

Diversity, equal opportunities and non-discrimination statement:

“The Board of Directors of BB Biotech believes that diversity stimulates innovation and drives better decision-making. BB Biotech AG and the investment manager Bellevue Asset Management AG provides equal employment and advancement opportunities to all individuals regardless of age, ethnicity, gender, sexuality, disability, religion or other characteristics. We foster a culture of equality and promote a balanced mix of gender and age across all hierarchical levels and functions of the company. All genders should be represented on both the executive management and the Board of Directors. Employee compensation is periodically reviewed for unjustified differences and adjusted if necessary. Discriminatory or incorrect behavior will not be tolerated. All employees also have the option at any time to submit an anonymous report of any misconduct in this regard on the whistleblowing platform of the investment manager.”

Human rights statement:

“BB Biotech AG is aware that the company itself and the portfolio companies in which it invests have and follow a sound framework for the protection of human rights. All of BB Biotech's investments are systematically reviewed for sustainability risks and violations of basic human rights with MSCI ESG data taken into consideration in this regard. In the event of grievances, discussions are immediately initiated with the portfolio companies and the investment is put to the test if necessary. BB Biotech AG respects human rights in all its employment policies and practices. BB Biotech AG endeavors not to invest in companies that are responsible for serious environmental damage or human rights violations or in companies that are subject to targeted sanctions. Before an investment decision is made, appropriate due diligence is required. BB Biotech and Bellevue Asset Management reports publicly on its commitment to human rights and on significant incidents, if they occur, as part of the annual sustainability report.”

Data privacy and security statement:

“Confidential information must be treated with due care and in accordance with regulations. BB Biotech acknowledge the importance of data ethics and respect individuals’ right to protection of personal data. BB Biotech is committed to protecting the privacy and security of personal information disclosed to the company. Bellevue Asset Management AG is the operator of the website www.bbiotech.com and the services offered on it and is therefore responsible for the collection, processing and use of personal data and the compatibility of the data processing with the applicable data protection law. In the data protection statement (<https://www.bbbiotech.ch/ch-de/private/datenschutz>), we disclose which data we collect, what purposes we pursue with it and how one can update, manage, export and delete data.”

Political involvement statement:

“BB Biotech AG does not favor any political party. BB Biotech AG would only engage in the political process for legitimate business purposes and in compliance with applicable laws. BB Biotech AG does not make donations to political parties or pay support money of any kind. Charitable donations may not be given or made to organisations associated with an investor of the company without the prior approval of the Board of Directors.”

Responsible marketing statement:

“Responsible marketing is a natural part of our commitment to sustainability. The basis for responsible marketing at BB Biotech AG is compliance with the relevant national and international laws and regulations as well as marketing standards. All marketing material is undergoing a compliance review and approval process. Sound, transparent and compliant marketing material is seen as an important part of maintaining and building trust among investors and other stakeholders.”

Anti-bribery and corruption statement:

“BB Biotech AG has zero tolerance to bribery and corruption. It is BB Biotech’s objective to avoid any kind of bribery or corruption, both passively and actively. The Board of Directors insists that is informed immediately of any cases of bribery or corruption associated with the company. Corruption is defined as the abuse of entrusted power for private gain. Bribery is defined as the offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or breach of trust.”

Tax statement:

“BB Biotech complies with local tax laws in the markets we operate in. As part of BB Biotech’s sustainable approach to tax, the company is committed to managing tax matters in a responsible way. More details on taxation are described in the financial statement section of BB Biotech’s annual reports.”

Health and safety statement:

“Health and safety is important to BB Biotech. The company is fully committed offering a healthy and safe working environment. BB Biotech wants to foster a work environment which promotes physical and mental health – this includes the direct employees of BB Biotech and the employees of its investment manager Bellevue Asset Management AG. The Company considers a safe and healthy working environment to be an ergonomic and attractive office environment with the aim of having the employees being free from both physical and/or psychological harm.”

Anti-money laundering statement:

“BB Biotech is well aware of its responsibility towards avoiding money-laundering activities. BB Biotech and the investment manager Bellevue Asset Management AG have robust and consistent anti-money laundering procedures (AML) in place. The company is alert to the obligations and challenges posed by money laundering. In order to ensure oversight of AML matters, Bellevue Asset Management AG has appointed AML officers.”

Whistleblowing statement:

“BB Biotech aims to preserve its high legal, ethical and moral standards and thus fosters a culture of compliance with local laws and ethically sound business conduct. In order to support this purpose, BB Biotech expects its employees to speak up if they know of or suspect conduct or occurrences that violate law, regulations or internal instructions. An employee can send reports and communicate anonymously with BB Biotech case manager (typically HR of the Investment Manager) or their report by way of an individual case number and password, issued by the Whistleblowing Platform upon submission of a report. Every receipt of report will be acknowledged within 7 calendar days of submission informing the reporter about how the matter will be processed and whether further information is required. The Audit and Risk Committee of BB Biotech will be informed accordingly about all the open cases and take immediate actions where necessary.”