novocure®

2026

novocure corporate responsibility report

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letter from the CEO

At Novocure, our mission to extend survival in some of the most aggressive forms of cancer is one that challenges us every day.

Patients and their families place extraordinary trust in Novocure. This responsibility requires we demonstrate unwavering integrity in everything we do for patients, healthcare providers, employees, communities, partners, and shareholders.

Through our 2026 Corporate Responsibility report we are able to share the many ways we put our commitment to act as an ethical and trusted partner into action. We have established expectations for the way we work at Novocure and with communities and stakeholders outside of our organization.

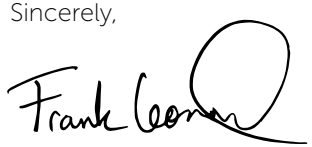
In 2025, a record number of patients received treatment with Novocure's Tumor Treating Fields therapy, a milestone that reflects our growth and commitment to advancing the treatment of cancer with our technology.

As we continue to grow, we will have the opportunity to serve new patients and support more physicians as they utilize TTFields therapy. We have built an organization prepared to take on these challenges, while remaining dedicated to our core values that have guided us to this point.

Within the pages of the Corporate Responsibility report you will see images of employees, patients and partners. These images represent the many groups we are indebted to and who I hope will continue to hold us to the highest expectations of ethical behavior.

In closing, I want to thank our patients, their caregivers, patient advocates, our employees, partners, shareholders and members of the communities where we live and work for your continued trust in Novocure.

Sincerely,



Frank Leonard,
Chief Executive Officer

Yoram Palti, M.D., Ph.D., Founder

overview

who we are

Novocure is a global oncology company of more than 1,500 dedicated employees working to extend survival in some of the most aggressive forms of cancer through the development and commercialization of our innovative therapy, Tumor Treating Fields (TTFields).

our founder

Professor Yoram Palti of the Technion, Israel Institute of Technology founded Novocure in 2000.

Prof Palti was an expert in biophysics and he developed a new way to treat solid tumor cancers using electric fields that could destroy cancerous tumor cells while sparing healthy cells.

His innovative approach to cancer treatment led to the development of TTFields therapy, which has been approved to treat advanced brain, lung and pancreatic cancers. Professor Palti passed away in January 2026. His work is responsible for extending the lives of tens of thousands of patients around the world. It is this legacy that continues to guide and inspire our team.

At Novocure, we remain committed to Prof Palti's vision and the patient-forward mission he inspired that guides our work.

To learn more about the history of Novocure, visit our website

our mission

Together with our patients, we strive to extend survival in some of the most aggressive forms of cancer by developing and commercializing our innovative therapy.

our values

Innovation

Our founders created a different way to fight cancer. We channel that founding spirit into our science, business and patient relationships to deliver innovative and proven solutions designed to advance cancer care.

Focus

We dream big. But we also know that in order to achieve our aspirations, we must be intentional every day in how we spend our time, energy and resources.

Drive

Patients and their families are at the heart of our mission. Our passion for making a difference in the lives of cancer patients fuels us in our day-to-day work and guides us in our decision-making.

Courage

It takes courage to innovate. We stand alongside our patients and stand up for them by challenging the status quo.

Trust

Our patients trust us as an integral part of their cancer care team. We trust ourselves and our colleagues to act with integrity and accountability as we use our individual strengths to work together efficiently and effectively in pursuit of our patient-forward mission.

Empathy

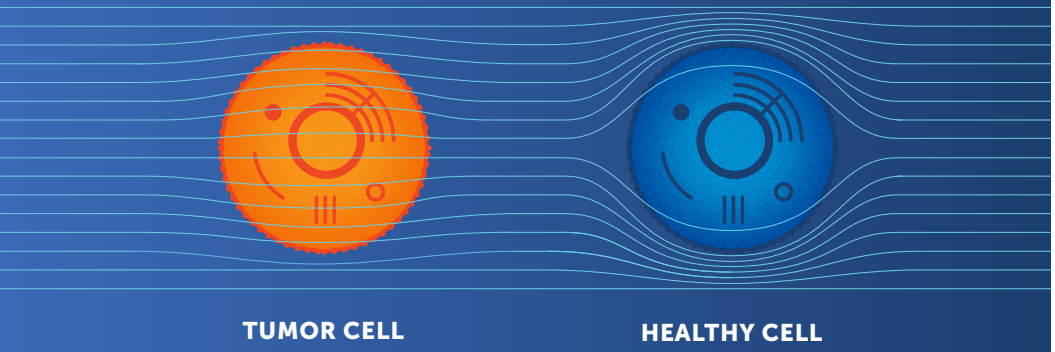
Confronting cancer is physically, mentally and emotionally challenging. We put ourselves in the shoes of our patients, their families, health care providers, researchers and our colleagues as we strive to change the way cancer is treated.

What are Tumor Treating Fields?

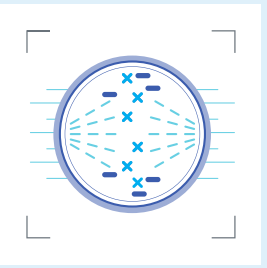
Tumor Treating Fields (TTFields) are electric fields that exert physical forces to kill cancer cells via multiple, distinct mechanisms. Electric fields have different effects on the human body depending on their frequency. Because cancer cells contain electrically charged components, they can be influenced by electric fields.

Due to its multi-mechanistic actions, TTFields therapy can be added to cancer treatment modalities in approved indications and in preclinical models it demonstrated enhanced effects across solid tumor types when used with chemotherapy, radiotherapy, immune checkpoint inhibition, or targeted therapies. TTFields therapy provides clinical versatility that has the potential to help address treatment challenges across a range of solid tumors.

TTFields do not significantly affect healthy cells because healthy cells have different properties (including division rate, morphology, and electrical properties) than cancer cells.



To learn more about the capabilities of Tumor Treating Fields, visit www.novocure.com/ttfields.



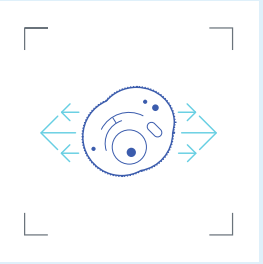
DISRUPTION OF MITOSIS

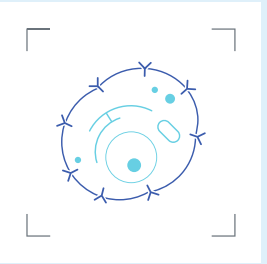
In preclinical models, TTFields have been shown to disrupt mitosis in cancer cells by exerting electric forces on their polar components (e.g., microtubule spindle formation during mitosis), disrupting their normal localization (place in cell membrane) and function, ultimately leading to cell death.

INTERFERENCE WITH CELL MOVEMENT AND MIGRATION

In preclinical models, TTFields have been shown to alter the organization and dynamics of the cytoskeleton, disrupting cancer cell motility and migration, which are essential for metastasis.

TTFields disrupt the direction and diminish the abundance of the microtubule network, interfering with cancer cell migration.



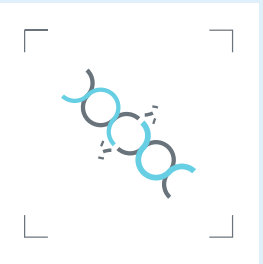


ENHANCEMENT OF ANTITUMOR IMMUNITY

In pre-clinical models, TTFields-mediated cell disruption has been shown to activate the immune system and induce a downstream immunogenic anti-tumor response.

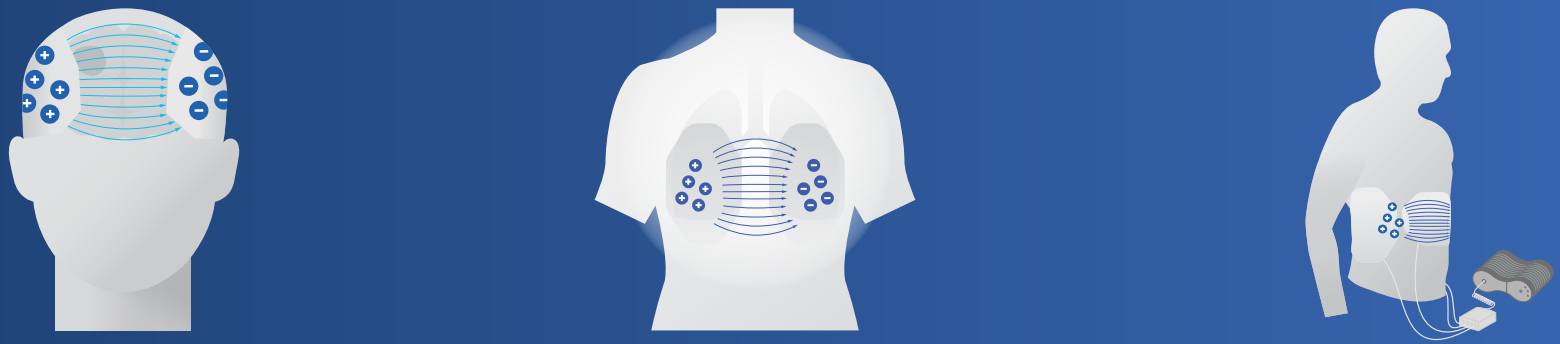
DOWNREGULATION OF DNA DAMAGE RESPONSE

In preclinical models, TTFields have been shown to downregulate important DNA damage response.



How are Tumor Treating Fields delivered?

TTFields are generated through a portable medical device and delivered through two pairs of arrays that are placed directly on a patient's skin. These arrays create two alternating electric fields to help ensure optimal coverage of the impacted area. The portable TTFields device is powered with a rechargeable lithium-ion battery and can also be connected to a direct power supply.



TTFIELDS ARE APPROVED TO TREAT SEVERAL CANCER TYPES AND ARE MARKETED UNDER THESE BRAND NAMES:

Optune Gio is commercially available for the treatment of adult patients with glioblastoma (or WHO grade 4 glioma in the EU) in 14 countries: Austria, Canada, China (in partnership with Zai Lab), Czechia, France, Germany, Israel, Italy, Japan, Spain, Sweden, Switzerland, the United Kingdom and the United States.

OPTUNE GIO®

Optune Lua is commercially available for the treatment of adult patients with non-small cell lung cancer in Germany, Japan and the United States, and for the treatment of adult patients with (malignant pleural) mesothelioma in Germany, the United States, and certain other countries.

OPTUNE LUA®

Optune Pax is commercially available for the treatment of adult patients with locally advanced pancreatic cancer in the United States.

OPTUNE PAX®

our global footprint

Novocure's global headquarters is located in Baar, Switzerland, with U.S. headquarters located in Portsmouth, New Hampshire and research and development facilities located in Haifa, Israel.

As of May 2026, Novocure has been rated **Prime** on its Corporate ESG Performance by ISS.

4,600+
ACTIVE PATIENTS ON THERAPY*

40,000+
PATIENTS TREATED TO DATE*

$655M
ANNUAL NET REVENUE (2025)

1,500+
EMPLOYEES WORLDWIDE*

*As of January 2026.

our approach to corporate responsibility

Our dedication to corporate responsibility, including environmental, social and governance issues, is integral to the success of our patient-forward mission.

This is our sixth annual Corporate Responsibility report. Since we began publishing this report, our strategy and reporting standards have evolved to integrate more information and data from a variety of sources, as well as feedback from our numerous stakeholders. What has not changed is our uncompromising expectation that we act with integrity, honesty, transparency, and good intention with all stakeholders:

- We provide personalized, hands-on support to each of our patients throughout their therapy experience
- We created a support structure to help employees make great strides toward advancing cancer care
- We provide opportunities for our team to support the places and people where we live in work
- We have defined governance and implemented oversight at all levels of our organization to cultivate trust with our stakeholders

We utilize multiple frameworks and guiding principles to help focus our reporting efforts. These principles include the United Nations Principles on Business and Human Rights and the Sustainability Accounting Standards Board reporting framework (**see appendix**).

Unless otherwise specified, this report reflects developments as of March 31, 2026.

Internal Partners

Jovan, living with glioblastoma in Minnesota

patients

- Access to Therapy
- Patient Engagement Programs
- Device Support Specialists and MyNovocure
- Product Innovation

Kyle, living with glioblastoma in Georgia

Our business model is designed to enable our team to provide the best possible care to our patients.

We are able to engage directly with our patients and their caregivers at every step in their TTFields therapy journey – beginning with their patient onboarding, through the therapy start and regularly throughout their treatment experience.

We believe the relationship between our employees and patients is unique. It offers us the opportunity to hear from patients about ways we can improve. These insights help us keep our patients' well-being at the forefront of our decisions.

access to therapy

Access to our therapy is a priority for us, our patients and the people who care about them. Once a patient is prescribed TTFields therapy, we partner directly with them to ensure therapy is made available as soon as possible. We are able to engage with commercial or government payers on a patient's behalf, which allows us to leverage our expertise to help navigate coverage discussions.

In most of our active markets, we bear the financial risk for securing payment from payers. As of December 31, 2025, 97% of our active patients were able to benefit from insurance coverage of our therapy.

In certain cases of patient need, we provide treatment at no charge under our charitable care policy. Because we do not pursue collection of amounts determined to qualify as charitable care, we do not report revenue associated with these treatments, and the cost of care is included in our total cost of goods sold. In 2025, we provided over $8 million in charitable care to patients in need.

patient engagement programs

We offer a number of educational and experiential resources to potential patients and their families that explain in more detail how TTFields therapy works, how it can fit into daily life, and ways they can connect with current patients to share their experiences.

One of the key resources in the United States is our Ambassador program. Ambassadors are patients currently using Optune Gio or their caregivers. These Optune Gio Ambassadors offer the perspective that can only be obtained through first-hand experience. Ambassadors share their personal experiences with patients or caregivers who may be new to one of our devices (Optune Gio, Optune Lua, or Optune Pax) or are still evaluating their options following diagnosis. Optune Gio Ambassadors provide their unique insight into the day-to-day use of our therapy and how it can be integrated into daily routines.

Mike, living with glioblastoma in Florida

Optune Gio Ambassadors play an important role in several of the other resources we offer prospective patients:

OPTUNE GIO WEBINARS

More than 20 held in 2025, these virtual engagements allow patients considering or who are new to our treatments to learn more about TTFields therapy. Webinars are conducted monthly and provide a live forum for Optune Gio users to connect and share their experiences.

OPEN HOUSES

Two-hour live events held throughout the year for patients and their caregivers considering or new to Optune Gio. At Open Houses, Optune Ambassadors share their stories and are available for question-and-answer sessions.

BUDDY CALLS

Direct one-on-one connections between prospective patients and an Optune Gio Ambassador. More than 250 calls were completed in 2025.

The goal of these programs is to support existing and potential patients and offer real-life personal perspectives about using Optune Gio.

device support specialists and MyNovocure

We recognize that a cancer diagnosis can create extreme stress for patients and their families. With this in mind, we have structured our business to provide support to patients throughout their treatment journey. We believe this unique model enables our team to provide the best possible care to our patients.

Once a patient has decided to utilize TTFields therapy, our team connects with the patient and caregiver to schedule a therapy start date. When the start date arrives, a member of our Device Support Specialist (DSS) team travels to the patient's home or their other preferred setting to teach the patient and caregivers about proper usage of the device.

This includes an overview of the device, discussion of skin care to ensure optimal comfort, training of caregivers, and proactive discussion of techniques to make the therapy process as seamless as possible. Following the start date, the DSS team maintains regular contact to provide technical support to the patient and caregiver throughout their TTFields therapy journey and answer questions related to the TTFields therapy kit– while the treating physician remains the contact for all medical questions.

In addition to regular check-ins with the DSS team, patients can rely on the on-call MyNovocure team for resources and assistance throughout their therapy experience. MyNovocure can help with insurance support, device troubleshooting, device training, tips for integrating treatment into daily life, resources for traveling while using TTFields therapy, treatment information including its side effects, and ordering treatment supplies related to the device. This team is available to our patients 24 hours a day, seven days a week.

Janice, living with glioblastoma in California

product innovation

As an innovative device manufacturer, we are focused on identifying ways to improve the components of our therapy system.

Our product development teams assess the daily activity of our patients to find areas where we may be able to improve the device. Understanding the true experience of our patients is vital to make meaningful improvements and has led to numerous improvements over the years.

As an example, one of our recent product improvements has been the development of our next generation Head Flexible Electrode (HFE) arrays for use with Optune Gio. These arrays utilize new materials and were designed to provide a more comfortable therapy experience for patients. The HFE arrays are thinner, lighter and more flexible than previous array versions, and by the end of 2025 had been successfully rolled out to nearly all of our global markets.

In addition to hardware improvements, like the HFE arrays, we are also focused on daily use improvements for patients. The introduction of the MyNovocure app, which is used on patient and caregiver mobile devices, allows daily usage rates to be tracked, troubleshooting of device issues, as well as access to educational videos and supply reordering. The MyNovocure app is available for use with Optune Gio, Optune Lua (NSCLC) and Optune Pax in the U.S., and it is also available for use with Optune Gio in France and Germany.

Our Product Development team is currently focused on several projects that could further improve TTFields therapy, including next generation arrays for use on the thorax and abdomen.

Jovan, living with glioblastoma in Minnesota

	2025	2024	2023	2022
Product development investment ($m):	$25.6	$18.2	$18.2	$15.3

Novocure employees in our offices in Kraków, Poland

employees

- Employee Engagement
- Performance Management
- Talent Development
- Employee Benefits
- Hybrid Work
- Safe Workplaces

The strength of our employees is directly connected to the care we can provide for our patients and all of our stakeholders.

The unique talents, diverse backgrounds and expansive experiences of our employees provide us with diverse perspectives that are key for our global business to succeed. We know that attracting, developing and retaining a talented workforce remains paramount to our success, and we are committed to meeting the professional needs of our employees.

Joana Lima, Quality Operations Lead

employee engagement

We aim to ensure our more than 1,500 employees have multiple avenues to relay feedback, present ideas, ask questions, and share concerns to senior management. Our goal is to make sure every voice has the opportunity to be heard.

Employee engagement begins with each employee's onboarding process. This includes educational sessions focused on Novocure's culture and values, as well as TTFields therapy and the connection we have with our patients. Throughout the onboarding process, new employees are encouraged to provide feedback to session leaders. In 2025, an onboarding survey, conducted approximately four months post-hire, assessed early employee experience and integration. We believe feedback from our newest employees provides a fresh, important perspective that can drive future improvement.

We traditionally hold at least one town hall per quarter, where our executive team addresses employees directly. Several presentations on key topics are followed by an open forum for questions, including the opportunity to electronically and anonymously submit questions for those not attending in-person. These town halls are an opportunity to address evolving issues or concerns, better understand our strategic direction, and engage directly with members of the executive team. We also hold local town hall sessions with members of the executive team.

We periodically survey our workforce. These surveys address a variety of topics, including feedback on employee benefits. The scope of surveys can encompass the entire workforce or smaller populations within certain functions or geographic regions. Aggregated, anonymous feedback from surveys is delivered to managers for analysis and discussion and leveraged to evaluate future improvements. In 2025, we conducted a global employee survey, focused on overall engagement, satisfaction, and organizational culture. These surveys were designed to provide actionable insights across the employee lifecycle, supporting ongoing improvements in employee experience and talent processes.

Novocure employees in our global headquarters in Baar, Switzerland

performance management

We believe clear and open feedback is necessary to support employees' professional growth, and that this process positions our employees for long-term success.

At Novocure, we utilize a structured goal setting and performance approach grounded in clear expectations, continuous feedback, and open dialogue. At the beginning of each annual cycle, employees and managers partner to establish performance and development goals that are aligned with company priorities, our mission, and core values.

Employees draft their goals and engage in discussion with their managers to refine and align them with team and organizational objectives. We provide employees with a variety of educational resources to facilitate best practices for goal setting.

Throughout the year, employees and managers engage in regular performance conversations to discuss progress, share feedback, and adjust priorities as needed. These ongoing check-ins are central to our approach and reinforce a culture of continuous development and accountability.

As part of the annual cycle, employees complete a self-reflection on their progress and contributions, which informs a year-end performance discussion with their manager. This conversation provides an opportunity to recognize achievements, discuss development, and align on future growth.

talent development

We believe that cultivating leadership skills at every level of our organization is vital to our long-term success. That's why we place a strong emphasis on identifying and nurturing future leaders through intentional, forward-looking talent development strategies.

Our learning and development platform NovoAcademy offers structured learning journeys that build leadership capability and accelerate growth. From foundational skills to advanced leadership, these experiences empower our people to lead with purpose and impact. In 2025, NovoAcademy continued to grow and evolve, as the scope of our enterprise needs expand. Inside NovoAcademy programs, employees take part in a variety of sessions, including in-person classroom learning, experiential education, business issue projects, coaching and active learning.

NovoAcademy Advanced Leadership Program Participants, 2025 Cohort

In 2025, we concluded our NovoAcademy Enterprise Development Program for Senior Leaders, launched and graduated our first Advanced Leadership Program for Directors, and launched and graduated our first Management Development Program for Managers. More than 75 employees participated in these talent development programs. To help us continuously improve the programming, we solicited feedback from participants on key areas such as content relevance, facilitation quality, practical application, overall experience, and impact on career growth.

We provide employees access to continuous learning content online, including LinkedIn Learning, ExecOnline, Culture Amp's Skills Coach, and our Learning Management System (LMS), supporting career growth, strengthening our leadership pipeline, and fostering a culture of learning and collaboration.

We offer educational and development opportunities to employees, including annual tuition reimbursement of up to $5,250 for successfully completed coursework. Employees are able to apply tuition reimbursement towards accepted coursework related to business-related certificate programs, associate's degrees, bachelor's degrees, or master's degrees. We believe this program allows employees to explore and broaden their skillsets in a variety of ways to benefit their personal and professional development.

In addition to skill development, our Human Resources team conducts annual talent reviews across the organization, with a strong focus on succession planning for key talent and preparing for critical positions. This process includes the identification of future leaders, readiness assessments, and the creation of individual development plans to support career growth. Succession planning is also a priority at the Executive Leadership Team (ELT) level, ensuring leadership continuity and strategic talent development. Strategic learning and development initiatives play a key role in strengthening the succession pipeline by providing targeted training and skill-building opportunities.

employee benefits

We are committed to providing a high-quality, affordable, and diverse benefits package that addresses the needs of our workforce.

We believe competitive benefits can contribute to a positive corporate culture and can enable us to attract and retain talented individuals. We aim to provide employees with a variety of choices within the benefits package, including voluntary offerings that address diverse needs.

To ensure competitive compensation practices, our human resources team performs regular broad-based market analyses. These analyses compare our compensation and benefits packages to applicable peers across geographic regions where we are active. This practice enables us to remain at the forefront of competitive compensation and ensures our employees are fairly compensated for their unique skill sets. In addition to these analyses, our benefits management team solicits feedback from our employee base throughout the year.

Benefit availability is subject to employees' geographic location and employee status (full-time, part-time, temporary). The majority of our benefits are available to part-time and temporary workers that meet applicable work thresholds.

BENEFITS WE OFFER INCLUDE:

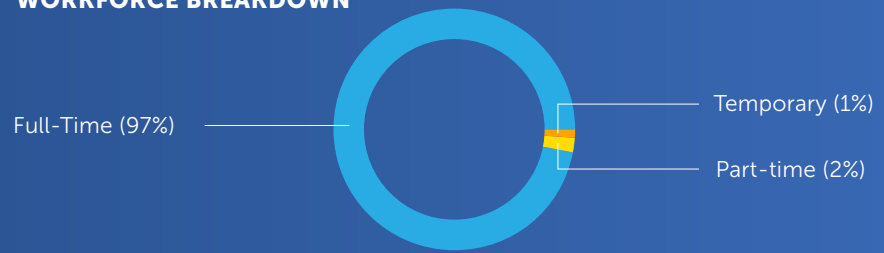
- Medical insurance
- Dental insurance
- Vision insurance
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Life and disability insurance
- Retirement savings plan with company match
- Tuition reimbursement
- Paid time-off, including floating holidays
- Paid parental leave, including maternity leave, paternity leave, adoption and foster care leave
- NovoFit Wellness Program, including wellness stipend
- Employee stock purchase plan with lookback feature

We believe ownership in Novocure should be shared among all of our employees. In addition to our employee share purchase plan, all full-time employees receive an equity award as part of their starting compensation package.

PERCENTAGE OF ELIGIBLE EMPLOYEES WHO PARTICIPATED IN OUR EMPLOYEE SHARE PURCHASE PROGRAM

2025	2024	2023	2022	2021
40%	43%	63%	63%	68%

WORKFORCE BREAKDOWN



hybrid work

At Novocure, we believe work is about outcomes and building relationships with colleagues and stakeholders. To facilitate this, we announced our new hybrid work philosophy called "NovoFlex" in 2025.

This philosophy empowers employees with their managers to decide when and where they work best while fostering meaningful in-person connections with the goal of an average of at least three days a week in-person, prioritizing the use of our offices, throughout the year.

Novocure employees at the ribbon-cutting of our offices in Kraków, Poland

SHARE OF GLOBAL POSITIONS HELD BY WOMEN

Female Male

	Employees	Manager-and-above	Vice President	Executive	Board of Directors
2023	59% / 41%	52% / 48%	34% / 66%	10% / 90%	30% / 70%
2024	59% / 41%	50% / 50%	34% / 66%	13% / 87%	36% / 64%
2025	58% / 42%	48% / 52%	36% / 64%	100%	30% / 70%

INJURIES SUFFERED IN THE WORKPLACE

2025	2024	2023	2022	2021
4 injuries (0 serious injuries)	0 injuries (0 serious injuries)	1 injury (0 serious injuries)	0 injuries (0 serious injuries)	1 injury (0 serious injuries)

safe workplaces

We are committed to providing all employees with physically, mentally and emotionally safe and secure work environments.

All global employees are required to complete regular health and safety training programs. Employees are trained annually on numerous safety topics, including, but not limited to, the correct use and location of personal protective equipment (PPE), awareness of blood borne pathogens, fire safety, ergonomics, general first aid, lab safety procedures, chemical safety procedures, biosafety, and additional topics that may be relevant to specific roles. Additionally, we have a designated Global Safety Committee and a designated safety officer in each of our global locations. We believe in creating emotionally and mentally safe environments for our employees. All employees are required to annually review and sign-off on our Code of Conduct, which includes policies against discrimination and harassment at all times. Any discrimination or harassment on the basis of any protected characteristic is strictly prohibited. This prohibition includes verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their race, color, religion, national origin, ancestry, age, physical or mental disability, gender, sexual orientation, pregnancy, genetic information, veteran status or any other characteristic protected by law. Additionally, physical or verbal conduct that creates an intimidating, hostile or offensive work environment, unreasonably interferes with an individual's work performance, or otherwise adversely affects an individual's employment opportunities is strictly prohibited.

Novocure employees in our global headquarters in Baar, Switzerland

All employees are required to review, abide by, and sign-off on safety policies and procedures on an annual basis. This includes, but is not limited to, policies governing ethical business practices, compliance, reporting and investigation of alleged issues, protection from retaliation, discrimination and harassment, sexual harassment, privacy protection, conflicts of interest, intellectual property, social media, insider trading, records management, political contributions, interactions with healthcare professionals and patients, advertising and marketing, anti-corruption and bribery.

Mike, living with glioblastoma in Florida

communities & environment

- Charitable Giving
- Advocacy
- Grants
- Environmental Stewardship

We believe we have a responsibility to act as a trusted and ethical partner with all our stakeholders. This includes the communities in which our employees, patients, caregivers and families live and work.

charitable giving

Through the Novocure Charitable Giving Program, we strive to support patients, strengthen local communities, and advance broader social impact priorities in the areas where we live and work.

Novocure's 2025 charitable giving budget was $750,000, with a defined set of giving priorities intended to balance healthcare-related support, community investment, employee participation, and flexible response to emerging needs. We direct our giving with the intent of creating meaningful impact that addresses critical needs and supports initiatives and groups aligned with our patient-forward mission.

Novocure's charitable giving program is overseen by our Charitable Review Committee. The Committee consists of key contributors from across multiple business units, seniority levels, and geographic locations. The governance process includes four stages: submission through a central portal, regional review, quarterly committee approval, and execution with agreement, tracking, and impact monitoring. A formal review process with cross-functional contributions is designed to promote consistency, oversight, and alignment with company priorities.

Any Novocure employee can submit a charitable contribution proposal for review.

In 2025, one focus was science, technology, engineering and mathematics (STEM) initiatives, with an expanded after-school "STEAM" programming for underprivileged students and sponsored educational opportunities to support our future workforce.

Our approach integrates charitable giving with community engagement and volunteerism to ensure a lasting impact in areas that reflect our core mission and values. In 2025, we expanded volunteer opportunities for employees at local food banks, and at gift donation events for children in need.

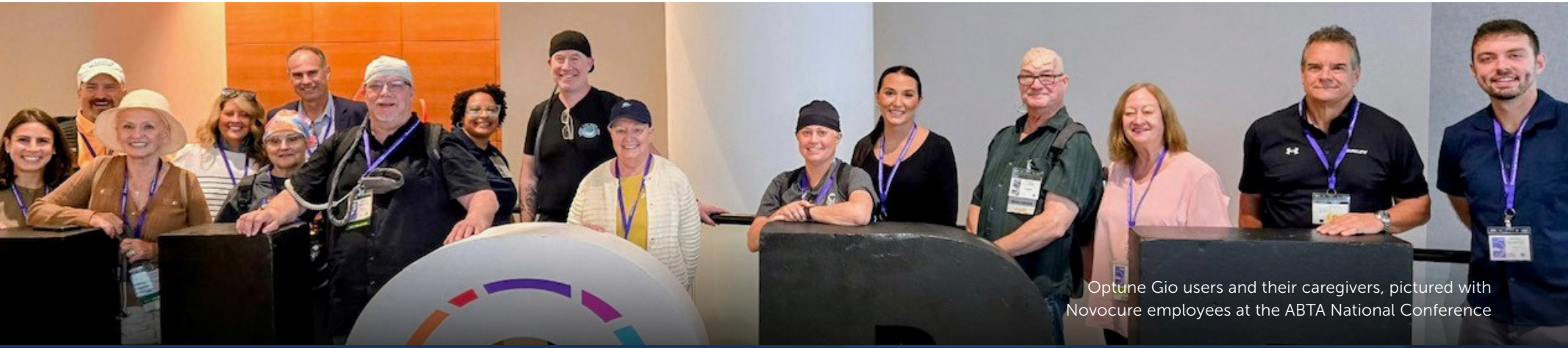
Novocure employees volunteering at a food pantry in Portsmouth, NH

Novocure employees in Germany donating gifts for needy children.

advocacy

Inspired by the resilience and dedication of our patients worldwide, we support advocacy organizations aligned with our patient-forward mission, our company vision and our values.

In 2025, we sponsored and participated in numerous events to support cancer communities, collaborating with patient groups and professional organizations globally and regionally. Our partnerships are purposeful and action-driven.



Optune Gio users and their caregivers, pictured with Novocure employees at the ABTA National Conference

2025 ADVOCACY HIGHLIGHTS

ABTA National Conference
We were proud to support the American Brain Tumor Association (ABTA) Annual National Conference in Chicago, where more than 1,300 brain tumor patients, caregivers, and their families gathered in person and virtually to connect with one another and hear from leading physicians and advocates. A cross-functional team from Novocure was on the ground with glioblastoma patients of different ages, healthcare providers, and patient advocacy organization leaders, building connections that help us to better meet the needs of the glioblastoma community.

Lung Cancer Community Walks
We expanded our commitment to the lung cancer community by supporting and participating in 15 walks across 13 U.S. cities. Community walks hosted by trusted patient advocacy organizations offered our employees the chance to stand shoulder to shoulder with patients, families, and caregivers in their own cities, united by a shared experience. These events, hosted by major lung cancer organizations including LUNGevity, GO2 for Lung Cancer, the Lung Cancer Research Foundation, and the American Lung Association build local community and raise awareness of lung cancer.

Pancreatic Cancer Partnership
We continued to deepen our connection to the pancreatic cancer community through a collaboration with the Pancreatic Cancer Action Network (PanCAN), among other organizations. We joined a working group with patients and survivors to better understand the experiences and needs of individuals and their families after a pancreatic cancer diagnosis. Novocure employees and their families also joined more than 4,000 other families and advocates who participated in the PurpleStride walk events in Philadelphia and Boston.

grants

We are dedicated to supporting independent organizations with shared goals and values related to advancing medical care and improving patient outcomes through education grants, career development awards, research grant awards and investigator-sponsored trials. These contributions also include funding for external organizations in support of requests for independent, unbiased, scientific, medical and patient activities.

When making funding decisions, we account for a number of factors, including alignment with our core values and mission, as well as commitment to ethical business practices. Only funding requests that comply with all applicable local, state, regional, national, and international codes, guidelines and laws will be considered.

We have partnered with the American Association for Cancer Research since 2019 to provide research grants focused on the further development of TTFields therapy. This joint effort supports innovative research seeking to pursue a deeper understanding of the mechanisms of action of TTFields and accelerating the development of new treatment strategies. These collaborations help deepen the understanding of our therapy and identify potential future use cases.

Actor Portrayal

2025 AACR-NOVOCURE GRANTEES

Zhaohui Wang, PhD

Leveraging TTFields to overcome resistance to vorasidenib in IDH-mutant gliomas, a form of brain cancer

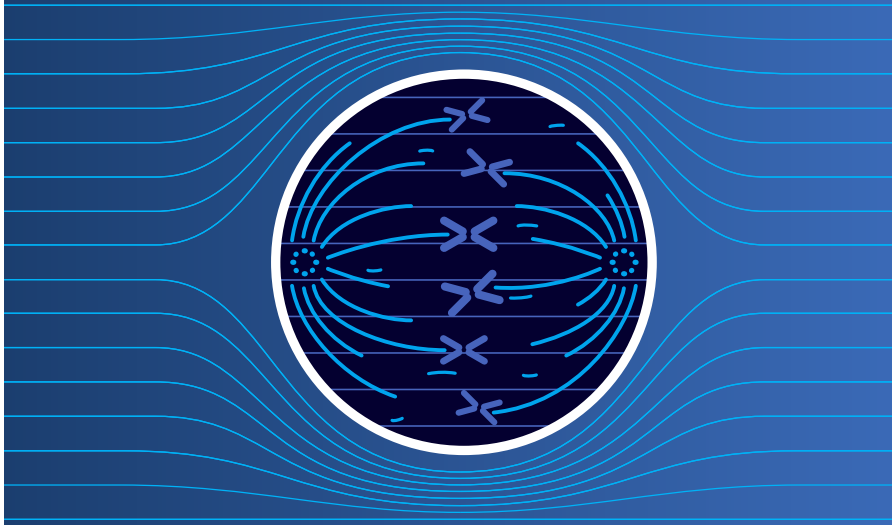
Ioannis Verginadis, MSc, PhD

Therapeutic potential of combining Tumor Treating Fields (TTFields) with radiation therapy and immunotherapy in pancreatic cancer

Milan Girish Chheda, MD

Enhancing TTFields efficacy with oncolytic Zika virus therapy in glioblastoma, an aggressive form of brain cancer

Illustration of TTFields affecting a cancer cell during cell devision



environmental stewardship

We believe in doing our part to minimize the environmental impact of our operations whenever possible, keeping a balance between operational efficiency and environmental impact.

SUSTAINABLE WORKPLACE

We utilize a number of techniques and technology to decrease the footprint of our global workspace. This includes efforts to minimize waste and decrease consumption. We utilize motion-activated, LED lighting systems in all of our offices to consume less energy. We also employ energy efficient heating, ventilation, and air conditioning systems.

GREENHOUSE GAS REPORTING

We are advancing the measurement of our environmental footprint by mapping Scope 1 and Scope 2 greenhouse gas emissions for 2025, as part of Novocure's broader commitment to improving sustainability, governance, and compliance across its global operations.

PACKAGING AND WASTE MINIMIZATION

We have initiated a global packaging mapping project to align with emerging regulatory requirements, including the upcoming EU Packaging and Packaging Waste Regulation (PPWR), and to advance its broader sustainability objectives. We are working closely with key suppliers to collect detailed packaging data, assess current materials and formats, and identify opportunities for optimization across the supply chain. We are defining a phased roadmap, starting in 2027, to redesign packaging solutions, prioritizing high-impact areas and ensuring alignment with regulatory timelines. This includes evaluating alternative materials, reducing unnecessary packaging, and improving end-of-life recyclability. The initiative is expected to reduce environmental impact, improve compliance readiness for PPWR, and enhance supply chain transparency.

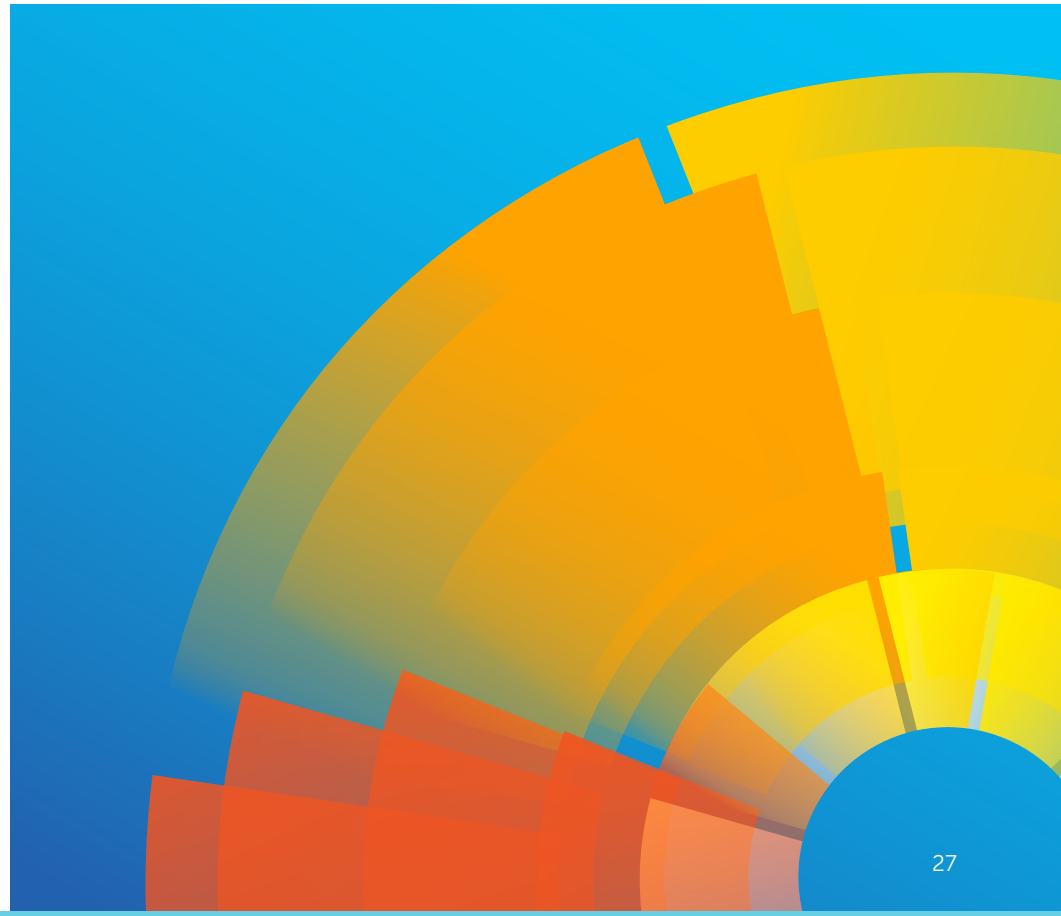
We follow international guidelines for the disposal of electronic waste. We also follow more stringent local laws and regulations in applicable jurisdictions. Our efforts to minimize our carbon footprint, reduce transportation and travel, and protect valuable natural resources while operating a global business include:

- Sourcing most of our packaging material locally
- Re-using shipping boxes when possible
- Using virtual communication and collaboration platforms and offering remote patient support to minimize travel
- Re-using or repurposing, as appropriate, returned or unused equipment in accordance with relevant safety standards

All electronic waste including scrapped equipment and unused arrays is recycled through partners that are ISO 14001 certified. Novocure recycles all relevant materials in accordance with established safety, health and environmental standard operating procedures.

STANDARDS FOR OUR SUPPLIERS

Our Supplier Code of Conduct sets expectations for our suppliers regarding environmental responsibility, regulatory compliance, and continuous improvement. In 2025, we further strengthened this Code of Conduct to better align with evolving sustainability standards. We are collaborating with key suppliers on specific initiatives, including packaging data collection and redesign efforts in preparation for the EU PPWR regulation, with a focus on reducing material usage and improving recyclability. We are also enhancing our supplier assessment and audit processes to better integrate environmental considerations into supplier evaluation and ongoing performance management. These efforts reflect our commitment to working collaboratively with suppliers to reduce environmental impact across our value chain.



William Doyle, Executive Chairman

corporate governance & ethics

- Corporate Responsibility Oversight
- Board of Directors
- Compliance
- Code of Conduct
- Government Affairs
- Ethical Interactions with Healthcare Professionals
- Bribery and Corruption
- Clinical Trials
- Animal Testing Policy
- Data Security
- Integrity Hotline
- Compliance Corrective Action
- Global Supplier Governance

We are committed to acting in accordance with the highest levels of corporate governance, oversight, and ethics. We are committed to maintaining strong corporate governance and compliance principles in all aspects of our business.

We proactively seek out, engage with, and solicit feedback from our stakeholders and consider their independent oversight of management and our long-term strategy to deliver value. As part of our commitment to constructive engagement practices with shareholders, we evaluate and respond to the views voiced by our shareholders. This ongoing dialogue has led to enhancements in areas such as corporate governance, corporate responsibility practices, and executive compensation activities, which we believe are in the best interests of our business and stakeholders, including patients, caregivers, shareholders, and employees.

corporate responsibility oversight

Our Board of Directors is structured to enable comprehensive oversight of key aspects of our business activities, including ethics and responsibility. Each of our Board's committees has an active role in reviewing areas of our business to ensure we act in compliance with our robust controls and with the highest ethical standard.

The Nominating and Corporate Governance Committee has broad oversight over our corporate governance procedures. This includes, but is not limited to, safety, quality, legal compliance, and charitable giving activities. Additionally, the Nominating and Corporate Governance Committee has oversight over corporate responsibility strategy and reporting activities, including disclosure process and engagements with stakeholders.

The Audit Committee oversees and receives quarterly updates on items associated with internal control structure, internal audit function, integrated enterprise risk management, data privacy and cybersecurity. The Compensation Committee oversees compensation plans, succession planning, and employee benefits. At the Executive level, our Chief Financial Officer, Christoph Brackmann, leads the Corporate Responsibility Management Committee.

corporate responsibility oversight (cont.)

BOARD OF DIRECTORS

BEST PRACTICES

- Shareholder engagement program
- Board oversight of corporate responsibility
- Board oversight of corporate strategy and risk
- Stock ownership guidelines for executive officers and directors
- Orientation program for new directors
- Continuing education for directors
- Periodic Board refreshment
- Anti-hedging and anti-pledging policies

INDEPENDENCE

- Separate Executive Chairman of the Board and CEO positions
- 73% of our Board members are independent
- All committee members are independent
- Independent Lead Director with defined responsibilities

ACCOUNTABILITY

- Annual Board and Committee self-evaluations
- Clawback policy
- Director resignation policy
- Annual CEO evaluation by independent directors

SHAREHOLDER PROTECTIONS

- One vote per share
- No poison pill
- No dual-class common stock
- Annual election of directors

73%
OF OUR BOARD MEMBERS ARE INDEPENDENT

27%
OF OUR BOARD MEMBERS IDENTIFY AS WOMEN

73%
OF DIRECTORS HAVE INTERNATIONAL EXPERIENCE

HIGHLY QUALIFIED DIRECTORS REFLECT BROAD MIX OF BUSINESS BACKGROUNDS, SKILLS AND EXPERIENCES

60
AVERAGE AGE OF DIRECTORS

9.7
AVERAGE TENURE OF DIRECTORS (YEARS)

45%
OF DIRECTORS HAVE EXPERIENCE AS A PUBLIC COMPANY CEO OR EXECUTIVE CHAIR IN THE PAST FIVE YEARS

corporate responsibility oversight (cont.)

BOARD OF DIRECTORS

Summary of Experience, Qualifications, Attributes and Skills	Independent								Non-independent		
	Jeryl Hilleman	David T. Hung	Kinyip Gabriel Leung	Martin J. Madden	Allyson J. Ocean, M.D.	Timothy J. Scannell	Kristin Stafford, CPA	William A. Vernon	Frank Leonard*	Asaf Danziger	William F. Doyle
Public Company CEO/Exec. Chair (past 5 years)		✓						✓	✓	✓	✓
Senior Executive Leadership	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Commercial		✓	✓		✓	✓	✓	✓	✓	✓	
Corporate Governance	✓		✓		✓	✓	✓	✓			✓
Cybersecurity	✓										
Financial Literacy	✓			✓	✓	✓	✓		✓		✓
International	✓		✓		✓	✓	✓		✓	✓	✓
Pharmaceuticals/Medical Device	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Product Development		✓	✓	✓	✓	✓		✓	✓	✓	✓
Risk Management	✓	✓		✓					✓		
Planned Committee Membership											
Audit	Chair			✓		✓					
Compensation				Chair			✓	✓			
Nominating and Corporate Governance		✓	Chair		✓						

*Frank Leonard (CEO) has been nominated for election to Director at the Company's Annual General Meeting of shareholders to be held on June 3, 2026. Statistics assume his election as of that date.

compliance

We are committed to acting with integrity and within the bounds of ethical and legal guidelines at all times.

Regardless of function, seniority level or geographic location, all Novocure employees are expected to conduct themselves in accordance with all relevant laws, regulations, industry guidance and Novocure policies, including our Code of Conduct. Upholding the highest ethical and legal standards is critical to advancing our patient-forward mission.

Our compliance program is designed to proactively identify and remediate risk through a variety of activities that support legal and ethical conduct. The Chief Compliance Officer oversees the administration and implementation of Novocure's Global Compliance program.

code of conduct

Acting with integrity in all aspects of our work is crucial to pursuing our mission and achieving sustained success. Our Code of Conduct addresses all foundational principles that govern ethical business decisions.

The Code of Conduct is supplemented by policies and procedures that provide specific functional requirements and guidance based on local laws and regulations relevant to function.

The standards laid out in the Code of Conduct apply to all Novocure employees, officers, directors, and anyone conducting business on Novocure's behalf, such as contractors, consultants and distributors. All employees are required to review and sign-off on the Code of Conduct annually.

The Code of Conduct is reviewed on a regular basis and updated as deemed necessary. Any material changes to the Code of Conduct are overseen by the Nominating and Corporate Governance Committee of the Board of Directors.

Janice, living with glioblastoma in California

government affairs

We are committed to complying with all election and campaign contribution laws.

Accordingly, we prohibit the use of corporate funds, facilities or resources for political purposes, except as permitted in compliance with campaign finance law. Personal contributions of time or money to political parties, campaigns and candidates may not be conducted on company premises or during company work time. Exceptions to this policy may be made with prior approval from our General Counsel in consultation with our Chief Executive Officer and Chief Financial Officer.

ethical interactions with healthcare professionals

We have a responsibility to ensure that our interactions with healthcare professionals, patients and other customers are ethical and beyond reproach.

We will not attempt to influence any healthcare professional, patient, or customer through improper inducement. When interacting with healthcare professionals or patients, our adherence to ethical standards and compliance with applicable laws is critical to our ability to preserve our reputation and to continue collaborating with healthcare professionals to serve our patients.

Actor Portrayal

All interactions with healthcare professionals are guided by relevant laws, regulations and industry standards; national and regional industry and professional association codes; and our policies and procedures relating to interactions with healthcare professionals. All communications with healthcare professionals should be truthful, accurate, substantiated, scientifically rigorous and consistent with local law. In addition, any Novocure employees with direct interaction with healthcare professionals are required to take part in regular training and awareness programs addressing ethical marketing practices.

Any promotional materials and messages distributed to healthcare professionals should be on-label, accurate, fairly-balanced, scientifically rigorous and consistent with local law. We are committed to ensuring promotional messages and materials are not incomplete, exaggerated, or misleading, either directly or by implication, and are fully transparent regarding product safety. All promotional materials are reviewed and approved by the legal and compliance department prior to use. In addition, all marketing materials are subject to review and approval through our Promotional Review Committee process. Our compliance team conducts annual risk assessments, as well as regular monitoring, to prevent or identify potential issues with our marketing practices.

We follow the AdvaMed Code of Ethics when interacting with healthcare professionals practicing in the United States, the Medtech Europe Code of Ethical Business Practice when interacting with health care professionals practicing in Europe and the Japanese Fair Trade Commission when interacting with healthcare professionals practicing in Japan. For interactions with any healthcare professionals in countries and/or regions outside of those listed, we follow the applicable laws and regional industry and association codes governing such interactions. All employees who interact with healthcare professionals are required to read, understand, comply with and annually sign-off on Novocure policies governing such interactions. At the executive level, the Chief Executive Officer has managerial oversight to the adherence of responsible marketing practices in conjunction with the compliance team, which is overseen by the General Counsel. In 2025, Novocure did not have any infractions of note that violated our policy on ethical interactions with healthcare professionals.

bribery and corruption

In addition to our Code of Conduct, all employees are governed by our Anti-Corruption Policy, which is designed to ensure ethical business dealings in compliance with all laws worldwide regarding anti-corruption and bribery.

Our policy promotes compliance with, but not limited to, the United States Foreign Corrupt Practices Act and regional anti-corruption laws of every country in which we operate.

The policy describes a bribe as anything of value given in an attempt to affect a person's actions or decisions in order to gain or retain a business advantage. Corruption is defined as the misuse of a public office or power for private gain or the misuse of private power in relation to business outside the realm of government. A kickback is defined as payment of anything of value including return of sums already paid or waiver of monies due to any third party, including a healthcare professional or government official, as compensation or reward for providing favorable treatment to another party.

The policy prohibits employees or any third party (including any joint venture partner or consortium partner, any entity with which our company has a collaboration or license agreement, any entity with which company shares equity in another equity or any non-employee individual or entity paid by Novocure that may reasonably be expected to deal with healthcare professionals or government officials on Novocure's behalf) from giving, offering, promising or accepting – directly or indirectly – any bribe, kickback, facilitation payment or other advantage or anything of value. This includes interactions with healthcare professionals and government officials for the purpose of improperly obtaining or retaining business, securing a business advantage, or influencing any other decisions or action by the recipient that benefits Novocure's business. Novocure does not tolerate any of these actions, regardless of local customs or traditions. All employees are required to read, understand, comply with and annually sign-off on policies governing bribery and corruption. In 2025, Novocure did not have any infractions of note that violated our policies on bribery and corruption.

clinical trials

We are committed to upholding the highest ethical, scientific and clinical standards in all of our sponsored clinical trials.

Our sponsored trials are designed and conducted in accordance with the Declaration of Helsinki, the U.S. Food and Drug Administration Title 21 Code of Federal Regulations, ISO 14155 (Clinical investigation of medical devices for human subjects - Good clinical practice), ICH E6 Guidelines for Good Clinical Practice, and European Medical Device Regulation 2017/745, as well as all applicable federal, state and local regulations and recognized medical and ethical standards. We believe adhering to these globally recognized standards is essential to ensuring the ethical conduct, scientific integrity and operational efficiency of our clinical programs.

Our clinical policies and procedures are intended to ensure Novocure's respect for the health, well-being and safety of research participants, as well as the culture, laws and regulations of the countries in which our studies are conducted. These include, but are not limited to, policies and procedures to obtain a participant's free, prior, and informed consent; to collect, assess and document participant safety information; and to monitor and audit ongoing clinical trial sites, as needed. All clinical trial participants have access to appropriate avenues to report any questions, concerns or grievances through local institutional review boards and institutional ethics committees overseeing the studies.

Our sponsored clinical trials are supported by multiple, complementary monitoring and oversight mechanisms. These include medical monitoring conducted by the clinical development organization, site monitoring performed by our contract research organizations and overseen by Novocure's clinical operations to ensure protocol compliance and the protection of participant rights, safety and well-being. Additional safety monitoring is provided by Data Safety Monitoring Committees (including for phase 3 trials) and Novocure's global medical safety organization. Quality oversight includes audits, issue identification and management, and implementation of corrective/preventive actions, as appropriate. We believe these layers of oversight measures are important to support the safe, ethical and compliant conduct of our clinical programs.

Employees whose roles involve clinical trial conduct are required to complete biannual training modules covering *Good Clinical Practices* and other pertinent topics to support the ethical, scientific and high-quality conduct of Novocure's clinical trials. In addition, employees are required to complete trial-specific training prior to working on any clinical trials. The completion of these training modules is required on a regular basis and prior to engagement with any ongoing clinical trial.

NOVOCURE SPONSORED TRIALS ARE DESIGNED TO COMPLY WITH:

- U.S. Food and Drug Administration Title 21 Code of Federal Regulations
- ISO 14155, Clinical investigation of medical devices for human subjects – good clinical practice
- ICH E6 Guidelines for Good Clinical Practice
- European Medical Device Regulation 2017/745

animal testing policy

We have robust procedures in place to govern the care and use of animals for any *in-vivo* studies where it is judged to be scientifically and technically appropriate and essential.

These procedures are intended to enable Novocure researchers to fulfill their obligation to plan and conduct animal experiments in accordance with the highest scientific, humane and ethical principles. Our procedures are reviewed on a regular basis to ensure compliance with any changes in internationally accepted best practices and incorporate the highest standards from the National Research Council's *Care and Use of Laboratory Animals, Eighth Edition* and the U.S. Food and Drug Administration's *General Considerations for Animal Studies Intended to Evaluate Medical Devices*. Our animal studies are approved by Israel's National Animal Experimentation Committee, regulated by the Ministry of Health's National Council for Animal Experimentation.

data security

As a medical device manufacturer that directly interacts with both healthcare professionals and patients, we recognize data privacy and security as a fundamental imperative.

We are committed to being transparent about our collection, storage and use of data, and we offer people meaningful choices about how their data is used.

We maintain ISO 13485 and ISO 27001 certifications, reflecting our commitment to both quality and information security. In addition to protecting our customers' and patients' data, as well as intellectual property, we work to ensure our supply chain meets or exceeds our high standards.

We understand that supply chains are at increasing risks from cybersecurity threats. All vendors that handle personal information are required to provide appropriate protection in accordance with our policies and applicable regulations and laws. We have procedures in place to assess the security and privacy capabilities of all new suppliers or providers of services and goods. This process begins with a preliminary assessment that identifies the scope of data availability and its intended use. Following this preliminary assessment and a risk assessment, a secondary assessment is performed of the supplier's security and privacy practices, as well as any processes and procedures related to data handling and transfer. Suppliers are assigned a final risk value which is utilized for internal audit purposes. Suppliers that are deemed higher risk undergo more frequent reviews compared to suppliers with lower risk profiles.

Data security requirements are included in all key vendor contracts. Contractual requirements relating to data security and privacy are assigned depending on the type of data involved and the risk level of the supplier. These contractual requirements may include ongoing due diligence related to data security or breach notification protocols. We also maintain a privacy-by-design policy that can be triggered by onboarding new vendors or system projects. This policy assesses potential privacy risks and allows data privacy control inputs early and throughout the process.

We continue to address risks originating from and directed at supply chain vendors throughout the life of a supplier engagement. Supply chain vendors are monitored to ensure that risks remain mitigated, and mechanisms are in place to allow for reporting and tracking of any supplier cybersecurity events. Cybersecurity threats to the supply chain are accounted for during regular risk assessments. Supplier risks take into account the type and amount of data being accessed as well as the supplier's ability to employ and maintain cybersecurity health. Supplier cybersecurity health is also verified through third-party assessments and certifications, as appropriate.

We have dedicated privacy and security officers and committees with established processes to identify and investigate all potential privacy and security incidents. As a medical device manufacturer with a global presence, we are compliant with privacy laws and regulations in all jurisdictions where we conduct business. These include the European Union General Data Protection Regulation (GDPR), United Kingdom GDPR, Health Insurance Portability and Accountability Act (HIPAA), California Consumer Privacy Act (CCPA), California Privacy Rights Act (CPRA), and applicable local data security laws. We have a strong commitment to the privacy and security of personal data in all of our regional areas of operation. In 2025, we did not have any material privacy or security breaches.

MATERIAL PRIVACY OR SECURITY BREACHES

2025	2024	2023	2022	2021
0	0	0	0	0

data security (cont.)

We are externally audited and tested by top information security firms that utilize regular penetration testing as part of our ISO 27001 data security compliance. We regularly test our employees' understanding of data security and privacy practices and require routine training on the importance of cybersecurity. We provide quarterly cybersecurity updates to the Audit Committee of our Board of Directors, which is responsible for overseeing these matters.

We reinforce our commitment to a strong cybersecurity culture through security training and awareness programs. Education on topics such as data security, privacy practices, email and mobile security and tailored topics such as secure programming for developers make our employees aware of the need to make good security decisions. Our goal is to promote a culture of security and impress upon our employees that everyone has a part to play in securing corporate data and systems.

integrity hotline

We hold ourselves to the highest standard of ethical behavior. If an employee believes they have observed or experienced any conduct that violates the Code of Conduct or any other Novocure policies, we have multiple avenues to report potential violations.

Our reporting avenues include reporting to direct or indirect line management, senior executives, human resources, compliance or legal departments.

In cases where an employee may feel that these avenues are not appropriate, we provide an integrity hotline. This secure hotline can be accessed via a web portal where employees or third parties may make reports regarding potential violations of Novocure standards, laws, regulations, rules or other ethical issues. The hotline is available 24 hours a day, seven days a week. We treat all reports confidential to every extent possible, consistent with reasonable investigation and appropriate action.

compliance corrective action

We are committed to enforcing the standards laid out in our Code of Conduct and other applicable policies and pursuing corrective action if the need should arise.

Any report made via the avenues described in the previous section or identified by our compliance team's active monitoring is evaluated without bias to ensure appropriate corrective action is taken.

All reports are reviewed to confirm whether further investigation is warranted and to determine the appropriate response. Investigators strive to conduct each case with impartiality, competence, honesty, fairness, timeliness, thoroughness and confidentiality. We respect the rights of all parties involved in potential misconduct and will handle all reports with discretion. If the investigation reveals that inappropriate conduct has occurred, management will take prompt and effective remedial action. Such measures are designed to put an immediate stop to any such conduct as well as to prevent such conduct from reoccurring.

global supplier governance

We are committed to upholding the highest ethical and social responsibility standards throughout our operations and supply chain, including environmental protection and human rights. We believe in fostering a responsible and sustainable supply chain that benefits both people and the environment (see section **Environmental Stewardship** for additional information). We aim to partner with suppliers who align with our values and actively support the protection of human rights, the abolition of forced labor and child labor. Suppliers are also encouraged to adopt environmentally responsible practices, including minimizing greenhouse gas emissions, reducing waste, and following regulations related to hazardous substances. We ask our key suppliers to review and sign-off on our Global Supplier Standard Governance policy.

Suppliers are expected to conduct business ethically, comply with anti-corruption laws and avoid conflicts of interest or unethical business practices including bribery or facilitation payments. Novocure reserves the right to assess supplier compliance through audits, assessments, or third-party verification if necessary. In cases of non-compliance, suppliers are expected to cooperate fully and implement corrective actions within a defined timeframe.

Our Global Supplier Standard Governance policy includes the expectation that suppliers uphold and respect human rights, as defined by international frameworks, including but not limited to the Universal Declaration of Human Rights. This includes the avoidance of any form of exploitation, including slavery, involuntary prison labor or human trafficking in their operations. Suppliers should aim to follow universally accepted employment practices, such as providing fair wages, reasonable overtime, vacations, absences, disability access, manageable working hours and ensuring legal rights to work. Suppliers are encouraged to promote equality and ensure that employment practices are free from discrimination based on race, gender, religion, age, disability or any other status. Finally, suppliers are expected to take all measures to ensure a safe, secure and healthy working environment, as well as humane working conditions that comply with occupational safety regulations. In 2025, we strengthened our Supplier Code of Conduct to further align with evolving international standards, reinforcing requirements on labor rights, worker protection, and ethical business practices across our supply chain.

Actor Portrayal

Leah Kearney, Senior Quality Process Engineer

global supplier governance (cont.)

Suppliers are expected to comply with international standards on forced labor, such as the ILO Convention 29 (Forced Labor Convention) and ILO Convention 105 (Abolition of Forced Labor Convention), to ensure that no form of forced, involuntary or exploitative labor is present within the supplier's operations or supply chain. Additionally, suppliers are expected to comply with international standards on child labor such as the UN Convention on the Rights of the Child (Article 32), ILO Convention 138 (Minium Age for Employment) and ILO Convention 182 (Elimination of the Worst Forms of Child Labor), to ensure that no child is subjected to exploitative or hazardous work. Suppliers are also expected to comply with minimum age for employment standards as defined by ILO standards and national laws. All employees should have their age verified to prevent the breach of any child labor laws or conventions.

Suppliers are audited and scored in regular intervals determined by a structured risk assessment. The scope of supplier audits is based on the type of ISO registration and FDA regulation requirements, including compliance with standards and regulations. Any supplier that scores below the requirements is moved to a conditional or probation status that may trigger a re-audit or an audit for cause.

Novocure has a whistleblower and reporting mechanism in place that is accessible to suppliers and their employees. Our Supplier Code of Conduct encourages the reporting of concerns related to unethical behavior, legal non-compliance, or violations of our standards. Suppliers are expected to provide safe and confidential channels for workers to raise concerns without fear of retaliation. In addition, concerns can be escalated through our own reporting mechanisms, ensuring confidentiality, non-retaliation, and appropriate investigation and follow-up. This approach supports transparency, accountability, and alignment with our corporate responsibility commitments across the supply chain.

quality & safety

- Healthcare Laws and Regulatory Requirements
- Product Safety
- Product Quality
- Corrective and Preventative Actions

Ensuring the highest levels of product quality and safety are paramount to providing effective care to our patients both now and in the future. We are committed to developing, designing and providing safe, high-quality products to our patients that meet or exceed expectations.

We have implemented robust compliance, quality and safety measures, as well as regular review and mitigation processes to ensure our effective performance in these key areas of focus.

Novocure employees pictured at a medical congress

healthcare laws and regulatory requirements

As a global oncology company, we are subject to local, state and federal rules and regulations in a number of regions. These rules and regulations are designed to protect patients, caregivers and consumers, and to improve the quality of treatments and services in order to eliminate fraud or improper action. They govern a variety of subject matters in which we are active, including but not limited to, the development, manufacturing, distribution, marketing, government contracting, sale and promotion of our products. We are committed to abiding by all laws, rules and regulations governing our device in the markets in which we are active. In the event that local laws or regulatory requirements differ from those of the United States, the stricter set of laws and regulatory requirements are generally adopted.

We are committed to abiding by all regional laws, rules and regulations governing our marketing activities. In conjunction with internal policies, all employees are governed by our Code of Conduct. On an annual basis, all employees are required to review, certify understanding of, and comply with the Code of Conduct. Employees are also required to review, certify understanding of and comply with additional policies and procedures pertinent to individual functions. These policies and procedures govern off-label use of our products and interactions with healthcare professionals. All employees performing roles within the sales, marketing, medical and regulatory functions are required to complete additional training regarding label, promotional programs and other relevant topics. (see section **Ethical Interactions with Healthcare Professionals** for additional information).

product safety

We are dedicated to providing timely and honest product information to patients, consumers, healthcare professionals and regulators worldwide to ensure our stakeholders are informed of the uses, safety, contraindications and side effects of our products. We actively monitor and evaluate reported adverse events associated with our products in clinical trials and our marketed products. To ensure we meet our worldwide safety reporting requirements, our employees are required to promptly report any adverse events or medical events associated with any of our products.

We have implemented robust processes for reviewing, evaluating, investigating and maintaining complaints regarding devices marketed or licensed by Novocure, including those used in clinical studies, compassionate use and other programs. We evaluate feedback from a variety of sources including, but not limited to, patients, physicians and healthcare providers, competent authorities, employees and medical literature.

Technical Complaint team members review potential technical complaints and Medical Safety team members review potential medical complaints (i.e., adverse events) to identify critical faults, device-related adverse events, and potential safety signals. A health risk assessment is used for predicting possible harm that can come from a defective or malfunctioning device. This assessment helps determine if any actions are necessary such as recalling the devices or notifying the public about the risk. Triggers for a health risk assessment include, but are not limited to, device deficiency that leads to or might have led to a serious adverse event, regulatory non-compliance, device failure or non-conformity, identified new risks or safety information, or known risks occurring at a greater than expected frequency or severity.

Safety feedback is also reported to and reviewed by the appropriate internal parties at regular intervals. This includes providing monthly, quarterly, and annual safety reports to senior management. Additional analyses are completed on a regular basis to highlight any variations in feedback that could be indicative of a safety trend. Monthly safety meetings are convened to review safety data with the Chief Medical Officer and senior managers from the medical affairs, medical safety, and clinical affairs teams. Additionally, we review global scientific and medical literature for potential medical complaints or safety signals to ensure all feedback, either direct or indirect, is considered in our reviews and analyses. Our safety procedures ensure any relevant, reportable events are reported to appropriate health authorities.

Jovan, living with glioblastoma in Minnesota

We strive to be unsurpassed in safety and have adopted a number of policies and procedures intended to ensure our practices follow all applicable laws and regulations and enable us to provide the safest possible experience for our patients. The policies and procedures we have installed are intended to fully comply with all applicable laws and regulations in the markets in which we are active and maintain the highest levels of safety and efficacy in the research, design, manufacturing, distribution and monitoring of our products.

product quality

We are committed to developing, designing and providing high-quality products that meet or exceed our customers' expectations and regulatory requirements. We have implemented robust compliance and quality measures, as well as regular review and risk mitigation processes to ensure our effective performance in these key areas of focus. This commitment is essential to our mission of extending survival in some of the most aggressive forms of cancer. The Nominating and Corporate Governance Committee of our Board of Directors oversees safety and regulatory functions.

Performance of our quality system processes is monitored through internal quality audits, regular quality reviews, and the evaluation and analysis of customer feedback. Additionally, our quality management system is reviewed by management at regular intervals to ensure its suitability, adequacy and effectiveness, and to identify possible failures or breakdowns, as well as areas for improvement. Actions necessary to address actual or potential problems and to improve the quality system are implemented through corrective and preventative actions and through quality objectives.

Janice, living with glioblastoma in California

OUR QUALITY MANAGEMENT SYSTEM

- **MDSAP certified**
- **Compliant with:**
  - ISO 13485
  - 21 CFR Part 820
  - MDR regulation 2017/745
  - JPAL MHLW Ministerial Ordinance #169
  - ISO/IEC 27001

Product risk assessments focused on product safety are a continuous process, in which risks are evaluated and updated for every change introduced to the product. In addition, a comprehensive product risk review is conducted at least twice annually. This risk review includes representatives from engineering, manufacturing, supply chain, product development, clinical development, regulatory and quality functions.

We believe our robust quality assurance efforts are imperative to pursuing our patient-forward mission. Our quality management system is MDSAP certified and is designed to comply with the latest editions of a number of international standards including, but not limited to, ISO 13485, 21 CFR part 820, MDR regulation 2017/745, JPAL MHLW Ministerial Ordinance #169, and ISO/IEC 27001. Our software development processes follow ISO 27001 and our preclinical lab was certified in compliance with Good Laboratory Practices.

In addition to holding ourselves accountable for the quality of our products and therapies, we also hold our suppliers and distributors accountable to ensure the quality of the products and services they provide. All of our Class I manufacturers are compliant with Good Manufacturing Practices standards. We employ a comprehensive risk-based supplier audit schedule for all our manufacturing facilities, and all Class I suppliers are audited at least once per calendar year. When processes that have the potential to impact product conformity are outsourced, special controls are implemented to ensure these processes meet Novocure standards. This includes evaluation and pre-qualification of suppliers (including quality agreements), assessment of subcontractors' manufacturing processes and quality management systems, monitoring of supplier quality performance and ongoing inspection of supplied products.

corrective and preventative actions

Our Corrective and Preventative Action (CAPA) process ensures potential and actual nonconformities with our product, processes or quality systems are investigated, associated risks are assessed, containment and mitigation actions are implemented, corrective and preventive actions are planned and implemented within due time, and a determination of effectiveness of actions taken is reached.

Our CAPA process utilizes a risk-based approach, prioritizing quality issues and the extent and type of investigations and actions to be taken based on frequency of occurrence and the potential severity of the issue, with respect to patient or device operator safety, product quality, regulatory compliance, and the company's operational/financial capabilities. When an item is deemed to require a CAPA, a risk assessment of the event is conducted, containment and mitigation actions are defined and implemented to mitigate immediate risks, and a risk review followed by a completeness and accuracy check is performed. In cases where a CAPA is deemed necessary, we also undertake a root cause investigation, with corrective or preventive action plans defined to address the root cause. When all corrective or preventative tasks are completed, the CAPA undergoes an effectiveness evaluation, and corresponding review from quality managers and the affected department.

Jovan, living with glioblastoma in Minnesota

appendix

- Novocure Resources
- Sustainability Accounts Standards Board (SASB) Index

Novocure resources

OUR COMPANY

Corporate Website
www.novocure.com
To learn more about our company

Investor Relations
investor.novocure.com
To learn more about our financial performance

Corporate Governance
To learn more about our governance policies and procedures

OUR THERAPY AND MEDICAL DEVICES

Tumor Treating Fields
www.novocure.com/ttfields
To learn more about our therapy

Optune Gio®
www.optunegio.com
To learn about our FDA-approved device for the treatment of glioblastoma

Optune Lua®
www.optunelua.com
To learn about our FDA-approved device for the treatment of metastatic non-small cell lunger cancer and malignant pleural mesothelioma

Optune Pax®
www.optunepax.com
To learn about our FDA-approved device or the treatment of locally advanced pancreatic cancer

Sustainability Accounting Standards Board (SASB) Index

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Price information in communicated to customers through multiple channels; 1) all price information is disclosed to payers via invoices for patient treatment, billed charges and negotiated fees as part of a signed contract between the payer and Novocure; 2) all price information is disclosed to patients via service agreement which is reviewed and executed by patients prior to the initiation of therapy.
	Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	In December 2024, Novocure increased the monthly list price for our therapy from $21,000 to $24,700. This is the first change to our list price in over ten years. Multiple factors informed this update, including increasing costs associated with providing Optune Gio, Optune Lua and Optune Pax. To date, this change has not materially impacted our average net price, and we remain committed to ensuring patients can access our therapy.
Product Safety	(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	(1) Zero; (2) Zero
	Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	All of our commercially available medical devices (Optune Gio, Optune Lua and Optune Pax) are listed in publicly available adverse event databases, with the majority of reported, device-related adverse events considered mild-to-moderate in nature.
	Number of fatalities associated with products	HC-MS-250a.3	Zero as of December 31, 2025.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	Zero as of December 31, 2025.

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	Zero
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	"Novocure employees may communicate with Healthcare Professionals ("HCPs") for the purpose of informing them about Company products, providing relevant scientific and educational information, engaging them in clinical trials and service arrangements and other similar activities. These communications are essential to the Company's success. All Company employees are accountable for communicating with HCPs in an ethical manner while maintaining compliance with Novocure's Code of Coduct, as well as all applicable laws, regulations, industry codes of conduct (including AdvaMed) and related Company policies. An Employee's job function will determine the types of communications they are permitted to have with HCPs. Most employees (specifically Sales personnel) are limited in what they may discuss with HCPs; generally, their communications with HCPs must be consistent with the U.S. Food and Drug Administration-approved product label also referred to as the Instructions for Use ("IFU"). Employees serving in a scientific function, (i.e., Medical Affairs, Clinical, Research & Development employees) may have scientific discussions that are outside of the approved label (e.g., deep science, data, study results, protocol development) but usually these discussions must be unsolicited (some exceptions may apply). Novocure publishes policies related to proper promotion and communications with HCPs in the different regions in which we conduct business. Additionally, Compliance training—either live or via Novocure's Learning Management System—is provided annually for all relevant employees."

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	As part of the design control process, Novocure performs risk analyses intended to identify any potential risk to the patient due to unique material or chemical exposure and identify avenues to mitigate these risks. As part of these processes we consider biological hazards and use bio-compatible materials as a mitigation for this risk.
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	All of our durable equipment is reused after passing inspection. Equipment that fails during inspection is repaired and refurbished. Any equipment that is found to be unrepairable is recycled.
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier 1 suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	100% of Novocure and Tier 1 suppliers' facilities supplying medical products are FDA registered, certified to ISO 13485:2016, and subject to audit by Novoure, the U.S. Food and Drug Administration, EU notified Body and other relevant healthcare authorities. Approximately 60% of Novocure's Tier 1 suppliers participated in third-party audit programs in 2025.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Novocure and its suppliers maintain traceability of all medical devices through the use of Unique Device Identifiers, and of components and materials through part and batch numbering processes.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Novocure has multiple operating procedures in place and employs robust risk management controls around the use of critical materials. Critical components are identified and suppliers associated with critical components are assessed for risk in accordance with Novocure's internal supplier control policies.

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

	Metric	SASB Code	Notes
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	Zero
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Novocure ensures employees' interactions with Healthcare Professionals ("HCPs"), patients and other customers are ethical and beyond reproach. Employees must never attempt to influence a HCP, patient or customer through improper inducement. When interacting with HCPs and/or patients, adherence to ethical standards and compliance with applicable laws is critical to preserve Novocure's reputation and to continue collaborating with HCPs to serve the interests of patients. All interactions with HCPs are guided by relevant laws, regulations and industry standards; national and regional industry and professional association codes; and Novocure's policies and procedures relating to interactions with HCPs. All communications with HCPs are truthful, accurate, substantiated, scientifically rigorous and consistent with local law. Any promotional materials and messages distributed to HCPs should be on-label, accurate, fairly balanced, scientifically rigorous and consistent with local law. Promotional messages and materials should not be incomplete, exaggerated or misleading, either directly or by implication. All promotional materials are reviewed and approved by the legal department and in accordance with local law and policies. Novocure follows the AdvaMed Code of Ethics when interacting with HCPs practicing in the United States, the Medtech Europe Code of Ethical Business Practice when interacting with HCPs practicing in Europe and the Japanese Fair Trade Commission when interacting with healthcare professionals practicing in Japan. All employees who interact with HCPs are expected to read, understand and comply with Novocure policies governing such interactions.

Sustainability Accounting Standards Board (SASB) Index (cont.)

MEDICAL EQUIPMENT AND SUPPLIES

Metric	SASB Code	Notes
Number of units sold by product category	HC-MS-000.A	Novocure does not sell devices to healthcare professionals, medical service providers, distributor, or patients.

novocure®

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