

Ypsomed GRI Index

The Annual Report 2020/21 was prepared with reference to the GRI (Global Reporting Initiative) standards. A full disclosure in accordance with GRI is planned for 2021/22.

The page numbers given refer to the Annual Report 2020/21 unless otherwise stated.

All references refer to the 2016 version of the GRI standards. Exception: GRI 306 Waste refers to the 2020 version of the standard.

In addition to the GRI standards, Ypsomed's own indicators (YPS) for key topics are also included.

Disclosure no.	Disclosure title	Reference page no. / Information
101 – Foundation		
102 – General Disclosures		
Organizational profile		
102-1	Name of the organization	Ypsomed Holding AG
102-2	Activities, brands, products and services	Basis for the consolidated financial statements, General information (p. 54); Injection systems for self-medication (YDS, Link) and diabetes care (YDC, Link)
102-3	Location of headquarters	3401 Burgdorf, Switzerland
102-4	Location of operations	Basis for the consolidated financial statements, General information (p. 54); Group structure (p. 97)
102-5	Ownership and legal form	Basis for the consolidated financial statements, General information (p. 54)
102-6	Markets served	Basis for the consolidated financial statements, General information (p. 54)
102-7	Scale of the organization	Key figures (p. 6)
102-8	Information on employees and other workers	Key figures (p. 6); Responsibility & Engagement (p. 33-37)
102-9	Supply chain	Responsibility & Engagement, Responsible supply chain (p. 35). Our supply chain comprises around 300 core suppliers. Of these, 78% of the purchasing volume comes from suppliers in Switzerland and Germany.
102-10	Significant changes to the organization and its supply chain	Group structure (p. 97). No significant changes in supply chains.
102-11	Precautionary principle or approach	Risk Management (p. 108)
102-12	External initiatives	Educational grants (Link)
102-13	Membership of associations	Ypsomed is a member of various associations, foundations and other external initiatives and programs. These include Swiss Medtech, Chambers of Commerce Bern and Solothurn, Avenir Suisse, Swiss Economic Forum and various diabetes associations. In the area of climate protection, Ypsomed joined the Science Based Targets (SBT) initiative and the Business Ambition for 1.5°C campaign in May 2021.

Disclosure no.	Disclosure title	Reference page no. / Information
Strategy		
102-14	Statement from senior decision-maker	Letter to shareholders (p. 9)
102-15	Key impacts, risks, and opportunities	Materiality analysis (p. 12)
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Integrity (p. 34), Ypsomed Group Code of Conduct (Link) and Supplier Code of Conduct (Link)
Governance		
102-18	Governance structure	Corporate Governance, Group structure (p. 97), Board of directors (p. 102), Executive management (p. 109); Sustainability Organization: EHS-Policy, Organization & Responsibilities (Link)
Stakeholder engagement		
102-40	List of stakeholder groups	Our corporate responsibility, Materiality analysis (p. 12). In detail, our stakeholder groups include: Investors/analysts, pharmaceutical customers, healthcare officials (e.g. hospital, health insurance), healthcare professionals (e.g. doctor, nurse), patients, suppliers, employees, authorities, politics, associations, NGO and others.
102-41	Collective bargaining agreements	Legislation defines the right to freedom of association and collective agreements. However, our company relies on personal employee dialog and individual wage negotiations.
102-42	Identifying and selecting stakeholders	Our corporate responsibility, Materiality analysis (p. 12)
102-43	Approach to stakeholder engagement	Our corporate responsibility, Materiality analysis (p. 12)
102-44	Key topics and concerns raised	Our corporate responsibility, Materiality analysis (p. 12)
Reporting practice		
102-45	Entities included in the consolidated financial statements	Corporate Governance, Group structure (p. 97). Reporting basically includes all companies of the Group structure, unless otherwise stated. Key figures "Responsibility & Engagement" without subsidiary Ypsotec, this has no material effect.
102-46	Defining report content and topic boundaries	Our corporate responsibility, Materiality analysis (p. 12)
102-47	List of material topics	Our corporate responsibility, Materiality analysis (p. 12)
102-48	Restatements of information	CO ₂ emissions extended with regard to Ypsomed Group and scope according to Greenhouse Gas Protocol (p. 7, 29, 30)
102-49	Changes in reporting	Our corporate responsibility, Materiality analysis (p. 12), First-time reporting according to materiality analysis.
102-50	Reporting period	Reporting period April 2020 - March 2021, unless otherwise noted.

Disclosure no.	Disclosure title	Reference page no. / Information
102-51	Date of most recent report	Annual report may 2021, Semester report November 2020
102-52	Reporting cycle	Information policy (p. 116), Annual report (incl. GRI) and semi-annual report
102-53	Contact point for questions regarding the report	Information policy (p. 116)
102-54	Claims of reporting in accordance with the GRI Standards	First reporting with reference to GRI. Full disclosure in accordance with GRI is planned for 2021/22.
102-55	GRI Content Index	Responsibility & Engagement (Link)
102-56	External assurance	Auditors (p. 115), Auditor report on the remuneration report(p. 122). No external audit of the GRI content list.
200 – Economic Disclosures		
Economic Performance		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Increasing availability and expanding cost leadership (p. 40-41); Lean is part of our work culture (p. 44-45)
201-1	Direct economic value generated and distributed	Consolidated income statement (p. 50)
201-3	Defined benefit plan obligations and other retirement plans	Employee pensions (p. 70)
201-4	Financial assistance received from government	State-subsidised grants (p. 66)
300 – Environmental Disclosures		
Materials		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Product responsibility and the closed-loop economy (p. 28); Recycling and waste (p. 31)
301-1	Materials used by weight or volume	Ypsomed uses around 9 million tons of materials annually (based on purchasing data as of 2019). Of these, 13% are renewable materials such as cardboard, paper and wood. The largest share of the materials used are plastic granulates with around 4 million tons.
Energy		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Climate and energy across the value chain (p. 29); Climate and energy in operations (p. 30)
302-1	Energy consumption within the organization	Climate and energy , Performance, KPI (p. 30) Ypsomed's annual energy consumption totals 29 GWh, of which 27 GWh is electricity and 2 GWh fossil fuels.
302-3	Energy intensity	Climate and energy (p. 29-30)
302-4	Reduction of energy consumption	Climate and energy (p. 29-30)

Disclosure no.	Disclosure title	Reference page no. / Information
Emissions		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Climate and energy across the value chain (p. 29; Climate and energy in operations (p. 30)
305-1	Direct (Scope 1) GHG emissions	Climate and energy (p. 29-30)
305-2	Energy indirect (Scope 2) GHG emissions	Climate and energy (p. 29-30)
305-3	Other indirect (Scope 3) GHG emissions	Climate and energy (p. 29-30)
305-4	GHG emissions intensity	Climate and energy (p. 29-30)
305-5	Reduction of GHG emissions	Climate and energy (p. 29-30)
Waste		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Recycling and waste (p. 31)
306-1	Waste generated and significant waste-related impact	Product responsibility and the closed-loop economy (p. 28); Recycling and waste (p. 31); Climate and energy across the value chain, Share disposal products and optimization YpsoMate Zero (p. 29)
306-2	Management of significant waste-related impacts	Product responsibility and the closed-loop economy (p. 28); Recycling and waste (p. 31)
306-3	Waste produced	Recycling and waste (p. 31)
306-4	Waste diverted from disposal	Recycling and waste (p. 31)
306-5	Waste forwarded for disposal	Recycling and waste (p. 31)
Environmental compliance		
307-1	Non-compliance with environmental laws and regulations	Thanks to low risk exposure to environmental issues and the implemented environmental management, no fines/sanctions were levied against Ypsomed in 2020/21 or in previous years.
Supplier environmental assessment		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Integrity, Responsible supply chain (p. 35)
308-1	New suppliers that were screened using environmental criteria	Integrity, Responsible supply chain (p. 35)
308-2	Negative environmental impacts in the supply chain and actions taken	Integrity, Responsible supply chain (p. 35)
400 – SOCIAL DISCLOSURES		
Employment		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Employee support (p. 33-34)
401-1	New employee hires and employee turnover	Key figures (p. 7); Employee support (p. 33-34)

Disclosure no.	Disclosure title	Reference page no. / Information
Occupational health and safety		
403-1	Occupational health and safety management system	Employee support (p. 33-34)
403-5	Worker training on occupational health and safety	Employee support (p. 33-34)
403-6	Promotion of worker health	Employee support (p. 33-34)
Training and education		
404-2	Programs for upgrading employee skills and transition assistance programs	Employee support (p. 33-34); Empowering employees for transformation (p. 36-37); Vocational apprenticeship (Website)
404-3	Percentage of employees receiving regular performance and career development reviews	Employee support (Website). All employees regularly participate in the employee appraisals (People Dialog).
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	Employee support (p. 33-34)
405-2	Ratio of basic salary and remuneration of women to men	Employee support (p. 33-34)
Human rights assessment		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Integrity, Corporate Governance & Compliance (p. 34-35)
412-2	Employee training on human rights policies or procedures	Integrity, Corporate Governance & Compliance (p. 34-35)
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Integrity, Corporate Governance & Compliance and Responsible supply chain (p. 34-35)
Supplier social assessment		
414-2	Negative social impacts in the supply chain and actions taken	Integrity, Corporate Governance & Compliance and Responsible supply chain (p. 34-35)
Customer health and safety		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Quality of life and product quality (p. 23); Becoming a provider of solutions for better therapeutic outcomes (p. 18-19)
416-1	Assessment of the health and safety impacts of product and service categories	Quality of life and product quality (p. 23)

Disclosure no.	Disclosure title	Reference page no. / Information
416-2	Incidents of noncompliance concerning the health and safety indicators impacts of products and services	Quality of life and product quality (p. 23)
YPS	Availability and affordability of healthcare	Access to easy and high-quality self-medication (p. 22-25)
YPS	Patients' health an quality of life	Access to easy and high-quality self-medication (p. 22-25)
Customer privacy		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Integrity, Data and information security (p. 34-35)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Integrity, Data and information security (p. 34-35)
Socioeconomic compliance		
419-1	Noncompliance with laws and regulations in the social and economic area	No fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic sphere.
Innovation und Digital Health		
103; 103-1, 103-2, 103-3	Management Approach	Our corporate responsibility (p. 12-13); Ongoing development and digitisation of the portfolio (p. 16-17)
YPS	Innovative and smart solutions for selfmedication	Ongoing development and digitisation of the portfolio (p. 16-17); Becoming a provider of solutions for better therapeutic outcomes (p. 18-19)