

# QUALITY OF LIFE

Helsinn Group  
Sustainability  
Report  
2024



Published in 2025

**HELSINN**



# TABLE OF CONTENTS

<b>Letter From Our Leadership</b> .....	<b>4</b>	<b>Quality of Life in Our Environment</b> . . .	<b>52</b>
<b>About this report</b> .....	<b>6</b>	Energy .....	53
<b>Our Company</b> .....	<b>8</b>	Natural gas .....	56
History & Milestones .....	10	Electricity .....	57
Our Vision, Mission & Values.....	14	Diesel and gasoline.....	59
Our business model .....	16	Water .....	60
		Waste .....	61
		CO <sub>2</sub> e emissions .....	63
<b>Sustainability at Helsinn</b> .....	<b>18</b>	<b>Quality of Life in Our Responsible</b>	
Sustainability policy .....	19	<b>Business</b> .....	<b>74</b>
Our Stakeholders.....	23	The Compliance Program .....	76
Material Topics: What Matters Most .....	24	Code of Conduct and Ethics .....	78
		Third Party Code of Conduct and Ethics. . .	78
<b>Quality of Life for Our Patients</b> .....	<b>28</b>	Quality .....	79
Our Products .....	29	Data Protection and Privacy .....	81
Product Safety and Patient Health		Corporate Governance .....	83
Protection .....	30		
Our Science.....	32	<b>Financial Highlights</b> .....	<b>86</b>
Our Partnerships.....	34		
		<b>Helsinn and the SDGs</b> .....	<b>88</b>
<b>Quality of Life for Our People</b> .....	<b>38</b>	<b>GRI Content Index</b> .....	<b>92</b>
Job Satisfaction, Motivation, Retention . . .	42	<b>Acronyms List</b> .....	<b>98</b>
Training .....	45		
Safety, Health & Wellness.....	47		
Our Communities.....	50		

# LETTER FROM OUR LEADERSHIP

*Dear Stakeholders,*

*At Helsinn, we acknowledge that each journey is unique — whether one is confronting a health challenge, providing care for another, or working on the frontlines of healthcare, patients and their supporters remain central to our decisions and actions. This dedication compels us to listen, comprehend, and respond with deliberate purpose and compassion.*

*We are pleased to share our ESG journey, a path we have pursued with conviction since 2012, and more specifically the milestones we reached in 2024.*

*Last year was a time of renewal and transformation; we invested in our people, our products, and a more sustainable future. As part of this effort, we reshaped our Group Sustainability Policy—formally approved by the Board in early 2025—around four strategic pillars: **Quality of Life for our Patients, for our People, in our Environment, and in Our Responsible Business.***

*To support this vision, we have been developing a company-wide sustainability plan with clear short-, medium- and long-term performance indicators, to be fully integrated into governance and daily operations. We reinforced a shared culture of accountability by providing all employees with training on our Policies and codes, while continuing to invest in learning, well-being and transparent communication.*

*On the environmental front, we launched our first **Group-wide Decarbonization Plan** and initiated our first **product Life Cycle Assessment (LCA)** to better understand the environmental footprint of our solutions. We also maintained **carbon neutrality for the fifth consecutive year**, extending our offsetting efforts—through high-quality, Gold Standard-certified projects—to include, for the first time, emissions from a large corporate marketing event.*

*We further strengthened our commitment to responsible business practices by joining the **United Nations Global Compact**, aligning our efforts with its Ten Principles on human rights, labor, the*

*environment and anti-corruption. In parallel, we updated our **Code of Conduct and Ethics** and our **Third-Party Code and Ethics** and introduced enhanced monitoring mechanisms to uphold human rights across our value chain.*

*Looking ahead, we are actively following regulatory developments—such as the **Corporate Sustainability Reporting Directive (CSRD)** and evolving sustainability frameworks—to ensure continued alignment, transparency and resilience.*

*We know that building a sustainable future is not the work of one function or one year—it is a long-term journey we must undertake together. We are proud of the steps taken so far and deeply committed to the road ahead. With the trust of our stakeholders and the passion of our people, we will continue to act with purpose and integrity—for patients, for communities and for generations to come.*

*Sincerely,*

**Melanie Rolli, Group CEO**  
**Riccardo Braglia, Executive Chairman**



# ABOUT THIS REPORT

The Helsinn Group (hereinafter also “Helsinn” or “the Group”) voluntarily publishes its annual Sustainability Report, titled “Quality of Life”, covering the 2024 reporting period (January 1 – December 31), aligned with the Group’s financial calendar.

Prepared in accordance to the GRI Sustainability Reporting Standards, the report adopts the 2021 Universal Standards (GRI 1: Foundation and GRI 2: General Disclosures), as detailed in the GRI Content Index. The topics discussed were selected through the GRI Standards methodology already applied since 2015 to ensure continuity and alignment with international best practices, and were also confirmed by a preliminary double materiality assessment run in line with Directive (EU) 2022/2464 (CSRD).

This report represents the ninth edition of our annual Group Sustainability Report and includes both quantitative and qualitative data detailing Helsinn’s key ESG topics, performance, and progress over time. Selected data are presented alongside 2024 figures to support comparability. Any restatements are duly noted. No major changes occurred in the Group’s ownership or supply chain during the reporting year.

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, and play a key role in shaping stakeholder perceptions and decisions regarding Helsinn and its operations.

The ESG reporting scope reflects Helsinn’s organizational structure as of December 31, 2024, and includes the Group’s operational site: headquarters, manufacturing site, and key commercial location. Direct environmental impacts are primarily associated with the manufacturing site, while those from commercial sites are not considered material and are reported in simplified form.

Main reporting entities:

- Helsinn Healthcare SA (HHC) – Group HQ, Development and International Commercial Business, based in Switzerland
- Helsinn Birex Pharmaceuticals Limited (HBP) – Manufacturing site, based in Ireland
- Helsinn Therapeutics (U.S.), Inc. (HTU) – Commercial site with direct sales, based in USA
- Helsinn Pharmaceuticals (Beijing) Co. (HPC) – Commercial alliance sites, based in China

Any additional scope limitations are disclosed in the relevant report sections and in the GRI Content Index.

Reliable data were used wherever available; where not directly measurable, estimates based on the best available methodologies are clearly indicated.

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 regulatory and compliance standards in each country where we operate.

Helsinn actively supports the United Nations Sustainable Development Goals (SDGs), particularly Goals 3, 4, 6, 7, 9, 10, 11, 13, 16, and 17, where we believe we can make a direct and meaningful contribution. We also encourage our partners and stakeholders to integrate these goals into their strategies and day-to-day operations.

Published in July 2025, the report was coordinated by Enrico Baroni, Group Head of Transformation, with support from Positive Organizations (Lugano, Switzerland) and approved by the Board of Directors.

We sincerely thank all our employees for their valuable contributions to the development of this report.



For further information or feedback,  
please contact:

**[sustainability@helsinn.com](mailto:sustainability@helsinn.com)**

# 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 third-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 patients' needs in supportive care and other conditions by creating added value. 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 added value throughout the life cycle either through direct sales in the US or through our network of more than 40 longstanding partnerships worldwide, actively distributing our products in about 90 Countries to date. 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 site of our Group operates as a separate legal entity.

**Helsinn Birex  
Pharmaceuticals Limited**  
Dublin, Ireland



**Helsinn Pharmaceutical (Beijing) Co., Ltd.**  
Beijing and Shanghai, China



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



**Helsinn Healthcare SA**  
Lugano, Switzerland





## 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 research & development, manufacturing & CMC, pharmacovigilance and regulatory affairs, medical affairs, commercial operations and business development, marketing, market access, information technology, corporate communication.

## Helsinn Birex Pharmaceuticals Limited **HBP**

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

## Helsinn Therapeutics (US), Inc. **HTU**

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

## Helsinn Pharmaceutical (Beijing) Co., Ltd. **HPC**

At our offices in Beijing and in Shanghai, China, where we have established a branch in 2017, we coordinate regulatory activities for local registrations 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.

## 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-HT<sub>3</sub> antagonist used in the prevention and treatment of Chemotherapy-Induced Nausea and Vomiting (CINV) and Post-Operative Nausea and Vomiting (PONV)

1999

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

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

- Helsinn installs a 50 kWp photovoltaic system at HBP in Ireland to boost on-site renewable energy use

## 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

- A 130 kWp solar system was installed at HBP (Ireland) to support the site's energy transition efforts

## 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

- Installed a photovoltaic system with a capacity of 42.5 kWp in Swiss HQ

- 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

## 2024

- Carbon Neutral company

- Updated Group Sustainability Policy structured around four strategic pillars

- Expanded employee engagement/connection initiatives

- Advanced Group transformation with leaner structure

## 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 50 years is the licensing of pharmaceutical molecules. Our process begins with identifying innovative new products, ranging from different stages, from external sources. Where needed, we complete their development and create value throughout the entire life cycle through a proactive and holistic product life-cycle design.

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.

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, and we then create highly differentiated brands ready for market introduction and commercialization around the globe.

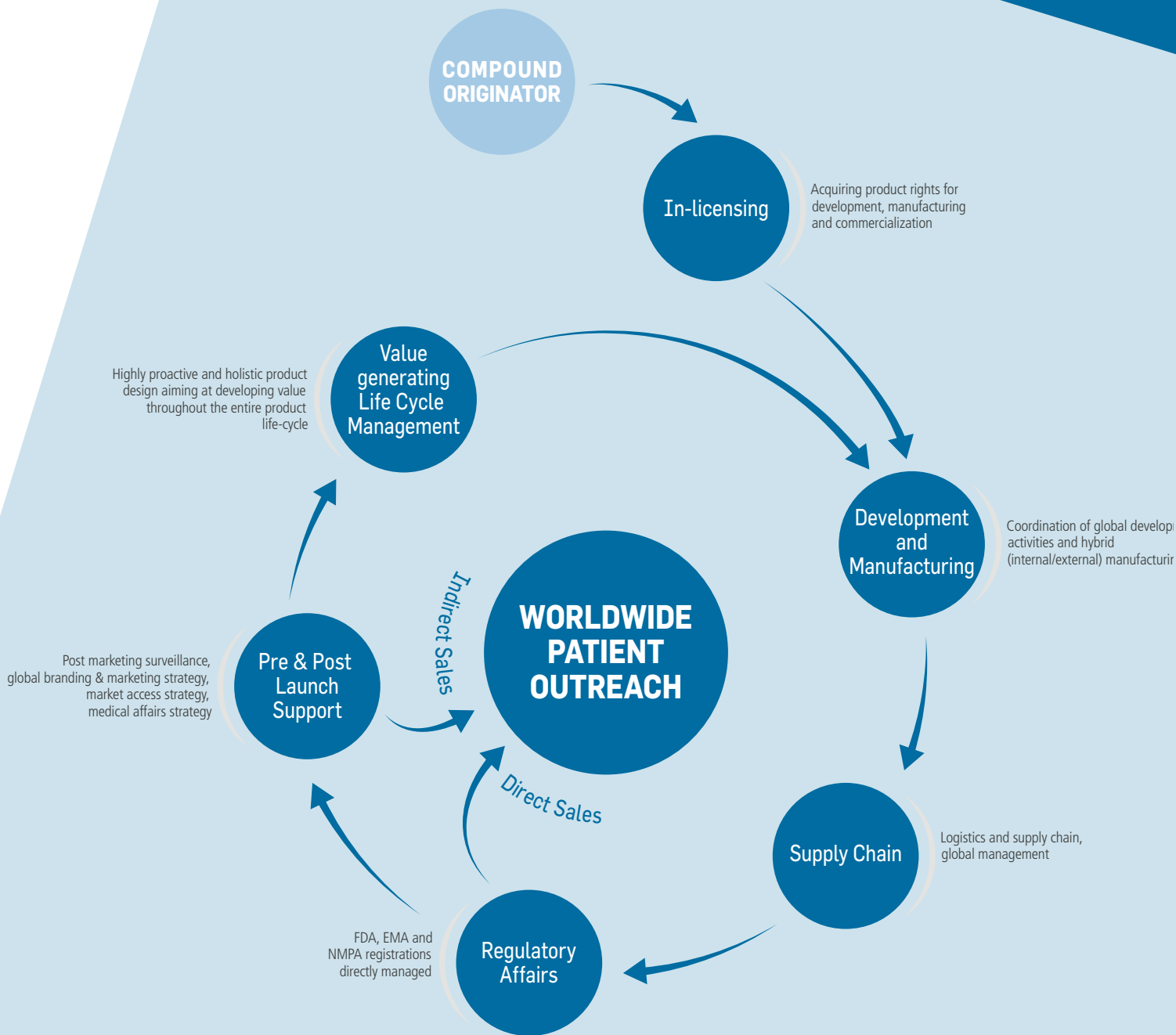
Throughout the product life cycle, we continually enhance value, whether through direct sales in the US via our subsidiary Helsinn Therapeutics (U.S.) or through our network of over 40 established partnerships. These partners, who share our vision and values, enable us to support patients with cancer 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, which 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 believe that long-term success is built on trust — with patients, employees, partners, and the communities where we operate. Since the publication of our first Sustainability Report in 2012, we have steadily strengthened our commitment to sustainability, embedding it into our culture and strategy.

In 2024, this commitment took further shape with the re-definition of our Group-wide Sustainability Policy, structured around four strategic pillars: Quality of Life for our Patients, our People, our Environment, and in our Responsible Business. These pillars guide our actions and reflect our belief that sustainability is essential to lasting value creation.

To inform and guide our priorities, we enhanced our materiality assessment. While the 2023 process focused on actual and potential impacts on people and the environment, in 2024 we also involved the Risk function to align with the Corporate Sustainability Reporting Directive (CSRD), on a voluntary basis as we are currently not subject to this new Directive. The process was supported by a reinforced stakeholder engagement effort to ensure our strategy reflects both internal and external expectations.

We also made progress on our climate strategy, completing our first Group-wide Decarbonization Plan. This effort builds on concrete actions already underway — such as the installation of photovoltaic systems, the electrification of industrial processes, and a strong focus on renewable energy sourcing. For the fifth consecutive year, Helsinn has maintained its carbon neutrality and extended offsetting efforts to cover emissions from a major corporate event. Our commitment to responsible business extends to our value chain. In 2024, we strengthened our due diligence mechanisms and required critical suppliers to adhere to the Code of Conduct and Ethics and the Third-Party Code of Conduct and Ethics, promoting alignment with human rights and sustainability standards.

Lastly, we continued to invest in training and internal engagement, offering initiatives that cover sustainability, compliance, safety, and personal growth. By empowering our people, we ensure that sustainability is not only a strategic goal but a lived value throughout the organization.

We remain committed to continuous improvement, transparency, and responsible innovation — inspired by our purpose: improving the quality of life of people affected by cancer and rare diseases..

## SUSTAINABILITY POLICY

At Helsinn, we believe that long-term value starts with responsibility — to patients, employees, communities and the environment, all via responsible business. In 2024, we reinforced this belief by developing an updated Sustainability Policy that guides how we embed ESG principles into our strategy, culture, and everyday actions.

The Policy defines a common direction across the Group. It provides structure to our sustainability management, supports non-financial reporting, promotes awareness of material topics, and fosters a strong sustainability culture. Aligned with international standards and global initiatives such as the UN Global Compact and the Sustainable Development Goals, it reflects our commitment to transparency, ethics, and impact.



#### Four strategic pillars

Our Sustainability Policy is the foundation of our ESG strategy. It turns ambition into action by embedding sustainability into every decision we make. It empowers us to grow responsibly, act with integrity, and create meaningful impact — for patients, for people, for the planet. The Policy is built around four pillars that guide our ESG journey.

## Quality of Life for our Patients

We are committed to delivering high-quality, accessible therapies and work closely with caregivers, healthcare professionals, and advocates to improve outcomes.

## Quality of Life for our People

We promote well-being, inclusion, and growth, creating a safe and stimulating work environment while engaging with local communities through meaningful partnerships.



## Quality of Life in our Environment

Through decarbonization, carbon neutrality, and responsible resource use, we take concrete action to reduce our environmental footprint and support a more sustainable future.

## Quality of Life in our Responsible Business

We uphold ethical practices and transparency across our operations and supply chain, fostering trust and long-term value through strong governance and responsible sourcing.



## Clear Governance to Support Action

The overall responsibility for the strategic direction/vision in relation to sustainability lies with the **Board of Directors** of Helsinn Healthcare SA.

To this end, the Board of Directors of Helsinn Healthcare SA:

- Defines the sustainability strategy of the Helsinn Group and supervises its implementation;
- Gives final approval to the Sustainability Policy and its subsequent amendments;
- Gives final approval to the Sustainability Report of the Group.

The **CEO** of Helsinn Healthcare SA is responsible for overseeing all operational activities and initiatives managed by the Sustainability and ESG function.

In particular, the CEO:

- Following and based on the Board of Directors' approval of the Policy (documented and captured within the relative meeting minutes), provides formal and technical approval of it in internal validated Digital system;
- 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** fall within the operating responsibility of the Group Head of Transformation, overseeing the performance 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 Healthcare 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.









We uphold ethical practices and transparency across our operations and supply chain, fostering trust and long-term value through strong governance and responsible sourcing.

# OUR STAKEHOLDERS

In recent years, the expectations around sustainability have evolved – and so has the way we understand what’s most relevant for Helsinn and those we work with. In 2024, we updated our materiality assessment combining the GRI Standards we’ve long followed with a clearer view of how sustainability topics can also affect our business.

To do this, we asked our stakeholders directly. Between late 2024 and early 2025, we conducted a dedicated engagement activity, inviting a broad mix of people to share their perspective on what sustainability topics matter most. A total of 146 individuals responded, including employees, industry associations, partners, suppliers, insurers, and universities.

Their input has been essential in identifying the environmental, social, and governance topics that are not only important to them, but also relevant to how we create value as a company. These insights now feed into our strategy, helping us focus on what really counts — for our people and our future.

Our stakeholders	Engagement approaches
 <b>Patients, their families, patients' associations</b>	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.
 <b>Employees</b>	Internal Helsinn News, ongoing communication via internal portals and social media, company events, Code of Conduct and Ethics, staff town hall meetings, internal and external training programs, Quality, Safety, Integrity Portal, etc.
 <b>Healthcare professionals</b>	Advisory Board meetings, speakers' programs, presentations at congresses, publications in peer reviewed journals, meetings with clinical experts, product websites, Integrity Portal.
 <b>Shareholders &amp; board</b>	Periodical reporting on business progress, annual meeting.
 <b>Business partners</b>	Regular meetings, congresses & exhibitions, InTouch knowledge sharing platform, constant interactions with commercial unit, annual brand meetings, educational incentive trips for sales force, scientific trainings, support of local events, Integrity Portal.
 <b>Suppliers</b>	Supplier selection meetings, audits, quality assurance inspections, business terms discussion, Third Party Codes of Conduct and Ethics.
 <b>Government, regulators &amp; payers</b>	Meetings and ongoing dialogues with regulatory authorities, environmental health and safety reports.
 <b>Trade &amp; industry associations</b>	Periodical meetings, industry trade shows.
 <b>Local communities, philanthropic institutions</b>	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

As a key element of the revised sustainability strategy, the Group integrated its existing materiality assessment with preliminary double materiality aspects in 2025, voluntarily and in anticipation of regulatory requirements such as the CSRD. This process aimed to identify and prioritize the most relevant sustainability topics, considering both the actual and potential impacts of our business and the risks and opportunities (IROs) associated with sustainability matters.

**The assessment followed a structured, multi-step methodology:**

## 1 Context and Benchmark Analysis

We initiated the process by reviewing external frameworks and industry best practices, including a benchmark analysis of 25 peers and sector-specific sustainability challenges relevant to the pharmaceutical industry. This step helped identify common priorities and key sustainability “hotspots” - areas likely to influence our business or where we may have a significant impact - which were then integrated into the internal context assessment.

The analysis also considered the entire value chain:

- upstream (e.g. our suppliers)
- own operations (offices, production and commercial sites), and
- downstream (e.g. partner and distributors transportation, storage, use and disposal of products).

Additionally, time horizons were defined to assess short-term (up to 1 year), medium-term (1–5 years), and long-term (beyond 5 years) impacts, risks and opportunities.

## 2 Identification and Evaluation of Impacts

We built on the materiality insights from previous years, refining the scope of analysis to reflect Helsinn’s new four-pillar Sustainability framework. Internal experts from ESG, Compliance, HR and Operations — across multiple sites — were engaged to assess actual and potential impacts on people and the environment. Each impact, positive or negative, was evaluated based on severity, likelihood, and irremediability, in line with internationally accepted criteria.



### 3 Assessment of Sustainability-Related Risks and Opportunities

An additional layer of materiality analysis was conducted by integrating the sustainability lens into Helsinn's enterprise risk management framework. Sustainability-related risks and opportunities were assessed based on probability and impact, leveraging the existing evaluation for inherent risks, where applicable, and supplemented with insights from the sector benchmark, where necessary. For the purposes of this report, only risks and opportunities exceeding the defined thresholds were deemed material.

### 4 Stakeholder Engagement





















To validate internal evaluations, we launched a dedicated stakeholder engagement campaign involving both internal and external stakeholders. Through surveys, we collected structured feedback on the relevance of each topic. Internal engagement also included functions responsible for critical impacts (e.g., environmental specialists at the manufacturing site), while external engagement aimed to capture expectations from partners, suppliers and broader society.

### 5 Prioritization and Approval

Based on the results, we developed a consolidated list of material sustainability risks, opportunities, and impacts, mapped according to both dimensions of double materiality.

The materiality matrix will be reviewed periodically, and updated whenever regulatory changes, stakeholder expectations or internal transformations justify its revision. This set of material topics forms the foundation of our current Sustainability Report and our forward-looking strategy.

### Topics & Boundary of Impacts, Risks and Opportunities

ESRS TOPIC	MATERIAL TOPIC	VALUE CHAIN	TIME HORIZON
E1 Climate change	●		
E2 Pollution	●		
E3 Water and marine resources	●		
E4 Biodiversity and ecosystems	●		
E5 Resource use and circular economy	●		
S1 Own workforce	●		
S2 Workers in the value chain	●		
S3 Affected communities	●		
S4 Consumers and end-users	●		
G1 Business conduct	●		

Material topic refers to the relevant topic related to sustainable impacts, risks and opportunities

Value chain indicates where impacts, risk and opportunities may occur:

- Upstream – e.g. suppliers
- Own operations – offices, production and commercial sites
- Downstream – e.g. partners, transportation

Time horizon reflects when impacts, risk and opportunities may materialize:

- 1 year = short term
- 1–5 years = medium term
- > 5 years = long term

The results of our 2025 materiality assessment confirm the relevance of key sustainability matters across both the impact and risks/opportunities dimensions, generally in line with what obtained in previous reporting years.

Topics such as climate change, pollution, use of resources and circular economy, as well as business conduct and work-force-related issues, emerged as material, with effects that span across our value chain — from upstream suppliers to operations and downstream end-users.

Moreover, the time horizon analysis revealed that several topics present not only immediate relevance (within one year), but also medium- and long-term significance, reinforcing the need for sustained action and continuous monitoring.

Looking ahead, we are committed to regularly updating our materiality analysis in response to evolving regulations, business developments, and stakeholder expectations.

In the coming years, we will deepen this process through targeted engagement campaigns, aimed at further validating and refining the preliminary findings reported here. This iterative approach will ensure that our sustainability strategy remains focused, forward-looking, and aligned with the areas of greatest relevance and impact.



**In the coming years, we will  
deepen this process through  
targeted engagement  
campaigns, aimed at further  
validating and refining  
the preliminary findings  
reported here.**

# 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). Focused on improving the quality of life of patients, our franchise in cancer supportive care was further expanded in 2005 through a new licensing agreement with Roche to acquire worldwide rights for netupitant in the same indication. Over the years, we have evolved into a prominent global biopharmaceutical firm. Our range of cancer supportive care products is now accessible worldwide, addressing essential needs in CINV, and so is our dermo-oncology solution.



Collaborating closely with longstanding global partners who share our vision and values, we have developed a distinctive business model. This model integrates licensing programs and internal efforts in drug life-cycle 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 – though not without adverse reactions. The National Comprehensive Cancer Network (NCCN) recognizes that certain cancers are now managed as chronic conditions by healthcare providers.

The landscape of cancer and chronic disease 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,  
**21** clinical trials sponsored  
(including 6 Phase 3  
studies), involving more than  
**1,700** participants across  
approximately **670** clinical  
centers



**15+** 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 over the past years has expanded the antiemetic options recommended by international guidelines. This addition continues to offer significant potential for the future, as new, effective, and emetogenic therapies emerge. These advancements improve the quality of life for patients, allowing them to focus more on their cancer treatment plans.

### Cancer Therapeutics

Helsinn moved into cancer therapeutics due to the identification of an area of high unmet medical need in patients. Mycosis fungoides (MF) is a rare type of skin cancer 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

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.

## PRODUCT SAFETY AND PATIENT HEALTH PROTECTION

At Helsinn, ensuring the health and safety of patients as end-users is a fundamental commitment that permeates every stage of our product lifecycle — from research and development through to market access and post-marketing surveillance. Operating in a highly regulated environment, Helsinn complies with stringent standards issued by global authorities, including the EMA, FDA, PMDA, and others, through the implementation of a robust Quality System regularly inspected by competent authorities.

Pharmacovigilance inspections represent a valuable test of competence in the context of our strategic objective to protect patients' health and safety. In 2025, a routine pharmacovigilance inspection covering the last four years (including 2024) was successfully passed with no critical or major findings, confirming the strength and reliability of our internal systems and processes.

Our approach is proactive and patient-driven. We maintain a robust global safety monitoring system driven by rigorous pharmacovigilance procedures to continuously evaluate the benefit-risk profile of all our medicinal products.

### **This includes:**

- Data collection and analysis: ongoing collection and analysis of adverse events through structured internal channels and third-party partners, ensuring compliance and timely follow-up with Health Authorities.
- Transparency and awareness: Helsinn provides detailed product information through dedicated product websites and physician/patient information materials to raise awareness about safe usage and potential side effects.
- Product composition disclosure: chemical and physical properties and any potential health hazards associated with our products are included by law in physician/patient information materials.
- Risk assessment: Each product undergoes health and safety risk evaluations as part of our internal quality assurance and pharmacovigilance systems, enabling early identification and mitigation of hazards and emerging risks.

- Emergency procedures: We maintain emergency preparedness plans, including recall procedures, to act swiftly and responsibly in case of product-related safety concerns.

**We further enhanced our patient safety framework through:**

- The publication on our corporate website of our state-of-the-art Pharmacovigilance Data Privacy Policy, aligning data handling practices with applicable privacy laws (e.g., GDPR).
- The expansion of dedicated product portals providing patients and healthcare professionals with targeted information on therapeutic use and safety considerations for each product in our portfolio.

No cases of non-compliance with health and safety standards were recorded in 2024. Any product recalls were managed proactively and did not result in adverse clinical consequences.

We continue to collaborate closely with regulatory authorities to maintain a high standard of vigilance, in line with our responsibility to protect those who rely on our therapies.

Adverse events can be reported directly via the following link: [Report an Adverse Event](#). Information about Helsinn's products is available at: [Our Products](#).

## 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 36% of our revenues into research and development, reinforcing our dedication to innovation.

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 and through phase IV and real-world post-registration studies. These initiatives are particularly crucial where existing treatment options are limited, aiming to alleviate the burden of cancer for patients worldwide.

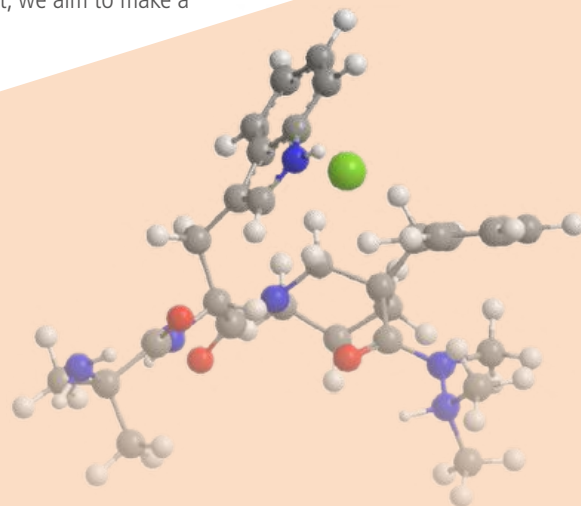


## Medical Affairs - Highlights

Our primary goal is to actively listen to healthcare professionals (HCPs), patients, and caregivers. To achieve this, we engage in key conferences, organize advisory boards, and hold round tables with both HCPs and patients. We maintain continuous engagement with the medical community, either directly or through esteemed medical publications.

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. New compelling data in the areas of interest including breast cancer, cutaneous lymphoma, and chemotherapy-induced nausea and vomiting were presented at conferences as abstracts, posters, or as part of online educational activities.

We support initiatives focused on data generation and educational activities that aim to bridge existing gaps in knowledge and practice. Furthermore, we diligently monitor new agents, such as recently approved antibody drug conjugates (ADCs) and anticancer treatment-related toxicities, contributing to the ever-evolving landscape of disease management. 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. In addition to these efforts, we support innovative and pioneering research activities to gain deeper insights into the mechanisms of action (MoA) of our compounds, particularly in rare diseases such as Mycosis Fungoides Cutaneous T-cell Lymphoma (MF-CTCL). By advancing our understanding and engagement, we aim to make a meaningful impact on patient care and outcomes.

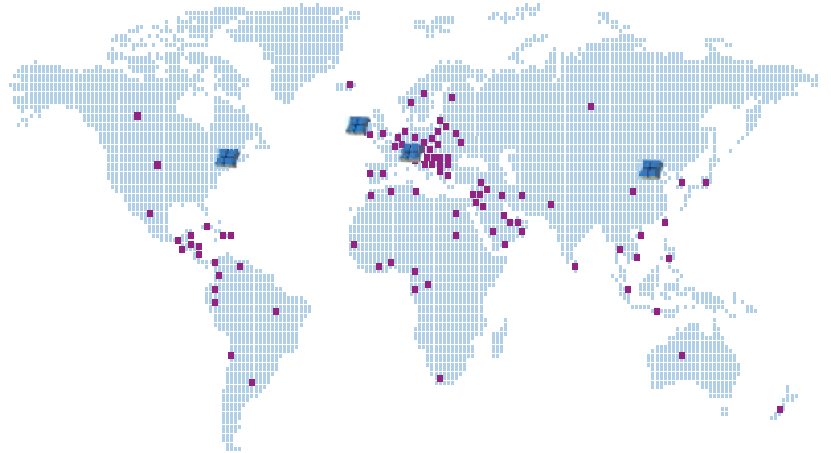


## OUR PARTNERSHIPS

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 **90 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 and out-licensing partners share our values and ambition to improve the everyday lives of patients and benefit from constant and tailored support.

## Scientific and Patient Associations 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 2024 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

**Universitätsklinikum Tübingen**, Germany: assessing emetogenicity and antiemetic efficacy in metastatic breast cancer with T-DXd and SG

**Johns Hopkins University, School of Medicine**, Baltimore, US: evaluation of NEPA-induced NK1 receptor internalization.

**IRCCS Fondazione Istituto Nazionale Tumori** - Milano: Akynzeo as antiemetic treatment in patients with endometrial cancer treated with taxane- platinum combination chemotherapy.

**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

**Samsung Medical Center**, Republic of Korea: evaluate the efficacy and safety of NEPA in HER2-positive or HER2-low advanced breast cancer patients receiving treatment with Trastuzumab deruxtecan (T-DXd)

**Ruhr-Universität Bochum**, Faculty of Medicine, Department of Dermatology, Venereology and Allergology, Bochum, Germany: study on Clinical and translational characterization of Chlormethine gel effects in CTCL

**Charité–Universitätsmedizin Berlin**, corporate member of Freie Universität Berlin and Humboldt-Universität zu Berlin, Department of Dermatology, Venereology and Allergology, Berlin, Germany: exploratory study on whether Parapsoriasis is a Mycosis Fungoides variant.

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. The Helsinn Advocacy strategy has been recently revised and further modified to adapt to the changing Helsinn objectives and areas of interests. Helsinn is collaborating on educational projects with patients' association in order to improve the patient-centric mission of Helsinn. Furthermore, in line with good publication practices we include plain language summary in all our scientific communication.

In 2024 Helsinn also supported the following, not limited to Scientific Societies and Patient Associations:

| **SPCC:** Sharing Progress in Cancer Care in Cancer



| **MASCC:** Multinational Association for Supportive Care in cancer



| **ASCO:** American Society of Clinical Oncology

| **ESMO:** European Society for Medical Oncology

| **USCLC:** United States Cutaneous Lymphoma Consortium



| **EORTC:** Cutaneous Lymphoma Task Force

| **ONS:** The Oncology Nurse Society



| **CLF:** Cutaneous Lymphoma Foundations

| **Lyfebulb**

| **New York Cancer Foundation** Advocates for Hope



| **OneOncology**

## 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 2024, our products continued their copay assistance programs to help patients manage medication costs reaching 2,343 initial redemptions. Netupitant/palonosetron branded product program, managed by Mercalis, 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 Mercalis, 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.



**15+** formulations developed  
covering different oral and  
injectable dosage forms

# QUALITY OF LIFE FOR OUR PEOPLE

As a family-owned company, Helsinn has always placed people at the heart of its mission. We believe that the wellbeing, development, and engagement of our employees are essential not only to the success of the organization, but ultimately to our purpose: improving the quality of life of patients around the world. Helsinn strongly believes in these principles and has embedded them in various Group-wide and local policies, actively promoting these themes across all its sites.



In 2024, Helsinn further strengthened its people-centered culture.

Building on organizational stability, we launched a broad set of initiatives across the Group, designed to promote wellbeing, diversity, and professional growth. Initiatives included health screenings, flu vaccinations, physical and mental health promotion, financial education, and celebrations of cultural diversity and volunteering activities.

To support engagement and foster a shared ESG mindset, a cross-functional Connection Team was established to drive employee involvement and encourage initiatives aligned with our values.

Occupational health and safety remain a top priority, especially within our manufacturing operations. In 2024, we continued to ensure a safe and compliant working environment through the implementation of dedicated procedures, updated Standard Operating Procedures (SOPs), and extensive training programs. These measures are essential to support day-to-day production activities and protect the wellbeing of our teams. Helsinn's safety culture is reinforced by regular audits, structured risk assessments, and continuous improvement initiatives.

At the end of 2024, following a significant reduction in our workforce due to a strategic realignment of the company in 2023, Helsinn employed 282 people, with a balanced gender distribution and a diverse age mix — the majority between 30 and 50 years old. This distribution reflects the experience embedded in the organization



and the Group's continued efforts to support younger talent through apprenticeships. Long-term retention remains strong, with 23 employees celebrating over 20 years of service and nearly 11 marking 10 years, reflecting a deep-rooted sense of belonging.

As Helsinn continues to grow and evolve, we remain deeply committed to cultivating a workplace where people feel valued, empowered, and connected—because we know that when we care for our people, we care better for our patients.

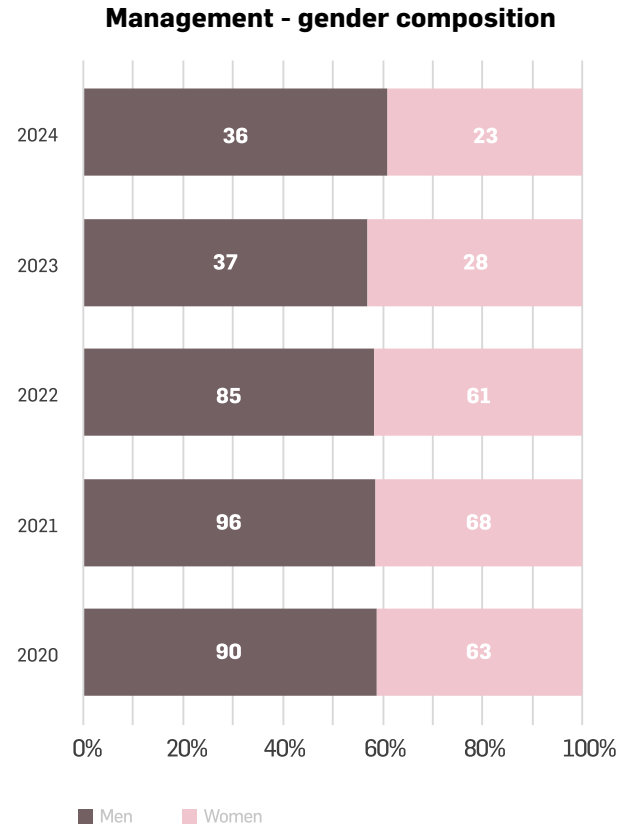
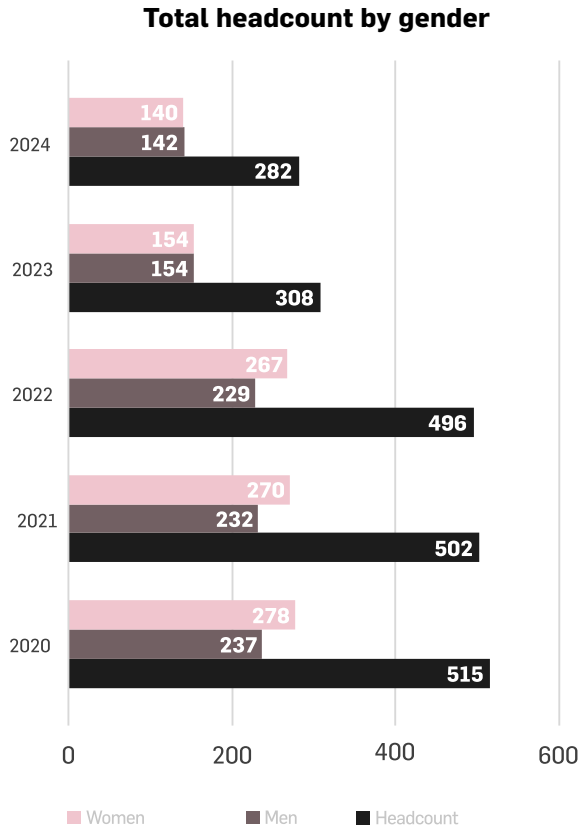
<b>Total Headcount</b>		<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>HHC</b>	Headcount	213	215	212	110	92
	Men	93	89	88	52	41
	Women	120	126	124	58	51
<b>HBP</b>	Headcount	201	169	171	152	145
	Men	95	85	83	79	77
	Women	106	84	88	73	68
<b>HTU</b>	Headcount	90	102	100	38	39
	Men	45	53	56	21	22
	Women	45	49	44	17	17
<b>HPC</b>	Headcount	11	16	13	8	6
	Men	4	5	2	2	2
	Women	7	11	11	6	4
<b>Group</b>	Headcount	515	502	496	308	282
	Men	237	232	229	154	142
	Women	278	270	267	154	140

At the end of 2024, Helsinn employed 282 people across its sites. The largest share of the workforce continued to be based at the manufacturing site (HBP), followed by the Group headquarters (HHC), while the commercial subsidiaries (HTU and HPC) maintained lean teams.

A majority of employees (52%) were between 30 and 50 years old, while 43% were over 50 up from 36% in 2023. The youngest group, those under 30, represented 5% of the total headcount. Gender distribution remained balanced overall (50% woman at Group level), including at the management level, with women representing 39% of leadership positions.

Apprenticeship programs were confirmed again in 2024, particularly at HBP and HHC, with a total of 12 apprentices across the Group. These initiatives continue to support the integration of younger professionals into the organization and contribute to the development of future talent

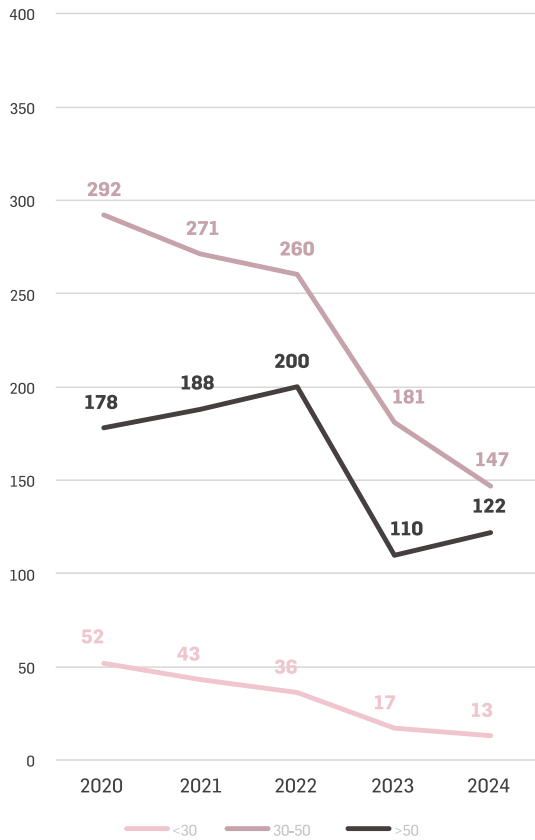
Permanent employment<sup>1</sup> continues to be strongly promoted across the Group. As of year-end 2024, only 13 out of 282 employees were on temporary contracts, representing just 4.6% of the total workforce.



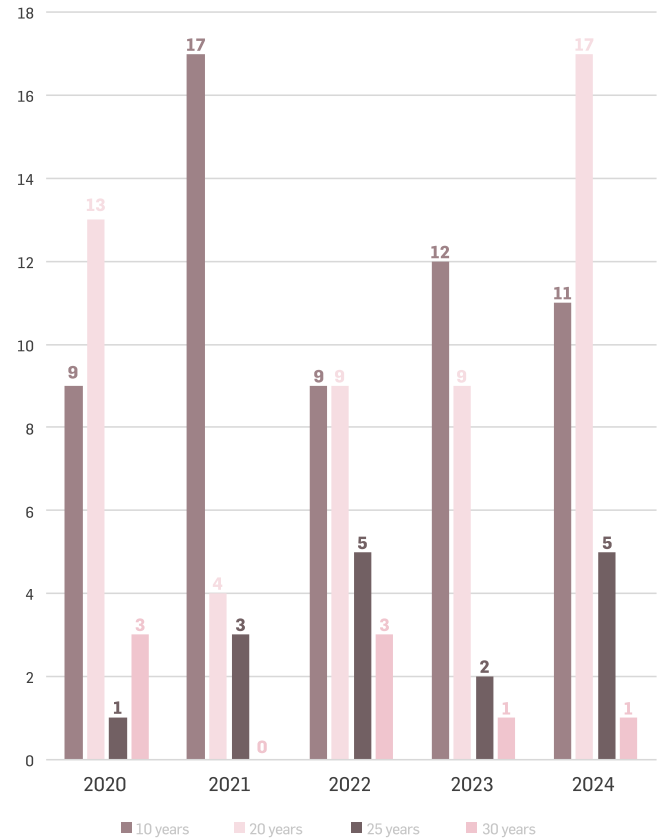
<sup>1</sup>Permanent employees refer to full-time and part-time contracts



## Age groups



## Anniversaries



## JOB SATISFACTION, MOTIVATION, RETENTION

One of the key goals for 2024 was to consolidate the organizational structure by reinforcing employee engagement, motivation, and overall satisfaction. To support this objective, Helsinn continued to invest in a comprehensive approach to people management, with a particular focus on long-term retention, personal development, and a culture of recognition and transparency.

A central pillar of this strategy was the launch and coordination of engagement initiatives through the Connection Team—a cross-functional working group established to foster inclusion, wellbeing, and team spirit across all Group companies. The team was instrumental in planning and delivering a variety of programs to strengthen collaboration, promote a healthy work-life balance, and recognize individual contributions.

These initiatives were complemented by over 30 actions among the Group, supported by local dedicated teams, and structured around five pillars:

- Employee Recognition: Perfect Attendance Awards, 12 Days of Christmas, and the Company Christmas Party (HBP).
- Diversity, Equity & Inclusion: Multicultural Awareness Month, celebrating 18 nationalities and culminating in Pride Day (HBP).
- Physical Health: Pilates and yoga sessions, flu vaccinations, general health check-ups, cancer and heartbeat screenings, health coaching, smoking cessation programs, physiotherapy, reflexology, and pop-up massage clinics (HBP, HHC).
- Mental Health: Seminars on anxiety, burnout, and sleep, complemented by recurring reflexology and wellness clinics (HBP, HHC).
- Financial Wellbeing: Personal tax bootcamps, pension advisory sessions, first-time mortgage clinics, bank-at-work sessions (HBP).

At the production site (HBP), the impact of these activities was monitored through post-initiative surveys, offering insights into employee perception and effectiveness of actions.

In addition to these initiatives, we remain committed to ensuring fair compensation practices across all sites and job levels. In 2025, based on 2024 data, Helsinn conducted a comprehensive internal pay equity assessment, confirming that gender pay parity is generally respected across the Group. While some minor deviations were observed at site level—particularly within managerial positions—these did not indicate any systemic disparities. All variations are continuously monitored and evaluated against role-specific factors such as responsibility, seniority, and experience, in line with our commitment to transparency and equity.

**Comparison of salary by gender (female to male ratio):**

	Management	Non-Management
HHC	94%	117%
HBP	129%	112%
HTU	102%	100%
HPC	86%	109%
Group	103%	99%

In parallel, in terms of compensation a living wage internal assessment was carried out, conducted across all geographies and business units. It verified that 100% of Helsinn employees earn salaries above the local living wage threshold relevant to their role and location.

To support a structured and transparent employee experience, Helsinn has maintained a performance management process, governed by formal internal policies. These frameworks enable clear alignment between business goals and individual objectives, ensure regular performance reviews, and link benefit attribution to measurable achievements. Business priorities and strategic updates are also regularly communicated across all sites, reinforcing employee awareness and connection to the company's mission.

Helsinn also reaffirmed its commitment to nurturing young talent through internship and apprenticeship programs, with 12 apprentices supported across the Group in 2024 through integrated learning and work-experience tracks.

As a testament to long-term retention and loyalty, 34 employees celebrated over 10 years of service during the year—an important milestone that reflects Helsinn's people-first culture and commitment to continuity.

Following the restructuring in 2023, 2024 marked a return to greater organizational stability. The Group-wide turnover rate<sup>1</sup> stood at 18%, with voluntary departures accounting for 10%, indicating renewed engagement and a strengthened connection between employees and the company.

<sup>1</sup>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 continues to place strategic importance on the ongoing learning and professional development of its people's professional, managerial, and personal skills through substantial annual investments in both internal and external training programs. This commitment is grounded in the belief that continuous learning enhances performance, drives innovation, and ultimately supports our mission of delivering high-quality treatments to patients.

Throughout 2024, 6,580 hours of training were provided to our employees, resulting in 3 days of average training per employee. All employees received training during the year, confirming our Group-wide coverage and commitment to inclusive learning.

### **In 2024, our training programs included:**

- Ethics and compliance
- Anticorruption
- Diversity, equity and inclusion
- Health and safety (most relevant in HBP, manufacturing site)
- Energy, emissions, climate change and waste management
- Soft and technical skills (work-related training, SOPs)
- IT Refresh - Digital skill and Agile Methodology
- Individual Leadership Coaching

In addition to formal training programs, Helsinn fosters a culture of open dialogue and knowledge-sharing through its "Helsinn Talks"—a recurring internal initiative launched to promote learning and engagement across the Group. Held approximately every two weeks and accessible to all employees via Microsoft Teams, these sessions cover a wide

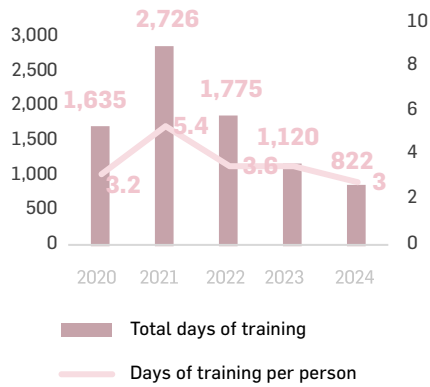
range of topics relevant to Helsinn's strategic, operational, and sustainability goals.

In 2024, one session was dedicated to exploring what sustainability means in practice, how Helsinn is integrating ESG principles into daily operations, and which performance indicators are used to track progress. The Talks are designed to be inclusive and interactive, encouraging participation from employees across all geographies and business units, and serve as an important vehicle for reinforcing corporate values, sharing updates, and strengthening cross-functional collaboration.

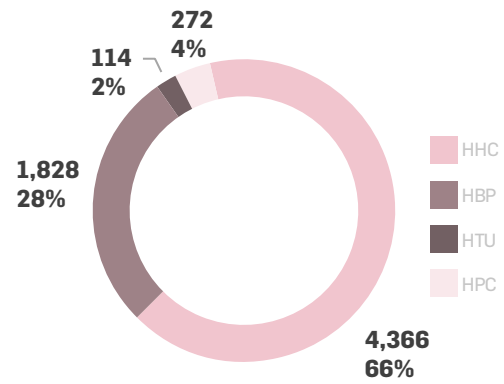
At Helsinn, we are dedicated to ensuring our employees are equipped with the latest industry skills and prepared for future challenges by offering comprehensive training programs, both internal and external. For those transitioning out of the company, we provide HR career support and outplacement services 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 subsidiaries [Hours]**



# SAFETY, HEALTH & WELLNESS

In 2024, 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 employees have access to benefits that exceed local labor laws, according to qualification and seniority within the organizations.

Ensuring a safe and healthy working environment remained a core focus in 2024, particularly at our manufacturing site in HBP. Comprehensive standard operating procedures (SOPs) are in place to manage occupational risks, supported by the consistent availability of personal protective equipment and targeted training programs for both employees and external contractors. Health and safety protocols are embedded in daily operations, and all individuals accessing the site are required to comply with specific safety instructions. Additionally, potential hazards can be reported via the company’s official reporting portal, further strengthening our commitment to proactive risk prevention and workplace safety.

At HHC, Helsinn strengthened its external engagement on workplace wellbeing by sponsoring the GSA Ticino Forum, a regional network focused on promoting occupational health. In 2024, HHC also contributed with a presentation to forum members, sharing its experience and initiatives on employee health and safety.

During 2024, our HQ in Swiss reported one work-related accident. Of these, that resulted in absences exceeding five days. However, this case is not considered material or significant, as it occurred during an external seminar, outside the company’s premises.

## Professional accidents causing days of absence

	2022	2023	2024
< 1 day of absence	3	1	0
1 to 5 days of absence	0	1	0
> 5 days of absence	0	1	1

**100% of our employees have access to benefits that exceed local labor laws, according to qualification and seniority within the organizations<sup>1</sup>.**

## Our benefits, across our subsidiaries, include:

- Flexible working time, updated in 2024 for HBP and HHC
- Remote work
- 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)

<sup>1</sup>The benefits are offered to all employees according equitable criteria. The list provides the main benefit areas; however, the specific features may differ between the various Group locations, in line with local practices and legislation.

- Travel-related health insurance
- Canteen / lunch reimbursement
- Coffee break coin
- Contribution for childcare
- Gym contribution
- Public transport contribution
- Tobacco cessation program
- 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)

- Electric charging station or free parking
- 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 2024, four employees were eligible for parental leave, and two made use of this benefit. All employees who took leave returned to work, resulting in a 100% return-to-work rate. Furthermore, retention remained high, with all returning employees still employed 12 months after resuming their roles.

		Employees entitled to parental leave	Employees who took parental leave	Employees who returned to work in the reporting period after parental leave	Employees who returned from parental leave and are still employed 12 months later
Group	Total	4	3	3	3
	Men	2	1	1	1
	Women	2	2	2	2

## OUR COMMUNITIES

We've long been involved in the communities where we live and work. As responsible corporate citizens, we aim to broaden our impact beyond business by supporting the social and economic development of the regions in which we operate. Our commitment includes initiatives across education, sports, culture, and charitable activities — delivered through financial contributions and employee engagement.

As part of our 2024 materiality assessment, we conducted a targeted stakeholder engagement campaign, including surveys to identify actual and potential impacts on local communities. This helped us better understand how our operations may influence human rights and environmental conditions, and to align our priorities with stakeholder expectations.

At HBP, strengthening ties with the local community is a core component of our sustainability approach. A new donation application process was introduced to empower employees to support causes that matter to them. Through this initiative, staff members can request financial contributions — up to €250 — for local clubs, charities, schools, or community groups.

By promoting direct involvement and supporting grassroots initiatives, Helsinn continues to foster a culture of solidarity and shared responsibility. We also maintained strong partnerships with charitable, cultural, and social organizations across our locations.



### Fondazione Gabriele e Anna Braglia

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

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

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



### 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. Over the last few years many projects were completed with a profound impact on local communities. More than 30,000 students were educated, indirectly benefiting 110,000 people across 7 sub-Saharan countries: Ethiopia, Ghana, South Sudan, Gabon, Congo, Togo and Madagascar. The educational

infrastructure was significantly improved by establishing 4 comprehensive school campuses, ranging from kindergarten to high school, and building 21 primary and technical schools. The foundation aims to promote basic education for all children to reduce illiteracy and combat social injustice, working with trusted local organizations to ensure long-term project sustainability.

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



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

As a company with deep roots in the canton of Ticino, Helsinn is committed 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:

- Aoibheann's Pink Tie, Ireland's national Children's cancer Charity, Ireland
- Coolmine Therapeutic Community, Ireland
- China Association of Enterprises with Foreign Investment (CAEFI), China
- R&D-Based Pharmaceutical Association Committee (RDPAC), China
- Cancer Rehabilitation and Palliative Care Association (CRPC), China
- Chinese Society of Clinical Oncology (CSCO), China
- The Swiss Chinese Chamber of Commerce, China

### 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
- Irish Business and Employer's Confederation - Ireland
- National Industrial Safety Organization - Ireland
- New Jersey Business Industry Association (NJBIA) - US
- Pharma Chemical Ireland - Ireland
- Swiss Irish Business Association – Ireland
- Swiss Biotech Association – Switzerland
- Life Sciences Competence Center – Innovation Park – Switzerland
- Forum GSA Ticino – Switzerland
- AIF Ticino – Switzerland
- Switzerland Global Enterprise – Switzerland
- Pharmaceutical Product Steward – US

# QUALITY OF LIFE IN OUR ENVIRONMENT

Last year, **2024**, represented a pivotal year in consolidating Helsinn's environmental approach, reinforcing long-term commitments and laying the groundwork for strategic action. Throughout the year, the Group updated its internal policies and accounting frameworks, notably advancing its understanding of emissions sources and resource consumption across all sites.

The Group Sustainability Policy, originally introduced in 2022, was revised in 2024 to reflect Helsinn's the organizational structure and evolving business model. The updated version, approved in 2025, strengthens environmental commitments across climate, resource efficiency, and operational sustainability.

In parallel, based on the 2023 GHG inventory, the Group developed its first Decarbonization Plan, outlining a structured roadmap toward climate neutrality. Submitted to the Swiss Federal Office of Energy (UFE) in 2025, the plan includes specific targets to reduce greenhouse gas (GHG) emissions by 2030 and achieve Net Zero by 2050, in alignment with the GHG Protocol, ISO 14064-1, the Paris Agreement climate scenarios, and the Science Based Targets initiative (SBTi).

While CO<sub>2</sub> and other greenhouse gas emissions remain the main environmental focus, other atmospheric emissions are not considered material, given the nature of the Group's activities and their limited impact on air quality.

Energy efficiency measures were implemented at the Swiss headquarters (HHC), while at the manufacturing site in Ireland (HBP), potential solutions are under preliminary assessment, including a life cycle assessment (LCA) of one of the key products and comprehensive engineering feasibility studies into Scope 1 and 2 emission solutions — both of which are expected to inform future decarbonization initiatives from 2025 onward.

The Group also carried out a preliminary assessment of biodiversity and water stress risks across all operational sites. Based on these analyses, as well as the business and site-specific activities, no material risks were identified.

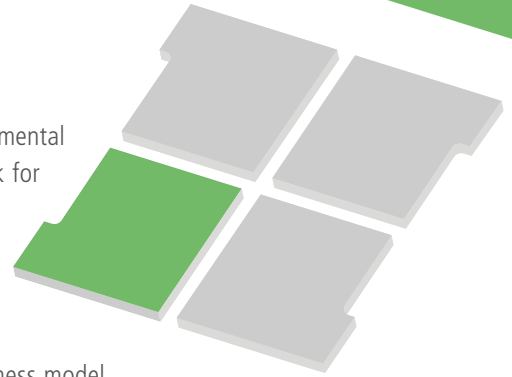
Although limited to office-based functions, both the U.S. (HTU) and China (HPC) sites contributed to Group-wide environmental ef-



The Group Sustainability Policy, originally introduced in **2022**, was revised in **2024** to reflect Helsinn's the new organizational structure and evolving business model.



These efforts are supported by local employee training programs and environmental awareness campaigns.



forts by promoting eco-conscious practices, reducing single-use plastics, and encouraging the use of reusable or recycled materials.

Beyond emissions, initiatives across the Group supported circularity and responsible resource use, such as promoting waste sorting and reduction, planning meals in advance to limit food waste, and encouraging sustainable commuting (e.g., providing incentives for public transport and electric vehicle charging stations). These efforts are supported by local employee training programs and environmental awareness campaigns.

## ENERGY

Helsinn operates across multiple sites with distinct energy profiles reflecting the nature and function of each location.

The Swiss headquarters, located in a leased building in Lugano, primarily uses natural gas for heating and electricity for cooling and operational needs like EV charging. In Ireland, the manufacturing site relies on natural gas for both industrial processes and office heating, while electricity is used for cooling systems, Heating/Ventilation Air Conditioning (HVAC) temperature-controlled areas, as well as machinery and systems infrastructure.

The offices in China (HPC) and the United States (HTU) are located in leased buildings, where natural gas is used for HVAC and electricity supports general office operations.

Electricity at the Irish and Swiss sites is partially sourced from on-site photovoltaic systems. In Ireland, the original 50 kWp solar array was installed in 2016, followed by an additional 130 kWp system in 2019. In Switzerland, a 42.5 kWp plant was installed in 2020. These systems support the Group's efforts to reduce reliance on fossil fuels and increase renewable energy consumption.

The majority of energy consumption across the Group is attributable to the manufacturing site in Ireland, followed by the Swiss headquarters. With the exception of the vehicles in HTU's fleet, energy use at the commercial offices in China and the United States is minimal.

With regard to company vehicles, U.S. maintains a fleet for commercial operations, while in Switzerland, the Group operates a mainly electric and hybrid fleet for business travel. The vehicle fleet in Ireland was fully decommissioned in 2024 as part of broader resource optimization initiatives.

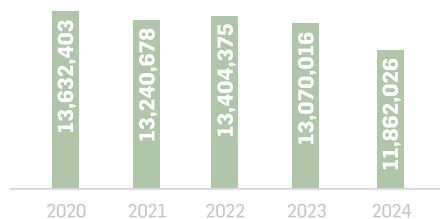
Helsinn's total energy consumption amounted to 11,862,026 KWh, with natural gas (45%) representing the main energy source, followed by electricity (43%). The remainder is covered by fuels used in the vehicle fleet—gasoline and diesel (12%).

Compared to 2023, overall energy consumption declined by 9%. This decrease is due to structural and operational changes. In particular, the reduction is linked to the downsizing of office spaces at HHC and to a lower electricity demand at HBP, in minor part due to operational efficiency adjustments to key utilities and equipment. Despite these variations falling within a 5% range, they had a notable impact due to the weight of HBP in the Group's energy profile (94% of electricity and gas consumption). Fuels used in the vehicle fleet also decreased: diesel consumption dropped by 63% and gasoline by 5%, mainly due to the decommissioning of company vehicles at HBP (fully) and partially at HHC. A minor 5% increase in vehicle fuel use was observed at HTU, associated with increase in commercial activities in the United States.

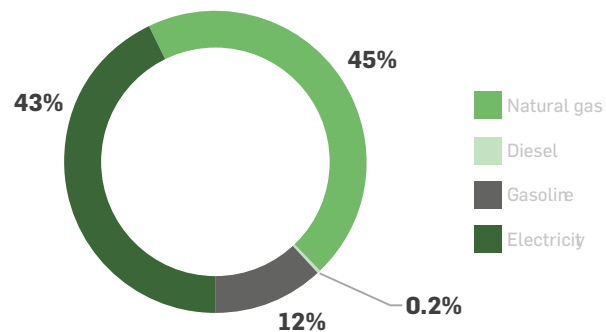
The share of energy from renewable sources decreased in 2024 compared to the previous year, primarily due to the discontinuation of Guarantees of Origin for electricity consumed. While this led to a lower overall percentage of renewables in the Group's energy mix, Helsinn remains committed to advancing its sustainability strategy. HBP, as the main production site and energy consumer, is currently under evaluation to identify opportunities for greater efficiency and reduced reliance on fossil fuels.

		<b>2024</b>
Energy consumption <sup>1</sup>	[KWh]	<b>11,862,026</b>
Natural gas	[KWh]	5,317,115
Diesel	[KWh]	20,343
Gasoline	[KWh]	1,447,830
Electricity	[KWh]	5,076,738
Electricity (purchased)	[KWh]	5,034,615
Electricity (self-produced from solar panels) <sup>1</sup>	[KWh]	42,123
<b>Total energy from renewable sources</b>	<b>[KWh]</b>	<b>311,164</b>
<b>Share of renewable energy</b>	<b>[%]</b>	<b>3%</b>

**Evolution of energy consumption [kWh]**



**Energy mix 2024 [%]**



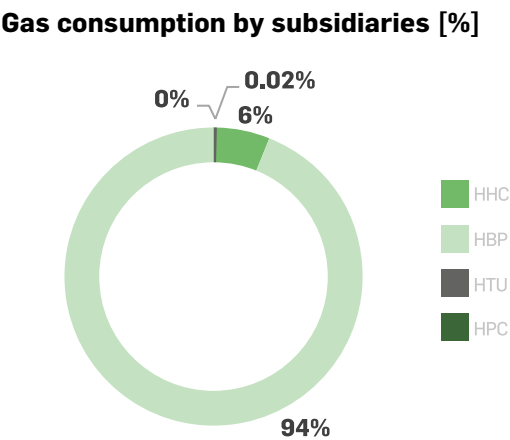
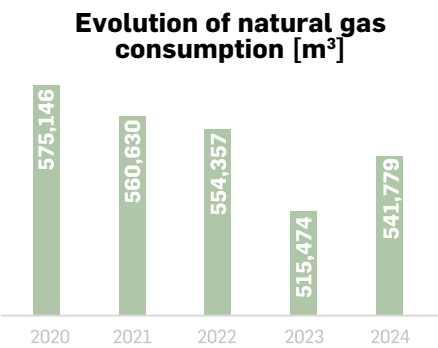
<sup>1</sup> Energy consumption attributable to HTU is not reported, as the offices are leased and specific consumption data is not available. However, related impacts are accounted for under Scope 3, category 8 – Upstream Leased Assets.



# NATURAL GAS

The largest share of natural gas consumption is linked to the HBP manufacturing site, followed by the HHC headquarters, accounting for approximately 94% and 6% of total Group consumption, respectively. Group-wide, natural gas use varied by +5% compared to the previous year, reflecting differences in operational and structural factors across sites.

Although gas consumption at the HHC site decreased by 9%, primarily due to the downsizing of leased office space as part of a resource optimization strategy, overall gas usage grew driven by a 7% increase in consumption at the HBP facility. This increase was due to extra dehumidification requirements at the facility over 2024.



	2020	2021	2022	2023	2024
Natural gas consumption [m³] <sup>1</sup>	575,146	560,630	554,357	515,474	541,779

<sup>1</sup>Gas consumption attributable to HTU is not reported, as the offices are leased and specific consumption data is not available. However, related impacts are accounted for under Scope 3, category 8 – Upstream Leased Assets.

## ELECTRICITY

Total electricity consumption across the Group's four subsidiaries reached approximately 5,076,738 kWh in 2024, marking a 12% decrease from the previous year. The HBP manufacturing site remained the primary consumer, accounting for 94% of total usage due to process-related needs.

At the Swiss headquarters (HHC), consumption dropped by 48%, mainly due to office downsizing, supported by ongoing LED relamping.

At HBP, a slight 5% reduction in electricity use was linked to efficiency adjustments to utilities and equipment. Other sites showed no significant variation.

At HHC, consumption declined significantly from 2023 (-48%) following the downsizing of office space, supported by ongoing LED relamping. In 2024, an energy consumption assessment of vending machines was conducted to identify future reduction opportunities.

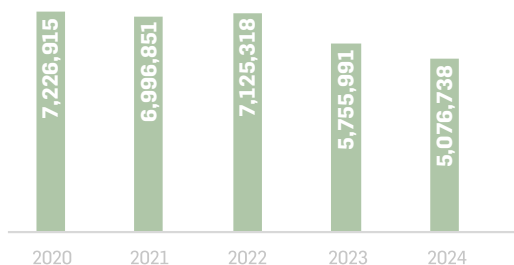
While the share of renewable electricity declined due to the end of Guarantees of Origin at HBP, the Swiss site continued purchasing certified green energy, contributing to the Group's renewable mix.

Efficiency initiatives at HBP also addressed electricity use, complementing thermal energy actions. Although photovoltaic output was limited in 2024, the installed systems support reduced dependence on grid or fossil-based electricity.

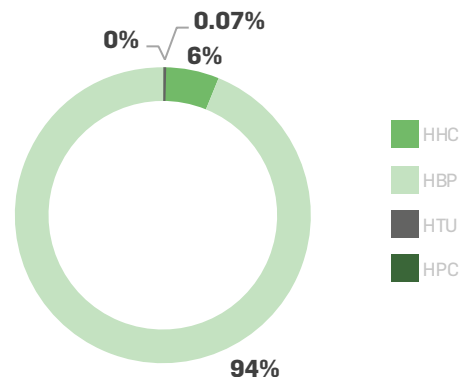
For 2025, priorities include the ISO 50001 Energy Management System implementation, further efficiency projects and optimization of the existing Building Management System (BMS) to enhance energy monitoring and control.

		2024
<b>Electricity consumption<sup>1</sup></b>	<b>[KWh]</b>	<b>5,076,738</b>
Purchased electricity	[KWh]	5,034,615
Purchased electricity from renewable sources <sup>2</sup>	[KWh]	269,041
Self-produced and consumed electricity from renewable sources	[KWh]	42,123
<b>Total energy from renewable sources</b>	<b>[KWh]</b>	<b>311,164</b>
<b>Share of renewable energy</b>	<b>[%]</b>	<b>6%</b>

**Evolution of electricity consumption [kWh]**



**Electricity consumption by subsidiaries [%]**



	2020	2021	2022	2023	2024
<b>Electricity consumption [kWh]<sup>3</sup></b>	7,226,915	6,996,851	7,125,318	5,755,991	5,076,738

<sup>1-3</sup>Electric energy consumption attributable to HTU is not reported, as the offices are leased and specific consumption data is not available. However, related impacts are accounted for under Scope 3, category 8 – Leased Assets.

<sup>2</sup>The data are related to HHC site only. Due to a malfunction in the photovoltaic system at the HBP site and the absence of reliable meter readings, we have conservatively assumed that no electricity was generated from solar panels during the reporting period.

## DIESEL AND GASOLINE

The vehicle fleet accounted for approximately 12% of the Group's total energy consumption in 2024.

In 2024, fuel consumption for company vehicles totaled approximately 2,052 liters of diesel and 161,503 liters of gasoline, covering both owned and leased vehicles. The U.S. commercial fleet (HTU) remained the main contributor, while the Swiss fleet, composed mostly of hybrid and electric vehicles, accounted for a minimal share. At the Irish manufacturing site (HBP), the vehicle fleet was fully decommissioned, further streamlining operations.

# WATER

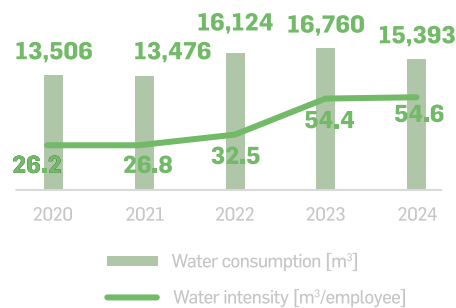
Water is a vital resource, and its responsible management remains integral to Helsinn’s environmental strategy. In 2024, total Group water consumption was approximately 15,393 m<sup>3</sup> <sup>1</sup>, reflecting a -8% change from the previous year.

The Swiss headquarters and the HBP manufacturing site accounted for the most significant shares of the Group’s water consumption, with other sites reporting negligible use. At HBP, water is essential for cleaning processes and is managed through specific protocols to ensure efficiency, using local municipal water sources, while for HHC, HTU and HPC is for civil purpose.

A water stress assessment was conducted across all sites using WRI Aqueduct methodologies. The analysis confirmed that no production or high-consumption sites are located in water-stressed areas. While the Chinese offices fall within a water-stressed region, their impact is minimal due to office-based activities.

Average water consumption per capita in 2024 was approximately 54,6 m<sup>3</sup>/employee, influenced also by workforce fluctuations across the Group.

**Evolution of water consumption [m3] and water intensity [m3/employee]**



<sup>1</sup>Water data for HTU is not reported for 2024, as the site is a leased office with limited office activities, and water is used only for civil purposes. Specific consumption data is unavailable. This impact is considered negligible.

## WASTE

In 2024, the Group generated approximately 230 tons<sup>1</sup> of waste, with the majority (96%) produced by HBP, our manufacturing site, where waste generation is closely tied to pharmaceutical production volumes. The increase from the previous year reflects an atypical disposal of materials due to changes in processing operations on site.

HBP adopts rigorous environmental controls, eco-label cleaning agents provided by the supplier, regular wastewater monitoring (including Active Pharmaceutical Ingredients – APIs), and emergency procedures for chemical spills. Standard Operating Procedures (SOPs) govern the handling of hazardous waste, which, while compliant with all regulatory requirements, remains quantitatively limited.

Recovery and reuse initiatives are also in place: waste oil, fluorescent tubes, and steel drums are repurposed or properly recycled, and non-hazardous containers are reused after label removal. Moreover, the ongoing Life Cycle Assessment (LCA), started in 2024, of a key product will support the identification of potential waste reduction strategies at HBP.

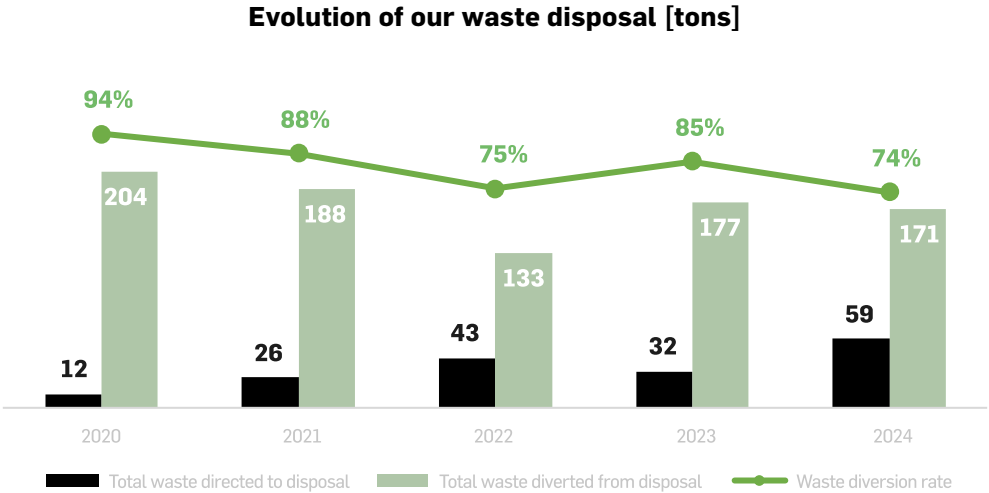
At HHC, HTU, and HPC, waste generation is typical of office-based operations. Initiatives include:

- At HTU: removal of single-use plastic bottles, adoption of reusable drinkware, use of 100% recycled paper;
- At HHC: expanded water fountains to reduce plastic bottle consumption;
- At HPC: promotion of reusable bottles, double-sided paper printing, and selection of suppliers based on environmental criteria.

At HBP, new employees receive training on environmental impacts and waste management as part of onboarding, while the Swiss canteen employs a meal reservation system to minimize food waste.

<sup>1</sup>Waste data for HTU is not reported for 2024, as the site is a leased office with limited office activities, and waste is managed by the building owner. Specific waste data is unavailable. This impact is considered negligible.

Across all Helsinn locations, waste sorting and responsible disposal are standard practice, reflecting the Group’s shared commitment to minimizing environmental impact. Although waste streams, specifically in HBP, have become more complex and hazardous over the past number of years, the majority of waste is recovered rather than sent to landfill. In 2024 as well, the waste diversion rate remained well above 50%, reaching 74%. Overall, 230 tons of waste were generated by the Group, of which 6 tons were hazardous (3%) and 224 tons non-hazardous (97%).





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

Understanding the scale and sources of emissions is crucial. 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.

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 CO<sub>2</sub>e 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.

**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. These 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 energy purchased and consumed by Helsinn.

**Scope 3**

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

## Methodology

GHG emissions have been calculated using methodologies based on the GHG Protocol and ISO 14064-1. These frameworks have been further refined to incorporate the target-setting requirements defined by the Science Based Targets initiative (SBTi), providing a clear framework for setting emission reduction targets. These standards are fundamental to determine operational and reporting boundaries of the calculation, significance analysis of indirect emissions and the quantification method.

For the 2024 reporting period, organizational boundaries remained unchanged, covering all Group subsidiaries in Switzerland, Ireland, USA and China. However, reporting boundaries were expanded compared to the previous reporting period with the addition of Scope 3.15 (and additional scope expansions) and 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.
- 3.15: Investments (newly added)

Compared to the previous reporting period, category 3.15 (Investments) was added to account for new investments made by the Helsinn Group.

For this year's GHG inventory, we also significantly expanded the scope and detail of data collection across several Scope 3 categories. Notably, we enhanced reporting under categories 3.1 and 3.2 by improving data quality and completeness.

Additionally, we were able to map upstream (category 3.4) and downstream (category 3.9) logistics with greater accuracy, allowing for a more comprehensive and reliable assessment of our indirect emissions.

To calculate GHG emissions the activity data – emission factor methodology has been applied. After the defining organizational and reporting boundaries significant emission sources were identified. For each emission source, activity data were 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 and refrigerant leakages: SEAI 2024 for Ireland and UFAM 2024 for Switzerland, EPA 2024 GHG Emission Factors Hub.
- Contracts, guarantees of origin and national/international databases for the purchase of electricity: electric energy provider energy mix, AIB 2024 Residual Mix, Ecoinvent 3.11.
- Internationally used databases to gather average emission factors such as DEFRA 2021, DEFRA 2024, Ecoinvent 3.11, EUROSTAT EEIO 2022, Carbon Cloud Database, UFAM 2024, Swiss mobitool-faktoren-v3.0, EPA 2024 GHG Emission Factors Hub
- LCA studies, publications and EPD to extract emission factors for the upstream life cycle stages of purchased products.

Where primary data was not available, reasonable assumptions were made to ensure completeness and methodological consistency. These assumptions relied on average values derived from reputable literature, international reports, and industry benchmarks.

Economic data conversions were performed using the average international exchange rate for 2024, in order to ensure alignment and comparability across geographies and reporting units.



Quantification of GHG emissions and analysis of the results

Scope 1

In 2024, direct GHG emissions totaled 1,465 tCO<sub>2</sub>e. Of this amount, 74%, or 1,085 tCO<sub>2</sub>e, resulted from the combustion of natural gas in our offices and facilities. Lastly, the combustion of fossil fuels within our vehicle fleet accounted for 380 tCO<sub>2</sub>e in 2024. Looking at the distribution of Scope 1 emissions, HBP accounted for nearly 69% of our Scope 1 emissions (mainly stationary combustion), followed by HTU generating 25% (mainly mobile combustion).

Scope 1 emissions [tonsCO <sub>2</sub> e] <sup>1</sup>	HHC	HBP	HTU	HPC	Group
Direct emissions from stationary combustion	70	1,015	0	0.2	1,085
Direct emissions from mobile combustion	12	0	368	0	380
Direct fugitive emissions from the release of GHG in anthropogenic systems	0	0	0	0	0
Total Scope 1 emissions	82	1,015	368	0.2	1,465

<sup>1</sup> Emissions for the HTU site (leased office) are reported as zero due to the unavailability of primary data. However, related impacts are accounted for under Scope 3, category 8 – Upstream Leased Assets.

### Scope 2

Indirect emissions from imported electricity were assessed using two distinct methodologies: the market-based approach (MB) and the location-based approach (LB). 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 1.744 tCO<sub>2</sub>e. The main source of such emissions is our HBP subsidiary in Ireland due to its relevant manufacturing activities.

Scope 2 emissions [tonsCO <sub>2</sub> e] <sup>1</sup>	HHC	HBP	HTU	HPC	Group
Indirect emissions from imported electricity - MB	0	1,741	0	3	1,744
Indirect emissions from imported electricity - LB	2	1,531	0	3	1,536
<b>Total Scope 2 emissions (MB)</b>	<b>0</b>	<b>1,741</b>	<b>0</b>	<b>3</b>	<b>1,744</b>

### Scope 3

Scope 3 indirect emissions occur along our value chain and are responsible for 76% 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 2024 reporting period show that upstream emissions generated from the production of purchased goods and services represent the category with the highest impact (51% of indirect Scope 3 emissions and 39% of overall emissions). For this category we have implemented revised calculation methodologies selecting more appropriate emissions factors and enhancing the quantity of data collected; this allowed us to have a more realistic and complete estimate of the emissions actually generated.

The second source in the Scope 3 domain are emissions from downstream transport and distribution of goods. This category represents 8.7% of overall emissions. Emissions in this category were also mapped in greater detail compared

<sup>1</sup>Emissions for the HTU site (leased office) are reported as zero due to the unavailability of primary data. However, related impacts are accounted for under Scope 3, category 8 – Upstream Leased Assets.

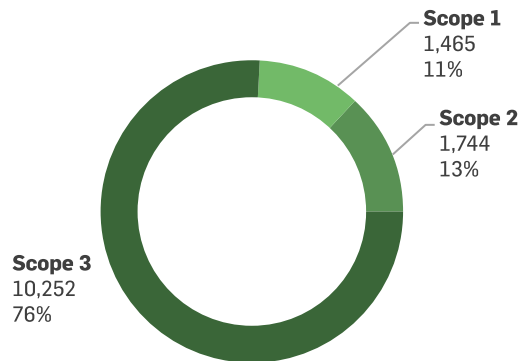
to 2023, thanks to the inclusion of HBP's downstream logistics and refrigerated transport, as well as the identification and addition of routes that had previously been excluded from past analyses.

The third source of emissions is the production of capital goods purchased and/or acquired, accounting for 10.9% of our Scope 3 emissions and 8.3% of total emissions. This category includes the procurement of hardware, software licenses, office supplies, and, most notably, machinery and equipment essential for production and packaging.

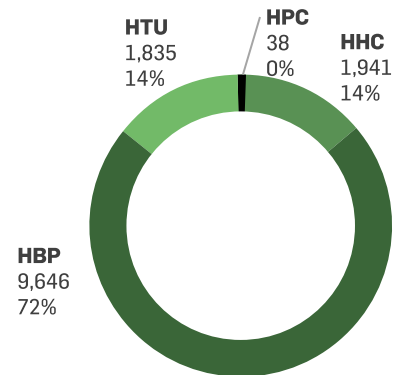
Other Scope 3 categories that generated lower emissions but are still noteworthy include Category 3.7: Employee commuting (8.4% of Scope 3 emissions) and Category 3.3: Fuel and energy related activities (6.4% of Scope 3 emissions). The remaining 12% of Scope 3 emissions is represented by the categories of upstream transportation and distribution (5%) business travels (3.1%), investments (2.6%), waste generated in operations (1.1%), end of life treatment of sold products (0.2%), upstream leased assets (0.02%).

<b>Scope 3 emissions [tonsCO<sub>2</sub>e]</b>	<b>Group</b>	<b>Category share [%]</b>
Scope 3.1: Purchased goods	2,060	20.1
Scope 3.1: Purchased services	3,160	30.8
Scope 3.2: Capital goods	1,122	10.9
Scope 3.3: Fuel and energy related activities	653	6.4
Scope 3.4: Upstream transportation and distribution	509	5.0
Scope 3.5: Waste generated in operations	114	1.1
Scope 3.6: Business travel	321	3.1
Scope 3.7: Employee commuting	856	8.4
Scope 3.8: Upstream leased assets	2	0.02
Scope 3.9: Downstream transportation and distribution	1,173	11.4
Scope 3.12: End of life treatment of sold products	16	0.2
Scope 3.15: Investments	267	2.6
<b>Total Scope 3 emissions</b>	<b>10,252</b>	<b>100%</b>
<b>Total Scope 3 emissions - Upstream</b>	<b>8,796</b>	<b>85.8%</b>
<b>Total Scope 3 emissions - Downstream</b>	<b>1,456</b>	<b>14.2%</b>

**GHG emissions by scope [tCO<sub>2</sub>e]**



**GHG emissions by subsidiary [tCO<sub>2</sub>e]**



Overall emissions [tonsCO <sub>2</sub> e]	HHC	HBP	HTU	HPC	Group	Scope share (MB) [%]
Total Scope 1 emissions	82	1,015	368	0	1,465	10.9
Total Scope 2 emissions (Location based approach)	2	1,532	0	3	1,536	--
Total Scope 2 emissions (Market based approach)	0	1,741	0	3	1,744	13.0
Total Scope 3 emissions	1,859	6,890	1,467	35	10,252	76.2
<b>Total emissions – Market Based Approach</b>	<b>1,941</b>	<b>9,646</b>	<b>1,835</b>	<b>38</b>	<b>13,461</b>	<b>100%</b>



### Emissions trend

The observed variations in emissions between 2023<sup>1</sup> and 2024 do not reflect significant changes in Helsinn’s core operations, which remained largely stable. Scope 1 and Scope 2 (location-based) emissions show only minor fluctuations, confirming the operational continuity of the Group. The increase in reported emissions is primarily the result of structural improvements in reporting practices, including enhanced methodological accuracy, broader data coverage, and the inclusion of Scope 3 categories that were not previously accounted for. These enhancements ensure a more realistic and complete representation of the Group’s carbon footprint, in line with evolving Scope 3 disclosure standards.

Evolution of our carbon footprint [tCO <sub>2</sub> e]	2023	2024
Scope 1 emissions	1,522	1,465
Scope 2 emissions (Market based approach)	45	1,774
Scope 2 emissions (Location based approach)	1,653	1,536
Scope 3 emissions	4,739	10,252
Total emissions	6,306	13,461

<sup>1</sup> In the 2023 reporting period, Helsinn initially reported total GHG emissions of 7,029 tCO<sub>2</sub>e. Following improved data collection on F-gas emissions, a restatement was made, leading to a revised total of 6,306 tCO<sub>2</sub>e.

## 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 2024 reporting period as our metric, our emissions intensity reached 47.73 tCO<sub>2</sub>e per employee.

This intensity value reflects not only the emissions associated with Helsinn's operations, but also the structural improvements made in the 2024 inventory update — including expanded data coverage, enhanced methodological accuracy, and the inclusion of previously unreported Scope 3 categories.

As such, the increase in intensity is primarily linked to more complete and transparent emissions accounting, rather than a change in operational performance.

The distribution of emissions across Scopes 1, 2, and 3 in the 2024 inventory is consistent with what is typically observed in manufacturing companies like Helsinn. The majority of emissions (over 75%) fall within Scope 3, primarily due to purchased goods and services and transportation activities along the value chain.

Compared to other industries, Helsinn reports minimal downstream emissions, as its products do not generate significant emissions during their use phase.

Additionally, end-of-life emissions are limited to the treatment of product packaging, rather than the products themselves. The inclusion of investments—which are unrelated to Helsinn's core manufacturing activities—also contributes a small share to Scope 3, but remains outside of operational emissions control.

Scopes 1 and 2 represent a smaller but still significant portion of the footprint, associated with on-site fuel use, company vehicles, and electricity consumption, reflecting mostly the energy needs of Helsinn's production sites.

### Carbon Offsetting

Following our carbon reduction initiatives and the quantification of our carbon footprint, we have decided, for the fifth consecutive year, to offset residual emissions (13,461 tCO<sub>2</sub>e) through the purchase of 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 selected the following two projects:

- Improved cookstoves for environmental conservation in **Southern Ethiopia**

#### 3,344 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 will be attempting to address these issues by selling energy efficient cookstoves to households across the project intervention area at subsidized cost. The energy efficient stoves will allow households to cook the same amount of food using less firewood.

### Certified SDG Impacts



#### Project Attributes



#### Project Type



Energy Efficiency  
Domestic

#### Status



Gold Standard  
Certified Project

- Fuel efficient cookstoves for the resilience of rural communities in **Burundi**  
**10,117 Credits**

The micro-scale Voluntary Project Activity is planning to manufacture and distribute energy efficient cookstoves of the BIKIGITI model within the districts of Kayanza, Ngozi and Kirundo in Burundi. Most families in Burundi cook with traditional inefficient cookstoves that consume large amounts of firewood. The consume of firewood is increasing the rate of deforestation and land degradation, and its combustion is a significant source of greenhouse gas (GHG) emissions responsible for climate change. In addition to the environmental consequences, there are serious health implications related with the inefficient cooking methods through the exposure on the smoke and other emissions. The project will address the challenges above by reducing the consume of wood during the cooking activities, reducing greenhouse gas emission, contributing to climate change mitigation in line with the UN’s Sustainable Development Goal number 13 (“Climate Action”), and contributing also other sustainable development goals.

**Certified SDG Impacts**



**Project Attributes**



**Project Type**



Energy Efficiency  
Domestic

**Status**



Gold Standard  
Certified Project

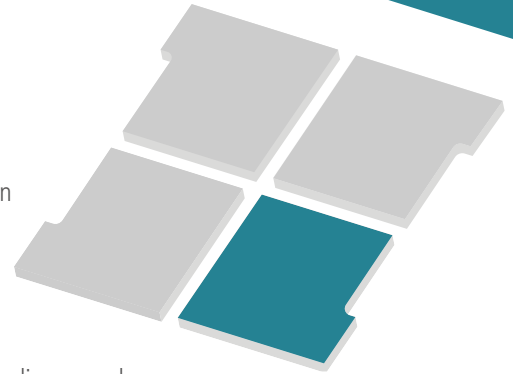
# QUALITY OF LIFE IN OUR RESPONSIBLE BUSINESS

Operating with integrity, transparency, and accountability is at the foundation of our way of doing business. Ethical behavior, good governance, and long-term value creation are fully embedded in our decision-making processes and day-to-day operations, contributing to the sustainable success of the Group and its stakeholders.

To uphold this commitment, we have implemented a comprehensive Compliance and Quality Management System, aligned with international standards and pharmaceutical best practices. Core documents such as the Code of Conduct and Ethics, the Third-Party Code of Conduct and Ethics, and the Compliance and Quality Manual set out clear expectations for employees, business partners, and contractors.

These instruments:

- Strengthen internal communication and alignment, especially at the leadership level;
- Embed sustainability, quality, and data protection standards into daily practices;
- Ensure full regulatory compliance across all locations.



Through this integrated approach, Helsinn confirms its leadership in responsible business practices — ensuring **resilience, compliance, and sustainability** in a rapidly evolving global landscape.



Operating with integrity, transparency, and accountability is at the foundation of our way of doing business.

In 2025, our adherence to the [United Nations Global Compact \(UNGC\)](#) marked a further step in aligning our values with the global sustainability agenda. The Ten Principles of the UNGC — covering human rights, labor standards, environmental responsibility, and anti-corruption — are fully integrated into our strategy:



**Human Rights**

- 1. Support and respect the protection of internationally recognized human rights
- 2. Avoid complicity in human rights abuses



**Labour**

- 3. Uphold freedom of association and collective bargaining rights
- 4. Eradicate forced and compulsory labor
- 5. Abolish child labor
- 6. Eliminate discrimination in employment and occupation



**Environment**

- 7. Apply a precautionary approach to environmental challenges
- 8. Promote environmental responsibility
- 9. Encourage environmentally friendly technologies



**Anti-Corruption**

- 10. Fight all forms of corruption, including extortion and bribery



To support this commitment in practice, Helsinn regularly promotes awareness and in 2024 training campaigns cover all its employees on key compliance-related topics highlights in the Code of Conduct and Ethics. These include ethical conduct, anti-corruption, cyber security, data protection, and quality standards — all critical for maintaining a culture of integrity and compliance across all levels of the organization.

Beyond internal governance, Helsinn remains dedicated to responsible growth by:

- Maintaining financial sustainability through continuous innovation;
- Engaging transparently with stakeholders to build trust and alignment;
- Promoting responsible supply chain setting clear expectations outlined in the Third-Party Code of Conduct and Ethics;
- Fostering long-term partnerships that reinforce environmental and social responsibility across the value chain.
- Safeguards human rights in local communities by engaging with stakeholders, ensuring compliance with national regulations, and monitoring potential environmental and social impacts linked to operations.

Through this integrated approach, Helsinn confirms its leadership in responsible business practices — ensuring resilience, compliance, and sustainability in a rapidly evolving global landscape.

# 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.

In 2024, no incidents were reported in relation to the ethics, whistleblower procedure, and no confirmed cases of corruption or information security breaches were identified.

**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
- Compliance Officers, supported by the Business Ethics Board (BEB), charged with the responsibility for operating and monitoring the Compliance Program
- Code of Conduct and Ethics, Policies and Procedures detailing the Company's commitment to compliance and setting forth the ethical and compliance principles applicable to all employees
- Third Party Code of Conduct and Ethics, a broader set of principles to define compliance requirement for Third Party engaged with the company, supported by a Third Party Risk Management SOP
- Anti-Corruption, Conflict of Interest, Insider Trading policy
- Data Protection and Privacy policy
- Speak Up policy and Speak Up Workflow
- Regular education and training programs for applicable employees
- Easy access to the Compliance Officers by all employees.

**Access to the Compliance Officer by all employees is facilitated through the following measures:**

- A reporting process to collect concerns and ask questions, with a dedicated platform that guarantee anonymity and confidentiality called [EthicsPoint](#).
- 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



In **2024**, no incidents were reported in relation to the ethics, whistleblower procedure, and no confirmed cases of corruption or information security breaches were identified.



## 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.

## THIRD PARTY CODE OF CONDUCT AND ETHICS

The Third-Party Code of Conduct and Ethics outlines the ethical, legal, social, and environmental standards expected from all external partners conducting business with or on behalf of Helsinn. This document reinforces our commitment to responsible business practices throughout the value chain and ensures that our partners align with our core values of transparency, fairness, and sustainability.

All third parties — including suppliers, agents, contractors, distributors, consultants, and others — are required to adhere to the principles established in this Code. These include strict compliance with anti-corruption laws, data protection regulations, labor and human rights standards, and environmental protection frameworks. The Code also calls for the implementation of effective compliance programs, due diligence procedures, and robust internal controls to prevent unethical behavior, including bribery, discrimination, forced labor, and child exploitation.

In addition to legal compliance, the Third Party Code encourages responsible conduct in areas such as fair competition, health and safety, privacy, and crisis management. Particular emphasis is placed on respecting local communities and indigenous populations, preserving biodiversity, and promoting fair and dignified working conditions.

Helsinn reserves the right to audit third parties, and any confirmed breach of the Code may lead to remediation actions or the termination of the business relationship. Subcontractors are also expected to comply, with third parties remaining accountable for their behavior.

This framework reflects our belief that ethical collaboration is essential for sustainable value creation — not only within Helsinn, but across our entire network of stakeholders.

## 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** – Good Manufacturing Practices – HBP Dublin
- **HPRA Ireland** – Pharmacovigilance and Good Manufacturing Practices – HBP Dublin
- **ANVISA Brasil** – Good Manufacturing Practices – HBP Dublin, HHC Lugano
- **Investigational Medicinal Product (IMP) License** – European Medicines Agency – HBP Dublin
- **Russian Health Ministry** – Good Manufacturing Practices - HBP Dublin
- **South African Health Ministry** – Good Manufacturing Practices - HBP Dublin
- **Ministry of Food and Drug Safety (MFDS) South Korea** – Good Manufacturing Practices - HBP Dublin
- **Pharmaceuticals and Medical Devices Agency (PMDA) Japan** – Good Manufacturing Practices – HBP Dublin

On average, we have a quality, safety or environmental protection inspection approximately every month at our Irish plant. 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.

### **Pharmacovigilance Data Privacy Policy**

Patient safety is a top priority for Helsinn. To comply with international pharmacovigilance regulations, we have implemented a dedicated Pharmacovigilance Data Privacy Policy. This policy governs how personal data is collected and processed to monitor the safety of our products—including medicinal products, medical devices, and nutritional supplements—marketed across global operations. The policy is aligned with legal obligations and applies to all entities within the Helsinn Group, ensuring transparency, compliance, and protection of individuals' data in the context of adverse event reporting and safety monitoring.

### **Group Data Protection and Privacy Policy**

Respecting individuals' privacy and protecting their personal data is a fundamental commitment for the Group. A dedicated Data Protection and Privacy Policy ensures full compliance with applicable laws.

The policy sets out clear principles for processing personal data, including purpose limitation, data minimization, and security measures. It applies to all employees and third parties handling personal data on behalf of Helsinn, with specific safeguards in place for sensitive data.

Training, monitoring, and a structured governance system — led by a dedicated Data Protection Manager — support the effective implementation of the policy across all Group entities. An external Data Protection Officer oversees compliance.

### **Privacy and Cookies Policy**

Helsinn is committed to protecting the privacy of users who visit its corporate website. A dedicated Privacy and Cookies Policy outlines how personal data is collected and managed, in compliance with applicable regulations.

The policy is reviewed periodically and updated when necessary to ensure continued transparency and protection.

# 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. Value Creation Committee – VCC.

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



## Board of Directors<sup>1</sup>

### Riccardo Braglia

Executive chairman  
Switzerland

### Gabriele Edoardo Braglia

Board Member  
Switzerland

### Paolo Bottini

Independent Board  
Member  
Switzerland

### Eric Cornut

Independent Board  
Member  
Switzerland

### Riccardo Carbucicchio

Independent Board Member  
Italy

**Our Board of Directors, based at our headquarters in Switzerland, had the following age distribution as of December 2024:**

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

<sup>1</sup>The list above outlines the current composition of the Board of Directors.

## 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.

### Strong and experienced Group Leadership Team<sup>1</sup>

An outstanding management team committed to Helsinn's core values

#### Melanie Rolli

Group Chief Executive Officer  
Germany

#### Roberta Cannella

Group Chief Technical Officer  
Italy

#### Enrico Magnani

Group Chief Strategy Officer  
Italy

#### Konrad Wilson

Group Chief Financial Officer  
Ireland

#### Enrico Baroni

Group Head of Transformation  
Italy

#### Andrea Pontiggia

Head of International Commercial Business  
Italy

#### Matteo Santi

Group Head of Ethics,  
Legal & Governance  
Italy

#### Marco Onofri

Country Head, Ireland  
Ireland

#### Anne Renahan

Country Head, US  
US

**Our senior management team is made of 9 members of which, as of December 2024:**

- 3 members between 30 and 50 years of age
- 6 members with more than 50 years of age

<sup>1</sup>The list above outlines the current compositions of the Group Leadership Team.



# 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 1% of our revenues, with a cumulative investment of over 36% of revenues in the past five years — demonstrating a long-term strategic focus on scientific excellence and the development of high-quality therapeutic solutions.

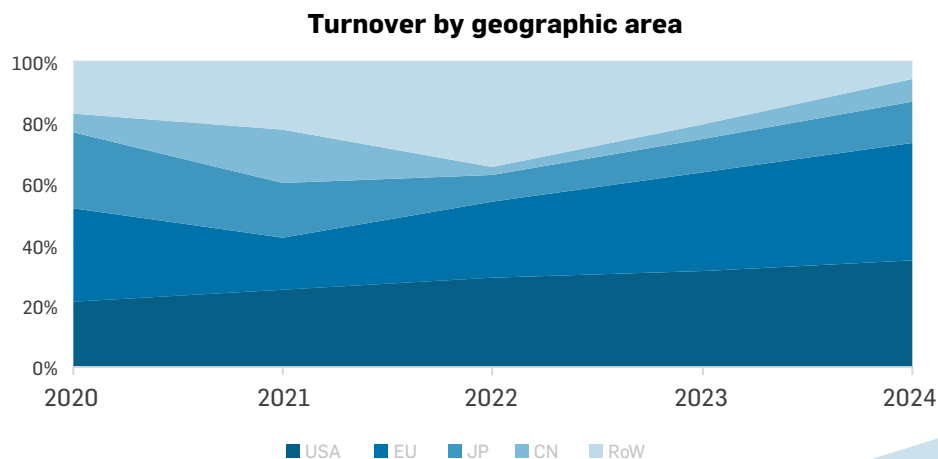
In 2024, R&D expenses represented 1% of total revenues, reflecting the transition phase following the major organizational restructuring initiated in previous years. Nevertheless, Helsinn maintained its commitment to product innovation and continuous improvement, ensuring that core investments continued to support the evolution of its portfolio.

We maintain a well-diversified presence across global markets. In 2024, the EU market confirmed its leading position, generating 34% of total revenues, followed by the US with 30%. Together, these two markets accounted for 64% of Helsinn's turnover. Japan contributed 12%, showing a slight rebound from previous years, while China continued to grow modestly, reaching 6%. The Rest of the World area remained stable at 18%, after a significant peak in 2022. This distribution reflects Helsinn's continuous efforts to balance its market exposure and enhance geographic resilience.



Total % of turnover invested  
in R&D expenses over the  
past 5 years:  
**36%**

		2020	2021	2022	2023	2024
Turnover by Geographic area	USA	21%	25%	29%	31%	30%
	EU	31%	17%	25%	32%	34%
	JP	25%	18%	9%	11%	12%
	CN	6%	17%	3%	5%	6%
	RoW – Rest of the World	17%	22%	34%	20%	18%



”

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

**31%**

# 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 People is central to our culture. We invest in improving our products through

dedicated R&D and continue our efforts to make medicines accessible with dedicated programs in the US. In 2024, we also reinforced our focus on employee well-being by launching targeted initiatives to support both physical and mental health. These efforts are complemented by comprehensive health insurance coverage for all employees and by vaccination campaigns promoted across our sites to protect against seasonal and occupational diseases.



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](http://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.



In 2024, Helsinn continued to explore and implement energy efficiency and electrification measures aimed at reducing reliance on fossil fuels and increasing the share of renewable energy. In Switzerland, the relamping of the site progressed further, while in Ireland, preliminary assessments were carried out to identify potential energy efficiency improvements and opportunities for process electrification to avoid fossil fuel use.



Helsinn supports inclusive and sustainable economic growth by investing in people, innovation, and responsible resource management. Over the past 5 years, on average 31% of revenues were allocated to employee salaries and benefits, while R&D investments amounted to 36%. The Group fosters fair working conditions and youth employment through training, apprenticeship, and orientation programs.

By adhering to the UNGC, Helsinn actively promotes the protection of workers' rights across its operations and throughout its value chain. In 2024, the Swiss site of Helsinn also participated as a speaker at a forum on occupational health and safety, sharing its

perspective and reaffirming its commitment to advancing and protecting workers' rights and well-being.

Helsinn promotes efficient resource use and waste reduction and encouraging the reuse. In Switzerland, canteen meals are pre-booked to minimize food waste. In the US and China, single-use plastics have been eliminated in favour of reusable alternatives.



We constantly strive to improve the efficiency of our processes by investing in research aimed at optimizing the production systems

behind our therapies and minimizing the related environmental impacts. This includes efforts to reduce energy consumption and explore the adoption of more efficient technologies. In 2024, we launched a Life Cycle Assessment (LCA) study on one of our key products to identify significant environmental hotspots and define concrete actions for improvement.



At Helsinn, we promote inclusive growth and equal opportunities by ensuring fair working conditions, equal pay for equal work, and non-discrimination across all operations and geographies. Our policies actively support diversity, equity and inclusion, irrespective of gender, age, origin, or background. In 2024, we reinforced

these commitments through targeted wellbeing initiatives and social support programs for employees. We also maintain high ethical standards throughout our value chain.



We are committed to tackling climate change by taking concrete actions to reduce our carbon footprint. We have developed a decarbonization plan with a clear roadmap to reduce our Scope 1, 2, and 3 emissions over time. We actively promote energy efficiency across our operations and closely monitor our energy consumption to identify continuous improvement opportunities.



Helsinn promotes a fair, inclusive, and transparent working environment across its operations and value chain. The Group enforces strong ethical standards through its Compliance & Quality Management System, Code of Conduct and Ethics, Third Party Code of Conduct and Ethics, and Anti-Corruption and Anti-Bribery Policy—which prohibit corruption, bribery, discrimination, and any form of forced or child labour. Inclusion and non-discrimination are supported by policies and awareness efforts across sites. Our commitment to the UN Global Compact further strengthens our alignment with inter-

national standards on human rights, labour, and responsible business conduct.

Transparency is fostered through regular internal communication on business goals, performance, and strategy, reinforcing a culture of accountability and ethical behavior.

In 2024, no incidents of corruption, whistleblower reports, or information security breaches were recorded, demonstrating the effectiveness of our governance systems.

A large, stylized white quotation mark icon on a blue background.

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.

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 Healthcare SA has reported in accordance with the GRI Standards for the period January 1st 2024 - December 31st 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No Sector Standard applied

GRI standards	Disclosures	Location	Reason for omissions	Explanation
GRI 1: Foundation 2021				
General Disclosures				
GRI 2: General Disclosures 2021	1.The organization and its reporting practices			
	2-1 Organizational details	6-7		
	2-2 Entities included in the organization's sustainability reporting	6-7		
	2-3 Reporting period, frequency and contact point	6-7		
	2-4 Restatements of information	70		
	2-5 External assurance	7		
	2. Activities and workers			
	2-6 Activities, value chain and other business relationships	8-9, 16-17, 34-36, 87		
	2-7 Employees	39-41		
	2-8 Workers who are not employees	There are no non-employed workers		
	3. Governance			
	2-9 Governance structure and composition	83-85		
	2-10 Nomination and selection of the highest governance body	83		
	2-11 Chair of the highest governance body	22, 83-84		
	2-12 Role of the highest governance body in overseeing the management of impacts	22, 83-84		
	2-13 Delegation of responsibility for managing impacts	22, 85		

2-14 Role of the highest governance body in sustainability reporting	22		
2-15 Conflicts of interest	75-78 <b>Code of Conduct and Ethics</b> , pg 19		
2-16 Communication of critical concerns	22, 76-77 <b>Code of Conduct and Ethics</b> , pg 23		
2-17 Collective knowledge of the highest governance body	22, 45, 83		
2-18 Evaluation of the performance of the highest governance body	83		
2-19 Remuneration policies	-	Confidentiality constraints	Helsinn Healthcare 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 Healthcare 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 Healthcare SA is a privately owned company and the shareholders chose to maintain confidentiality over annual total compensation data and related ratios
<b>4. Strategy, policies and practices</b>			
2-22 Statement on sustainable development strategy	4-5, 18-21, 74-75, 88		
2-23 Policy commitments	4-5, 18-21, 74-75, 88 <b>Code of Conduct and Ethics</b> <b>UNGC Commitment</b>		
2-24 Embedding policy commitments	22, 83-85		
2-25 Processes to remediate negative impacts	30-31, 76-79 <b>Code of Conduct and Ethics</b>		
2-26 Mechanisms for seeking advice and raising concerns	22 <b>Code of Conduct and Ethics</b> , pg 23		
2-27 Compliance with laws and regulations	76, 79-80 No instances of non-compliance		
2-28 Membership associations	35-36, 51, 80		
<b>5. Stakeholder engagement</b>			
2-29 Approach to stakeholder engagement	23, 25		
2-30 Collective bargaining agreements	-	Not applicable	At present, there are no collective bargaining agreements in place at any of our locations



GRI Standards	Disclosures	Location	Reason for omission	Explanation
<b>Material Topics</b>				
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	24-25		
	3-2 List of material topics	26-27		
<b>E1 Climate change</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	52-54, 57, 59, 66-73		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	53-59		
	302-4 Reduction of energy consumption	54-59		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	66, 69		
	305-2 Energy indirect (Scope 2) GHG emissions	67, 69		
	305-3 Other indirect (Scope 3) GHG emissions	67-69		
	305-4 GHG emissions intensity	71		
	305-5 Reduction of GHG emissions	72-73		
<b>E2 Pollution</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	52, 60		
GRI 303: Water and Effluents 2018	303-2 Management of water discharge related impacts	52, 60		
<b>E5 Resource use and circular economy</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	52, 61-62		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	61-62		
	306-2 Management of significant waste related impacts	61-62		
	306-3 Waste generated	62		
	306-4 Waste diverted from disposal	62		
	306-5 Waste directed to disposal	62		

S1 Own workforce				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	38-51		
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	43		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	44		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	47-48		
	401-3 Parental leave	49		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	47		
	403-2 Hazard identification, risk assessment, and incident investigation	47		
	403-3 Occupational health services	47		
	403-4 Worker participation, consultation, and communication on occupational health and safety	45, 47, 77		
	403-5 Worker training on occupational health and safety	42, 45, 47		
	403-6 Promotion of worker health	42, 47-49		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	42, 47		
	403-8 Workers covered by an occupational health and safety management system	47		
	403-9 Work-related injuries	47		
	403-10 Work-related ill health	47		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	45-46		
	404-2 Programs for upgrading employee skills and transition assistance programs	45		
	404-3 Percentage of employees receiving regular performance and career development reviews	45		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	40-41, 80-81		
	405-2 Ratio of basic salary and remuneration of women to men	43		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	76, 77 No instances of non-compliance		
S2 Workers in the value chain				

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	74-79 <b>Third Party Code of Conduct and Ethics</b> , pg 19		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	74-75, 78-79 <b>Third Party Code of Conduct and Ethics</b> , pg 19		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	74-75, 78-79 <b>Third Party Code of Conduct and Ethics</b> , pg 19		
<b>S4 Consumers and end-users</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	28-37, 79, 81-82		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	30-31, 79-80		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	31 No instances of non-compliance		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	No instances of non-compliance		
	417-3 Incidents of non-compliance concerning marketing communications	No instances of non-compliance		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	77 No instances of non-compliance		
<b>G1 Business conduct</b>				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	74-85 <b>Code of Conduct and Ethics</b>  <b>Third Party Code of Conduct and Ethics</b>  <b>UNGC Commitment</b>		



# ACRONYMS LIST

<b>ADC</b>	Antibody Drug Conjugates
<b>API</b>	Active Pharmaceutical Ingredient
<b>BEB</b>	Business Ethics Board
<b>CEO</b>	Chief Executive Officer
<b>CFDA</b>	China Food and Drug Administration
<b>CHUV</b>	Centre Hospitalier Universitaire Vaudois
<b>CINV</b>	Chemotherapy-Induced Nausea and Vomiting
<b>CLF</b>	Cutaneous Lymphoma Foundation
<b>CMC</b>	Chemistry Manufacturing and Control
<b>CN</b>	China
<b>CSRD</b>	Corporate Sustainability Reporting Directive
<b>DEFRA</b>	Department for Environment, Food & Rural Affairs
<b>EAP</b>	Early Access Program / Employee Assistance Program
<b>EMA</b>	European Medicines Agency
<b>EPA</b>	Environmental Protection Agency
<b>EPD</b>	Environmental Product Declaration
<b>ESG</b>	Environmental, Social & Governance
<b>EU</b>	European Union
<b>EV</b>	Electric Vehicle
<b>FDA</b>	Food and Drug Administration (US)
<b>GDPR</b>	General Data Protection Regulation
<b>GHG</b>	Greenhouse Gas
<b>GMP</b>	Good Manufacturing Practice
<b>GRI</b>	Global Reporting Initiative
<b>GxP</b>	Good "x" Practice
<b>HBP</b>	Helsinn Birex Pharmaceuticals Limited
<b>HCPs</b>	Healthcare Professionals
<b>HHC</b>	Helsinn Healthcare SA
<b>HPC</b>	Helsinn Pharmaceutical (Beijing) Co., Ltd.
<b>HPRA</b>	Health Products Regulatory Authority
<b>HQ</b>	Headquarter
<b>HR</b>	Human Resources
<b>HSE</b>	Health, Safety & Environment
<b>HTU</b>	Helsinn Therapeutics (US), Inc.
<b>HVAC</b>	Heating, Ventilation & Air-Conditioning
<b>IND</b>	Investigational New Drug application

<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>ISO</b>	International Organization for Standardization
<b>JP</b>	Japan
<b>LCA</b>	Life Cycle Assessment
<b>LEED</b>	Leadership in Energy and Environmental Design (building certification)
<b>MASCC</b>	Multinational Association for Supportive Care in Cancer
<b>MF</b>	Mycosis Fungoides
<b>MF-CTCL</b>	Mycosis Fungoides T-Cell Lymphoma
<b>MFDS</b>	Ministry of Food and Drug Safety (Korea)
<b>NCCN</b>	National Comprehensive Cancer Network
<b>NET</b>	Nuova Energia Ticino
<b>NGO</b>	Non-Governmental Organization
<b>NIR</b>	National Inventory Report
<b>NJ</b>	New Jersey
<b>NMPA</b>	National Medical Products Administration
<b>NSAID</b>	Non-Steroidal Anti-Inflammatory Drug
<b>ODD</b>	Orphan Drug Designation
<b>PIC</b>	Pharmaceutical Inspection Convention
<b>PMDA</b>	Pharmaceuticals and Medical Devices Agency (Japan)
<b>PONV</b>	Post-Operative Nausea and Vomiting
<b>R&amp;D</b>	Research & Development
<b>RET</b>	REarranged during Transfection
<b>RoW</b>	Rest of the World
<b>SA</b>	Società Anonima (anonymous company)
<b>SBTi</b>	Science Based Targets initiative
<b>SDGs</b>	Sustainable Development Goals
<b>SEAI</b>	Sustainable Energy Authority of Ireland
<b>SOP</b>	Standard Operating Procedure
<b>UK</b>	United Kingdom
<b>UN</b>	United Nations
<b>URCC</b>	University of Rochester Cancer Center
<b>US</b>	United States
<b>WRI</b>	World Resources Institute



