Sustainability Report

idonesia

More drive – For a better future

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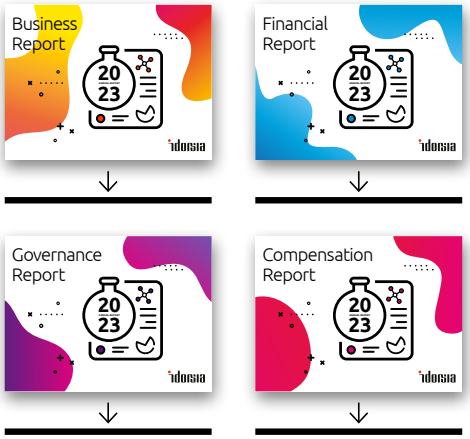
Further parts of the Idorsia Annual Report 2023



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We are building Idorsia with a long-term focus, and we run the company in a responsible and sustainable way.

Mathieu Simon
Chairman of the Board

Dear shareholders,
We are pleased to publish Idorsia's first Sustainability Report, in line with the requirements of the newly enacted Swiss legislation on non-financial reporting. Idorsia supports the government's endeavors to prioritize and promote sustainable practices by Swiss companies, and to ensure transparency on non-financial matters, such as businesses' impact on the environment, people and society as a whole.

This Sustainability Report has been approved by Idorsia's Board of Directors and will be subject to a consultative vote by our shareholders. It reflects the current status of our sustainability efforts, which are aligned with Idorsia's strategic priorities and overall purpose.

Our sustainability roadmap was developed at the company's founding in 2017, and we continue to expand our reporting each year to meet the evolving expectations of stakeholders on environmental, social and governance (ESG) matters. ESG targets represent one of the four groups of global goals that the Board of Directors approves, monitors and assesses on an annual basis. The assessment of these goals directly contributes to the performance and recognition process that determines employees' annual bonus payment, if applicable.

We regularly consult our key stakeholder groups on our material topics, and in 2023 we updated our materiality analysis to align with the Global Reporting Initiative (GRI) 2021 standards. In this report, you will find updates on the most significant areas of Idorsia's impact, as identified by our stakeholders.

In 2023, it was necessary to implement several measures to adapt our company to the challenges of the current environment. We sold our operating businesses in the Asia-Pacific region (excluding China) and reduced our workforce to approximately 900 employees worldwide – both measures aimed at giving the company more time to create sustainable value. We also strengthened our innovative portfolio by reacquiring the worldwide rights to aprocitentan – the first oral anti-hypertensive therapy which works via a new therapeutic pathway to be approved in almost 40 years. We have expanded access to our insomnia therapy QUVIVIQ™, which has demonstrated an outstanding safety and efficacy profile, by securing reimbursement from several significant payors in the US and by launching in several markets across the EU. We have continued to drive progress with our rich pipeline of late-stage assets, giving us strategic flexibility on our path to sustainable value creation. However, given the financial challenges that Idorsia is facing, our sustainability efforts are tempered by constraints on our ability to invest in new initiatives, collect data and monitor our impact, as well as the staff reductions mentioned above.

Idorsia remains committed to ensuring the long-term sustainability of our company – both in terms of delivering value for our shareholders and addressing the ESG issues that matter to our stakeholders more broadly. Since Idorsia's founding, we have substantially reduced our carbon emissions, and – given our global and evolving footprint – climate-related risks have now been added to our enterprise risk management process.

We are well aware of the increased focus on human rights, especially child labor and conflict minerals, in the supply chain, and we share these concerns. Our assessment of our own operations in line with Swiss regulations showed that we are exempt from detailed risk evaluation for conflict mineral use, as the company's imports of the relevant minerals do not exceed the thresholds specified in the legislation. Our assessment of the company's supplier base also indicated a low risk in relation to child labor. Nonetheless, we will continue to enhance screening and monitoring of our suppliers, and will remain vigilant so as to avoid any form of human rights abuses in our supply chain.

We believe that our core responsibility to our stakeholders and society in general is to deliver on our purpose of helping more patients with innovative treatments, and we remain committed to achieving this in a responsible manner.

Sincerely,

Mathieu Simon
Chairman of the Board

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About Idorsia

Headquartered in Switzerland – a European biotech hub – Idorsia is a high-potential biopharmaceutical company, specialized in the discovery, development, and commercialization of innovative small molecules, with the aim of transforming the horizon of therapeutic options.

We began our operations after demerging from Actelion following its acquisition by Johnson & Johnson in 2017, so while we may be young on paper, we have a 25-year heritage of drug discovery, a broad portfolio of innovative drugs in the pipeline, and an experienced team.

Although Idorsia is currently a loss-making company, it aims to achieve sustainable profitability.

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Our purpose

The purpose of Idorsia is to discover, develop, and commercialize innovative medicines to help more patients. We have more ideas, we see more opportunities, and we want to transform the horizon of therapeutic options.

Delivering on our purpose is our core responsibility to our stakeholders and to society. We are committed to achieving this in an economically, socially, and environmentally responsible manner.

We take our responsibility seriously and seek dialogue with all our stakeholders to find out what really matters to them, through efforts such as our materiality assessment, our sustainability survey, and stakeholder-specific engagement activities.

As Idorsia becomes a commercial company and expands its geographical reach – adding complexity to our organization and increasing our impact on many fronts – our commitment to sustainability remains as important as ever.

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Our value chain

Our value chain begins with intensive research, where we explore the function of proteins, characterized by the way they work, which have not previously been targeted. The aim is to discover drugs which can lead to new treatments for patients. Following the drug discovery phase, the selected molecule must be comprehensively studied to demonstrate clinical safety and efficacy. With successful clinical studies demonstrating a compound's safety and efficacy in hand, we must then navigate the regulatory review and marketing authorization process. Regulatory approval is a key milestone, but our treatments can only reach patients if our products are successfully launched by a commercial organization – completing the journey from bench to bedside. Our approach to launch starts long before approval, with the global product strategy – a roadmap designed to accelerate our affiliates' product launch efforts, while also providing a consistent foundation across the world. This value chain model underscores our commitment to advancing patient care and improving lives at every stage of the process.

Our value chain and supplier base will continue to grow as our development compounds are used for a wider range of target diseases, our products become commercially available in more markets, and our medicines reach more patients. As this transformation occurs, Idorsia will continue to focus on creating positive impact and minimizing or mitigating any negative impacts throughout the company's value chain.

We have a broad, diversified, and balanced portfolio, which covers multiple therapeutic areas and includes one marketed product, QUVIVIQ, our innovative treatment for chronic insomnia disorder.

Idorsia procures raw materials, packaging materials, products, and services from around the world. We are committed to working with third parties who embrace the same values and ethical principles as Idorsia. We expect our suppliers to engage in sustainable practices and to respect regulations set out by health and other authorities. We always aim to be open and transparent regarding our company's impact on the environment, economy, and society. This includes the impact of our supply chain. We continue to seek an open dialogue with all stakeholders, including suppliers.

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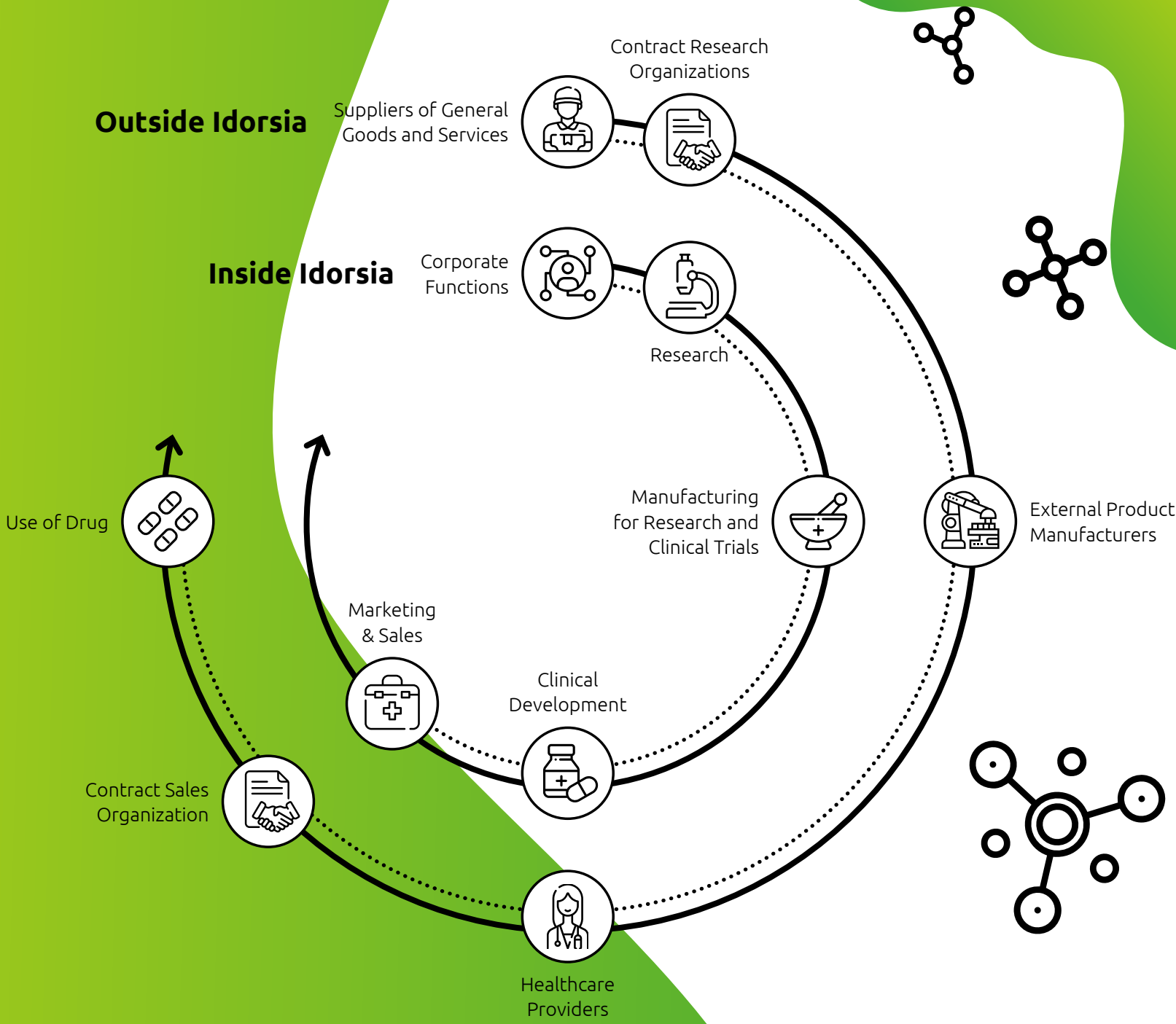

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Sustainability governance

Jean-Paul Clozel
Chief Executive Officer

From the beginning, Idorsia's leadership has emphasized that sustainability is central to how we define our success. The company was founded with a strong governance framework in place, including a broad range of policies, standard operating procedures, and guidelines to drive a culture of integrity.

Our commitment to sustainability has been reinforced over the years. Furthermore, with our transformation into a commercial company, we have expanded oversight, employee training, and other measures to ensure that our business is conducted ethically and in line with relevant legal and regulatory requirements in all the markets in which we operate.

"We are building Idorsia with a long-term focus and ambitious aspirations. We will run the company in a responsible and sustainable way."

Jean-Paul Clozel
Idorsia's CEO, on the establishment of the company

The Board of Directors is responsible for providing direction and approval of the organization's purpose, values, and strategic priorities, which serve as the guiding principles for the company's sustainability efforts. The Board is responsible for monitoring Idorsia's environmental, social and governance (ESG) strategy, targets, and progress. ESG is one of the four main categories of Idorsia's annual objectives. These objectives are approved by the Board at the beginning of each year, progress is tracked regularly throughout the year, and the objective is assessed by the Board at the end of the year. The annual incentive for employees is also tied to the achievement of this target (in countries where relevant and permitted).

Idorsia's Board of Directors is responsible for the preparation of the content of this report. The Board also oversees the implementation of policy commitments, including our Code of Business Conduct.

The CEO is responsible for translating the Board's directives into actionable strategies and policies. The Idorsia Leadership Team plays a crucial role in the implementation of sustainability initiatives, ensuring that the organization's goals are integrated into day-to-day operations and effectively communicated throughout the organization.

The CEO oversees the processes of identifying and mitigating or managing material risks and reporting to the Board annually on these enterprise risks. A cross-disciplinary team of Idorsia employees – including experts from Legal & Compliance, Procurement, Finance, Human Resources, Site Management, Drug Discovery & Development, and Corporate Communications – are responsible for reporting on our key sustainability topics, as described below. Any critical concerns that may arise are communicated to the Board via the Secretary to the Board/Group General Counsel, who plays a key oversight role in our sustainability reporting efforts.

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Enterprise risk management

Risks are inherent to all businesses, and our success is dependent on our ability to foresee and mitigate these effectively. We have put in place an Enterprise Risk Management (ERM) system to reduce risks and ensure business continuity throughout the organization. Our ERM system is designed to identify, assess, manage, and monitor strategic, financial, and operational risks that could affect the company. The monitoring of the ERM system is entrusted to the Board of Directors.

Idorsia is committed to building a sustainable business for the long term, and our focus on appropriate risk identification and mitigation is central to this objective. Idorsia's Board and Management are committed to ensuring that responsible business and sustainability factors are integrated into everyday business thinking and decision-making throughout the company.

The risk management approach adopted by Idorsia is based on the Internal Controls over Financial Reporting (ICFR) system, which defines rules, procedures, and organizational structures to control the compliance of company management with internal and external regulations. ICFR provides the foundation for our efforts to identify, measure, monitor, and manage the financial reporting risks to which the company is exposed.

Idorsia's Risk Management Office is responsible for an annual process that includes conducting interviews with each member of the Idorsia Leadership Team, as well as gathering input from other sources such as internal audits and external environment scanning reports. Following this process, the Risk Management Office reports to the Board of Directors on the key risks and the mitigation strategies adopted to address each risk. The Board is informed of risks at least once a year. The members of the Idorsia Leadership Team are responsible for the implementation of the agreed risk mitigation strategies and for identifying, throughout the year, key risks that threaten the achievement of strategic, operational, or financial objectives.

In line with new reporting expectations on the part of external stakeholders and regulators, as well as our continuous attention to sustainability issues, we have evolved our ERM system to include non financial matters (environmental, social, and employee matters, respect for human rights, anti-corruption efforts) as part of the company's risk reporting.

Climate-related risks are a key element in this updated risk reporting, and Idorsia has already made an initial assessment of these risks in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). See the TCFD disclosure on page 70.

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Material topics and impacts

We acknowledge that our business activities have wide-reaching implications and can have a range of effects on society and the environment. We strive to align our activities with the expectations of our shareholders, stakeholders, and society as a whole. To this end, we have determined a set of material sustainability topics by considering Idorsia's impact on people (including human rights), the environment, and the economy (impact – or "inside-out" – materiality).

In our materiality analysis, we identified impacts across our value chain and categorized them as potential, actual, negative, or positive. This also helps us to understand potential ESG risks to our business and better meet our stakeholders' expectations.

How we define our material topics

In line with the new Global Reporting Initiative Standards (GRI 2021), our process involved interactions with stakeholders and experts in the following four steps.

1. Understanding Idorsia's context

In the initial phase, we conducted an analysis of Idorsia's sustainability context and activities along its value chain, identifying business relationships and stakeholders. We focused on the value chain while also taking into account the company's vision and broader trends in the biopharmaceutical industry. Through this preliminary analysis, we identified around 70 impacts along different parts of the value chain.

2. Identifying and categorizing impacts

This longlist was grouped into 19 key impacts on the economy, environment, and people, which were categorized as either positive or negative, and actual or potential impacts.

3. Assessing the significance of impacts

In order to determine our material topics, we assessed the significance of the identified impacts by administering an online questionnaire to a representative selection of internal and external stakeholders. They were asked to evaluate the significance of the 19 impacts.

The stakeholders invited to participate in the survey included:
- employees
- government/health authorities
- healthcare professionals and members of the medical community
- Idorsia's Board of Directors
- investors and financial analysts
- local community representatives
- partners
- patients and patient associations
- scientific and academic community
- suppliers

4. Prioritizing the most significant impacts and grouping into material topics

After having collected and analyzed the results of the survey, the impacts were prioritized based on their significance. In-depth interviews were then conducted with external experts who have experience with Idorsia's business profile, R&D and commercial activities, and operations. The experts supported us in interpreting, analyzing, and validating the results of the impact assessment. They also provided context and insights regarding the scale, likelihood, and irremediable character of the impacts.

This allowed us to set a threshold for determining the most significant impacts (14 in total), which were then grouped into four material topics.

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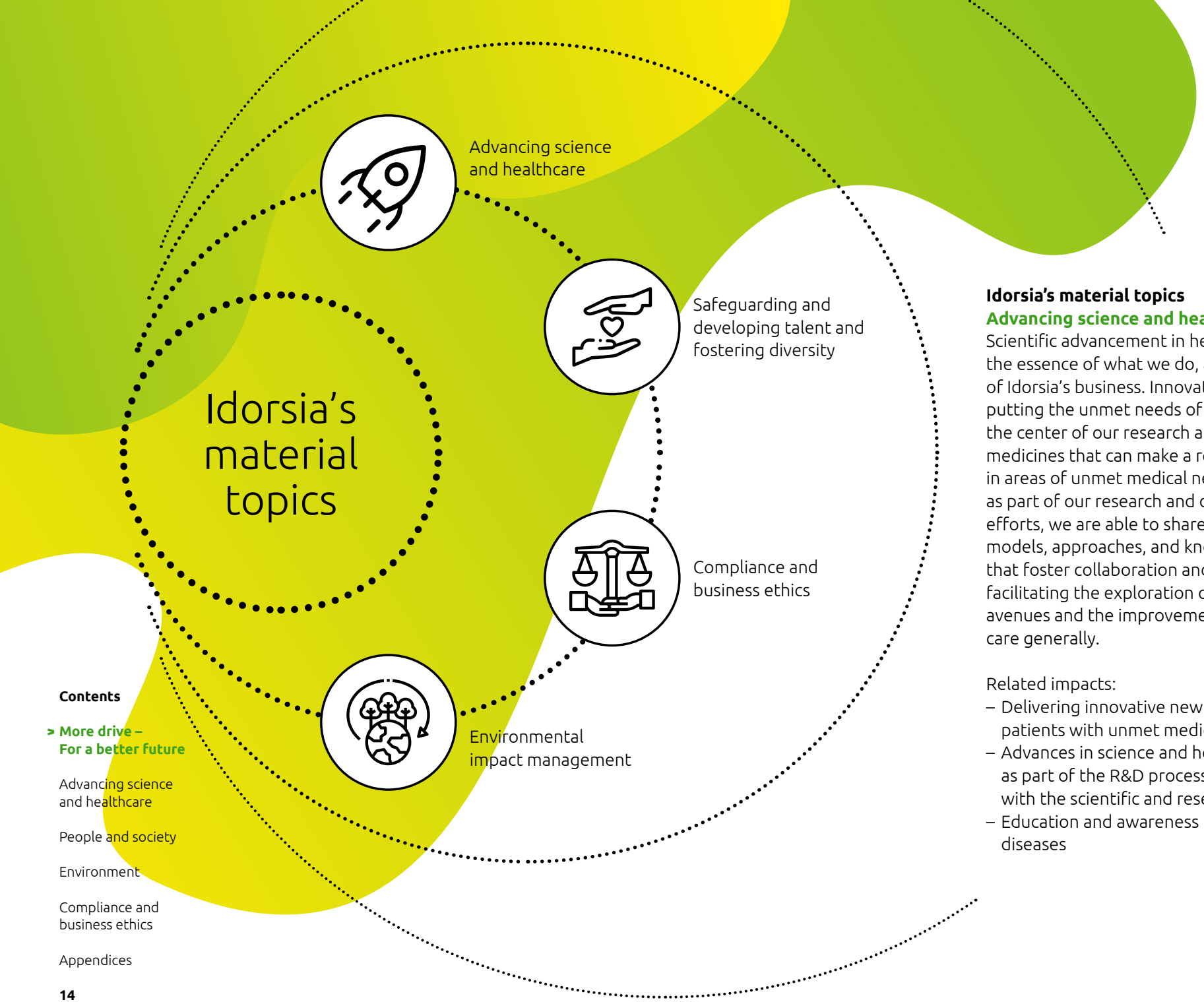

Idorsia's material topics

Advancing science and healthcare

Scientific advancement in healthcare is the essence of what we do, and the core of Idorsia's business. Innovation involves putting the unmet needs of patients at the center of our research and developing medicines that can make a real difference in areas of unmet medical need. In addition, as part of our research and development efforts, we are able to share new data, models, approaches, and knowledge that foster collaboration and innovation, facilitating the exploration of new scientific avenues and the improvement of medical care generally.

Related impacts:

- Delivering innovative new therapies for patients with unmet medical needs
- Advances in science and healthcare made as part of the R&D process that are shared with the scientific and research community
- Education and awareness for target diseases

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Safeguarding and developing talent and fostering diversity

We are dedicated to fostering respect, fairness, and equal opportunities for all our employees, as we believe this is vital to creating and supporting a diverse, equitable, and inclusive workplace. Our ability to attract great scientific and business talent is fundamental to successfully innovating, developing, and delivering on our pipeline. We also work to safeguard the health of workers as a prerequisite for safe and productive operations.

Related impacts:
- Employee upskilling and development
- Potential lack of diversity and/or inclusive practices
- Potential accidents resulting in injury or illnesses

Compliance and business ethics

We aim not only to meet the high standards of compliance required in our highly regulated industry, but also the expectation that we operate as an ethical company. Our future depends on the reliability of our products, which we demonstrate by proving clinical efficacy and safety, and ensuring product quality throughout the supply chain. As the number of our marketed products grows, we will maintain a reliable supply chain to ensure the delivery of safe, high-quality products to patients.

Related impacts:
- Potential non-compliance with health regulations with an impact on patient safety
- Potential corruption and bribery
- Animal testing in pharmaceutical research and development
- Suppliers' adherence to social and environmental standards

Environmental impact management

Climate change and resource consumption are issues that companies and regulators are increasingly prioritizing, and we will keep a strong focus on our environmental impact as we grow. We work to tightly manage the impacts of our activities on the environment. Our management aims to minimize negative effects on the environment, including resource usage and greenhouse gas emissions, while promoting more sustainable and responsible practices.

Related impacts:
- Generation of hazardous and non-hazardous waste
- Energy consumption
- Greenhouse gas emissions
- Water consumption and wastewater management

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Through our engagement activities and materiality assessment, we know that our stakeholders believe that, in order to achieve sustainable value creation, we must continue to focus our efforts on three pillars:

We understand that to deliver a sustainable future for our company, these three pillars need to be equally strong. Each pillar is dependent on the others – for example, our ability to build on our talent rests on successful innovation and responsible business practices. Only by succeeding in all three of these areas can we guarantee our future.

Our stakeholders also believe that we need to achieve this in an environmentally friendly manner. Therefore, our Sustainability Report focuses on four main topics most crucial to our stakeholders: Advancing science and healthcare, People and society, Environment, and Compliance and business ethics.

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Innovative research and development

Our innovation starts with a brilliant idea and culminates, we hope, in a new drug that can change the treatment paradigm in the target indication.

Product innovation management approach

At Idorsia, we want to transform the horizon of therapeutic options for the patients who suffer from diseases that we target with our research and development. This puts innovation at the heart of what we do, and it is in this area that we can have our greatest positive impact on society. Our highly efficient innovation process spans all stages, from the discovery of a promising compound to the final commercialization of the drug. This cycle involves multiple teams across the company, generating the evidence to demonstrate the safety and efficacy of our treatments, as required by health authorities worldwide.

Idorsia's Scientific Board is responsible for making science-based strategic decisions across our drug discovery and clinical development pipeline, including projects from preclinical through Phase 3 of the pharmaceutical development lifecycle. The Scientific Board conducts an annual review of Idorsia's innovation pipeline and aligns priorities across global clinical development and drug discovery. The Scientific Board is composed of senior scientific leaders from across the company, including the Chief Scientific Officer, the Head of Global Clinical Development, and the Chief Medical Officer. Other members of the Scientific Board from our research, clinical development, finance, medical affairs, and commercial organizations are invited to attend meetings according to the topic and relevance for their role. The Scientific Board reports to the Idorsia Executive Committee.

To bring our commercially available products to patients, three functions – Marketing, Medical Affairs, and Value & Access – are responsible for the global product strategy, in close collaboration with key country leaders and our discovery and development teams. Global Marketing generates deep insights from patients and healthcare professionals, which help us to gain a holistic understanding of our customers' needs. This team also undertakes marketing efforts to raise awareness among patients, healthcare professionals, and other key stakeholders (e.g. policymakers) of the impact of the conditions targeted by our products. Idorsia's Global Medical Affairs team is responsible for communicating our scientific data on our products to the healthcare community, and also seeks medical insights from physicians. Value & Access is responsible for demonstrating the value of our products and engaging with payors to find access solutions for our products.

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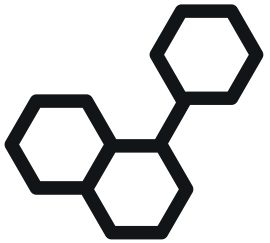
Advancing scientific research
Idorsia contributes to multiple research areas relevant to our business goals and collaborates with a number of scientific organizations so as to learn from others and share our experience in the areas in which we operate. In addition to regularly publishing preclinical and clinical data on our drug discovery pipeline in peer-reviewed scientific journals, we convene and participate in not-for-profit groups dedicated to advancing scientific research. For example, our Swiss-based chemists join others from industry and universities in Basel to exchange experiences in chemical modeling. Our scientists also have a leading role in the Flow Chemistry network of the Swiss Chemical Society, and we are part of a European taskforce addressing the issue of nitrosamine impurities. We contribute to the development of life sciences standards through the activities of the Consortium for Standardization in Lab Automation (SiLA) and work on AnIML, the emerging ASTM XML standard for storing and sharing analytical chemistry and biological data.

These types of collaboration advance the development of a broad set of skills, tools, and standards, speeding up scientific research to facilitate future advances in medicine and healthcare.

Furthermore, we support the education and development of students and academics, with a focus on chemistry and biology in our region, which includes Switzerland, Germany, and France. We supervise postgraduate students, bachelor's degree students and apprentices, many of whom conduct research for their studies in our laboratories. Our scientists also give lectures in their areas of expertise and submit articles and papers to publications to share their perspectives and experience with the scientific community.



Our innovation for patients
Idorsia aims to deliver new products with the potential to significantly change the treatment options for the target diseases. We pursue innovative programs involving proteins which have not previously been targeted, so as to develop drugs with novel mechanisms of action which can meet unmet patient needs. We are also constantly looking for ways to integrate new technologies and approaches to drug design, such as the use of artificial intelligence (AI) tools.

We want to bring new perspectives to the development of innovative compounds, challenging accepted paradigms to answer the questions that matter most.

When we decide to target a specific disease, we research the characteristics of the affected patient population (e.g., gender, age, race, concomitant diseases). We design our clinical studies to include participants whose diversity reflects – to the extent possible – that observed in the

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real world. Idorsia intends to be inclusive and ensure a high level of diversity in clinical trial programs across all therapeutic areas and to measure trial diversity using the Institute for Clinical and Economic Review (ICER) scoring system. For example, in PRECISION, the Phase 3 study for aprocitentan, we achieved a score of 18 out of 21 points.

We have a diversified and balanced clinical development pipeline covering multiple therapeutic areas, including CNS, cardiovascular, and immunological disorders, as well as orphan diseases.

Since our founding in 2017, Idorsia has launched two new therapies in areas of unmet medical need. The first is QUVIVIQ, our treatment for adult patients with insomnia, which has been approved in the United States, Canada, and Europe. Chronic insomnia disorder, involving difficulty initiating and/or maintaining sleep at least three times a week for a minimum of three months, can have a profound effect on patients' lives. In contrast to brief periods of poor sleep, chronic insomnia is a persistent disorder that can take its toll on both physical and mental health, with data showing a global prevalence of approximately 10%.

As a dual orexin receptor antagonist (DORA), QUVIVIQ blocks the binding of the wake-promoting orexin neuropeptides. Rather than inducing sleep by broadly sedating the brain (like many older sleep medications), QUVIVIQ only blocks the activation of orexin receptors, which signal wakefulness. Consequently, QUVIVIQ decreases the wake drive, allowing sleep to occur, without altering the proportion of sleep stages. QUVIVIQ is the first DORA to be available to patients with chronic insomnia in Europe.

The second therapy launched by Idorsia is PIVLAZ®, approved for the prevention of cerebral vasospasm, vasospasm-related cerebral infarction, and cerebral ischemic symptoms after treatment for aneurysmal subarachnoid hemorrhage (aSAH). PIVLAZ was launched in Japan in 2022 and has since been licensed to Nxera Pharma (previously known as Sosei Heptares).

We provide regular updates on our innovation pipeline as part of our quarterly financial results and as new data becomes available. Visit our website to review our Innovation Pipeline.

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Partnerships

At Idorsia, we follow the science – which often leads us to seek input from a variety of perspectives. We value collaboration with academia, industry partners, governments, NGOs, and others, to help us find solutions to scientific challenges.

In order to promote innovation, enhance productivity, and accelerate delivery of new medicines, we engage in mutually beneficial strategic partnerships. By partnering, we can maximize the potential of our assets, improve the lives of patients in need of our therapies, and have a greater positive impact for all stakeholders.

Strategic partnerships – including collaborative research and development, and commercialization agreements – are a way of fully exploiting our discovery engine and clinical pipeline. We seek suitable external project partners to maximize the value of internal innovation. Several of our strategic partnerships involve milestone payments based on the progress of the development compound in question, and/or revenue-sharing agreements, under which we are eligible to receive royalty payments as a proportion of net sales.

We have also entered into partnerships to gain access to technologies or services that are not part of our company's core capabilities, such as our agreement with Syneos Health to build the US and EUCAN sales force to support the launch of QUVIVIQ. Our strategic partnerships are overseen by the Chief Financial Officer in collaboration with the appropriate executive member of the internal research, development, or commercial organization leading the partnership.

More information on our current strategic partnerships can be found here.

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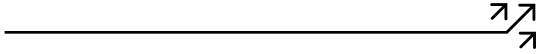
Commitment to transparency

Management approach to transparency

A key element in building trust among our stakeholders is transparency and providing a regular flow of relevant information. Our communication is managed by multiple internal teams, who ensure that appropriate communication is maintained with various stakeholder groups. Stakeholders may include regulatory authorities, policymakers, healthcare professionals, patients, investors, and analysts, among others.

We communicate relevant and timely information concerning clinical research and studies, providing information based on evidence and scientific data. All communications, such as company reports, corporate and scientific publications, are distributed through appropriate channels, including digital channels (websites and social media platforms).

We comply with applicable country-specific regulations and international standards regarding public disclosure of clinical research. To safeguard the transparency of our communication, we have put in place stakeholder communications guidance, establishing the framework for all of the company's communication activities.



Disclosure of clinical research

We are dedicated to improving public health through responsible clinical trial data transparency which – while complying with applicable regulations – respects our proprietary information and patients' privacy. We are committed to ethical, open, and transparent communication of information relating to Idorsia-sponsored clinical research that evaluates Idorsia's medicines, in line with country specific legal requirements and international standards regarding public disclosure of clinical research (e.g. on national clinical trial registries).

More information can be found in our communication policy.

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Access to medicines

Management approach to access

Idorsia's Value & Access team is responsible for demonstrating the value of our products – which is more important than ever, given increasing budgetary constraints in healthcare systems across the world. As an engaged member of the healthcare ecosystem, Idorsia understands the need to find solutions to the high cost of healthcare, and we are committed to playing our part in supporting patient access to our medicines.

While our product strategies are global, our country teams are responsible for their local launches and customer relationships, and they tailor the global strategies to their markets. Working closely together, our affiliates and global teams all play a role in ensuring a successful launch and thus maximizing the value of Idorsia's innovation.

We are committed to playing our part in supporting patient access to our medicines through a variety of mechanisms, such as engaging with payors, patients, and patient groups to understand their needs and develop solutions, and, when appropriate, offering access to our treatments via programs such as our Compassionate Use Program (see below).

Responsibility for ensuring patient access to our medicines lies with Idorsia's Commercial Leadership Team. For each approved product, the Value & Access function develops the access strategy, which is part of the global product strategy – a deliverable resulting from collaboration with the Global Marketing and Global Medical Affairs functions, as well as teams in the local markets and scientific experts from our Drug Discovery and Clinical Development teams.

Access to our approved products

Following the sale of our Asia-Pacific (excluding China) operations – including license rights for PIVLAZ (clazosentan) – to Nxera Pharma in July 2023, Idorsia currently has one marketed and one close-to-market product.

QUVIVIQ (daridorexant), our innovative insomnia treatment, is approved in the US, Canada, the EU, the UK, and Switzerland.

In the US, QUVIVIQ was launched in May 2022. The launches in Europe – where QUVIVIQ is the first available dual orexin receptor antagonist – began in November 2022, with the product now available in Germany, Italy, Switzerland, Spain, UK, Canada, Austria, and France. The local teams are actively engaging with reimbursement authorities to ensure that patients have broad and unrestricted access to QUVIVIQ.

In March 2024, TRYVIO™ (aprocitentan) was approved by the US FDA and Idorsia plans to make it available to patients in the second half of 2024. The brand name in Europe is JERAYGO™, where it has received positive CHMP opinion (April 2024) and is awaiting EC decision.

Engaging with patients and the medical community

Our relationships with patients and patient groups, the medical community, and other healthcare organizations continue to be based on transparency, trust, and a shared commitment to improving the lives of patients. Throughout the product lifecycle, we are in regular contact with key stakeholders in our target disease areas.

We engage with physicians to better understand the unmet medical need, to inform our clinical trial design, and to

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interpret the results of these trials. We participate in expert meetings, such as medical and scientific conferences, to learn from others and to share clinical trial data and other insights.

We are also committed to raising awareness of target diseases, even in areas where our treatments have yet to be approved. Our work with patient groups includes not only engaging with them to understand patient needs and concerns, but also combining our efforts to shine a light on the experience of patients.

Examples of our work with patient groups
We have worked closely with the Fabry International Network (FIN) – as well as its member patient associations in Europe, Canada, the US, and Australia – throughout our Phase 3 study on Fabry disease, and we are continuing this engagement as we conduct the open-label extension study. Each year, we participate in FIN's Fabry Expert Meetings to exchange information and ideas with both patients and leading scientists in the field, with the aim of improving overall care for patients with this devastating rare disease.

Drug pricing
Our drug pricing reflects the value that our innovations deliver, generating revenues to fuel the discovery and development of future compounds.

The cycle continues as these new innovations create even more value for the healthcare system, transforming the horizon of therapeutic options to help more patients. To demonstrate meaningful innovation, we develop a value proposition, underpinned by our science and clinical data, to help payors assess the value offered by our treatments compared to existing options. Our goal is to help patients gain access to our treatments through reimbursement or other coverage arrangements.

Compassionate use
In certain circumstances, Idorsia allows access to investigational drugs through the Discretionary Compassionate Use Program.

Requests (made by a qualified physician) can be sent using the contact form, including the investigational treatment name and the patient's disease or condition. Idorsia also assesses other factors to determine whether access can be provided via this program, including available clinical data supporting an acceptable benefit–risk ratio for the proposed use, potential implications for the overall clinical development of the medicine, and the available supply of the requested investigational drug.

Compassionate Use is assessed by a group of Idorsia stakeholders, with ultimate decision-making and approval authority resting with our Chief Medical Officer.

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Employee welfare and engagement

At Idorsia, we harness the power of difference to achieve business success. We are committed to creating an inclusive culture that allows every employee to maximize their potential with equal opportunities. We employ people with a wide variety of nationalities, backgrounds, and perspectives, and we contribute actively to the communities in which we live and work.

Employee welfare & engagement management approach

Our future as a company depends on a workplace that enables employees to achieve their full potential – both at work and outside the office. Fostering employees' development and growth is essential to our success. We take an integrated approach to rewards and talent management, designed to build an organization of highly engaged and enthusiastic professionals. This is reflected in the model behaviors which comprise our corporate culture – to advance, be pragmatic, invent, team up, and learn. Additionally, we emphasize the importance of providing employees with flexibility in handling their work and personal commitments, overall well-being, and a collegial atmosphere that encourages our employees to perform to the best of their ability and to grow together with the company.

Human Resources (HR) works alongside the Legal and Compliance team to ensure regulatory compliance. The health and safety of our employees is managed by our Health, Safety, Security and Environment (HSSE) department, which reports to the Head of Site Management.

We aim to create an inspiring working environment and to provide equal opportunities for all our employees. Furthermore, we do not tolerate discrimination of any kind, and our employees are required to observe Group-wide standards through our Code of Business Conduct and Global HR Policy.

Code of Business Conduct

The Code of Business Conduct sets out fundamental rules for interacting with others as we drive our business forward. Supporting policies, standard operating procedures, and guidelines provide more detail on how the Code is to be applied in practice. All Idorsia employees have undergone mandatory training on the Code, and the relevant employees are trained in the policies applicable to their role.

Any employee who reasonably believes that there has been a violation of the Code must report it immediately to their supervisor, their local compliance champion, or the Corporate Compliance Office, or through the company's anonymous Whistleblower Hotline. No sanctions are imposed on employees who, in good faith, report violations of the Code. If an investigation leads to the conclusion that a violation of the Code has occurred, then the company will take appropriate corrective action.

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Our employees

In July 2023, Idorsia announced the sale of its operating businesses in the Asia-Pacific (excluding China) region, including license rights for PIVLAZ (clazosentan) and daridorexant in those territories, to Nxera Pharma. As a result, Idorsia no longer has employees located in Japan or South Korea, which is reflected in the employee data below. In addition, as part of a cost reduction initiative implemented in 2023, as well as through employee attrition, headcount in Europe and North America has significantly decreased compared to 2022. While the company regretted having to carry out an initiative that significantly impacted its workforce, Idorsia's challenging financial situation – which is the result of lower-than-anticipated product sales and a difficult global financial environment – made it necessary to substantially reduce investment in research and development, including personnel. This should allow the company to focus on activities crucial to its immediate objective, which is to maximize the time the company has to deliver commercial success with its products.

Information on employees and other workers	GRI reference	Unit	2023	2022	2021
Total employees	102-7a	no.	**938**	**1,361**	**1,177**
Women		no.	433	614	502
Women (%)		%	46%	45%	43%
Number of employees with permanent contracts	102-8a	no.	**931**	**1,352**	**1,169**
Women		no.	431	609	497
Women (%)		%	46%	45%	43%
Switzerland	102-8b	no.	736	982	911
Europe (France, Germany, Italy, Spain, Sweden*, UK)		no.	84	83	34
Asia (China)†		no.	11	151	107
North America (US, Canada)		no.	100	136	117
Number of employees with temporary contracts‡	102-8a	no.	**7**	**9**	**8**
Women		no.	2	5	5
Women (%)		%	29%	56%	63%
Switzerland	102-8b	no.	7	9	8
Europe (France, Germany, Italy, Spain, Sweden*, UK)		no.	0	0	0
Asia (China)†		no.	0	0	0
North America (US, Canada)		no.	0	0	0
Full-time employees	102-8c	no.	**826**	**1,229**	**1,052**
As a percentage of total employees		%	88%	90%	89%
Women		no.	345	511	403
Women (%)		%	42%	42%	38%
Part-time employees		no.	**112**	**132**	**125**
As a percentage of total employees		%	12%	10%	11%
Women		no.	88	103	99
Women (%)		%	79%	78%	79%

As Idorsia does not employ seasonal workers, there was no significant variation in the figures during each period.
* 2023 data includes new commercial operations in Sweden.
† With the sale of Idorsia's Asia-Pacific operations to Nxera Pharma, employee figures for 2023 do not include Japan and South Korea. For 2021 and 2022, Japan and South Korea-based employees are included in the figures.
‡ Apprentices and postdoctoral researchers

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New employee hires	GRI reference	Unit	2023	2022	2021
Total no. of new employee hires	401-1a	no.	67	286	314
Rate of new employee hires		(%)	6%	23%	30%
New hires and new hires rate by gender					
Men	401-1a	no.	28	133	178
New employee hires rate (men)		%	5%	19%	30%
Women		no.	39	153	136
New employee hires rate (women)		%	8%	27%	31%
New hires and new hires rate by age group					
New employee hires <30	401-1a	no.	1	31	31
New employee hires rate <30		%	2%	42%	48%
New employee hires 30–50		no.	52	181	200
New employee hires rate 30–50		%	7%	21%	28%
New employee hires >50		no.	14	74	83
New employee hires rate >50		%	5%	22%	33%
New hires and new hires rate by region					
Switzerland	401-1a	no.	38	140	151
New employee hires rate		%	4%	15%	18%
Europe (France, Germany, Italy, Spain, Sweden*, UK)		no.	17	56	16
New employee hires rate		%	20%	96%	62%
Asia (China)†		no.	0	56	62
New employee hires rate		%	0%	43%	77%
North America (US, Canada)		no.	12	34	85
New employee hires rate		%	10%	27%	111%

The rates are calculated by dividing the number of new hires in the reporting year by the average number of employees between the end of the reporting year and the end of the previous year in the respective employee group or region.

* 2023 data includes new commercial operations in Sweden.
† With the sale of Idorsia's Asia-Pacific operations to Nxera Pharma, employee figures for 2023 do not include Japan and South Korea. For 2021 and 2022, Japan and South Korea-based employees are included in the figures.

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Total employee turnover	GRI reference	Unit	2023	2022	2021
Total no. of leavers	401-1b	no.	335	95	54
Total turnover rate		%	31.0%	7.5%	5.2%
Employee turnover by gender					
Men	401-1b	no.	167	54	30
Employee turnover rate (men)		%	28.8%	7.3%	5.0%
Women		no.	168	41	24
Employee turnover rate (women)		%	33.5%	7.6%	5.4%
Employee turnover by age group					
Leavers <30	401-1b	no.	13	7	6
Employee turnover rate <30		%	21.7%	9.4%	9.3%
Leavers 30–50		no.	230	62	27
Employee turnover rate 30–50		%	31.8%	7.3%	3.7%
Leavers >50		no.	92	26	21
Employee turnover rate >50		%	30.9%	7.6%	8.3%
Employee turnover by region					
Switzerland	401-1b	no.	272	64	40
Employee turnover rate		%	31.4%	6.7%	4.7%
Europe (France, Germany, Italy, Spain, Sweden*, UK)		no.	15	7	0
Employee turnover rate		%	18.0%	12%	0%
Asia (China)†		no.	2	9	10
Employee turnover rate		%	16.7%	7.0%	13.9%
North America (US, Canada)		no.	46	15	4
Employee turnover rate		%	39.0%	11.9%	5.2%

The rates are calculated by dividing the number of leavers in the reporting year by the average number of employees between the end of the reporting year and the end of the previous year in the respective employee group or region. Turnover includes both voluntary and involuntary terminations.

* 2023 data includes new commercial operations in Sweden.
† With the sale of Idorsia's Asia-Pacific operations to Nxera Pharma, employee figures for 2023 do not include Japan and South Korea. For 2021 and 2022, Japan and South Korea-based employees are included in the figures.

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Training and development
Our Human Resources (HR) function ensures continuous advancement of our talent development and engagement practices, in line with our ambitious Group-wide strategic objectives.

To support our people in achieving their full potential, our permanent employees globally can participate in a wide range of internal and external learning and development programs, designed to meet learning objectives and development needs, as well as supporting overall employee well-being. Our Learning and Development Guide supports employees in identifying goals and learning objectives, personal aspirations, and development actions. We emphasize results-oriented coaching, encourage internal mentorship, and offer a variety of training programs.

In 2018, we issued a Global Education and Study Assistance Policy, which governs the process of attending job-related education and study programs that lead to a qualification with a degree awarded by an accredited educational institution. The qualification will enable employees to advance and grow within their current position and/or a future role within the company and, in general, it increases their employability. This policy offers employees flexible options regarding their preferences for coverage by the company (e.g. tuition and/or time).

Programs to upgrade employee skills cover both soft and more technical skills. Our training programs are available to permanent full-time and part-time employees. New programs are offered based on employees' development needs and on relevance to job fulfilment and performance objectives; they are identified through our verified network of training program providers. If a new type of program is requested, our HR function researches various options to ensure that our requirements are met.

In the US, we offer professional work development training on such topics as Diversity, Equity & Inclusion at Work (all employees), Employment Law Essentials for Managers (people managers only), and Preventing Discrimination & Harassment (all employees). A variety of career-based training and development programs are available, both internal and external.

Programs aimed at upgrading technical and functional skills
Idorsia offers a range of targeted skill-development programs, such as applied finance and project management courses. Various external symposiums, conferences, and technical educational programs are also offered according to individual needs.

Employee well-being
As the well-being of our employees is a top priority for us, we have put in place various programs to support mental health and well-being globally. We also run disease awareness campaigns for our employees globally via our intranet, and at headquarters this also includes on-site events. We regularly organize internal campaigns to raise awareness of common diseases that could affect our employees, such as breast cancer, testicular cancer, and mental health issues.

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Employee resilience
Resilience is a key resource to support each employee through the crucial phase of building our company, enabling them to carry out their projects while becoming more innovative and pragmatic, working well in teams, and engaging in continuous learning. The Resilience Coaching Program allows employees and managers at headquarters to work individually with an external executive coach. A resilience resource page is also available on our intranet to facilitate access to books, videos, TED talks, MOOCs, and articles for all employees worldwide.

Employee support programs
Employee Assistance Programs are available to all permanent, temporary, and hourly paid employees at our headquarters in Allschwil. These consist of eight hours of free, confidential social counseling provided in partnership with an external employee assistance agency, as well as a wide range of resources. Coaching sessions are available for employees who are currently encountering personal or work-related issues.

Similar programs are offered to our employees in the US: Mental and Physical Health & Well-Being (via our benefit providers), an Employee Assistance Program (EAP), and Financial Wellness (involving financial/retirement education).

Non-occupational employee healthcare
In Switzerland, employees are obliged by law to purchase private health insurance. Idorsia employees and their families are eligible for free insurance advice offered by our external insurance partners, as well as a potential discount on supplementary insurance schemes. Further discounts for physiotherapy and massage are available at a local health center. In countries where employees are not covered by national health providers, we offer very competitive healthcare coverage in line with local requirements.

Family support
Working parents at Idorsia's headquarters in Switzerland who meet statutory requirements receive a range of benefits, including 18 weeks' paid maternity leave, 2 weeks' paid paternity leave, and 4 weeks' paid adoption leave. These employees also receive a one-off birth bonus for each newborn child, plus child allowance. Subsidized places for young children are available at Idorsia's own daycare center.

In Switzerland, transition assistance programs are provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. These include education and assistance programs, which may lead to a new qualification or degree, as well as outplacement services.

Coaching, mentoring, and counseling sessions are provided to help employees transition to a new job or retirement, and to identify values and potential, and gain clarity on their future. For employees who require a new job, outplacement services may be provided in collaboration with external partners. To facilitate the transition to retirement, permanent employees are offered pre-retirement seminars and language courses. Retirees can also continue to receive company benefits, such as discounts for concerts, museums, and fitness facilities.

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Employee benefits
In every geographical location, on top of our competitive compensation structure for permanent employees (comprising base salary, discretionary annual bonus, and long-term incentive plan for eligible employees), we offer a wide range of benefits aimed at making the life of our employees balanced, enriched, and enjoyable.

For example, full-time employees in Switzerland are entitled to 25 days of annual paid leave, plus 5 bridging days per calendar year, with the opportunity to take additional, unpaid leave. Additional paid leave is offered for weddings, relocation, and other personal matters. There are also various free-time benefits relating to cultural and sporting activities. In addition to our stock-based programs, we recognize individual long-term engagement with Idorsia through a special "anniversary vacation" (4 weeks' fully paid sabbatical leave) when employees reach their 10th, 20th and 30th anniversary of employment with Idorsia.

Employees reaching their 15th and 25th anniversary also receive one additional week of paid leave. Disconnecting from work for an extended period to pursue personal interests leaves employees energized and ready to immerse themselves when they return.

In 2022, considering our entrepreneurial mindset and focus on joint long-term value creation, we launched an all-employee equity program called "Ambition 2027". Every permanent employee worldwide (excluding the CEO and all other members of the Idorsia Executive Committee), as well as new hires in 2022 and 2023, received a grant of Restricted Stock Units (RSUs) vesting progressively over the next 5 years and matching shares that would double the value of the RSUs if all our performance goals are met by the end of 2027. This is a unique plan that not only incentivizes collective high performance but should also promote employee retention worldwide.

We take a range of steps to support flexibility and a good work-life balance across all operations by offering hybrid working arrangements, flexible hours, and part-time working options where possible. For example, Idorsia has a remote working guideline under which all employees may request to work part of their time in a home-office setting.

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Health & safety

As our employees are at the heart of everything we do, it is essential that we safeguard their well being and remain attentive to any health and safety hazards, over and above regulatory compliance.

Idorsia is a member of the European Federation of Pharmaceutical Industries and Associations (EFPIA), and we are fully committed to complying with the highest ethical standards under EFPIA and national codes, operating with integrity, respect, and transparency.

The greatest attention is paid to ensuring compliance with occupational health and safety standards. With this is mind, we have put in place robust governance structures and tools to monitor and manage all potential and actual incidents involving injuries or ill health.

Idorsia's Health, Safety and Environment Committee (HSEC) is composed of senior representatives from all research departments, as well as HR and the Health, Safety, Security and Environment (HSSE) team, which is part of Site Management. The HSEC is responsible for the supervision and implementation of HSE regulatory requirements, as well as actions taken by the company which go beyond legal obligations.

Efforts to maintain high standards of health and safety include regular hazard assessments, risk analysis of facilities and equipment, audits of health and safety measures, inspections of work processes in all premises (e.g. laboratories, dry storage, solvent storage, liquid and solid disposal stations, animal housing, offices, and workshops), and support in specific areas (e.g. radiation protection, laser safety, maternity protection, and ergonomics in the workplace).

In line with Swiss regulations, all employees at headquarters are covered by occupational health and safety management systems, which are audited both internally and externally.

Work-related accidents and injuries are recorded on an Accident or Incident Report Form and are documented and discussed with the persons involved. Measures are then defined to prevent any recurrence and to ensure the effectiveness of the measures implemented.

Furthermore, all occupational and non-occupational accidents are recorded and stored with the Swiss National Accident Insurance Fund (Suva). Based on the data collected by Suva, the HSEC assesses which areas require the implementation of further training or safety measures.

The Health, Safety, Security and Environment (HSSE) department is responsible for emergency responses, evacuation procedures, rescue plans, and related training.

Outside Switzerland, it is the managing director of the affiliate that is responsible for implementing and ensuring compliance with the applicable health and safety regulations for that country.

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Injuries	GRI reference	Unit	2023	2022	2021
Number of fatalities as a result of work-related injury	403-9	no.	0	0	0
Rate of fatalities as a result of work-related injury		*	0	0	0
Number of recordable work-related injuries		no.	6	9	4
Rate of recordable work-related injuries		*	0.91	0.96	0.46
Number of high-consequence work-related injuries (excluding fatalities)		no.	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)		*	0	0	0

* The rate of recordable injuries and fatalities is calculated as follows: (number of recordable injuries or fatalities X 200,000) / total number of all employee-hours worked. Based on a 40-hour week minus annual leave and public holidays, the hours worked amount to 1,784 hours per full-time employee. Current data is available for Switzerland only, with data for other significant locations being gathered.

Ill health*	GRI reference	Unit	2023	2022	2021
Number of fatalities as a result of work-related ill health	403-10	no.	0	0	0
Number of cases of recordable work-related ill health		no.	0	0	0

* Current data is available for Switzerland only, with data for other significant locations being gathered.

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Health & safety training activities
All new Idorsia employees are required to attend a health and safety introduction, including elements such as basic safety information, policies, duties, fire evacuation, and first aid. New employees working in laboratories are required to undergo further training, including topics such as proper use of personal protective equipment, storage of chemicals, safety rules for laboratory work, procedures in the event of a lab accident, spill handling, containment, use of fire-extinguishing devices, internal transport of chemicals/gas bottles/liquid nitrogen, and safety installations in Ex zones.

Annual protective suit training and fire-extinguishing training is also provided for laboratory and research employees, and annual workshop safety training for site management departments. Regular training sessions are conducted in the areas of biosafety, radiation protection, and laser safety. In addition, CPR and AED courses are provided for employees at headquarters by Idorsia's first aid team.

External employees working at Idorsia sites also receive training in the areas relevant to their line of work.

Twice a year, all employees working in a chemistry lab or with hazardous substances are invited to attend eyewash training, and first aiders receive refresher training.

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Diversity, Equity & Inclusion

Diversity, Equity and Inclusion management approach

We aim to create an inspiring working environment and provide equal opportunities for all our employees. We do not tolerate discrimination of any kind. This includes discrimination based on race, color, religion, national origin, sexual orientation, gender, age, disability, or any other legally prohibited grounds. This is regulated by our Code of Business Conduct and Global HR Policy, which are binding for all employees. Supporting policies, standard operating procedures, and guidelines provide more detail on how the Code and the Global HR Policy are to be applied in practice.

Employee & governance body diversity

As an innovative company, it is important that we attract, retain, and advance top talent from all backgrounds and cultures.

During the recruitment process, we seek to attract a diverse pool of candidates, focusing on the skill set they offer and matching their competencies to the behaviors we expect our people to live by daily, and to the key qualifications required to fulfill the role.

As of December 31, 2023, we had more than 900 permanent employees, apprentices, and postdocs, with more than 37 nationalities; 46% were women and 54% were men; the Idorsia Group average age was 44.8.

Our headquarters are located in Allschwil (near Basel, Switzerland), close to the borders with France and Germany, and approximately two thirds of our employees are Swiss, French, or German.

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Diversity of employees

Workforce by category and age group	GRI reference	2023	2022	2021
Senior management				
<30	405-1b (ii)	0%	0%	0%
30–50		42%	41%	43%
>50		58%	59%	57%
Management				
<30	405-1b (ii)	0%	0%	0%
30–50		65%	57%	64%
>50		35%	43%	36%
Specialists				
<30	405-1b (ii)	5%	5%	4%
30–50		79%	76%	78%
>50		16%	19%	18%
Entry level				
<30	405-1b (ii)	11%	15%	15%
30–50		67%	71%	72%
>50		22%	14%	13%

Workforce by category and gender	GRI reference	2023	2022	2021
Senior management	405-1b (i)	**170**	**185**	**159**
Men		116	129	121
		68%	70%	76%
Women		54	56	38
		32%	30%	24%
Management	405-1b (i)	**216**	**301**	**241**
Men		124	188	154
		57%	62%	64%
Women		92	113	87
		43%	38%	36%
Specialists	405-1b (i)	**312**	**506**	**428**
Men		160	273	246
		51%	54%	57%
Women		152	233	182
		49%	46%	43%
Entry level	405-1b (i)	**240**	**369**	**349**
Men		105	157	154
		44%	43%	44%
Women		135	212	195
		56%	57%	56%
Total	405-1b (i)	**938**	**1,361**	**1,177**
Men		505	747	675
		54%	55%	57%
Women		433	614	502
		46%	45%	43%

Diversity of governance bodies

Idorsia's governance bodies are made up of highly experienced professionals of diverse backgrounds.

Governance bodies by gender and age group	GRI reference	2023	2022	2021
Board of Directors				
Total no. of members	405-1a	**8**	**7**	**7**
Men		75%	86%	86%
Women		25%	14%	14%
<30		0%	0%	0%
30–50		13%	14%	14%
>50		88%	86%	86%
Finance & Audit Committee				
Total no. of members	405-1 a	**3**	**3**	**3**
Men		100%	100%	100%
Women		0%	0%	0%
<30		0%	0%	0%
30–50		0%	0%	0%
>50		100%	100%	100%
Nominating, Governance & Compensation Committee				
Total no. of members	405-1 a	**4**	**4**	**4**
Men		50%	75%	75%
Women		50%	25%	25%
<30		0%	0%	0%
30–50		25%	25%	25%
>50		75%	75%	75%
Idorsia Executive Committee (IEC)				
Total no. of members	405-1 a	**5**	**6**	**5**
Men		80%	83%	80%
Women		20%	17%	20%
<30		0%	0%	0%
30–50		0%	0%	0%
>50		100%	100%	100%

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Equal pay

Idorsia is committed to ensuring full compliance with gender pay equity. In 2020, we took a proactive approach in conducting a gender pay equity analysis ahead of the schedule defined in the amended Swiss Gender Equality Act. The detailed results of this analysis, confirming our culture of equal pay, were published in the 2020 Compensation Report. In 2022, we repeated this analysis in Switzerland, and the results reaffirmed our equal pay practice.

Idorsia is dedicated to fostering respect, fairness, and equal opportunities for all our employees and is committed to monitoring gender pay equity on an ongoing basis.

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Local communities

Idorsia's headquarters is embedded in its community in Allschwil, a suburb of Basel, Switzerland. We are also closely connected to the broader region, with ties to the neighboring areas of France, Germany, and Switzerland.

Our investment in our local community includes not only financial support but also dialogue on a variety of topics with stakeholders in our area.

Since the company was founded, we have continually attracted and hired local talent, as well as those who have moved to the area to work at Idorsia. We support a considerable number of local suppliers for our operations and for the expansion of our campus, investing in upgrades to our offices and lab space. We have a close relationship with the local authorities in Allschwil, seeking to align our sustainable growth efforts and collaborate on opportunities of mutual interest.

We are part of many groups in the Basel area established to facilitate collaboration between stakeholders in the region. For example:

- We participate in the BaseLink community, an area adjacent to our campus which is home to companies and NGOs focused on life sciences and biotech.
- We are part of a mobility panel for pharmaceutical companies to collaborate on transportation topics in the Swiss cantons of Basel-Landschaft, Basel-Stadt and Aargau.
- We are represented in a group of the region's life science companies to exchange views on issues such as the COVID-19 pandemic.

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Environmental impact: management approach

We work continuously to improve and evolve our business so as to reduce our impact and go beyond regulatory requirements. This means managing and monitoring our environmental impacts, specifically those related to energy consumption, emissions, waste, and water.

Having launched our first products, we are evolving our environmental protection and management strategies to take new potential impacts into account. This includes screening our suppliers based on environmental criteria (see page 62 for supplier environmental screening) and incorporating climate-related risks in our risk management process (see page 12 for risk management).

The Board of Directors is responsible for overseeing Idorsia's environmental, social and governance (ESG) roadmap, targets, and progress. It has oversight on environmental impact management, including material environmental risks, and delegates tasks to the Global Site Management department, which reports to the Board on an annual basis as part of the company's sustainability reporting process. Under Global Site Management, the Health, Safety, Security and Environment (HSSE) department is responsible for wastewater and waste management, while Facility Services is responsible for energy management, water management, and climate protection.

The processes are well established for our Swiss operations; here, the largest site – with the most significant environmental emissions and risks – is our headquarters in Allschwil. In Switzerland, Facility Services is responsible for monitoring data relevant for the energy and efficiency targets agreed with the Federal Offices for the Environment and Energy, and HSSE is responsible for the agreement regarding volatile organic compounds (VOC). Progress is reported to the CFO annually. For sites outside Switzerland, environmental stewardship is the responsibility of the General Manager of each affiliate, with the Facility Services team being responsible for collecting environmental data on a global basis.

Policies, guidelines, and operating procedures are defined by Global Site Management and regularly reviewed in order to comply with and go beyond regulatory requirements. Management systems, such as those from HSSE, are integrated across all business processes within individual divisions and working groups. Regular mandatory internal and external audits and certification processes ensure that the environmental management systems at our sites meet the specified requirements. Policies and guidelines are approved by the Executive Committee and apply to all Idorsia operations. Environmental data included in this report is approved by the Board of Directors.

In 2023, Idorsia conducted its first qualitative assessment of climate-related risks and opportunities. The prioritization and management of these risks will be included in the Enterprise Risk Management (ERM) process, conducted by the Risk Management Office, starting in 2024. From 2024 onwards, climate-related risks will be analyzed and reported on an annual basis to ensure that appropriate mitigation actions are implemented. For the results of Idorsia's initial climate-related risk assessment, see the Appendix to this report.

We base our decisions on robust scientific evidence, as well as applying the precautionary principle, meaning that we adopt conservative measures when scientific evidence about an environmental or human health hazard is uncertain. Individuals seeking to raise concerns about any matter, including environmental policies or practices, may do so via the company's whistleblower process.

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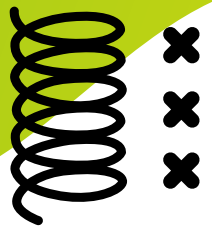

Our headquarters in Allschwil (Switzerland) is the focus of our environmental impact management, as it is by far our largest site and is where the majority of our pharmaceutical research takes place.

We seek to reduce consumption as far as possible; for instance, at headquarters we will transition to LED lighting wherever possible, so as to significantly reduce our electricity consumption for office and laboratory lighting. Our energy consumption amounted to 15,781 MWh in 2023, representing an increase of 1% compared to 2022.

Furthermore, we are always looking for innovative ways to reduce our emissions, and – in compliance with the requirements specified for large energy consumers in Canton Basel-Landschaft's Energy Act – we have a formal agreement with the Federal Offices for the Environment and Energy to increase energy efficiency by 4.7% and decrease CO_2 emissions by 20% at our headquarters from 2016 to 2025. The agreement includes data management at building level, so that electricity, gas, woodchip, and oil consumption can be processed on a monthly basis, and excess consumption and anomalies can be investigated. The agreement also covers humidification, which is a key element of clinical laboratories' HVAC systems. In order to improve efficiency, the humidification process takes place during certain hours of the day and is seasonally adapted to optimize efficiency and reduce energy consumption.

By connecting our woodchip burner to several buildings at our headquarters site, we have reduced our oil consumption by over 90% since 2018. As a result, our consumption of woodchips (mainly consisting of wood by-products) has increased, accounting for 2,501 MWh of energy in 2023. The woodchips are delivered by a regional supplier, further reducing the environmental impact.

Our electricity supply at headquarters is obtained from 100% hydropower, a renewable energy source, with consumption amounting to 10,847 MWh in 2023. This represents a slight year-on-year decrease in absolute terms. Energy at other locations is primarily used for offices, consisting mainly of leased premises.

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Energy consumption*	GRI reference	Unit	2023	2022	2021
Total energy consumption within the organization	302-1 e	TJ	56.8	56.3	57.8
Total fuel consumption within the organization		TJ	13.9	12.9	15.7
Renewable sources	302-1 b	TJ	9.0	8.8	10.1
Non-renewable sources	302-1 a	TJ	4.9	4.1	5.6
Total purchased electricity consumption	302-1 c	TJ	43.0	43.4	42.1
Renewable sources		TJ	39.1	40.4	39.0
Non-renewable sources		TJ	3.9	3.0	3.1

* Energy data follow the system boundaries from the GHG Protocol, Scope 1 and 2. This includes the total energy demand (electricity, heat, and fuels) from all operations in Switzerland and the electricity demand from all operations in the US, France, Italy, Germany, as well as Shanghai (leased within multi-tenant offices). For the electricity demand in our sites in Cherry Hill (US), Munich, Berlin, and Shanghai no data was available. In those cases, an average electricity demand of 150 kWh per square meter per year was assumed. The other office sites are leased within serviced offices and are not accounted for. Where the exact energy mix was not known, energy was assumed to be from non-renewable sources. A small office site in Beijing was sold in March 2024 and therefore excluded from the calculation.

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Emissions

As part of our environmental management system, greenhouse gas emissions are monitored according to the GHG Protocol, using the operational control method. Our emissions are primarily a result of the combustion of energy sources that are used to generate electricity. Our Scope 1 and 2 GHG emissions are shown in the following table. Our total emissions increased by 170 t CO2 eq in 2023, compared to 2022, representing a 21% increase. The increase of the Scope 2 emissions in 2023 is primarily due to an expansion project in our offices in Radnor, US, and an associated increase in electricity consumption.

GHG emissions*	GRI reference	Unit	2023	2022	2021
Emissions – Scope 1	305-1a	t CO_2 eq	475.0	413.2	532.1
Emissions – Scope 2	305-2a	t CO_2 eq	507.8	400.0	420.2

* Emissions data follow the system boundaries of the GHG Protocol, Scope 1 and 2. This includes the total GHG emissions - namely from electricity, heating, fuel, process gases and loss of refrigerants - of all operations in Switzerland and the GHG emissions from the electricity demand of all operations in the US, France, Italy, Germany, as well as Shanghai (leased within multi-tenant offices). The other office sites are leased within serviced offices and are not accounted for. Emissions data is calculated using the proprietary software Sulytics and conversion factors by Intep and DEFRA. A small office site in Beijing was sold in March 2024 and therefore excluded from the calculation.

For Switzerland, the target set in our formal agreement with the Federal Offices for the Environment and Energy[1] is to reduce our CO_2 emissions by 20% by 2025, compared to 2016. By 2023, we had achieved a 65% reduction, due to the installation of a woodchip burner in 2018.

In 2023 – in preparation for reporting in accordance with the recommendations of the Task Force on Climate Related Financial Disclosures (TCFD), as required from 2024 under the Ordinance on Climate Disclosures – Idorsia conducted an initial review to assess the relevant categories of upstream and downstream Scope 3 emissions. We will refine the analysis and improve the quality of the data used in the assessment ahead of publishing the results in the 2024 Sustainability Report.

[1] This agreement only covers CO_2 emissions from fossil fuels.

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Waste management

Waste prevention and appropriate disposal are key to safeguarding the environment and conserving raw materials and energy reserves. We aim to limit the environmental impact of our company so as to help ensure a safe and healthy environment for future generations. Most of our waste comes from our headquarters in Switzerland, which is by far our largest operating location. Other significant operating locations consist of leased offices, where waste is primarily domestic.

Waste management is part of Idorsia's environmental management system, which covers our headquarters in Switzerland. The procedure for waste management and disposal is described in an internal operating procedure, as well as being part of mandatory work instructions for certain members of staff. Idorsia uses third-party providers for downstream waste treatment, recycling, and disposal.

All employees have access to Idorsia's waste management procedures and are responsible for applying these procedures where relevant. This may include correct separation, identification, neutralization, and storage of certain types of waste. Line managers are responsible for ensuring that procedures are adhered to. Furthermore, waste disposal specialists are responsible for the safe management of chemical and drug disposal and transportation.

An annual internal and external audit for dangerous goods, which includes hazardous waste, is carried out and reported to company management in the annual Dangerous Goods Report. Laboratory inspections are regularly carried out internally by HSSE, as well as externally by the authorities. This also includes assessments of laboratory waste facilities. Should any concerns emerge from such inspections, appropriate action is taken to remedy the issue.

All waste disposal is managed by private third parties in line with legal and regulatory requirements. Idorsia monitors and traces waste data through the monthly invoices and in the annual statistical report provided by the third parties.

Pharmaceutical waste
Pharmaceutical waste which arises downstream may have harmful effects on the environment. Idorsia product labeling reflects legal and regulatory requirements for the disposal of unused or expired products.

Focus: The Chem Shop
Chemicals are difficult to recycle but are integral to our work. We thus act as early as possible to reduce potential waste. Idorsia's Chem Shop allows lab employees to collect chemicals needed for research from a central point and return leftover products. This has greatly reduced the quantities of chemicals required, as there is no need for each lab to have a full supply of chemicals. Furthermore, the amount of waste generated from unused or out-of-date substances requiring special treatment is greatly reduced.

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Waste streams

Idorsia separates waste into two main categories – hazardous and non-hazardous. Hazardous waste mainly originates from our laboratories and research facilities, where drugs are investigated and tested – this includes biowaste, solid and liquid chemical waste, radioactive waste, and HEPA filters.

Non-hazardous waste is categorized as domestic or industrial waste. The latter includes paper, cardboard, electronic waste, metal waste, plastics, lithium batteries, Styrofoam, and neon light bulbs, all of which are managed in accordance with our waste management system and processes. In 2023, approximately 47% of our industrial waste was made up of cardboard, which was sent to recycling.

In 2023, we reduced our total waste by 44 t compared to 2022, representing a 12.7% reduction.

Waste reduction and disposal

Idorsia's primary focus is on prevention – i.e. avoiding the occurrence of waste and reducing the quantities of materials used. This approach requires changes in the way we produce and consume.

Where waste is unavoidable, we favor recycling. In fact, all non-hazardous waste fractions are either recycled or incinerated (subject to strict air pollution controls), with the recovered heat being used to generate electricity or steam. Where possible, taking into account the health and safety requirements for pharmaceuticals, we consider the reusability and recyclability of waste products.

A proportion of our waste cannot be reused or recycled, often for health, safety, or environmental reasons. These waste streams are treated in accordance with strict regulations set by national and international authorities; this includes certain hazardous wastes requiring special treatment by third parties.

All employees who work in labs receive mandatory waste management training, which covers practical and theoretical aspects, with a focus on hazardous waste disposal.

Waste generated*	GRI refererence	Unit	2023	2022	2021
Total waste	306-3	t	305.1	349.5	340.8
Hazardous waste			127.1	147.0	148.7
Non-hazardous waste			178.1	202.5	192.1
Domestic waste			135.3	137.6	134.7
Industrial waste			42.7	64.9	57.4

* See next page

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Waste diverted from disposal*	GRI refererence	Unit	2023	2022	2021
Total waste diverted from disposal	306-4	t	113.9	141.0	126.9
Hazardous waste			27.4	30.1	26.4
Recovered			27.4	30.1	26.4
Non-hazardous waste			86.5	111.0	100.5
Recovered			86.5	111.0	100.5

Waste directed to disposal*	GRI refererence	Unit	2023	2022	2021
Total waste directed to disposal	306-5	t	191.2	208.4	213.8
Hazardous waste			99.7	116.9	122.2
Incineration (with energy recovery)			99.7	116.9	122.2
Incineration (without energy recovery)			0.0	0.0	0.0
Landfilling			0.0	0.0	0.0
Non-hazardous waste			91.5	91.5	91.5
Incineration (with energy recovery)			54.8	54.8	54.8
Incineration (without energy recovery)			0.4	0.4	0.4
Landfilling			36.3	36.3	36.3

* Waste data covers all Idorsia operations. No data was available for the sites in Cherry Hill, Radnor, Munich, Berlin, Paris, Milan, Montreal, London, Amsterdam, Madrid, Stockholm, and Shanghai. For office spaces, it was assumed that no hazardous or industrial waste was generated and an average of 270 kg domestic waste per office workspace was assumed based on estimates by Swiss Recycle. Recovery and disposal rates were estimated based on Eurostat data (52.6% and 47.4% respectively). For sites with laboratories / R&D (Berlin and Shanghai), missing data was estimated by assuming waste rates equivalent to those at headquarters in Switzerland. A small office site in Beijing was sold in March 2024 and therefore excluded from the calculation.

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Water management

At Idorsia, water is used for a variety of purposes, such as laboratory experimentation, drinking, facility cooling, cleaning, and maintenance operations. Water management is part of Idorsia's environmental management system, which covers all significant operating locations. Although our business is not water intensive, we work to minimize the use of this precious resource.

The drinking water purchased by Idorsia at our headquarters is treated river water from the Rhine. Raw water extracted from the river passes through a rapid sand filtration system and is then pumped to forested recharge areas, where it infiltrates into the ground. The groundwater then undergoes carbon dioxide removal, activated carbon filtration and UV disinfection before being pumped into the drinking water distribution network.

To determine whether a site is located in a water-stressed area, we use the World Resources Institute's Aqueduct Water Risk Atlas. Our locations in Madrid, Berlin, Shanghai, and Beijing are currently considered to be in areas of high water stress. Apart from our R&D facilities in Berlin and Shanghai, these locations consist of offices in leased buildings, where water is for domestic use (non-water-intensive activities). All water withdrawn at our locations is freshwater (≤1,000 mg/L total dissolved solids).

Preserving water quality

We strictly adhere to all regulations concerning water quality and potential impacts on water resources. As chemical substances may have adverse effects on water quality, our laboratories have strict procedures to prevent hazardous chemicals from being disposed of via the sink and thus entering the water system. Furthermore, we remain compliant with the strict wastewater quality standards set by external regulators. This includes priority substances of concern, which are monitored internally and externally. The discharge limits set for such substances by external regulators are adhered to. In 2023, there were no incidents of non-compliance with discharge limits.

Wastewater at headquarters is managed by Idorsia. Monthly samples collected in research buildings are analyzed for total organic compounds. Furthermore, every three months, we test for a wide variety of pollutants, such as trace metals, hydrocarbons, and volatile aromatic hydrocarbons. The results are submitted annually together with the VOC balance and are available to be inspected by the authorities at any time.

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As a company, we always strive to go beyond targets and regulations set by authorities. Our facilities are designed with features aimed at minimizing water withdrawals, such as sensor taps. Our state-of-the-art technology at headquarters allows us to identify any leaks in our buildings, so that immediate action can be taken to avoid losses.

In 2023, our water consumption increased by 12.1% compared to the previous year.

Water withdrawal*	GRI refererence	Unit	2023	2022**	2021
Total water withdrawal	303-3a	ML	33.68	30.05	23.44
Freshwater (≤1,000 mg/L total dissolved solids)	303-3c	ML	33.68	30.05	23.44

* Water data covers all operations from Idorsia. No data was available for the sites in Cherry Hill, Munich, Berlin, Paris, Milan, Montreal, London, Amsterdam, Madrid, Stockholm, and Shanghai. For office spaces, a freshwater withdrawal of 595 liters per square meter per year was assumed based on estimates of water consumption for office buildings from the US Energy Information Administration. For sites with laboratories / R&D (Berlin and Shanghai), missing data was estimated by assuming water withdrawal rates equivalent to those at headquarters in Switzerland. A small office site in Beijing was sold in March 2024 and therefore excluded from the calculation.
** Excludes water from building H65 at our headquarters in Allschwil (2021: 0.104 ML)

Assessing the water-related impacts of our products

In accordance with EU and US regulations, all marketed medicinal products and those in development stages must undergo an environmental risk assessment to assess the impact substances may have on the environment, including water-related impacts. This enables us (or users of the medicine) to take appropriate measures to minimize the amounts released into the environment, as well as identifying risk-minimization measures for users and defining appropriate labeling to facilitate correct disposal by patients or healthcare providers.

For more information on our product stewardship approach, see the “Compliance and business ethics” section.

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Responsible business is vital to our long-term success, with compliance and business ethics emerging as one of the highest priority themes from our 2023 materiality analysis.

Compliance and business ethics management approach

Our commitment to doing business ethically and responsibly is an essential part of Idorsia's culture, which is highlighted in our company behaviors and role-modeled by our leaders. To formalize this commitment, we have put in place a number of internal codes and processes to ensure compliance with external legal requirements from health authorities and other regulators in the countries where we operate. We do not tolerate any violation of external regulations or internal codes.

We have established internal frameworks and mechanisms to ensure compliance and maintain high standards of business ethics across the company. These include our Code of Business Conduct, Anti-Corruption and Anti-Bribery Policy, Whistleblower Protection Policy, and Enterprise Risk Management system. In addition, we have developed industry specific frameworks in key areas of our business, such as Responsible Marketing Management and Product Stewardship. These are overseen by our Legal and Compliance department and are continually reviewed and adapted as appropriate.

Compliance and corruption risks are included as part of Idorsia's annual risk assessment process, which covers all of Idorsia's operations. Any potential risks of corruption are closely monitored, and mitigation measures are put in place. As a company operating in a sector bound by strict regulations concerning corruption and bribery, Idorsia is subject to regular inspections across its operations. Currently, compliance during clinical trials and corruption and bribery are potential risks that have been identified and are monitored.

Over the last three calendar years there have been no significant compliance violations. We consider significant compliance violations to be those that must be publicly reported.

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Policies

Code of Business Conduct
Idorsia's Code of Business Conduct, which is provided to all employees and available on the Idorsia website, sets out our fundamental standards of behavior and standards for interacting with others as we evolve our business. It is the foundation of our corporate culture and defines the core principles and ethical standards by which we create value in our company. It covers topics such as insider trading, business practices, discrimination, and animal welfare. The Board has oversight of the implementation of policy commitments, including our Code of Business Conduct, with Idorsia management having day-to-day responsibility for implementation of the commitments and the reporting of critical concerns.

Board members, management, and employees of Idorsia and its worldwide affiliates are responsible for always demonstrating honesty, integrity, and respect in their work activities, obeying applicable laws and regulations, and adhering to Idorsia policies and procedures. All Idorsia employees and governance bodies have undergone mandatory training to ensure compliance with the Code, which is publicly available on Idorsia's website. Any violation of the Code may lead to disciplinary actions and termination of employment. From 2023, mandatory training is carried out for all employees every two years.

Anti-Corruption and Anti-Bribery Policy
Our Anti-Corruption and Anti-Bribery Policy is testimony to our zero-tolerance approach, and we implement and enforce effective systems to counter bribery. Training on this policy forms part of the induction process for all new employees, while existing employees receive regular training on how to implement and adhere to this policy.

The Group Compliance Office/General Counsel monitors the effectiveness and reviews the implementation of this policy, regularly considering input from all relevant stakeholders. Internal control systems and procedures are subject to regular audits to monitor their effectiveness in countering bribery and corruption. All employees are responsible for upholding compliance with this policy and for ensuring disclosure and identification of any suspected danger or wrongdoing. Concerns may be raised by following the procedure set out in our Whistleblower Protection Policy.

Management has overall responsibility for ensuring that the Anti-Corruption and Anti-Bribery Policy reflects our legal and ethical obligations, and that all those under our control comply with it. The Group Compliance Office and the Group General Counsel have primary and day-to-day responsibility for implementing and monitoring the policy's use and effectiveness, and for dealing with any queries on its interpretation. Management at all levels are responsible for ensuring that those reporting to them are made aware of and understand the policy and are given adequate and regular training on it.

Idorsia is a member of the European Federation of Pharmaceutical Industries and Associations (EFPIA), which is striving to support the industry as a whole to go beyond regulatory compliance.

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Whistleblowing mechanisms

Idorsia is committed to a work environment encouraging honest discussion of issues and concerns about compliance and business conduct. All employees worldwide are expected and encouraged to report potential compliance violations to the Compliance Office, supervisors, HR, or other relevant departments. Employees or external stakeholders who learn of, or suspect, any policy violation must report it to their supervisor or the Compliance Office, or through the Whistleblower Hotline, with the reporting individual being protected by the Whistleblower Protection Policy.

Reports are reviewed by the Compliance Office. The Compliance Office will address all issues and allegations of misconduct and will put forward measures or corrective actions to be taken against compliance violations, up to and including termination of employment.

Communication and training[1] about anti-corruption policies and procedures

Governance body training	GRI refererence	Unit	2023	2022	2021
Total number of active governance body members that have received training on anti-corruption	205-2 d	no.	12	12	10
Percentage of active governance body members that have received training on anti-corruption		%.	100	100	100
By region					
Switzerland	205-2 d	%	100	100	100

[1] Our reporting system deems communication of policies to be identical to training on policies, since reading confirmation is required from users. We report on the active, trained workforce, regardless of whether their training occurred prior to the reporting year. Precision: ± 1% for all data.

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"Governance body" includes the Board of Directors, the Finance and Audit Committee, the Nominating, Governance & Compensation Committee, and the Executive Committee.

"Management-level employees" includes employee levels n (CEO), n-1 and n-2 (i.e. direct reports to the CEO and their direct reports).

"Employees 2+" includes all employees, excluding management-level employees.

"Employees" includes all internal employees (i.e. management-level employees and employees 2+) and external employees, including external service providers.

† 2023 data includes new commercial operations in Sweden.
‡ With the sale of Idorsia's Asia-Pacific operations to Nxera Pharma, employee figures for 2023 do not include Japan and South Korea. For 2021 and 2022, Japan and South Korea-based employees are included in the figures.

Employee training	**GRI refererence**	**Unit of measurement**	**2023**	**2022**	**2021**
Total number of active employees that have received training on anti-corruption	205-2 e	no.	950	1,562	479
Percentage of active employees that have received training on anti-corruption		%.	94.8	94.9	35.5
By region					
Switzerland	205-2 e	no.	722	1,167	309
Switzerland		%	93.5	96.0	28.0
Europe (France, Germany, Italy, Spain, Sweden†, UK)		no.	91	181	27
Europe (France, Germany, Italy, Spain, Sweden†, UK)		%	98.9	96.8	66.0
Asia (China)‡		no.	11	21	23
Asia (China)‡		%	100	25.3	35
North America (US, Canada)		no.	126	156	120
North America (US, Canada)		%	99.2	98.0	95.2
By employee category					
Number of employees 2+ trained on anti-corruption	205-2 e	no.	835	1,370	430
Percentage of employees 2+ trained on anti-corruption		%	94.4	92.0	35.8
Number of active management-level employees trained on anti-corruption		no.	115	155	49
Percentage of active management-level employees trained on anti-corruption		%	98.3	98.7	33.1

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Privacy & data security
Idorsia understands the importance of protecting personal data and applying high ethical and regulatory standards.

We are committed to respecting our stakeholders' privacy and safeguarding their personal information. Idorsia's data protection policy covers all personal data on study participants, healthcare professionals, customers, suppliers, and employees.

To ensure the integrity and privacy of personal and health-related information provided to us, we use state-of-the-art information security programs, focusing on protection of sensitive information and detection of unauthorized access.

Research ethics
We strive to maintain the highest ethical, scientific, and clinical standards in all our research activities, and to comply with all national and international standards. Idorsia regularly reviews its research policies to align them with its strategic objectives and with the evolving values and goals of stakeholders.

Regulatory authorities around the world require pharmaceutical companies to test all new drugs before they are launched, and there is no alternative to including some animal testing as part of this process. This is essential both for scientific reasons and to safeguard the volunteers and patients who take part in subsequent clinical trials. As a fundamental principle, we support the "three Rs" in relation to animal testing:

Refinement – Alleviate or minimize impacts to animals by reducing potentially painful or invasive procedures, whenever possible.

Reduction – Use the absolute minimum number of animals required to obtain valid results in each study.

Replacement – Always look for alternative, non-animal-based research methods where possible.

The number of animals used in drug development has dropped dramatically over the past three decades as a result of industry initiatives of this kind. Idorsia has a strong policy on the care, welfare, and treatment of animals, and we conduct regular audits to make sure that our expectations are being met, whether the studies are conducted in-house or outsourced.

In addition, we ensure that the use and care of all laboratory animals meets or exceeds relevant local, national, and international regulations. Our programs and facilities are subject to unannounced regulatory review and inspections. For sponsored work at contract research organizations, our animal welfare oversight activities include regular on-site evaluations by our veterinary staff. Idorsia will never use great apes (gorillas, chimpanzees, orangutans, and bonobos) in its research.

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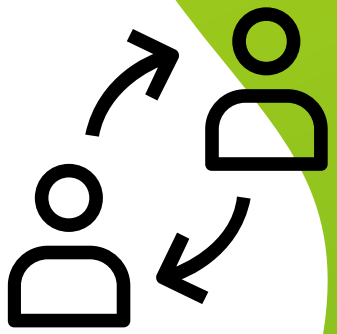
Responsible marketing management approach

Our Group Compliance Office is responsible for the internal compliance policies that ensure regulations applying to our sales and marketing activities are adhered to. The Compliance Office is supported by other functions which provide expertise and offer guidance on specific topics.

Interactions with healthcare professionals (HCPs)

We may engage Healthcare Professionals (HCPs) and Healthcare Organizations to provide knowledge and expertise required to support research, medical, or commercial objectives. In order to ensure compliance with anti-bribery legislation and industry codes, contractual arrangements must not be entered into for the purpose of influencing the use, purchase, or recommendation of Idorsia products. All HCP arrangements must thus meet the standards set out in our Global Principles For Healthcare Professionals Interactions. In circumstances where local laws and regulations impose more stringent requirements, the relevant Idorsia affiliate must adopt local policies and procedures to ensure compliance with these local regulations. A Global HCP Travel and Hospitality Guidance Policy is also available for persons interacting with HCPs.

Affiliate General Managers are responsible for ensuring compliance with the Global Principles for HCP Interactions at the local level, including the delegation of authority and resources to relevant function heads, who will be responsible for the implementation and oversight of appropriate processes within their respective areas of control. This includes the timely review and approval of all promotional and medical content and materials, appropriateness of HCP and patient interactions, appropriateness of contracting and funding provided at local level, and training on required policies and procedures, including the Global Principles for HCP Interactions and the Code of Business Conduct. At Idorsia Headquarters (responsible for Europe) and at our US affiliate, a Healthcare Compliance Committee has been established to ensure appropriate oversight of our medical and commercial activities in all markets in which we have marketed products.



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Product stewardship

To ensure patient safety, we strive to meet or exceed applicable regulatory requirements for current Good Manufacturing, Clinical, and Laboratory Practices (GxPs).

We operate in a strictly regulated industry, and extremely stringent safety standards apply to all pharmaceuticals, from development to manufacture, distribution, and marketing. All products must undergo careful examination by health authorities to ensure patient and product safety. This includes a benefit-risk assessment, which, if positive, means that a product will reach the final stages of approval. All results from the benefit-risk assessment deemed relevant by the health authorities must be reflected in the product labeling.

The benefit-risk ratio of a product is reviewed continuously, even after market introduction. Any new significant risks that emerge must be reflected in the labeling and marketing, and it is our responsibility to monitor and collect data for products and inform the relevant authorities in the event of any changes.

We also provide information on safe use and disposal of products under normal usage, as per legal requirements. Further information on the safe handling and use of products is accessible in the patient information leaflets provided with products, enabling patients and physicians to make informed decisions.

Furthermore, all drugs marketed in the EU and US are required to undergo environmental risk assessments, to assess the potential environmental risks of human medicinal products. The environmental risk assessment (ERA) of medicinal products is to be performed by companies during the development of new medicines. The outcome of an ERA allows companies and authorities to minimize the amount of product released into the environment, identify specific risk reduction activities to be undertaken by the user of the medicine, and define appropriate labeling to facilitate correct disposal by patients/healthcare professionals (e.g. ensuring that the product is disposed of in special containers or returned to a pharmacy).

Further information can be found on the websites of the European Medicines Agency and the FDA. We apply the precautionary principle to all aspects of our work, especially with the use of chemicals and therapies.

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Product safety & quality

Product safety, quality, and compliance are key to all aspects of our work and integral to reaching our goal of delivering safe, high-quality therapies to those who need them. Our robust quality system – with processes and procedures in place such as regular audits of marketed and pipeline products, benefit-risk assessments, and other safety evaluations – is the foundation of our success.

Product safety & quality management approach

Product safety and quality will always be Idorsia's top priority, and the results of our 2023 materiality assessment confirm that our stakeholders agree.

The pharmaceutical industry is subject to stringent regulations, with specific approval and authorization procedures. This means that, from the investigational phase to commercialization, our products must satisfy the highest quality standards, and we are required to ensure that they are safe for people and the environment when used under normal conditions.

The safety and quality of our products are continuously monitored and reported in line with our robust internal policies and guidelines, as well as applicable international and local regulations.

For each investigational or marketed Idorsia drug, a cross-functional Safety Management Team (SMT) regularly reviews and assesses safety data received from a variety of sources. When a safety signal is identified, the signal management process is performed, including safety signal validation, prioritization, impact assessment, evaluation, and recommendation for action. The SMT is governed by a Drug Safety Committee (DSC), which ensures that potential safety risks for any investigational or marketed product are identified as early as possible and optimally managed and communicated. The DSC reviews the safety measures/actions taken to mitigate and/or communicate risks to internal or external stakeholders as deemed necessary.

The Quality Assurance (QA) group comprises designated personnel whose focus is on ensuring product safety and quality in the product lifecycle, from research and development to commercialization. The QA group verifies compliance by conducting internal and external audits of Good Laboratory Practice (GLP), Good Clinical Practice (GCP), Good Manufacturing Practice (GMP), Good Distribution Practice (GDP) and Good Pharmacovigilance Practice (GVP).

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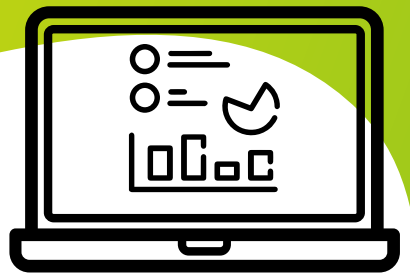

The QA group ensures that adequate preventive and/or corrective actions are taken to address audit findings in order to ensure full compliance with international regulations.

The QA group's main goal is to implement, maintain, ensure, and continuously improve the development, manufacturing, and distribution of high-quality products, as well as patient safety protection throughout the entire product lifecycle. Idorsia's management is regularly informed about the results of Quality Assurance activities. The global Drug Regulatory Affairs (DRA) group is responsible for preparing and submitting regulatory dossiers to health authorities with the aim of obtaining approvals for conducting clinical trials and marketing medicinal products.

We base our decisions on robust scientific evidence, as well as applying the precautionary principle, meaning that we adopt conservative measures when scientific evidence about an environmental or human health hazard is uncertain.

Assessment of the health and safety impacts of product and service categories

We are fully committed to safety and quality in the manufacturing, packaging, and testing of all our products, from the investigational phase through to marketed products. We adhere to current and new regulations set out by health authorities regarding product safety and quality throughout the product lifecycle. To ensure patient safety, we strive to exceed applicable regulatory authority requirements for current Good Manufacturing, Distribution, Clinical, Laboratory, and Pharmacovigilance Practices.

Product safety and quality audits

We carry out regular audits at all our manufacturing sites, laboratories, and contract manufacturing organizations (CMOs) to ensure the highest safety and quality standards are being met, and that the harmonized processes and procedures we have put in place are being followed. We are also subject to regular inspections by health authorities in all countries in which we operate (e.g. Swissmedic in Switzerland) to ensure compliance with applicable regulations.

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Training
Effective and timely training of our employees is recognized by Idorsia as fundamental to ensuring the ongoing quality of business activities, including research, development, manufacturing, and drug distribution. Frameworks and policies are provided to ensure that employees undergo appropriate training to meet both internal and external requirements (GxP) and have the necessary opportunities for personal development.

All employees or persons involved in tasks that may have an impact on product quality or patient safety must be qualified and trained to perform their assigned function in accordance with internal standards, regulations, and other relevant safety or GxP requirements. Examples of these include training on the Adverse Event Reporting Policy and the GxP Quality Policy.

New employees joining the company may not perform unsupervised work until they have completed all the necessary training and are considered competent by their line manager to perform the task without supervision. Training is appropriately documented in individual training records. Idorsia regularly carries out audits of training programs of employees, third-party suppliers, and service providers.

Product labeling
By law, product labeling must reflect the most up-to-date results of safety evaluations and overall benefit-risk assessments, as well as providing information on the safe use and disposal of the product. Any change in product safety labeling is submitted to health authorities for approval, and the approved labeling changes must be promptly implemented by all Idorsia affiliates.

In the event of a recall of a commercial or investigational medicinal product, Idorsia follows strict internal standard operating procedures, which include informing relevant stakeholders and notifying health authorities.

Combating counterfeit drugs/protection against product counterfeiting
We use commercial product serialization in certain countries to track and trace prescription drugs throughout the supply chain and verify the legitimacy of the drug product identifier down to the package level. Unique numbers encoded in barcodes allow products to be verified within the supply chain and/or at the point of dispensation. Serialization makes product traceability more efficient in the event of a recall and facilitates detection of falsified/counterfeit products in the drug supply chain. The serialization process – including identification, tracing, verification, and reporting – is performed by our serialization service provider (TraceLink). We report any technical issues or data mismatch to the authorities and then assess the need for any follow-up actions (e.g. alerting vendors, patients, and healthcare providers).

In 2023, no issues were reported that led to raids, seizure, arrests and/or filing of criminal charges relating to counterfeit Idorsia products.

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Supply chain

Idorsia's supply chain became fully operational in 2022, when our first products were approved and launched. As this milestone approached, we ramped up our supplier base and, in parallel, developed screening and assessment procedures for third-party risk management as part of our efforts to maintain a sustainable supply chain.

In 2021, we began working with IntegrityNext, a platform that allows us to qualify and monitor key suppliers. We classify key suppliers as those which provide manufacturing or logistics services for active pharmaceutical ingredients and drug products used in our approved products and those under review by health authorities – QUVIVIQ, PIVLAZ (which we continue to supply to Nxera Pharma), and aprocitentan. Through IntegrityNext, we conduct a screening procedure to evaluate suppliers according to social and environmental criteria, using in-depth questionnaires covering topics such as anti-bribery & anti-corruption, environmental protection, human rights & labor, conflict minerals, health & safety, supply chain responsibility, quality management, cybersecurity, data protection (GDPR), and business continuity.

All new key suppliers are required to complete this questionnaire, and our supply chain team works closely with our procurement team to ensure the data is complete and remains up-to-date.

To date, 22 (82%) of our key suppliers have been assessed for environmental and social impacts through the IntegrityNext questionnaire. This represents more than 93% of our expenditure on key suppliers.

We continue our efforts to ensure that all key suppliers complete the full screening questionnaire and will report on our progress as part of our sustainability reporting. We ask all new key suppliers to complete the full screening questionnaire.

Through the screening process, issues with suppliers are flagged and assessed according to our Supplier Relationship Management process. This process continues to be implemented across Idorsia, with current resource constraints impacting the pace of the rollout. We expect this process to be fully rolled out and operational by the end of 2025.

In 2023, a due diligence process was also conducted to assess the risk of child labor and the use of conflict minerals in our supply chain. All direct and indirect suppliers were assessed as part of the due diligence. In addition, the topics of child labor and conflict minerals are thoroughly covered by the IntegrityNext screening process for our key suppliers. The full results of the due diligence can be found in the Appendix.

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With regard to the safety and quality of our products, we are committed to ensuring that all suppliers share our internal standards and comply with regulations. To ensure product safety and quality, all suppliers who will potentially be involved in GxP activities must undergo a due diligence audit, and all suppliers that deliver a GxP-relevant product or service are assessed or audited according to GxP standards. If the outcome of the audit is positive, suppliers are required to sign a quality agreement. The agreement requires suppliers to notify Idorsia of any changes or issues relating to the production of our materials, so that Idorsia can assess the impact and decide whether any corrective or preventive measures are required.

Regular audits are carried out to ensure that all conditions are being met. Idorsia does not knowingly engage with suppliers who are non-compliant with health regulations.

Idorsia uses a broad range of suppliers and seeks to use those that are local to its operations, where possible.

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Human rights

We are committed to respecting human rights in accordance with internationally accepted standards throughout our operations, as human rights are fundamental rights and freedoms to which all people are entitled regardless of race, gender, nationality, ethnicity, language, religion, or any other status.

We adhere to the United Nations Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work and comply fully with all relevant laws, rules, and regulations governing labor and employment in the countries where we operate.

We respect the principles of freedom of association, the right to collective bargaining, equal remuneration, non-discrimination, and other rights. All employees in Switzerland and the EUCAN region are covered by collective bargaining agreements, this represents 88% of our employees. We respect the right of all employees to join a legally recognized employee association, and we comply with all laws relating to employee representation.

We strive to maintain an open dialogue with all our employees and their representatives.

We seek to prevent human trafficking, forced labor, and child labor of any kind. Due to the nature of our business, we have assessed the risk of child or forced labor in our operations as minimal. We do, however, remain vigilant for unexpected issues that may arise – not only in our own operations but also in relation to our procurement practices. Idorsia prohibits any form of forced labor, including prison labor, child labor, bonded labor, or work that restricts employees' free choice and movement in our own operations and those of our suppliers. Via our supplier screening on the IntegrityNext platform, we have screened 82% of our key suppliers in this area and can confirm that they adhere to Idorsia's standards for human rights and labor. For more information about IntegrityNext, see the "Supply chain" section above.

To comply with the requirements set out in Article 5 paragraph 1 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour, Idorsia conducted a due diligence process to identify risks of child labor and the use of conflict minerals in our operations. The company's assessments confirmed that:

- Idorsia is exempt from detailed risk evaluation for conflict mineral use because the company does not import or process tin, tantalum, tungsten, or gold in quantities exceeding the thresholds specified in the legislation.
- There are no reasonable grounds to suspect child labor, and the company is therefore exempt from further due diligence and reporting obligations in accordance with Article 5 paragraph 2 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

The detailed results of our due diligence can be found in Appendix 3.

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Appendix 1: About this report

Headquartered in Allschwil, Switzerland, Idorsia Ltd is the Group's holding and finance company. The company was listed on the SIX Swiss Exchange (ticker symbol: IDIA) in June 2017.

This report covers operations in all 14 affiliates across Europe, Asia, and the US. Any deviations from this reporting framework are indicated on a case-by-case basis. Annual performance data relates to the Group's financial year (from January 1 to December 31).

In July 2023, Idorsia Ltd announced the sale of its operating businesses in the Asia-Pacific (excluding China) region, including license rights for PIVLAZ (clazosentan) and daridorexant in those territories, to Nxera Pharma. From 2023, sustainability data for these operating businesses is not included in our Sustainability Report.

As part of a cost reduction initiative implemented in 2023, employee headcount has significantly decreased compared to 2022.

We have further strengthened our environmental sustainability reporting. Emissions as well as energy data have been restated applying GHG Protocol system boundaries using robust calculations and methodologies (GHG Protocol). For energy data, the difference compared to previously reported data is less than 10%. For emissions, the new system boundaries result in an increase in reported scope 1 and 2 emission data of approximately 40%.

The content of our sustainability reporting is aligned with the results of our 2023 materiality assessment and has been prepared in accordance with the GRI 2021 Standards. This report also complies with the requirements specified in Articles 964j–964l of the Code of Obligations and the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

All content was subject to approval by the Idorsia Board of Directors prior to publication.

For further information about our sustainability reporting, contact us online.

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	2-3	Reporting period, frequency and contact point	Financial reporting and sustainability reporting both run from 01.01-31.12 (annual)	Appendix 1: About this report	66
	2-4	Restatements of information		Appendix 1: About this report	66
Activities and workers	2-6	Activities, value chain, and other business relationships	Idorsia belongs to the biotechnology industry according to the Global Industry Classification Standard (GICS®) (Biotechnology: 352010)	More drive – For a better future Appendix 1: About this report Our Innovation	5, 8-9 66
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	414-2	Negative social impacts in the supply chain and actions taken		Compliance and business ethics Appendix 3: Child labor and conflict minerals due diligence	62-64 69
Customer health and safety	416-1	Assessment of the health and safety impacts of product and service categories	The pharmaceutical industry is subject to strict regulatory requirements with which we comply.	Compliance and business ethics	59-60
Marketing and labelling	417-1	Requirements for product and service information and labelling	The pharmaceutical industry is subject to strict regulatory requirements. This information is obligatory for us to have in order to operate.	Compliance and business ethics	46, 50, 58, 61
SASB	HC-BP-260a.1.	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting		Compliance and business ethics	61
	HC-BP-260a.2.	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products		Compliance and business ethics	61
	HC-BP-000.B	Number of drugs (1) in portfolio and (2) in research and development (3) marketed		Portfolio	

Appendix 3: Child labor and conflict minerals due diligence

Child labor due diligence
Idorsia assessed its direct and indirect suppliers according to the criteria set out in Article 5 paragraph 1 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

The results of the assessment showed that a large majority of Idorsia's suppliers are located in countries for which the due diligence response is classified as "basic" by UNICEF in its Children's Rights in the Workplace Index, indicating a low risk in relation to child labor.

For the minority of suppliers located in countries for which the due diligence response is classified as "enhanced", we assessed whether there were reasonable grounds to suspect child labor, based on the following factors: types of services or products provided, audit and inspection processes required, and the binding contracts and laws prohibiting child labor. Idorsia's products are manufactured in controlled manufacturing sites that are inspected regularly, and contracts with manufacturing sites bind them to local laws that prohibit child labor. Idorsia does not source any products from suppliers located in countries for which the due diligence response is classified as "heightened".

Idorsia concluded that there are no reasonable grounds to suspect child labor, and that it is therefore exempt from further due diligence and reporting obligations in accordance with Article 5 paragraph 2 of the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour.

Conflict minerals due diligence
Idorsia does not import or process tin, tantalum, tungsten, or gold in quantities exceeding the thresholds specified in the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour. The company concluded that it is therefore exempt from further due diligence and reporting obligations in relation to conflict minerals and metals.

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Appendix 4: Task Force on Climate-Related Financial Disclosures (TCFD) assessment

In 2023 – in preparation for reporting in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), as required from 2024 under the Ordinance on Climate Disclosures – Idorsia conducted an initial assessment of its climate-related risks.

Idorsia assessed climate-related risks and opportunities on the basis of climate reports, research papers, industry benchmarks, and general TCFD best practice. The analysis indicated that climate-related risks carry, at most, a medium-level potential impact. These findings were discussed with senior management and presented to the board. A comprehensive assessment of these risks and potential opportunities will be conducted in greater depth in 2024. Furthermore, these evaluations will become a routine part of the Enterprise Risk Management process and reporting, undergoing regular reevaluation. With this report, Idorsia aligns with most of the TCFD requirements. For the 2024 report, Idorsia will provide more details, particularly concerning the TCFD Strategy.

TCFD Core elements	Required information	Chapter	Page
Governance Disclose the organization's governance around climate related risks & opportunities	A. Board's oversight of climate-related risks and opportunities.	More drive – For a better future	11-12
	B. Management's role in assessing and managing climate-related risks & opportunities.		
Strategy Disclose the actual and potential impacts of climate-related risks & opportunities on the organization's businesses, strategy, and financial planning where such information is material	A. Climate-related risks & opportunities	Environment	Not included
	B. Impact of climate-related risks & opportunities on the company's businesses, strategy, and financial planning		
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