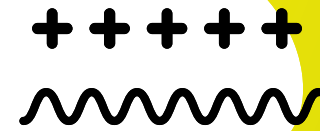
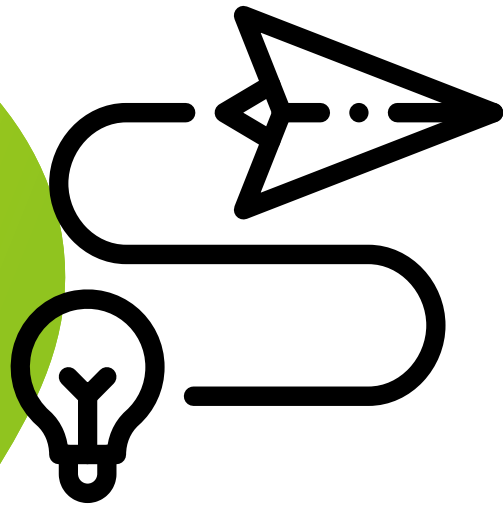
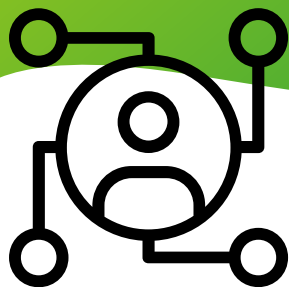


Sustainability Infosheet 2022

Transparent communications



idorsia



Management approach

Although on paper we may seem like a young company, our ambitions are big. We want to become one of Europe's leading biopharmaceutical companies, continuing to pursue our purpose of discovering, developing and bringing more innovative medicines to patients. 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

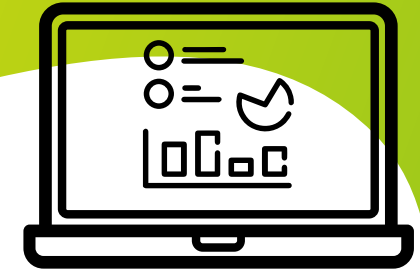
stakeholder groups. Stakeholders may include regulatory authorities, policymakers, healthcare professionals, patients, investors and analysts, among others.

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.



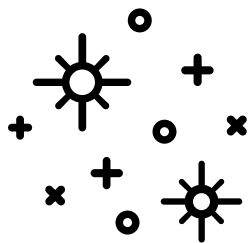


A company's success is clearly connected to its reputation and the engagement of its employees. Not only does a good reputation attract talented employees but it also helps to establish relationships with business partners, create the right basis for investor interest and, last but not least, build confidence in the company as a whole.

Communication is a key prerequisite for both reputation and stakeholder commitment. Idorsia makes every effort to ensure appropriate communication with all our stakeholders, which include employees, healthcare professionals, patient associations, scientists, alliance partners, our shareholders and the investment community in general, media, neighbors, authorities and governments.

Our communication aims to:

- support Idorsia's strategic goals, helping to further build a solid reputation and a strong, consistent corporate image;
- address key topics of interest to stakeholders;
- provide our stakeholders with timely, consistent information about decisions and activities undertaken by Idorsia and its affiliates worldwide, so as to ensure fair disclosure.



Guiding principles



Idorsia has established the following guiding principles for our stakeholder communications:

Transparency

We strive to be a company known for its open communication by proactively providing a regular flow of relevant information, thereby avoiding rumors, suspicion and mistrust resulting from concealment of information.

Accuracy

Our communication is based on facts from evidence and confirmed data. Any forward-looking statements will be based on such facts. Our approach should not create misconceptions that could raise false expectations. This also means that Idorsia will not comment on rumors or third-party matters (e.g. relating to competitors), and we do not speculate on the outcome of pending issues until an official decision has been reached.

Consistency

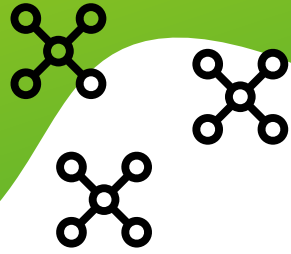
It is essential to Idorsia's reputation that all messages should be in line with an agreed-upon company position. To this end, we require our employees to forward any inquiries from members of the investment community, news organizations and mass media (business, lay and science), the local community or government officials to an appointed Idorsia spokesperson (please contact media.relations@idorsia.com).

Statements made by Idorsia employees, regardless of their position in the company, may be understood as official statements of the company's stance on a particular issue, irrespective of whether they are authorized to comment officially. As a result, employees are required not to publicize facts, opinions, photos or videos about Idorsia in traditional mass media or social media without consent. For more information, please contact media.relations@idorsia.com.

Timeliness

For successful information management, we must demonstrate openness to issues and address problems in a timely fashion as and when they arise. Idorsia's communication professionals will ensure that feedback is given in time to allow analysts or reporters to react.





Equal treatment of audiences

Idorsia treats all stakeholders equally when considering their information needs. Our goal therefore is to provide simultaneous, targeted dissemination of information and news relating to Idorsia. Exceptions may occur as a result of time zone differences and/or to comply with legal requirements.

Respect for our business partners

Idorsia is working with several alliance partners and recognizes that they have commitments to their key stakeholders with regard to sharing information. Idorsia therefore undertakes to extend the same respect and courtesy to our partners' stakeholders as we do to our own, by coordinating all relevant communication activities. We expect reciprocity from our partners.

Our relationships with external vendors and suppliers constitute a unique competitive advantage. Use of the Idorsia brand with endorsements of products and services or third-party testimonials is only permitted with authorization. For more information, please contact

media.relations@idorsia.com

Lean communication

As in all other areas of the company, Idorsia's communication activities give due consideration to cost benefit evaluations and responsible use of natural resources. Where possible, Idorsia will avoid printing of company documents and will distribute them by electronic means.

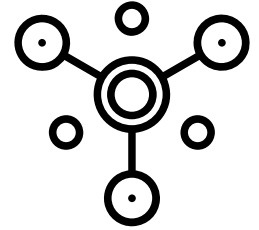
Retaining competitive advantage

To retain a competitive advantage, Idorsia reserves the right to delay the dissemination of information until disclosure is mandatory or the timing is considered appropriate. Budget figures are not disclosed; instead, broad guidance and general information regarding future performance are provided to align expectations.

Defense of our reputation

Idorsia's communication efforts aim to strengthen its reputation in the public domain. Where Idorsia's reputation is unduly called into question, the company will take appropriate action to reinforce its position.

Idorsia's communication teams



In order to communicate according to Idorsia's guiding principles, the company has established specific teams to address its stakeholders. The teams established are Corporate & Digital Communications (C&DC), Investor Relations (IR), Public Affairs (PA), Global Medical Affairs (GMA) and some representatives from Clinical Development (CD). Each team focuses on the development and implementation of communication strategies tailored to the specific needs of their respective stakeholders, as detailed below.

Corporate & Digital Communications (C&DC)

Communication objectives

- To clearly communicate Idorsia's vision and strategy
- To further build a strong corporate brand and solid reputation
- To communicate consistently with all internal and external key stakeholders
- To support Idorsia's management in their business goals

Key stakeholders

- Idorsia employees
- Mass media
- Public (communities)

Investor relations (IR)

Communication objectives

- To clearly communicate Idorsia's vision and strategy
- To further build a strong corporate brand and solid reputation
- To ensure fair disclosure
- To permit an appropriate external understanding of the company's value and its value creation process (equity story)

Key stakeholders

- Investors
- Investment analysts
- Financial media



Public affairs (PA)

Communication objectives

- To clearly communicate Idorsia’s vision and strategy
- To generate a network with decision-makers in politics and administration
- To generate fundamental understanding of Idorsia’s business needs
- To facilitate administrative and political decision-making

Key stakeholders

- Administrative bodies (local/regional/national/international)
- Political bodies
- Industry associations

Global Medical Affairs

Communication objectives

- To provide a global service to respond to inquiries about Idorsia’s marketed medicinal products and clinical development compounds
- To respond to critical issues, concerns and information needs raised by key stakeholders
- To develop communication tools such as Q&A documents for relevant critical issues
- To contribute to the communication of study results via presentations at scientific conferences and publications in scientific literature according to Good Publication Practice guidelines

Key stakeholders

- Healthcare professionals
- Pharmacists
- Patient organizations
- Patients and caregivers

Clinical development (CD)

Communication objectives

- To ensure that appropriate and timely information is passed to regulatory authorities
- To ensure accurate and consistent exchange of information with investigators and the external clinical teams involved in clinical trials
- To communicate all necessary clinical research information and study results to C&DC for disclosure
- To contribute to the communication of clinical results via presentations at scientific conferences and publications in scientific literature according to Good Publication Practice guidelines
- To comply with applicable country-specific regulations and international standards regarding public disclosure of clinical research

Key stakeholders

- Regulatory authorities
- Clinical investigators
- Scientific community



Engaging with our stakeholders



Idorsia aims to communicate on topics considered relevant to its stakeholders, such as aspects of Idorsia's strategy, culture or corporate responsibility. In some cases, the company has certain obligations to communicate on topics important to our stakeholders, such as topics that are considered stock price-sensitive for investors, or clinical trial results for patients and physicians.

In accordance with our guiding principles, Idorsia will communicate scientific findings once all the facts have been thoroughly assessed by our scientific experts and when all information is available to provide a considered opinion. Idorsia will not speculate on individual unsupported observations.

Our commitment to investors

Idorsia is headquartered in Switzerland and is listed on the SIX Swiss Exchange. It is thus subject to laws and regulations that govern information considered "price-sensitive" (also known as ad hoc publicity), insider dealing, market manipulation and market abuse. Price-sensitive information is generally considered to be important information capable of affecting the investment decisions of reasonable market participants and/or information which is capable of triggering a significant change in market prices (greater than the usual price fluctuations).

Guidance regarding price-sensitive information can be found on www.six-exchange-regulation.com. The key criterion in deciding whether new information is price-sensitive is established in Article 53 of the Listing Rules as well as in Articles 3 and 4 of the Directive on Ad hoc Publicity of the SIX Swiss Exchange.

Any person who is in possession of potentially price-sensitive information must immediately inform Idorsia's Disclosure Committee, via Corporate & Digital Communications. The CEO makes a final ruling on whether or not the new information is price-sensitive, based on the recommendation of the Disclosure Committee. Corporate & Digital Communications must then ensure that the information is dealt with appropriately.

Corporate & Digital Communications, Investor Relations & Public Affairs will develop communication activities and plans for each individual case concerning price-sensitive information. The activities and plans must be approved by the CEO.

It is imperative that confidentiality is maintained prior to the publication of any price-sensitive information. If, for any reason, price-sensitive information is released inappropriately ("leaked"), the CEO, with Investor Relations, will decide upon the actions necessary. These measures will include the immediate official release of the price-sensitive information concerned.



Simultaneous disclosure of news and information, as specified in the guiding principles, will be considered standard practice. This also in compliance with SIX Listing Rules governing equal treatment of all stakeholders. Idorsia distributes information appropriately through channels including (but not limited to) media releases, investor updates, internal emails, and simultaneous publication on Idorsia's website and intranet.

The use or dissemination of price-sensitive information by Idorsia staff is strictly prohibited. During specifically defined "block periods", trading in Idorsia securities by Idorsia staff is prohibited. Block periods are defined in Idorsia's Global Corporate Policy and Procedure on Insider Trading.

Our commitment during critical situations

Despite the precautions taken to minimize risks, situations may occasionally arise which could be unfavorably perceived by some of our stakeholders. Critical situations are managed proactively and with transparency when considered relevant to stakeholders of Idorsia. The documentation prepared for such situations includes, but is not limited to, press releases, position statements and Q&A documents. Decisions regarding the handling and disclosure of such documentation will be made exclusively by the CEO in consultation with members of management.

Our commitment to publication of findings in scientific publications

Idorsia is committed to the timely publication by its researchers and clinical trial investigators of Idorsia sponsored non-clinical and clinical research, as this information is of scientific or medical importance.

Scientific publications are defined as either contributions to print/electronic scientific and biomedical journals or oral/audiovisual or written presentations at scientific and medical meetings. They may be peer reviewed publications (such as original research articles, case reports, review articles) or non-peer-reviewed publications (such as abstracts, posters, lectures, book chapters, journal supplements and conference proceedings).

For our scientific publications, Idorsia applies guidelines from the International Committee of Medical Journal Editors (ICMJE), Good Publication Practice (GPP), internationally recognized reporting guidelines (e.g. CONSORT, STROBE, MOOSE and PRISMA), individual journal guidelines, and position statements from the European Medical Writers Association (EMWA), American Medical Writers Association (AMWA) and International Society for Medical Publication Professionals (ISMPP).

Non-clinical and clinical research results should be reported in an objective, accurate, balanced and complete manner, with a discussion of the strengths and limitations of the research.

Idorsia reserves the right to review any publications or other public disclosures relating to Idorsia sponsored research

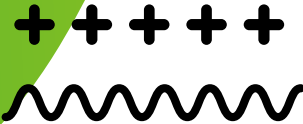
before they are submitted for publication or otherwise publicly disclosed by external researchers or study investigators. Idorsia does not suppress or veto publications or other appropriate public disclosures of Idorsia-sponsored research; however, in rare cases, it may be necessary to delay publication or other public disclosures for a short time to allow Idorsia to seek intellectual property protection.

Idorsia endorses the authorship criteria established by the ICMJE and adopted by the Pharmaceutical Research and Manufacturers of America (PhRMA).

Authorship credit should be based on substantial contributions to:

- conception and design, acquisition of data, or analysis and interpretation of data; and
- drafting the article or revising it critically for important intellectual content; and
- final approval of the version to be published.





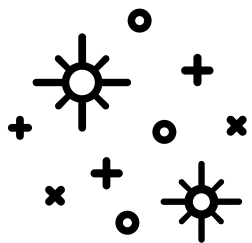
Authors should meet all three conditions. However, some journals may have a narrower definition of authorship. If so, this convention is to be followed for such journals.

Authorship criteria apply equally to external investigators and to Idorsia employees or contractors hired by Idorsia.

Idorsia may offer authors the assistance of professional medical writers to facilitate the development of publications. Such collaborations must follow ethically acceptable practice, as outlined in several internationally recognized guidance documents (GPP; EMWA; AMWA; ISMPP).

The named author(s) must determine the content of the publication and retain overall responsibility for it throughout the publication development:

- the medical writer should begin drafting the publication only after consultation and discussion with the named author(s)
- the named author(s) should comment on all versions of the publication and approve the final version before it is submitted to a journal
- the contribution of the medical writer must be recognized in any resulting publication, either as a named author, a contributor, or in acknowledgments, in line with their level of contribution and the disclosed funding source for their assistance



External researchers and investigators are compensated by Idorsia for conducting clinical or non-clinical research, but no authorship compensation is made for publishing the results of such research. Idorsia also does not provide compensation for authorship of review articles.

In the case of conference contributions such as posters or oral presentations, Idorsia may reimburse the presenting author for travel, lodging and expenses.

As Idorsia fully supports openness and transparency in any publication, authors should disclose any potential conflicts of interest, including any financial or personal relationships that might be perceived to bias their work.

Our commitment to 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).

Key communication channels



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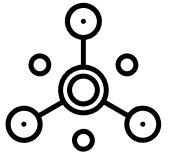
The reception and understanding of information is largely dependent on the distribution channel used. The selection of the most appropriate mode of delivery will depend on many factors, including the profile of the audience, time constraints, legal regulations and the content to be delivered.

Corporate publications are considered to be any publication containing information on Idorsia as a company. A document describing Idorsia in a way that differs from approved material made available on www.idorsia.com must be submitted and approved by Corporate & Digital Communications. All corporate publications must be produced in accordance with Idorsia's brand guidelines.

Scientific publications are considered to be any scientific, technical and medical publications supported by Idorsia and/or relating to Idorsia-sponsored non-clinical and clinical research.

Idorsia understands that its employees engage in social media activities. Where their engagement concerns Idorsia, its business interests or its partners, we trust and expect employees to exercise personal responsibility in any kind of online publication or discussion, including blogs, wikis, file sharing, user generated video/ audio and social networks.

About this report



Company profile

Headquartered in Allschwil, 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. The company has an experienced team of over 1,300 highly qualified professionals covering all disciplines from bench to bedside, and commercial operations in Europe, Japan, and the US – the ideal constellation for bringing innovative medicines to patients.

We are committed to achieving our ambitious goals in an economically, socially and environmentally responsible manner, and, as the company grows, our commitment to sustainability remains as important as ever.

We have a diversified and balanced clinical development pipeline covering multiple therapeutic areas, including CNS, cardiovascular and immunological disorders, as well as orphan diseases. Two Idorsia products are commercially available – QUVIVIQ™ (daridorexant) in the US and Europe, and PIVLAZ® (clazosentan) in Japan.

Idorsia Ltd is the Group's holding and finance company, with 14 subsidiaries across Europe, Asia and the US. Idorsia was listed on the SIX Swiss Exchange (ticker symbol: IDIA) in June 2017.

About our sustainability reporting

The information contained in this info sheet covers the period from January 1, 2020 to December 31, 2022 and pertains to all significant locations of operation. In the context of its sustainability reporting, Idorsia considers significant locations of operation to be those with more than 20 permanent employees. Currently, this includes locations in Switzerland, the US and Japan. Any deviations from this reporting framework are indicated on a case-by-case basis.

The content of our sustainability reporting is aligned with the results of a materiality assessment and references the internationally recognized guidelines of the **Global Reporting Initiative (GRI)**.

For the full set of ESG info sheets, visit **www.idorsia.com/sustainability**

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