

# Fairstainability Impact Report 2023



# WELCOME AND ALOHA

*As we close our third year of operations, we are very proud to report on our progress and results towards our commitment to Fairness and Sustainability.*

*In 2023, our big focus at ten23 was to continue to sustainably grow our business, ensure the highest quality of our services and customer satisfaction. Our achievements in quality management were highlighted for example by the successful completion of ISO9001 certification, further establishing our commitment to excellence.*

*Looking ahead to 2024, we are preparing for a landmark year in our journey to become the patient-centric, human-focused and sustainable strategic partner for the pharmaceutical and biotech industry: We are set to further refine our systems, embark on ambitious expansion projects and boost our production capabilities, ensuring we continue to meet and exceed the evolving needs of our partners and stakeholders – always with an engrained Fairstainability mindset.*

*If you have questions or suggestions on how we, at ten23 health, can become more transparent and more driven towards Patients, People and Planet, please contact us.*

## Stay safe and act conciously

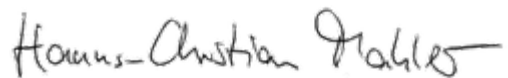
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**Hanns-Christian Mahler,**  
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**JanBart Wilmink,**  
*Chief People Officer*

**Tamara Hell,**  
*JEDI and LGBTQ+  
employee representative*



**On behalf of our Fairstainability Circle and the whole company**



## Our pledges

Our commitment to Patients, People and Planet is deeply engrained into our Purpose and DNA, a dedication formally acknowledged in our commercial registry, through clauses that underscore our pursuit of a positive impact on society and the environment.

In line with our adherence to the UN Global Compact and to the Sustainable Development Goals (SDGs), we commit to:

### Patients

Create value for society as a whole in our mission to support our clients improving patients' lives

**SDG:** 3, 8, 12

**Other SDGs:**

1, 6, 16, 17

### People

Foster and promote equality, diversity and wellbeing for our employees and their families

**SDG:** 3, 5, 8

**Other SDGs:**

4, 10



### Planet

Operate as a net positive business

**SDG:** 12, 13

**Other SDGs:**

6, 7, 9, 11, 14, 15

Our focus on **Patients, People and Planet** is deeply engrained into our Purpose and DNA: we have included it in our chamber of commercial registry through clauses that state our strive for a material positive impact on the society and the environment.

# Highlights 2023

## FAIRNESS:



**31%**  
Women  
in Management

**48%**  
Women  
Employees



**84%**  
Employee  
Satisfaction Score

**NO**  
Gender Pay Gap



**2nd**  
Place in Swiss  
HR Award



**PRIDE**  
Champion Gold  
Award

**3rd**  
Place in Modern  
Work Award

**NO**  
Serious Injury  
or Fatality

## SUSTAINABILITY:



**100%**  
Renewable  
Electricity



**6%**  
Absolute Reduction  
in Energy Use



**43%**  
waste diverted  
from disposal  
(up from 34% in 2022)

**150%**  
Offsets of Our Plastic Waste  
sent to Incineration

**104%**

Compensation of our total  
operational GHG emissions  
(GHG emissions from Sc1, Sc2 market-based, and  
Sc3 from fuel and energy related activities, waste  
generated in operations, business travel and em-  
ployee commuting)

Silver Medal  
from EcoVadis for our  
first participation  
(top 13% in our industry category)



# Our Commitments

## **GOAL 1: By 2025, we remove twice as much plastic from the environment than we send to final disposal.**

In 2023 we improved our data collection techniques and reinforced our approach to separating and recycling plastic waste.

Thanks to the reinforcement of the initiatives rolled-out in 2022 to improve our recycling rate, we recorded a significant reduction in the amount of plastic waste sent to incineration, from 5 tons in 2022 to 2.7 tons in 2023.

In addition, through our partnership with Seven Clean Seas, we enabled the clean-up from marine environments an equivalent 150% of our plastic waste sent to incineration, according to our ambition to make a lasting positive impact.

Our efforts continue with initiatives to decrease our plastic use.

## **GOAL 2: By 2025, we reduce our greenhouse gas emissions by 50 % on Scopes 1 & 2, committing to being part of the Science-Based Targets initiative (SBTi)\*.**

By the end of 2023, our reduction in Scope 1 and Scope 2 GHG emissions by revenue already stood at 44%. This means we are on-track to achieve our 2025 goal in 2024, one year earlier than planned.

This is thanks to our target to use 100% renewable electricity for the long-term and to continued efforts to improve our energy efficiency to accompany our business growth. Furthermore, and as a last resort, we are voluntarily compensating 104% (increasing by 1% year-over-year

since our inception) of our currently unavoidable operational GHG emissions from Scope 1, 2 and 3, through certified removal and offsetting measures, to run carbon-neutral operations.

Looking ahead to 2024, our goal is to obtain science-based targets validation from the SBTi for climate targets beyond 2025 and continue to identify and implement actions for energy reduction.

*\* On a 2021 basis, pro rata to the months of activity in the year, in tons of CO2e by revenue.*

## **GOAL 3: By 2023, we achieve equal treatment of all employees in the workspace, ensuring no gender pay gap\*.**

In 2022 we already proudly achieved this goal, ensuring equal treatment of all employees within the workspace and effectively closing the gender pay gap.

This achievement was confirmed by a second assessment conducted in 2023, which awarded us the highest score. The evaluation found no gender pay disparity, underscoring our commitment to fairness and equality in our workplace.

*\* Carried out by third-party assessment*

## **GOAL 4: By 2023, we promote diversity in the workspace by targeting minimum 50% non-cis-male employees and obtaining the Swiss LGBTI label certification.**

In 2022, we already achieved this goal with 55% non-cis-male employees, demonstrating our commitment to creating an inclusive work environment. Additionally, we were successful in obtaining the Swiss LGBTI label certification (June 2022), further affirming our dedication to diversity and inclusion.

Due to the rapid expansion of our company, however, we observed an adjustment to 48% by the end of 2023. This change is recognized as an indirect consequence of our company's rapid growth, and we remain committed to maintaining our focus on diversity and inclusivity while expanding our team.

# What have we done for Sustainability and Fairness in 2023



## SDG 3:

### Good Health and Well-Being

- Continued to offer and encourage flexible work time
- Continued offering of part-time jobs (currently starting at 10% part-time)
- Continued partnership with „fokusarbeit“ – Case Management & Employee Counselling
- Input Session “5 Indicators to watch to stay burnout free”
- Vision Talk: “How to tackle Mental Health at work”
- Meditation class for all employees on both sites
- Participation of employees in the B2Run in Basel and as well Wings for Life
- Yoga classes on site in Basel and Visp
- Participation in Bike to Work Challenge
- Awareness event for Mental Health Day
- 3 new Mental Health First Aiders, now total of 12
- Wintertraining sessions offering for employees in Visp
- Participation and support at BärigÜf charity event to fight against cancer
- Bouldering and running groups in Visp
- Promotion of Veganuary and awareness raising

## SDG 8:

### Decent Work and Economic Growth

- Creation of 81 new positions in Basel (26) and Visp (55) in 2023.
- First employee survey: obtained a fantastic participation rate of 88%, and a satisfaction score of 84%.
- New framework on development and recognition, also to ensure career development is accessible to all equally
- Participation in National Future Day: invited 5th to 7th grade students and presented fun experiments in the laboratory and the “darkroom”
- Innovation Circle working on continuous improvement and sustainable design
- Workshops on Psychological Safety, Leadership in a non-hierarchical organisation, team development and more
- Individual Growths Plans developed and Profile Dynamics conducted for personal growth
- Organization of 2 Team events in-person for all employees



## SDG 5:

### Gender Equality

- Detailed review of all job postings to ensure inclusive and non-gender-biased language and adding a statement to encourage women to apply
- Recruitment process guidelines to ensure no discrimination, elimination of biases and to ensure inclusion of all candidates
- Gender pay gap analysis reconducted including now both sites – outcome shows no gender pay gap
- Eurogames in Bern, supported participation for our employees –who achieved two gold medals!-, showing our support for the LGBTQIA+ community
- 2023 Pride Index, we were awarded the gold seal and secured the 4th place ranking. This accomplishment demonstrates that we are among the most LGBTQIA+ friendly employers in the DACH region.”
- Pride Month – Lunch and Learn awareness training about what is LGBTQIA+, issues for the LGBTQIA+ community and how to be an ally
- Pride Office Day – Lunch and Learn awareness training about transgender and how to support transitioning
- Publishing of the LGBTQIA+ Employee Handbook as a Corporate Policy
- Additional person in the JEDI (Justice Equality Diversity & Inclusion) & LGBTQIA+ team (now 3 total)
- Black History Month movie night at work
- Gender neutral and aware language in communications
- Member of the European Gay & Lesbian Sport Federation (EGLSF)
- Building a LGBTQIA+ network with “Basel Pride together” and “Queer Wallis”
- Representing ten23 at the Event “Love Yourself Test Yourself” in Brig fighting against HIV stigmatization



# ROAD TO FAIRSTAINABILITY



## SDG 12:

### Responsible Consumption and Production

- Data driven initiatives to improve our energy efficiency, achieving a 6% absolute reduction in total energy consumption, and a 35% reduction in energy intensity per FTE compared to 2022.
- Kick-off pilot project with Elio to bring sustainable solutions software for consumables
- Selection of sustainable workwear in Visp from local supplier Bardusch
- Full implementation of Treerolls towels for hand-drying by RVR – 1 tree planted for each roll used
- Removal of 4 tons of plastic waste from the sea environment through Seven Clean Seas
- Awareness events for World Water Day, Plastic-Free July, Earth Week
- Organization of a Clean-up Day on both sites with employees

### OTHER SDG:

- Donation to Aiducation International in order to widen our spectra of positive impact and support education in developing countries (SDGs 1, 4 and 10)



## SDG 13:

### Climate Action

- Full implementation of new cooling system in Basel: high efficiency, almost no non-contact water used anymore
- Retrofitting of HVAC in new Pilot Plant manufacturing in Basel to optimized conditions, reduction by half of air flow and addition of stand-by mode with reduced speed to save even more energy
- Strong participation in the Time for Climate Action campaign by Leaders for Climate Action (LFCA)
- Team events serving all vegetarian and vegan food
- Earth week events
- Retrofitting all lights in Basel building to motion sensors
- Electric mini-van leased and 4 electric bicycles purchased in Visp for commuting between our locations in Visp
- Implementation of a parking fee donation scheme on our Basel site – all proceeds will go to an environmental organization

# Collaboration



## Suppliers

In our journey to become a climate positive business, our suppliers have a key role to play. We want to partner with them and support any actions they take. We are also increasing our assessments and selection process.

Our membership in the Pharmaceutical Supply Chain Initiative enables us to stay up to date and involved in current initiatives and regulations while collaborating with other companies and suppliers. We have updated our Supplier Code of Conduct in 2023 and have reached out to our suppliers with questionnaires. In 2023, we have performed sustainability screening of our top 10 suppliers representing a cumulated total of >60% of our spends (excluding construction). We checked for the alignment of their commitments with our ambitions and reached out directly to the companies which are not communicating about their plans and initiatives, to encourage transparency and collaboration.

## Our external participation in 2023

We are committed to creating a culture of knowledge sharing and transparency for the good of people and the planet. We openly share our strategy, internal initiatives and any findings of our projects, and participate in panels and roundtables. We give importance to attending events and participate in discussions that are tied to our vision and goals.

- World Economic Forum Davos, January, “SDG tent”, InTent, SBA2030 and B-Lab events, Hanns-Christian Mahler
- Pharmap Geneva, June, Roundtable, ‘Making supply chains more sustainable’, Alissa Monk
- Biotech Outsourcing Strategies (BOS) Basel 2023, July
- Panel, Sustainability in Pharmaceutical Outsourcing, Hanns-Christian Mahler
- Swiss Triple Impact (STI) Experience Health Tech Cluster Switzerland, Webinar August, Presentation “Experience with STI”, Hanns-Christian Mahler
- United Nation Global Compact, Business & Human Rights Accelerator, February - July, Hanns-Christian Mahler
- United Nation Global Compact, Switzerland Peer Learning Group, Sep-Dec, Cedric Montagne
- Swiss Triple Impact Health peer to peer exchange Zurich, 19 September Presentation and discussion, ‘Sustainability in Swiss Healthcare’, Alissa Monk
- Stockholm Climate Leadership Forum online, October, Hanns-Christian Mahler
- Medtech Congress Jura, October, Roundtable, Beyond profit: Building a sustainable medtech ecosystem for lasting success, Alissa Monk
- Go Circular in Life Sciences General Assembly, November, hosted at ten23 and presented, Alissa Monk
- BOS Manchester, November, panel discussion - Sustainability in Pharmaceutical outsourcing, Alissa Monk



# Partnerships, Memberships, Associations

We put a big focus on collaboration and collective action to expand, guide and support our ambitions. We want to be part of a bigger whole – a movement towards a more inclusive, equitable, and regenerative economy.

We believe in bringing together stakeholders across the value chain to share expertise, findings and most of all to co-develop solutions that will benefit the whole industry and value chain. Realizing there were some gaps for associations to tackle systemic issues in Pharmaceuticals/ Healthcare, we started conversations in 2023 and from that, 2 new associations will be launched in 2024 with ten23 as founders.

Our partnerships and memberships are important and key for our commitments and goals.

- Go Circular in Life Science (Alissa Monk, co- Fairstainability Circle Lead, is an Executive Member)



- Swiss Triple Impact (STI)



- United Nations Global Compact (UNGC)



- Pharmaceutical Supply Chain Initiative (PSCI)



- Öbu (ECONGOOD)

- Swiss Board for Agenda 2030 (SBA 2030)

- PowHER

- Alliance for Sustainable Enterprises: signed the Manifesto

## CERTIFICATIONS, LABELS, AWARDS

- Pending B Corp
- Ecovadis Silver Rating
- Swiss LGBTIQ Label
- Logib equal pay analysis (“A rating”)
- PRIDE Champion Gold Award
- 2nd in “Swiss HR Award”
- 3rd in “Modern Work Award”



# 2023 Case Studies



## 1. Being energy efficient: Heating stop in Basel

The period between Christmas and New Year is usually a time where there are few activities in the labs and only few colleagues in the office. This year we decided to completely shut-down the building, asking the few colleagues who preferred to not take their holidays during this time, to work from home. This enabled us to achieve considerable energy savings, mostly due to reducing the ventilation to its half capacity and shutting down the heating. 40% of energy was saved during that time compared to previous years in just 10 days of shut-down, giving us guidance for further energy saving opportunities.

## 2. Improving our water footprint: Replacement of cooling in Basel

When taking over the building at the start of ten23 in 2021, a significant water- and energy-saving opportunity had been identified: the cooling system. Originally, water from the river Rhine was used as non-contact water to go through the cooling system before it was linked back into the river. The system itself was very energy intensive. After the upgrade and installation of a new system, we achieved a remarkable 77% reduction in non-contact water consumption: non-contact water is now only used for the cooling of the new equipment itself. In addition, we did not increase electricity consumption thanks to the high efficiency of the new system.

## 3. Sustainability in design: HVAC optimization in Basel

In March 2023, our Basel site obtained the authorization from Basel City to build a new, state-of-the-art Pilot Plant (sterile product filling for stability purposes and other non-GMP purposes). ten23 was recognized as having been exemplary in the design phase, which included an Energy Challenge, helping with the identification of energy-efficient opportunities. One immediate action taken was to reduce the air-change rate from the upgraded HVAC system and to set up a stand-by mode. These 2 actions enable major energy savings, by reducing the air flow and therefore reducing the need for air conditioning.

## 4. Innovation & sustainability into process design

In July 2023, we announced our collaboration with Elio, an artificial intelligence (AI) co-pilot project for eco-design, to integrate sustainability into process design for parenteral products. The collaboration aims to leverage advanced technologies, to seamlessly integrate sustainability considerations into technical process design, empowering technical experts to prioritize sustainability as an inherent part of their decision-making process when designing sterile medicine formulations or manufacturing processes.

# Our People

We are happy to have welcomed many new colleagues in 2023, increase our team and expand our diversity. We remain proud of all our colleagues working together at ten23 health. We value the talents, expertise, knowledge and strengths of each individual. Together we want to create the best work environment for all to thrive and grow, ensuring diversity, inclusion and fairness.



	2021	2022	2023
<b>EMPLOYMENT</b>			
<b>Number of employees (by year-end)</b>	88	131	185
Number of women	56	70	89
Number of men	32	61	96
<b>% of women employees<sup>1</sup></b>	<b>60%</b>	<b>53%</b>	<b>48%</b>
Number of nationalities represented	-	21	24
Number of employees with handicap <sup>2</sup>	-	1	2
<b>Number of Full-Time Equivalent (by year-end)</b>	<b>64</b>	<b>116</b>	<b>168</b>
<b>Percentage of employees working part-time</b>	<b>47%</b>	<b>36%</b>	<b>28%</b>
<b>Salary ratio (highest to lowest)</b>	<b>6,56</b>	<b>6,62</b>	<b>6,62</b>
<b>HEALTH &amp; SAFETY</b>			
Number of work-related Serious Injury or Fatality (SIF) (Objective: 0 SIF)	0	0	0
Number of work-related recordable injuries or illness	0	2	3
<b>Lost Time Incident Rate<sup>3</sup></b>	<b>0,00</b>	<b>0,89</b>	<b>1,12</b>
<b>Total Recordable Case Rate<sup>3</sup></b>	<b>0,00</b>	<b>1,77</b>	<b>1,68</b>
<b>Notes:</b>			
1. We previously reported the % of non cis-male employees, however, for data privacy, we have decided to keep it as men/women. This does not remove our strong commitment for equality and inclusion in the workplace and we keep looking for solutions.			
2. Collaboration with <a href="http://www.Mitschaffe.ch">www.Mitschaffe.ch</a> or cantonal I.V.			
3. Number of work-related injuries or illnesses, with and without lost-time, for employees and contractors, by 200'000 working hours.			

## Career Management & Training

At ten23, our People & Culture (P&C) Circle is dedicated to “Cultivating a meaningful surrounding where we grow and play at our strengths”. We are committed to help every employee reach their full potential and bring them into their sweet spot. The starting point for career development and training is the Individual Growth Plan (IGP). The IGP is built on “Profile Dynamics” report, which assesses personal strengths and values, along with Self-Evaluation and Mentoring. Our internal role market ensures a smooth change of roles whenever somebody feels ready for a change. Although we only introduced our framework in September last year, 10% of our employees already have development plans in place. This number will increase in 2024 as we continue to enhance our approach.

## Employee representatives

We have two key roles working as employee representatives to facilitate social dialogue. The ‘People Councilist’ represents the whole ten23 organization, reviewing new people frameworks,

providing inputs to P&C topics and highlighting concerns respective to these topics. In addition, we have implemented the roles of ‘Cultural Ambassadors’, a group of people who ensure sounding of P&C topics before implementation: they regularly exchange with the General management Circle on P&C matters, assist in developing and implementing P&C initiatives, and serve as a liaison to give and receive feedback from all employees to promote and develop our company culture.

## Occupational Health & Safety

ten23 health holds safety, health and environmental protection as core values: we are committed to protecting the local and global environment, and to promoting and maintaining a sound EHS management system for our employees and contractors. Our objective is 0 Serious Injury or Fatality. We work on minimizing the occurrence of EHS events through workplace risk assessments, near-misses reporting and behavior-based safety walkthroughs, to shape our EHS training programs and foster a safe and healthy work environment.

# Offsetting Strategy

We are committed to compensating for the negative climate impacts of our operations by working with different partners to offset our unavoidable Scope 1, 2 and 3 operational GHG emissions, through different solutions and projects (see our data table for details).

We support local moorland renaturation projects in Switzerland with MyClimate, and protect 1.5 hectare of primeval rainforests with The Generation Forest, both ecosystems being key for biodiversity conservation. We support direct air capture with Climeworks (the process

of removing carbon dioxide from the air to store it – crucial to avoid the most catastrophic impacts of climate change, thanks to the durability of the storage), reforestation through Klima, and Gold-Standard clean development projects with Atmosfair (promoting the expansion of renewable energies in developing countries, essentials to reaching the UN SDGs).

Through these projects and initiatives, we offset a total of 533 tCO<sub>2</sub>e in 2023, more than our 513 tCO<sub>2</sub>e operational carbon footprint.

## Going beyond: offsetting our employee personal footprint

In addition, in our journey towards sustainability, we are working with Klima to measure, reduce and offset the carbon emissions of our employees' personal footprints – beyond our company boundaries! Since launch in April 2022, we are helping and educating interested em-

ployees in learning how to reduce emissions related to their work as well as to their private lives, and we did offset to date a total of 4,650 tons of CO<sub>2</sub>e, a small portion of which compensating for the GHG Scope 3 emissions related to employee commuting.

	2021	2022	2023
<b>GHG emissions compensations (within our value chain)</b>	<b>490</b> (102%)	<b>510</b> (103%)	<b>533</b> (104%)
removals from direct carbon capture and storage (ClimeWorks)	0	5	6
from shares in primeval reforestation (The Generation Forest)	10	20	30
protection of Swiss Moors (MyClimate)	0	25	30
reforestation supporting a climate-neutral workforce (Klima)	0	130	160
offsets from Gold Standards CDM projects (Atmosfair)	480	330	307
<b>GHG emissions compensations (beyond our value chain)</b>	<b>-</b>	<b>1 555</b>	<b>2 806</b>

# Our Fairstainability Data 2023 and YOY comparison

ten23 health Group <sup>1</sup>	2021 <sup>2</sup> 2021	2022	2023
<b>ENERGY (kilowatt-hour kWh)</b>			
<b>Total energy consumption <sup>3</sup></b>	<b>3 220 280</b>	<b>5 004 793</b>	<b>4 713 694</b>
Purchased electricity	2 142 973	2 754 228	2 728 433
Purchased heating	1 029 316	2 057 369	1 942 157
Purchased steam	47 992	193 196	43 105
% of renewable electricity	100%	100%	100%
% of renewable vs. non-renewable energy <sup>4</sup>	9%	55%	58%
<b>Energy intensity, per employees (kWh/FTE)</b>	<b>50 004,4</b>	<b>43 238,0 (-13.5% YoY)</b>	<b>28 116,3 (-35.0% YoY)</b>
<b>GRI303: WATER (m<sup>3</sup>)</b>			
<b>Total water withdrawal <sup>5</sup></b>	<b>17 217</b>	<b>62 070</b>	<b>14 880</b>
From third-party (contact water)	1 568	2 608	1 422
From surface water (cooling water)	15 649	59 462	13 458
<b>GRI306: OPERATIONAL WASTE (metric tons)</b>			
<b>Total waste generated <sup>6</sup></b>	<b>no data</b>	<b>21,0</b>	<b>16,4</b>
Non-hazardous waste, recycled	no data	7,2	7,1
Hazardous waste, incinerated with energy recovery	no data	10,6	5,4
Non-hazardous waste, incinerated with energy recovery	no data	3,2	3,9
<b>% Waste diverted from disposal</b>	<b>no data</b>	<b>34,4%</b>	<b>43,3%</b>
Plastic waste sent to incineration with energy recovery	no data	5,0	2,7
Plastic offsets (removals from the sea environment) <sup>7</sup>	10,0	5,0	4,0
<b>GRI305: EMISSIONS (tCO<sub>2</sub>e)</b>			
<b>GHG emissions, total Sc1 and Sc2 emissions (market-based)</b>	<b>115,6</b>	<b>131,3</b>	<b>112,7</b>
GHG emissions, Scope 1	0,0	0,0	0
GHG emissions, Scope 2, purchased energy (market based)	115,6	131,3	112,7
GHG emissions, Scope 2, purchased energy (location based)	242,1	494,3	367,0
<b>GHG emissions intensity, total Sc1 and Sc2 emissions (market-based) per employees (tCO<sub>2</sub>e/FTE)</b>	<b>1,79</b>	<b>1,13 (-36.9% YoY)</b>	<b>0,67 (-40.7% YoY)</b>
<b>GHG emissions, Sc3 total</b>	<b>not estimated</b>	<b>5 771,8</b>	<b>15 423,3</b>
<b>GHG emissions, Sc3 operational emissions <sup>8</sup></b>	<b>282,9</b>	<b>281,0</b>	<b>314,3</b>
Scope 3, fuel and energy related activities	70,7	78,2	69,7
Scope 3, waste generated in operations	70,8	17,3	14,3
Scope 3, business travel	24,1	54,0	69,4
Scope 3, employee commuting	117,3	131,6	160,8
<b>GHG emissions, Sc3 other (non-operational) emissions <sup>9</sup></b>	<b>not estimated</b>	<b>5 490,8</b>	<b>15 109,0</b>
Scope 3, purchased goods and services	not estimated	1 143	1 522
Scope 3, capital goods	not estimated	4 202	13 332
Scope 3, upstream transportation and distribution	not estimated	145	238
Scope 3, downstream transportation and distribution	not estimated	0	17
Scope 3, processing of sold products	not estimated	Not material	Not material
Scope 3, use of sold products	not estimated	Not material	Not material
Scope 3, end-of-Life treatment of sold products	not estimated	Not material	Not material
<b>GHG emissions, total operational emissions (sc1, 2 and 3) incl. 20% uncertainty margin <sup>10</sup></b>	<b>480,3</b>	<b>494,8</b>	<b>512,4</b>
<b>GHG emissions compensations (within our value chain)</b>	<b>490 (102%)</b>	<b>510 (103%)</b>	<b>533 (104%)</b>

## Notes:

- Our performance data is prepared in accordance with the GRI Standards for the period from 1 Jan to 31 Dec 2023
- Our 2021 dataset covers 12 months of Operational data for our site in Visp, and 5 months of operational data (Aug-Dec) for our site in Basel (which we took over in August 2021)
- Purchased energy data has been restated to properly account for district heating from our site in Visp.
- Purchased heat and steam at our Basel site is sourced from a unique supplier, IWB, and is generated from natural gas. IWB set a public goal to reduce GHG emissions in district heating production by 2030.
- Our operations are located in Visp and Basel in Switzerland, areas which present a low risk of water-stress according to the WRI Aqueduct Water Risk Atlas.
- We improved our waste data collection process in 2022 and 2023 in line with our ambition to divert plastic waste from final disposal.

- Plastic offsets represents an equivalent amount of plastic disposed of that is recovered from the environment by purchasing plastic credits. We commissioned Seven Clean Seas to recover plastics from the marine environments and coastal areas.
- Scope 3 categories included in our operational GHG emissions are: Fuel- and energy-related activities; waste generated in operations; business travel; and employee commuting.
- The Scope 3 categories Purchased Goods and Services, Capital Goods and Upstream/Downstream Transportation categories are based on spend data. In 2023, the GHG emissions Sc3 for Capital Goods increased due to high level of investments into a new production building and equipment. The other categories listed in the table have not been identified as material and have not yet been estimated. The remaining scope 3 categories are not applicable: upstream leased assets, downstream leased assets, franchises, and investments.
- due to the use of some statistical values and assumptions, an uncertainty margin of 20% is added to our emission result to cover our full operational climate impact through our CO<sub>2</sub> compensation strategy.



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### Outlook 2024

We fully acknowledge the need for increased action to support staying below (or not too far from) the 1.5°C goal for the benefit of humankind and the planet. Our ambition is to lead by example, to go the extra mile and to encourage and motivate our partners, customers as well as competitors in the pharma sector to drive positive change.

Our priorities 2024 include defining our next strategic goals beyond 2025, namely by carrying out a double Materiality Assessment which will help identify the most important topics to focus on. We aim to obtain validation of our science-based targets from the SBTi and to further reduce our footprint relative to growth. We will continue to foster wellbeing and safety at work and collaborate across our value chain and networks.

#### Disclaimer:

ten23 health is providing the information in this Fairstainability report as of 22 April 2024 and does not undertake any obligation to update any forward-looking statements as a result of new information, future events or otherwise.

These materials contain forward-looking statements, that can generally be identified by words such as „potential“, „expected“, „will“, „planned“, or similar expressions.

Such forward-looking statements are based on current beliefs and expectations of management regarding future events, and are subject to significant known and unknown risks and uncertainties. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, this might lead to materially different results from those set forth in the forward-looking statements.

You should not place undue reliance on these forward-looking statements. In particular, our expectations could be affected by, among other things: uncertainties regarding the success of key products and services and commercial priorities; global trends uncertainties regarding future demand for our product and services; uncertainties in the research and development of new healthcare products of and services to our customers, including clinical trial results and additional analysis of existing clinical data; the impact of pandemic diseases on research, development and manufacturing timelines; and other risks and factors.

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