

| Dimension                             | Category        | No. of categories | Sub Categories | KPIs  | Publicly reported yes/no | Value  | Qualitative Text   | Unit                          | Source / URL  | Page | Date |
|---------------------------------------|-----------------|-------------------|----------------|---|--------------------------|--|--|-------------------------------|---|------|------|
| Environment                           | Climate Change  | 1                 | 1.a            | Global scope 1 GHG emissions  | Yes                      | 32,3   | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Bellevue Group was certified as a climate-neutral company by Swiss Climate in 2021. By purchasing CO2 emission certificates in the amount of the greenhouse gas emissions emitted annually (263), we support projects that save the same amount of emissions. Bellevue Group has selected a project focusing on «Climate protection and sustainable management in the Swiss forests for climate neutrality in 2021. The project ensures CO2 storage and sustainable management of 7 279 hectares of forest in the canton of Schwyz. This protects the climate, preserves biodiversity in the Swiss forest and enables the production of energy wood for renewable energy production. As part of the certification, Bellevue Group has set a reduction target of 30% of emissions per FTE by 2030. The CO2 emissions in 2020 adjusted for COVID-19 effects serve as a basis.  | Metric tons of CO2 equivalent | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
|                                       |                 |                   | 1.b            | Global scope 2 GHG emissions  | Yes                      | 44,3   | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Bellevue Group was certified as a climate-neutral company by Swiss Climate in 2021. By purchasing CO2 emission certificates in the amount of the greenhouse gas emissions emitted annually (263), we support projects that save the same amount of emissions. Bellevue Group has selected a project focusing on «Climate protection and sustainable management in the Swiss forests for climate neutrality in 2021. The project ensures CO2 storage and sustainable management of 7 279 hectares of forest in the canton of Schwyz. This protects the climate, preserves biodiversity in the Swiss forest and enables the production of energy wood for renewable energy production. As part of the certification, Bellevue Group has set a reduction target of 30% of emissions per FTE by 2030. The CO2 emissions in 2020 adjusted for COVID-19 effects serve as a basis.  | Metric tons of CO2 equivalent | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
|                                       |                 |                   | 1.c            | Global scope 3 GHG emissions  | Yes                      | 196,4  | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Bellevue Group was certified as a climate-neutral company by Swiss Climate in 2021. By purchasing CO2 emission certificates in the amount of the greenhouse gas emissions emitted annually (263), we support projects that save the same amount of emissions. Bellevue Group has selected a project focusing on «Climate protection and sustainable management in the Swiss forests for climate neutrality in 2021. The project ensures CO2 storage and sustainable management of 7 279 hectares of forest in the canton of Schwyz. This protects the climate, preserves biodiversity in the Swiss forest and enables the production of energy wood for renewable energy production. As part of the certification, Bellevue Group has set a reduction target of 30% of emissions per FTE by 2030. The CO2 emissions in 2020 adjusted for COVID-19 effects serve as a basis.  | Metric tons of CO2 equivalent | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
| Energy Management                     |                 | 2                 | 2.a            | Total energy consumed broken down by non-renewable and renewable sources (including, electricity, heat, and primary energy use)   | No                       | Energy mix used: 308'696kwh; heating district heating 207'759kwh; district cooling 304'465kwh; | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Bellevue Group was certified as a climate-neutral company by Swiss Climate in 2021. By purchasing CO2 emission certificates in the amount of the greenhouse gas emissions emitted annually (263), we support projects that save the same amount of emissions. Bellevue Group has selected a project focusing on «Climate protection and sustainable management in the Swiss forests for climate neutrality in 2021. The project ensures CO2 storage and sustainable management of 7 279 hectares of forest in the canton of Schwyz. This protects the climate, preserves biodiversity in the Swiss forest and enables the production of energy wood for renewable energy production. As part of the certification, Bellevue Group has set a reduction target of 30% of emissions per FTE by 2030. The CO2 emissions in 2020 adjusted for COVID-19 effects serve as a basis.  | kwh                           | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
| Water Management                      |                 | 3                 | 3.a            | i. Total freshwater withdrawal<br>ii. Percentage in regions with high or extremely high baseline water stress   | No                       | N/A  |  |                               | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
|                                       |                 |                   | 3.b            | i. Total freshwater consumption<br>ii. Percentage in regions with high or extremely high baseline water stress  | No                       | i. 3434 m3; ii. 0%   | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Bellevue Group was certified as a climate-neutral company by Swiss Climate in 2021. By purchasing CO2 emission certificates in the amount of the greenhouse gas emissions emitted annually (263), we support projects that save the same amount of emissions. Bellevue Group has selected a project focusing on «Climate protection and sustainable management in the Swiss forests for climate neutrality in 2021. The project ensures CO2 storage and sustainable management of 7 279 hectares of forest in the canton of Schwyz. This protects the climate, preserves biodiversity in the Swiss forest and enables the production of energy wood for renewable energy production. As part of the certification, Bellevue Group has set a reduction target of 30% of emissions per FTE by 2030. The CO2 emissions in 2020 adjusted for COVID-19 effects serve as a basis.  | Metric tons of CO2 equivalent | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
| Waste and Pollution                   |                 | 4                 | 4.a            | i. Total waste<br>ii. percentage recycled   | No                       | 9'421kg; ii. 49%   | This is answered with data from Bellevue Group. Bellevue Asset Management (a subsidiary of Bellevue Group) is the delegated investment manager and administrator of the investment company BB Biotech AG. Systems are in place at all sites to collect and recycle a wide range of materials, including cardboard, PET, glass, paper, batteries and IT equipment. We separate waste and dispose of it properly. We take care at the procurement stage to avoid excessive waste or other unnecessary environmental impact (e.g. use of washable dishes instead of disposable cups/plates). In addition, water filtering   | kg                            | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 92   |      |
|                                       |                 |                   | 4.b            | Air emissions of pollutants (NOx, SOx, and particulate matter (PM))   | NR                       | NR   | NR   | NR                            |   |      |      |
| Ecological Impacts/Biodiversity       |                 | 5                 | 5.a            | List of operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas   | NR                       | NR   | NR   | NR                            |   |      |      |
| Circular Economy                      |                 | 6                 | 6.a            | Percentage of recycled input materials used to manufacture the organization's primary products and services   | NR                       | NR   | NR   | NR                            |   |      |      |
| Environmental Supply Chain Management |                 | 7                 | 7.a            | i. Number of suppliers assessed for environmental impacts<br>ii. Percentage of suppliers assessed for environmental impacts<br>iii. Percentage of purchasing volume covered with assessment for environmental impacts                         | NR                       | NR   | NR   | NR                            |   |      |      |
| Social                                | Labor Practices | 8                 | 8.a            | Percentage of active workforce covered under collective bargaining agreements   | No                       | No data  |  |                               |   |      |      |
|                                       |                 |                   | 8.b            | Turnover rate   | Yes                      | 2.90%  |  |                               | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 94   |      |
|                                       |                 |                   | 8.c            | Ratios of standard entry level wage by gender compared to local minimum wage  | No                       | N/A  | In the spirit of identification with the company and the entrepreneurial activities of each employee at his or her level, we give employees across all hierarchical levels a share in the success of their own company.<br><br>Part of the variable salary components (profit-sharing) are distributed in the form of treasury shares or fund units and remain locked for a predefined period. In this way, the interests of employees are to a large extent aligned with the interests of investors, shareholders and other stakeholders.<br><br>Furthermore, Bellevue Asset Management periodically offers an employee share ownership program under which rights to purchase Bellevue Group shares are offered at a discounted purchase price.<br><br>The compensation of Bellevue Asset Management employees is designed to motivate employees in all units to perform very well. This is an entrepreneurial compensation with commitments – a meritocratic model. An attractive entrepreneurial profit-sharing bonus is available as variable compensation. This profit-sharing is directly linked to the operational financial performance of Bellevue Group. In addition, part of this variable profit-sharing is paid out in the form of blocked shares and commitments in managed products (credit: «We eat our own cooking»). This approach promotes a long-term performance culture. Further details and numbers are publicly disclosed in the audited annual compensation report of Bellevue Group AG.<br><br>Lifelong learning is becoming increasingly important. We attach great importance to encouraging employees to take responsibility for their own professional development. Bellevue Group supports its employees in external training courses where this makes sense. These mainly include business-specific qualifications such as CFA, CMAA, etc. as well as language courses. Depending on the educational objective, we also participate in external training courses by releasing working hours and/or providing financial support. The cost of individual one-day seminars is covered in full by the employer. All Bellevue Group employees are regularly required to complete e-learning modules in the area of cyber security.<br><br>In the financial year 2022, ESG related KPIs and personal goals are part of the annual | %                             | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 95   |      |
|                                       |                 |                   | 8.d            | Average hours of training per person by gender and employee category  | No                       | N/A  |  |                               | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> | 95   |      |
|                                       |                 |                   | 8.e            | i. Breakdown of employees with permanent (indefinite) and fixed-term (temporary) contract<br>ii. Breakdown of directly employed work-force and not directly employed work-force (incl. temp agency workers, on-site contractors, freelancers) | Yes                      | 100% permanent   |  |                               | <a href="https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a> |      |      |

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|------------|-----------------------------------|----|------|---|-----|--|---|----|---|-----|--|
|            | Employee Health & Safety          | 9  | 9.a  | Total number and rate of work-related fatalities and incidents  | No  | None   | The health and safety of our employees and all people affected by our business activities is our top priority. As an employer, we can have a significant impact on the health of our employees through various measures and support them in remaining healthy and motivated in the long term.   |    | <a href="https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a>         | 93  |  |
|            | Diversity and Equal Opportunity   | 10 | 10.a | Percentage of employees per employee category, by age group, gender and other indicators of diversity   | Yes | Proportion of women: Board of directors: 25%, Management: 13%, Permanent employees: 28%. Bellevue Group currently employ 15 different nationalities. | Bellevue Group provides equal employment and advancement opportunities to all individuals regardless of age, race, ethnicity, gender, sexuality, disability, religion or other characteristics. That's why we benefit from a diverse workforce: With their different perspectives and approaches, experiences, ideas and skills, employees inspire each other and learn from each other. As a result, the company gains creativity, innovation and vision to remain future-proof and agile.<br><br>We foster a culture of gender equality and promote a balanced mix of gender and age across all hierarchical levels and functions of the company. Employee compensation is periodically reviewed for unjustified differences and adjusted if necessary. The last analysis was carried out in August 2021 using the standard federal analysis tool («Logib»). No gender effect was identified.<br><br>Both genders should be represented in the executive management board and on the Board of Directors. Discriminatory behavior will not be tolerated; incorrect behavior will be punished by superiors. Gender diversity: Bellevue Group has set the goal of continuously increasing the proportion of women at all levels, particularly at senior management levels, in the company by promoting the development and retention of women. | %  | <a href="https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a>         | 94  |  |
|            | Human Rights                      | 11 | 11.a | Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country   |     | 0%   |   |    | <a href="https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf">https://report.bbiotech.ch/2021/app/uploads/BION_GB2021_EN.pdf</a>         |     |  |
|            | Social Supply Chain Management    | 12 | 12.a | i. Number of suppliers assessed for social impacts.<br>ii. Percentage of suppliers assessed for social impacts<br>iii. Percentage of purchasing volume covered with assessment for social impacts | NR  | NR   | BB Biotech is an investment company with no supply chain relevant issues.   | NR |   |     |  |
|            | Taxes                             | 13 | 13.a | Total tax paid by country   | Yes |  |   |    |   |     |  |
|            | Customer Privacy & Cyber Security | 14 | 14.a | i. Number of data breaches<br>ii. Number of affected persons  |     | i. 0<br>ii. 0  | Bellevue Group conducts cyber security and data management training continuously in order to keep its employees alert to the issues around this. This is a high priority within Bellevue Group.   |    |   |     |  |
|            | Business Ethics                   | 15 | 15.a | i. Total number and ii. percentage of employees that have received training on anti-corruption  | Yes | i. 0<br>ii. 100  |   |    |   |     |  |
| Governance | Sustainability Governance         | 16 | 16.a | List of committees responsible for decision-making on economic, environmental, and social topics and percentage of independent committee members per committee                                    | Yes |  | The Board of Directors of BB Biotech AG is aware that our activities inevitably have direct or indirect consequences on environmental, social and corporate governance issues and that these consequences are our responsibility. In order to improve our governance structure in terms of sustainability, the Board of Directors has decided to introduce a 'Sustainability and Governance Committee'. The committee will consist of three board   |    |   |     |  |
|            | Remuneration                      | 17 | 17.a | Remuneration policies for the highest governance body and senior executives including the consideration of ESG performance criteria and how they impact different types of remuneration           | Yes |  | The following basic compensation principles apply throughout Bellevue Group:<br><br>The methods used to determine compensation for the Board of Directors and the Group Executive Board and for all Company employees are transparent, understandable, fair and reasonable.<br><br>All pay packages are well balanced and take into consideration the operational and strategic responsibilities of each individual role as well as individual performance levels and the demands placed on each individual role.   |    | <a href="https://report.bbiotech.ch/2021/app/uploads/Annual_Report_2021.pdf">https://report.bbiotech.ch/2021/app/uploads/Annual_Report_2021.pdf</a> | 114 |  |