2025
novocure corporate responsibility report

novocure®

Ingeborg, living with glioblastoma in Germany

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letter from the CEO

As CEO, I have the distinct honor of leading a mission-driven company that is fundamentally transforming the way we treat cancer. At Novocure, we are united by a singular purpose: to extend survival in some of the most aggressive forms of cancer through our innovative therapy, Tumor Treating Fields. This mission represents more than just strategic ambition, it is a rallying cry for every employee.

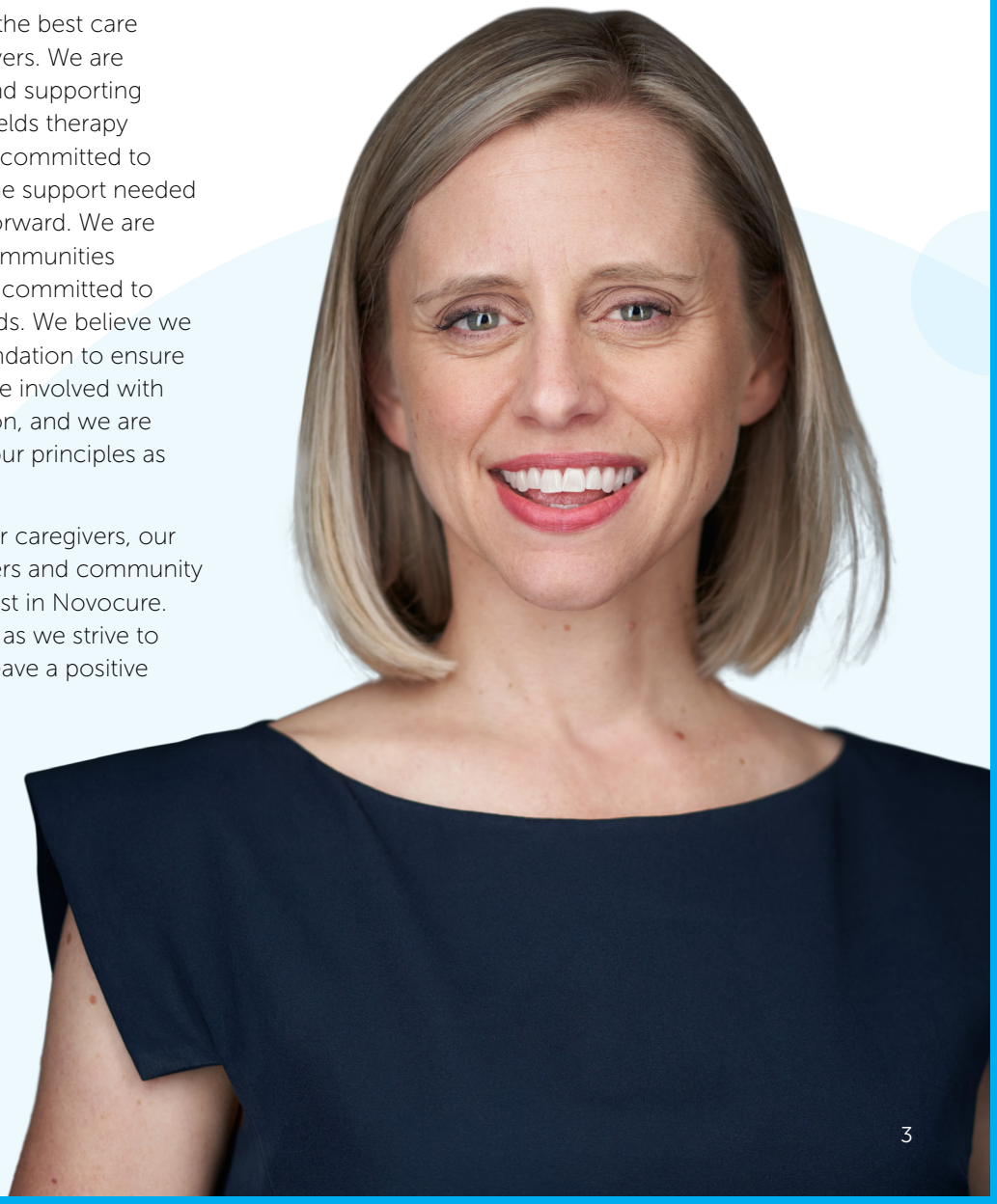
It is with deep appreciation of our responsibility to our various stakeholders—patients, healthcare providers, employees, communities, partners and shareholders—that we present our 2025 Corporate Responsibility report. This marks our 5th annual Corporate Responsibility report, and our commitment to acting as an ethical, fair and trusted partner has never been stronger. 2025 is set to be a defining year for Novocure, as we move beyond a single GBM indication to become a multi-indication oncology platform company. With that transformation comes greater responsibility to a broader population of stakeholders—a responsibility we do not take lightly.

We are committed to providing the best care for our patients and their caregivers. We are committed to partnering with and supporting physicians as they leverage TTFields therapy to help patients in need. We are committed to providing our employees with the support needed to grow and drive our mission forward. We are committed to supporting the communities where we live and work. We are committed to maintaining high ethical standards. We believe we have implemented a strong foundation to ensure we address the needs of all those involved with and impacted by our organization, and we are dedicated to remaining true to our principles as we grow and evolve.

I want to thank our patients, their caregivers, our employees, partners, shareholders and community members for your continued trust in Novocure. Your support propels us forward as we strive to deliver hope, extend lives, and leave a positive mark on the world.

Sincerely,

Ashley Cordova,
Chief Executive Officer



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

overview

who we are

Novocure is a global oncology company 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). Novocure was founded in 2000 by Professor Yoram Palti of the Technion—Israel Institute of Technology. He sought to leverage his expertise in biophysics to develop a new way to treat solid tumor cancers that would destroy tumor cells while sparing healthy tissue and avoiding many of the life-altering side effects of existing cancer therapies. This novel approach to cancer treatment led to the development of TTFields therapy and continues to underpin the core principles guiding our advancements today.

Our company was founded to pursue a patient-forward mission that continues to drive our work mission 25 years later. We take pride in our patient centric approach to cancer treatment and value every opportunity to work with our patients to extend survival in some of the most aggressive forms of cancer.

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.

Daniel, living with Glioblastoma in Illinois

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.

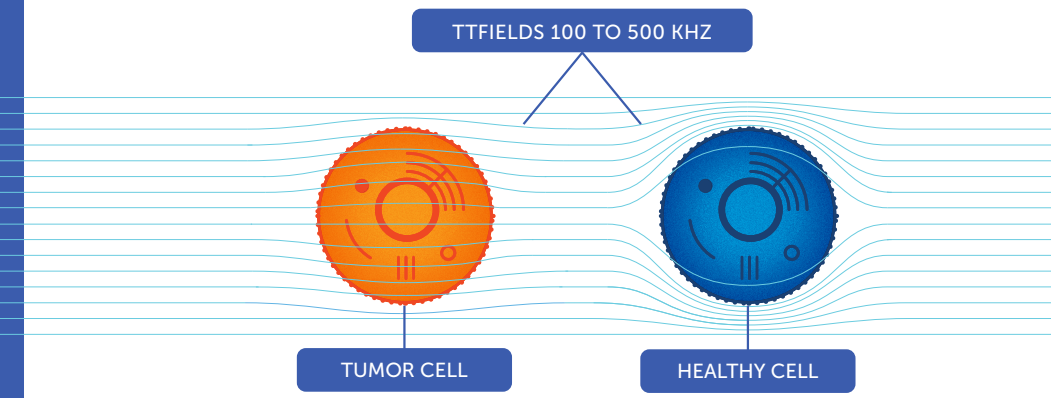
Empathy

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?

When cancer develops, rapid and uncontrolled division of unhealthy cells occurs. Within these cells, electrically charged proteins are critical for cell division, making the rapidly dividing cancers cells vulnerable to electrical interference. TTFields therapy uses alternating electric fields to exert physical forces on these proteins, leading to cancer cell death.

TTFields therapy employs electric fields at a frequency range of 100 kHz to 500 kHz. The unique frequency range of TTFields therapy allows the alternating electric fields to penetrate cancer cell membranes. Healthy cells differ from cancer cells in their division rate, geometry and electric properties. These differences allow us to precisely tune the frequency of TTFields therapy to impact cancer cells without negatively impacting healthy cells.



We believe TTFields have multiple, distinct mechanisms of action that work together to selectively target and kill cancer cells, including the ability to disrupt cancer cell mitosis, enhance antitumor immunity, interfere with cancer cell motility and migration, and downregulate genes important for cancer cell DNA damage repair.

To learn more about the capabilities of Tumor Treating Fields, visit www.tumortreatingfieldstherapy.com.

"I think that our employees are our greatest assets. If we provide our teams with the tools and respect they deserve, they will in turn provide excellent care to our patients."

—**Katia Felix,**
Head of Global Human Resources Projects and & Initiatives

Grant, living with glioblastoma in the United Kingdom

How are Tumor Treating Fields delivered?

TTFields are generated and delivered through a portable medical device, commercially known as Optune Gio®, for the treatment of adult patients with glioblastoma, and Optune Lua®, for the treatment of certain adult patients with non-small cell lung cancer or malignant pleural mesothelioma.

Both Optune Gio and Optune Lua include three key components: an electric field generator, transducer arrays and a battery. Both devices are small and lightweight, weighing just 2.7 pounds. Field generators are powered by a rechargeable portable lithium-ion battery, which is easily removed and replaced by patients as needed. Four arrays are connected to the field generator through connection cables and are placed directly on the patient's skin. These pairs of arrays create two alternating electric fields to ensure optimal coverage of the impacted area. Patients are provided with multiple batteries, a high speed charging station, generator carrying care and a direct power supply for use in the home.

Optune Gio is commercially available for the treatment of adult patients with glioblastoma in ten countries: Austria, Canada, China, France, Germany, Israel, Japan, Sweden, Switzerland and the United States. Optune Lua for the treatment of adult patients with non-small cell lung cancer is commercially available in the United States, and for the treatment of adult patients with malignant pleural mesothelioma in the United States and certain other countries.

OPTUNE GIO®

OPTUNE LUA™

Christopher, living with glioblastoma in Maryland

at a glance

4,126
ACTIVE PATIENTS ON THERAPY*

35,000+
PATIENTS TREATED TO DATE*

$605M
ANNUAL NET REVENUE (2024)

$210M
ANNUAL R&D INVESTMENT (2024)

10
ACTIVE MARKETS

1,488
HEADCOUNT*

*As of December 31, 2024

OFFICE LOCATIONS

- Root, Switzerland
- Haifa, Israel
- Portsmouth, NH
- Wayne, PA
- Montreal, Canada
- München, Germany
- Tokyo, Japan
- Kraków, Poland
- St. Helier, Jersey
- Paris, France

our approach to corporate responsibility

Our dedication to corporate responsibility, including environmental, social and governance issues, is fully aligned with our patient-forward mission. We believe in acting with integrity, honesty, transparency, and good intentions are integral in providing the best possible care to our patients. These principles are foundational in guiding our decision-making at every level of our organization. We take pride in acting as a strong ethical partner with all of our stakeholders.

Our commitment to our patients is core to the structure of our business. We provide personalized, hands-on support to each of our patients throughout their Optune Gio or Optune Lua therapy experience, removing undue burdens whenever possible. Our commitment to our employees drives our efforts to provide the support structure needed to make great strides toward advancing cancer care. Our commitment to the communities where we live in work enables our team to support the places and people that support our organization. Our commitment to governance and oversight at all levels of leadership and throughout our organization makes us a trusted partner to our stakeholders.

This is our fifth year publishing our annual Corporate Responsibility report. In that time, 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. 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, 2025.

Internal Partners

Mike, living with glioblastoma in Florida

patients

Our patients are at the core of every action we take.

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

Linda, living with glioblastoma in Pennsylvania

Our business model enables us to provide the best possible care to our patients each and every day through direct contact with our patients.

We engage with our patients and their caregivers through every step in their TTFields therapy journey—beginning with their patient onboarding, through there therapy start and regularly throughout their experience. We believe the relationship between our employees and patients is unique and gives us the best possible insight into the areas where we can improve most. This model keeps our patients' and their caregivers' wellbeing at the center of every action we take.

Wade, living with glioblastoma in Arizona

access to therapy

Our focus is on access to our therapy and supporting potential patients throughout their therapy experience. Once a patient is prescribed Optune Gio or Optune Lua, 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

In certain cases of patient need, we provide treatment for 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 2024, we provided over $4 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 work, how the use of Optune Gio or Optune Lua can fit into daily life, and how to get in touch with current patients that can share their experiences.

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

Optune Ambassadors play an important role in several of the other resources we offer prospective patients. These include one-on-one buddy calls, webinars, live open houses and speaker programs with leading healthcare providers. Each of these resources offers a different perspective of Optune Gio or Optune Lua, with the goal of supporting patients.

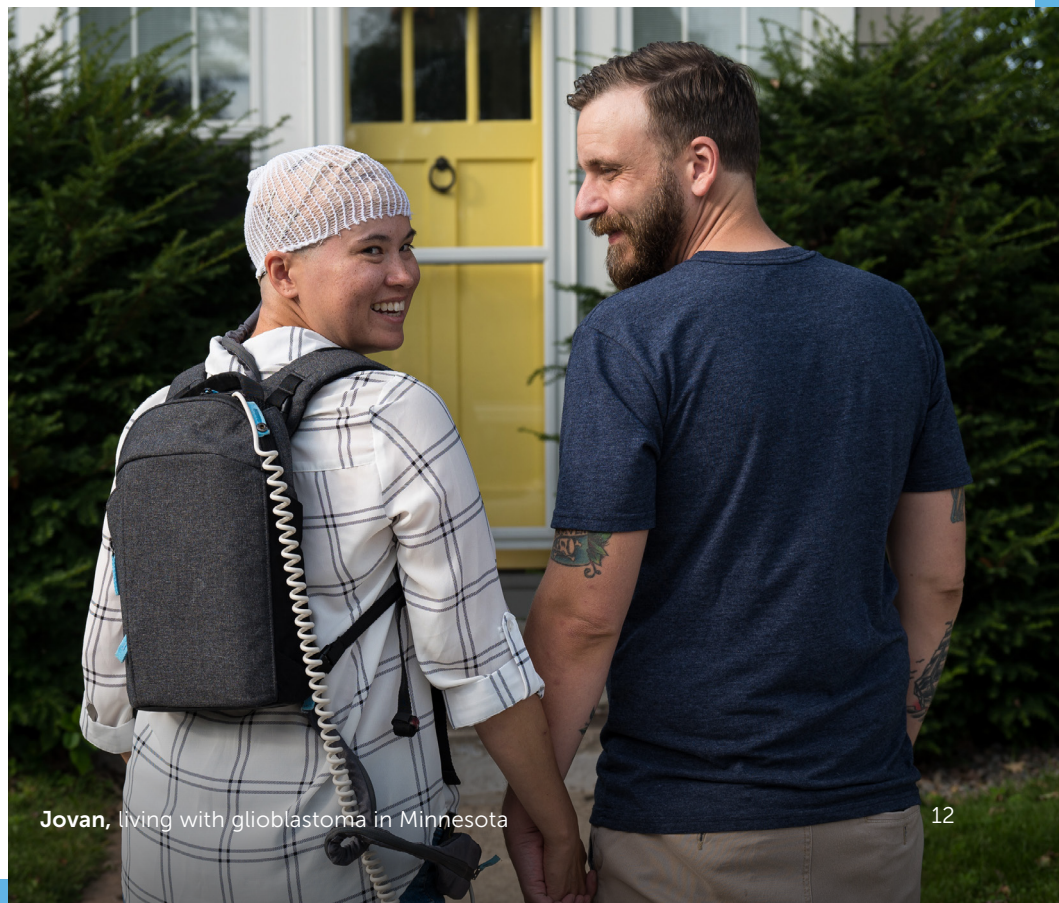
51 OPEN HOUSES HELD IN 2024

Optune Gio or Optune Lua webinars: virtual engagements where patients considering or new to Optune Gio or Optune Lua can learn more about TTFields therapy. Webinars are conducted monthly and provide a live forum for Optune Gio and Optune Lua users to connect and share their experiences.

Buddy Calls: direct one-on-one connections between prospective patients and an Optune Ambassador.

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

Speaker Programs: clinical presentations from leading healthcare providers, discussing the diseases we treat and ongoing research.



Jovan, living with glioblastoma in Minnesota

Janice, living with glioblastoma in California

Janice Armbrust is a testament to resilience, purpose, and joy. Born near Hamburg, Germany, she dreamed of life beyond her hometown—a dream that brought her to the U.S., where she built a career in New York City and embraced a life full of adventure. A chance encounter at a rock climbing gym brought Jeff into her life, a critical care nurse and kindred spirit. Together, they explored mountain trails, planned their future, and faced their greatest challenge: Janice's GBM diagnosis.

What followed was a radical redefinition of life. Janice soon began treatment, including Optune Gio and has brought the same grit used on alpine trails to her cancer journey. "Slow and steady, one step after the next," became her guiding mantra. She transitioned to meaningful sustainability work, scaled back her hours, and committed free time to loved ones and the great outdoors.

Rather than retreat, Janice expanded. She began mentoring fellow patients, volunteering to protect climbing landscapes, and using her story to inspire others to live with intention. "I want to spread optimism and positivity," Janice says. "To inspire people to grab life by the horns and do good."

Their return to the Pemi Loop—a difficult hike they once had to abandon—symbolized so much more the second time around. Lifted by love and community and with Optune Gio in tow, they finished what they started. Janice's story reminds us that life isn't just about summits—it's about who we become with each step we take.

device support specialists and MyNovocure

We appreciate the immense stress a cancer diagnosis can inflict on patients and their families. To help alleviate some of this pressure, we have structured our business to provide support to patients on all levels throughout the process. 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 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 support the patient and caregiver throughout their TTFields therapy journey and answer any question—big or small – that may arise.

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, Optune Gio or Optune Lua troubleshooting, device training, tips for integrating Optune Gio or Optune Lua into daily life, resources for traveling with Optune Gio or Optune Lua, treatment information including side effects, and the supply orders. This team is available to Optune Gio and Optune Lua patients 24 hours a day, seven days a week.

Lynn, living with glioblastoma in Pennsylvania, and **Maria Iacovone,** Device Support Specialist

76% OF PATIENTS SURVEYED REPORTED BEING ABLE TO INTEGRATE OPTUNE GIO INTO THEIR DAILY ACTIVITIES WITHIN ONE MONTH

98% OF PATIENTS SURVEYED REPORTED BEING BACK TO NORMAL OR SLIGHTLY MODIFIED ROUTINE WITHIN SIX MONTHS

89% OF PATIENTS SURVEYED WERE SATISFIED WITH NOVOCURE

Results based on survey of Optune Gio patients in the fourth quarter of 2024

product innovation

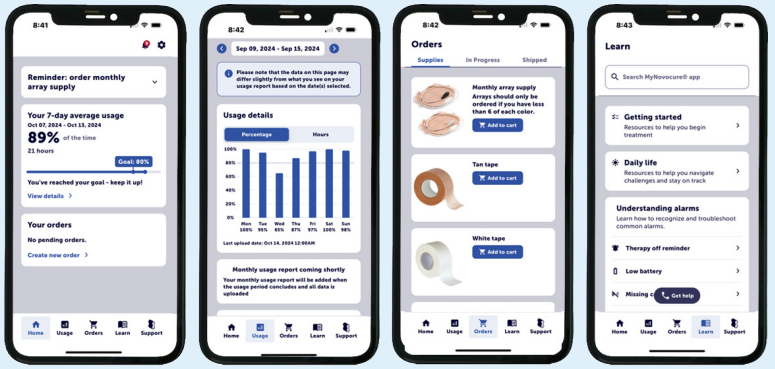
The physical delivery system of TTFields is unique and provides us with an opportunity to continually improve the components of our device. Our product development teams review every activity within a patient's life to identify areas where we may be able to improve the device, making sure we understand their experience from all angles. This patient-centric approach to product innovation has led to numerous improvements over the years.

One of our recent product improvements has been the development of our next generation Head Flexible Electrode, or 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.

In 2023, we introduced HFE arrays in European markets. In 2024, we received approval from the U.S. Food and Drug Administration and began providing the new arrays to U.S. patients. In early 2025, we received approval from Japanese regulators for the HFE arrays.

Mike, living with glioblastoma in Georgia

MYNOVOCURE PATIENT APP



In addition to hardware improvements, like the HFE arrays, we are also focused on daily use improvements for patients. Last year, we introduced a new app for use on patient and caregiver mobile devices. The app allows patients to track daily usage rates, troubleshoot device issues, watch educational videos and also streamlines the supply reordering process. This app is available to certain patients and caregivers in the U.S., with plans to expand use to other markets in 2025.

As we look beyond this year, our Product Development team is focused on several projects that could further improve our therapy. These include new iterations and improvements to the field generator, new planning software for physicians, and next generation arrays for use in the thorax and abdomen.

	2024	2023	2022	2021
Product development investment ($m):	$18.2	$18.2	$15.3	$15.2

Josh Sugeng, Marketing & Sales Lead

employees

We are committed to attracting, developing and supporting the needs of our global employee base.

- 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.

The unique talents, diverse backgrounds and expansive experiences of our employees create an important cross-cultural perspective that is key to our success. We know that attracting, developing and retaining a talented workforce will be paramount to our future success, and we are committed to meeting the personal and professional needs of our employees.

Dina Candille, Commercial Assistant

employee engagement

We aim to ensure employees have multiple avenues to relay feedback, present ideas, ask questions, or air concerns to senior management. Our goal is to make sure every voice is 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. 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. These quarterly town halls involve a short presentation, 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 and better understand our strategic direction. In 2024, we also expanded our town hall availability to include a number of smaller, local town hall sessions with visiting 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.

performance management

We believe clear and open feedback is necessary for personal and professional growth, and sets up our employees for long-term success. To achieve this, we employ a robust goal setting and performance review system. At the beginning of each annual cycle, employees and managers take part in a multi-step process to design professional and personal goals. This includes one-on-one discussions at the beginning, midpoint and end of each cycle to discuss goals, progress towards those goals and ultimately, achievements.

To begin each cycle, each employee drafts goals for the upcoming year that are specific to them and are aligned with our mission and core values. We provide employees with a variety of educational resources to facilitate best practices for goal-setting with the aim of enabling employees to leverage the process for improvement. After drafting individual goals, employees meet individually with their managers to review, calibrate and align goals with their personal, team and organizational goals.

"Your work is appreciated, recognized and rewarded accordingly. You have the opportunity to make a big difference and be part of something meaningful here."

—**Dardan Osmani,**
Senior Purchasing Agent

Simon Triby, Director, Medical

At the midpoint and culmination of each annual cycle, employees are asked to complete a self-evaluation of their progress toward annual goals. Following the completion of a self-assessment, each employee and manager have a scheduled review session, where both parties can provide feedback, discuss progress, share tips, alter goals as needed or identify areas for improvement. In concert with our patient-forward mission, we also ask employees and managers to reflect on their performance of our key values: Innovation, Focus, Drive, Trust, Courage and Empathy.

In addition to our efforts to provide open lines of communication regarding performance, we believe it is important to recognize employees for outstanding contributions to Novocure. Each year, employees nominate and award Novocure Excellence Awards to team members who have embodied our core values: Innovation, Focus, Drive, Trust, Courage and Empathy.

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. These initiatives vary from annual in-person cohorts to self-guided coursework, all with the goal of developing the skills needed to guide Novocure in the future. We also employ robust succession planning efforts, designed not just to fill roles, but to match talent with opportunity—ensuring the right individuals are positioned for success at the right time. These planning exercises allow us to assess future leadership potential and align development opportunities with the evolving needs of our business. By investing in our internal pipeline, we're cultivating a leadership culture that can adapt, thrive, and carry our mission forward.

We sponsor a number of unique programs designed to develop the skills of our leaders and our teams. Our learning and development platform, NovoAcademy continues to grow and evolve each year as the scope of our enterprise needs expand. This platform offers employees at different developmental levels and different regions the opportunity to develop leadership and management skills within and outside of their day-to-day roles, as well as foster greater cross-functional peer engagement. Employees take part in a variety of sessions, including in-person classroom learning, experiential education, business issue projects, coaching and active learning.

The 2024 NovoAcademy consisted of three separate programs—Core, Enterprise and programming specific to our Japanese colleagues. These programs primarily focused on leadership skills, strategic thinking and regional talent development. In 2024, over 60 participants took part in these programs. To continually improve the programming, we solicited feedback from participants on several key items, including content applicability, facilitation quality, overall experience, and expected impact on career growth and development. This helps us improve and refine our leadership development programming for future cohorts.

We offer several educational and development opportunities to employees, including annual tuition reimbursement of up to $5,250 for completed coursework. Employees are able to apply tuition reimbursement towards accepted coursework related to 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.

NovoAcademy Enterprise Leadership Program Participants, 2024/2025 Cohort

Employees also have access to the LinkedIn Learning platform, which includes thousands of classes addressing numerous development topics. Last year, Novocure employees completed nearly 3,000 hours of development content on the LinkedIn Learning platform, as well as nearly 50,000 modules on our internal learning management system.

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 contribute to a positive corporate culture and 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 skillsets. In addition to these analyses, our benefits management team solicits feedback from our employee base throughout the year.

SELECT BENEFITS:

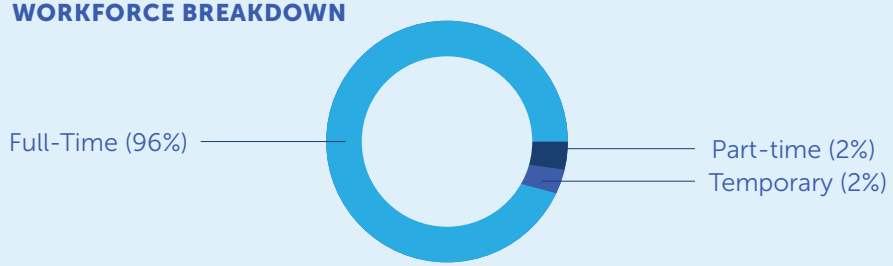
- Medical insurance
- Dental insurance
- Vision insurance
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Life and disability insurance
- Retirement savings plan with company match
- Tuition reimbursement
- Paid time-off, including floating holidays
- Paid parental leave, including 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. We believe this aligns our team with shared mission and goals. 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.

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

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

WORKFORCE BREAKDOWN



"Many of our patients also have a tough and long challenge ahead of them. At Novocure, we need to be courageous, so we can serve our patients well."

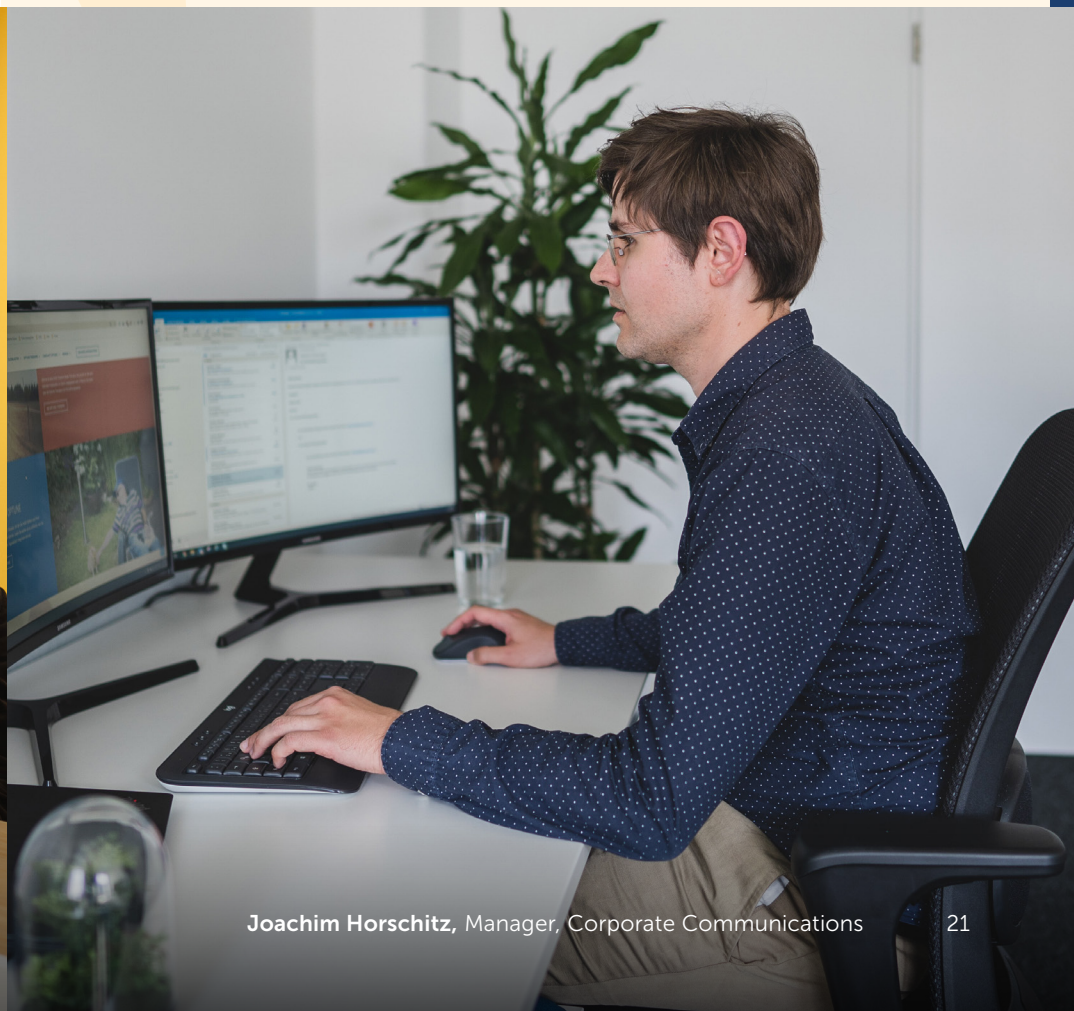
—Yasushi Ishikawa,
Associate Director, Marketing

hybrid work

We embrace a hybrid work environment designed to lessen stress and promote collaboration, productivity, team building, and achievement for employees. As our global footprint and workforce grows and evolves, the need for connectivity increases. Given these needs, Novocure has adopted a hybrid work policy for certain employees and job functions which leverages a mix of in-person and remote work arrangements. We believe this approach allows our team to leverage flexibility to perform at their best, execute on our collective goals, and drive results.

"I always focus on the question, 'What can I do to make the biggest impact where I am right now?'"

—Nicholas Doucette,
Manager, Health Policy



Joachim Horschitz, Manager, Corporate Communications

safe workplaces

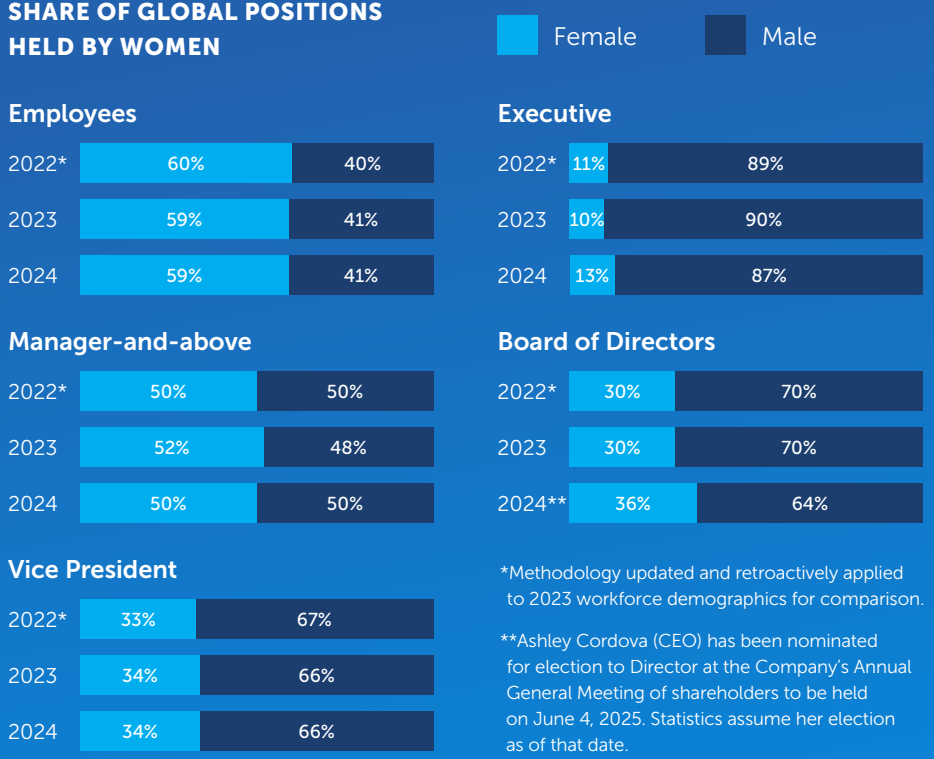
We are committed to providing all employees with physically, mentally and emotionally safe and secure work environments.

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.

INJURIES SUFFERED IN THE WORKPLACE

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

SHARE OF GLOBAL POSITIONS HELD BY WOMEN



*Methodology updated and retroactively applied to 2023 workforce demographics for comparison.

**Ashley Cordova (CEO) has been nominated for election to Director at the Company's Annual General Meeting of shareholders to be held on June 4, 2025. Statistics assume her election as of that date.

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.

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 Georgia

communities & environment

Novocure is committed to supporting our the communities where our employees, patients, caregivers, and their families live and work.

- Charitable Giving
- Advocacy
- Grants
- Sustainable Workplaces

William Doyle, Executive Chairman

We believe in our responsibility to act as a trusted and ethical partner to all of our stakeholders.

This includes the communities in which our employees, patients, caregivers and families live and work. We are dedicated to supporting our communities through donations, volunteering, patient advocacy and grants and believe these efforts are key to our long-term success.

charitable giving

We aim to strengthen and support the communities where we live and work through our Novocure Cares Charitable Giving Program. This program aims to address critical needs and enrich the lives of our local stakeholders. Our approach integrates charitable giving, community engagement, and volunteerism to ensure a lasting impact in areas that reflect our core mission and values.

The Novocure Cares program is led by our Charitable Review Committee. The Committee consists of key contributors from across multiple business units, seniority levels, and geographic locations. This group is empowered to identify organizations and charitable events within our communities through which Novocure can provide support. Additionally, the committee meets regularly to ensure alignment on our focus areas and evaluate where we can be the most impactful to our communities. In addition to Committee members, any Novocure employee can submit a charitable contribution proposal for review.

In 2024 we supported over 35 organizations with total giving in excess of $600,000 and our charitable giving efforts directly impacted the lives of over 100,000 members of our local communities. We look forward to further expanding our charitable footprint in 2025, with a focus on science, technology, engineering and mathematics (STEM) initiatives, community health access and investment, and expanded volunteer opportunities for employees.

2024 NOVOCURE CARES CHARITABLE GIVING AT A GLANCE:

- **Lives Impacted:** Over 100,000 people across our local and global communities.
- **Employee Engagement:** Nine volunteer opportunities provided for employees, with plans to expand participation in 2025.
- **Healthcare Access:** Made contributions to promote healthcare access in underserved areas, particularly in New Hampshire.
- **STEM Investments:** Expanded after-school STEAM programming for underprivileged students and sponsored educational opportunities to support our future workforce.
- **Responsiveness to employee needs:** Supporting employees through meaningful donations, such as contributing to Asheville, North Carolina's hurricane recovery efforts and donating to memorial funds in honor of employees' loved ones, creating a lasting impact on cancer patients.

charitable giving (cont.)

2024 HIGHLIGHTS

Families First Health & Support Center

Providing dignity, care, and access for over a decade

- For more than 10 years, we have supported Families First in delivering comprehensive, accessible healthcare to individuals and families—regardless of their income, background, or insurance status.
- We believe everyone deserves access to basic healthcare and dignity—values that unite us all
- Supporting Families First reinforces our commitment to the health of the whole community, not just the patients we serve directly.

GATHER & Chester County Food Bank

Fighting hunger, building community resilience

- Our teams in both New Hampshire and Pennsylvania regularly volunteer at local food banks, including GATHER and the Chester County Food Bank.
- Supporting these organizations helps ensure that no one in our backyard has to choose between food and medicine, and aligns with our mission of improving lives.

Spark Academy of Advanced Technologies

Inspiring tomorrow's innovators and workforce leaders

- We proudly support Spark Academy because we believe in investing in the next generation of skilled workers, engineers, and tech innovators.
- Spark provides hands-on STEM education to students who are often overlooked, giving them tools to succeed in tomorrow's economy.
- This work is not only about education—it's about economic opportunity, workforce readiness, and creating real pathways to meaningful careers.

Novocure employees taking part in volunteer events

advocacy

We learn from patients, families, caregivers and their loved ones to understand and help build community for people diagnosed with aggressive cancers. Inspired by the resilience and dedication of our patients worldwide, we support advocacy organizations aligned with our patient-forward mission, vision and values. These organizations help patients and their loved ones navigate a diagnosis and its aftermath through education, community building and other supportive services.

Each year, we sponsor and participate in numerous events to support cancer communities, collaborating with patient groups and professional organizations globally, nationally, and regionally. Our partnerships are purposeful and action-driven, aimed at promoting health equity and inclusivity.

Strategic Council members and other Optune Gio users at American Brain Tumor Association National Conference

Head for the Cure 5K, Orlando, **Gage Gwyn,** Territory Manager, and **Dea Knapp,** Territory Manager

2024 ADVOCACY HIGHLIGHTS

Glioblastoma Patient-Caregiver Strategic Council

- Last year, we brought together a group of glioblastoma patients and caregivers at the American Brain Tumor Association National Conference to help amplify the voice of patients with glioblastoma and better understand the daily needs of patients.
- Reflections from the Council helped us better understand how we can support our patients and provide better resources for patients and caregivers affected by glioblastoma.

Head for the Cure

- We supported Head for the Cure's 5K walks, held in 20+ cities across the U.S.
- In 2023, with support from Novocure, Head for the Cure launched the Rare Enough podcast, featuring former Optune Gio user and glioblastoma survivor, D.J. Stewart.

Non-small cell lung cancer and pancreatic cancer initiatives

- Last year, we focused on deepening our connection to the lung and pancreatic cancer communities, to better understand the needs of patients and support ongoing research.
- We took part in a number of lung cancer initiatives, including the American Cancer Society's National Lung Cancer Roundtable and LUNGevity's Transforming Clinical Trials Roundtable. We also supported and participated in nine regional 5K walks supporting four different organizations focused on the lung cancer community.
- We also supported three Pancreatic Cancer Action Network (PanCAN) PurpleStride events, bringing the pancreatic cancer community together. In addition to our corporate support, Novocure also matched employee donations in honor of long-time employee, Lenore O'Hanlon.

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, charitable contributions, sponsorships 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.

Each year, we partner with the American Association for Cancer Research 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 have helped deepen the understanding of our therapy and identify potential future use cases. Recipients of the AACR-Novocure Tumor Treating Fields Research Grants will receive a total of $250,000 over two years.

Mike, living with glioblastoma in Florida

2024 AACR-NOVOCURE GRANTEES

Ola O Rominiyi,
BSc, MB ChB (Medicine with honours), MRCS, Ph.D., University of Sheffield

TACTICS: Translating TTFields with Targeted DNA repair inhibitors towards clinical synergy

Anita Hjelmeland,
Ph.D., University of Alabama at Birmingham

Optimizing Tumor Treating Field Therapy in Glioblastoma

Miriam Ratliff,
Dr. Med. Dipl., Biol., Heidelberg University

Effect of TTFields on glioma networks using integrated multi-omics and advanced imaging techniques

sustainable workplaces

We believe in doing our part to minimize the environmental impact of our operations whenever possible. 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.

One of the unique aspects of our business model is our direct contact with patients through our Device Support Specialists (DSSs). These specialists travel to meet our new patients and their caregivers in their homes to begin therapy, train the patient and caregiver on use of the device, and troubleshoot any issues. We value this in-person interaction but are cognizant of the impact this travel may have on the environment. To mitigate the impact of the DSS's regional travel, we have undertaken a fleet transition to hybrid vehicles in recent years. We also now offer virtual patient starts and visits when appropriate.

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 from our United States Operations Center in Portsmouth, New Hampshire, including scrapped equipment, unused arrays and florescent bulbs, is recycled through a local partner that is ISO 14001 and ISO 9001 certified. At our Global Operations Center in Baar, Switzerland, we recycle all relevant materials in accordance with our established safety, health and environmental standard operating procedure.

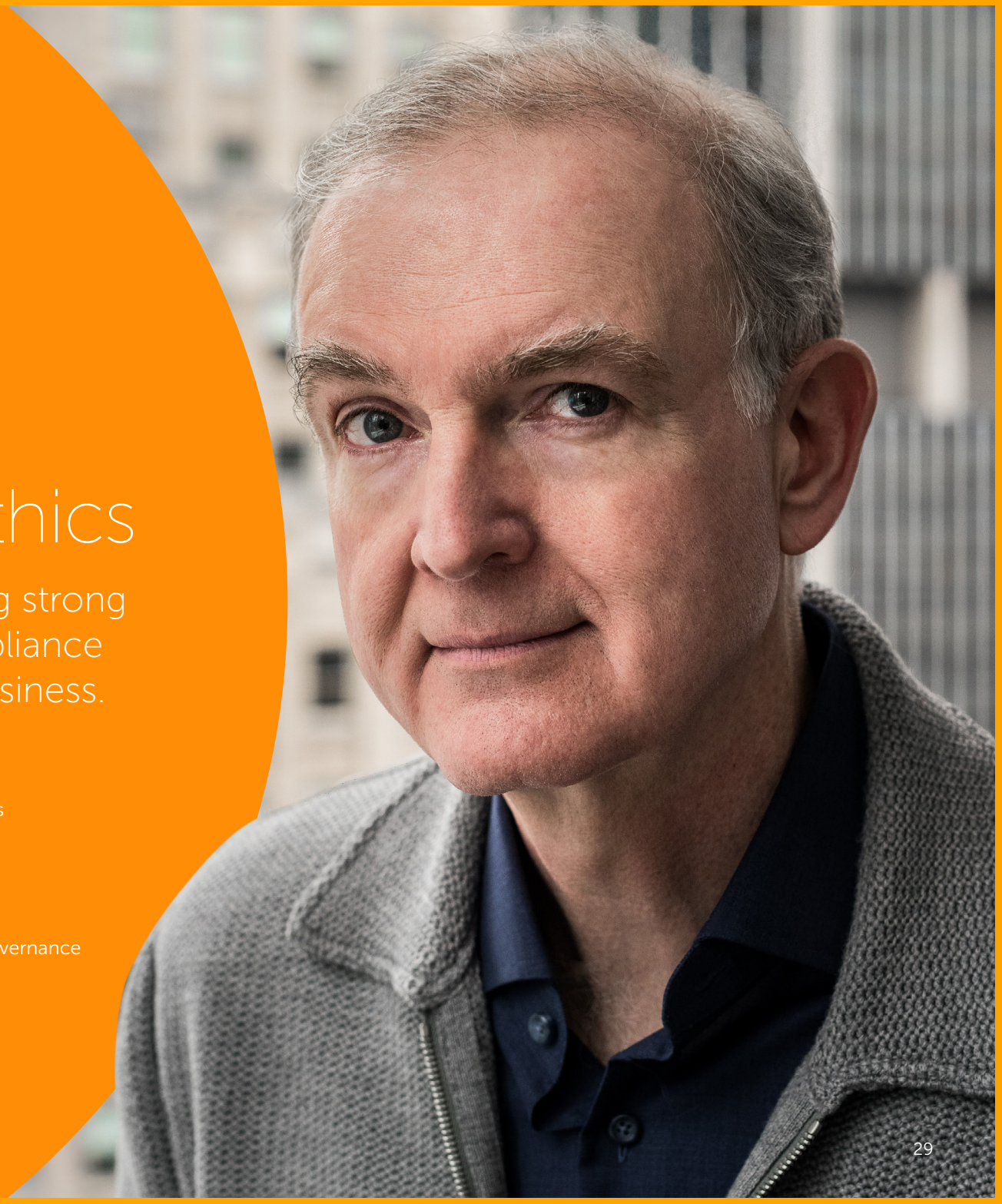
Christopher and **Andrea,** living with Glioblastoma in Maryland

William Doyle, Executive Chairman

corporate governance & ethics

We are committed to maintaining strong corporate governance and compliance principles in all aspects of our business.

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



We are committed to acting in accordance with the highest levels of corporate governance, oversight, and ethics.

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.

Frank Leonard, Executive Vice President and President, Novocure Oncology

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.

Nominating and Corporate Governance Committee

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.

Audit Committee

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 ESG
- 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

59
AVERAGE AGE OF DIRECTORS

8.8
AVERAGE TENURE OF DIRECTORS (YEARS)

36%
OF OUR BOARD MEMBERS IDENTIFY AS WOMEN

73%
OF DIRECTORS HAVE INTERNATIONAL EXPERIENCE

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

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

Barak Ben-Arye, General Counsel

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	Ashley Cordova*	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		✓						

*Ashley Cordova (CEO) has been nominated for election to Director at the Company's Annual General Meeting of shareholders to be held on June 4, 2025. Statistics assume her 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 activities. 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 achieving our mission and 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.

Andreas Thiry, Senior Director, Global Facilities

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 and/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.

Marina Kozina, Senior Manager, Clinical Quality & Compliance

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 Executive Vice President and President of Novocure Oncology has managerial oversight to the adherence of responsible marketing practices in conjunction with the compliance team, which is overseen by the General Counsel. In 2023, 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 2023, 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 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 maintaining these leading standards are necessary to maintaining an ethical and efficient clinical program.

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

Our sponsored clinical trials also have multiple mechanisms in place to monitor ongoing trials. This includes medical monitoring conducted through the clinical development organization, clinical monitoring performed by our contract research organizations (overseen by Novocure's clinical operations), and safety monitoring through data safety monitoring committees (for phase 3 trials) and Novocure's global medical safety organization. We believe these layers of oversight are essential in our efforts to maintain a compliant and safe clinical program.

Employees in functions exposed to our clinical trial program operations are required to complete training biannual modules to review *Good Clinical Practices* and any other pertinent information to ensure Novocure maintains the highest ethical, scientific and clinical standards while conducting trials. In addition, all team members 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.

Grant, living with glioblastoma in the United Kingdom

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 scientifically and technically appropriate and essential. These guidelines 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*.

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 and/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.

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 are among the few medical device companies to obtain both ISO 13485 and ISO 27001 Certifications, demonstrating our commitment to data security and privacy. In addition to our commitment to secure 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 notifications 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.

Uri Weinberg, M.D., Ph.D., Chief Innovation Officer


Javier Beltran, Device Support Specialist

MATERIAL PRIVACY OR SECURITY BREACHES

2024	2023	2022	2021
0	0	0	0

data security (cont.)

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. These analyses take into account the type and amount of data being accessed and the supplier's ability to employ and maintain cybersecurity health and are verified through third-party assessments and certifications.

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 2023, we did not have any material privacy or security breaches.

We are externally audited and tested by top information security firms, including through 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. This includes 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 hotline can be accessed via a toll-free telephone number and 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 confidentially to every extent possible, consistent with reasonable investigation and appropriate action.

corrective action

We are committed to enforcing the standards laid out in our Code of Coduct 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.

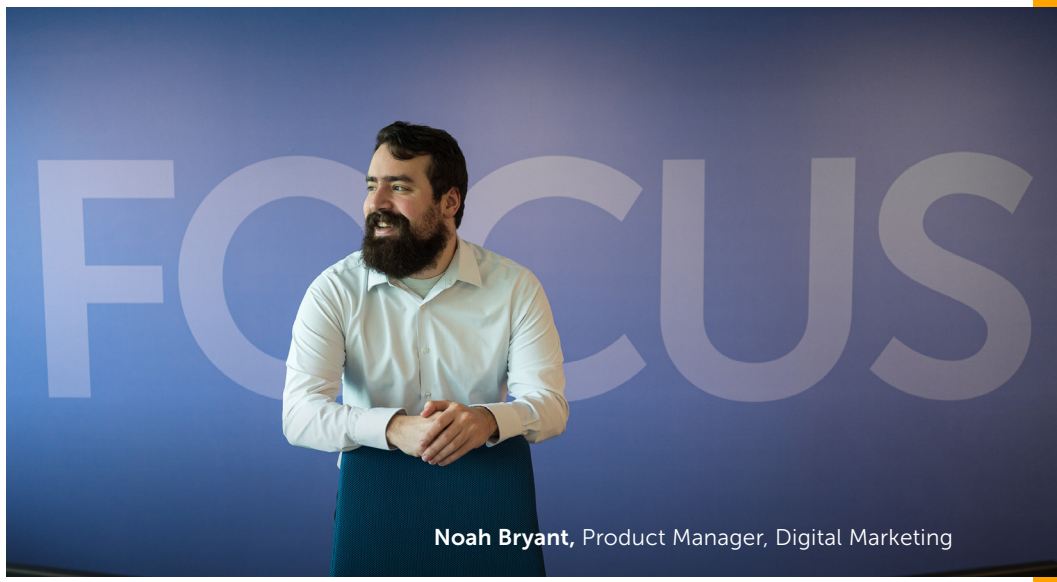
global supplier governance

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. 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 all of our 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.

Further, 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.



Noah Bryant, Product Manager, Digital Marketing

Marino, living with glioblastoma in Canada

quality & safety

We are committed to developing, designing and providing safe, high-quality products to our patients, that meet or exceed expectations.

- Healthcare Laws and Regulatory Requirements
- Product Safety
- Product Quality
- Corrective Action Processes

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 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.

Ingeborg, living with glioblastoma in Germany

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. These rules and regulations 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.

Additionally, 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.

"Contributing to making our therapy accessible to patients who are dealing with cancers that are very difficult to treat, that makes me proud."

—Jana Meyer zu Drewer,
Key Account Manager

product safety

We are dedicated to providing timely and honest product information to patients, consumers, healthcare professionals and regulators worldwide to ensure 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 expanded 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 monthly, quarterly, and annual safety reports to senior management. Additional analyses are also done 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.

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.

Lynn, living with glioblastoma in Pennsylvania

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 treating patients diagnosed with 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.

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 goal of treating patients diagnosed with some of the most aggressive forms of cancer. 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. In 2023, we expanded the scope of ISO 27001 to include software development processes and our preclinical lab was re-certified in compliance with Good Laboratory Practices.

Wade, living with glioblastoma in Arizona

OUR QUALITY MANAGEMENT SYSTEM

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

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 action processes

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.

Christopher and **Andrea,** living with Glioblastoma in Maryland

Osmond, living with glioblastoma in San Diego

appendix

Additional resources to learn more about Novocure and our policies and procedures are available through the Novocure family of websites.

NOVOCURE RESOURCES →

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 consutomers 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 patient's 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 and Optune Lua. 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	Both of our commercially available medical devices, Optune Gio and Optune Lua, 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	None as of December 31, 2024.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	None as of December 31, 2024.

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 Conduct, 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 FDA 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 LMS—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 programmes for manufacturing and product quality	HC-MS-430a.1	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 bath numbering processes.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Novocure has multiple operating procedures in place and employs robust risk management controls around the use of critical materials. These risk management programs include, but are not limited to, the design and development risk management, design change risk management, post-production risk amangement, and post-marketing surveillance and clinical follow-up risk management.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Novocure has procedures in place to evaluate the level of risk associated with each material incorporated into our product design. The outcome of this process informs the Design Verification and Validation, as well as ongoing monitoring requirements.

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, patients and other customers are ethical and beyond reproach. Employees must never attempt to influence a healthcare professional, patient or customer through improper inducement. When interacting with healthcare professionals and/or patients, adherence to ethical standards and compliance with applicable laws is critical to preserve Novocure's reputation and to continue collaborating with healthcare professionals to serve the interests of patients. All interactions with health care professionals 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 healthcare professionals. All communications with healthcare professionals are truthful, accurate, substantiated, scientifically rigorous and consistent with local law. Any promotional materials and messages distributed to healthcare professionals 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 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. All employees who interact with healthcare professionals 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 resources

Corporate Website
www.novocure.com
To learn more about who we are

Our History
www.novocure.com/about-us/our-story/our-history
To learn more about our history

Our Patients
www.novocure.com/patient-forward/patient-experience
To learn more about patients using TTFields therapy

our company

Corporate Governance
www.novocure.com/corporate-governance/
To learn more about our governance policies and procedures

Investor Relations
www.novocure.com/investor-relations/
To learn more about our financial performance

our therapy and medical devices

Tumor Treating Fields
www.tumortreatingfieldstherapy.com
To learn more about our novel therapy

Optune Gio (GBM)
www.optunegio.com
To learn more about our approved device for GBM

Optune Lua (MPM, NSCLC)
www.optunelua.com
To learn more about our approved device for NSCLC, MPM

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