



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.

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 Management Board of the Company takes overall responsibility for this Policy, as well as for the development of an effective EHS culture, the establishment of relevant and measurable EHS related goals, the development of a means to demonstrate goals are being achieved, and the provision of adequate resources to implement an EHS Management System. Authority for leading and measuring the implementation of this Policy and the EHS Management System is delegated by the Management Board of the Company to the Head of Environment, Health & Safety (EHS).

The Head of Environment, Health & Safety (EHS) who reports directly to the SVP General Counsel & Compliance Officer, 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 Head of Environment, Health & Safety (EHS) 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, health and safety representative and external EHS experts including the official Company physician, 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 within their area of control and shall lead by example. 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

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.
Head of Environment, Health & Safety (EHS)	Is responsible for the implementation of an Occupational Health and Safety Management System. A function, integrated into the Legal Department.
Health and Safety Representative	Employee, firmly integrated into the Company's occupational health and safety organization, who advise, mediate and suggest solutions for improving the occupational health and safety at the workplace.
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 regular EHS training
- 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 regular 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
SVP General Counsel & Compliance Officer
Phone: + 49 621 56003 0
Mail: compliance@affimed.com

Polya Ivanova
Assistant General Counsel and Head of Environment, Health & Safety (EHS)
Phone: + 49 621 56003 0
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Or use our anonymous [Integrity Line](#).

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