The Framework "Quality of Life" is since 2014 at the core of our sustainability strategy and represents our commitment towards becoming more sustainable every day as we strive to fulfil our mission.

Our material topics 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.

We have chosen not to have this report externally assured, as most of the material information reported has either already been verified by third parties or complies with the most stringent criteria of each country of operation.

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 SDGs, 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 on December 2023, under the coordination of Matteo Santi, Group Compliance Officer and Group Head of Compliance and Quality and Manuela Pedretti, Senior Manager Head of Top Management, with the support of Positive Organizations, Lugano, Switzerland.

We would like to thank all our employees who have provided their precious contribution for this report.

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Publishing a Group
Sustainability
Report according
to GRI Frameworks
since 2015



Our Company

Helsinn is a global biopharma company headquartered in Lugano, Switzerland. It is focused on improving the lives of cancer patients all over the world, with a leading position in cancer supportive care.

A third-generation, family-owned company, since 1976 Helsinn focuses on improving the lives of patients, guided by core values of respect, integrity and quality.

It operates a unique licensing business model with integrated drug development and manufacturing capabilities and has a fully integrated supply chain and product development through its subsidiary in Ireland.

It has a commercial presence in 190 countries either directly, with operating subsidiaries in the U.S. and China, or via its network of long-standing trusted partners.

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

• **Helsinn Healthcare SA — HHC**

The Group's global Headquarters in Lugano, Switzerland, 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 Birex Pharmaceuticals (Ireland) Ltd. – HB**

At our integrated GMP facilities in Dublin, Ireland, we develop and manufacture our finished dosage products and coordinate the global logistics

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

HTU, our subsidiary in Iselin, NJ, USA, manages a commercial and medical organization in the US, with a portfolio of oncology products.

- **Helsinn Pharmaceutical (China) Co. Ltd., P.R.C. — HP**

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

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



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



**Helsinn Therapeutics (US) Inc.
Iselin NJ, US**



**Helsinn Healthcare SA
Lugano, Switzerland**

History & Milestones



• **1976**

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

• **1980**

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

• **1984**

- Helsinn Chemicals SA, the Group's

first manufacturing plant opens in Biasca, Switzerland

1985

- Nimesulide is launched on the international market

1990

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

1995

- Relocation of HBP to new premises in Damastown

1998

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

1999

- uring plant, is inaugurated in Biasca, dedicated to highly potent active

pharmaceutical ingredients (HPAPIs)

2003

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

2005

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

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

2010

- Helsinn Chemicals SA, 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

- Palonosetron is launched in Japan

2011

- New analytical laboratories open at HBP

- Our CEO Riccardo

Braglia receives the prestigious "2011 Entrepreneur in Italian-Speaking Switzerland" award

2012

- Ernst & Young recognizes Riccardo Braglia as the "Best Entrepreneur in the High Tech/Life Sciences category in Switzerland" and selects him to represent Switzerland at The Worldwide Entrepreneur of the Year contest in Montecarlo

- Helsinn opens a

representative office in Beijing in China and files for an IND 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

2014

- The US Food and Drug Administration (FDA) approves 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

2015

- The European

Medicines Agency (EMA) approves netupitant/palonosetron fixed-dose combination 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

- 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

2016

- Helsinn obtains exclusive rights to promote and sells netupitant/palonosetron fixed-dose combination in the US, previously co-detailed with Eisai

- Helsinn signs an agreement with MEI Pharma, Inc. an oncology company focused on the clinical development of novel therapies for cancer, to enter into an exclusive licensing, development and commercialization contract for pracinostat, a Phase III-ready drug candidate for the treatment of acute myeloid leukaemia (AML) and other potential indications

- Opening of Helsinn International Services (HIS) and launch of Helsinn

Investment Fund (HIF) which is focused on early-stage investments in areas of high unmet patient need

2017

- Helsinn Launches "Helsinn Cares" Patient Support Services in the US, a Patient Assistance Program and Voucher Program to support both insured and uninsured patients

- Helsinn starts a collaboration with Lyfebulb, a patient-centric company that empowers patient entrepreneurs to deliver innovative

products and solutions to patients living with chronic disease

- On the roof of HBP in Dublin a new Photovoltaic electricity generator is installed. 200 panels capture solar power and generate up to 50KW/day

- The First Conquer Cancer Foundation/ Anna Braglia Endowed Young Investigator Award in Cancer Supportive Care, is awarded

- The Shanghai Branch of Helsinn Pharmaceuticals (Beijing) Co. Ltd., opened in August

2018

- Acquisition of mechlorethamine/ chlormethine for MF-CTC treatment from Actelion, marking Helsinn's first step into the cancer therapeutics field

2019

- Our CEO, Riccardo Braglia, joins the Board of the Conquer Cancer Foundation

- Helsinn Advanced Synthesis (Biasca) unveils its new anticancer ingredients plant

and drastically reduces emissions by shifting from heating oil to renewable energy by latching on to the district heating plant system of Nuova Energia Ticino (NET)

- Creation of a new unified Group Compliance & Quality Division

- 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

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
- netupitant/palonosetron fixed-

dose combination I.V. approved in EU, and the liquid formulation is approved and launched in US, while the oral formulation is launched also in China

- Opening of new AntiCancer production unit in HAS 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

2021

- Approval and launch of anamorelin in Japan by ONO Pharmaceuticals
- Divestment of the Integrative Care franchise completed refocus on oncology
- Spin off of HAS Advanced Synthesis, the chemical factory in Biasca, and of 3B Future Health Ventures, the Monaco-Based advisory services company, as independent entities from Helsinn and now part of the Braglia family holding, 3B Future

- Certification: Carbon Neutral company

2022

- Certification: Carbon Neutral company
- Restructuring due to strategic re-orientation



Our Vision, Mission & Values

Quality

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

Integrity

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

Respect

Treating our partners as we would like to be treated leads to strong, enduring relationships

Mission

To bring better today's to even more people through a portfolio of quality innovative oncology assets, 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 today's for more patients worldwide.

Vision

To transform Helsinn into a leading oncology company driven by our focus on extending and improving the lives of people with cancer all over the world.

Values

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

Our three core values
are supported by our
commitment to Creativity,
Team Alignment,
Diversity and Inclusion
and Resourcefulness



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. Helsinn out-licenses its products to commercial partners in its global distribution network while promoting and distributing to the cancer-care community in the US through our subsidiary Helsinn Therapeutics.

We are a global company: our production facilities are located in Dublin, Ireland. Our 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 our 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, who coordinates clinical and regulatory activities for new product registration with CFDA, collaborates with and provides support to our partners on the commercialization of our products.

A	Compound Originator	
	In-licensing	Acquiring product rights for development, manufacturing and commercialization
B	Pre & clinical development	Worldwide development directly managed
	Product development & CMC	Manufacturing, logistic, and supply. Inhouse drug-product development
C	Regulatory affairs	FDA, NMPA, EMA registrations directly managed
	Pre & Post Launch Support	Post marketing surveillance, global branding & marketing strategy, market access strategy, medical affairs strategy
D	Direct Sales and/or Licensing out	A Ready-to-Sell product
	Worldwide patient outreach through B2B and B2C distribution channels	

Business model



Sustainability at Helsinn

We know that long-term success is built in partnership with the communities we live and work in; from the environment and the people who work at Helsinn, to the doctors and patients that use our products, we're proud to take our commitments seriously.

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. Our sustainability plan is aligned with our strategy and embedded in our culture.

For the third year we have achieved carbon neutrality. We have progressed on our path towards a reduction of our greenhouse gas footprint and the remaining emissions have been offset through the purchase of Gold Standard certificates.

We have been working towards a reduction of our environmental footprint for many years, and we are grateful for the support of our employees, customers, and partners. We believe that climate change is one of the most important challenges facing our planet, and we are committed to doing our part to address it.

We have come a long way since we took our first steps and published the Sustainability Report for one of our subsidiaries in 2012. We are certainly proud of our progress but in order to face the new normal 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 work with our partners in more than 190 countries, sometimes to make our products available even when the sales volumes don't cover the investments required.



Sustainability Policy

In 2022 we introduced our Sustainability Policy. The policy aims to effectively manage sustainability topics, simplify non-financial reporting, enhance knowledge and awareness of material topics and policies, and foster a culture of sustainability throughout the organization. This policy reflects our commitment to long-term environmental, social, and economic sustainability.

The overall responsibility for the strategic direction/vision in relation to sustainability lies with the Board of Directors of Helsinn SA. To this end, the Board of Directors of Helsinn SA:

- defines the sustainability strategy of the Helsinn Group and supervises its implementation;
- gives final approval, after obtaining pre-approval by the ARCC, to this Policy
- and its subsequent amendments;
- gives final approval to the Sustainability Report of the Group.

The CEO of Helsinn SA holds oversight responsibility over all the operational activities and initiatives performed and managed by the Sustainability and ESG function. In particular, the CEO:

- operates in line with the sustainability strategic direction / vision defined by the Board of Directors;
- is responsible for approving, supervising and implementing the sustainability program;
- reviews and approves the Materiality Matrix; periodically reports to the Board of Directors in relation
- to the different sustainability projects;
- reviews the Sustainability Report and presents it to the Board;
- reviews the Group procedures prepared by the Sustainability and ESG function.

Within Helsinn, the Sustainability and ESG function falls within the responsibility of the Group Compliance Officer and Group Head of Compliance & Quality, who is in charge of all sustainability-related initiatives, at a group level. Hence, the Sustainability and ESG function:

- defines the sustainability program in line with the allocated budget
- periodically reports to the CEO and, subsequently, to the Board of Directors of Helsinn SA, about the status, management and performance of sustainability related activities;
- is responsible for the drafting and preparation of the Sustainability Report and other related documents and reports to be presented to the CEO and to the Board of Directors;
- prepares sustainability procedures and monitors over their full respect and compliance;
- implements the activities and initiatives described within the sustainability program and instrumental to the attainment of the general sustainability strategic vision / direction;
- is responsible for the dissemination of the procedures to all the stakeholders;
- is responsible for preparing and delivering sustainability training activities.

Our Stakeholders

We have a clear commitment to doing business with integrity. In everything we do, we aim to be transparent and honest with our stakeholders.

Our global stakeholder network consists of the people our operations impact and those who influence our activities.

They play an essential role in our business and we take into consideration their view and outlook at 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, Early Access Programs.
EMPLOYEES	Biannual CEO presentations, Helsinn News, ongoing communication via corporate intranet, company events, Code of Conduct, 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, Third Party Codes 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 environmental and social impacts of our activities through the whole value chain, and on the governance practices that lead to effective decision making and responsible practices. 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 Topics, on what matters most now and in the future.

In 2020, we renewed our materiality assessment with the participation of all senior executives. We will review the materiality assessment in our next report as there are no significant reasons to update our materiality assessment for 2022. We performed this assessment with our top management and the support of external experts, and was performed through a questionnaire/workshop. The stakeholders were asked to evaluate the listed topics based on their relevance.

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, including human rights.

Within the 6 areas, we re-examined 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 biotech and pharma standards, the SDGs, research briefs on the Pharma, Biotech and Chemical sectors, as well as the analysis of our peers, in coordination with our sustainability consultants.

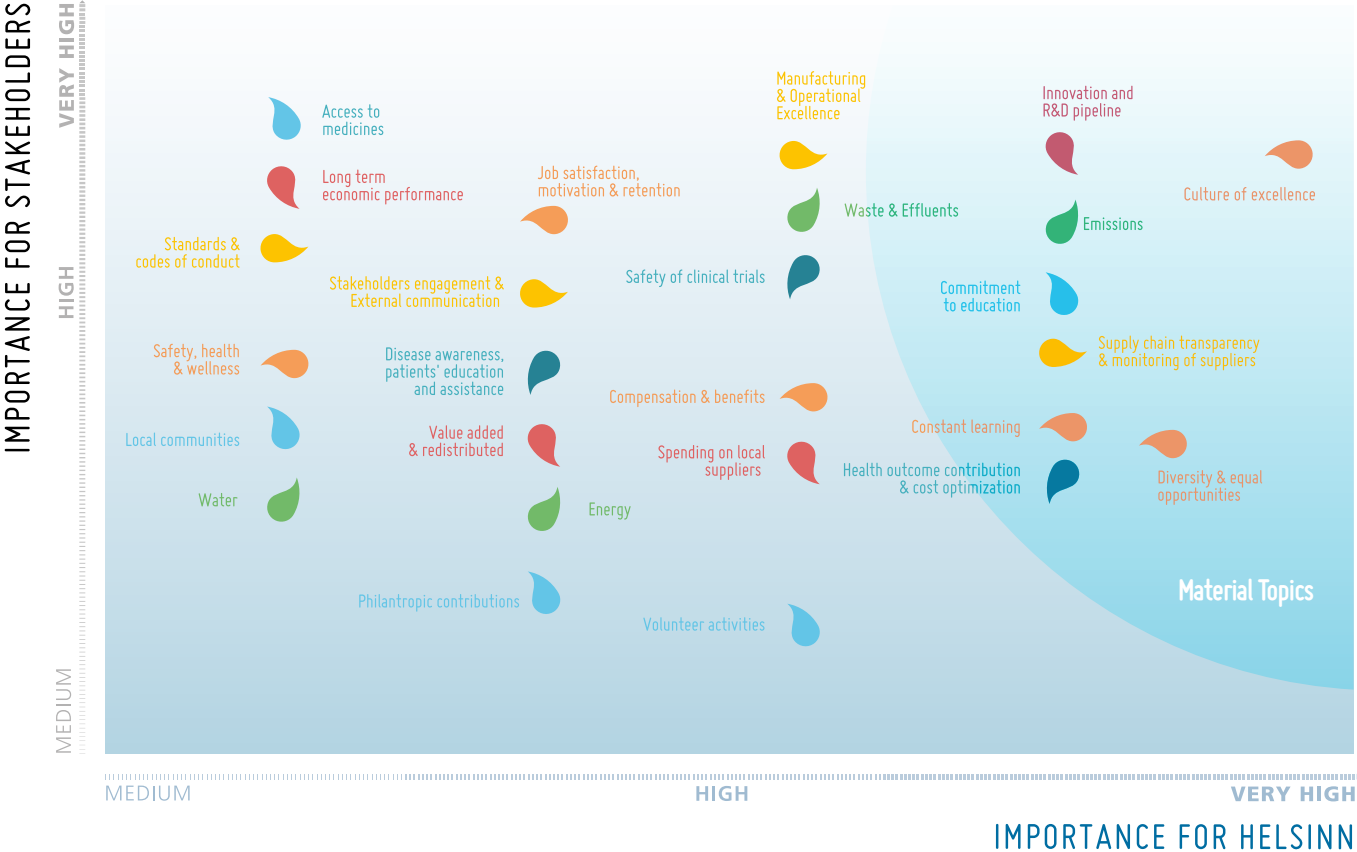
The topics that ranked the highest are: Culture of Excellence, Emissions, Supply Chain Transparency & Monitoring of Suppliers, Diversity & Equal opportunities, Constant Learning, Health outcome contribution & cost optimization, Commitment to Education, Innovation and R&D pipeline.



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.

Today, we are a global biopharma company. Our comprehensive portfolio of cancer supportive care products for patients undergoing treatment for cancer, chemotherapy-induced nausea and vomiting and dermo-oncology is available around the world.

We work with a group 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,
26 clinical trials sponsored
(including 11 Phase 3 studies),
involving more than **3'000**
subjects across approximately
900 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're 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 two molecules in our product portfolio in the past years 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.

Cancer Therapeutics

Helsinn moved into cancer therapeutics due to the identification of an area of high patient unmet medical need. 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 a product (mechlorethamine/ chlormethine) from Actelion Pharmaceuticals Ltd, an approved and marketed alkylating agent for the topical treatment of mycosis fungoides type cutaneous T-cell lymphoma (MF-CTCL). 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).

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.

Two other historical products are consolidated PEG-based specialties 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 is PEG 3350 which acts as laxative with various salts added to maintain the body's electrolyte balance.

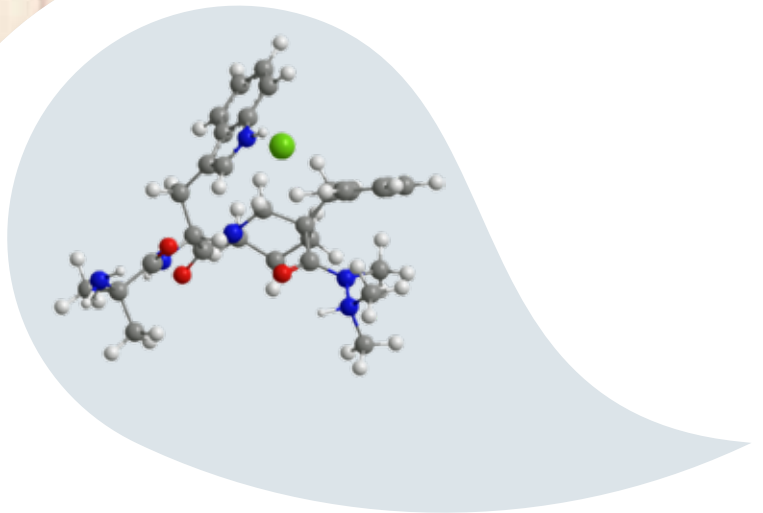
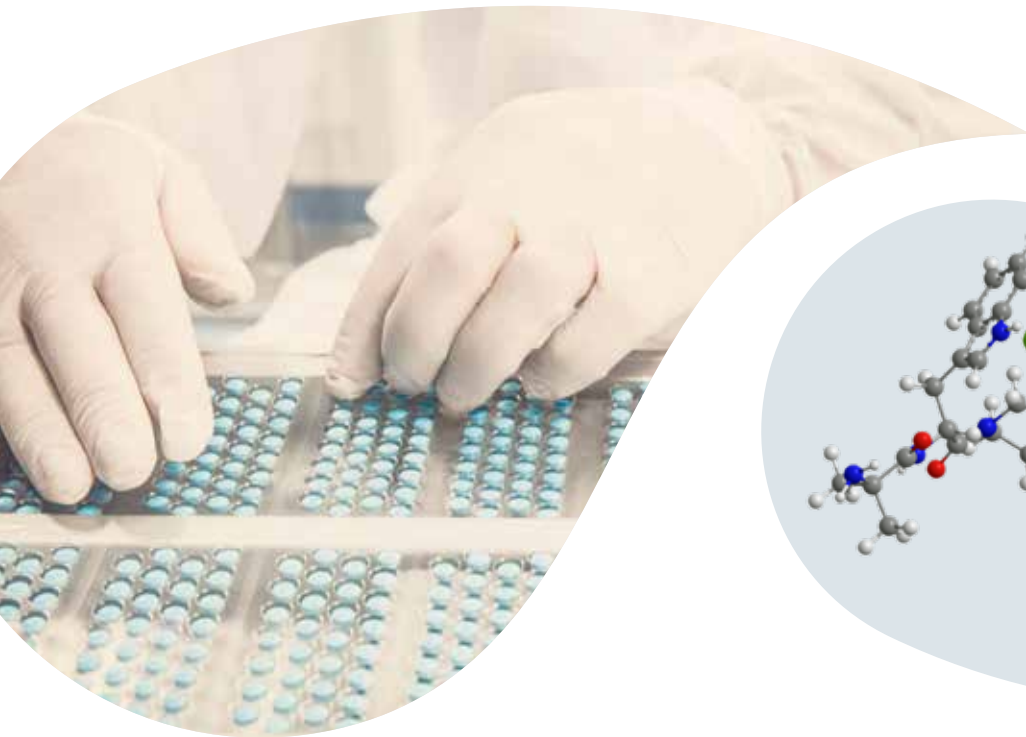
Our Science

With the most dedicated researchers, world-class facilities, and highest standards in science, quality, and ethics, we would help fulfill more unmet needs for the patients worldwide.

Over the past years we've reinvested approximately 35% of our revenues in research and development.

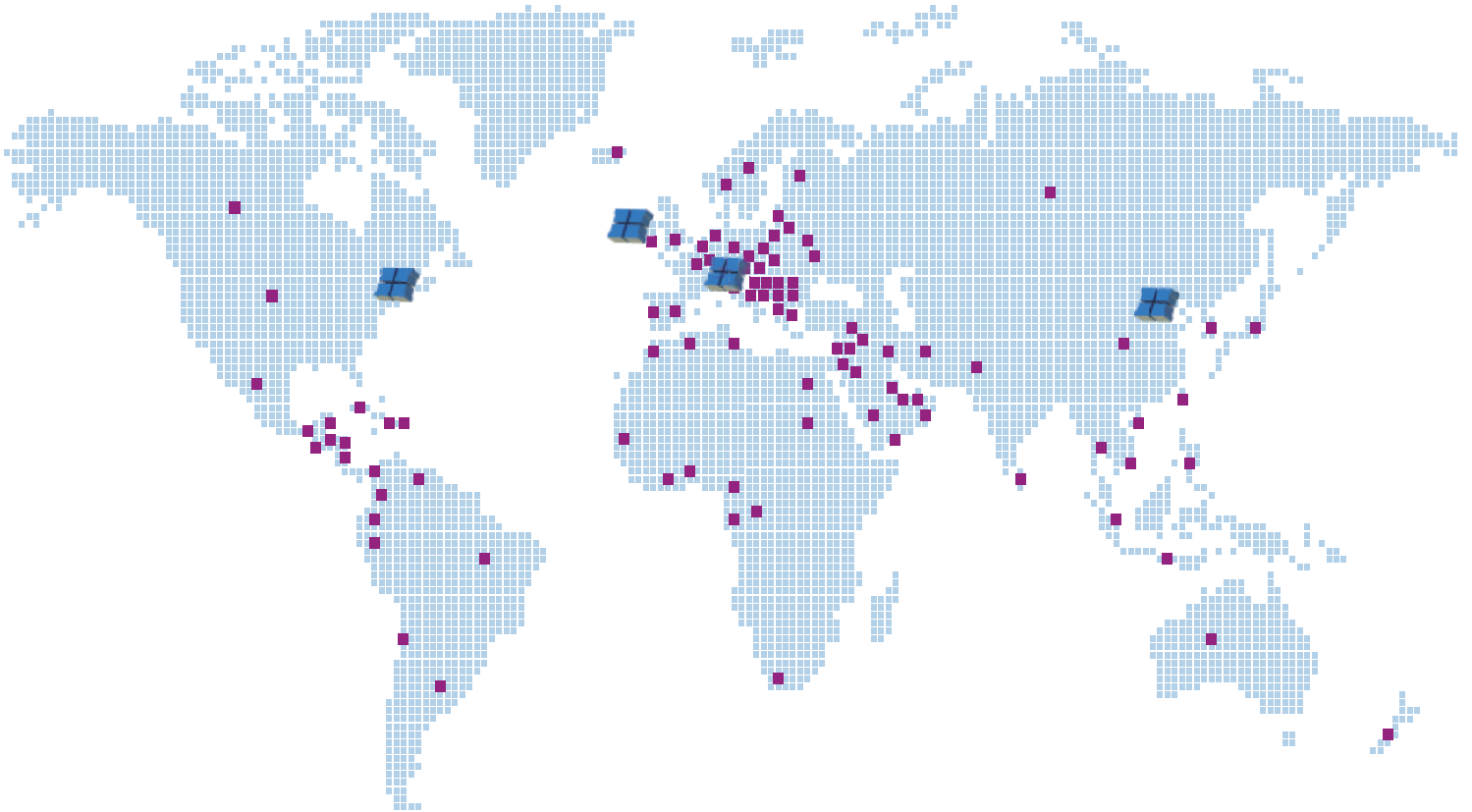
Our R&D capabilities are recognized worldwide, from pre-clinical research through all phases of clinical development with proven expertise and focus in cancer care and rare diseases.

The 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, and new cancer care products in various stages of development, including compounds in Phase III clinical development constitutes the late-stage development where there are currently no options available and helping to lift the burden of cancer for our patients.



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.

Commercial Partnerships

We work closely with our partners to ensure that our collaborative approach and commitment to quality are shared throughout our network. In addition to cultivating long-standing relationships, we provide ready-to-market finished dosage forms and a complete package of services in support of either the product or our partners' local activities. We also help our partners to achieve success with their mission throughout the product life cycle with continuous scientific development, and advice on commercial, regulatory, financial, legal, medical, marketing and market-access questions.

Our direct sales force in the USA, in China and our out-licensing partners share our values and ambition to improve the everyday lives of patients and benefit from constant and tailored support.

Scientific partnerships

We are honoured to continue working with a number of important research centres and world-class universities. During 2019, 2020, 2021 and 2022 we built on our privileged relationship with the following institutions:

- **Memorial Sloan-Kettering Cancer Center**, New York, US: characterization of RET-specific inhibitors; Anamorelin in the immune reconstitution after hematopoietic stem cell transplantation
- **University College of Dublin**, Ireland: biomarkers for use of ghrelin agonists and nutritional status to treat cancer cachexia
- **University of Southern Switzerland** – Institute of Oncology Research – PhD program - sponsoring of the Lecture Series program, 10 seminars throughout the year 2020-2022
- **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, diarrhoea, chronic nausea and pruritus
- **University of Zurich, University of Lausanne CHUV, University of Lausanne, Switzerland and University of Geneva**: study chlormethine mechanism of action in cutaneous T cell lymphoma; Assessment of the diagnostic potential of multi-harmonic and hyperspectral imaging for cutaneous T-cell lymphomas
- **The European Organisation for Research and Treatment**: Study to determine the aetiology of skin drug reactions with chlormethine gel in early-stage MF
- **Odense University Hospital**, Denmark: evaluate safety outcomes in a gynaecological 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 Lahey Clinic**, Burlington, US: to investigate Anamorelin in cancer related weight loss and loss of appetite
- **Center for Human Drug Research**, Leiden Netherlands: research to describe MF characteristics and explore novel biomarkers with a multimodal patient profiling approach
- **Center for Excellence on Rare Haematological Disease of Children and Adults Cutaneous**

Lymphoma, Greece: investigate the mechanism of action and effectiveness of Chlormethine gel in MF patients

- **University of Technology Sydney**, Australia: Evaluate safety and efficacy of anamorelin for anorexia in patients with Small Cell Lung Cancer. Furthermore,

we are excited to announce that we added a new partnership to the list thanks to a study on the effects of new ghrelin derivatives in the cardiovascular safety in the rodents with the University of Hong Kong (Hong Kong).

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 hemotherapy'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. Furthermore, we are excited to announce that we added a new partnership to the list thanks to a study on the effects of new ghrelin derivatives in the cardiovascular safety in the rodents with the University of Hong Kong (Hong Kong).

Helsinn values its longstanding and new collaborations with impactful Scientific Societies and patient associations in the field of oncology in order to promote scientific research and education to patients, healthcare professionals and further healthcare stakeholders. In fact, in 2022 Helsinn also supported the following, not limited to:

Scientific Societies:

SIOG: International Society for Geriatric Oncology

SPCC Sharing Progress in Cancer Care in Cancer

MASCC: Multinational Association for Supportive Care in cancer

Cancer Cachexia Conference

SCWD (Society on Sarcopenia, cachexia and wasting disorders)

ESMO WCGIC

ASCO

EONS

ASCO GI

ASCO GU

AUA

Patient Associations:

CLF (cutaneous lymphoma foundation)

Cholangiocarcinoma Foundation

AMMF (Alan Morement Memorial Fund)

BCAN

Conquer Cancer Foundation

Target Cancer Foundation

Cancer Care

Prevent Cancer

Medical Affairs - Highlights

Medical Affairs – Highlights

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. Helsinn continued supporting a 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.

New compelling data in the area of cholangiocarcinoma, Urothelial cancer, lung cancer, cachexia, cutaneous lymphoma and chemotherapy induced nausea and vomiting were presented at conferences as abstracts, posters or as part of online educational activities.

2022 was also an important year to continue progressing Helsinn path towards implementing patient centric initiatives, which are based exclusively on patients' needs. In particular we continue to evaluate Early Access Programs in several therapeutic areas aimed at offering ethical, compliant and controlled mechanisms of access to investigational drugs outside clinical trials and prior to product launch, to patients with life threatening diseases that have no treatment options available. Helsinn website now hosts an online portal where EAP requests can be submitted directly by patient's physician and are carefully reviewed and evaluated by a dedicated internal committee according to the Helsinn Group operating procedures.

While overcoming the pandemic emergency, we maintained some of the educational activities in virtual format while we restored in-person attendance at major conferences. thus maintaining 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 always at the center of our commitment.

Patient Advocacy –Highlights

During the course of 2022, the Helsinn Advocacy strategy has been finalized and further implemented with a focus on patient centric initiatives. Helsinn launched a Patient Steering Committee, including a panel of 6 patients with different rare tumors with the aim of exchanging visions and integrating patient perspectives and patient initiatives across the whole lifecycle of a product, (from identification of unmet medical needs to the drug development and further expansion).

The objectives of such patient workshops were to:

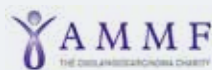
Yield an understanding of patient needs and enhance patient education in the field of rare tumors and supportive care
Generate ideas to support initiatives to make a difference in the patient and caregiver's journey (e.g., patients' platform)
Drive patient-centric innovation by elevating the patient voice in decision-making processes. Helsinn supported the launch of the CancerLyfe digital patient platform; an online community for patients and support partners to connect on a personal level under the shared topic of disease, to learn from and inspire one another.

Key Helsinn Advocacy interactions globally are mapped here:

Professional Societies



Patient Associations



Oncology Networks



Some examples of our advocacy activities include

Anna Braglia Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator

The Anna Braglia Conquer Cancer Foundation/Anna Braglia Endowed Young Investigator Award 2022 was presented to Dr. Patel, ematology/oncology fellow at the Atrium Health Levine Cancer Institute in Charlotte, North Carolina. The funds from the grant will be utilized to progress Dr. Patel's study on the cultural values and related preferences regarding palliative care of the Hindu community in the Charlotte, North Carolina metropolitan area of the United States, to identify common themes. Once these themes have been identified, Dr. Patel and his team will prepare a survey to be shared with Hindu patients and caregivers from other US cities, to further understand palliative care preferences in Hindu communities throughout the US.

SDA Bocconi and Helsinn explore the new frontiers of mHealth

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

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

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

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

The results are expected to be published in 2023-2024.



CONQUER CANCER®

THE ASCO FOUNDATION

Conquer Cancer Foundation/Anna Braglia

Endowed Young Investigator Award
in Cancer Supportive Care

Young Investigator Award

The Young Investigator Award (YIA) provides funding to promising investigators to encourage and promote quality research in clinical oncology. The purpose of the grant is to fund physicians during the transition from a fellowship program to a faculty appointment.

This is a mentored award and the research project is conducted under the guidance of a scientific mentor. Applications in all areas of cancer research are accepted from U.S. and international applications.

 **HELSINN**

Building quality cancer care together

Quality of Life for Our People

Since over 40 years of activity the shareholder family values have been at the heart of Helsinn philosophy and very connected to its mission. At Helsinn, we firmly believe that our people are the foundation of our business, in service to the patients and, with their capabilities and their passion, are increasingly the key to our long-term success. Through technology and innovation we are constantly improving the way we work to adapt to the increasing external requirements and along this, we strive to provide a motivating and enjoyable work environment where our people can thrive.

At the same time, we invest constantly in wellbeing and work-life balance solutions for our employees, while developing their careers and supporting them in pursuing their personal objectives.



Reshaping of the Group organization in 2022

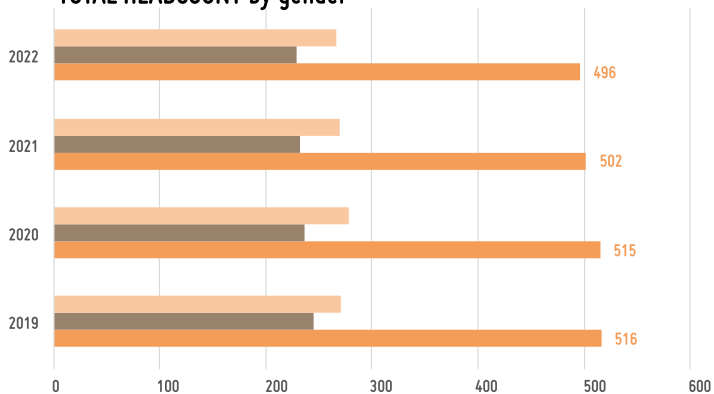
Following the decision to discontinue the research and development program and the commercialization of an important research asset, and to face the changing requirements of the pharmaceutical markets, Helsinn redefined its development strategy as well as its organizational structures with a global reduction of positions occupied. The review was performed in accordance with the applicable local legislation requirements, though a consultation which involved employees and other stakeholders. Thanks to this procedure, it has been possible to limit the number of redundancies, by also relocating collaborators to other facilities under the Group's principal shareholder.

As a responsible employer, Helsinn is aware that the reorganization had an impact on the people affected and has been committed to facilitating to mitigate the impact through employee care and redeployment support at its best, including in collaboration with Farma Industria Ticino, taking advantage of synergies in the life sciences sector in our region .

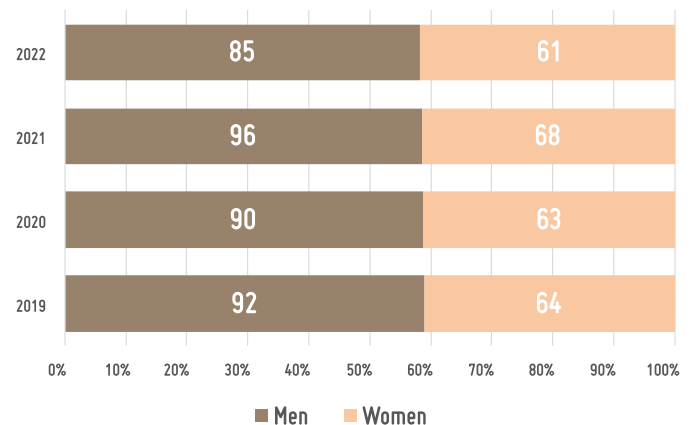
Total Headcount		2019	2020	2021	2022
HHC	Headcount	215	213	215	212
	Men	95	93	89	88
	Women	120	120	126	124
HBP	Headcount	195	201	169	171
	Men	93	95	85	83
	Women	102	106	84	88
HTU	Headcount	97	90	102	100
	Men	53	45	53	56
	Women	44	45	49	44
HPC	Headcount	9	11	16	13
	Men	4	4	5	2
	Women	5	7	11	11
Group	Headcount	516	15	502	496
	Men	245	237	232	229
	Women	271	278	270	267

- At the end of 2022 we employed 496 people (229 men and 267 women)
- In 2022 the number of women in management roles remained stable, accounting for 42% of the total headcount. In 2015 it was 37%
- 16 interns/apprentices have worked at Helsinn throughout 2022
- At present, there are no collective bargaining agreements in place at any of our locations.

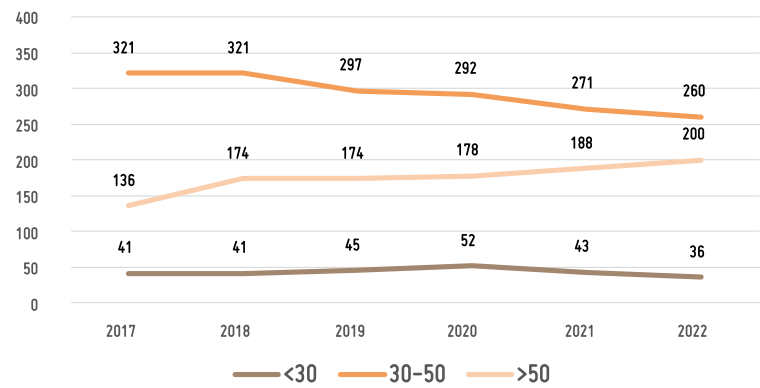
TOTAL HEADCOUNT by gender



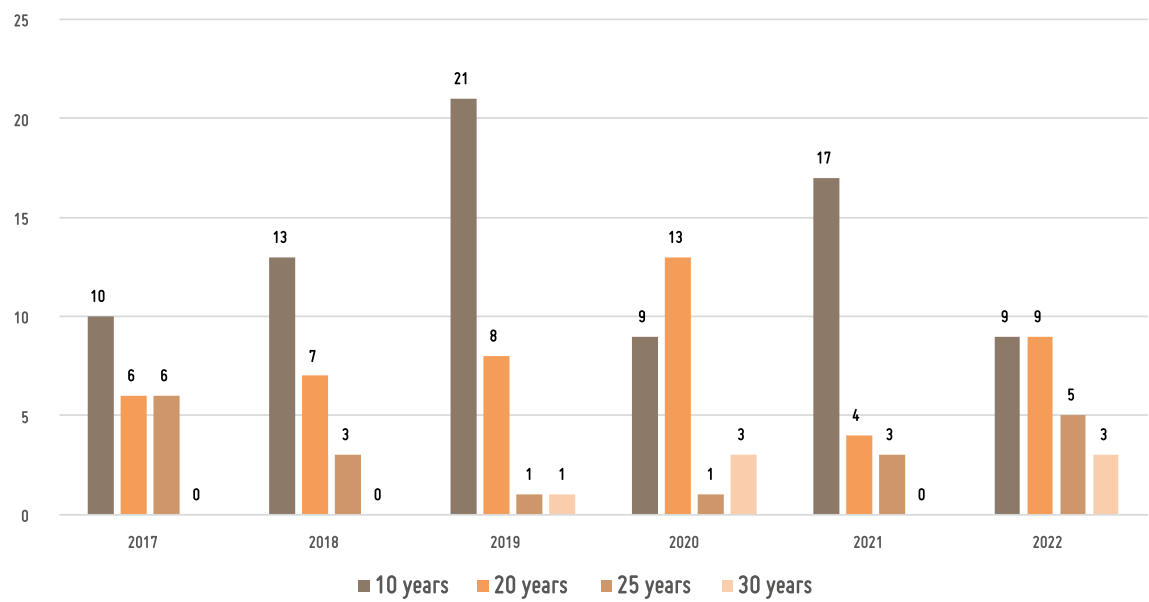
MANAGEMENT – gender composition



AGE GROUPS



ANNIVERSARIES



Job Satisfaction, Motivation, Retention

Every year we celebrate our colleagues who reach their 10th, 20th, 25th and 30th working anniversaries.

In 2022 we registered remarkable accomplishments, in total:

5 employees reached 10 years of service

9 employees 20 years of service

5 employees 25 years of service

3 employees 30 years of service

Globally, almost a quarter of our staff has more than 15 years of service.

This is possible thanks to a long lasting working relation based on trust and support, aligned with the Company values of respect and integrity.

Our remuneration system is based on market data and on objective professional criteria, such as skills level, knowledge, experience and qualifications.

Equal pay and opportunity are part of our culture and applied through the people review processes: in Switzerland, we are an Equal-pay certified company.

As part of our commitment to pay equity and gender equality, we closely monitor the ratio of basic salary and remuneration between women and men across all employee categories. Through our ongoing efforts, we have achieved a more equitable distribution of compensation across all levels of the organization.

Comparison of salary by gender (ratio female salary/ vs male):

	Management	Non-Management
HHC	108%	93%
HBP	103%	100%
HTU	98%	100%
Group	103%	98%

Footnote: Ratio of the basic salary (fixed, minimum amount paid to an employee for performing his or her duties) has been calculated dividing the basic salary of women by the basic salary of men Ratio of the basic salary for non-management positions in HTU is based on sales representatives' group.

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.

In 2022 the level of training followed the trend of the last years. The only exception was in 2021 when we delivered an unprecedented average of 5.4 days of training per employee in order to provide exceptional support to our employees during the COVID-19 pandemic. Overall, in 2022 the training we delivered registered an increase of 13% compared to 2020, following a positive trend since 2017.

Our training programs included:

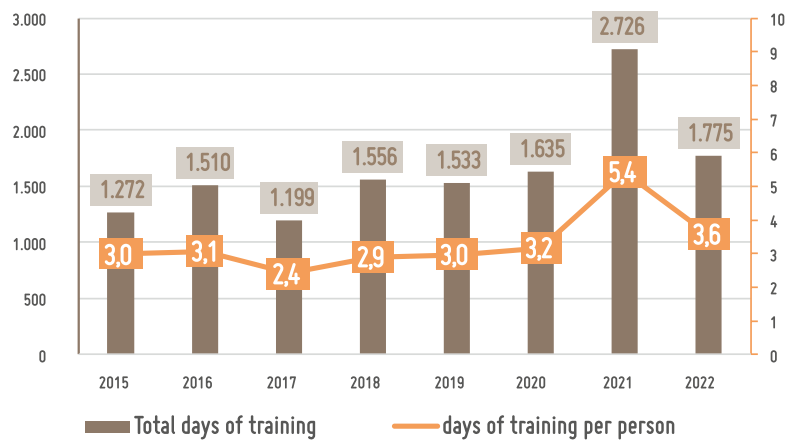
- Work-related training (internal/external)
- SOPs and Policy training (Nextdocs/Trackwise)
- PV training
- HR training
- Compliance training
- IT Refresh - Digital skill and Agile Methodology
- Individual Leadership Coaching

Furthermore, our permanent employees, either full-time or part time, receive regular performance reviews.

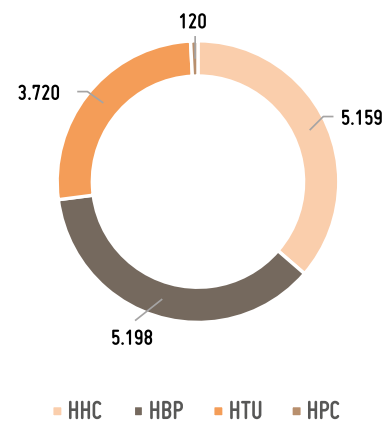
In addition to our regular training programs, we also offers transition assistance programs to support employees in managing career endings resulting from retirement or termination of employment. We provide training programs to keep employees' skills up-to-date and prepare them for future challenges. HR career support and outplacement services are available for employees leaving the company. For retirement transitions, we offer information on our intranet, including pension plan presentations, and provide internal and external consultancy services for insurance guidance.

All people development programs are planned and aligned on yearly basis to better equip all employees for their professional needs as well as to assure talent and succession development across the Group. Each Company General Manager together with the Group CEO and the Board embrace talent development and succession planning as a key leadership priority in support to our business.

Training [days]



Training per subsidiary [hours]



Safety, Health & Wellness

In 2022, we made significant strides in implementing health, safety, and wellness initiatives as part of our commitment towards the quality of life of our people. We prioritized the well-being of our employees by following comprehensive health and safety protocols across all our operations. We conducted regular risk assessments, implemented training programs, and promoted a safety culture that empowered employees to prioritize their own well-being and that of their colleagues. Additionally, we launched wellness programs aimed at fostering a healthy work environment, including mental health resources.

Providing a safe and healthy work environment for employees and contractors has been a top priority for our organization throughout the year 2022. We have maintained a total commitment to ensuring the highest level of safety across our global business. Our focus has been on implementing comprehensive measures and adhering to employment requirements to create a work environment that safeguards the well-being of our employees and their families. By prioritizing their health and safety, we have demonstrated our dedication to providing a secure workplace for everyone involved. During 2022 we registered 3 work-related accidents with less than one day of absence. All of the accidents were registered in the HBP Irish subsidiary.

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. 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, according to qualification and seniority within the organizations.

Our benefits include:

- flexible working time
- teleworking
- job-sharing policy
- Paid time-off
- Health check-up / medical insurance (coverage based on qualification level or plan options - might cover also family member)
- Complementary health insurance / dental-vision plan / telemedicine (Depending on qualification level or plan options)
- Sick day insurance, critical illness and accident insurance (business and non-professional)
- Travel-related health insurance
- Remote / flexible work
- Canteen / lunch reimbursement
- Coffee break coin
- Contribution on childcare
- Gym contribution
- Public transport contribution

Note: The benefits are offered to all employees according to equitable criteria. The list here provides the main benefit areas, the specific feature though might differ between the various Group location, in line with local practices and legislation.



Note: Permanent employees refer to full-time and part-time contracts

- Tobacco cessation program
- Wellbeing program: CEO cancer Gold standard pillars: health education, prevention & early detection, advance treatment, survivorship, well-being
- Bonus
(% on annual salary based on qualification Level)
- Long term incentive – retention plan
(based on qualification level)
- Complementary pension plan / 401k
- Company car / car allowance
(based on qualification level)
- Credit card (business expenses only)
- Life insurance
- Ad&d - short / long term disability
- Pet care
- Identity theft protection
- Legal protection
- Employee Assistance Program (EAP): Confidential service to assist employees in addressing a variety of personal concerns, including but not limited to family/relationship issues, alcohol/drug/other addictions, legal/financial issues, eldercare/childcare issues.



Quality of Life in Our Communities

We've always been involved in the communities where we live and work. As good corporate citizens, we want to broaden our impact beyond our business and give back to society by contributing to the progress of the regions where we are based. We support a number of programs spanning from sports to education, culture, and charities, either financially or through active involvement.

During another challenging year our engagement remained high: we maintained our partnerships with charitable, cultural and social institutions despite the continued restrictions imposed by the pandemic.



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.com



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. After 10 years, more than 25'000 students were enrolled in the Foundation's schools 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



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 2021 the run was cancelled, but a several activities took place in different locations.

Other initiatives that we regularly support are:

- Leukemia Lymphoma Society
- Irish Cancer society
- ARC Cancer Support Centres Ireland
- St. Francis Hospice, Dublin
- 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
- Swiss Irish Business Association – Ireland



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

Quality of Life in Our Environment

Helsinn continued to improve its environmental performance in 2022 by introducing a series of measures. Since 2020, we have been measuring our environmental impact by calculating the greenhouse gas (GHG) emissions released into the atmosphere.

In 2021, we upgraded the analysis of our environmental impacts by measuring the carbon footprint of our operations through an assessment of the entire value chain emissions according to the GHG Protocol and ISO 14064 standards.

In 2022, we furtherly expanded the reporting boundary of our carbon footprint calculation. Through the purchase of high-quality, Gold Standard certified carbon credits, we compensated for the emissions released in 2022.

Helsinn plans to continue on this path and will compensate for emissions it is unable to reduce in the next year. We are committed to reduce our environmental impact and we are taking a proactive approach to sustainability.



Highlights

- Natural gas consumption is stable and is 28% below 2015 levels.
- 80% of the electricity used is obtained from renewable sources.
- Heating oil is not used in any of our buildings. Natural gas and electricity are the only sources of energy.
- Stringent measures have been put in place in all offices and our factory in Ireland to reduce the environmental footprint of our operations.
- 100% of the electricity used in Ireland and Switzerland comes from renewable sources.
- Photovoltaic panels have been installed in Ireland and at our headquarters in Lugano.
- EV charging stations have been installed in Ireland and Switzerland, using electricity generated by the new PV panels.

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 (below 0.5%), the resulting figures represent the group's performance with a very high level of accuracy.

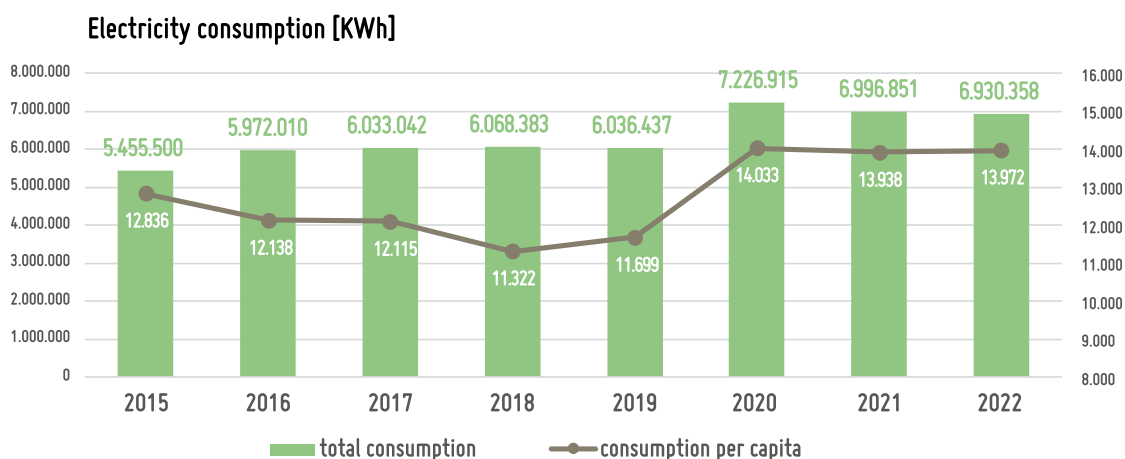
Electricity

The Group's electricity consumption in 2022 was 6.9 GWh, a slight decrease from the previous year. This is in line with the post-pandemic trend. Overall electricity consumption has increased by 27% since 2015, primarily due to the growth in our workforce. However, electricity consumption per capita has increased by only 9% over the same period, suggesting that we have been able to improve our energy efficiency.

	2015	2020	2021	2022	22 vs 15	22 vs 21
Total electricity consumption [KWh]	5,455,500	7,226,915	6,996,851	6,930,358	27%	-1%
Electricity consumption per capita [KWh/employees]	12,836	14,033	13,938	13,972	9%	0%

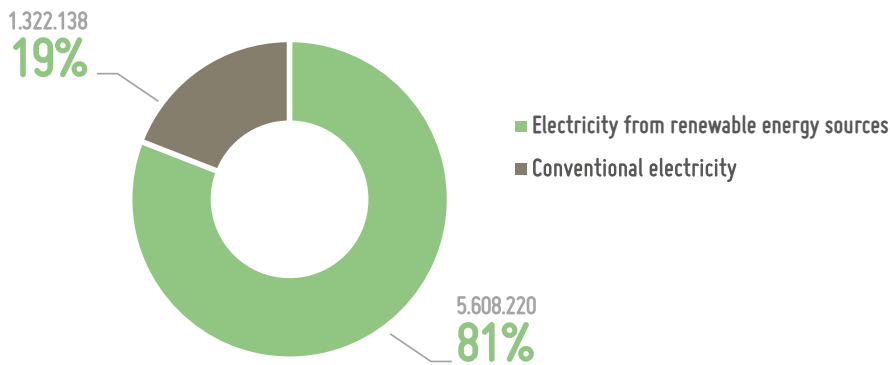
In 2022, we procured approximately 80% of our electricity from renewable energy sources. This is a significant increase from previous years and underscores our commitment to sustainability and reducing our environmental impact.

We are committed to further increasing the proportion of electricity sourced from renewable energy in the coming years. We believe that this is essential to our long-term sustainability and to our ability to meet our environmental goals. We are also working to reduce our overall energy consumption. This includes measures such as improving energy efficiency in our buildings and operations, and using more energy-efficient equipment.



Furthermore, our Photovoltaic systems installed on the roofs of our buildings in Ireland and Switzerland have produced 194,960 KWh of electricity.

Electricity purchased by source

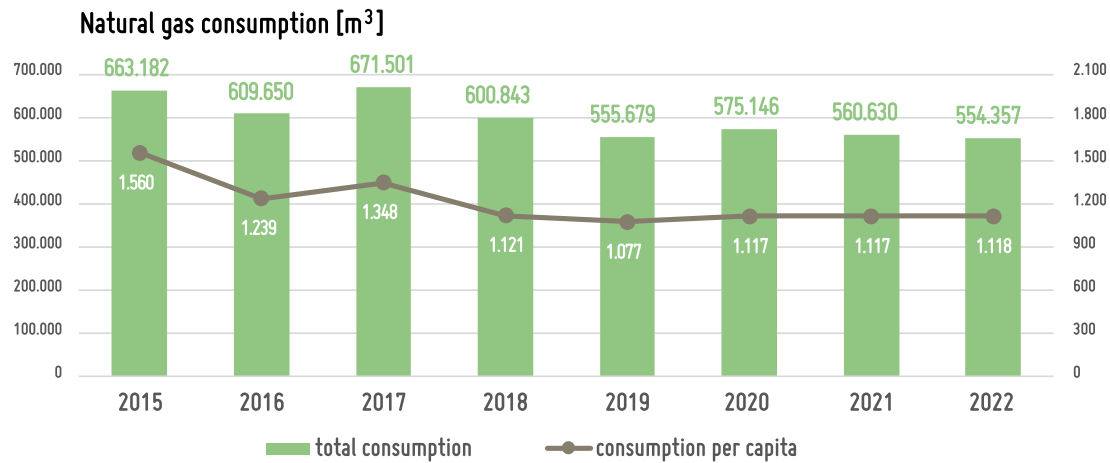


Natural Gas

Our subsidiaries use natural gas for heating purposes in both their buildings and production departments. In 2022, our total natural gas consumption amounted to 554,357 cubic meters, a slight decrease of 1% from the previous year. However, we have achieved a significant overall decrease of 16% since 2015.

This decrease in natural gas consumption is due to our continuous efforts and past investments in energy efficiency. In addition to the overall decrease in natural gas consumption, we have also seen a notable decrease of 28% in natural gas intensity. Natural gas intensity is a measure of the amount of natural gas consumed per individual employee. This decrease is a reflection of our efforts to improve energy efficiency in our operations.

We are committed to reducing our environmental impact and we are pleased with the progress we have made in reducing our natural gas consumption. We will continue to invest in energy efficiency measures and we are confident that we can achieve even greater reductions in the future.



	2015	2020	2021	2022	22 vs 15	22 vs 21
Total natural gas consumption [m ³]	663,182	575,146	560,630	554,357	-16%	-1%
Natural gas consumption per capita [m ³ / employee]	1,560	1,117	1,117	1,118	-28%	0%

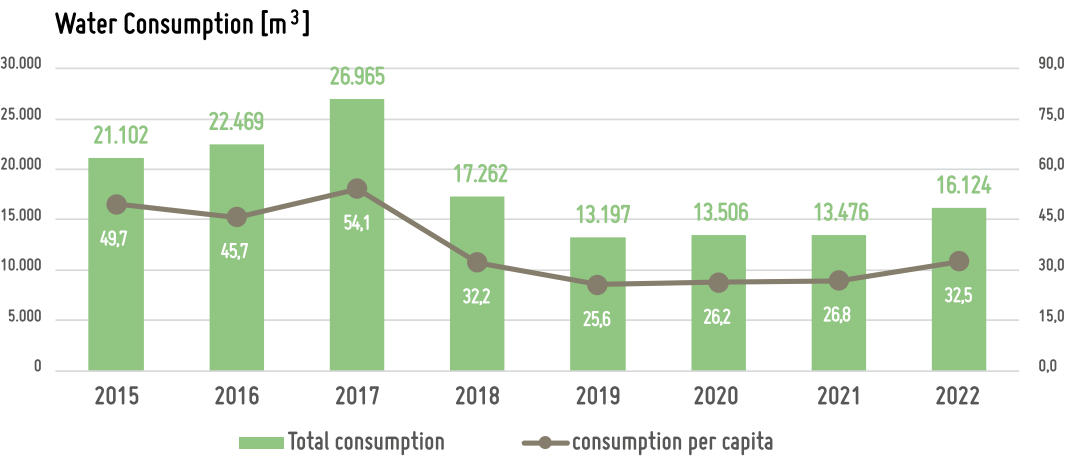
Diesel and Gasoline

In 2022 our vehicle fleet has used a total of 9,958 liters of diesel and 200,418 liters of gasoline.

Water

In 2022, we registered a 20% increase in our overall water consumption, coupled with a similar increase in the per capita consumption (+21%) compared to 2021. This increase is mainly attributable to the post-pandemic increase of our operations and production levels.

However, in the period 2015-2022, we observe a strong decrease in our overall (-24%) and per-capita (-35%) water consumption, thanks mostly to the higher efficiency of our HVAC systems and to the optimization of our production processes.



	2015	2020	2021	2022	22 vs 15	22 vs 21
Total water consumption [m³]	21,102	13,506	13,476	16,124	-24%	20%
Water consumption per capita [m³/employee]	50	26	27	33	-35%	21%

While we saw an increase in water consumption in 2022, we are committed to reducing our overall water usage and we are monitoring this figure in order to deploy efficient solutions in the near term.

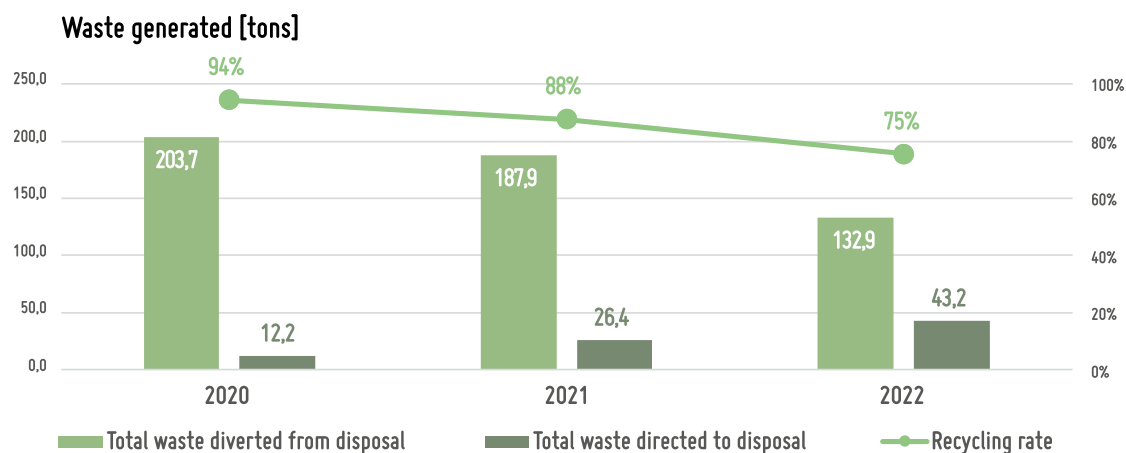
Industrial Waste

Throughout our operations and activities we have produced a total of 176 tons of waste in 2022: 173 tons of non-hazardous waste and almost 3 tons of hazardous waste - waste with properties that make it dangerous or at risk of having a harmful effect and requires a specialized treatment for its disposal.

		2020	2021	2022	22 vs 21
Waste generated [tons]	Total waste generated	215.8	214.4	176.0	-18%
	Total non-hazardous waste	209.7	207.4	173.2	-16%
	Total hazardous waste	6.2	7.0	2.8	-60%
Waste recycled [tons]	Total waste diverted from disposal	203.7	187.9	132.9	-29%
	Non-hazardous waste recycled	198.4	183.6	130.8	-29%
	Hazardous waste recycled	5.2	4.3	2.0	-53%
Waste not recycled [tons]	Total waste directed to disposal	12.2	26.4	43.2	63%
	Non-hazardous waste not recycled	11.2	23.7	42.4	79%
	Hazardous waste not recycled	1.0	2.7	0.8	-70%
Total waste directed to disposal		12.2	26.4	43.2	

In the last year waste production has dropped by 18% compared to 2021. This significant reduction can be attributed to several key factors such as the implementation of stringent waste management practices, the optimization of resource usage and the environmental awareness among our employees.

However, we registered a lower rate of recycling which dropped from the 94% peak in 2020 to 75% in 2022. We are monitoring this figure and we will increase our efforts to maintain a high percentage of recycled waste.

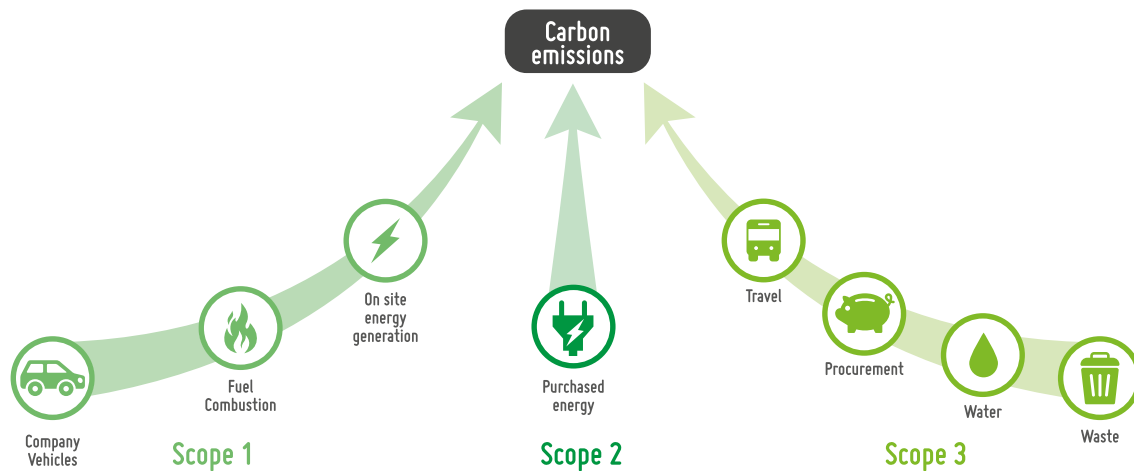


CO2e Emissions

It is fundamental for each company to be able to understand the magnitude of its emissions, where they are generated along the value chain and to develop a plan in order to reduce them or, when reduction is not possible, to compensate the excess through a verified and effective program.

The first step is to establish an inventory of all emissions in the whole value chain of a company. To do so we collected a series of data according to the standards established by the GHG Protocol and the ISO 14064-1 standards. Based on the results, a company can then develop an emission reduction target and a path towards Net Zero.

Since 2012 Helsinn has been measuring Scope 1 and business travel emissions, and implemented energy savings and CO2e emissions reduction measures. 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.



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

Scope 1 are direct emissions, originating from sources within the organizational boundaries and under the ownership or control of the reporting Organization. They include fuel combustion, company vehicles and fugitive emissions.	Scope 2 encompasses (indirect) emissions arising from the consumption of energy, both in the form of electricity and thermal energy, utilized by Helsinn. It is important to note that solely the fuel combustion phase occurring at the power plants of the energy suppliers is taken into consideration in this context.	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. Scope 3 indirect emissions are divided into 15 categories:
	Category 1: Purchased goods and services	Category 9: Downstream transportation and distribution
	Category 2: Capital goods	Category 10: Processing of sold products
	Category 3: Fuel and energy related activities	Category 11: Use of sold products
	Category 4: Upstream transportation and distribution	Category 12: End-of-life treatment of sold products
	Category 5: Waste generated in operations	Category 13: Downstream leased assets
	Category 6: Business travel	Category 14: Franchises
	Category 7: Employee commuting	Category 15: Investments
	Category 8: Upstream leased assets	

Analysis

The GHG inventory calculation was conducted according to ISO 14064-1 and the GHG Protocol guidelines. It was divided in 5 phases:

- Definition of organizational boundaries
- Discussion with Helsinn team and collection of significant data
- Identification of emission sources and assessment of the significance of the indirect emissions to be included in the inventory emissions to
- Development of the calculation model, s and choice of the appropriate emission factors;
- Calculation of the GHG inventory.

It is fundamental to point out the substantial expansions in the reporting boundary, encompassing a broader range of operational activities and associated emission sources, which resulted in a more comprehensive assessment of the company's environmental impact: in a nutshell, this report includes several emissions factors that were not considered in the 2020 and 2021 inventories.

As a consequence, the 2022 inventory is not directly comparable to the 2021 and 2020 inventories... This result was reached by allocating additional resources and devoting extensive time to acquire new data. The result is a very accurate, Science-Based estimate of Helsinn's GHG emissions across its Value Chain.

Expansion in reporting boundary vs. previous years

Compared to the previous editions, the following emission sources were included in this inventory

Fugitive emissions: fugitive emissions from refrigeration and air conditioning resulting from the leakage of refrigerant gases are included (in Scope 1).

Fuel and energy related activities: Scope 3.3 of GHG protocol this category refers to the extraction, production, and transportation of fuels and energy purchased or acquired.. The previous GHG inventory only considered the emissions released by the fuel combustion and the generation of electricity used

End of life treatment of sold products: this report includes the emissions related to the waste disposal and treatment of products sold by Helsinn.

Purchased goods and services: thanks to an important effort in the data collection phase by HBP we were able

to include almost every product and service purchased and service The main source of emissions are generated by the purchase of APIs, excipients and The greatest contribution is from the identification of the weight of all the APIs and excipients and the laminate for sachets.

Logistics: thanks to an excellent work by Helsinn’s team we were able to cover the transportation details with much more detail. . HBP, the Group’s factory, is responsible for 95% of all upstream emissions, while HTU for the remaining 5%.

Capital goods: finally, the 2022 GHG inventory takes into account the expenditures related to capital goods purchased. . In the previous report this category was not included.

Scope 1 summary Direct emissions

65% of direct emissions are generated by the combustion of natural gas in the Irish subsidiary, primarily for heating purposes (1,073 tCO₂e).

26% of direct emissions stem from the gasoline purchased for the corporate fleet in the American subsidiary (461 tCO₂e).

7% of direct emissions come from the inevitable leakage of refrigerant gases in the HBP subsidiary (117 tCO₂e).

Scope	HHC	HBP	HTU	HPC	Group	% total LB	% total MB
Scope 1 emissions [tCO ₂ e]	230	1,075	464	2	1,770	21.4%	26.4%

Scope 2 summary

The majority of Scope 2 emissions (99.7%) are originated by the combustion of fossil fuels used for electricity generation purchased by the American subsidiary. However, both the Swiss and Irish subsidiaries have successfully reduced their Scope 2 emissions to zero by purchasing electricity from renewable sources. These certificates serve as documentation that the electricity supplied by their respective energy providers has been derived from renewable energy sources.

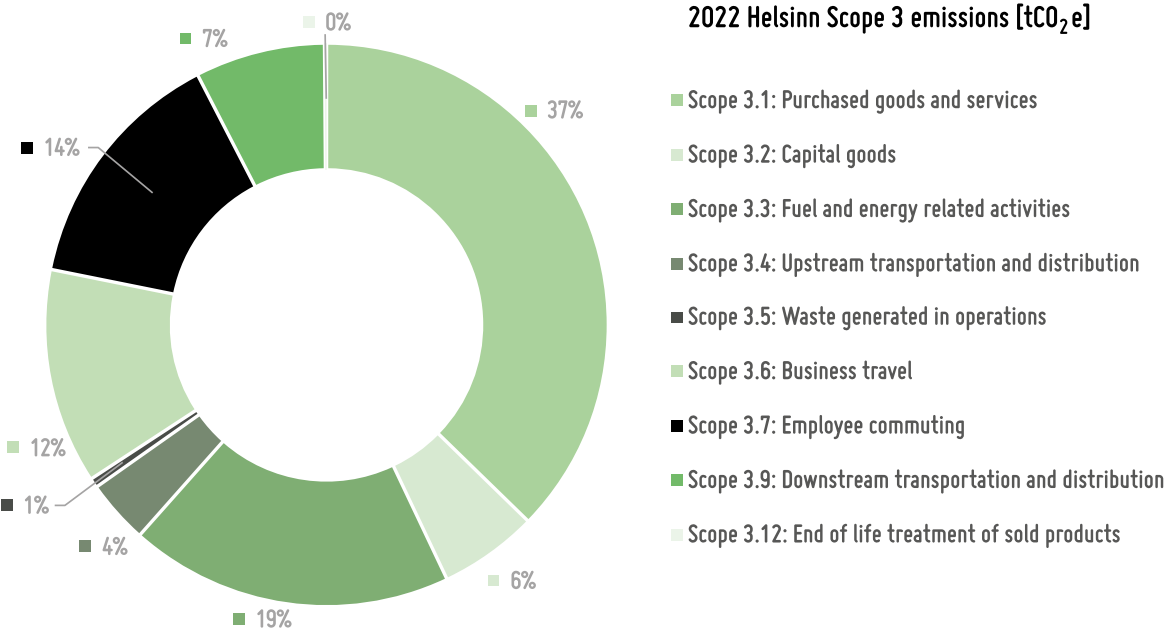
Scope	HHC	HBP	HTU	HPC	Group	% total LB	% total MB
Scope 2 - Location based	2	1,591	403	3	1,998	24.1%	
Scope 2 - Market based	0	0	403	1	404		6.0%

Scope 3 summary

Scope 3 indirect emissions account for the largest portion of Helsinn CO2e emissions, at 68% of the Group’s total emissions. The primary contributor to Scope 3 indirect emissions is the procurement of goods, which accounts for more than a third of Scope 3 emissions. Specifically, the purchase of active pharmaceutical ingredients (APIs) and excipients has a significant impact on overall emissions, amounting to 557 tCO2e. The second source of indirect emissions along Helsinn value chain is associated with fuel and energy-related activities. These emissions are generated during the extraction, production, and transportation of fuels and purchased electricity, which are not accounted for in Scope 1 (direct emissions). Employee commuting emissions remained unchanged from 2021, as no significant changes were reported in 2022. This category accounts for 14% of Scope 3 emissions. Business travel emissions, primarily from air travel, contributed 560 tCO2e (12% of Scope 3 emissions). Business travel emissions, primarily from air travel, contributed 560 tCO2e (12% of Scope 3 emissions).

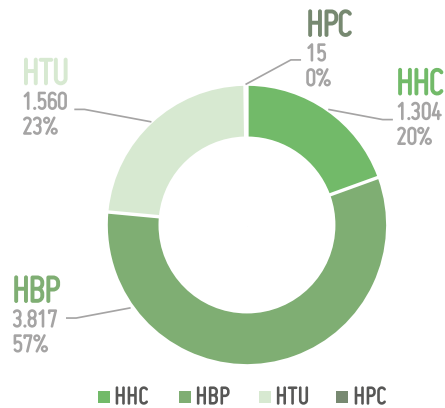
Scope	HHC	HBP	HTU	HPC	Group	% total LB	% total MB
Scope 3	1,074	2,743	693	11	4,522	54.5%	67.5%

The graph below provides a comprehensive overview of Scope 3 indirect emissions, highlighting their composition across significant categories.

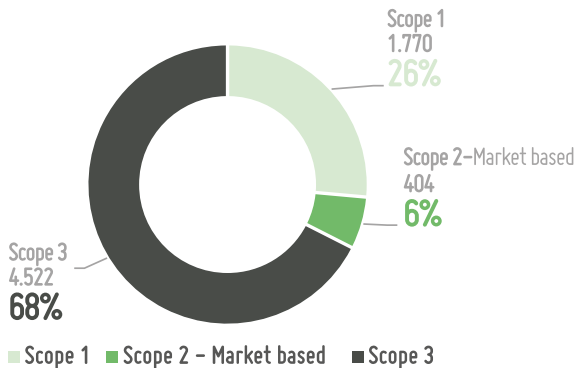


Scope	HHC	HBP	HTU	HPC	Group	% total LB	% total MB
Scope 1	230	1,075	464	2	1,770	21.4%	26.4%
Scope 2 - Location based	2	1,591	403	3	1,998	24.1%	
Scope 2 - Market based	0	0	403	1	404		6.0%
Scope 3	1,074	2,743	693	11	4,522	54.5%	67.5%
Total - Location based	1,306	5,408	1,560	16	8,290	100.0%	
Total- Market based	1,304	3,817	1,560	15	6,696		100.0%

Helsinn 2022 CO₂e emissions by subsidiary [tCO₂e]



Helsinn 2022 CO₂e emissions by scope [tCO₂e]



Carbon Offsetting

For the third year, we have decided to compensate our total emissions with the purchase of high quality, Gold Standard certified Carbon Credits. This year, we selected two micro scale projects in Ethiopia:

Resilience with safe drinking water in drought prone areas

Oromia, Ethiopia

4500 Credits

The project includes realization of solar powered safe drinking water systems in the Bale Zone of the Oromia Region, in Ethiopia. The project foresees to provide safe drinking water for the local families living in several villages of the area.

3GOOD HEALTH AND WELL-BEING

6CLEAN WATER AND SANITATION

PROJECT TYPE

Energy Efficiency Domestic

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

STATUS

Gold Standard Certified Project

Improved cookstoves for environmental conservation

Southern Ethiopia

2196 Credits

The project will be attempting to address these issues by selling energy efficient cookstoves to households across the project intervention area at subsidized cost. The energy efficient stoves will allow households to cook the same amount of food using less firewood.

1NO POVERTY

3GOOD HEALTH AND WELL-BEING

7AFFORDABLE AND CLEAN ENERGY

PROJECT TYPE

Energy Efficiency Domestic

12RESPONSIBLE CONSUMPTION AND PRODUCTION

13CLIMATE ACTION

15LIFE ON LAND

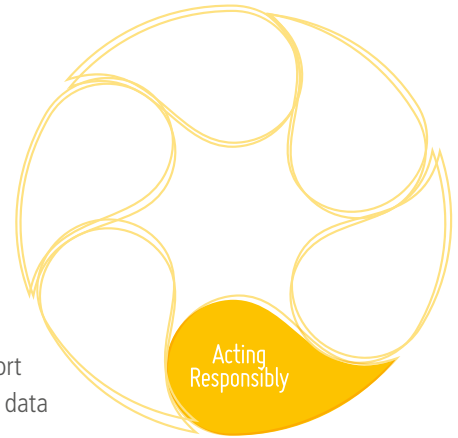
STATUS

Gold Standard Certified Project

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 2022 we have carried out an extensive awareness and training campaign to support our employees on several topics (i.e.: ethical behavior, anti-corruption, cyber security, data protection).



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:
 - 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 behavior
- 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

The Helsinn Code of Conduct

The Code of Conduct 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

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.

The Helsinn Compliance and Quality Manual

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.

Compliance Policies and Procedures

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

- **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.

Helsinn believe that the compassionate treatment of animals is extremely important, and we comply with all applicable laws, regulations and codes on the treatment of animals. Helsinn have in place systems and processes to ensure full traceability of the products and services we provide, including of ingredients and raw materials.

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

HPRA Ireland – Pharmacovigilance audit – HBP Dublin

ANVISA Brasil – Current Good Manufacturing Practices – HBP Dublin, HHC Lugano

ISO 13485 certification for Medical Device – HHC-Lugano

Investigational Medicinal Product (IMP) License – European Medicines Agency – HBP Dublin

Russian Health Ministry – HBP Dublin

South African Health Ministry – HBP Dublin

Ministry of Food and Drug Safety (MFDS) South Korea – HBP Dublin
Pharmaceuticals and Medical Devices Agency (PMDA) Japan – HBP Dublin

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

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.

The Board of the Company may consist of five to nine members. The members of the Board are appointed by the general meeting of the shareholders. Each Board member is elected for a term of one year and can be re-elected after such term. The Board shall be constituted by members who shall:

- have the necessary qualification and competence for the role,
- have a clear focus on the mission, vision and values of the Company
- ensure diversity,
- devote such time and dedication as necessary to properly exercise their functions.

The following Committees, as defined and appointed by the Board, assist the Board in the performance of its duties and report directly and periodically to the Board:

- i. Audit, Risk and Compliance Committee – ARCC (also responsible for the overseeing of the organizations in terms of Sustainability)
- ii. Nomination and Compensation Committee – NCC;
- iii. Innovation Committee – IC.

The management of the Group is delegated to the Group Executive Committee ("GEC") under the leadership of the Group CEO.

The selection and the nomination of the Board takes into considerations NCC recommendations, who advises on the Board members requirements. In addition, the NCC shall provide support to drive appropriate regular self-evaluation process for the Board and shall establish training of Board members.

To assess the independence of the Board members, the board has applied the independence criteria of the Swiss Code of Best Practices for Corporate Governance published by EconomieSuisse.

In general, a director is considered independent if the director:

- is not, and has not been for the prior three years, employed as an executive officer or in another function at the Group or any of its subsidiaries;
- is not, and has not been for the prior three years, an employee or affiliate of our external auditor; and
- does not maintain a material direct or indirect business relationship with the Group or any of its subsidiaries.

The Board is currently composed by three internal Directors - Riccardo Braglia, Giorgio Calderari and Gabriele Edoardo Braglia - and six independent directors.

In January 2022 Gabriele Braglia, Helsinn’s founder and Chairman until end 2021, became Honorary Chairman, Riccardo Braglia was appointed Executive Chairman, and Gabriele Edoardo Braglia, son of Riccardo Braglia and the fourth generation at the helm of the company, and Siddharth Kaul, a pharma veteran with 40 years of experience, joined the Board.

From Jan 1st 2023 Dr. Melanie Rolli took over the operational leadership of the Group and has been appointed Group CEO.

The members of our Board operate from our headquarter in Switzerland. As of December 2022, our Boards was composed by

- 1 member under 30
- 1 member between 30 and 50
- 8 members with more than 50

The reporting period spans from January 1st, 2022 to December 31st, 2022. To report in accordance with the new GRI Standards we have communicated the status of the Board members, Senior Executives, and Senior Managers who held their positions as of December 31, 2022. However, it is important to note that the restructuring initiatives undertaken in 2022 and 2023 have significantly impacted their composition.

Riccardo Braglia

Executive chairman
Switzerland

Giorgio Calderari

Vice Chairman
Group Chief Executive Officer*
Switzerland

Gabriele Edoardo Braglia

Board Member
Finance Project Manager
Switzerland

Paolo Bottini

Board Member
Switzerland

Eric Cornut

Board Member
Switzerland

Francesco Granata

Board Member
Italy

Lonnie Moulder

Board Member
US

Mary Lynne Hedley

Board Member
US

Siddharth Kaul

Board Member
US

Manuela Pedretti

Secretary of the Board
Senior Manager Head of Top Management
Italy

Footnote: *Giorgio Calderari has been the Group Chief Executive Officer until December 31st 2022. Starting from January 1st 2023, Melanie Rolli has been appointed Group Chief Executive Officer

Senior Executive Committee

The management of the Group is delegated to the senior executive team 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 team manages the operations of the Company and the overall business of the Group.

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Melanie Rolli

Group Chief Operating
Officer*
Germany

Konrad Wilson

Group Chief Financial
Officer
Ireland

Matteo Missaglia

Group General Counsel,
Group Chief Legal officer
Italy

Matteo Santi

Group Compliance Officer and Group
Head of Compliance and Quality
Group Compliance Officer and Group
Data Protection Officer
Italy

Roberta Cannella

Group Chief manufacturing
Officer
Italy

Our senior management team is made of 14 members of which:

- 3 members between 30 and 50 years of age
- 11 members with more than 50 years of age
- 11 operating in Switzerland
- 1 in USA
- 1 in Ireland
- 1 in China

* Starting from January 1st 2023, Melanie Rolli has been appointed Group Chief Executive Officer. Giorgio Calderari has been the Group Chief Executive Officer until December 31st 2022.

** Head of Project Management until July 2022

Strong and experienced Senior Management team

An outstanding management team committed to Helsinn's core values

The reporting period spans from January 1st, 2022 to December 31st, 2022. To report in accordance with the new GRI Standards we have communicated the status of the Board members, Senior Executives, and Senior Managers who held their positions as of December 31, 2022. However, it is important to note that the restructuring initiatives undertaken in 2022 and 2023 have significantly impacted their composition.

Georg Büchner

Group Chief Business Officer
Italy

Silvia Sebastiani

Group Head of Medical
Affairs
Switzerland

Paul Rittman

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

Enrico Baroni

Group Head of Scientific
Operations**
Italy

Roberto Lazari

Group Head of ICT and Digital
Italy

Enrico Magnani

Local General Manager,
Helsinn Pharmaceuticals
(Beijing) Co., Ltd., P.R.C.
Italy

Andrea Pontiggia

Head of International
Commercial Business
Italy

Cristina Marenzi

Group Head of Human
Resources
Italy

Deirdre Hurley

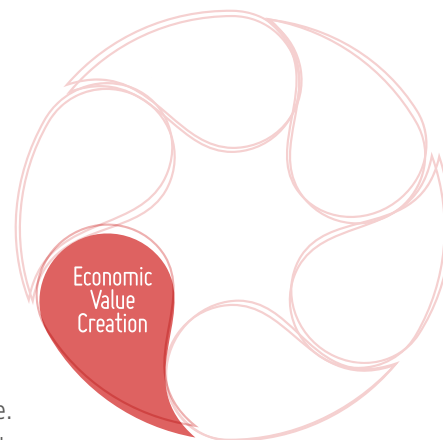
Local General
Manager, Helsinn Birex
Pharmaceuticals Ltd.,
Ireland
Ireland

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. As the Group evolves from a purely cancer supportive care company and expands into the field of cancer therapeutics we have been investing heavily in R&D, with more than 30% of turnover invested over the past five years. We also aim to generate profits in order to redistribute the value we create back into our employees, our suppliers, governments, our shareholders and charitable contributions.



Financial Highlights

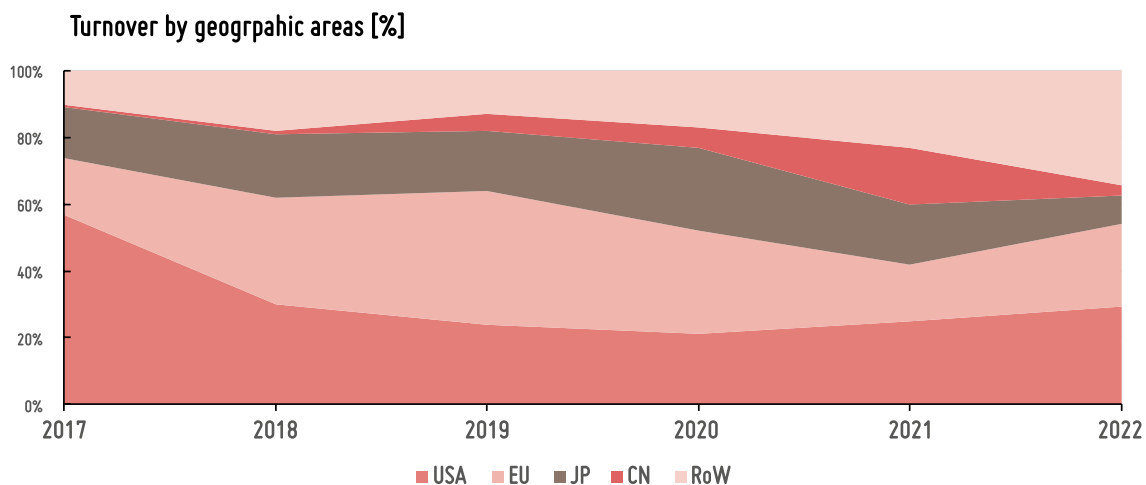
As a privately-held company, our policy is to not publish a detailed account of our financial information. However, we report some information about our economic value creation.

In the past five years, we have invested heavily in research and development (R&D), exceeding 30% of turnover. This investment has allowed us to diversify our product pipeline, increase our commercial portfolio, and expand our geographic footprint.

We have also invested heavily in our employees, exceeding 30% of turnover in personnel salaries and benefits.

The data analysis of our turnover trend in recent years, as shown in the attached chart, clearly demonstrates the company's geographic diversification. In 2022, the United States and the European Union remained our primary markets, accounting for 54% of our overall turnover. However, it is noteworthy that the "Rest of the World" market also saw significant growth, contributing a remarkable record high of 34% of our turnover in the same year.

		2020	2021	2022	22 vs 21
Turnover by geographic area	USA	21%	25%	29%	17%
	EU	31%	17%	25%	46%
	JP	25%	18%	9%	-52%
	CN	6%	17%	3%	-84%
	RoW	17%	23%	34%	50%



In excess of
30% 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.

SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD



3 GOOD HEALTH
AND WELL-BEING



Creating a better Quality of Life for our patients and our people is at the

core of our culture. We do so by providing top quality, effective and value-based therapies and making them accessible to cover the patients' needs all over the world. We safeguard and promote the health, safety

and well-being of our employees through numerous initiatives and we sponsor every year sport and leisure activities in the communities where we operate. We contribute towards the achievement of the Goal through the purchase of certified Carbon Credits

4 QUALITY
EDUCATION



We support education in our communities and in emerging countries through scholarships and partnership with NGOs.

Particularly remarkable is our engagement with New Flower In Africa, an NGO founded and led by our CEO and his wife Giuseppina Giavatto Braglia which provides quality education to more than 25'000 children and young adults in Ethiopia, Sud Sudan, Gabon, Congo, Ghana, Togo and Madagascar.

www.nuovofioreinafrica.org

6 CLEAN WATER
AND SANITATION



We constantly improve the efficacy in the use of this precious resource in all our buildings and plants, and carefully monitor the

ratio of water usage vs. production output to guarantee our efficiency

7 AFFORDABLE AND
CLEAN ENERGY



We constantly improve our energy efficiency and, in 2022, we have once again increased the share of renewables in our energy mix

8 DECENT WORK AND
ECONOMIC GROWTH



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

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



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

10 REDUCED
INEQUALITIES



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

13 CLIMATE
ACTION



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

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



We support SDG 16 through our compliance program, which provides a robust approach to ethics and accountability. In 2022 we have further upgraded our Compliance program to strengthen our competencies in this area, and all our employees received extensive mandatory training

17 PARTNERSHIPS
FOR THE GOALS



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

Statement of use	Helsinn SA has reported in accordance with the GRI Standards for the period January 1st 2022 - December 31st 2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No Sector Standard applied

GRI Standards	Disclosures	Location	Reason for omission	Explanation
General disclosures				
GRI 2: General Disclosures 2021	1. The organization and its reporting practices			
	2-1 Organizational details	8		
	2-2 Entities included in the organization's sustainability reporting	8, 9		
	2-3 Reporting period, frequency and contact point	6		
	2-4 Restatements of information	No restatements of information have been implemented		
	2-5 External assurance	6		
	2. Activities and workers			
	2-6 Activities, value chain and other business relationships	8, 9, 16		
	2-7 Employees	34-36		
	2-8 Workers who are not employees	35-36		
	3. Governance			
	2-9 Governance structure and composition	62-65		
	2-10 Nomination and selection of the highest governance body	62-63		
	2-11 Chair of the highest governance body	63, Riccardo Braglia		
	2-12 Role of the highest governance body in overseeing the management of impacts	62		
	2-13 Delegation of responsibility for managing impacts	19		
	2-14 Role of the highest governance body in sustainability reporting	19, 62		
	2-15 Conflicts of interest	Code of Conduct and Ethics 2022 – Chapter 14 Avoiding conflicts of interest		

2-16 Communication of critical concerns	The Board is periodically updated on the Group Compliance Program and is promptly informed by the Compliance Officer and the Business Ethics Board (BEB) in case of any critical concerns. No critical concerns have registered in the reporting year		
2-17 Collective knowledge of the highest governance body	In 2022 we continued to carry out awareness and training campaign on several topics (i.e.: ethical behavior, anti-corruption, cyber security, data protection).		
2-18 Evaluation of the performance of the highest governance body	-	Information unavailable / incomplete	We currently don't measure this data
2-19 Remuneration policies	-	Confidentiality constraints	This information is confidential
2-20 Process to determine remuneration	-	Confidentiality constraints	This information is confidential
2-21 Annual total compensation ratio	-	Confidentiality constraints	This information is confidential
4. Strategy, policies and practices			
2-22 Statement on sustainable development strategy	4, 5		
2-23 Policy commitments	Code of Conduct and Ethics 2022 – Chapter 6 Rejecting discrimination and fostering human rights; Chapter 8 Cooperating with third parties		
2-24 Embedding policy commitments	Code of Conduct and Ethics 2022		
2-25 Processes to remediate negative impacts	Code of Conduct and Ethics 2022 – Chapter 9 – Ensuring business continuity; chapter 12 Guaranteeing quality		
2-26 Mechanisms for seeking advice and raising concerns	Code of Conduct and Ethics 2022 – Chapter 18 – reporting actual or suspected compliance violation		
2-27 Compliance with laws and regulations	No instances of non-compliance		
2-28 Membership associations	31, 43		
5. Stakeholder engagement			
2-29 Approach to stakeholder engagement	20		
2-30 Collective bargaining agreements	35		

GRI Standards	Disclosures	Location	Reason for omission	Explanation
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	21-23		
	3-2 List of material topics	21-23		
Culture of excellence				
GRI 3: Material Topics 2021	3-3 Management of material topics	34, 40		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	37		
	202-2 Proportion of senior management hired from the local community	63-65		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4-5, 35-36, 63		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	40-41		
	401-3 Parental leave	All eligible employees took parental leave, and 94% returned to work.		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	40		
	403-2 Hazard identification, risk assessment, and incident investigation	40		
	403-3 Occupational health services	40		
	403-4 Worker participation, consultation, and communication on occupational health and safety	40		
	403-5 Worker training on occupational health and safety	39-40		
	403-6 Promotion of worker health	34, 40		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40-41		
	403-8 Workers covered by an occupational health and safety management system	40		
	403-9 Work-related injuries	40		
	403-10 Work-related ill health	40		
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 44, 51, 69		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	44-47		
	302-3 Energy intensity	45, 47		
	302-4 Reduction of energy consumption	45, 47		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	52-54, 56		
	305-2 Energy indirect (Scope 2) GHG emissions	52-54, 56		
	305-3 Other indirect (Scope 3) GHG emissions	53-56		

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	49-50		
	306-2 Management of significant waste related impacts	49-50		
	306-3 Waste generated	49-50		
	306-4 Waste diverted from disposal	49-50		
	306-5 Waste directed to disposal	49-50		
Supply chain transparency & monitoring of suppliers				
GRI 3: Material Topics 2021	3-3 Management of material topics	8, 16-17		
Diversity & equal opportunities				
GRI 3: Material Topics 2021	3-3 Management of material topics	34, 37-38		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	35-36, 63-65		
	405-2 Ratio of basic salary and remuneration of women to men	37		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents		
Constant learning				
GRI 3: Material Topics 2021	3-3 Management of material topics	34, 38		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	39		
	404-2 Programs for upgrading employee skills and transition assistance programs	38		
	404-3 Percentage of employees receiving regular performance and career development reviews	38		
Health outcome contribution & cost optimization				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 66-67		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	66-67		
	201-3 Defined benefit plan obligations and other retirement plans	41		
Commitment to education				
GRI 3: Material Topics 2021	3-3 Management of material topics	42-43, 69		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	42-43, 66		
	203-2 Significant indirect economic impacts	42-43, 66		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	32, 42-43		
Innovation and R&D pipeline				
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 66-67, 69		

Acronyms List

AITI	Associazione Industrie Ticinesi	HPRA	Health Products Regulatory Authority
AML	Acute Myeloid Leukaemia	HQ	Headquarters
AMMF	Alan Morement Memorial Fund	HSE	Health, Safety & Environment
API	Active Pharmaceuticals Ingredient	HTU	Helsinn Therapeutics (US)
ANVISA	Agência Nacional de Vigilância Sanitária (Brazil)	HVAC	Heating, Ventilation & Air-Conditioning
B2B	Business to Business	IND	Investigational New Drug application
B2C	Business to Consumer	ISO	International Organization for Standardization
BEB	Business Ethics Board	LEED	Leadership in Energy and Environmental Design (green building certification)
CEO	Chief Executive Officer	MASCC	Multinational Association for Supportive Care in Cancer
CFDA	China Food and Drug Administration	MF-CTCL	Mycosis Fungoides T-Cell Lymphoma
CHUV	Centre Hospitalier Universitaire Vaudois	MFDS	Ministry of Food and Drug Safety (Korea)
CINV	Chemotherapy-Induced Nausea and Vomiting	NCCN	National Comprehensive Cancer Network
CLF	Cutaneous Lymphoma Foundation	NET	Nuova Energia Ticino
CMC	Chemistry Manufacturing and Control	NGO	Non-Governmental Organization
CN	China	NMPA	National Medical Products Administration
EAP	Early Access Program	NSAID	Non-Steroidal Anti-Inflammatory Drug
EMA	European Medicines Agency	NJ	New Jersey
ESG	Environmental, Social & Governance	NJBIA	New Jersey Business Industry Association
EU	European Union	ODD	Orphan Drug Designation
EV	Electric vehicle	PEFT	Programme for the Endorsement of Forest Certification
FDA	Food and Drug Administration (US)	PEG	Polyethylene glycol
FIT	Farma Industria Ticino	PIC	Pharmaceutical Inspection Convention
FSC	Forest Stewardship Council	PMDA	Pharmaceuticals and Medical Devices Agency (Japan)
GHG-P	Greenhouse Gas Protocol	PONV	Post-Operative Nausea and Vomiting
GMP	Good Manufacturing Practice	PRC	People's Republic of China
GRI	Global Reporting Initiative	R&D	Research & Development
GxP	Good (Anything...) Practice	RET	REarranged during Transfection
JP	Japan	RoW	Rest of the World
HAS	Helsinn Advanced Synthesis SA	SA	Società Anonima (anonymous company)
HHC	Helsinn Healthcare SA	SASB	Sustainability Accounting Standard Boards
HBP	Helsinn Birex Pharmaceuticals Ltd	SDGs	Sustainable Development Goals (United Nations)
HTU	Helsinn Therapeutics	SIOG	International Society for Geriatric Oncology
HPC	Helsinn Pharmaceutical (China)	SPCC	Sharing Progress in Cancer Care
HCPs	Healthcare Professionals	UK	United Kingdom
HIS	Helsinn International Services Sarl	US	United States
HIF	Helsinn international Fund SA	SCWD	Society on Sarcopenia, cachexia and disorders
HPAPI	High Potency Active Pharmaceuticals Ingredient		
HPC	Helsinn Pharmaceuticals China		

