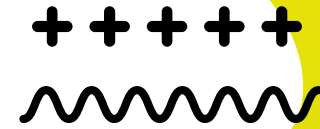


Sustainability Infosheet 2022

Diversity, Equity & Inclusion



idorsia



At Idorsia, we harness the power of difference to achieve business success. We employ over 1,300 employees with a wide variety of nationalities, backgrounds and perspectives.

As Idorsia grows, so will the diversity of our workforce, and we are committed to creating an inclusive culture that allows every employee to maximize their potential with equal opportunities. We are proud that the vast majority of our organization's activities are performed by people we employ, and that we have a diverse supplier base, with many of our suppliers being based in the communities in which we operate.



Diversity, Equity and Inclusion management approach

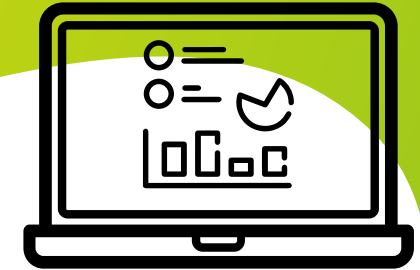
We aim to create an inspiring working environment and provide equal opportunities for all our employees. We do not tolerate discrimination of any kind. This includes discrimination based on race, color, religion, national origin, sexual orientation, gender, age, disability or any other legally prohibited basis. 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. All Idorsia employees have undergone mandatory training on the Code of Business Conduct, 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 this 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**. All reports are investigated, and appropriate corrective action is taken where necessary.



Employee & governance body diversity

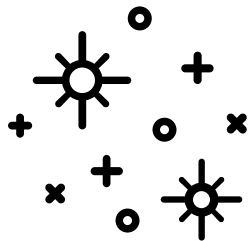


As a growing company, it is important that we attract, retain and advance top talent from all backgrounds and cultures.

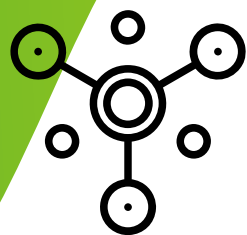
During the recruitment process, we seek to attract a diverse pool of candidates, focusing on the skillset they offer and matching their competencies to the behaviors we expect our people to live by daily and to the key qualifications required to fulfill the role.

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.

As of December 31, 2022, we had more than 1,300 permanent employees, apprentices and postdocs, with more than 40 nationalities; 45% were women and 55% were men; the Idorsia Group average age was 46.



Diversity of employees



Workforce by category and age group	GRI Reference	2022	2021	2020
Senior management				
<30	405-1b (ii)	0%	0%	0%
30–50		41%	43%	40%
>50		59%	57%	60%
Management				
<30	405-1b (ii)	0%	0%	0%
30–50		57%	64%	63%
>50		43%	36%	37%
Specialists				
<30	405-1b (ii)	5%	4%	4%
30–50		76%	78%	82%
>50		19%	18%	14%
Entry level				
<30	405-1b (ii)	15%	15%	14%
30–50		71%	72%	74%
>50		14%	13%	12%

Workforce by category and gender	GRI Reference	2022	2021	2020
Senior management				
Men	405-1b (i)	185	159	91
		70%	76%	80%
Women	405-1b (i)	56	38	18
		30%	24%	20%
Management				
Men	405-1b (i)	301	241	189
		62%	64%	68%
Women	405-1b (i)	113	87	61
		38%	36%	32%
Specialists				
Men	405-1b (i)	506	428	310
		54%	57%	60%
Women	405-1b (ii)	273	246	185
		46%	43%	40%
Entry level				
Men	405-1b (i)	369	349	319
		43%	44%	43%
Women	405-1b (i)	212	195	181
		57%	56%	57%
Total				
Men	405-1b (i)	1,361	1,177	909
		55%	57%	58%
Women	405-1b (i)	614	502	385
		45%	43%	42%

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	2022	2021	2020
Board of Directors				
Total no. of members	405-1 a	7	7	7
Men		86%	86%	86%
Women		14%	14%	14%
<30		0%	0%	0%
30–50		14%	14%	0%
>50		86%	86%	100%
Finance & Audit Committee				
Total no. of members	405-1 a	3	3	4
Men		100%	100%	75%
Women		0%	0%	25%
<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	5
Men		75%	75%	80%
Women		25%	25%	20%
<30		0%	0%	0%
30–50		25%	25%	0%
>50		75%	75%	100%
Idorsia Executive Committee (IEC)				
Total no. of members	405-1 a	6	5	5
Men		83%	80%	80%
Women		17%	20%	20%
<30		0%	0%	0%
30–50		0%	0%	0%
>50		100%	100%	100%



Equal pay

In 2020, Idorsia conducted its first externally audited gender pay equity analysis for the Swiss headquarters in accordance with the Swiss Gender Equality Act (GEA). We partnered with Mercer and applied the assessment methodology used for EDGE Certification (the global business certification standard for gender equality). The analysis was based on the reference month of July, when the employee gender distribution at Idorsia's Swiss headquarters was 56% men and 44% women.

The standard regression analysis showed a non-significant effect of gender in favor of men: -0.34% on "salary" (annual base salary) and -0.49% on "pay" (annual base salary plus annual bonus), which is well within the tolerance threshold of 5% specified by the Federal Office for Gender Equality for the compensation to be considered equal between genders for equal work.

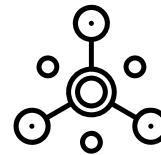
In 2022, we repeated the gender pay equity analysis for Switzerland which again resulted in the confirmation of our equal pay practice.

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, and starting to review pay equity globally.

For further information, please see our **Compensation Report** and **Employee Welfare & Engagement info sheet**.



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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