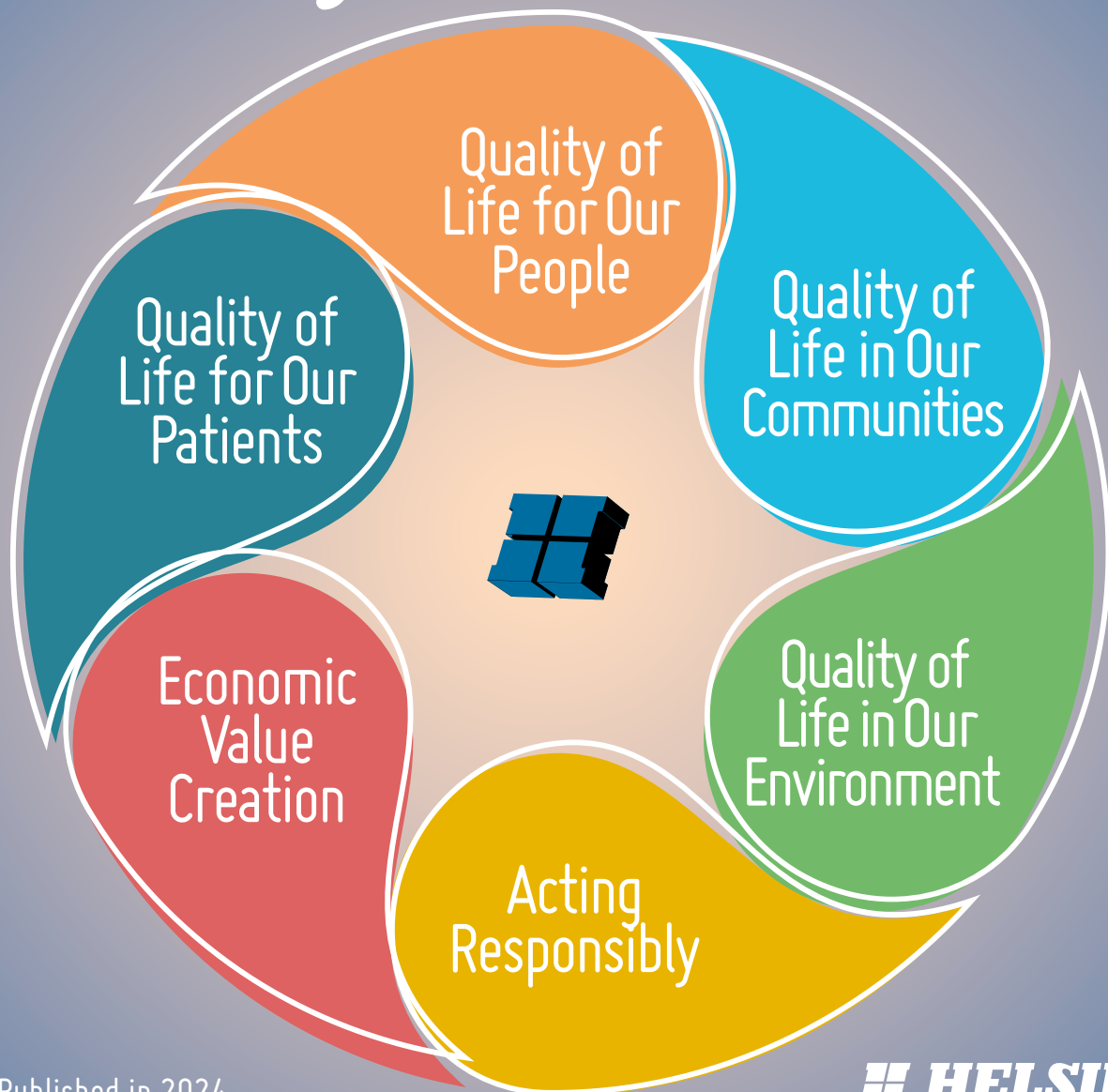


Quality of Life

Helsinn Group
Sustainability Report
2023



Published in 2024

HELSINN
Building quality cancer care together

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Letter From Our Leadership

Dear Stakeholders,

We are pleased to share with you the progress we've made on our ESG journey in 2023, a pathway we have been pursuing since 2012. Our commitment to sustainability has remained steadfast, and we've made important strides in reducing our environmental impact and strengthening our social responsibility.

We are proud to announce that Helsinn has achieved carbon neutrality for the fourth consecutive year. This is a testament to our ongoing dedication to minimizing our carbon footprint and investing in high-quality carbon credits to offset for the emissions we are still unable to eliminate. This year, we chose to support Gold Standard certified projects focusing on improved cookstoves for environmental conservation in Southern Ethiopia.

Recent years have brought unprecedented challenges to pharma SMEs and Helsinn has not been immune, completing in 2023 a rigorous organizational review and adapting our workforce to renewed business objectives. We remain deeply grateful to all our employees for their dedication and hard work during these difficult times and have made every effort to support affected employees through outplacement programs and partnerships with other companies and organizations.

We are determined to meet the complexities of the future while staying true to our principles - social responsibility, ethical business practices, and innovation.

We are motivated by the opportunities that lie ahead and continue to invest in life cycle management of our products, explore new ways to reduce our environmental impact, support our communities, and create a more inclusive workplace.

Thank you for your continued support and trust in Helsinn. We are confident that together, we can drive positive change for patients and a brighter, more sustainable future for all.

Sincerely,

Riccardo Braglia, Executive Chairman

Melanie Rolli, Group CEO



About this Report

The 2023 edition of Quality of Life marks our eighth Group Sustainability Report, encompassing our global activities for the year (January 1, 2023, to December 31, 2023) with references to previous years. This report aims to inform our stakeholders about our sustainability and ESG performance, commitments, goals, and the associated progress and trends on an annual basis. It includes both quantitative and qualitative data detailing Helsinn's key topics and ESG performance.

Since 2014, the "Quality of Life" framework has been central to our sustainability strategy, underscoring our daily efforts to enhance sustainability and fulfill our mission. Our material topics have the potential to significantly impact our business both financially and non-financially. Consequently, these topics are crucial in shaping stakeholders' perceptions and decisions regarding Helsinn and its operations.

We have opted not to seek external assurance for this report, as most of the significant information has already been validated by third parties or adheres to the strictest standards in each country where we operate.

In 2015, the United Nations introduced 17 Sustainable Development Goals (SDGs) with 169 targets that encompass economic, social, and environmental aspects of sustainable development. Helsinn actively supports the SDGs, particularly Goals 3, 4, 6, 10, 11, 12, 13, 16, and 17, where we can make a direct impact. We also encourage our partners and stakeholders to incorporate these goals into their strategies and operations.

This report was published in July 2024, coordinated by Manuela Pedretti, Transformation Programs and Sustainability Senior Manager, with assistance from Positive Organizations, Lugano, Switzerland. We extend our gratitude to all our employees for their invaluable contributions to this report.

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Publishing a Group
Sustainability Report
according to GRI
Standards since 2015



Our Company

We are a global pharmaceutical company headquartered in Lugano, Switzerland. We focus on extending and improving the lives of patients worldwide, with a leading position in supportive care, striving to enhance the well-being of patients facing cancer and chronic disease.

As a fourth-generation, family-owned company, since 1976 we are guided by core values of integrity, passion and quality, while striving for innovation for the patients we serve.

Our unique business model focuses on addressing supportive care needs by creating value-added. We build, launch and commercialize solid brands globally with a strong focus in supportive care. We reach patients worldwide through our extensive commercial and supply network, leveraging our integrated platform based on broad technical expertise.

Our products are sold worldwide and continuously add value throughout the life cycle either through direct sales in the US or through our network of more than 40 longstanding partnerships in 190 countries. These partners share our vision and values, allowing us to fulfill our mission of supporting patients with cancer and chronic diseases at every stage of their journey. Every business unit of our Group operates as a separate legal entity.

• **Helsinn Healthcare SA — HHC**

At our Group's global Headquarters in Lugano, Switzerland, we oversee 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. – HBP**

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

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

At our subsidiary in Iselin, NJ, USA, we manage a commercial, medical and regulatory operations in the US, promoting and co-promoting products locally.

• **Helsinn Pharmaceutical (China) Co. Ltd., P.R.C. — HPC**

At our office in Beijing, China we coordinate clinical and regulatory activities for local registration with NMPA, and collaborate with 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 Therapeutics (US) Inc.
Iselin NJ, US**



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



**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

- Helsinn Advanced Synthesis SA, the second Swiss manufacturing

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 the 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
- Carbon Neutral company first achievement

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

- Carbon Neutral company
- Accreditation PRO FAMILIA Switzerland «Company Family Friendly Award» 2021

2022

- Carbon Neutral company
- Accreditation PRO FAMILIA Switzerland «Company Family Friendly Award» 2022
- Launch of Fosnetupitant IV in Japan

2023

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



Our Vision, Mission & Values

Mission

To champion and support patients with cancer and chronic diseases at every stage of their journey.

We care and advocate for patients, their loved ones and their caregivers: we aim to make their journey easier and more manageable, by providing them with the best medications and solutions based on their needs and preferences, building from a sustainable business run by passionate people.

Vision

To be a leader in supportive care, creating a seamless healthcare experience for the well-being and holistic care of patients with cancer and chronic diseases.

We envision a world where patients with cancer and chronic diseases, their families and care givers, and healthcare professionals have seamless access to our integrated medication and care solutions.

Values

We perform with integrity, passion and quality, while striving for innovation for the patients we serve.



Our Business Model

The foundation of our business model and Helsinn's growth over the past 40 years is the licensing of pharmaceutical molecules. Our process begins with identifying innovative new chemical entities, ranging from early to late stages, from external sources. We then complete their development through pre-clinical and clinical studies, supported by chemistry, manufacturing, and control development. Finally, we submit applications for global market approval.

Our business model has enabled us to build a robust network of partners, whom we support with a comprehensive array of products and scientific management services. These services span commercial, regulatory, financial, and legal support, along with medical education and market access. Additionally, we ensure centralized oversight of drug safety and pharmacovigilance. By integrating early and late-stage licensing programs with our internal R&D efforts, we develop a diverse portfolio of effective pharmaceuticals and specialized therapies.

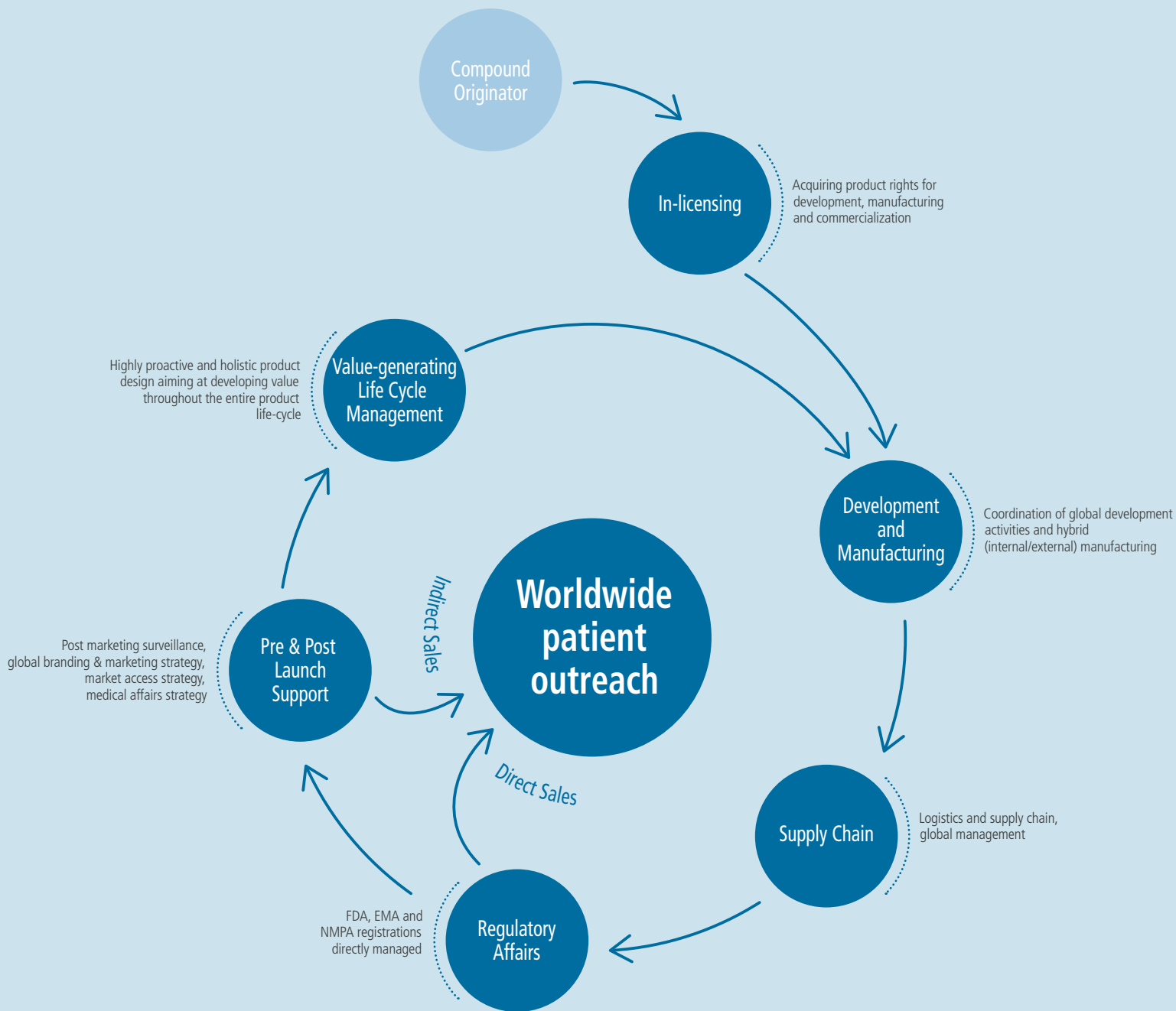
We are dedicated to globally establishing, launching, and marketing strong brands, with a particular emphasis on supportive care. Our wide-reaching commercial and supply network allows us to serve patients worldwide, utilizing our extensive technical expertise. We in-license products that align with our mission and strategy, completing their development, manufacturing, and registration as needed. We then create highly differentiated brands ready for market introduction and subsequent global commercialization.

Throughout the product life cycle, we continually enhance value, whether through direct sales in the US via our subsidiary Helsinn Therapeutics or through our network of over 40 established partnerships in 190 countries. These partners, who share our vision and values, enable us to support patients with cancer and chronic diseases at every stage of their journey.

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 business 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.



Sustainability at Helsinn

At Helsinn, we understand that long-term success is rooted in our partnerships with the communities we inhabit and serve. From our dedicated employees and the environment we aim to protect, to the doctors and patients who rely on our products, we are committed to our responsibilities. Sustainability is a continuous journey, and we are devoted at every level to actively engage in it. We believe this is the only viable approach to creating lasting value, ensuring our operations are mindful of ecological, social, and economic impacts. Our sustainability plan is not only aligned with our strategic goals but is also an integral part of our company culture.

Following the recent restructuring of the Group, Management is committed to making sustainability a core component of our corporate strategy. This renewed focus guarantees that our dedication to sustainability is embedded in every facet of our operations and decision-making processes.

For the fourth consecutive year, we have upheld our commitment to carbon neutrality. We have significantly advanced our efforts to measure and reduce our carbon footprint, taking concrete actions to mitigate our impact. Any remaining emissions have been offset through the purchase of Gold Standard certificates. Our longstanding dedication to minimizing our environmental footprint is bolstered by the support of our employees, customers, and partners. Acknowledging the profound challenge of climate change, we are resolute in our commitment to reducing our environmental impact and doing our part to address this global issue.

Since 2012 when we started our sustainability journey with the Sustainability Report for one of our subsidiaries, we have been committed to advancing on the path of sustainable development. From 2024 onwards, our objectives include conducting life cycle assessment (LCAs) on our products, updating our sustainability strategy, and ensuring alignment with forthcoming ESG regulations and their implications on our operations.

Along with our environmental commitment, one of our main objectives remain making sure our products are accessible to as many patients as possible. To accomplish this, we work with our partners spanning in more than 190 countries, where in some cases we 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.

The Sustainability and ESG function is delegated internally within the organization and 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 are steadfast in our commitment to conducting business with integrity, prioritizing transparency and honesty in all our interactions with stakeholders. Our global network encompasses individuals affected by our operations and those who influence our activities. These stakeholders are integral to our business, and their perspectives are considered at every stage.

We take pride in the relationships we have cultivated over the years, continually listening to and addressing their suggestions and concerns. We believe that our unique value proposition extends beyond our capabilities and therapies to the quality of our interactions. We actively seek opportunities for collaboration that create shared value. In our previous reports, we thoroughly examined the methods and procedures used to engage and collaborate with our various stakeholder groups.

OUR STAKEHOLDERS	ENGAGEMENT APPROACHES
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	Quarterly CEO presentations, Helsinn News, ongoing communication via corporate intranet, company events, Code of Conduct, staff town hall meetings, internal and external training programs, 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

Our deep-rooted Sustainability framework revolves around six key Material Areas, which form the cornerstone of our strategy. These areas emphasize the environmental and social impacts of our activities throughout the entire value chain, as well as the governance practices that ensure effective decision-making and responsible conduct. By examining the opportunities and threats most pertinent to our business in each of these areas, we focus on our Material Topics, directing our efforts on what matters most, now and for the future.

In 2020, we conducted a comprehensive materiality assessment with the engagement of all senior executives through internal workshops to determine a list of relevant topics and evaluate their significance. For this report, we have maintained the same materiality analysis and identified relevant and material topics, as a new assessment is scheduled for 2024.

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 six areas, we reassessed the significance of previously identified material topics as well as other relevant issues. This process involved considering the GRI Standards, SASB biotech and pharma standards, SDGs, research briefs on the Pharma, Biotech, and Chemical sectors, and a peer analysis. Working with our sustainability consultants, we identified actual and potential impacts, grouped them into topics, and evaluated their significance. The result of the assessment presented 26 relevant topics of which 8 have been defined as material.

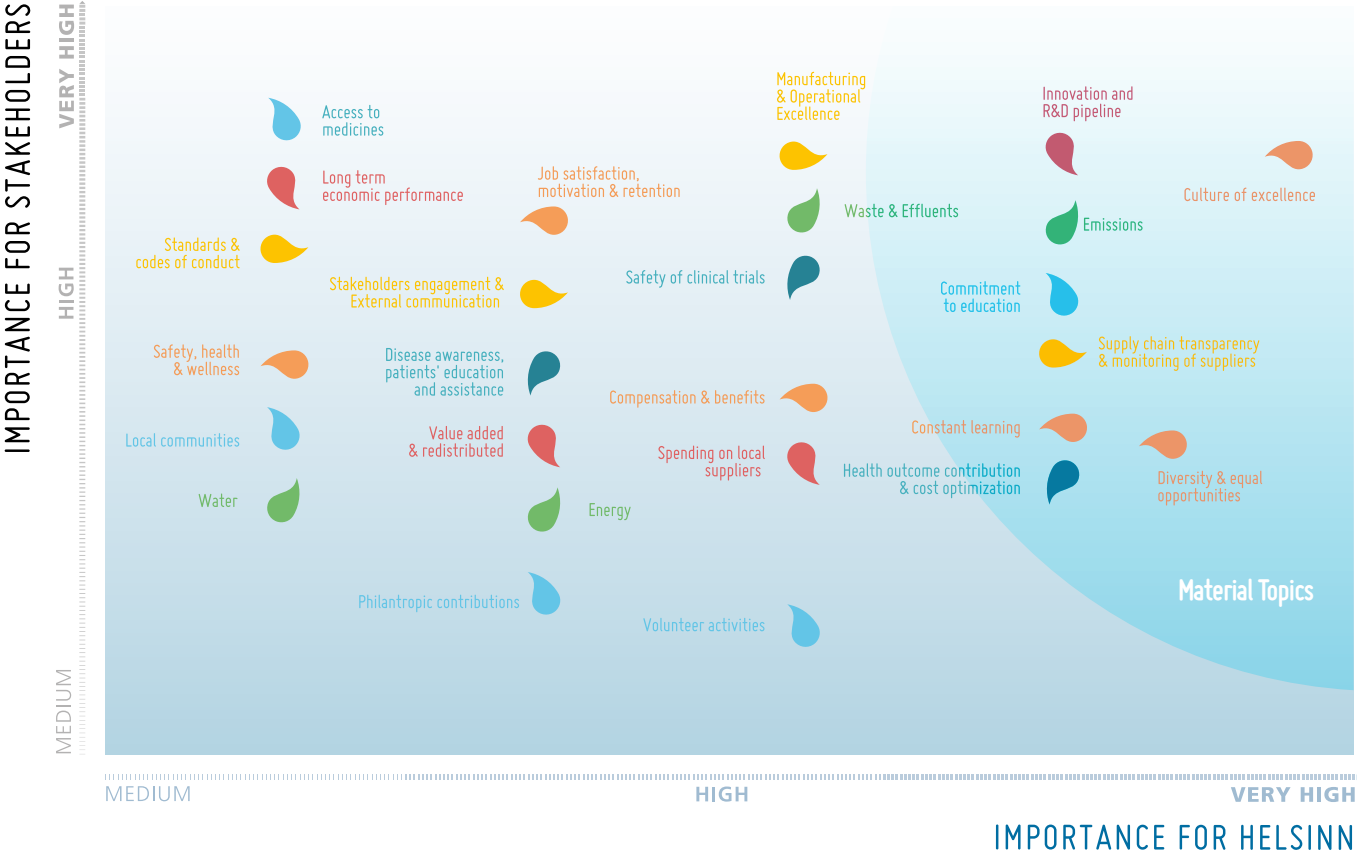


Topics & Boundary of Impacts

	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		

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.

This matrix outlines the key areas critical to our sustainability performance and serves as the foundation for updating our sustainability strategy. It encompasses all pertinent topics, evaluated along two dimensions: their importance to Helsinn and their importance to stakeholders. The threshold differentiates between material and non-material topics, with both categories remaining relevant.



Quality of Life for Our Patients

Our involvement in cancer care commenced in 1998 through a pivotal licensing agreement with Syntex-Roche for palonosetron, a crucial drug in the management of chemotherapy-induced nausea and vomiting (CINV). Over the years, we have evolved into a prominent global biopharmaceutical firm. Our extensive range of cancer supportive care products is now accessible worldwide, addressing essential needs in CINV and dermo-oncology.

Collaborating closely with longstanding global partners who share our vision and values, we have developed a distinctive business model. This model integrates early- and late-stage licensing programs, which complement our robust efforts in drug discovery and development. Central to our mission is an unwavering commitment to improving patients' quality of life, a commitment that guides all aspects of our operations.

Despite the rising prevalence of cancer, significant advancements have been achieved in its management. While complete recovery remains a challenge in some cases, advancements in therapies have made many cancers treatable. The National Comprehensive Cancer Network (NCCN) recognizes that certain cancers are now managed as chronic conditions by healthcare providers.

The landscape of cancer care is increasingly focused on enhancing cost-effectiveness and sustainability while maintaining high standards of care. Our dedication lies in pioneering highly efficient therapies that meet these evolving needs. By continually expanding our portfolio and nurturing partnerships, we strive to make meaningful contributions to the improvement of outcomes and quality of life for cancer patients worldwide.



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

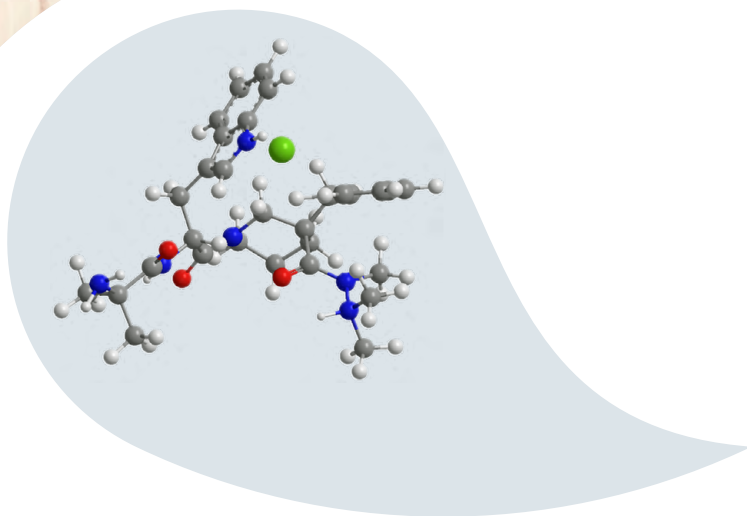
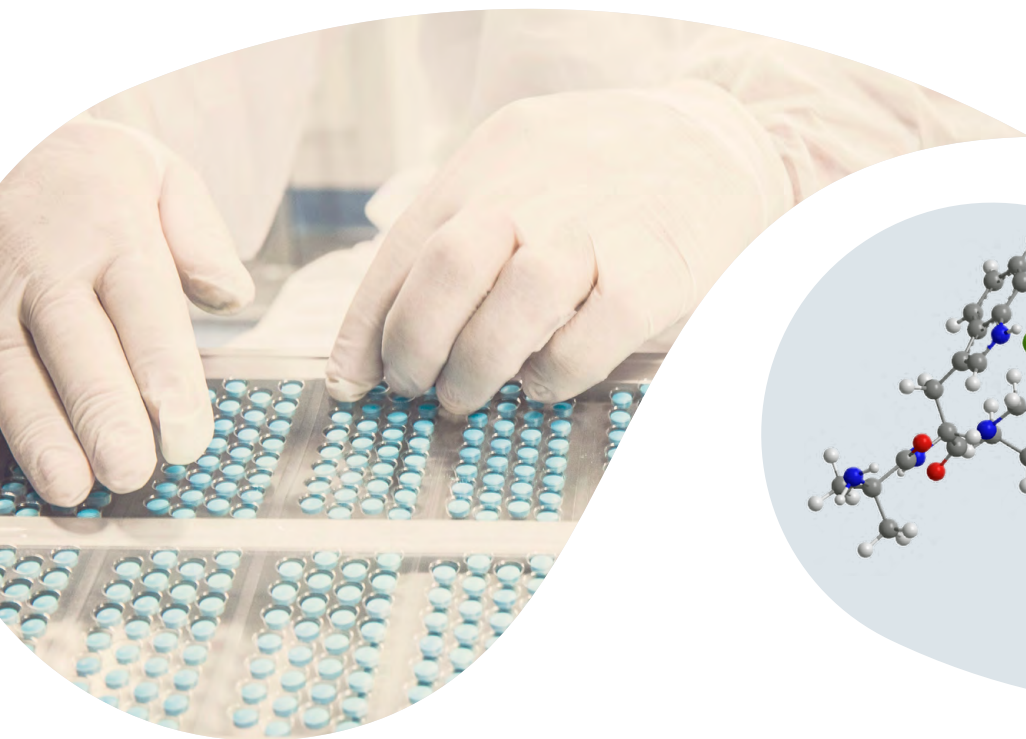
Nonsteroidal anti-inflammatory drugs (NSAIDs) play a crucial role in the management of acute inflammatory pain. Nimesulide is a non-steroidal anti-inflammatory drug (NSAID) with over 30-years of history in the treatment of acute pain and primary dysmenorrhea. It is currently licensed in over 30 countries, 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

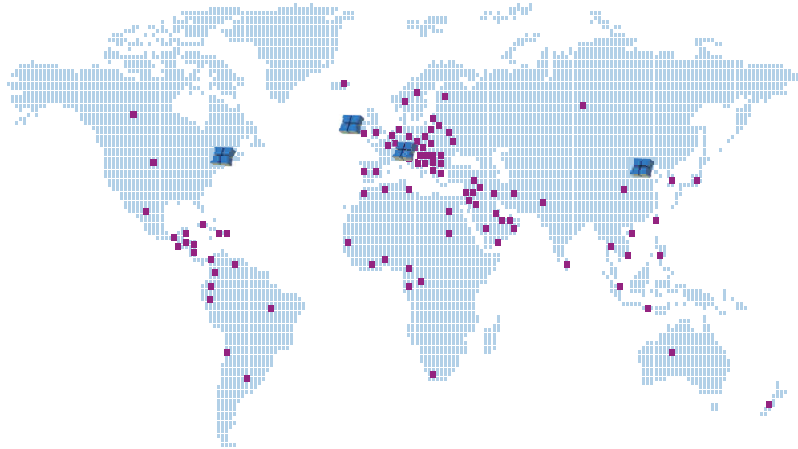
With our commitment to advancing healthcare, bolstered by top-tier researchers, state-of-the-art facilities, and uncompromising standards in science, quality, and ethics, we strive to address critical unmet needs in global patient care. Over the past five years, we have reinvested over 41% of our revenues into research and development, reinforcing our dedication to innovation. Our renowned R&D capabilities span from pre-clinical research through all phases of clinical development, focusing prominently on cancer therapeutics and supportive care for rare diseases.

Our early-phase pipeline features a promising new generation of compounds targeting the ghrelin receptor, poised to address multiple potential indications. Additionally, our late-stage development efforts have also included advancing new cancer therapies through Phase III clinical trials. These initiatives are particularly crucial where existing treatment options are limited, aiming to alleviate the burden of cancer for patients worldwide.



Our Partnerships

In order to reach out and serve as many patients as possible around the world, Helsinn operates a unique integrated licensing business model, achieving success with long-standing partners who share our values and commercialize our products in **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. We have built key relationships and partnerships up to 2023 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 of Southern Switzerland** – Institute of Oncology Research – PhD program - sponsoring of the Lecture Series program, 10 seminars throughout the year 2020-2023
- **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
- **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.
- **Simon Williamson Clinic**, United States: Prevention of Breakthrough CINV in Patients Receiving Moderately or Highly Emetogenic Chemotherapy
- **University of Rochester Cancer Center (URCC)**, United States: Study on refractory nausea and vomiting in patients with breast cancer

Helsinn Cares

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

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

In 2023, our products continued their copay assistance programs to help patients manage medication costs reaching 2,715 initial redemptions. Netupitant/palonosetron branded product program, managed by Trial Card, offers a maximum \$150 benefit per claim for patients with commercial insurance, accessible via a savings card or through their doctor. Mechlorethamine/chlormethine branded product program, also managed by Trial Card, allows patients with commercial insurance to potentially pay \$0 per prescription fill, with an annual maximum program benefit of \$10,000, providing crucial financial support for patients needing these treatments.

Furthermore, we added a new partnership with the University of Hong Kong (Hong Kong) **thanks to a study on the effects of new ghrelin derivatives in the cardiovascular safety in the rodents.**

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 2023 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
NCCN: The National Comprehensive Cancer Network
Cancer Cachexia Conference
SCWD (Society on Sarcopenia, cachexia and wasting disorders)
ASCO: American Society of Clinical Oncology
ESMO: European Society for Medical Oncology
USCLC: United States Cutaneous Lymphoma Consortium
ISCLC: The International Society of Cutaneous Lymphomas
EORTC: Cutaneous Lymphoma Task Force
ONS: The Oncology Nurse Society

Patient Associations:

CLF (cutaneous lymphoma foundation)
Conquer Cancer Foundation
Prevent Cancer
FoxChase Cancer Center
Leukemia Lymphoma Society

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 maintaining and consolidating 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 areas of interest including 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.

2023 was an important year to focus on Helsinn's mission towards implementing patient centric initiatives, which are based exclusively on patients' needs. In particular we continue to evaluate ad hoc Early Access Program requests, received through our dedicated online web-portal, 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.

Research in the area of cholangiocarcinoma and urothelial cancer was interrupted along with the associated medical communication and educational activities, consequently a strong focus was put on the core area of supportive care, with an additional emphasis on the upcoming new medical entities such as antibody drug conjugates which impact widely patient treatment and patient quality of life. Attendance at key scientific conferences was essential to identify the impact of such new anticancer therapies in terms of symptom management including nausea and vomiting. The fast-changing landscape required us to react and set up medical initiatives to better understand how Helsinn can continue playing a key role in improving patients quality of life.

Patient Advocacy –Highlights

During the course of 2023, the Helsinn Advocacy strategy has been revised and further modified to adapt to the changing Helsinn objectives and areas of interests. Helsinn performed the third Patient Steering Committee, with the same panel of 6 patients with different rare tumors aiming at 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 also 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 and supported educational patient activities.

Key Helsinn Advocacy interactions globally are mapped here:

Professional Societies



Patient Associations



Oncology Networks



Quality of Life for Our People

For over 40 years, the values of our shareholder family have been central to Helsinn's philosophy and closely aligned with our mission. At Helsinn, we firmly believe that our people are the cornerstone of our business, dedicated to serving patients. Their skills and passion are vital to our long-term success. We continuously leverage technology and innovation to enhance our operations and meet evolving external demands. Simultaneously, we strive to create a motivating and enjoyable work environment where our employees can flourish.

We are committed to investing in the wellbeing and work-life balance of our employees, while fostering their career development and supporting them in achieving their personal goals.

After a period of stability in our overall headcount, 2023 marked a significant reduction in our workforce due to a strategic realignment of the company. By the end of 2023, our employee count had dropped to 308, representing a substantial 38% year-on-year decline. Despite this reduction, we achieved gender parity within our workforce, with 154 women and 154 men on staff.

The decision to streamline our operations and reduce our workforce was not taken lightly. It was driven by a need to better position the company for future growth and adaptability in a changing market. Achieving a 43% representation of women in management roles, even amidst these changes, highlights our broader organizational goals of nurturing a diverse and inclusive workplace, which we believe is essential for driving innovation and achieving long-term success.

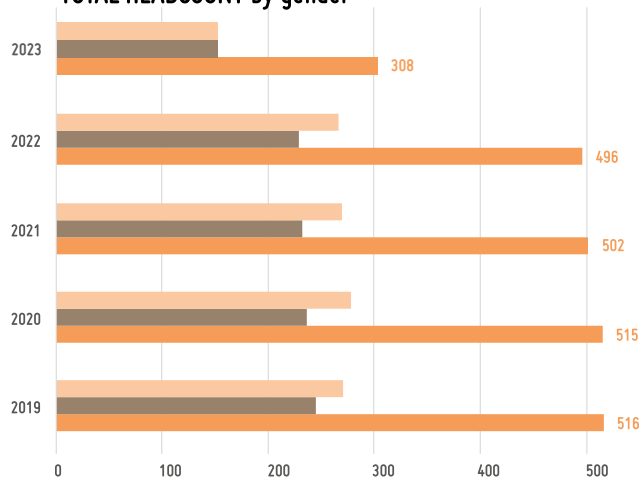


Total Headcount		2019	2020	2021	2022	2023
HHC	Headcount	215	213	215	212	110
	Men	95	93	89	88	52
	Women	120	120	126	124	58
HBP	Headcount	195	201	169	171	152
	Men	93	95	85	83	79
	Women	102	106	84	88	73
HTU	Headcount	97	90	102	100	38
	Men	53	45	53	56	21
	Women	44	45	49	44	17
HPC	Headcount	9	11	16	13	8
	Men	4	4	5	2	2
	Women	5	7	11	11	6
Group	Headcount	516	515	502	496	308
	Men	245	237	232	229	154
	Women	271	278	270	267	154

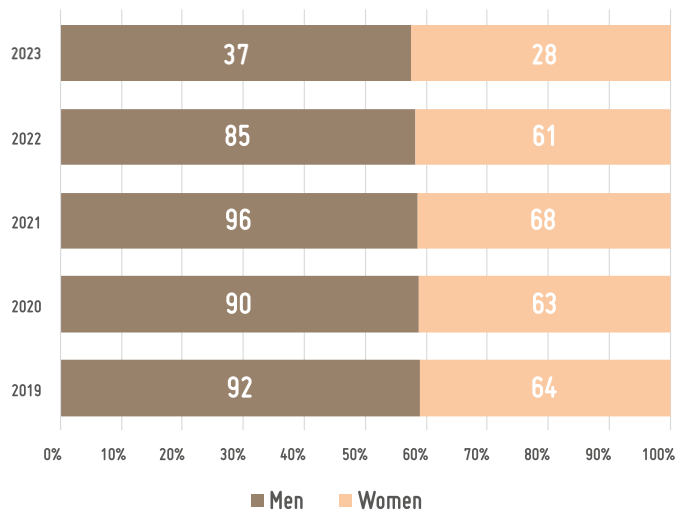
At the end of 2023, our headcount included six temporary staff members, evenly split between women and men, all of whom were employed at our Irish subsidiary. Additionally, we had 14 interns and apprentices, with 4 based in HHC and 10 in HBP.

Our analysis of employee demographics reveals a significant concentration of our workforce within the 30 to 50-year age bracket, which comprises 59% of our total headcount. Additionally, a substantial portion of our staff, 36%, is over the age of 50. In contrast, the youngest segment of our workforce, those under 30 years old, represents 6% of our employees.

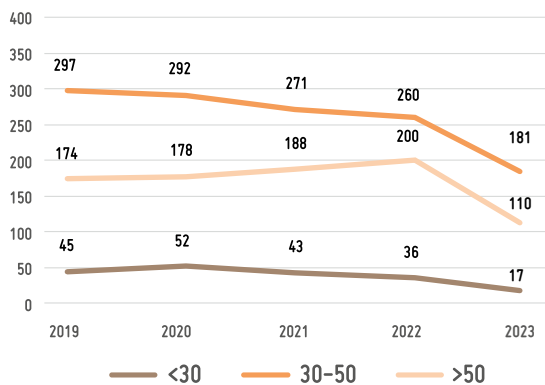
TOTAL HEADCOUNT by gender



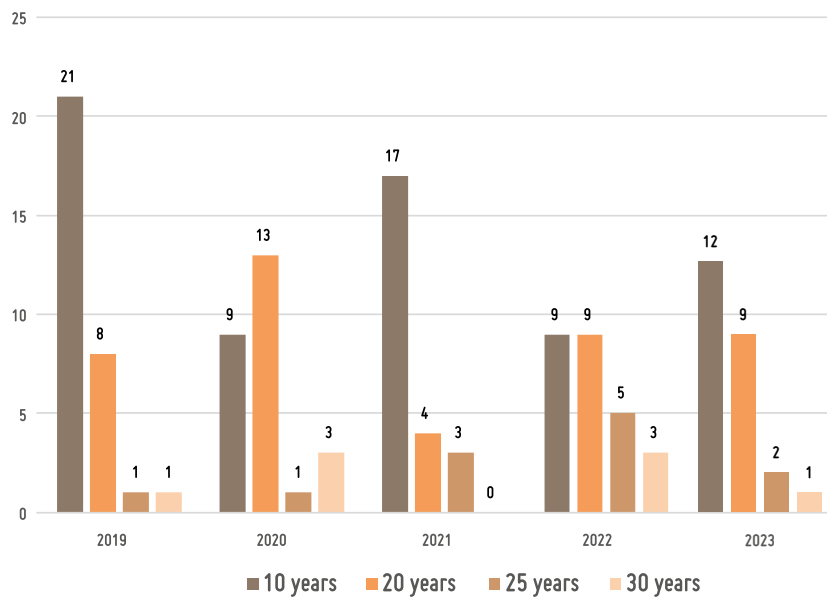
MANAGEMENT – gender composition



AGE GROUPS



ANNIVERSARIES



Job Satisfaction, Motivation, Retention

Every year, we honor colleagues who reach significant milestones, celebrating their 10th, 20th, 25th, and 30th anniversaries with Helsinn.

In 2023, we celebrated remarkable achievements:

12 employees reached 10 years of service

9 employees reached 20 years of service

2 employees reached 25 years of service

1 employee reached 30 years of service

Globally, more than a quarter of our staff has over 15 years of service, and this percentage rises to 38% for those with over 10 years of tenure.

These milestones reflect the lasting working relationships founded on trust and support, embodying our core values of passion and integrity. Our remuneration system, guided by market data, is based on objective professional criteria, including skill level, knowledge, experience, and qualifications.

As a result of the necessary company restructuring, our employee turnover rate has significantly increased, reaching a total of 49%, with a 12% rate of voluntary departures. This surge underscores the challenging nature of the restructuring process and its impact on our workforce. We recognize the difficulties this presents and are committed to supporting our employees through these transitions, providing resources and assistance to help them navigate these changes effectively.

Equal pay and opportunity are fundamental to our culture and are enforced through our employee review processes. In Switzerland, we proudly hold the Equal Pay certification. Demonstrating our commitment to pay equity and gender equality, we rigorously monitor salary and remuneration ratios between men and women across all employee categories. These continuous efforts have led to a fairer distribution of compensation throughout our organization.

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

	Management	Non-Management
HHC	104%	97%
HBP	102%	100%
HTU	102%	100%
Group	103%	99%

Footnote:

The turnover rate was calculated by dividing the number of employees who left the company by the average permanent employees at quarter-end. 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. Group rates have been calculated as an average of entities' rates.

Training

Helsinn is committed to the continuous development of our employees' professional, managerial, and personal skills through substantial annual investments in both internal and external training programs. These training initiatives span all levels of our organization, encompassing everything from apprentice programs to advanced leadership and strategy courses for our management team. By prioritizing ongoing education and skill enhancement, we ensure that our workforce remains at the forefront of industry standards and innovation.

Throughout 2023, 8,957 hours of training were provided to our employees, resulting in 3.6 days of average training per employee. This value is slightly higher than previous year's figures (+1.6%) and perpetuates the positive trend of last decade.

The allocation of training hours across the Group reveals that our Swiss subsidiary received the most training, accounting for 56% of total hours. This is followed by HBP with 27% and HTU with 16%. Additionally, our Chinese offices provided 100 hours of training.

In 2023, our training programs included:

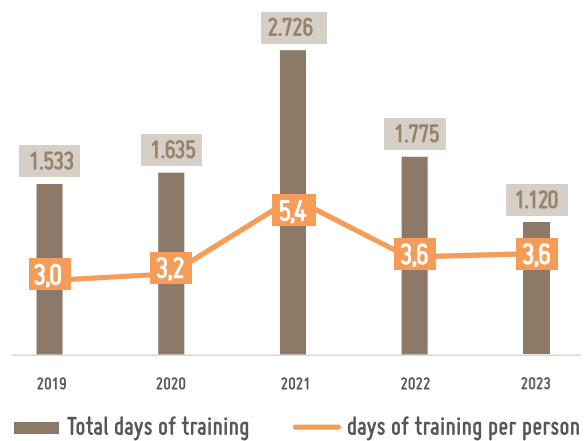
- Work-related training (internal/external)
- SOPs and Policy training (Nextdocs/Trackwise)
- PV training
- HR training
- Compliance training
- IT Refresh - Digital skill and Agile Methodology
- Individual Leadership Coaching

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

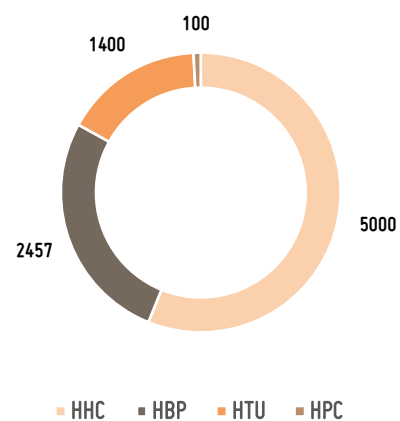
At Helsinn, we are dedicated to ensuring our employees are equipped with the latest industry skills and prepared for future challenges by offering comprehensive training programs, both internal and external. For those transitioning out of the company, we provide HR career support and outplacement services to assist in their next career steps. Additionally, we facilitate a smooth retirement transition by providing detailed information on the Company intranet, including pension plan presentations and information sessions. We also offer consultancy services, both internally through HR and externally with insurance experts, to support employees in planning their retirement.

All people development programs are strategically planned and aligned annually to ensure that all employees are well-prepared for their professional roles and to foster talent and succession development throughout the Group. The Group CEO, the Board, and each Company General Manager prioritize talent development and succession planning as essential leadership responsibilities that support our business objectives.

Training [days]



Training per subsidiary [hours]



Safety, Health & Wellness

In 2023, we continued our commitment to health, safety, and wellness, enhancing the quality of life for our employees. We diligently followed health and safety protocols, conducted regular risk assessments, and provided extensive training programs, fostering a culture of safety-first. Our wellness programs, including comprehensive mental health resources, supported a healthy work environment.

Maintaining a safe and healthy workplace for employees and contractors remained a top priority. We upheld our commitment to the highest global safety standards by implementing meticulous safety measures and ensuring full compliance with employment regulations. By integrating health and safety into the core of our operations, we reinforced our pledge to provide a secure and supportive workplace for everyone.

During 2023, our HBP Irish subsidiary reported five work-related accidents. Of these, three resulted in absences exceeding five days, one led to an absence of one to five days, and the remaining incident caused a one-day absence.

Professional accidents causing

	2022	2023
< 1 day of absence	3	1
1 to 5 days of absence	0	1
> 5 days of absence	0	3

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 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.

Parental leave

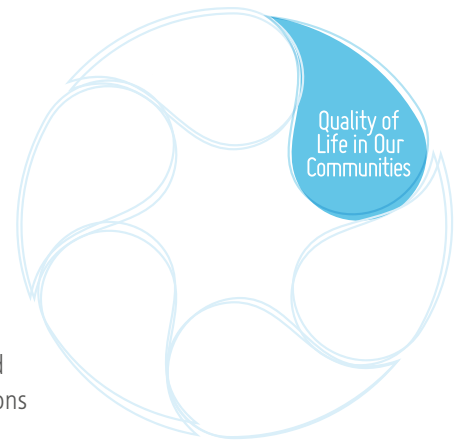
In 2023, nine employees were eligible for parental leave, and all of them utilized this benefit. We achieved a 100% return-to-work rate, with every employee resuming their duties after the leave period. Additionally, our retention rate was also 100%, as all employees remained with the company 12 months after their return.

		Employees entitled to parental leave	Employees that took parental leave	Employees that returned to work in the reporting period after parental leave	Employees that returned to work after parental leave ended and still employed 12 months after their return to work
Group	Total	9	9	9	9
	Men	2	2	2	2
	Women	7	7	7	7

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.

Helsinn's commitment to maintaining long-standing partnerships remained unwavering. Our engagement remained high, and we sustained our collaborations with charitable, cultural, and social institutions.



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



Fondazione Nuovo Fiore in Africa

In 2011 the Braglia family founded the New Flower Foundation with the intent of providing educational and training assistance 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.

Other initiatives that we regularly support are:

- Little Blue Heroes
- 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:

- 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
- CEO Roundtable on Cancer – US
- Swiss Biotech Association – Switzerland
- Life Sciences Competence Center – Innovation Park – Switzerland
- Forum GSA Ticino – Switzerland
- AIF Ticino – Switzerland
- Switzerland Global Enterprise – Switzerland
- Maine Health Data Organization – US
- Pharmaceutical Product Steward – US



**We take pride
in our active
involvement in
the communities
where we live and
operate.**

Quality of Life in Our Environment

Helsinn remains dedicated to consistently monitoring and reducing the environmental impacts of its production facilities and operational activities. The company actively pursues a multifaceted approach to sustainability, emphasizing significant waste reduction, minimizing the reliance on fossil fuels, and transitioning to energy sourced from renewables. Furthermore, Helsinn prioritizes enhancing efficiency in both water usage and electricity consumption. We recognize that sustainable practices are not only beneficial for the planet but also enhance operational efficiency and reduce costs in the long term.

Since 2021 we have been measuring our CO₂ emissions throughout our operations and our value chain in accordance with the GHG Protocol and the ISO 14064-1 followed by the offsetting of residual emissions through the purchase of high-quality, Gold Standard certified carbon credits.

The compensation is consequential to the implementation of measures aimed at reducing our carbon footprint.



Highlights

- 43% of our energy consumption was from renewable energy sources.
- 97% of our electricity consumption is derived from renewable energy sources.
- 7% decrease of natural gas consumption compared to 2022.
- 85% of generated waste was diverted from disposal.
- 13% decrease of GHG emissions year-over-year.

Energy

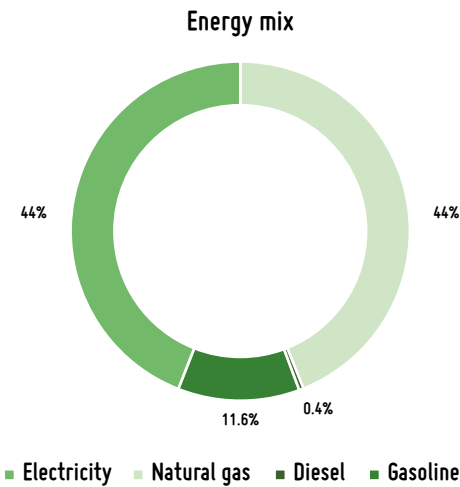
In 2023, our energy mix comprised three primary vectors: electricity, natural gas, and liquid fossil fuels, specifically diesel and gasoline. Our total energy consumption reached 13,070,016 KWh. Electricity was the predominant energy source, accounting for 5,755,991 KWh, which represents 44% of our total energy usage. This significant share reflects our commitment to increasing the efficiency and sustainability of our electricity consumption, with a remarkable 97% sourced from renewable energy.

Natural gas constituted 5,740,911 KWh, or 43.9% of our total energy consumption. Its use is essential for heating in our HHC and HTU buildings and for various production processes at our HBP facility. By optimizing natural gas usage, we align our operational needs with our sustainability goals, reducing our carbon footprint and enhancing energy efficiency.

The remaining 12% of our energy consumption, approximately 1,573,114 KWh, is attributable to diesel and gasoline used for our vehicle fleet. This portion underscores the importance of managing our transportation-related energy use.

Due to the high share of electricity from renewable sources the overall share of renewable energy reached 43% in 2023.

2023		
Total energy	[KWh]	13,070,016
Natural gas	[KWh]	5,740,911
Diesel	[KWh]	54,303
Gasoline	[KWh]	1,518,810
Electricity	[KWh]	5,755,991
Electricity (purchased)	[KWh]	5,553,937
Electricity (self-produced from solar panels)	[KWh]	202,054
Total energy from renewable sources	[KWh]	5,611,023
Share of renewable energy	[%]	43%

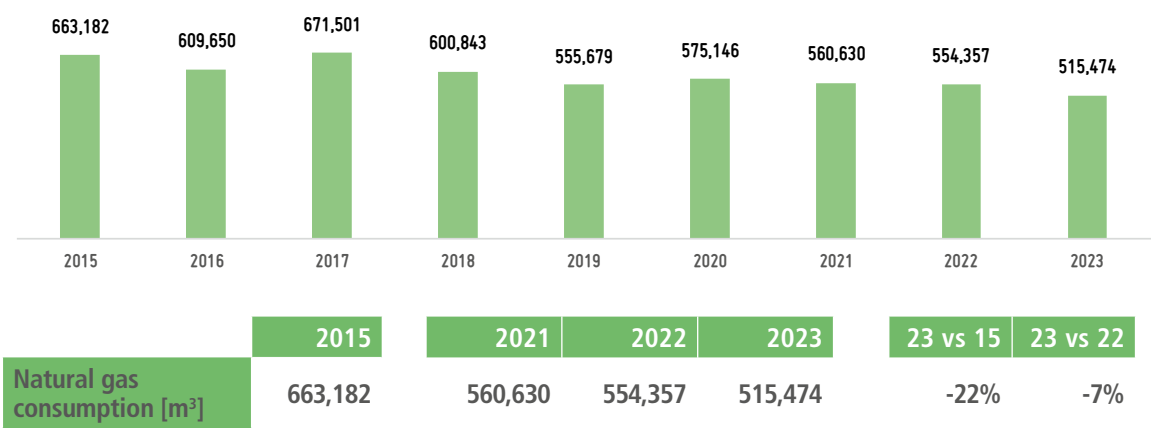


Natural gas

Natural gas plays a pivotal role at Helsinn, serving essential functions across our facilities. It is crucial for heating purposes in the HHC and HTU buildings, ensuring optimal comfort and operational efficiency. Moreover, natural gas is integral to both heating and production processes at the HBP facility, where it fuels various stages of manufacturing.

In 2023, we achieved a 7% reduction in natural gas consumption compared to 2022, totaling 515,474 m³. This decrease is primarily attributed to lower consumption levels at HBP. Since 2015, our continuous efforts have resulted in a noteworthy 22% reduction in natural gas consumption, demonstrating our commitment to sustainable resource management and to a lower carbon intensity of our energy mix.

Evolution of natural gas consumption [m³]



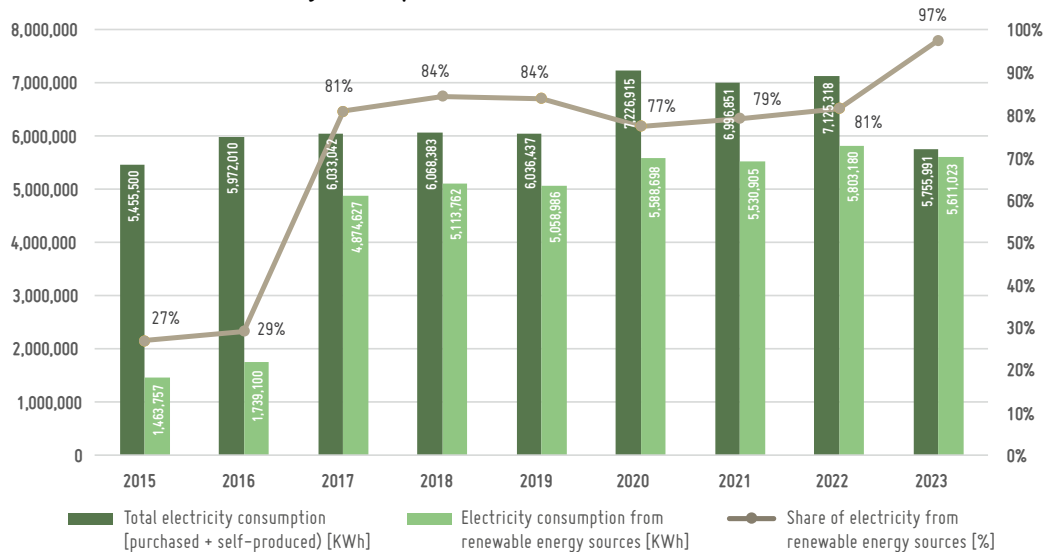
Electricity

In 2023, our total electricity consumption across our four subsidiaries amounted to 5,553,937 kilowatt-hours (KWh), reflecting a significant 20% reduction compared to 2022. This reduction is primarily attributed to lower consumption levels at HHC, where reduced employee numbers led to decreased electricity use, and at HTU, following our relocation to a new facility. Notably, the highest consumption continues to be at HBP, our unique production site, accounting for 87% of the total electricity consumed.

	2015	2021	2022	2023	23 vs 15	23 vs 22
Purchased electricity [KWh]	5,455,500	7,226,915	6,930,358	5,553,937	+2%	-20%
Purchased electricity from renewable sources [KWh]	1,463,757	6,996,851	5,608,220	5,408,969		
Self-produced and consumed electricity [KWh]	-	5,530,905	194,960	202,054	-	+4%
Electricity from renewable sources out of total electricity consumption [%]	27%	79%	81%	97%		

Since 2015, Helsinn has consistently increased its reliance on renewable sources for electricity, achieving an impressive 97% share of electricity from renewable sources in 2023, up from 27% in 2015. This significant rise underscores our commitment to sustainable energy practices and reducing our carbon footprint. Furthermore, in 2023, we expanded our capacity for self-generated electricity through solar panels installed on the roofs of our facilities in Ireland and Switzerland. This initiative resulted in the production and consumption of 202,054 KWh of solar-generated electricity, compared to 194,960 KWh in 2022.

Evolution of electricity consumption [KWh]



Diesel and Gasoline

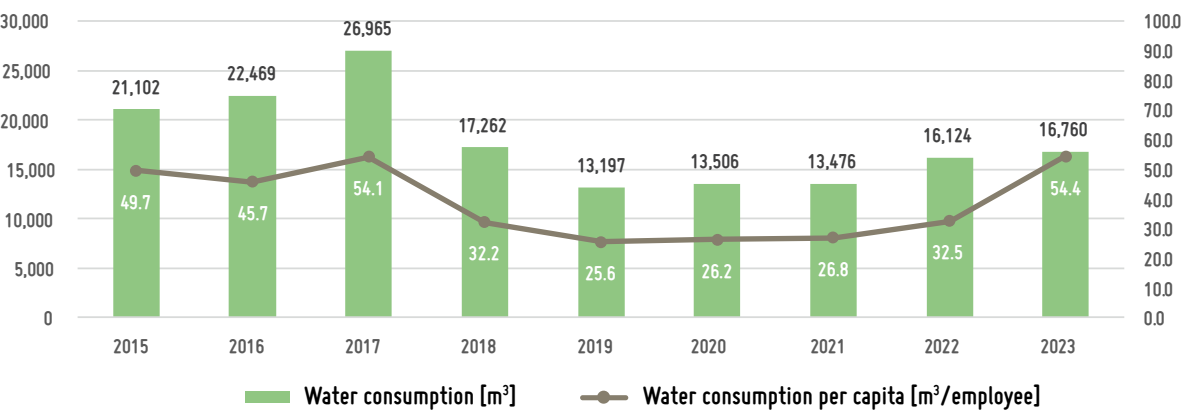
During 2023 we have consumed a total of 5,645 Liters of diesel and 156,546 Liters of gasoline for our fleet. The latter comprises both vehicles owned by Helsinn, and vehicles that we directly controlled, but are rented or under leasing contracts with third parties.

Water

Water is indispensable to life and central to sustainability. At Helsinn, we prioritize responsible water management across our operations. From efficient usage in manufacturing to community engagement and innovation in research, we are committed to conserving this vital resource.

In 2023 our water consumptions levels increased by 4% totaling 16,670 m³ of water consumed. Compared to 2015, this figure decreased by 21%. Water consumption per capita surged by 67% year over year due to the highest decrease of our total headcount.

Evolution of water consumption [m³]

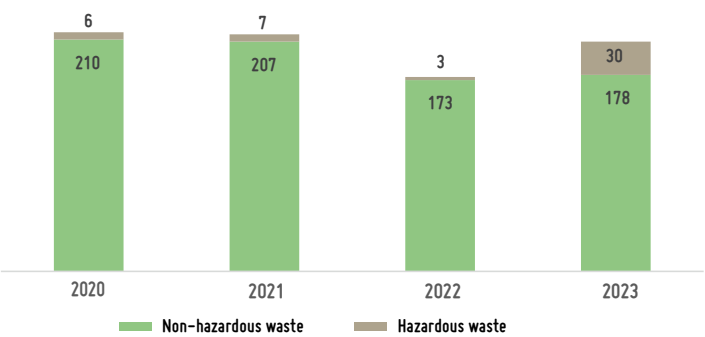


Industrial Waste

Effective waste management is a core component of our operations. Our Irish subsidiary, where all manufacturing processes are centralized, is the primary source of waste, accounting for over 91% of the 208 tons generated by the Group in 2023. The remaining 9% is predominantly from our Swiss offices, with minimal waste produced by our Chinese offices. Unfortunately, data collection for our American subsidiary was not feasible for this reporting year. These figures are consistent with previous years, with total waste ranging from 176 tons in 2022 to 216 tons in 2020.

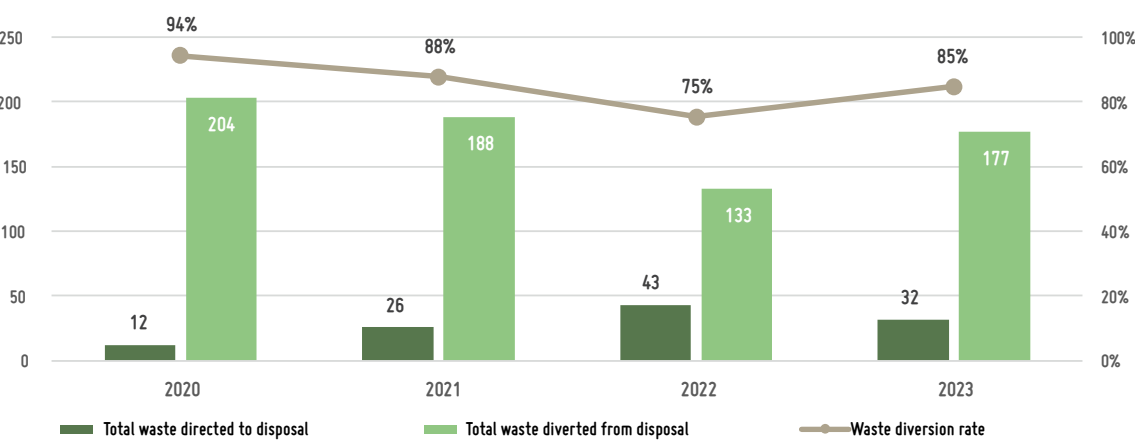
The majority of our waste is non-hazardous. Only 15% of our total waste is classified as hazardous, requiring specialized disposal due to its dangerous properties or potential harmful effects.

Evolution of our waste generation [tons]



In 2023, we achieved an 84.8% waste diversion rate by recycling, reusing, or repurposing 177 out of 208 tons of generated waste. This marks a reversal of the declining trend observed in recent years, where our rate dropped from a peak of 94% in 2020 to a low of 75% in 2022.

Evolution of our waste disposal [tons]



CO₂e Emissions

Understanding the scale and sources of emissions is crucial for any company. By identifying where emissions occur along the value chain, companies can devise strategies to reduce or, when necessary, offset them through verified and effective programs. The initial step involves creating a comprehensive inventory of emissions across the entire value chain. At Helsinn, we have been measuring our carbon footprint in accordance with the GHG Protocol and ISO 14064-1 standards to achieve this.

Once the emissions inventory is established, companies can set emission reduction targets and chart a course toward achieving Net Zero. Since 2012, Helsinn has been tracking Scope 1 emissions and those from business travel, while also implementing measures to conserve energy and reduce CO₂e emissions. We recognize that decarbonizing our operations is essential, and we are committed to achieving this alongside our goals for economic growth and social impact. For us, it is not only feasible but a responsibility to decouple growth from emissions.

Our GHG inventory covers the scopes reported by the GHG Protocol:

Scope 1 direct emissions, from sources that are owned by Helsinn or that are directly controlled from us. They include combustion of natural gas for heating or production process, diesel and gasoline combustion within our vehicles and emissions derived from greenhouse gases released by refrigeration systems.

Scope 2 indirect emissions from the generation of energy that is purchased and consumed by Helsinn.

Scope 3 indirect emissions that are not included in Scope 2 occurring throughout our value chain. It includes the purchase of goods, services, capital goods, transport and distribution, fuel and energy related activities, business travels, etc.

Methodology

The calculation of GHG emissions has been performed in accordance with the ISO 14064-1 and the guidelines of the GHG Protocol. Both these standards are fundamental to determine operational and reporting boundaries of the calculation, significance analysis of indirect emissions and the quantification method.

For the 2023 reporting period, organizational boundaries have been unchanged as they included all Group subsidiaries in Switzerland, Ireland, USA and China. Reporting boundaries were also maintained equal to the previous reporting period (with the only exception of Scope 3.8 addition) as they include the following categories of Scope 3 indirect emissions in addition to Scope 1 and Scope 2:

- 3.1: Purchased goods and services
- 3.2: Capital goods
- 3.3: Fuel and energy related activities
- 3.4: Upstream transportation and distribution
- 3.5: Waste generated in operations
- 3.6: Business travels
- 3.7: Employee commuting
- 3.8: Upstream leased assets
- 3.9: Downstream transportation and distribution
- 3.12: End of life treatment of sold products.

In comparison with the inventory of the previous reporting period, category 3.8 has been added in order to classify vehicles and machines that are not owned by Helsinn but under short-term rental contracts. Furthermore, we were able to increment the scope of data collection in the category 3.2 capital goods, as we collected data regarding HBP's capital expenditures during the 2023 reporting year. In order to guarantee comparability with previous GHG inventory, we also calculated emissions from upstream activities of capital goods (Scope 3.2) for the 2022 reporting period.

To calculate GHG emissions the activity data – emission factor methodology has been applied. After the definition of organizational and reporting boundaries significant emission sources have been identified. For each emission source, activity data was collected and assigned to proper emission factors from the mostly recognized and used databases. These include:

- National sources and documentation related to the combustion of fossil fuels: SEAI 2024 for Ireland, 2023 Switzerland's NIR and Swiss Federal Office for the Environment for Switzerland, EPA 2024 GHG Emission Factors Hub.

- Contracts, guarantees of origin and national/international databases for the purchase of electricity: energia.ie 2023 for Ireland, AIL 2023 GoO Hydro CH, EPA eGRID 2022, AIB 2022 Residual Mix, Climate Transparency Report
- Internationally used databases to gather average emission factors such as DEFRA 2021, DEFRA 2023, IPCC AR6 2023, UNEP’s RTOC 2022, Ecoinvent 3.9.1, EUROSTAT
- LCA studies, publications and EPD to extract emission factors for the upstream life cycle stages of purchased products.

Quantification of GHG emissions and analysis of the results

Scope 1

In 2023, direct GHG emissions totaled 2,245 tCO₂e. Of this amount, 47%, or 1,044 tCO₂e, resulted from the combustion of natural gas in our offices and facilities. The second largest source of direct emissions (37% of Scope 1 emissions) was the release of greenhouse gases from our refrigeration systems in our Irish and Swiss facilities. Lastly, the combustion of fossil fuels within our vehicle fleet accounted for 376.4 tCO₂e in 2023. Looking at the distribution of Scope 1 emissions, HBP is responsible for over 75% of our Scope 1 emissions. The remaining 25% of direct emissions is generated by HTU (mainly from mobile combustion) and HHC.

Scope 1 emissions [tonsCO ₂ e]	HHC	HBP	HTU	HPC	Group
Direct emissions from stationary combustion	76.5	962.2	5.3	0.0	1,044.0
Direct emissions from mobile combustion	23.6	2.5	350.2	0.0	376.4
Direct fugitive emissions from the release of GHG in anthropogenic systems	101.4	723.0	0.0	0.0	824.4
Total Scope 1 emissions	202	1,688	356	0	2,245

Scope 2

Indirect emissions from imported electricity were assessed using two distinct methodologies: the market-based approach and the location-based approach. The market-based approach quantifies indirect emissions by considering the greenhouse gas (GHG) emissions from the specific generators from which we purchase electricity, inclusive of any contractual instruments. Conversely, the location-based approach measures indirect emissions by using average emission factors associated with energy generation within specific geographic areas where we operate.

By employing the market-based approach, our indirect Scope 2 emissions were 44.5 tCO₂e. The main source of such emissions is our subsidiary in the US for whom, no contracts with the electricity provider has been activated. While for HHC and HBP 100% of our electricity is generated by renewable energy sources.

Scope 2 emissions [tonsCO ₂ e]	HHC	HBP	HTU	HPC	Group
Indirect emissions from imported electricity - Market based approach	0.0	0.0	41.8	2.8	44.5
Indirect emissions from imported electricity - Location based approach	1.4	1,606.6	41.8	2.8	376.4
Total Scope 2 emissions (market-based approach)	0	0	42	3	45

Scope 3

Scope 3 indirect emissions occur along our value chain and are responsible for 67% of the Group overall emissions. Within this category, we have reported emissions for ten indirect category emissions, selected with a significance analysis as per requirement of the ISO 14064-1. The results for the 2023 reporting period show that upstream emissions generated from the production of purchased goods and services represent the category with the highest impact (37.8% of indirect Scope 3 emissions and 25.5% of overall emissions). For this category we have implemented calculation methodologies selecting more appropriate emissions factors while reducing the share of purchased goods emissions calculated with the spend-based method thus, lowering the level of uncertainty of the category.

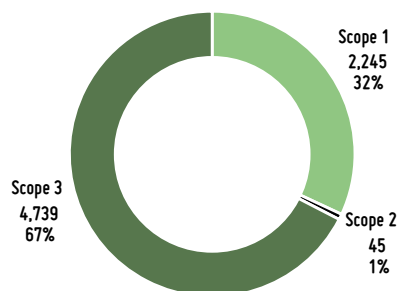
The second source in the Scope 3 domain are upstream emissions generated for the production of capital goods we purchased and/or acquired represent 19.3% of our Scope 3 emissions and 13.0% of total emissions. This category has included the main purchases of capital goods from HHC, HBP, HTU, enlarging the organizational boundary compared to the previous reporting period for which only HHC purchases were considered.

The third source of emissions generation is the commuting of our employees, mainly characterized by vehicles with internal combustion engines, totaling 617 tCO₂e (13% of scope 3 emissions). Scope 3.3 emissions from fuel and energy related activities also represent a significant share of Scope 3 emissions (14.1%) amounting to 670 tCO₂e. These emissions are related to the production of fuels and energy that we purchased and consumed.

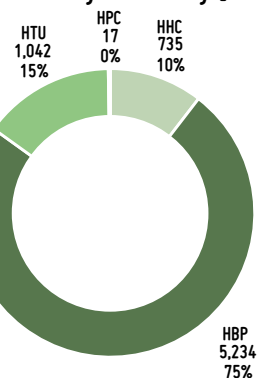
The remaining 15% of Scope 3 emissions is represented by the categories of business travels (7.1%), upstream and downstream transport and distribution (6.1%), waste generated in operations (1.9%), upstream leased assets (0.3%), end of life treatment of sold products (0.3%).

Scope 3 emissions [tonsCO₂e]	Group
Scope 3.1: Purchased goods	906.2
Scope 3.1: Purchased services	887.1
Scope 3.2: Capital goods	915.3
Scope 3.3: Fuel and energy related activities	669.9
Scope 3.4: Upstream transportation and distribution	41.8
Scope 3.5: Waste generated in operations	90.3
Scope 3.6: Business travel	335.0
Scope 3.7: Employee commuting	616.6
Scope 3.8: Upstream leased assets	16.1
Scope 3.9: Downstream transportation and distribution	245.3
Scope 3.12: End of life treatment of sold products	15.7
Total Scope 3 emissions	4,739

GHG emissions by scope [tCO₂e]



GHG emissions by subsidiary [tCO₂e]



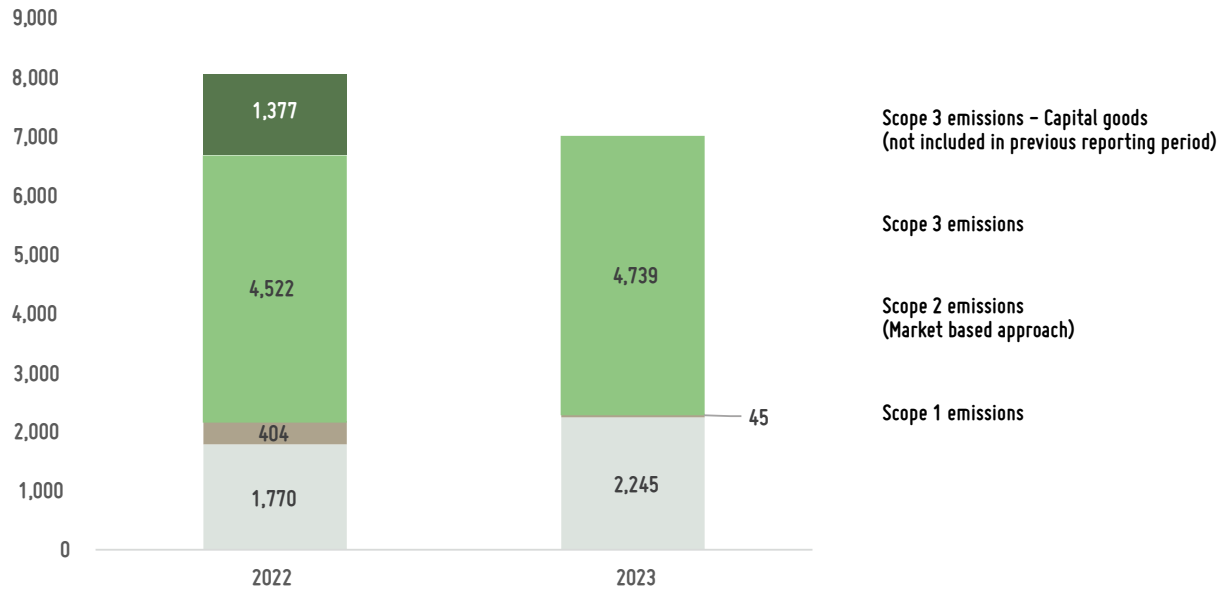
Overall emissions [tonsCO ₂ e]	HHC	HBP	HTU	HPC	Group
Total Scope 1 emissions	202	1,688	356	0	2,245
Total Scope 2 emissions (Market based approach)	0	0	42	2.8	45
Total Scope 3 emissions	533	3,546	645	15	4,739
Total emissions	735	5,234	1,042	17	7,029

Emissions trend

In the previous reporting period, Helsinn recorded a total of 6,696 tCO₂e in GHG emissions. This figure excluded emissions generated from the production of capital goods acquired by our Irish subsidiary, HBP. In 2024, we were able to gather more detailed data for the 2022 reporting period and calculated the related emissions to be 1,377 tCO₂e. Consequently, the total emissions for the 2022 reporting year were updated to 8,073 tCO₂e. With this revised figure, the year-over-year trend indicates a significant 13% decrease in total GHG emissions.

Evolution of our carbon footprint [tCO ₂ e]	2022	2023	23 vs 22
Scope 1 emissions	1,770	2,245	+27%
Scope 2 emissions (Market based approach)	404	45	-89%
Scope 3 emissions	5,899	4,739	-20%
Total emissions	8,073	7,029	-13%

GHG emissions trends [tCO₂e]



Intensity of emissions

The intensity of emissions is a valuable ratio that allows a relative comparison of emissions trends in relation to a specific metric such as production output, revenues, headcount, etc.

Using the average headcount at the end of each quarter in the 2023 reporting period as our metric, our emissions intensity reached 17.7 tCO₂e per employee, an increase of 9% from last year's figure of 16.3 tCO₂e per employee.

Carbon Offsetting

Following our carbon reduction initiatives and the quantification of our carbon footprint, we have decided, for the fourth consecutive year, to offset residual emissions (7,029 tCO₂e) through the purchase of high quality, Gold Standard certified Carbon Credits. The purchase of such credits supports projects in the reduction or absorption of GHG emissions from the atmosphere. In addition, these projects also play an important role in terms of contribution to the Sustainable Development Goals of the 2030 Agenda. In 2024 we have re-selected the project:

Improved cookstoves for environmental conservation

Southern Ethiopia

7,029 Credits

This micro-scale Voluntary Project Activity in Oromia Region, Southern Ethiopia, intends to distribute fuel-efficient cookstoves to tackle the inefficiencies and health risks associated with traditional cooking methods and their harmful smoke releases. The project aims to address these challenges by offering energy-efficient cookstoves at subsidized prices, facilitating a reduction of over 60% in firewood consumption for households thus lowering carbon emission.



PROJECT TYPE



Energy Efficiency
Domestic

STATUS



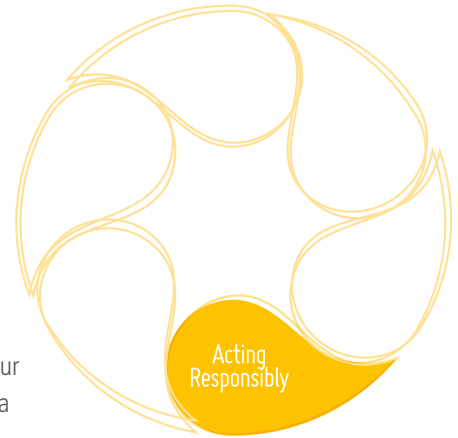
Gold Standard
Certified Project



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, every year we carry out an extensive awareness and training campaigns 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, supported by the Business Ethics Board (BEB), charged with the responsibility for operating and monitoring the Compliance Program
- Code of Conduct, Policies and Procedures detailing the Company's commitment to compliance and setting forth the ethical and compliance principles applicable to all employees
- Regular education and training programs for applicable employees
- Easy access to the Compliance Officers by all employees. This includes:
 - A reporting process to collect concerns and ask questions
 - Policies and procedures to protect the anonymity of employees who raise concerns (as applicable) and to prohibit any form of retaliation against them
- Use of audits and routine monitoring activities to monitor compliance and identify and address risks
- Enforcement of compliance obligations through policies that include corrective measures or penalties for non-compliant 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 and Ethics

The Code of Conduct and Ethics 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. 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 purpose of the Manual is to ensure that the principles, laid down in the Helsinn Code of Conduct and Ethics 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

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
- ii. Nomination and Compensation Committee – NCC;
- iii. Innovation Committee – IC.

The management of the Group is delegated to the Leadership Team 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.

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.

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



Board of Directors*

Riccardo Braglia

Executive chairman
Switzerland

Giorgio Calderari

Vice Chairman
Switzerland

Gabriele Edoardo Braglia

Internal Board Member
Switzerland

Paolo Bottini

Independent Board
Member
Switzerland

Eric Cornut

Independent Board
Member
Switzerland

Our Board of Directors, based at our headquarters in Switzerland, had the following age distribution as of December 2023:

- One member under 30 years old,
- Four members over 50 years old.

Leadership Team

The management of the Group is delegated to the senior executive team under the leadership of the Group CEO. Duties and competencies of the Leadership Team are specified by the Group CEO in accordance with the business strategy and policies. The Leadership Team manages the operations of the Company and the overall business of the Group.

Footnote:

*The list above outlines the composition of the Board of Directors as of December 31, 2023. It is important to note that Francesco Granata, Lonnie Moulder, Mary Hedley, and Siddharth Kaul also served as Board members until July 31, 2023.

*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

Strong and experienced Senior Management team

An outstanding management team committed to Helsinn’s core values

Melanie Rolli Group Chief Executive Officer Germany	Konrad Wilson Group Chief Financial Officer Ireland	Matteo Santi Group Head of Ethics, Legal & Governance Italy	Roberta Cannella Group Chief Technical Officer Italy	Enrico Baroni Group Head of Transformation Italy	Andrea Pontiggia Head of International Commercial Business Italy
Roberto Lazari Group Head of ICT & Digital Technology Italy	Cristina Marenzi Group Head of Human Resources Italy	Enrico Magnani Group Chief Strategy Officer Italy	Susan Geiger U.S. Commercial Unit Head, Helsinn Therapeutics (U.S.), Inc. US	Anne Renahan U.S. Country Operations Head, Helsinn Therapeutics (U.S.), Inc. US	Marco Onofri Country Head, Helsinn Birex Pharmaceutical Ltd Ireland

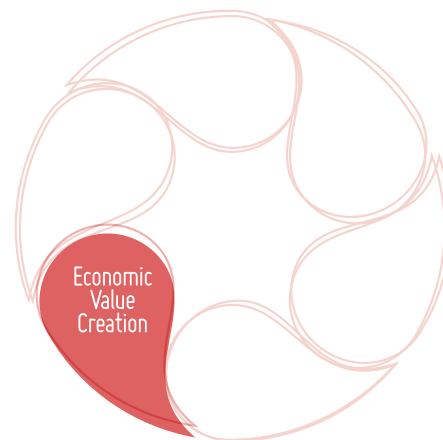
Our senior management team is made of 12 members of which:

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

Footnote:
*The list above details the structure of the Senior Management Team as of December 31, 2023. Due to corporate restructuring, it includes individuals who are no longer working in Helsinn.

Economic value creation

Our guiding principle is the pursuit of a Triple Bottom Line: generating profits to pay above-average salaries and maintain necessary investments to stay competitive, while also considering our social and environmental impact. Our contribution to society manifests in various forms, particularly through direct and indirect economic impacts of our activities. The primary beneficiaries of our redistributed value added include our employees, suppliers, governments, shareholders, and charitable causes, ensuring that a significant portion of the value we create is redistributed.



Given our commitment to the communities where we operate and the family values that define our business approach, we believe it is our duty to support local economies. At Helsinn, we adhere to an unwritten rule of prioritizing local suppliers of goods and services whenever possible.

Financial Highlights

As a privately-held company, we adhere to a policy of not disclosing detailed financial information. However, we do share insights into our economic value creation.

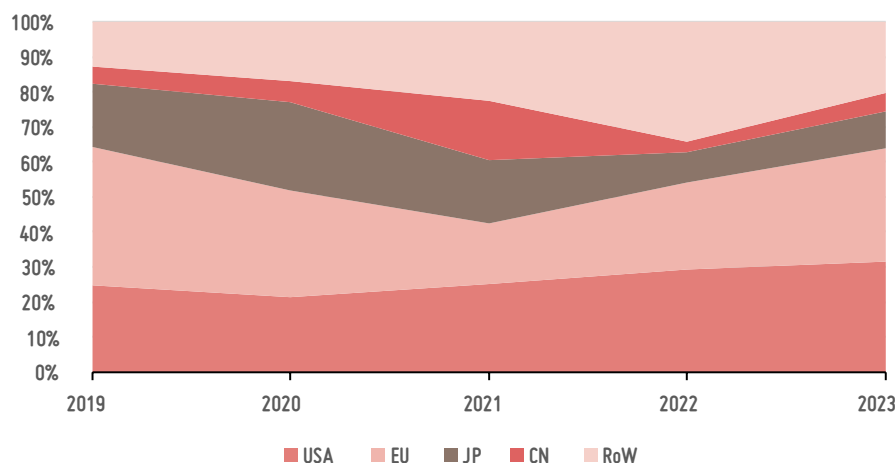
Over the past year, our Research and Development (R&D) expenses have accounted for 24% of our revenues, with a cumulative investment of over 41% of revenues in the past five years. These investments have been crucial in supporting our business and addressing internal restructures that significantly impacted our business model and operations.

In addition to our R&D investments, we have heavily invested in our employees, as evidenced by the 32% of our annual turnover dedicated to personnel salaries and benefits in 2023. Over the past five years, these expenses have averaged 35% of our revenues.

We maintain a well-diversified presence across global markets. In 2023, the EU market led in revenue generation, contributing 32.4% of total revenues and surpassing the US market, which accounted for 31.5%. Together, these regions represented nearly two-thirds of our 2023 revenue. Conversely, the “Rest of the World” market experienced the largest decline (from 34.4% to 20.4% of total turnover), while Japan and China collectively contributed over 16% of revenues.

		2019	2020	2021	2022	2023
Turnover by Geographic area	TOTAL	100%	100%	100%	100%	100%
	USA	24.9%	21.2%	25.2%	29.2%	31.5%
	EU	39.5%	30.7%	17.3%	24.9%	32.4%
	JP	17.9%	25.1%	18.0%	8.7%	10.7%
	CN	4.9%	6.2%	17.1%	2.8%	5.0%
	RoW	12.8%	16.8%	22.4%	34.4%	20.4%

Turnover by geographic area



Total % of turnover
invested in Personnel
salaries and benefits
expenses over the
past 5 years:
35%

Total % of turnover
invested in R&D
expenses over the
past 5 years:
41%

Helsinn and the SDGs

In 2015, a historic gathering of over 150 international leaders convened at the United Nations to launch the 2030 Agenda for Sustainable Development, which outlines the ambitious 17 Sustainable Development Goals (SDGs). These goals collectively aim to eradicate poverty, combat inequality, and foster social and economic progress on a global scale. The SDGs apply universally, obligating all nations and organizations to contribute according to their capacities, influence, and commitment.

As signatories to the 2030 Agenda, all countries where Helsinn operates have implemented national strategies aimed at achieving the specific targets they have

formally committed to. Helsinn recognizes the profound significance of this global initiative and has since 2016 integrated the SDGs into our sustainability strategy. Our ongoing efforts are strategically aligned with 10 of these goals, which we actively pursue through our operations and initiatives.

This commitment underscores Helsinn's dedication to playing a proactive role in advancing sustainable development worldwide. By aligning our business practices with the SDGs, we aim not only to meet regulatory requirements but also to create lasting positive impacts in the communities where we operate and beyond.

SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD





Creating a better Quality of Life for our patients and our people is at the core of our culture. We do so by providing top quality, effective and value-based therapies and making them accessible to cover the patients' needs all over the world. We safeguard and promote the health, safety and well-being of our employees through numerous initiatives and we sponsor every year sport and leisure activities in the communities where we operate. We contribute towards the achievement of the Goal through the purchase of certified Carbon Credits



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, Tanzania, Togo and Madagascar www.nuovofioreinafrica.org



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



We constantly improve our energy efficiency and, in 2023, we have once again increased the share of renewables in our energy mix reaching 43% while 97% of our consumed electricity came from renewable sources



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



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



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



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



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



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

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use	Helsinn SA has reported in accordance with the GRI Standards for the period January 1 st 2023 - December 31 st 2023
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No Sector Standard applied

GRI Standards	Disclosures	Location*	Reason for omissions	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	32-35		
	2-8 Workers who are not employees	33		
	3. Governance			
	2-9 Governance structure and composition	60, 62-63		
	2-10 Nomination and selection of the highest governance body	62-63		
	2-11 Chair of the highest governance body	60		
	2-12 Role of the highest governance body in overseeing the management of impacts	19, 60		
	2-13 Delegation of responsibility for managing impacts	19		
	2-14 Role of the highest governance body in sustainability reporting	19, 60		
	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 2023 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	The evaluation of the performance of the Board is currently unavailable as it will be shared in upcoming reporting periods
2-19 Remuneration policies	-	Confidentiality constraints	Helsinn SA is a privately owned company and the shareholders chose to maintain confidentiality over remuneration policies
2-20 Process to determine remuneration	-	Confidentiality constraints	Helsinn SA is a privately owned company and the shareholders chose to maintain confidentiality over the process for determining remuneration and related policies
2-21 Annual total compensation ratio	-	Confidentiality constraints	Helsinn SA is a privately owned company and the shareholders chose to maintain confidentiality over annual total compensation data and related ratios

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	28, 29, 31, 41		

5. Stakeholder engagement

2-29 Approach to stakeholder engagement	20		
2-30 Collective bargaining agreements	At present, there are no collective bargaining agreements in place at any of our locations		

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	23		
Culture of excellence				
GRI 3: Material Topics 2021	3-3 Management of material topics	32, 38, 67		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	35		
	202-2 Proportion of senior management hired from the local community	62, 63		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4, 33, 34		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	38, 39		
	401-3 Parental leave	39		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	38		
	403-2 Hazard identification, risk assessment, and incident investigation	38		
	403-3 Occupational health services	38		
	403-4 Worker participation, consultation, and communication on occupational health and safety	38		
	403-5 Worker training on occupational health and safety	36, 37		
	403-6 Promotion of worker health	32, 38		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38		
	403-8 Workers covered by an occupational health and safety management system	38		
	403-9 Work-related injuries	38		
	403-10 Work-related ill health	38		
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 42, 48, 67		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	43		
	302-4 Reduction of energy consumption	43-46		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	50		
	305-2 Energy indirect (Scope 2) GHG emissions	51		
	305-3 Other indirect (Scope 3) GHG emissions	51, 52		

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	47		
	306-2 Management of significant waste related impacts	47		
	306-3 Waste generated	47		
	306-4 Waste diverted from disposal	47		
	306-5 Waste directed to disposal	47		
Supply chain transparency & monitoring of suppliers				
GRI 3: Material Topics 2021	3-3 Management of material topics	16-17		
Diversity & equal opportunities				
GRI 3: Material Topics 2021	3-3 Management of material topics	32, 35, 36		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	33, 34, 62, 63		
	405-2 Ratio of basic salary and remuneration of women to men	35		
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	32, 36		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	37		
	404-2 Programs for upgrading employee skills and transition assistance programs	36		
	404-3 Percentage of employees receiving regular performance and career development reviews	36		
Health outcome contribution & cost optimization				
GRI 3: Material Topics 2021	3-3 Management of material topics	18, 64, 67		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	64, 65		
	201-3 Defined benefit plan obligations and other retirement plans	39		
Commitment to education				
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 41, 67		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	40, 41, 67		
	203-2 Significant indirect economic impacts	40, 41, 67		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	29, 40, 41		
Innovation and R&D pipeline				
GRI 3: Material Topics 2021	3-3 Management of material topics	26, 64, 65, 67		

Acronyms List

API	Active Pharmaceuticals Ingredient	HQ	Headquarters
B2B	Business to Business	HSE	Health, Safety & Environment
B2C	Business to Consumer	HTU	Helsinn Therapeutics (US)
BEB	Business Ethics Board	HVAC	Heating, Ventilation & Air-Conditioning
CEO	Chief Executive Officer	IND	Investigational New Drug application
CFDA	China Food and Drug Administration	ISO	International Organization for Standardization
CHUV	Centre Hospitalier Universitaire Vaudois	LEED	Leadership in Energy and Environmental Design (green building certification)
CINV	Chemotherapy-Induced Nausea and Vomiting	MASCC	Multinational Association for Supportive Care in Cancer
CLF	Cutaneous Lymphoma Foundation	MF-CTCL	Mycosis Fungoides T-Cell Lymphoma
CMC	Chemistry Manufacturing and Control	MFDS	Ministry of Food and Drug Safety (Korea)
CN	China	NCCN	National Comprehensive Cancer Network
EAP	Early Access Program / Employee Assistance Program	NET	Nuova Energia Ticino
EMA	European Medicines Agency	NGO	Non-Governmental Organization
ESG	Environmental, Social & Governance	NMPA	National Medical Products Administration
EU	European Union	NSAID	Non-Steroidal Anti-Inflammatory Drug
EV	Electric vehicle	NJ	New Jersey
FDA	Food and Drug Administration (US)	PEFT	Programme for the Endorsement of Forest Certification
FSC	Forest Stewardship Council	PEG	Polyethylene glycol
GHG-P	Greenhouse Gas Protocol	PMDA	Pharmaceuticals and Medical Devices Agency (Japan)
GMP	Good Manufacturing Practice	PONV	Post-Operative Nausea and Vomiting
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)
HBP	Helsinn Birex Pharmaceuticals Ltd	SASB	Sustainability Accounting Standard Boards
HCPs	Healthcare Professionals	SDGs	Sustainable Development Goals (United Nations)
HHC	Helsinn Healthcare SA	UK	United Kingdom
HPC	Helsinn Pharmaceuticals China	US	United States
HPRA	Health Products Regulatory Authority		

