



I. Introduction

ESG issues are an important element for Molecure SA in building the Company's long-term value for all stakeholders and are part of the Company's business strategy, mission and values.

Our activities take into account the implementation of the [Sustainable Development Goals 2030](#) adopted by nearly 200 countries, including Poland. The company aims to achieve impact in all ESG areas. This strategy sets out how environmental, social responsibility and corporate governance activities are implemented.

II. General principles of ESG policy

1. ENVIRONMENT

- Environmental policy



Molecure attaches importance to environmental issues - it strives to minimise the negative impact of the company's activities on the environment and takes action to prevent climate change.

The company classifies waste based on its own chemical and biological waste management procedure, uses the Waste Database, cooperates with companies that have the required permits for safe transport and utilisation of waste in incineration plants equipped with specialised installations.



The use of energy-saving printers allows you to reduce the amount of plastic by using toners with a lower plastic content and automatically configuring double-sided printing leads to a reduction in the use of paper. Leasing of electronic equipment contributes to reducing the amount of electro-waste generated. The signing of an agreement with a passenger transport corporation equipped with a hybrid fleet is aimed at reducing CO2 emissions. The use of water treatment filters contributes to the reduction of the plastic we produce.

2. SOCIAL RESPONSIBILITY

- Human and labour rights, employment policy, consumer and public satisfaction.



We care about the health and quality of life not only of our employees, but above all of our patients. The company's mission is to develop drug candidates for incurable diseases or diseases with the greatest clinical need.

Out of concern for the health of our employees, we guarantee access to preventive examinations as part of medical packages and enabling family care on preferential financial terms. A sports card is available to interested



employees. An important aspect is to support employees in taking up sporting activities. We organise sports activities outdoors and in rented facilities. We participate in charity sporting events.



The value of the company is its employees, which is why Molecure takes extensive measures aimed at hiring highly specialized specialists (43.6% with a doctor's degree) and their constant development and ensuring the sustainability of employment.

Molecure supports competence development through training programmes and participation in scientific conferences. We organise internships for students and meetings for students interested in the drug development process.



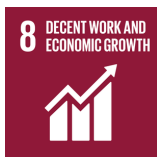
In the recruitment process and internal promotions, we are guided exclusively by objective criteria such as educational level, knowledge, experience and competence. We employ employees regardless of their race, gender, ethnicity, religion, sexual orientation and other factors. Currently (as of December 2022), we employ 59% women and 41% men.



We care about equal access to information also within the company, because we communicate with employees in two languages at the same time.

We use flexible working hours. Taking into account the specific nature of working in an R&D company, we have implemented task-based working hours, specifically tailored to the scientists' tasks, experiments and other R&D activities.

Depending on the position held, the company also adjusts duties for those returning after health or maternity leave, as well as during childcare. For administrative positions, there is the possibility of carrying out duties via remote working.



We provide our employees with stable employment and market-based remuneration, which we verify through dedicated salary reports that take into account industry trends. Employment contracts account for 93.7 % of employee contracts.

In addition to the basic salary, the company has an extensive incentive system, which consists of:

- a) A management-by-goals system allowing to obtain the variable part of remuneration for the achievement of goals set individually, team and company-wide for employees;
- b) "Deal+" - sharing of the profit generated by the Company from partnership agreements, based on transparent rules to which all employees have access;
- c) Employee Share Ownership Programme (ESOP).



Molecure supports innovation and seeks cures for incurable diseases or those where there is still a significant unmet medical need.

Our first clinical candidate, OATD-01, has received two orphan drug (rare disease) status from the FDA for the treatment of sarcoidosis and idiopathic pulmonary fibrosis (IPF). We also strive to develop drugs available orally in the form of tablets or capsules, which makes them cheaper and more widely available to patients in need than, for example, in the case of gene therapies.

We are inspired by modern research techniques, so that our research is conducted on the highest quality equipment, including, among others, the infrastructure of the University of Warsaw. We have research collaborations with leading scientific centres, nationally and internationally. We are developing our expertise in new and innovative areas, including the development of new small-molecule drugs that modulate mRNA function.

3. CORPORATE GOVERNANCE

- **Risks and supervision, capital management, corporate governance, ethics**



Our overarching values are integrity, passion, creativity, responsibility and respect. We have compiled their principles in the Code of Ethics and Anti-Corruption Policy. The Code of Values defines the principles that guide us and the attitudes that we want to reinforce in our daily work and in the process of building relationships within the company, between superiors and subordinates or among colleagues, and externally with various stakeholders. By defining the standards of desirable and undesirable behaviour, the Code defines the way we operate which is consistent with the adopted values. To ensure the company's good reputation, the document also includes anti-corruption procedures and conflict of interest prevention policies, which complement the Company's set of ethical principles. The implementation of an anonymous abuse reporting form on the Company's website is intended to enable effective response and elimination of all forms of abuse.

We independently initiate and support humanitarian aid initiatives put forward by staff. As part of our volunteer programme, we encourage employees to help the victims of the armed conflict in Ukraine.

Our clinical trials are conducted to GCP standard, while our pre-clinical studies are conducted to GLP and GMP standards. In-vivo research is carried out according to strict legal regulations, which is confirmed in each case by obtaining approval from the Bioethics Committee. We maintain special ethical standards in our handling of animals.

The foundation of relations with the Company's stakeholders is a transparent, reliable and equal right to information about the company (corporate documents, financial information, information on incentive



programs, calendar of events) as well as about the progress of its research and development work.

To ensure transparent communication with all stakeholders, the Company uses a variety of information channels such as the website, social media, publications, interviews. It ensures a fair and transparent information policy with Investors through its corporate website. In a dedicated *Investor Relations* section, it provides information on the objectives of its strategy, long-term goals, planned activities, progress in its implementation. The company also periodically communicates with the market by organising conferences for the media/investors.

Our operations are in substantial compliance with the Best Practices for WSE Listed Companies (DPSN2021).

In order to streamline work and take care of corporate governance (e.g. business ethics, competitive behaviour, management of the legal and regulatory environment), a Board Office was established in 2021.

The content of this policy is subject to a process of continuous improvement, which is carried out through periodic reviews of this document.

The policy was modified for the last time on 22 December 2022.