



Environment, Health and Safety Policy

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1. Purpose

At Affimed, we are a team of innate immunity experts working tirelessly to bring life-changing treatments to cancer patients around the world.

We are committed to the highest ethical standards and operating in a manner that protects the environment and provides a safe and healthy workplace for all.

This Environment, Health and Safety Policy (the “EHS Policy”) guides our actions and tracks key performance indicators to manage our risks and drive continuous improvement in our EHS Management System.

2. Scope

This EHS Policy applies to all Affimed’s employees and members of the management board (hereinafter collectively, the “Employees”), and Affimed’s affiliates’ except of AbCheck s.r.o..

3. Responsibilities

Our Health and Safety Team ensures that our standards of occupational health and safety are compliant with legal requirements. It is strongly embedded in our Compliance Management System.

The Health and Safety Representative who reports directly to the Management Board, acts as an important link between our employees and external occupational health and safety experts supporting us in our efforts to implement and maintain high standards. The Health and Safety Representative plays an important role in maintaining a healthy and safe working environment and in preventing health hazards and occupational accidents.

Our EHS Committee is composed of members of the HR department, Compliance, our CSO as representative of the Management Board, and external EHS experts, and has the following tasks:

- Analysis of health and safety hazards
- Advice on preventive measures against health and safety hazards
- Monitoring of the implementation of such preventive measures
- Development of an Occupational Health and Safety Management System

Our line managers are responsible for implementing EHS measures. We expect managers to be familiar with the applicable EHS laws, regulations and internal policies, to ensure that their direct reports have mandatory training on EHS requirements, and to supervise their direct reports with respect to EHS compliance requirements and activities.

All Employees must be aware of their personal responsibility for preventing EHS risks and damages. Moreover, all Employees are encouraged to proactively submit their improvement suggestions for EHS or to report possible violations of the respective rules according to the Speak Up Policy.

4. Abbreviations and Definitions

4.1. Abbreviations

EHS	Environment, Health and Safety
HR	Human Resources
CSO	Chief Scientific Officer

4.2. Definitions

Health and Safety Team	Team whose responsibility is to ensure the company's compliance with occupational health and safety regulations.
EHS Committee	The EHS Committee has the task of advising on occupational health and safety and accident prevention matters.
Occupational Health and Safety	A multidisciplinary field concerned with the safety, health, and welfare of people at work.
Health and Safety Representative	The Health and Safety Representative is responsible for the implementation of an Occupational Health and Safety Management System.
EHS Management System	EHS Management System is the practice of procedures aimed at ensuring the safety of workers.

5. EHS Management System

5.1. How we do business

EHS is a long-term value driver for our company and given top priority. Our EHS Management System includes objective setting, risk assessment, the development of preventive measures, training, and a reporting mechanism.

5.2. EHS Objectives

Our goal is to eliminate all avoidable work-related accidents and to continuously reduce and eliminate potential risks. We aspire to continuously reduce our CO2 emissions and energy consumption, to avoid waste to the extent possible, and to increase the share of renewable, recycled, and recyclable materials that we use. We strive to regularly measure our success against these objectives and to publish our efforts and accomplishments where commercially reasonable.

5.3. EHS Principles

Our EHS Principles are based on applicable EHS laws and include:

- Protecting ourselves and other people takes top priority
- All hazards for all types of workplaces must be assessed and addressed
- Only tested and safe work equipment may be used
- All Employees receive EHS training at least once a year
- Emergency procedures at Employees' workplaces (conducted in the event of an accident or a fire) are organized at least once a year
- First aid staff and fire protection assistants ensure the health and safety of our Employees in emergency situations
- Environmental protection and resource conservation, especially regarding energy, emissions, water and waste, are a priority in our day-to-day work

5.4. Compliance with the laws

All applicable laws and regulations must be complied with. This Policy does not release our company from compliance with applicable national legislation in terms of occupational health and safety and environmental protection.

5.5. Risk Assessment

We strive to systematically identify, record, assess and document potential dangers. Specific preventative measures will be developed, implemented, and continuously improved when significant risks are identified.

5.6. EHS Trainings

All Employees need to be aware of our EHS program to make it effective. Therefore, we provide Employees with annual trainings on the EHS program.

5.7. Reporting violations

At Affimed, everyone is encouraged to speak up and report concerns regarding non-compliance with this EHS Policy or applicable EHS laws and regulations, as elaborated in the Speak Up Policy Reports are treated in strict confidentiality and can be made in person or anonymously. Affimed does not tolerate retaliation against any Employee who reports concerns in good faith either internally, to any governmental agency or to any self-regulatory organization.

Affimed carefully investigates all reports of misconduct and may impose sanctions for non-compliance or take other actions where needed.

Please address any reports to:

Susanne Spieler
VP, General Counsel & Compliance Officer
Phone: + 49 621 56003 0
Mail: compliance@affimed.com

Polya Ivanova
Senior Legal Counsel
Phone: + 49 621 56003 0
Mail: compliance@affimed.com

Or use our anonymous [Integrity Line](#)

Details on Affimed's rules on reporting are set forth in our Speak-Up Policy.