

Responsible Investment Policy

Aligning meaningful Returns with driven Impact

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Foreword

Bioqube Ventures NV (hereinafter “Bioqube”) is a global, life science venture capital firm that invests in early-stage biotechnology opportunities. Conscious of its role and responsibilities of enabling and supporting the development of companies providing breakthrough therapies, Bioqube develops a socially responsible approach to help bring drugs in areas of high unmet medical need, for severely ill patients who have limited or no other therapeutic options. By our privileged position, we are aware of our potential impact and therefore seek to incorporate Environmental, Social, and Governance (“ESG”) factors in our investment decision-making and engage with our portfolio companies to increase their impact through collaborative endeavour.

With a mission to deliver impactful medicines, we are convinced that we can align meaningful financial returns with purposeful impact. Our specialists’ team committed to long-term collaboration with entrepreneurs, industry, and patients, primarily in Europe and North America, works to transform innovative science in companies developing drugs to solve substantial unmet needs of patients’. We support companies across different stages of maturity to deliver consistent, high returns for investors while simultaneously addressing the healthcare needs of current and future generations.

As we are convinced that in every success, human and governance factors are decisive, we actively engage in the dialogue about ESG and impact-related factors with our portfolio companies to improve our impact through determined collaboration. In parallel, we internally strive to increase our ESG exposure, knowledge, and best-practices. As such, this policy is intended to be a living document and will evolve along our journey.

Explicitly, we use the term ‘ESG’ to describe a comprehensive set of environmental, social and governance matters impacting both our fund and our portfolio. Bioqube encourages and supports its portfolio companies' efforts to focus on developing solutions that yield a positive impact on people and/or planet and improve the ESG performance of their operations. It looks to develop a philosophy, within its portfolio companies, that raises awareness on conducting their operations in a manner that accounts for, and respects, their impact on the environment, their economic space, and their employees.

We put these concerns at the core of our operations. While we believe that successful Biotech venture inherently trickles-down to a positive impact for society and, the ESG lens adds another layer to making an informed investment decision, we actively strive to improve our portfolio and fund impact through our purposeful decisions. While we screen for sustainability risk on a wide range of topics through our due diligence questionnaire, to enable “best-in-class” investments, we evaluate them according to our IIMPACT score. Our pre-set threshold ensures the unequivocal impact entailed for society and patients, aligning the unmet need with meaningful returns.

We believe that we deliver these positive elements to our employees, investees, investors, patients and ultimately the communities who benefit from the innovations and solutions created by our portfolio companies.

As this ESG pledge is a shared commitment, this ESG policy is endorsed by all and communicated to all our employees upon arrival.

Scope and Purpose

The purpose of this policy is to present Bioqube's vision, commitment, and approach to integrating ESG considerations into its operations, at the management company level and within its investment activity. We see this policy as our commitment towards all the stakeholders in our ecosystem -patients, employees, entrepreneurs, industry, governments, and limited partners - to translate our **ambition of aligning substantial financial returns with driven impact**.

This policy applies to all our funds. Regardless of the magnitude of our ownership, we encourage compliance with and implementation of this policy, or elements thereof, as appropriate to the stage (i.e. incubation, seed, series A etc.) among all our investees. For all funds, the focus is on driving best practice, continuous improvement, and an ownership of an ESG strategy that will grow and adapt with the company throughout its lifetime, ensuring that the philosophy is turned into actions that increase in magnitude, but remain material, as the company develops.

Our Vision

Bioqube is an exclusive life sciences investor - promoting longer, healthier lives by investing in technologies and product candidates which prevent, cure, or alleviate disease- with a belief that a strong ethos will be required for sustainable meaningful returns.

Conscious of our role of spearheading life science innovation, it is our responsibility to not only invest in companies that promise the most disruptive product but consider all the stakeholders, including patients, employees, investee companies' staff, government ecosystem and investors and the windfall of our investment on society.

Through our mission to meaningfully impact patients' lives, we support the next generation of biotech companies, Bioqube will invest and provide substantial positive impact within the following Sustainable development Goals of the United Nations:



SDG 3 – Good Health and Well-Being – “Ensure healthy lives and promote well-being for all at all ages.”

Bioqube is committed to addressing the challenge of non-communicable diseases through our support of early-stage biotech companies specializing in groundbreaking research and development. By targeting high unmet medical needs across various therapeutic areas, we aim to bring transformative treatments to severely ill patients who currently have limited or no therapeutic options. Our approach is not just about extending life expectancy, it is also about enhancing the quality of life for patients worldwide. Through targeted investments in innovative science, Bioqube fosters the development of life-changing therapies that promise not only to meet but exceed the objectives set forth by SDG 3, ensuring a healthier future for all.



SDG 9 – Industry, innovation and infrastructure – “Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation”

Bioqube champions early-stage biotech firms deeply engaged in research and development, recognizing their critical role in driving healthcare innovation. By supporting their pioneering R&D efforts, we aim to contribute to a resilient infrastructure that accelerates the path from discovery to development of novel therapeutics. Our approach focuses on providing these early-stage companies with the resources and network needed to navigate the challenges of innovation, ensuring their contributions towards sustainable healthcare solutions are realized. In doing so, we foster a future where small biotechs are integral to the sustainable industrialization of the health sector, driving progress through innovation.

In addition, we believe that our business ethos and our investments, will make a positive contribution to the following UN SDG:



SDG 5 – Gender Equality – “Achieve gender equality and empower all women and girls.” Bioqube support and promotes the recruitment of women and their ascension at leadership positions, including as board members and C-levels positions within the fund and within portfolio’s companies. We believe that achieving gender equality is crucial for fostering an inclusive and innovative environment.



SDG 8 – Decent Work and Economic Growth – “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”.

Bioqube is dedicated to fostering economic growth and creating fair work opportunities within the early-stage biotech sector. By investing in these companies, we aim to nurture innovation and entrepreneurship that leads to the development of groundbreaking healthcare solutions. Our investment strategy supports them in scaling their operations, which not only leads to the creation of high-quality jobs within the sector but also stimulates economic growth through innovation. Our focus on inclusivity ensures that the workforce behind these innovative companies is diverse, promoting equal opportunities for all. Through our efforts, we contribute to building a sustainable biotech ecosystem that aligns with the broader objectives of sustainable economic growth and productive employment.



SDG17 – Partnerships for the Goals – “Strengthen the means of implementation and revitalize the global partnership for sustainable development”.

Bioqube fosters collaboration between biotech companies, academic institutions, and public entities to accelerate R&D that aligns with the SDGs. We also ambition to exchange knowledge and best practices in sustainability by hosting conferences and workshops that bring together different stakeholders. We guide biotech companies in adopting sustainable business models and operations that contribute to the SDGs. Thanks to our international focus we can help spread sustainable biotech solutions across borders, contributing to global efforts to achieve the SDGs.

Bioqube’s commitment to these SDGs underscores our dedication to not just financial returns but to creating a positive impact on health, society, and the environment. Our ESG policy,

aligned with these goals, demonstrates our holistic approach to investment, emphasizing sustainable development and long-term value creation for all stakeholders.

Translating our sustainability ambition in our investment process

Bioqube is classified as an article 8 under the SFDR regulation, and therefore promotes environmental and social characteristics. Applying ESG principles is not only based on a comprehensive set of considerations specific to us as an investor and the startups we invest in; we also think through how ESG applies to the entire investment process from sourcing and screening to due diligence and portfolio management and exit. The Bioqube team systematically considers ESG factors during the different investment phases. Collectiveness is embedded in the decision-making process as discussions related to investments must be discussed by the whole team.

Due diligence / qualitative assessment of investments:

Before making an investment, we conduct a comprehensive review and assessment of ESG-related risks and opportunities, alongside relevant ESG factors, during the due diligence phase. The evaluation of existing and potential ESG risk factors and their double materiality include, but is not limited to:

- Environmental risks such as biodiversity-related ecological risks, climate change risk, biohazard;
- Social risks covering aspects related to labour management, occupational health and safety of the workforce, employee wellbeing and gender diversity;
- Governance risks focused on Board of Director effectiveness, ownership and control structures, remuneration policies, data privacy and security, ethics, and regulatory compliance.

To further enhance this ESG-risk assessment Bioqube uses a standardized ESG due-diligence screening and information tool, adapted from *ESG Venture / Pictet Alternative Advisors Life Science Due Diligence Framework* to the proposed eligible company to establish a quality general ESG awareness and due diligences, as well as to assess the level of conformity of the future investment with the investment policy and Bioqube's exclusion policy (included below in this document).

The material topics specific for the Biotech industry assessed by this framework include:

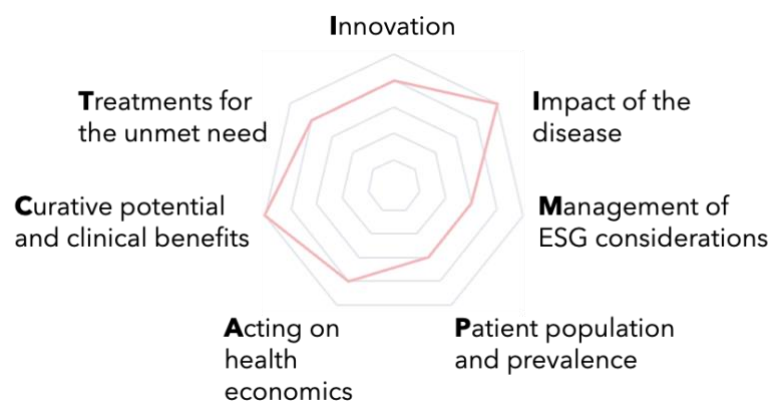
- Supply chain and Third-party considerations: Evaluating how companies audit and risk-assess third parties (e.g., CROs, CMOs), recognising that associated third-party performance is relevant to a company's ESG performance.
- Environmental risks: Assessment of in-house manufacturing practices that aren't outsourced to third parties, for example waste management strategies and assessment of pharmaceuticals in the environment.

- **Responsible R&D:** Evaluating how companies assess the risk associated with their R&D practices. These are broadly unintended environmental and social consequences, e.g., impacts on biodiversity, malicious use of technology.
- **Animal Testing:** Ensuring companies adhere to legislation on animal testing, as well as attempting to replace, reduce, and refine in line with guidance from the National Centre for the 3Rs.
- **Patient data:** Assessment of its use, along with the privacy and security practices of companies surrounding it.
- **Clinical trials:** Evaluation of clinical trial design, integrity, reporting, and follow-up.
- **Access to medicines:** Assessment of the company's commercial strategy with respect to access to their product. This includes things pricing strategies, product registration, and IP management.
- **Product safety:** Evaluating companies' pharmacovigilance and product safety approaches.

IIMPACT Framework

To match the ESG impact of the potential investee with our ESG ambitions, each company is scored on Bioqube's internal IIMPACT framework, evaluating the impact of companies across 7 criteria encompassing ESG, on a scale of 1 to 5. The average score on these 7 criteria results in an overall IIMPACT Score. The minimum threshold set at 3.7 to enable an investment, ensure the positive impact of the investee on society. The 7 criteria are:

- Innovation
- Impact of the disease
- **Management of ESG considerations**
- **Patient population and prevalence of the disease**
- **Acting on health economics**
- **Curative potential and clinical benefits**
- **Treatments for the unmet need**



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Innovation	Visionary / Paradigm shift	Disruptive - New MoA/first in class in the indication	Substantial, best-in-class	Modest, Reformulation	None, Me-too
Impact of the disease	Life Threatening	Debilitating	Substantial impact on the quality of life	Modest impact on the quality of life	Lifestyle interaction
Management of ESG	Fully integrated ESG Framework	Implementation towards compliance in place	Resolve minor non-compliance issues, plan in place	Overcoming major ESG issues	Non-compliant with ESG considerations
Patient population	>5 million	1-5 million	0.1 - 1 million	1000 - 0.1 million	0 - 1000
Acting on health economics	Evident	Very Substantial	Substantial	Modest	Minor
Curative potential	Curative / Disease transformative	Clinical meaningful change	Severe symptom relief	Mild/moderate symptom relief	Minor
Treatments for the unmet need	No treatment available	Treatments that do not address the unmet need	Treatments for the unmet need with significant downsides	Treatments for the unmet need with partial downsides	Alternative treatments answering the need

The sharing of the ESG due diligence main conclusions and IIMPACT score for each investment is a prerequisite for presenting a case towards the Investment Committee. When the ESG-risk assessment highlights that the risks are too great and we have reasons to expect that these will not be addressed in a timely or satisfactory manner, no investment will be made. For new potential investees, where any improvement areas towards adherence to our responsible investment principles are identified, we will ensure a commitment from the investee to implement appropriate remedial measures within a reasonable and jointly agreed timeframe. Once the investment decision has been made, an ESG clause is incorporated into the investment contracts, committing investee companies to report ESG information on a yearly basis.

Sourcing

We are committed to ensuring accessibility and diversity as core principles in the sourcing and pipeline management of our deals. Concretely, we have put in place three mechanisms and steps to make our funnel easier to access and to counteract any lack of diversity that early in the investment process:

- Open application process: to counteract the need for ‘warm introduction’, we have installed a simple contact on our website for founders to send us their pitch documentation. All applications are screened and discussed by multiple team members;
- Partnership: Bioqube has rooted its supportive investment model in investing in novel science. To support the ecosystem, we are sponsors or members of *Healthy Ideas Healthy Returns*, a platform to support Benelux tomorrow’s academic Health ventures, *Inserm Transfer Human Health Startup Factory* and part of the Committee for the French Tech Seed label, all to provide advice and guidance to academic professionals transitioning towards entrepreneurship.
- Usage of accessible language: On our website as well as in our communication, we are careful to use accessible language.

ESG processes during the holding period

The annual ESG questionnaire is addressed to all portfolio companies and the collected quantitative and qualitative data is analysed to measure ESG progress, implementation of good practices as well as to report potential ESG alerts. All portfolio companies are made aware that they can report any material ESG incidents via a dedicated channel esg@bioqubeventures.com.

Bioqube aims to promote the integration of ESG factors by investee companies during the holding period, by:

- At least once a year, Bioqube assess portfolio's companies progress regarding ESG criteria and IIMPACT score and reviews the action plans. This assessment is based on an annual questionnaire to the portfolio's companies and feedbacks from Bioqube representatives at the companies' boards, approved by Bioqube's ESG Committee. These ESG metrics are then communicated towards our investors in our quarterly report.
- ESG issues are discussed at least once per year during a board meeting, to ensure progress on ESG issues and implementation of relevant actions by the portfolio companies.

Sustainable exit

The Bioqube team has a strong track record of working with companies to achieve substantial exits. Our general investment strategy involves taking a significant ownership stake in our companies, building value not only via our capital but by working hand in hand with management to deliver on the scientific promise, nurturing ties with industry to support our companies in their development, including partnerships, acquisitions, and exits. At the exit phase, we carefully evaluate the buyer profile, transaction model, and aim that the investee's product or intellectual property are used to achieve a positive impact. Thus, we aim to close the sustainability journey of our portfolio companies via a sustainable exit.

Finally, to complete the ESG investee-cycle within Bioqube, we will consider whether, which, and how ESG aspects were evaluated and valued by the acquirer(s). This process will be supported by the annual ESG report summarizing the progress a company has made through its maturity. Equally, as we can provide each company with an individualised ESG report on an annual basis, they are able to use this data, benchmarking and indicating the progress in 'ESG Maturity' in their own documentation and marketing discussions with stakeholders.

Exclusion Policy

Bioqube does not invest in companies that produce or intend to produce products that conflict with international treaties signed by relevant international treaties, or whose products are/will conflict with the core principals as stipulated in this Responsible Investment Policy. Furthermore, Bioqube does not invest in companies/partnerships/projects that consist of any of the following activities:

- The production, marketing or use of, or trade in, weapons of mass destruction or inhuman weapons or technologies which are subject to existing international prohibitions ;

- The ownership, operation, marketing or management of gambling facilities (including online gambling);
- The production, distribution, marketing or trade in tobacco or tobacco products;
- The exploration, mining, refining, or trade in non-renewable energy sources such as thermal coal and oil sand;
- The production, distribution, hosting or marketing of material or activities relating to pornography;
- Any resulting in the limitation of the individual rights or freedoms of individuals, or human rights violations;
- Enabling the illegal entry into the electronic data networks or download electronic data;
- Human cloning, gestational surrogacy, human embryos creation, post-mortem medically assisted procreation and euthanasia activities.
- Any activity related to endangering our biodiversity and habitat.
- Any entity with operations in countries that are on the sanctions lists of the European Union, the United States, and the United Nations;
- The production of specific products and healthcare solutions that Bioqube recognizes as adverse to sustainable development.

Sustainable Operation: ESG within Bioqube

Bioqube roots sustainability factors into both its investment activities and its operations. Our internal commitments to operate responsibly are listed below.

Environmental

Bioqube manages its environmental footprint as part of EU 2050 carbon neutral ambitions. We currently are striving to achieve this ambition through some of the following action:

- **Travel:** We fully support our employees to use public transport or travel to work by bicycle to reduce the impact of commuting. In any case, we aim to reduce to the maximum business travel and, where it is necessary for an optimal continuation of our activities, we consider the least carbon heavy option.
- **Purchasing and offices:** We minimise the impact on the environment by adopting, where possible, green purchasing practices such as eco-labelled paper, energy-efficient office facilities and equipment.
- **Recycling and re-use:** We recycle or re-use products and resources whereas possible, including but not limited to paper, cardboard, plastic, used batteries, and ink and toner cartridges.

Social

Bioqube believes long-term value creation and sustainable meaningful returns can only be obtained when top talent is attracted, motivated, and retained.

As a result, topics such as employee development, diversity, employee welfare and occupational health and safety are not just ESG topics, but topics that align our business ambition with our ethics.

- **Employee wellbeing and development:** We view our team as our main unfair advantage and thus try our best to allow them to perform to the maximum of their abilities. We are increasingly investing in training and skill development and actively contribute to team cohesion and well-being at work. We provide opportunities for growth to all our employees and consider personal development as a key to our long-term success alongside an aligned remuneration policy.
- **Diversity and equal opportunity:** As we are a diverse team by design, we view differences in perspectives, backgrounds, nationality, and experiences as an opportunity to learn from each other and enrich the entire team; equity, diversity and inclusion have always been internal core values. This diversity and inclusion vision is translated in how we operate, where each employee has a voice in our investment discussions.

Governance

- To support our ESG vision, Bioqube is a member of Invest Europe, the European Private Equity association driving best practices. Additionally, Bioqube is a member of ESG Ventures, the leading ESG community of Venture striving to improve best practices and supporting actionable implementation of ESG topics across Venture Capital.
- Internally, Bioqube has appointed an ESG committee chaired by Nico Vandervelpen (Managing Partner), and with the participation of Clément Salque (ESG officer) and Odile Ducrey – Rundqvist. Bioqube believes it is vital to have committee members in

various functions and levels within the organization to ensure there is consistent adoption across the company's management.

- Bioqube's ESG Committee is responsible for ensuring adoption and implementation of the ESG framework, policy amendments, employee training, reporting, monitoring, communication to investors and annual ESG reporting. Yearly review and update of this policy by the committee are planned. The Committee meets on a quarterly basis to ensure that its objectives are followed, providing an oversight on all our ESG actions.
- If a material ESG incident is reported on, an ad-hoc meeting by the ESG Committee is expected. Disclosure and reporting of this incident are under the responsibility of the Committee.
- Business ethics and anti-corruption: We uphold high standards of honesty and integrity in our communications and actions. We are firmly committed to preventing corruption and bribery in all forms, maintaining this is a key priority across our operations . All employees commit to follow our Code of Ethics (derived from the Code of Ethics of Invest Europe).
- Finally, all our decision making our internal committees and boards are committed to good governance principles.