

Affimed N.V.

SUSTAINABILITY REPORT • 2022





MESSAGE FROM THE CEO

Dear Stakeholders,

It is my pleasure to share with you Affimed's inaugural sustainability report. It reflects our unwavering commitment to sustainability and the interests of our various stakeholders, including our patients, the environment, and our communities.

As a clinical-stage biopharmaceutical company, our focus is on supporting people by developing innovative cancer therapies. We believe it is our responsibility to not only fight cancer, but to do so in an environmentally and socially responsible way. This is why we aim to integrate sustainability into our core business strategy, and we are proud to say that we have made significant progress towards improving our ESG performance.

Our sustainability report features a range of activities made in the past year. They include:

- Promoting sustainable scientific and community engagement by collaborating with and supporting a range of organizations.
- Working to ensure ethical and sustainable business practices by improving our Compliance Management System and setting up an Integrity Line.
- Creating a new Procurement Function to improve our sourcing decisions and our supply chain management.

We are committed to continuously improving our sustainability performance and sharing our progress with our stakeholders. In addition to highlighting our 2022 efforts, the report outlines our goals and targets for the coming years. We look forward to sharing our progress with you.

Thank you for your continued support as we strive to fight cancer in a powerful new way.

Sincerely,


ADI HOESS CEO, Affimed




HIGHLIGHTS 2022

Donations made:
€60,000



Significant **improvement** in ISS's Corporate Solutions in their E&S Disclosure QualityScore



NEW web-based learning management system
TRAINING for all employees

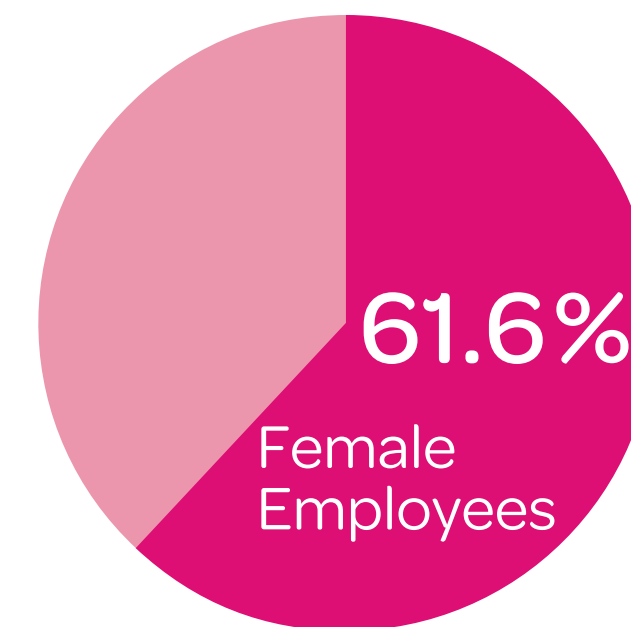
Promoted awareness of our data and technology through presence at notable scientific and industry forums and publications including:

- 4** Published Manuscripts
- 14** Accepted Abstracts at scientific conferences
- 5** Invited Presentations at industry conferences

Promoted corporate values with focus on innovation through company-wide
CULTURE DAY



artiva
Established **collaboration** to advance development of innovative **combination therapy** for lymphomas



Instituted an
ESG
(Environmental, Social & Governance)
Program

83 Patients enrolled across
6 Countries
in **4 Affimed** sponsored clinical trials

• **NEW** •
Procurement Function for improved sourcing

EXPANSION of
COMPLIANCE Program



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Introduction

This is the first Sustainability Report (the “Report”) of Affimed N.V., Netherlands, (hereinafter “we,” “us,” “our,” “Affimed” or the “Company”; Nasdaq: AFMD). The Report describes the status and approach of our sustainability efforts and progress in accordance with Affimed’s financial reporting period from January 1, 2022 to December 31, 2022, unless otherwise stated. It focuses on those sustainability areas that we deem of particular importance for Affimed’s business. Unless noted differently, the Report is limited to Affimed and its principal operational entity Affimed GmbH and, in the Report’s [Environment section](#), its Heidelberg headquarters, and does not extend to Affimed’s other operations.

We chose to publish this Report with reference to the 2021 reporting standards of the Global Reporting Initiative (GRI) and refer to the GRI Statement and Content Table in the [GRI section](#). The Report discusses our sustainability activities in the areas of environment, social, and governance (ESG).

The Report has been approved by Affimed’s Supervisory Board on April 29, 2023 and has been published on May 8, 2023. Any questions regarding the Report can be directed to: ESG@affimed.com



WE ARE ON A MISSION

- Affimed in a Nutshell
- Our Mission and Vision
- Our Culture and Values
- Our Scientific Approach
- Our Management, Supervisory, and Scientific Advisory Boards
- Our Pipeline and Clinical Trials
- Our Partners
- Financial Overview



Affimed in a Nutshell

Affimed is a Dutch clinical-stage immuno-oncology company with its operational headquarters in Heidelberg, Germany, and research and development activities in, amongst others, Germany, the United Kingdom, other European countries, the United States of America, South Korea, and Australia. The Company was founded in 2000, is the 100 % shareholder of Affimed GmbH and its two wholly owned subsidiaries, namely Affimed Inc., Delaware (with offices in New York, NY, and Philadelphia, PA), and AbCheck s.r.o., Plzeň, Czech Republic. Affimed's common shares began trading on the Nasdaq on September 17, 2014. As of December 2022, Affimed's largest institutional shareholders included Gilde Healthcare Partners B.V. (5.44%), BlackRock Institutional Trust Company, N.A (5.48%), Ridgeback Capital Investment, L.P. (8.63%), 683 Capital Management LLC (6.10%), and Baker Bros. Advisors LP (4.42%).

Affimed is driven by an experienced team of biotechnology and pharmaceutical leaders. We are aiming to create an entirely new dimension in cancer treatment and are driven by a steadfast goal to keep cancer from ever derailing patients'

lives. We believe that activating the innate immune system holds the key to providing more patients with the opportunity for improved outcomes and long-term remission.

In the reporting period, Affimed achieved revenue from research collaborations in the amount of EUR 41.2 million and had 190 employees, consisting of 28 part-time employees, 6 employees on maternity or parental leave and a rate of 5% voluntary employee turnover. This compares to revenue of EUR 39.3 million and 148 employees in 2021. 61.6% of the 2022 employees were female and 38.4% were male.

We believe that activating the innate immune system holds the key to providing more patients with the opportunity for improved outcomes and long-term remission.

Our Mission and Vision

Our vision is:

To keep cancer from ever derailing patients' lives.

We are devoted to pursuing the potential of the innate immune system, giving patients back the chance to fight cancer in a powerful way. We aim to create an entirely new dimension in cancer treatment, a one-of-a-kind approach for revolutionary outcomes.

Our mission reflects our willingness to achieve this goal:

We are a team of innate immunity experts unrelenting in our efforts to change the meaning of cancer.

Our proprietary technology activates the power of the human innate immune system to eradicate tumors. We believe that this approach has the potential to help patients who so far have been left behind by traditional therapies. We aim to revolutionize cancer treatment and make a real difference in the lives of patients suffering from multiple types of cancer.

Our initial clinical results from our lead asset AFM13 are promising. They have shown a promising objective response rate (ORR) in patients who have undergone numerous earlier

lines of therapy that were unsuccessful.

We are dedicated to continuing our efforts to create an entirely new dimension in cancer treatment.



“I’m just as optimistic today as the day I began at Affimed. We have all the necessary building blocks, and we are starting to see how powerful NK cells will be in the fight against cancer. It is exciting to be part of the creation of something—and to help scale it, grow it, and bring it to the next level.”

—ANDREAS HARSTRICK, CMO

Our Culture and Values

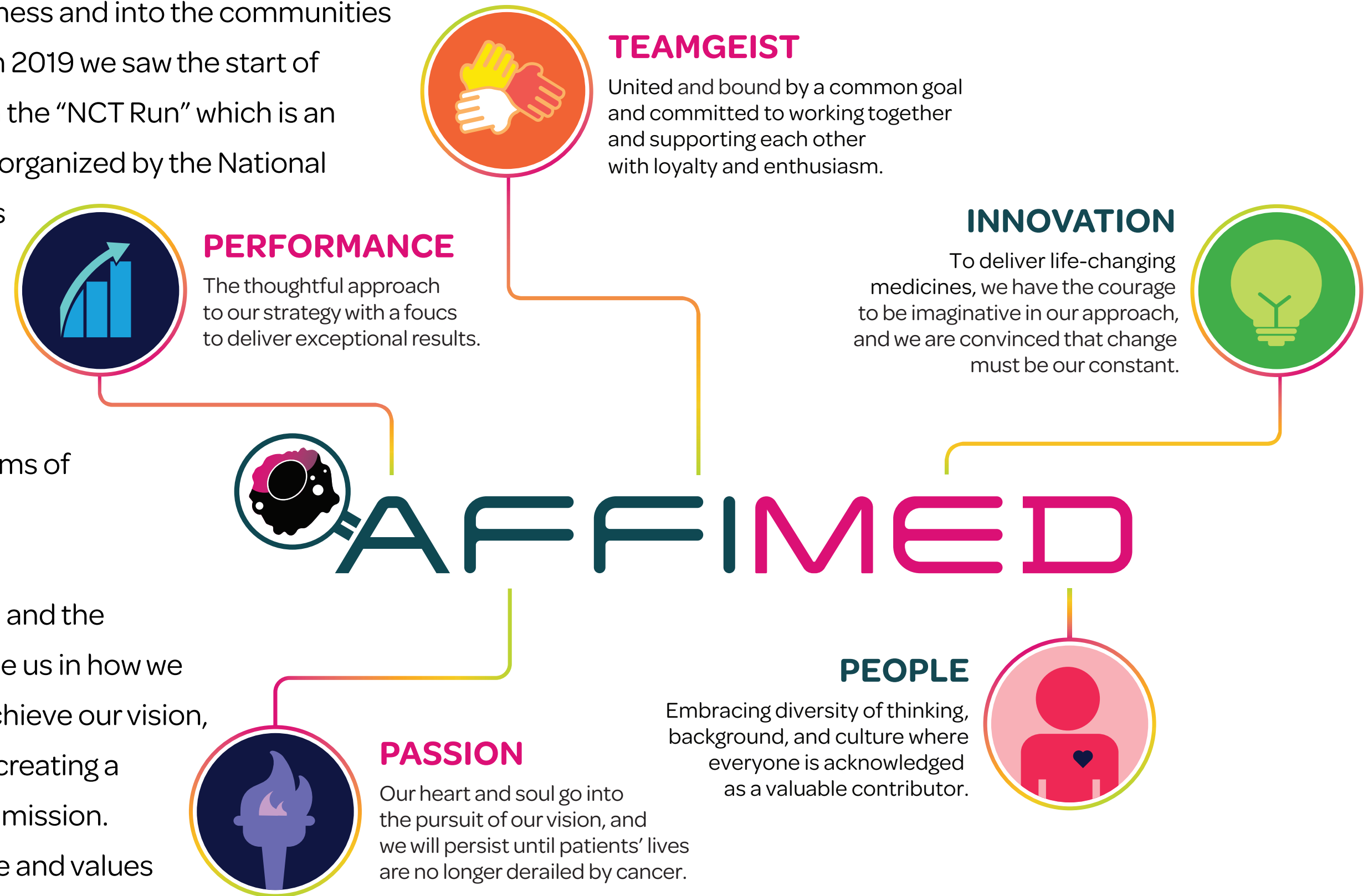
At Affimed, we believe that our culture and values are at the core of who we are as a company and play a critical role in our ability to achieve our mission of developing life-changing cancer immunotherapies.

In 2019, we launched our company culture and identified those values that are most important to us in a one-day event that included speeches, discussions, and activities. We are committed to foster the behaviors that align with our five core values: TEAMGEIST, PEOPLE, PERFORMANCE, PASSION, and INNOVATION.

Since the culture launch event in 2019, we have taken several steps to foster the implementation of Affimed’s values. These include both internal and external initiatives. To ensure appropriate focus on culture-related topics, a Culture Manager was recruited into the Human Resources department in 2020. In the same year a Teamgeist Award was created to recognize colleagues and teams who provide exceptional examples of our culture in action. For 2023, an employee survey is planned, and we intend to take appropriate actions based on the evaluation of the survey results.

We recognize that our commitment to culture goes beyond the normal course of business and into the communities in which we live. As such, in 2019 we saw the start of our annual participation in the “NCT Run” which is an annual fund-raising event organized by the National Center for Tumor Diseases (NCT) in Heidelberg to support cancer research. Affimed’s participation in the NCT Run includes individual runners and teams of colleagues.

We understand our values and the associated behaviors guide us in how we pursue our mission and achieve our vision, and we are committed to creating a culture that supports that mission. We believe that our culture and values play a critical role in our ability to attract and retain top talent, especially in the current dynamic work environment shaped by the COVID-19 pandemic.



Our Scientific Approach

We are focused on using the body's own immune system to fight cancer by developing therapies using our proprietary ROCK[®] (Redirected Optimized Cell Killing) platform. The ROCK[®] platform generates potent ICE[®] (innate cell engagers) that enable a tumor-targeted approach that can be tailored across hematological and solid tumors. The ICE[®] molecules form a connection with the CD16A (cluster of differentiation) receptor on innate immune cells, such as natural killer (NK) cells and macrophages, as well as a specific marker on cancer cells. Upon establishing this bond, the immune cells are activated and release factors that directly eliminate bound tumor cells.

Using the ROCK[®] platform, we can create customized ICE[®] molecules that help recognize and destroy a wide range of hematologic and solid tumors. This has allowed us to build a broad pipeline of programs for both single agent and combination therapies, some wholly owned and some partnered. Our innovative approach has also made us the first company to have a clinical-stage ICE[®].

The innate immune system can contribute to tumor suppression through direct recognition and killing, by triggering a strong adaptive immune response, or through both mechanisms. However, in patients with certain malignancies, the innate immune system may be deficient. For patients whose innate immune systems need to be reactivated, combining NK cells with ICE[®] molecules provides a powerful and well-tolerated approach to generating targeted immune therapy, combining ICE[®] molecules with NK cell-based therapy. In a recent study, Affimed's most clinically advanced ICE[®], AFM13, combined with adaptive NK therapy achieved 94% ORR (Objective Response Rate) and 71% CRR (Complete Response Rate) in heavily

pretreated, relapsed or refractory patients with CD30+ lymphomas. This represents a transformative option for patients who had few, if any, options before.

Further information on Affimed's scientific approach can be found on our webpage ([Affimed's science and technology](#)).



CLINICALLY PROVEN EFFICACY IN ADCC*

TOLERABLE SAFETY PROFILE*

HIGH AFFINITY BINDING OF CD16A

NEW EPITOPE ON CD16A

**Based on AFM13 clinical studies.*

Our Management, Supervisory, and Scientific Advisory Boards

Our Management Board, Supervisory Board, and Scientific Advisory Board represent a diverse group of experts with a wide range of experience and expertise. Together, they provide a strong foundation for our Company's growth and success.

The Management Board is made up of experienced and passionate leaders who are united in their mission to improve cancer treatment for patients worldwide under the leadership of CEO Adi Hoess, M.D., Ph.D. More information on the members of the Management Board can be found on our webpage ([Affimed's Management Board](#)).

The Supervisory Board, responsible for overseeing the management of the Company and ensuring that the Company's policies are in line with its mission and goals, is composed of established thought leaders and experts from the pharmaceutical and biotechnology industries and led by chairman Dr. Thomas Hecht. More information on the members of the Supervisory Board can be found on our webpage ([Affimed's Supervisory Board](#)).

In addition, our Scientific Advisory Board includes highly distinguished leaders with scientific and clinical expertise in innate immunity and oncology who are committed to bringing new advancements to the treatment of cancer. They provide valuable insights and guidance to the management team to ensure that our research and development activities are aligned with the latest scientific advancements and in line with our mission. More information on the members of the Scientific Advisory Board can be found on our webpage ([Affimed's Scientific Advisory Board](#)).



ADI HOESS, M.D., PH.D.
Chief Executive Officer



WOLFGANG FISCHER, PH.D.
Chief Operating Officer



DENISE MUELLER
Chief Business Officer



ANDREAS HARSTRICK, M.D.
Chief Medical Officer



ARNDT SCHOTTELIUS, M.D., PH.D.
Chief Scientific Officer



ANGUS SMITH
Chief Financial Officer

Our Pipeline and Clinical Trials

Affimed is developing a broad pipeline of wholly owned and partnered ICE[®] molecules as monotherapies and in combination with NK cells or I-O therapy (Immuno-Oncology Therapy), to deliver unparalleled outcomes. A number of clinical and preclinical programs in development featuring our tetravalent bispecific ICE[®] molecules based on the ROCK[®] platform have already shown favorable safety profiles and promising signs of therapeutic efficacy. Our wholly owned clinical stage assets are:

- **AFM13:** a first-in-class ICE[®] molecule that is being developed to help patients with CD30+ lymphomas. It has shown promising results in clinical trials for patients as a monotherapy and in combination with other treatments.
- **AFM24:** an epidermal growth factor receptor (EGFR)-binding ICE[®] molecule that is being developed to target EGFR-expressing tumors and has the potential to be safe and efficacious in advanced diseases that are resistant to currently available treatments. It has shown safety and signs of activity in monotherapy and in combination with other treatments.

- **AFM28:** a novel bispecific CD16A/CD123 ICE[®] molecule, designed to deplete leukemic blasts and Leukemic Stem Cells (LSCs) through activation of Antibody-dependent cell-mediated cytotoxicity (ADCC), thereby inducing remission and eradicating the residual leukemic cells whose depletion is needed to achieve long-lasting remission. It is more recent ICE[®] to advance to the clinical stage with patient enrollment initiated in March 2023.

Expanding our pipeline are AFM32 partnered with Roivant (Affivant), a Genentech-partnered ICE[®] molecule, and several ICE[®] + NK cell combinations—all at the pre-IND stage.

Between January 1, 2022, and December 31, 2022, a total of 83 patients in 6 countries were enrolled in our ongoing clinical trials.

We are committed to advancing our pipeline and bringing new therapies to patients in need. We will continue to prioritize the safety of our patients and the integrity of our clinical trials. We are continuously monitoring the progress and safety of our clinical trials to ensure that we can provide updates on our progress and the potential impact of our therapies on patients, healthcare providers, and other stakeholders.

Please continue reading for further information on our two lead clinical assets, AFM13 and AFM24:

AFM13

Lighting the way with clinical results: we are creating success with monotherapies and combination therapies.

AFM13, a first-in-class ICE[®] molecule targeting patients with CD30-positive lymphomas. To date, clinical efforts for AFM13 have focused on patient populations with high unmet need, including relapsed or refractory (R/R) peripheral T-cell lymphoma (PTCL) and R/R Hodgkin lymphoma (HL) post-chemotherapy, post-checkpoint inhibitor (CPI), and post-brentuximab vedotin(BV).

AFM13 monotherapy has demonstrated antitumor responses in both CD30 high- and low-expressing relapsed or refractory PTCL cohorts. Topline data from our Phase 2 REDIRECT study were announced in December 2022. The results showed that AFM13 can effectively treat patients with peripheral T-cell lymphoma that has come back or doesn't respond to treatment, with a beneficial safety profile. The study found that AFM13 had solid anti-tumor effects, with a 32.4 % ORR which is similar to approved therapies.

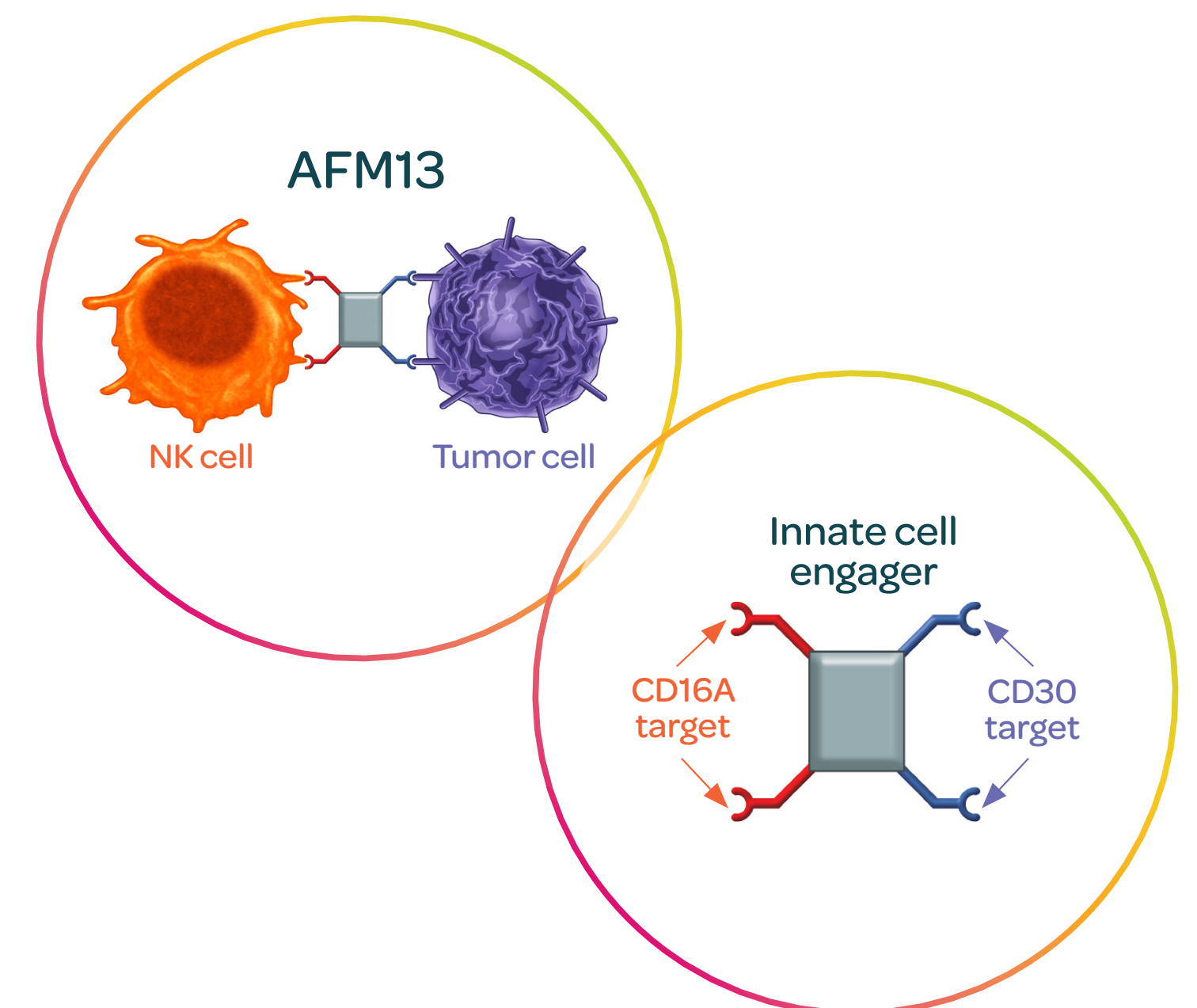
In Hodgkin lymphoma, AFM13 in combination with pembrolizumab demonstrated promising signs of efficacy, including an ORR of 88% at the highest treatment dose as well as a CR of 46% (per independent assessment).

Most recently, data from the Phase 1/2 study with The University of Texas MD Anderson Cancer Center presented in December 2022 provides that AFM13 in combination with allogeneic NK cells demonstrated very high ORR and CRR in patients with CD30-positive lymphomas. Out of 35 patients treated with the recommended phase 2 dose 94% showed a response. Strikingly, 71% of the patients experienced complete remission after not showing any response to the previous line of therapy.

The study results showed that AFM13 in combination with NK cells was generally well-tolerated. In particular, there was no discontinuation of therapy due to side effects that are typically associated with immuno-oncology drugs, such as cytokine-release syndrome or neurotoxicity.

Affimed recently partnered with Artiva Biotherapeutics to jointly develop, manufacture, and commercialize a combination therapy of AFM13 and Artiva's cord blood-derived, cryopreserved, off-the-shelf, allogeneic, NK cell-product candidate, AB-101. Together with Artiva, we are committed to bring the innovative combination therapy of

AFM13 with NK cells to patients in need as soon as possible. We are on track to file an IND in the first half of 2023 and plan to initiate a clinical study in the second half of 2023, dependent upon IND clearance.



AFM24

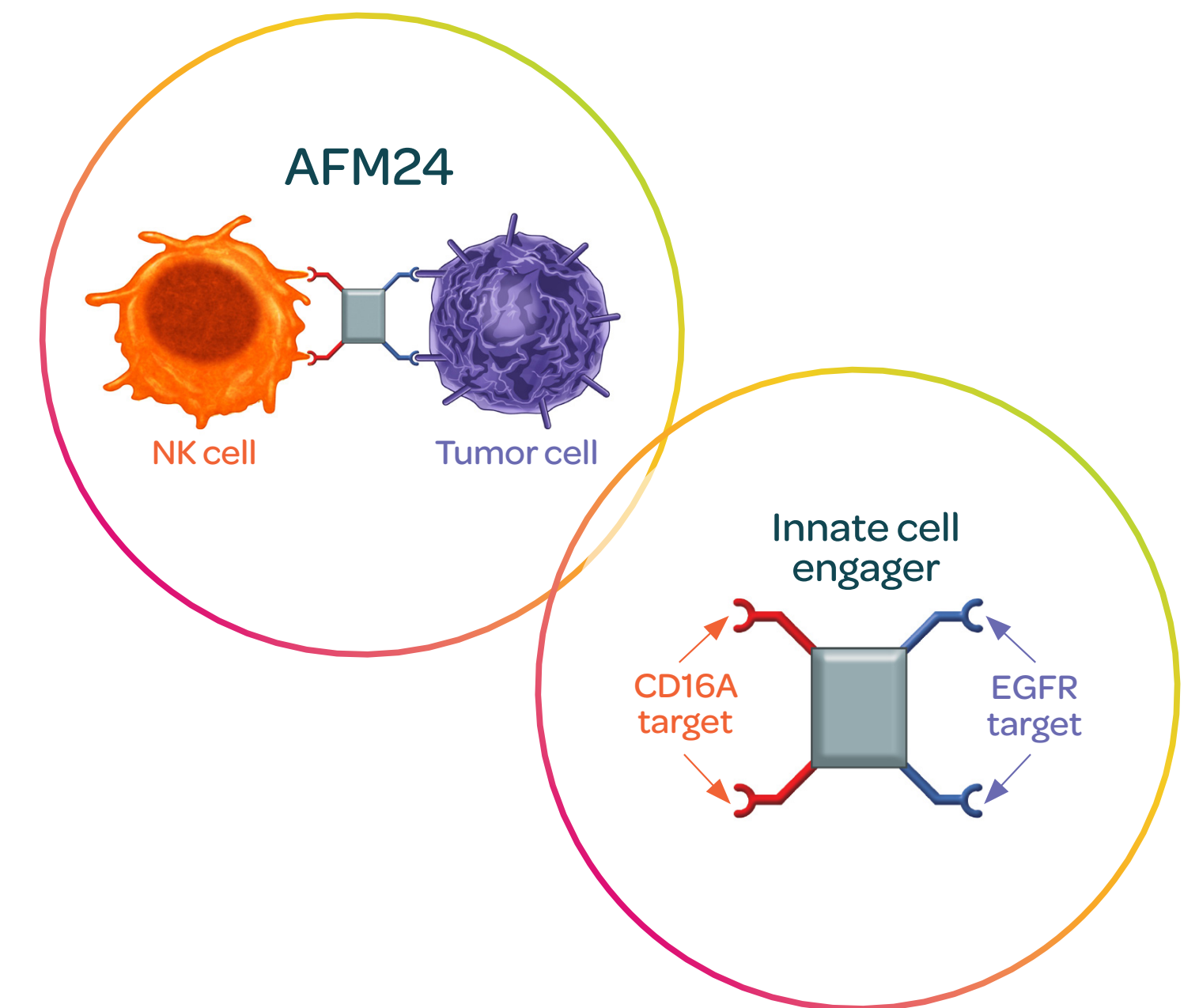
Potential to treat various solid tumor types with a more acceptable safety profile while remaining immune to the challenge of tumor cell resistance against current therapies.

AFM24, an EGFR-directed ICE[®] molecule, represents a distinctive mechanism compared to available immunology therapies. AFM24 engages innate immune cells by recruiting NK cells and macrophages to the site of the tumor for effective and efficient tumor-cell killing. The differentiated mode of action does not rely on the EGFR signaling pathway for tumor killing but instead uses EGFR as a docking site. Unlike existing therapies, AFM24 can potentially be used in all EGFR-expressing tumors, including tumors that have become resistant to signaling inhibition.

Preclinical data of AFM24 indicate promising efficacy across a wide variety of solid tumor types, including but not limited to lung, colon, pancreatic, and head & neck cancers. Clinical data are currently being generated, and if successful, AFM24 could address a significant patient population underserved by current therapies.

AFM24 is being evaluated in several ongoing clinical studies as a monotherapy and in combination with other I-O therapies across a range of solid tumor indications. AFM24-101 is the monotherapy trial that includes patients with renal cell carcinoma, non-small cell lung cancer (EGFR-mutant), and colorectal cancer. AFM24-102, the combination study of AFM24 with the PD-L1 checkpoint inhibitor atezolizumab includes patients with non-small cell lung cancer (EGFR-wildtype), gastric/gastroesophageal junction cancer, and a basket of EGFR-expressing tumors comprising pancreatic, hepatocellular, and biliary tract cancer. AFM24-103, the combination study of AFM24 with NKGen Biotech's autologous NK cell therapy, SNK01, includes patients with non-small cell lung cancer (EGFR-wildtype), squamous cell carcinoma of the head and neck, and colorectal cancer. Data from all of these studies is expected in 2023.

Further information on Affimed's pipeline can be found on our webpage ([Affimed's pipeline](#)).



Our Partners

Cooperation is an essential aspect of Affimed's business and an important part of our commitment to sustainability. We are convinced that by working together with leading academic research institutions, pharmaceutical and biotechnology companies, and other stakeholders, we can achieve greater progress towards our research, business, and sustainability goals. Our partners provide us with access to technologies, resources, and expertise and allow us to expand our reach and impact in the field of biotechnology and pharmaceuticals. They support our clinical programs, expand our pipeline, and drive the technological advancement of our platform. Our partners play an integral role in the success of our mission.

By the end of 2022, Affimed established collaborative partnerships with several academic research institutions. These include partnerships with KTH Royal Institute of Technology and Karolinska Institute (Önfelt Lab), The University of Texas MD Anderson Cancer Center, Medical Faculty Mannheim of Heidelberg University, Georg-Speyer Haus Frankfurt a.M., and University Hospital Erlangen. These

partnerships allow us to access cutting-edge research and expertise in our field and have enabled us to develop new and innovative treatments for patients.



We hold ourselves and our partners to the highest ethical standards.

In addition to our partnerships with academic research institutions, Affimed has partnered with global pharmaceutical and biotechnology companies to revolutionize cancer treatment across a broad range of tumor types. These partnerships keep our clinical programs moving forward, expand our internal pipeline, and allow for the technological advancement of our platform—all with the goals of realizing the full potential of innate immune cells in oncology and changing the lives of patients impacted by cancer. Notable partnerships include those with Artiva Biotherapeutics Inc., NKGen Biotech Inc., Roche Group, Roivant Sciences Ltd (Affivant), Advanced Clinical GmbH, Celonic AG, German Hodgkin Study Group (GHSG), Lonza Ltd., Lonza Sales AG, and PSI CRO AG. Most of those companies

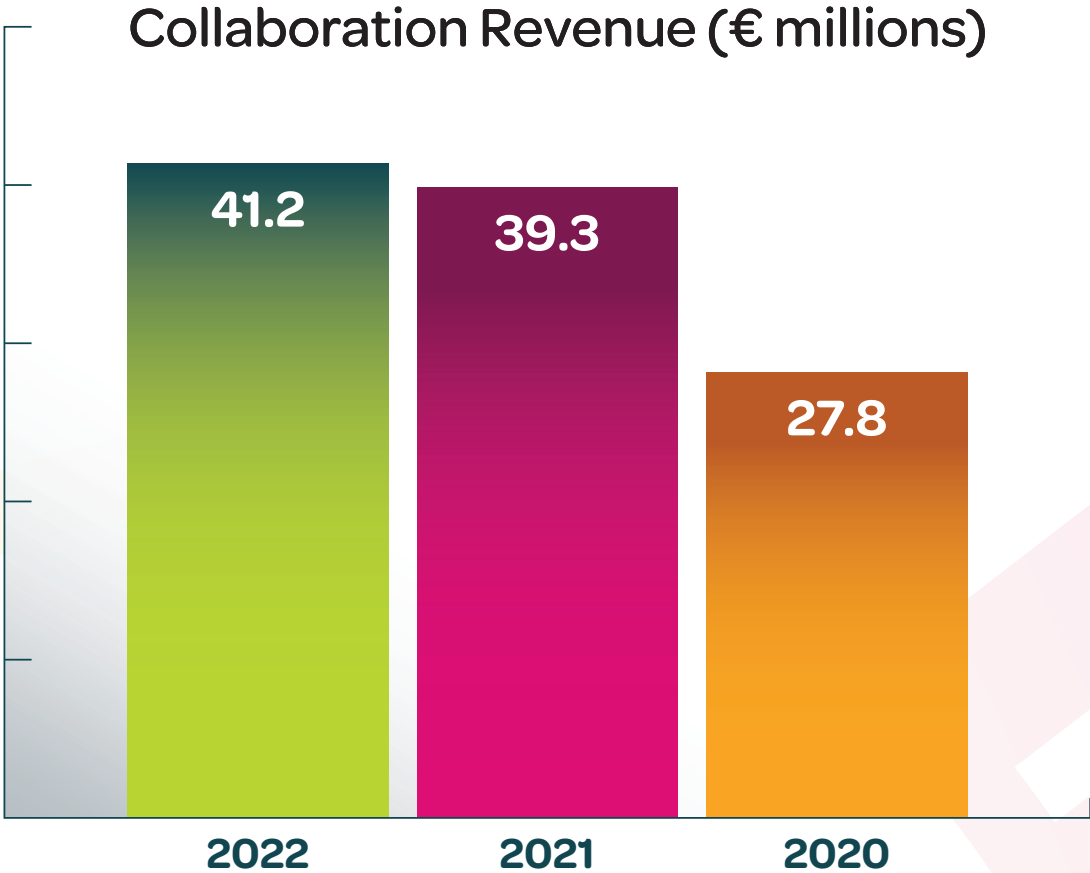
and institutions have comprehensive sustainability programs themselves and publish sustainability reports.

Integrity and compliance are the foundation of trustful partnerships and cooperation. Therefore, we aim to hold ourselves and our partners to the highest ethical standards. We carefully select our business partners by our Third Party Due Diligence (TPDD) process with the goal of ensuring that they comply with all laws and principles of ethics, and we aim to continue monitoring their compliance throughout our relationship with regular TPDD re-qualifications. To guide our partnerships, we have developed the [Code of Conduct for Business Partners](#), which outlines Affimed's ethical principles and the expectations we have of our partners, which will be discussed further in the [Supply Chain Management](#) section.

We recognize the importance of collaboration and cooperation in achieving our sustainability goals, and we will continue to seek out and establish new partnerships in the future. We will continue to work with our partners to share knowledge, resources, and expertise to drive innovation and improve our sustainability performance.

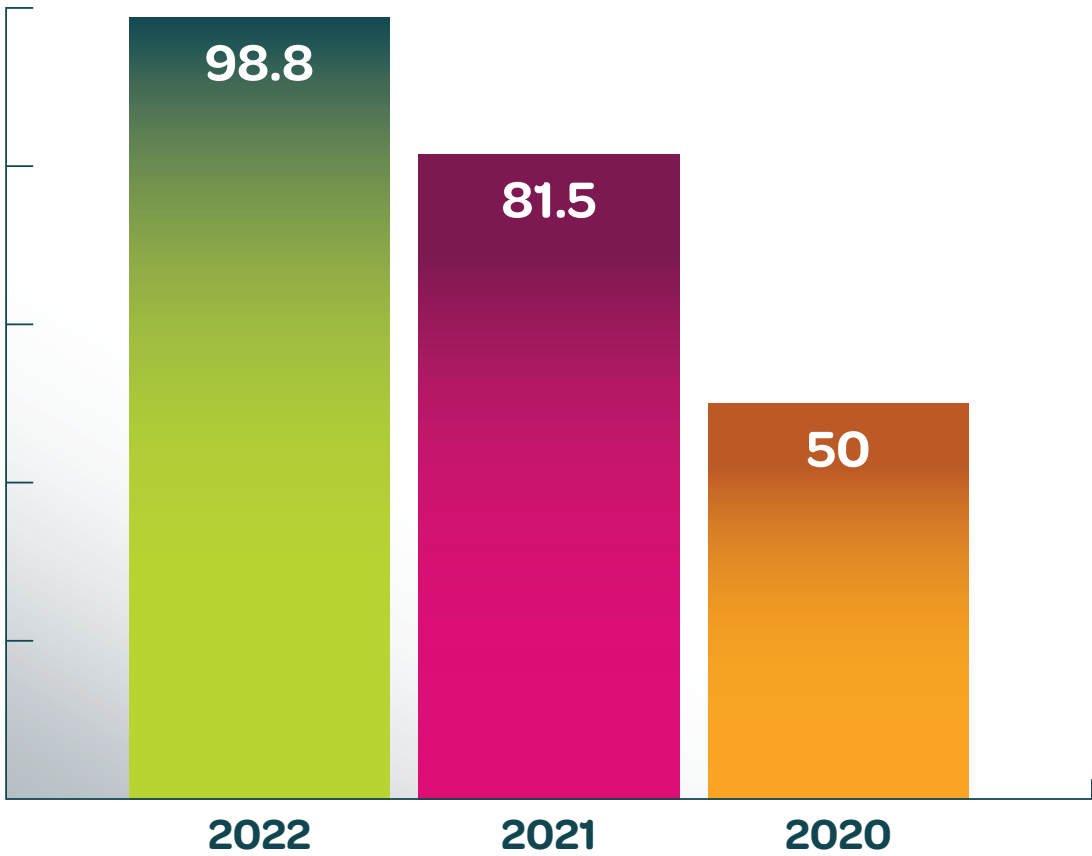
Financial Overview

The Company has generated €41.2 million in revenue from its research collaborations in 2022 and €39.3 million in 2021.

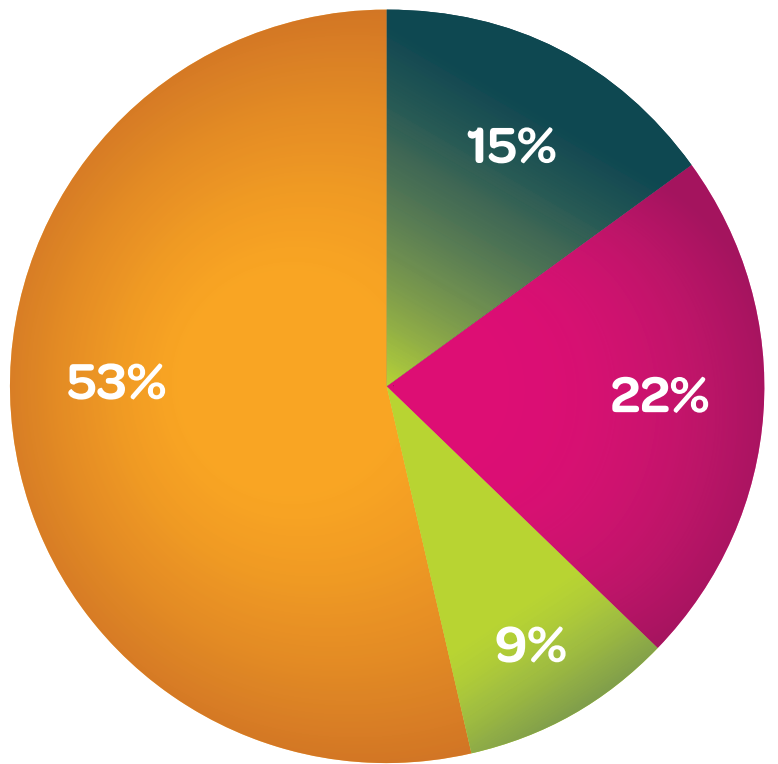
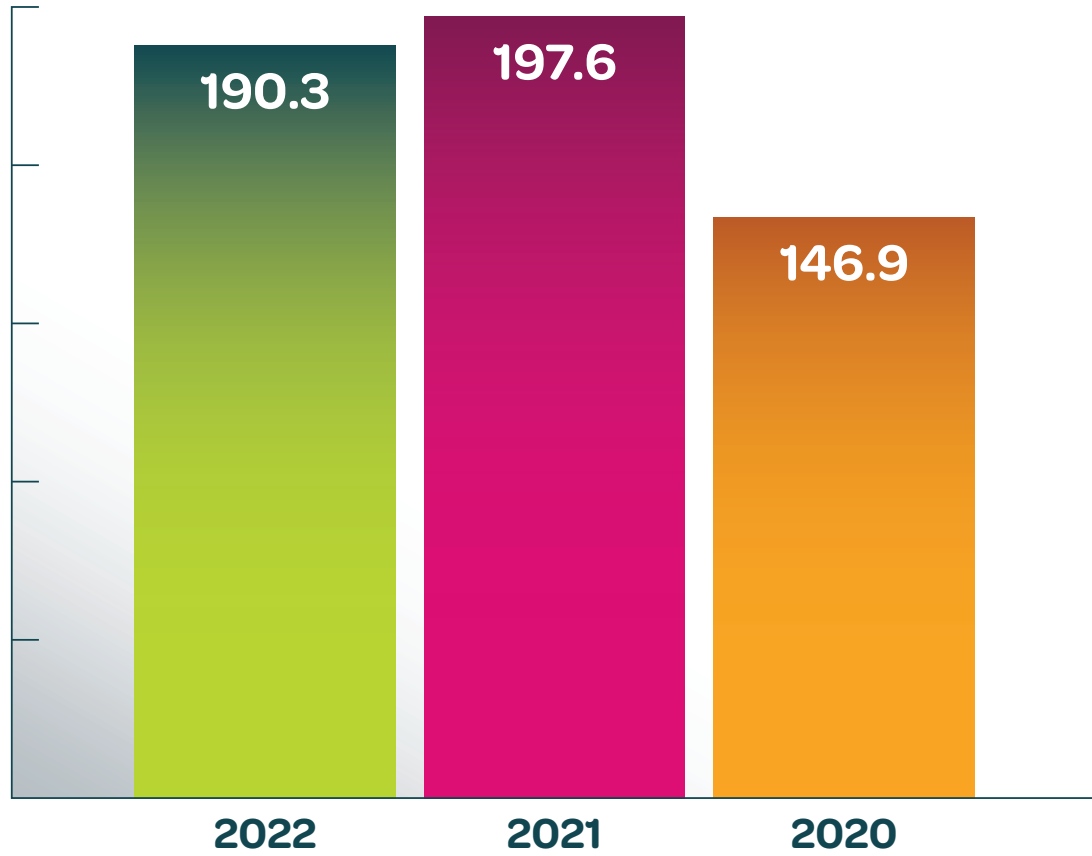


Affimed continues to invest heavily in R&D.

Affirmed R&D Spend (€ millions)



Cash Position (€ millions)



2022 R&D Spend by Product

- AFM 13
- AFM 24
- AFM 28
- Other projects and infrastructure costs

For further details on the Company’s 2022 financial results, please refer to Affimed’s 2022 Annual Report on Form 20-F filed with the SEC on March 23, 2023, which is available on the website of the SEC and on the [Affimed website](#).

AFFIMED'S CONTRIBUTION TO SUSTAINABILITY



Driving the Revolution in Cancer Treatment

Governance for Sustainability and Sustainability Management System

Overview Material Sustainability Topics

Our Sustainability Targets and Strategy

Driving the Revolution in Cancer Treatment

Cancer is a devastating illness that affects not just patients but also family, friends, and colleagues. We are committed to making a meaningful impact on the lives of cancer patients and their loved ones. We believe that we are at the forefront of the revolution in cancer treatment and are dedicated to advancing our pipeline of clinical stage programs, unlocking new possibilities for patients. Our ability to help patients fight cancer has the potential to have an outstanding impact on public health.

Affimed has partnered with global pharmaceutical and biotechnology companies to revolutionize cancer treatment across a broad range of tumor types. These partnerships keep our clinical programs moving forward, expand our internal pipeline, and allow for the technological advancement of our platform—all with the goal of realizing the full potential of innate immune cells in oncology.

Governance for Sustainability and Sustainability Management System

We recognize the importance of integrating ESG considerations into our business operations and the need for effective management and strong governance for our ESG activities. As such, we have launched an ESG program that is coordinated and executed by our Compliance Officer and Senior Legal Counsel. Since 2022, when they assumed responsibility for actively developing our ESG program, they have achieved promising initial results. Early ESG program development has included the compilation of an initial ESG inventory, an internal workshop with key stakeholders (including members of our Management Board), stakeholder interviews, development of ESG-related policies and initiatives based on Affimed's material sustainability topics, and work towards the publication of this Report. Our Legal Department prepares weekly ESG updates to discuss and align on our further approach, efforts, and initiatives. Across all departments, Affimed is working to embrace a shared understanding and responsibility to embed and achieve our ESG-related commitments through day-to-day operations and governance activities.

At the Supervisory Board level, Affimed's ESG performance

was part of the agenda of the June 2022 Supervisory Board Meeting. The Compensation, Nomination and Corporate Governance Committee of the Supervisory Board is responsible for monitoring the development and implementation of the Company's ESG strategy, including goals with respect to ESG and sustainability matters. The Committee is also responsible for, inter alia, Drug Safety, Good Operating Practice (GxP), the Compliance



There is a shared responsibility to achieve our ESG-related commitments.

Management System, Data Protection, the Information Security Management System, and for the remuneration of the Management and Supervisory Board. The Committee's charter can be found on our webpage ([Affimed's Charter of the Compensation, Nomination and Corporate Governance Committee](#)). Going forward, we intend to regularly address ESG in future meetings of the Management Board and the Compensation, Nomination and Corporate Governance Committee of the Supervisory Board.

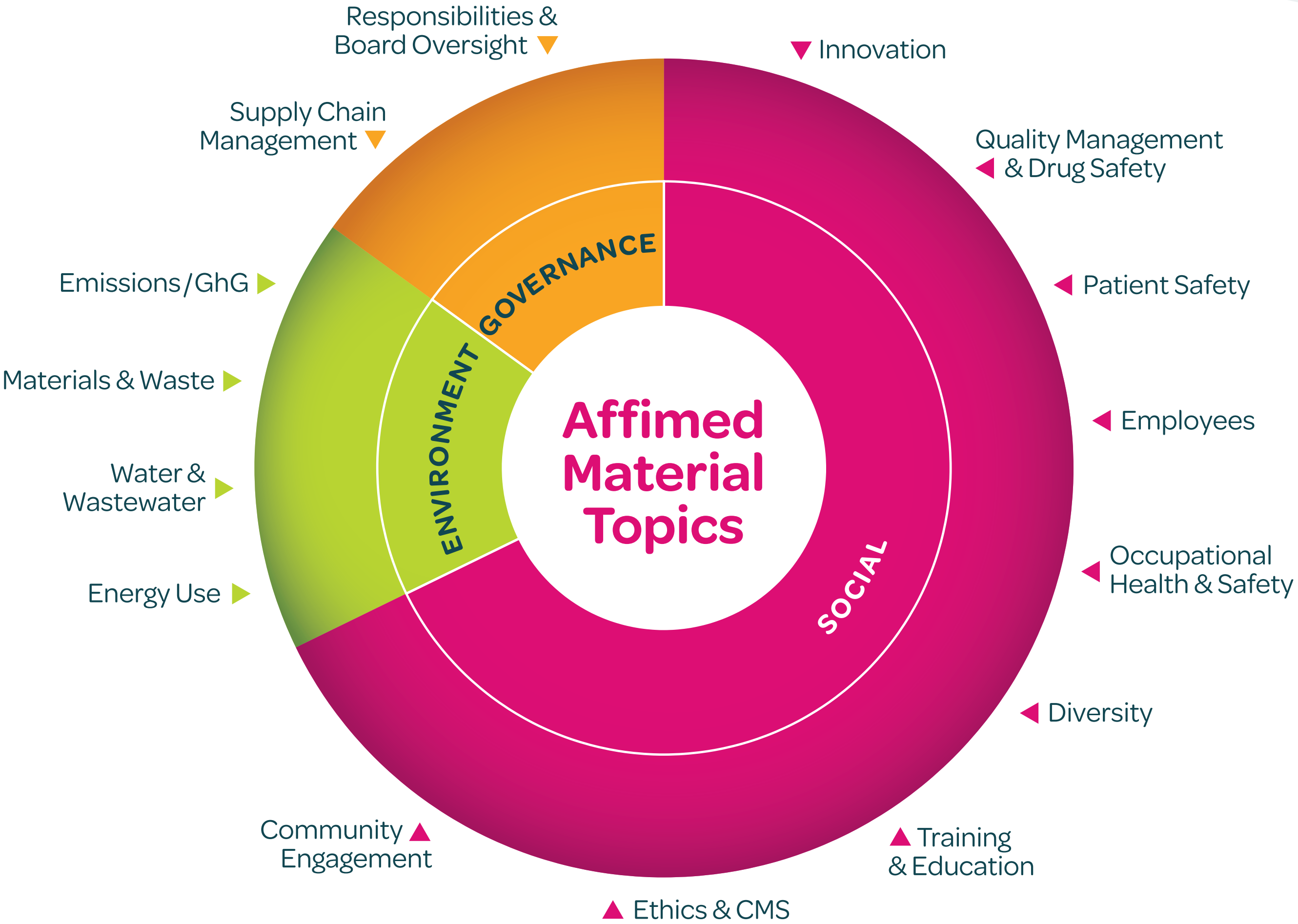
Affimed is proud that its ESG efforts are being acknowledged by ISS Corporate Solutions in their E&S Disclosure QualityScore. From January to December 2022, Affimed significantly improved its Environment and Social ranking from 9 / 7 to 3 / 2, respectively (peer ranking from 1 (best) to 10 (worst)).

A new Dutch Corporate Governance Code with diverse ESG requirements came into force on January 1, 2023. We plan to continue monitoring the developments in the Dutch legislature and adapt our compliance and ESG program accordingly.

Overview Material Sustainability Topics

In the following, we will provide an overview of the material sustainability topics that we deem most relevant to Affimed's business. These topics have been identified through an initial materiality assessment process according to GRI framework, which involved engagement with stakeholders, analysis of business operations and risks, and review of industry best practices. The topics on which we have chosen to focus are those that we believe have the greatest impact on our business, our stakeholders, and the environment.

In the following sections, we will describe the actions we have taken and plan to take (Targets and Strategy) to manage and mitigate the risks associated with these topics in our pursuit of a sustainable future.



Our Sustainability Targets and Strategy

While Affimed's commitment to sustainability has always guided and driven us, we began formalizing our ESG program in 2022. Since then, we have achieved initial but promising results. Based on our materiality assessment, we are continuing to further develop and implement our ESG action plan. Our aim is to create sustainable, long-term value for the Company and all its stakeholders. We intend to support this ongoing and iterative process by incorporating ESG considerations into our corporate strategy. We plan to continue looking for opportunities to build sustainability into day-to-day operations, revisit our global environmental strategies and targets, and reassess environmental priorities as our business evolves.

In 2023, our main focus will remain on driving the revolution in cancer treatment. We also have plans to improve our ESG progress. With respect to people, we plan to focus on internal diversity and inclusion-related topics. We also plan to develop and conduct an annual employee engagement survey, with a follow-up action plan. Regarding the environment, we want to reduce the environmental footprint of our new offices in Mannheim and aim to implement measures that make them

more energy-efficient and environmentally friendly in terms of energy mix, waste, and recycling management. We also aim to be good stewards of the environment by reducing our travel-related greenhouse gas (GhG) emissions. We believe our envisaged new sustainable business travel policy and associated tool will support this. Last but not least, we plan to launch a new procurement policy in 2023, which will have a specific focus on environmental sustainability in our sourcing decisions.

2023 Focus

- *Continue driving the revolution in cancer treatment.*
- *Focus on internal diversity and inclusion-related topics*
- *Develop and conduct employee engagement survey*
- *Reduce environmental footprint*
- *Reduce travel-related GhG emissions*
- *Launch a new procurement policy*

ENVIRONMENT



Introduction

Hazardous Waste, Emissions / Greenhouse Gases (GhG), and Wastewater

Materials, Energy, and Water Use

Introduction

Affimed's Environment, Health, and Safety (EHS) Policy, which can be obtained from our webpage ([Affimed's Environment, Health, and Safety Policy](#)), defines our ethical standards for the protection of the environment. We aim to reduce our environmental footprint by using resources efficiently and minimizing material consumption, waste, and emissions through the implementation of sustainable practices throughout our business.

We are a biotechnology company focused on the discovery, development, and commercialization of cancer immunotherapies. So far, we conduct only limited research in our own laboratories and have no GMP manufacturing facilities, which limits our use of materials, energy, and water as well as our waste, emissions, and wastewater output. Nevertheless, we understand that our operations have an impact on the environment, and we plan to minimize this impact through sustainable practices, starting with increased transparency.

For this initial Sustainability Report, only partial Affimed GmbH environmental data was available. Moreover,

environmental data presented in this Report may be based on estimates extrapolated from data for 2020 or 2021. We have started increasing transparency and documentation for our environmental impact and plan to develop our future reporting accordingly.



Hazardous Waste, Emissions / Greenhouse Gases (GhG), and Wastewater

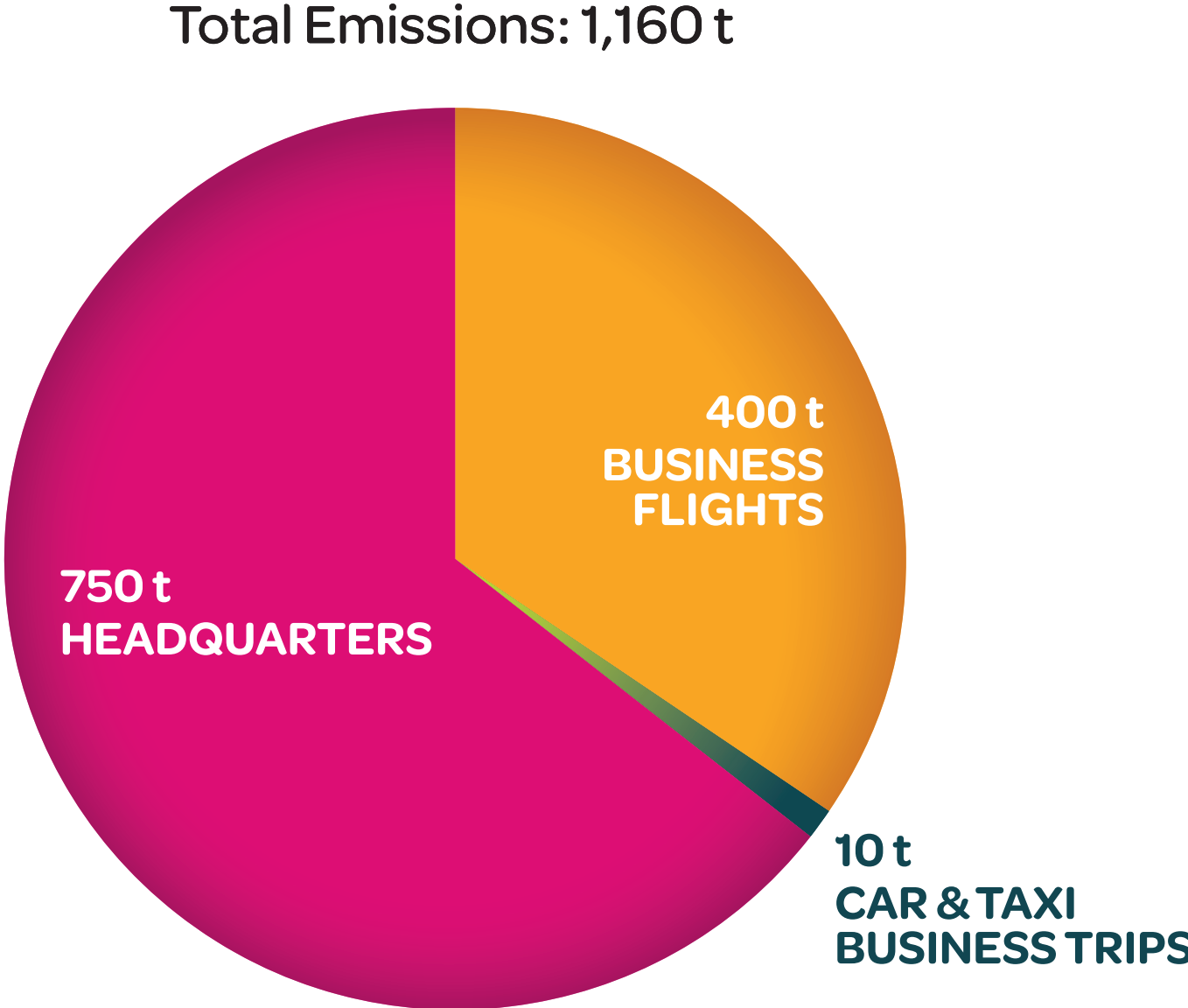
Affimed GmbH's laboratory activities are associated with a limited amount of hazardous waste, which we estimate for the reporting period to be at around 83 kg.

With respect to GhG, we collected data that allowed us an initial estimate of the CO² emissions of Affimed GmbH's Heidelberg headquarters and certain business travel activities. According to the estimate, which is based on data obtained from 2020, 2021 and 2022, these emissions amount to a total of approximately 1,160t, of which approximately 750t relate to our headquarters (heating and electricity for offices and laboratories, CO² bottles), approximately 400t to business flights and approximately 10t to business trips by car and taxi.

On the basis of 2021 data, we estimate Affimed GmbH's production of wastewater for the reporting period at 6,380 m³.

From 2023, Affimed plans to update its travel policy and progressively integrate an enhanced business travel tool,

which will allow us to better measure, control and minimize our travel-related CO² emissions in accordance with our ESG standards. For domestic business trips, the train will become the preferred mode of travel.



Waste Water:
~6,380m³

Hazardous Waste:
~83kg

Materials, Energy, and Water Use

According to our initial assessment, Affimed’s most significant internal material consumption relates to disposable laboratory products. Specific materials data is not yet available.

For the use of energy, the available data is limited to Affimed GmbH’s Heidelberg headquarters (offices and laboratories). According to our estimate, based on data from 2021 for heating and 2022 for electricity, Affimed’s respective energy consumption amounts to a total of approximately 3,400 MWh. Of this, heating accounts for 3,200 MWh and electricity for 200 MWh. We estimate that 29% of the electric energy comes from renewable sources.

To uphold its commitment to environmental protection, Affimed GmbH plans to move into a building that has been renewed based on ecological construction in accordance with LEED (Leadership in Energy and Environmental Design) when it relocates its headquarters to Mannheim, in 2023.

Based on data from 2020 and 2021, we estimate our water consumption in Affimed GmbH’s Heidelberg headquarters to be around 7,400 m³ for the reporting period.

Energy Consumption
Heating: 3,200 MWh
Electricity: 200 MWh
TOTAL: 3,400 MWh
(*29% renewable sources)

Water Consumption
TOTAL: 7,400 m³



SOCIAL

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Quality Management and Drug Safety

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Introduction

We strive to improve public health by finding new and better ways to address certain diseases and optimize treatment, and so we believe that sustainability is at the core of what we do. **Innovation, quality management, drug safety, and patient safety** all play a crucial role in our effort. **Ethical behavior** and our Compliance Management System are also key. Ultimately, Affimed can only achieve its goals through the commitment of our **employees**, and that is why we have provided below information on our workforce and on Affimed's HR programs.

***Innovation** begins with a problem. The solution starts with a conversation. At Affimed, we know that the real powers fueling innovation are the people and the minds that work together in courageous exploration, discourse, passion, and openness. In the spirit of Affimed's value of PEOPLE, we embrace diversity of thinking, background, and culture, and acknowledge everyone as a valuable contributor.*

Innovative Fight Against Cancer

Innovation is at the center of Affimed's mission to revolutionize cancer treatment through the power of innate immune cells. We are committed to developing new and better ways to address certain diseases and optimize treatment for patients. To achieve this, we have created an environment that fosters creativity and out-of-the-box thinking.

In 2022, Affimed demonstrated its commitment to driving innovation through the publication of four manuscripts, including two review articles, and the acceptance of 14 abstracts at scientific conference presentations. This includes 12 poster presentations and two oral presentations. Additionally, we participated in five presentations at industry conferences (including presentations by our cooperation partners if they presented results of Affimed ICE® technology).

Affimed (GmbH) received recognition for its innovative efforts, including being granted patents in Belgium, Brazil, Denmark, France, Germany, Hong Kong, Ireland, Japan, Luxembourg, Monaco, the Netherlands, Norway, the Russian

Federation, Sweden, Switzerland, the United Kingdom, the United States of America, and by the European Patent Office (EPO) in the reporting period. We recognize that innovation is essential for achieving our sustainability goals, and we are dedicated to fostering an environment that encourages creativity, and out-of-the-box thinking to drive new and better ways to address certain diseases and optimize treatment. We will continue to work with our partners and stakeholders to drive sustainable innovation and improve our impact.



"I believe in restoring the patient's innate ability to fight cancer."

—THOMAS SCHLÜTER, SENIOR PROGRAM DIRECTOR

#WhyWeFightCancer

Quality Management and Drug Safety

Affimed has implemented a comprehensive approach to addressing product quality, data integrity, and drug safety issues that includes a range of state-of-the-art practices, routines, and activities, all with the purpose of helping ensure compliance with regulatory requirements and protecting patients. Affimed's quality management system is based on a strategy comprised of six imperatives, which are Expertise, Oversight on Outsourced Activities, Quality Standards, Continuous Improvement, Quality Culture and Quality Compliance in Programs.

All technical development and manufacturing activities are outsourced to contract development manufacturing organizations (CDMOs), which we qualify initially and re-qualify following a risk-based analysis at the latest after three years. We work to ensure product quality beginning from the preclinical stage on by applying comprehensive quality assurance oversight, which includes audits and quality issue tracking at vendors. In 2022 we conducted 32 vendor audits, 9 of which were at CDMOs, 7 at clinical research organizations (CROs), and 4 at clinical sites. Audits are either conducted by

internal auditors or by external service providers specialized on auditing services.

At each, we put in place a defined process for establishing, managing, and tracking urgent safety measures. To address any product-related quality issues raised at clinical sites or distribution partners, Affimed has established robust processes for managing complaints and recalls, including conducting a mock recall every two years to ensure the recall process is efficient. Through these processes, we aim to report critical quality issues to management immediately.



Affimed has robust processes for managing complaints and recalls.

Major quality issues and quality Key Performance Indicators (KPIs) are reported as part of quarterly written quality reports and are presented regularly in Management Board meetings.

Affimed takes steps to comply with legal product and service quality requirements such as the European Union

Good Manufacturing Practice (EU GMP), International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH) E6 Guideline, Good Clinical Practice (GCP) Directive 2005/28/EC, other local regulations and the Organization for Economic Cooperation and Development Good Laboratory Practice (OECD GLP) principles.

Affimed has a quality policy in place, defined in the quality manual and signed by the CEO, which outlines the Company's approach to product and service quality and safety issues.

This policy is supported by a quality strategy that includes imperatives and key supporting activities, as well as a comprehensive set of standard operating procedures (SOPs). The

Company also has in place an urgent safety measures (USM) task force and corresponding safety procedures that are each meant to collect, handle, and report any urgent emerging safety issues (ESI) in any of the clinical trials sponsored by Affimed.

Human Rights / Forced & Child Labor

We aim to uphold the highest ethical standards and conduct our business operations in a way that support and safeguard everyone involved. Affimed grounds its dedication and commitment to bringing life-changing treatments to cancer patients on the principles set forth in the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labor Organization's Core Labor Standards. Affimed has a Human Rights Policy in which Affimed commits to comply with internationally recognized human rights. The Policy can be downloaded from our website ([Affimed's Human Rights Policy](#)). In accordance with this Policy, the Company conducts comprehensive employee trainings to further its goal of preventing and mitigating the risks that its activities and business relationships pose to human rights.

Affimed chooses its business partners carefully to ensure that they share our commitment to upholding human rights as a fundamental principle in order to minimize the potential consequences associated with such abuses. As set out in more detail in the Supply Chain Management section, the

Company has developed a Code of Conduct for Business Partners which sets out the expectation that business partners must follow Affimed's values and principles. With our Third Party Due Diligence (TPDD) process, we carefully vet and monitor our business partners to identify failures to comply with our standards.

To our knowledge, our Company has no direct or indirect link with forced, compulsory, or child labor. We expect the same from our business partners. The legal minimum age for employment is 18 years. Only trainees or apprentices working as part of a regulated training scheme are permitted to work below this age.

***Reliable conduct** with integrity is an indispensable prerequisite for any trusting collaboration. When selecting our business partners, we make sure that they comply with the law, follow ethical principles and behave in a sustainable manner. We expect from our Business Partners that they commit to Affimed's compliance and ethics standards. Furthermore, a comprehensive risk-based integrity check of key vendors is required to reduce business risks.*

Our Employees

We are a team of innate immunity experts unrelenting in our efforts to change the meaning of cancer. We acknowledge that all colleagues are essential to our success, and we employ only the best, those who are capable of providing new hope for people fighting cancer. PEOPLE, as one of Affimed's five cultural values, incorporates embracing employees' diversity, background, and culture, and acknowledging that everyone is a valuable contributor. Affimed's team structure allows our employees to affect our organizational purpose and pursue excellence by acquiring a holistic appreciation for the Company's operations. The satisfaction and engagement of our PEOPLE is important to us. Therefore, our Company offers its employees the following benefits:

- All of our employees in Affimed GmbH have a pension scheme, which may be a company pension scheme;
- Our full-time employees receive a minimum of 28 days in Affimed GmbH and a minimum of 20 days in Affimed Inc. of vacation time per year (or proportional days for part-time employees);
- Home office or mobile working is optional;

- We provide a stock option program where stock options are issued on an annual basis to all employees;
- Our employees enjoy bike leasing benefits and subsidized public transportation tickets;
- We give a helping hand to our employees who are willing to enhance their performance by a transparent annual objective setting process with a mid-year review and a final assessment at the end of each year; and
- We launched professional development programs and initiatives for our employees to maintain satisfaction and growth.

Supporting Future Leaders

AffiLead

AffiLead is a leadership development program for Affimed employees. It offers, for a minimum of twelve months, training modules on the topics of leadership essentials, communication and social competencies for leaders, and managerial responsibility. AffiLead also includes practice-oriented training tailored to the respective tasks and responsibilities that participating employees may face



during work. With the support and involvement of HR and line managers, AffiLead helps employees take their leadership and technical skills to the next level, creating high performing teams and future leaders.

Committed to One Common Goal

Company Get Together

Maintaining a workforce with a high level of skill is Affimed's top priority. We have implemented a monthly company-wide meeting where we inform our employees about internal company procedures, process developments and strategies. These gatherings also provide an opportunity for employees to voice any concerns or suggestions they may have, fostering a culture of collaboration and open communication.

We believe that by keeping our staff informed and engaged, we can ensure that our efforts are integrated into all aspects of our business operations.

It's All in the Connection

Coffee Talk with the C-Level Management

Affimed encourages employees to participate in Coffee Talk, which we plan to continue hosting every few weeks with the participation of one Management Board member. Without

any agenda or minutes, the initiative allows employees to communicate with C-Level Managers, who listen with intent, without any filter.

Coffee Talk highlights the role of constructive feedback and the importance of building on each other's ideas in Affimed's culture, and enables our employees to have an influence on company strategy.

Authentic, Genuine, and Sincere

Buddy Program

The Buddy program pairs newly recruited employees with a colleague who will accompany and mentor them during their first months at Affimed. With the Buddy program, new employees receive a warm welcome and are better able to quickly adapt to our business environment.

The program helps inspires candor, trust, and connection.

Engaging employees in Affimed's culture is essential for building a strong, cohesive workforce. We believe that regular team-building activities and events help to foster a sense of community and shared purpose among employees.

Additionally, recognizing and rewarding employees who embody the Company's values can help to reinforce the importance of these values and encourage others to follow suit. To build a more engaged and motivated workforce, Affimed initiated the Affimed Culture activities mentioned in the [Our Culture and Values](#) section.



Occupational Health & Safety

We are committed to maintaining a safe and healthy work environment for all our employees. As mentioned in the [Environment Introduction section](#), our EHS Policy states Affimed's commitment to ensuring safe and healthy workplaces. We regularly review and update our rules and procedures to align them with industry standards and comply with legal requirements. Our Health and Safety team, working on behalf of the Management Board and reporting on a regular basis directly to the Chief Scientific Officer, aims to ensure that our laboratories meet or exceed legal standards for occupational health and safety by expertly checking and monitoring for any biological, chemical, or physical risks or hazards.

We believe that strong occupational health and safety management not only protects employees from injuries and accidents but also helps to increase productivity and morale. To provide a safe and healthy work environment for our employees, Affimed offers:

- Occupational Health and Safety Initial Training and Fire Safety Training during new-hire orientation;

- Annual Training on occupational health and safety in laboratories and Affimed offices;
- Ergonomic workstations and height-adjustable desks; and
- Annual flu vaccinations.

Affimed has an EHS Committee, of which our Chief Scientific Officer is a member.

For 2022, Affimed reports that there were no instances of work-related employee injuries or sickness to its knowledge.

We are committed to highest ethical standards and to conducting operations in a manner that protects the environment and provides a safe and healthy workplace for all. We foster a work environment where each of us can perform best, innovate, personally develop, and support each other.

Diversity

Affimed is dedicated to providing equal opportunities and fostering an inclusive culture that supports a diverse and engaged workforce. We strive to make decisions on hiring, development, evaluation, and promotion based on merit and suitability for the role. Our Company values diversity and inclusion in our workforce and does not tolerate discrimination based on ethnicity, culture, religion, age, disability, race, sexual identity, world view, or gender. We believe that creating a sense of belonging and potential for growth is essential to our success. We value each human for their contributions to the Company as well as for their humanity. With respect to gender diversity, Affimed's ratios as of the end of the reporting period are as follows:

- 16.67 % female members in C-Level Management;
- 28.57 % female members in Supervisory Board; and
- 61.6 % female employees overall (including Affimed GmbH and Affimed Inc.).

To embrace diversity in thinking, background, and culture, and recognizing the unique contributions of each individual, Affimed has developed a Diversity Policy, which can be

downloaded from our website ([Affimed's Diversity Policy](#)).

The Diversity Policy calls for the recognition and importance of diversity in all areas of the Company's business. This scope of the Diversity Policy is limited to the Supervisory Board, Management Board, and key leadership positions. However, a Diversity and Inclusion Policy for the entire workforce is currently in development. Our Chief Business Officer is responsible for developing and leading our diversity and anti-discrimination policies.

We understand the importance of considering a diverse patient population in our clinical trials. While we recognize the limitations and challenges associated with achieving truly diverse patient representation in any individual study, we are committed to making an effort to include a broad range of patients, across race, ethnicity and gender, in our trials. By doing so, we aim to ensure that the treatments we develop are effective for the diverse populations they are intended to serve.

For 2022, Affimed reports no incidents of discrimination to its knowledge.



“As the Chief Business Officer at Affimed, my goal has always been to lead by example, and for me, that means fostering diversity of thought and valuing each human being for their contribution.”

—DENISE MUELLER, CBO

#WomenAtAffimed 

Training & Education

Training and educating our employees is crucial for the success of Affimed. For employees to perform their duties more efficiently and effectively, Affimed provides trainings and professional development programs, which we believe lead to increased productivity and improved performance. Our trainings help us to stay competitive in the market by keeping employees up to date on the latest trends, technologies, and best practices in clinical trials. We believe that training and education are essential for the growth and development of both individual employees and Affimed as a whole. Each employee also initially receives a comprehensive, role-specific training plan that covers compliance and other role-specific needs.

In 2022, Affimed conducted six trainings on compliance and ESG policies. These trainings were completed with a participation rate of approximately 95% (the remaining 5% are caused by maternity leave absences or long-term illness) and were documented and archived by our Human Resources Department. Some of the trainings provided to our employees are listed below. Further educational programs are explained in the [Our Employees](#) section.

- Onboarding Training including Culture Onboarding on Affimed's guidelines and policies, received by every new employee;
- Annual obligatory Anti-Harassment Training for our Affimed Inc. employees and a on a voluntary basis for Affimed GmbH employees;
- Annual Code of Conduct Trainings; and
- Regular GxP trainings according to regulatory requirements and to ensure high quality in the development value chain of Affimed products.

A new learning management system (LMS) training is being progressively rolled out for trainings on certain policies, including with respect to the Code of Conduct, EHS, Gifts Entertainment and Hospitality, Human Rights, Compliance, Data Protection and on Health & Safety. Since the beginning of 2023, web-based, animated Health & Safety and Fire Safety trainings have been launched. Further trainings, such as for HR, IT Security and other GxP-related topics, will follow in 2023.



Ethical Standards and Compliance Management System

Maintaining ethical standards in business practices is vital for any organization, but especially in the biotech industry where trust and reputation are key factors for long-term success. Adhering to ethical principles not only promotes integrity and compliance within the company, but also helps to build trust with patients, partners, and other stakeholders.

As part of our approach to ethical and sustainable business and in alignment with the applicable legal and regulatory requirements, Affimed has a robust Compliance Management System (CMS) that helps detect and prevent systemic misconduct. This system covers various areas ranging from fraud, bribery and corruption, third-party misconduct, and professional practices to conflicts of interest and other areas.

The major elements of Affimed's CMS are as follows:

- Compliance goals and culture;
- Compliance risk assessment;
- Compliance program;
- Compliance organization;

- Compliance training and communications; and
- Compliance monitoring/improvement.

To manifest and communicate its standards, Affimed has established the below policies and documentation:

- Code of Conduct that outlines the values and principles of Affimed's business practices and responsibilities that can be downloaded from our website ([Affimed's Code of Conduct](#));
- Compliance Policy, outlining the major elements of Affimed's CMS;
- Speak-up Policy, outlining how to report possible misconduct and how Affimed will respond to such reports that can be downloaded from our website ([Affimed's Speak-up Policy](#));
- Gifts, Entertainment, and Hospitality Policy, defining how gifts, entertainment, and hospitality shall be given or accepted at Affimed;



“Compliance means much more than just adherence with laws, regulations, and guidelines. Compliance is a mindset. Only those who act responsible can achieve sustained success over the long term.”

—SUSANNE SPIELER, VP GENERAL COUNSEL & COMPLIANCE OFFICER

- Interactions and Engagements with Healthcare Professionals Policy, providing guidance for the interactions between Affimed and healthcare professionals to ensure compliance with applicable healthcare laws and prevent corruption;
- Insider Trading Policy, setting the rules to avoid illegal insider trading;
- Disclosure Policy, helping ensure compliant communication of business information to the financial market and other stakeholders; and a
- Code of Conduct for Business Partners, setting out standards and expectations for Affimed's business partners that can be downloaded from our website ([Affimed's Code of Conduct for Business Partners](#)).

We believe that Affimed's CMS, which is linked to Affimed's enterprise risk management and internal controls system, minimizes the risk of compliance violations and their effects. As a publicly traded company in the United States of America, Affimed also complies with Sarbanes-Oxley Act of 2002 (SOX) and has put in place strong internal controls to detect and prevent fraud, including providing Management's Annual

Report on Internal Control over Financial Reporting and related officer certifications in annual Exchange Act reporting and maintaining adequate disclosure controls.

To maintain integrity with Business Partners, Affimed's Code of Conduct in particular strictly prohibits all forms of bribery or corruption and any business conduct that could create



At Affimed, everyone is encouraged to speak up and report concerns.

the appearance of improper influence. All of our Company's international commercial operations are subject to anti-corruption regulations, such as the UK Bribery Act of 2010 and the U.S. Foreign Corrupt Practices Act of 1977. Additionally, Affimed is also subject to anti-trust laws that are designed to protect fair competition. Our Code of Conduct describes anti-competitive behaviors that Affimed prohibits for employees.

At Affimed, everyone is encouraged to speak up and report concerns regarding non-compliance or unethical conduct. Reports are given strict confidentiality and can be made in person or anonymously. Affimed does not tolerate retaliation

against any employee who reports a concern in good faith either internally, to any governmental agency or to any self-regulatory organization. In order to ensure compliance at all levels and within all sectors at Affimed, we have instituted an anonymous Integrity Line. Our anonymous Integrity Line is open to employees, business partners of Affimed, and all other stakeholders and can be found on our website

([Affimed's Integrity Line](#)). In the reporting period, no report was submitted to the Integrity Line to our knowledge. However, one case of a conflict of interest was brought

to the attention of the Compliance team through an external channel. The case was reviewed, reported to the Management Board, and all necessary actions were taken.

With respect to data, Affimed aims to fully comply with applicable data privacy laws, including the General Data Protection Regulation (GDPR) and the Health Insurance Portability and Accountability Act (HIPAA). We have implemented strict policies and procedures aimed at protecting personal data, including the data obtained from clinical trials, in part by implementing data encryption and access controls. We aim to be transparent about our

data collection and retention practices and to always give individuals the right to access, correct, and delete their personal data. Our commitment to compliance includes prioritizing the protection of personal data and the trust of our business partners. In the reporting year, there were no substantiated complaints received concerning breaches of data privacy to our knowledge.

2021 and 2022 were years of accelerated development and change for Affimed's CMS. The General Counsel, who reports to Affimed's CEO, assumed the role of Compliance Officer, replacing the prior Head of Compliance function. Since then, the Compliance team has been integrated into the Legal Department. It accordingly has benefited from increased resources, and the business has benefited from seamless support on legal and compliance topics. Also, a Senior Legal Counsel, who is supporting the Compliance Officer in her duties, joined Affimed GmbH and the Legal Department. During the reporting period, Affimed updated or newly created several of the above-mentioned Compliance policies, significantly updated its business partner management and TPDD Process (see [Supply Chain Management](#) section), implemented the Integrity Line, drafted an initial annual

report on the Affimed CMS which was submitted to the Management Board and Supervisory Board, and established a new Compliance Committee. This Committee is a permanent cross-functional committee tasked with helping ensure that Affimed operates and engages in activities in accordance with all applicable laws and upholds the highest standards of integrity. Moreover, the Compliance team has also assumed responsibility for oversight of certain ESG functions.

Community Engagement

We are committed to responsible and sustainable community engagement. We work hard to recognize and meet the needs of the communities in which we operate and to interact with stakeholders and learn about their priorities and concerns. Affimed has put in place several community-related activities and strives to continuously improve its community engagement.

In particular, we support organizations that are trying to revolutionize cancer treatment. Affimed proudly made significant donations and sponsorship payments to various philanthropic organizations in a total of EUR 60,000 during this reporting period.

Affimed also supported organizations in its local community, such as the German Leukemia Research Aid-Action for children with cancer (Deutsche Leukämie-Forschungs-Hilfe -Aktion für krebskranke Kinder- Ortsverband Mannheim e.V.) in Mannheim, with a donation of EUR 4,000 to support the goal of offering physiotherapy for children with cancer. Finally, Affimed contributed to the yearly NCT run and sponsored the

charity event “Rowing against Cancer,” raised donations for both events in a total of EUR 5,600.

Apart from organizations working for cancer treatment, Affimed made additional donations in a total of EUR 6,000 to the Polish Humanitarian Action and the German Red Cross to help the victims of humanitarian crises.

As a matter of principle, Affimed does not knowingly make financial contributions to political parties or associations.



GOVERNANCE



Responsibilities and Board Oversight
Supply Chain Management

Responsibilities and Board Oversight

A fundamental element of Affimed's corporate governance is its two-tier system, with a separation of the Management Board – which is responsible for the management of the Company and the general conduct of the Company's business, including the establishment, regular oversight, and continuous development of the CMS, and the Supervisory Board – which is composed of 85.71% independent members, each serving a 3 year term, and is tasked with supervising the policies pursued by the Management Board and with general oversight of the Company and its business. An English-language translation of Affimed's articles of association can be downloaded at our website ([Affimed's Articles of Association](#)). The rules governing the Management Board can be found on our website ([Affimed's Managing Board Rules](#)).

To ensure effective oversight, the non-executive Supervisory Board has established four committees: the Audit Committee (100% independent members), the Compensation, Nomination, and Corporate Governance Committee, the Strategic Committee, and the Research and Development Committee. The charters of these committees can be

downloaded at our website ([Audit Committee Charter](#), [Compensation, Nomination and Corporate Governance Committee Charter](#), [Strategic Committee Charter](#) and [Research and Development Committee Charter](#)). The Compensation, Nomination, and Corporate Governance Committee is responsible for the remuneration of the Management and Supervisory Boards. The respective policies can be downloaded on our websites ([Management Board Remuneration Policy](#), [Supervisory Board Remuneration Policy](#)). The Compensation, Nomination, and Corporate Governance Committee is also responsible for, i.a., overseeing the CMS established by the Management Board and monitoring the development and implementation of the Company's ESG strategy, including any goals with respect to ESG and sustainability matters.

A new policy governance framework is currently being developed and implemented by Affimed. This new framework aims to ensure that all documents related to policies are organized in a hierarchical manner, and that suitable

terminology is applied consistently. As a result, Affimed aims to implement a policy management process that is effective and efficient, and to improve the consistency and clarity of its compliance related communications.

Supply Chain Management

In 2022, Affimed set up a new Procurement function. Its mission is to streamline all procurement activities throughout its value chain, end to end, and to ensure clear, simple, well-governed, compliant, and documented processes and operating procedures, which will be supported by a procurement policy, data transparency, accurate master data and fit for purpose systems, toolkits, and templates. Applicable SOPs will help align vendor qualifications, approvals, and requalification with GxP.

Reliable conduct with integrity is an indispensable prerequisite for any trusting collaboration. When selecting our business partners, we therefore utilize our recently updated risk-based TPDD Process to determine whether they meet our strict requirements. The TPDD Process applies to those “in-scope” business partners that we deem to pose increased compliance risk. For all such in-scope business partners, the internal contract owner needs to complete the TPDD Process before concluding or renewing a contract.

The TPDD Process is comprised of questionnaires that include questions on a range of topics, including ESG

risks and considerations, which is sent to prospective business partners; searches in databases; an evaluation of questionnaire responses by the Compliance team; review of a list of risk indicators (“red flags”); an approval process; and communication of the Code of Conduct for Business Partners. New business partners are expected to declare any actual or prospective conflicts of interest in their engagement with Affimed. If a business partner fails to comply with our standards, Affimed will not enter into a business relationship or reserves the right to terminate the relationship. To this date, Affimed believes that its business partners meet its standards. Furthermore, Affimed has not identified any business partner at which the right to freedom of association and collective bargaining may be at risk.

Although we are not currently subject to the law, Affimed will strive to align its operations and governance with the principles of the new German Lieferkettensorgfaltspflichtengesetz (Supply Chain Act).



GRI Statement and Content Table

The following table is prepared with reference to the Global Reporting Initiative standards.

GRI Content Index

Statement of use: Affimed has reported the information cited in this GRI content index for the period 01.01.2022–12.31.2022 with reference to the GRI Standards.

GRI 1 used GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	
GRI 2: General Disclosures 2021	2-1	Organizational details	Introduction, pg 7
	2-2	Entities included in the organization’s sustainability reporting	Introduction, pg 7
	2-3	Reporting period, frequency and contact point	Introduction
	2-6	Activities, value chain and other business relationships	pgs 8, 9, 10, 12, 15, 20, 21, 28, 29, 39, 42
	2-7	Employees	pg 7
	2-8	Workers who are not employees	pg 7
	2-9	Governance structure and composition	pgs 11, 19, 34, 41
	2-10	Nomination and selection of the highest governance body	pgs 34, 41
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	2-12	Role of the highest governance body in overseeing the management of impacts	Introduction, pgs 11, 19, 41
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2-14	Role of the highest governance body in sustainability reporting	Introduction, pgs 19, 41
2-15	Conflicts of interest	pgs 30, 36, 41
2-16	Communication of critical concerns	pgs 36, 42
2-19	Remuneration policies	pg 41
2-20	Process to determine remuneration	pg 41
2-22	Statement on sustainable development strategy	CEO Message
2-23	Policy commitments	pgs 19, 21, 23, 24, 29, 30, 33, 34, 35, 36, 41, 42
2-24	Embedding policy commitments	pgs 19, 24, 29, 30, 33, 34, 36, 41, 42
2-26	Mechanisms for seeking advice and raising concerns	pgs 31, 36, 42
2-27	Compliance with laws and regulations	pg 36
2-29	Approach to stakeholder engagement	pg 39

GRI STANDARD

DISCLOSURE

LOCATION

GRI 3: Material Topics 2021

3-1	Process to determine material topics	pg 20
3-2	List of material topics	pg 20
3-3	Management of material topics	pgs 19, 29, 33, 36, 41, 42

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	pgs 36, 42
205-2	Communication and training about anti-corruption policies and procedures	pgs 35, 36

205-3 Confirmed incidents of corruption and actions taken pg 36

GRI STANDARD DISCLOSURE

LOCATION

GRI 206: Anti-competitive Behavior 2016

206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices pg 36

GRI 302: Energy 2016

302-1 Energy consumption within the organization pgs 24, 25

302-2 Energy consumption outside of the organization pg 24

302-4 Reduction of energy consumption pg 25

302-5 Reductions in energy requirements of products and services pgs 21, 25

GRI 303: Water and Effluents 2018

303-5 Water consumption pg 25

GRI 305: Emissions 2016

305-2 Energy indirect (Scope 2) GHG emissions pg 24

305-3 Other indirect (Scope 3) GHG emissions pg 24

305-5 Reduction of GHG emissions pg 24

GRI 306: Waste 2020

306-1 Waste generation and significant waste-related impacts pgs 24, 25

306-3 Waste generated pg 24

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pg 7
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pg 31
	401-3 Parental leave	pg 7
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pg 33
	403-2 Hazard identification, risk assessment, and incident investigation	pg 33
	403-3 Occupational health services	pg 33
	403-9 Work-related injuries	pg 33
	403-10 Work-related ill health	pg 33
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	pgs 31, 35
	404-3 Percentage of employees receiving regular performance and career development reviews	pg 31
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pgs 7, 34

GRI STANDARD	DISCLOSURE	LOCATION
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	pg 34
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	pg 42
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	pg 30
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	pg 30
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	pgs 9, 39
GRI 415: Public Policy 2016	415-1 Political contributions	pg 39
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pg 36

List of Abbreviations

ADCC	Antibody-dependent Cell-mediated Cytotoxicity	GCP	Good Clinical Practice	LEED	Leadership in Energy and Environmental Design
BV	Brentuximab Vedotin	GDPR	General Data Protection Regulation	LLS	Leukemia & Lymphoma Society
CD	Cluster of Differentiation	GhG	Greenhouse Gases	LMS	Learning Management System
CDMO	Contract Development and Manufacturing Organization	GLP	Good Laboratory Practice	LSC	Leukemic Stem Cells
CEO	Chief Executive Officer	GMP	Good Manufacturing Practice	NCT	National Center for Tumor Diseases
CMS	Compliance Management System	GRI	Global Reporting Initiative	NK	Natural Killer
CPI	Checkpoint Inhibitor	GxP	Good Operating Practice	ORR	[Overall/Objective] Response Rate
CRO	Clinical Research Organizations	HIPAA	Health Insurance Portability and Accountability Act	PD-L1	Programmed Death-Ligand 1
CRR	Complete Response Rate	HL	Hodgkin Lymphoma	PTCL	Peripheral T-cell Lymphoma
EGFR	Epidermal Growth Factor Receptor	HR	Human Resources	ROCK®	Redirected Optimized Cell Killing
EHS	Environment, Health, and Safety	ICE®	Innate Cell Engager (molecules)	R/R	Relapsed or Refractory
EPO	European Patent Office	ICH	International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use	SEC	U.S. Securities and Exchange Commission
ESG	Environmental, Social and Governance	IND	Investigational New Drug	SOP	Standard Operating Procedures
ESI	Emerging Safety Issues	I-O Therapy	Immuno-Oncology Therapy	SOX	Sarbanes-Oxley Act
EU GMP	European Union Good Manufacturing Practice	ISS	Institutional Shareholder Services	TPDD	Third Party Due Diligence
FDA	U.S. Food and Drug Administration	KPI	Key-Performance-Indicator	USM	Urgent Safety Measures

Forward-looking Statement

This Report contains forward-looking statements. All statements other than statements of historical fact are forward-looking statements, which are often indicated by terms such as “anticipate,” “believe,” “could,” “estimate,” “expect,” “goal,” “intend,” “look forward to,” “may,” “plan,” “potential,” “predict,” “project,” “should,” “will,” “would” and similar expressions. Forward-looking statements appear in a number of places throughout this Report and include statements regarding the Company’s intentions, beliefs, projections, outlook, analyses and current expectations concerning, among other things, the potential of AFM13, AFM24, AFM28 and the Company’s other product candidates, the value of its ROCK® platform, its ongoing and planned preclinical development and clinical trials, its collaborations and development of its products in combination with other therapies, the timing of and its ability to make regulatory filings and obtain and maintain regulatory approvals for its product candidates, its intellectual property position, its collaboration activities, its ability to develop commercial functions, clinical trial data, its results of operations, cash needs, financial condition, liquidity, prospects, future

transactions, growth and strategies, the industry in which it operates, the macroeconomic trends that may affect the industry or the Company, such as the instability in the banking sector experienced in the first quarter of 2023, impacts of the COVID-19 pandemic, the benefits to Affimed of orphan drug designation, the impact on its business by political events, war, terrorism, business interruptions and other geopolitical events and uncertainties, such as the Russia-Ukraine conflict, the success of the Affimed-Artiva partnership, including in relation to the fact that the current clinical data of AFM13 in combination with NK cell therapy is based on AFM13 precomplexed with fresh allogeneic cord blood-derived NK cells from The University of Texas MD Anderson Cancer Center, as opposed to AB-101, which is a cryopreserved allogeneic cord blood-derived NK cell that we anticipate will be co-administered with AFM13; our reliance on our current strategic relationships with NKGen Biotech, Roivant, Artiva, The MD Anderson Cancer Center, and Genentech and the potential failure to enter into new strategic relationships or difficulties with our strategic partners that may slow the progress of our joint development or lead to the termination

of a partnership and the need to enter into a new one, all of which could take substantial time and attention of our management team; and other uncertainties and factors, described under the heading “Risk Factors” in Affimed’s filings with the U.S. Securities and Exchange Commission ([see Affimed’s U.S. Securities and Exchange Commission Filings](#)). Given these risks, uncertainties, and other factors, you should not place undue reliance on these forward-looking statements, and the Company assumes no obligation to update these forward-looking statements, even if new information becomes available in the future.

In addition, statistics and metrics presented in this Report relating to ESG matters are estimates and may be based on assumptions or developing standards.

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