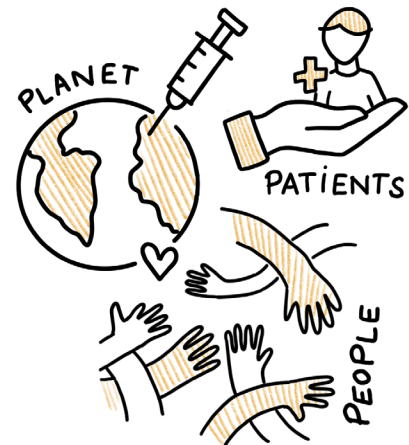


WELCOME AND ALOHA



Welcome to our first Fairstainability report.

ten23 health's Purpose is „Collaborating for a Healthy Life and Planet“, and we voluntarily compiled the status, assessment and action we have taken since we initiated business operations in August 2021. We voluntarily included the full-year data of swissfillon AG, a ten23 health company, although acquired only in October 2021. If you have questions or suggestions on how we at ten23 can become more transparent and more focused on Patients, People, Planet do not hesitate contacting us.



Stay safe and healthy,

Carole Schanté, Fairstainability Officer &
Hanns-Christian Mahler, Chief Enablement Officer, ten23 health
For your suggestions and feedback: planet@ten23.health

Our pledges and commitments to the UN Sustainable Development Goals

PATIENTS

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

Priority SDG*:
3, 8, 12

*SDG: United Nations Sustainable Development Goals
<https://sdgs.un.org/goals>

PEOPLE

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

SDG: 3, 5, 8

PLANET

Become a climate positive business (by this we mean reduce our impact as much possible and compensate more than what we still consume)

SDG: 12, 13

Disclaimer: ten23 health is providing the information in this Fairstainability report as of 17. April 2022 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 such as COVID-19 on research, development and manufacturing timelines; and other risks and factors.



Goal 3: Good Health and Well Being

Through our focus on Patients and our focus on our people, this SDG 3 is a clear priority for ten23 health. We

develop safe and stable medicine for our customers' patients and promote well-being at work and healthy lives. In 2021 we set up our activities as a new company with new ways of working from the very beginning such as holacracy, flexible working hours, work from anywhere etc. and plan much more in 2022 to be an effective, family friendly employer.

OUR FIVE PRIORITY SDGs



Goal 5: Gender Equality

It is a priority at ten23 health to contribute to this SDG by ensuring and promoting equity, diversity, and women empowerment

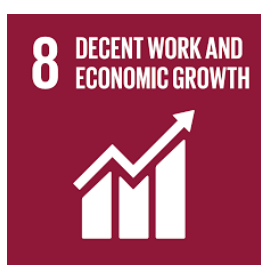
through our core business. Diversity leads to innovation. In 2021 we have ensured there is no gender pay gap and set up a role as LGBTQ+ representative for employees.



Goal 12: Responsible Consumption and Production

This SDG 12 is key at ten23 health as we thrive to minimize our use of natural re-

sources and reduce our ecological footprint. In 2021 we have (and are continuing to) put in place measures to minimize waste and increase recycling, monitoring and offsetting our plastic consumption and will continue to work on minimizing further.



Goal 8: Decent Work and Economic Growth

At ten23 health we see it as a priority to contribute to this SDG 8 by promoting our values and crea-

ting value for society as a whole. Local positive economic growth sharing our expertise, expanding to our suppliers and supporting key partners in sustainable development. In 2021 we have reached out to several suppliers already about their sustainability goals, prepared and sent our supplier questionnaire and started our supplier code of conduct. By end 2021 we have hired over 30 employees and financially supported non-for-profit organizations like Seven Clean Seas and Generation Forest.



Goal 13: Climate Action

At ten23 health we are committed to contributing to this SDG by decarbonizing operations and supply chains through the setting of

ambitious emissions reductions targets in line with climate science and evaluating ways to improve energy efficiency. We also consider our value chain and suppliers in our targets. In 2021, as a start we have set up data collection, measurement and already offset our CO2 footprint (scope 1, scope 2 and operational scope 3 emissions).

ROAD TO FAIRSTAINABILITY



1.

We had our first offsite company meeting in an ecologically conscious venue close to our headquarters serving vegetarian local food and minimizing waste



2.

Fairstainability Onboarding workshops for all employees in Basel and in Visp



3.

Plastic recycling has been set up and started (ten23, Basel)



4.



5.

Selection of sustainably top-rated suppliers and partners, such as pension fund, laptop computers, cell phone provider (Shiftphones)



6.

Selection of recycled/used equipment (where appropriate), such as Laptop Monitors



7.

Sustainability retrofits during refurbishment of the ten23 building in Basel (e.g., motion sensors, hot water saving faucets, all LED lights, locally sourced furniture and reusing existing materials)



8.

We embedded „Sustainability“ in any decision making, anchored in our ten23.OS handbook



9.

We supported projects from HEKS/EPER (Swiss Church Aid) in our xmas event, and donated 10 goats, 5 sacs of cereals, 3 bicycles, 4 cooking pots, 5 supported school starts, 2 clean drinking water and 1 temporary house to Haiti & Namibia. HEKS has many different packages where you can support different projects – have a look: www.heks.ch



10.

Our Onboarding Box features sustainable giveaways, including a sprout pencil (growing a tree), and a notepad made of coffee grind

Partnerships, Memberships, Associations



Actions performed included for example:

- We signed up with **United Nations Global Compact (UNGC)**, – an obvious choice as we at ten23 health fully adhere to the 10 Principles on Human Rights, Labour, Environment and Anti-Corruption.
- We signed up to the **Swiss Triple Impact** program, completed the SDG action manager questionnaires and participated in the Prioritization Workshop and the Implementation Workshop – this enabled to identify and confirm our 5 priority SDGs and establish pledges and measures.
- We have started a partnership with **Seven Clean Seas** where we contributed the equivalent of 10 tons of plastic recovery from the oceans and rivers – as an advance offsetting of plastic that we will not be able to remove fully from our laboratory and manufacturing operations. Seven Clean Seas work has a highly positive impact in locations where plastic pollution is highly affecting the local population and the local environment, and we see it as our responsibility to support such actions.
- We joined the **Generation Forest** cooperative with 10 shares of forest, corresponding to 0.5 hectares and 10 tons of CO₂ captured from the atmosphere per year.
- We have signed up and implemented actions with the organization **Leaders For Climate Action**.



- Actively supporting climate strikes, offering working time to participate in demonstrations
- Sustainability principles in the office (recycling set up, composting, waste minimization by using a central collection point instead of individual bins, etc)
- Purchase voluntary additional carbon removal (offsetting, see below)
- Calculated and offset our CO₂ emissions of 2021 (see in table)
- Offered sustainability trainings (onboarding, composting)
- Appointed member of executive team to sustainability
- Introduced a green information channel (our Planet Trello board)
- Mental and Physical Health: We provide course options for „ENSA“, mental health first aider courses & discounts for the Gym
- Our website and servers operate carbon neutral and via renewable energy
- 100% renewable electricity (in Basel and Visp)

OFFSETTING

We offset 480,3 tCO₂ for both Basel and Swissfillon Visp sites through the organization Atmosfair. 10 additional tons of CO₂ were compensated through the 0.5 hectares of forest protected through Generation Forest.



**The
Generation
Forest**



OUR PEOPLE

32 employees in Basel
and 56 employees in Visp,
total 88 people at ten23

Male employees: 40%
Female: 60%

DATA 2021

In August 2021, we took over the building in Basel and are therefore reporting data from August to December 2021. We voluntarily included the full year 2021 data of Swissfillon, which we acquired only in October 2021

	Basel site (Aug-Dec 2021)	Visp Swissfillon site (Full year 2021)	Total 2021
Electricity	285 215 kWh	2 193 014 kWh	2 478 229 kWh
District Heat	742 051 kWh	0 kWh	742 051 kWh
Total energy consumption	1 027 266 kWh	2 193 014 kWh	3 220 280 kWh
Water withdrawal, third party water (contact water)	204 m ³	1 364 m ³	1 568 m ³
Water withdrawal, surface water (cooling water)	15 649 m ³	0 m ³	15 649 m ³
Total water withdrawal	15 853 m³	1 364 m³	17 217 m³
Water consumption¹	115 m³	0 m³	115 m³
Scope1 GHG emissions (direct)	0 tCO ₂ e	0 tCO ₂ e	0 tCO ₂ e
Scope2 GHG emissions (energy indirect)	49,6 tCO ₂ e	67,8 tCO ₂ e	117,3 tCO ₂ e
Scope3 GHG emissions (other indirect) ²	44,2 tCO ₂ e	238,7 tCO ₂ e	282,9 tCO ₂ e
Total operational GHG emissions (sc1, 2 and 3)³	112,6 tCO₂e	367,7 tCO₂e	480,3 tCO₂e
GHG emissions offsets⁴	/	/	490,3 tCO₂e
Lost Time Incident Rate ⁵	0	0	0
Total recordable Incident Rate ⁵	0	0	0

¹ water consumption is the amount of water not being returned to the water environment (either lost, evaporated or used in products)

² covers Sc3 operational emissions: Fuel- and energy-related activities (upstream emissions from transmission and distribution losses not included in Scope 1 or Scope 2); waste generated in operations; business travel; and employee commuting.

³ 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 climate impact through our offsetting.

⁴ 480,3 tCO₂e through Atmosfair CDM certified projects, 10 tCO₂e through Generation Forest.

⁵ no work-related case of injury or illness, with or without lost-time, has been reported in 2021.