



Marinomed

Sustainability
Report

2023

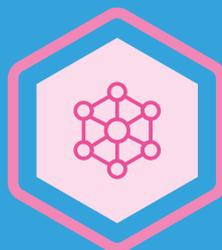
Sustainability report

ESG Highlights 2023



ENVIRONMENT

- **14% of electricity consumption** covered by own **photo-voltaic system** in 2023
- **Reduction of air travel by 26%** compared to 2022



SOCIAL

- **Gender Diversity Index Austria 2023:** Marinomed again among **top ten**
- Share of **women** on the **Supervisory Board** at **60%**



GOVERNANCE

- Implemented digital **whistle-blowing system**
- New **rules of procedure** for the Management Board and Supervisory Board with a greater **focus on sustainability**

Foreword

Dear Ladies and Gentlemen,

We are convinced that we can only be successful in the long term through sustainable developments. In all our decisions, we consider aspects that are not only beneficial for the Company or our stakeholders, but are also guided by the impact our actions have on our employees, our environment and our reputation as a company.

Sustainability at Marinomed

Our vision and primary goal is to protect and improve the health and well-being of people. With our technologies and innovations, we want to address diseases that have so far been insufficiently treated, improve existing therapies and give as many people as possible access to high-quality treatments. With this objective, we pursue a sustainable strategy from the ground up. This continues in the other aspects of our corporate governance, as this report will show. Decisions are continuously reviewed for sustainability aspects and regularly addressed by the Management Board and Supervisory Board. Sustainability criteria have already been incorporated into important corporate guidelines, such as the rules of procedure for the Management Board and Supervisory Board. For example, the Supervisory Board has already linked parts of the variable remuneration of the Management Board to the sustainable development goals of the Company.

About this report

In 2019, the Green Deal set the goal of achieving carbon neutrality in the European Union by 2050. To reach this goal, companies, too, are required to implement extensive climate protection measures. One part of these measures relates to reporting: In addition to financial reporting, extensive guidelines for non-financial reporting will now also be applied. These guidelines relate to the presentation of sustainability performance and strategies, including environmental, social and governance factors.

In December 2022, the European Union approved the “Corporate Sustainability Reporting Directive” (CSRD), which is to replace the previously applicable “Non-Financial Reporting Directive” (NFRD). At national level, the “Austrian Sustainability and Diversity Improvement Act” (NaDiVeG) applies. The standards for sustainability reporting will be summarized in the “European Sustainability Reporting Standards” (ESRS). In addition, the EU Taxonomy Regulation was passed in 2020, which requires the classification and disclosure of business activities based on sustainable assessment criteria. All these directives are currently aimed at large companies; small and medium-sized enterprises (SMEs), such as Marinomed, are not yet obliged to undertake extended non-financial reporting until at least 2027. Recently, the European Financial Reporting Advisory Group (EFRAG) started the public consultation phase for the exposure drafts on the sustainability reporting standards (ESRS) for listed SMEs.

Even though we are not yet obliged to report on sustainability, we published a sustainability report for the first time in 2022 to provide even more transparency for our stakeholders. Our reporting is currently based on the United Nations Sustainable Development Goals (SDGs). We are constantly expanding and revising our sustainability strategy and will adapt our reporting in stages to the applicable national and EU guidelines.

In this report, we would like to provide an overview of our sustainability performance in the areas of environment, social and governance (ESG). We will highlight the different areas of our business, including our efforts to protect the environment,

our social commitment and our engagement to promote a transparent and ethical corporate culture.

This report is intended to provide insight into our sustainability strategy and demonstrate that we are aware of our responsibilities. We are committed to running our business in a sustainable way and creating a positive impact for patients, our employees and our stakeholders.



Andreas Grassauer



Eva Prieschl-Grassauer



Pascal Schmidt

Materiality analysis

Business model

As a result of the Company's size and the outsourcing of significant parts of the value chain to experienced partners, the Company's resource consumption is essentially limited to its headquarters in Korneuburg. At this single location, a large part of the basic research takes place in the Company's own modern laboratory space, and it also houses the management of the supply chain and the administration of the Company. Late-stage clinical development, marketing authorization, production and marketing are carried out in cooperation with experienced pharmaceutical partners around the world. In this way, existing production capacities and distribution channels are utilized and resources are conserved. Learn more about Marinomed's business model on page 18.

Vision & mission

Marinomed is a science-oriented company committed to medical progress. Our vision is to develop innovative and more efficient products that protect the well-being and health of people and that also address those indications that have so far been inadequately treated.

The Company has extensive expertise in virology and immunology and an active pipeline based on its Carragelose and Marinosolv technology platforms. The success of its product development is reflected in a marketed OTC portfolio as well as other products already in the authorization process. We are working hard on translating our

expertise into innovation and thus make our contribution to a future worth living.

Key sustainability aspects

Marinomed has conducted a materiality analysis to identify those core areas where the Company can significantly contribute to environmental, social and governance topics. To guide our reporting, we have taken the United Nations Sustainable Development Goals ("SDGs") as a reference. To make our success and goals measurable, we are constantly expanding the selection of relevant key figures. Some of these key figures could only be meaningfully evaluated from the 2021 financial year onwards, as this represented the first full year with our own company premises. Prior to this, the Company was located in buildings of the University of Veterinary Medicine Vienna, for which Marinomed does not have corresponding data.

The analysis has led to the following topics to which Marinomed can make a significant contribution. These results largely define Marinomed's sustainability strategy in line with our vision and mission:



Good health and well-being. As a biopharmaceutical company, we are committed to improving people’s health by developing treatment options for various diseases with our innovative therapeutics. With our over-the-counter CarrageLOSE portfolio of virus-blocking products, we were able to make a positive contribution to containing the incidence of viral respiratory infections, particularly during the COVID-19 pandemic. Clinical data from Argentina with our active ingredient showed the effectiveness of iota-carrageenan in the prophylaxis of COVID-19. We have further product candidates in our pipeline in the therapeutic areas of virology and immunology, which address indications with previously insufficient treatment options.



Quality education. Marinomed is a knowledge-based company that needs skilled professionals for its research and development work and for its quality products. Ongoing training and education are critical to guarantee our Company’s innovative strength and to ensure compliance with high quality and safety standards. At Marinomed, there is a comprehensive internal training plan. Further external training is also encouraged.

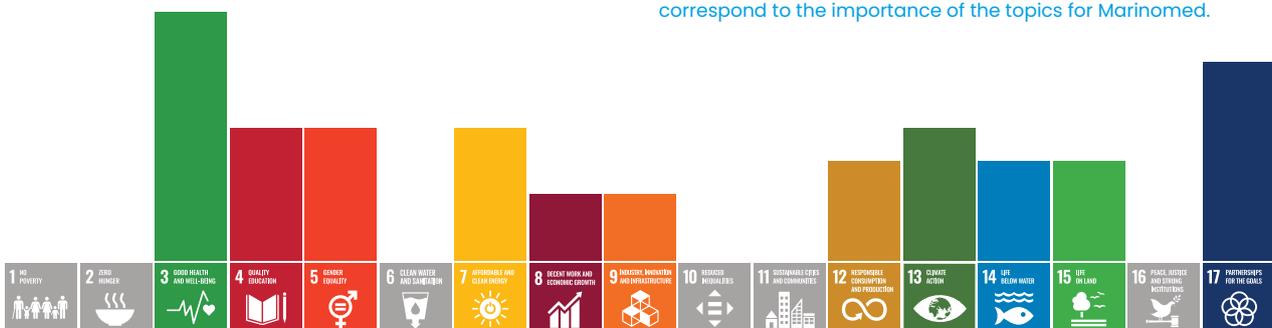


Gender equality. Diverse teams are the cornerstones of a successful company. Our employees are selected purely on the basis of professional and management skills, regardless of gender. Our efforts to create equal opportunities have repeatedly earned us top rankings in the Gender Diversity Index Austria.



Partnerships for the goals. Our business model is based on cooperation with experienced partners who support us in the late clinical development, achievement of market authorization and marketing of our products. This allows us to focus on the area of research and development.

Overview of the most important SDG goals that Marinomed pursues with its sustainability strategy. The length of the bars correspond to the importance of the topics for Marinomed.





Affordable and clean energy. Marinomed is already able to cover part of its electricity demand with its own photovoltaic system. A further expansion of the system is being planned. In addition, the aim is to obtain 100% of electricity from renewable sources by 2030.



Sustainable business practices. We make an important contribution to sustainable business practices. Our entire business model is sustainable. We consider environmental aspects at all levels of our Company, from our technologies and to the way that we use materials to conserve resources, to our company premises, which are built and operated with sustainability in mind. Our Marinosolv technology helps to decrease the administered dose and thus also reduces the environmental impact of drug residues, especially on the waste water system.



Decent work and economic growth. As a biomedical company, we operate in a highly regulated market. Our growth is powered by our mission to improve patient well-being. Our research and development adheres to strict ethical standards. We are dedicated to respecting human dignity in everything we do. This pledge also applies to the working conditions we offer to our employees. We need committed employees who enjoy what they do to create innovative products that can help advance sustainable development.



Industry, innovation and infrastructure. Research and development drive innovation and progress for the benefit of patients. By working together with our partners in the pharmaceutical industry, we can manufacture our products efficiently and sell them all over the world - making them available to as many people as possible. And we are always planning our next steps into new applications.

Environment



© Marinomed

Sustainable innovation

Marinomed Biotech AG is a biopharmaceutical company that focuses on developing innovative products in the areas of virology and immunology. Our fundamental concept itself is sustainable: novel and more effective therapeutic options help to improve the health of people, avoid or reduce expensive and complex treatment methods, and provide treatment options for diseases that have hardly been addressed to date.

Product development in the therapeutic area of virology is based on the virus-blocking polymer Carragelose, which is extracted from red seaweed, a renewable raw material. The Marinosolv technology, used for product candidates in the immunology therapeutic area as well as in Solv4U partnerships, is based on the active natural ingredients escin (extract from the horse chestnut) and glycyrrhizin (extract from the licorice root), which are also available in pharmaceutical quality.

The Marinosolv technology improves the solubility of hydrophobic active ingredients. This can increase the bioavailability and efficacy of the product, which can not only reduce the administered dose, but may also reduce the amount of drugs entering the environment through excretion. In particular, this reduces drug contamination of water bodies and soils.

Company premises

Since 2020, the Company has been located at its own site in Korneuburg, Lower Austria, which includes both laboratory and office spaces. The acquired property was completely sealed by an existing building complex consisting of old industrial halls, an office building and parking areas. During the remodeling process, special attention was paid to proceeding in the most resource- and environmentally-friendly way possible and to promoting biodiversity at the site.

Concrete and asphalt cover was removed from almost 60% (~ 1,400m²) of the site area. In line with the environmental protection concept, the parking areas for the vehicles were designed with infiltrative gravel turf so that no rainwater is discharged into the existing sewer system. The greening concept with trees and diverse planting contributes positively to the microclimate in the surrounding area and provides a habitat for insects.

Preserving the existing office building was also an important environmental aspect. During renovation, it was brought up to the latest thermal and building technology standards. In addition, a new building was constructed to house the laboratories and further offices. Marinomed holds a total of about 2,000m² of laboratory and office space on three levels. During the construction of the new building, attention was also paid to wheelchair accessibility.

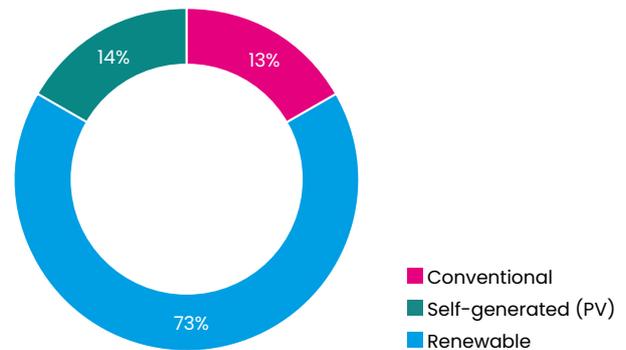
A 20 kWp photovoltaic system was installed on the new building, enabling the sustainable generation of a significant part of the electricity demand. In

2022, the photovoltaic system was expanded by another 8 kWp, which means that a total of 28 kWp is now available for the building's own electricity generation. A further expansion of the photovoltaic system on the roof of the existing building is currently being examined. A heat pump operates the floor heating in the new building in winter. In summer, the heat pump is used to cool the laboratory rooms via a heat exchanger. The existing building and, on particularly cold days also the new building, are heated by a gas boiler. In the period from February 2023 to February 2024, the gas consumption was again significantly reduced

thanks to various measures, such as lowering the room temperature. Other elements such as motion detectors, automated light switches, triple-pane glazed windows and automated shading ensure an efficient indoor climate and optimized electricity consumption. 14% of the electricity consumption was covered by the building's own photovoltaic system in 2023. Overall, the share of renewable energies in electricity consumption (including electricity purchased from the local energy provider EVN) was 87%.



Electricity consumption (MWh)



The company premises of Marinomed Biotech AG before the acquisition and conversion of the property in July 2019 (above) and after the conversion work was finished in July 2021 (below). A large part of the existing buildings was removed, and the area was unsealed. The existing office building (left part of building) was thermally renovated and an environmentally friendly new building was built at the back of the property. The car park was laid out as a drainage-capable gravel lawn and has charging stations for electric vehicles.



© Marinomed

Resource consumption	2023	2022	2021
Power consumption in MWh	165	153	158
<i>thereof renewable</i>	87% ¹⁾	88%	93%
<i>thereof self-generated</i>	14%	16%	7%
<i>per FTE</i>	3.48	3.46	3.71
Gas consumption in MWh	24	41	90
<i>per FTE</i>	0.51	0.93	2.11
Total energy consumption in MWh	189	194	248
<i>per FTE</i>	3.98	4.38	5.82
per EUR 1 million of revenues	20.58	17.20	21.33
Water consumption in m³	1,198	956	1,175
<i>per FTE</i>	25.23	21.60	27.58

¹⁾ This value is based on the latest information from the electricity provider on the selected product mix as of 31.12.2022.

Mobility

Sustainable acting at Marinomed also continues in terms of mobility. The Company's own vehicle fleet consists exclusively of electric cars, which, just like employees' vehicles, can be charged on the company premises via charging stations with electricity partially generated by our photovoltaic system. As a result, some employees have already

switched to electric cars. We also pay attention to environmentally friendly travel options for business trips wherever possible. Videoconferencing technology acquired during the pandemic was also used as often as possible in 2023. The increased acceptance of holding partner and investor meetings virtually led to fewer business trips. In 2023, air travel was reduced by 26% compared to 2022.

Mobility	2023	2022	2021
Air travel (in flight segments)	54	73	32
<i>thereof within Europe</i>	74%	89%	100%
Train journeys	18	12	40

Resource-efficient working

Experimental design for laboratory experiments is carried out as resource-efficiently as possible, taking into account working times and the consumption of materials and chemicals. Usually, a small preliminary experiment (so-called “proof of concept”) is carried out first, followed by the actual experimental setup (so-called “upscaling”). In addition, large experiments are planned based on a four-eyes-principle to avoid unnecessary consumption of resources. The equipment used is treated with care and maintained regularly, so that it can usually be used far beyond the end of its normal service life. For example, the oldest HPLC (“High Performance Liquid Chromatography”) device has been in operation since 2001. To save electricity, all devices and laboratory PCs are switched off when no analyses are running. This also applies to the equipment used in the offices.

A certain amount of animal testing is required by law to conduct certain medical research. However, Marinomed endeavors to carry out these experiments with the greatest possible care, taking into account the “3-R-principle” (replace - reduce - refine: avoid animal experiments as far as possible, keep the number of animals as low as possible and limit animal suffering to the minimum level). Prior approval by the relevant commission is mandatory. In the majority of ex vivo experiments, organs from animals that were already intended for slaughter are used. In this way, animal parts that are not suitable for consumption are utilized in a way that conserves resources.

Partners for the performance of external analyses or services are preferably selected locally or at least regionally (Austria, Germany or EU). This ensures short transport routes and the greatest possible transparency.

Waste management

Marinomed follows a strict waste management policy in the laboratory: consumables are reused or used sparingly whenever possible. Chemical waste is collected separately and disposed of accordingly by a specialist company, which means that no hazardous chemicals end up in the waste water system.

Marinomed also pays attention to resource-saving measures in the offices. By switching to largely digital working and archiving, paper and office material consumption is reduced to a low level, which is not only more environmentally friendly but also cost-optimized. In addition, waste separation and recycling stations are provided, which should also further raise the employees’ already high awareness of correct waste separation.

Sorted waste is either disposed of by specialized companies, the local waste collection service or at the waste collection center. In Austria, a large part of the waste is recycled (e.g. plastic, paper or glass) and residual waste is used in waste incineration plants to generate heat and electricity.

Waste and recycling	2023	2022	2021
Paper waste in liters	34,320	34,320	19,800
Plastic and metal waste in liters	11,440	8,580	8,580
Glass waste in kg	660	600	600
Residual waste in liters	34,320	34,320	34,320
Special organic waste in liters	120	480	360
Medical waste in kg	120	130	140
Solvent-water mixtures in kg	501	495	412

Our environmental sustainability goals

Target	Time frame	Target achievement as of 31.12.2023	
Share of renewable energies in electricity consumption over 90%	Ongoing		87%
Resource consumption per employee does not exceed the 2021 level (= 5.82 MWh)	Ongoing		3.98
Vehicle fleet without vehicles with combustion engines	Ongoing		Yes
Expansion of the photovoltaic system from 20 kWp to 28 kWp	2022		Yes
Achieve carbon neutrality (Scope 1)	2030		Ongoing

 = Target fully achieved

 = Target almost/not yet achieved

 = Target not reached

Social

Improving health and well-being

As a biopharmaceutical company, we are clearly aware of our social responsibility. Our actions are determined by the search for therapies that serve to improve the health and safety of patients. With our research, we focus on our core competencies in the field of virology and immunology.

With the Carragelose product line partnered in over 40 countries, we are already making an important contribution to the prevention and treatment of viral respiratory diseases. During the SARS-CoV-2 pandemic, several studies demonstrated the effectiveness of Carragelose against this virus and its variants of concern. With our over-the-counter products, we have created the basis for broadly effective and low-threshold protection against viral respiratory diseases. In 2023, we also introduced two new products based on Carragelose, an allergen-blocking nasal spray and moisturizing eye drops.

Based on the Marinosolv technology, we are developing several products in the field of immunological diseases. With this technology, Marinomed has succeeded in significantly improving the solubility of poorly water-soluble active ingredients. This benefits patient well-being, as Marinosolv can be used to improve existing medicines and new active substances can be considered for treatment. At the same time, administered doses can be reduced and side effects minimized or avoided. The lead product Budesolv for the treatment of allergic rhinitis

(which affects an estimated 400 million people worldwide) has already been licensed out for the Chinese market. Our next advanced product candidate, Tacrosolv, is being developed for inflammatory eye diseases.

In the future, we want to focus on disease patterns for which there are currently only insufficient, ineffective treatment options available. This is a great burden for the people affected as well as for society and health care systems. We want to address this problem with our innovative solutions.

Our scientific success is largely based on the know-how and talents of our employees. Apart from that, we maintain cooperations with universities, research institutes and partners to use synergy effects and to advance research for new medical products. We see ourselves as a “think tank” that constantly expands existing knowledge and experience to improve health solutions for people. Marinomed has also been awarded renowned research prizes, such as the Houska Prize, for its scientific activities. CSO Eva Prieschl-Grassauer was awarded the Golden Decoration of Merit of the Republic of Austria in November 2022 for her excellent scientific work and its translation into commercial success.

Employees

The commitment and creative ideas of our employees are crucial for our success. With their performance and skills, they make a significant



© Marinomed



contribution to ensure that our research and development projects ultimately result in biopharmaceutical products. In 2022, the human resources department was further expanded and given even higher priority.

In the 2023 financial year, Marinomed had an average of 47 employees. The average number of employees is calculated as FTE (Full Time Equivalent) on the basis of 38.5 hours per week as the average of the 12 monthly values of the respective last day of a month. All employees (with the exception of temporary interns) are employed on a permanent basis.

On average over the last three years, staff turnover has been around 12%. For the calculation of staff turnover, the number of people leaving the Company is divided by the number of average FTEs. This includes dismissals by the Company or proposed severance agreements. Seven people left Marinomed in 2023.

The entire staff is working at the Company's only location in Korneuburg. Human resources management is aligned towards creating a motivating working environment. Employee surveys are carried out regularly, in which various aspects of personnel management and employee satisfaction are assessed. The results of this survey were systematically processed and mostly already implemented. Surveys of this kind are to be carried out regularly in the future.

Since its foundation, Marinomed has placed great emphasis on maintaining a healthy balance between work and private life. We offer flexible working hours, part-time models and working from home in order to provide all employees with the best possible work-life balance. We make special efforts into supporting parents during parental leave and when returning to work. During the pandemic, we also provided our employees with unbureaucratic home office solutions, special care time and even more flexible working hours.

In 2023, two initiatives were launched to promote social interaction outside of the workplace. On the one hand, a team of 13 employees was formed as part of the "Österreich radelt" campaign, which collected a total of 10199 km by cycling to work. In 2023, Marinomed also took part in the Vienna Business Run for the first time, fielding five teams.

We pay attention to performance-based remuneration at all levels. At Marinomed, the salaries of all employees are regulated by collective agreements. All employees receive salaries above the minimum required by the collective agreement guided by their respective position and experience. In addition, a performance-related bonus is usually paid and there is the opportunity to participate in the Company's success through the stock option program. Due to the small number of employees, a calculation of the gender pay gap is currently not useful. As soon as a calculation seems reasonable, details will be published in the sustainability report.

HR metrics	2023	2022	2021
Total employees	52	49	47
<i>thereof part-time</i>	30%	26%	23%
<i>thereof unlimited contracts</i>	99%	99%	100%
<i>thereof with university degree</i>	77%	79%	75%
FTE total	47	44	43
<i>thereof female</i>	68%	69%	70%
<i>thereof male</i>	32%	31%	30%
<i>Turnover rate</i>	14%	15%	7%
<i>Revenues per FTE in kEUR</i>	193	255	273
<i>thereof R&D</i>	56%	54%	54%
<i>thereof female</i>	75%	75%	71%
<i>thereof male</i>	25%	25%	29%
<i>Turnover rate</i>	8%	5%	4%
<i>thereof management</i>	11%	14%	12%
<i>thereof female</i>	20%	33%	40%
<i>thereof male</i>	80%	67%	60%
<i>Turnover rate</i>	0%	17%	0%
Supervisory board	5	6	4
<i>thereof female</i>	60%	50%	50%
<i>thereof male</i>	40%	50%	50%
Total employee training hours	668	1,107	541
<i>per FTE</i>	14.00	25.00	12.69
<i>thereof internal</i>	4.90	4.57	1.97
<i>thereof external</i>	9.10	20.43	10.72
Work accidents	1	0	3
<i>per FTE</i>	0.02	0.00	0.07
<i>thereof commuting accidents</i>	0	0	2
Number of sick days per employee	8.59	7.23	7.25
<i>thereof related to the pandemic</i>	0.00	1.45	0.77

High emphasis is placed on open communication and mutual respect in everyday work. There is a formal opportunity for exchange with the supervisor once a year in the context of an appraisal interview. Our open-door policy allows personal concerns to be expressed at any time. Due to the small size of the Company and flat hierarchies, constant dialogue between all employees is encouraged. In regular updates by the Management Board, our employees are given the opportunity to learn more about the current development and strategy of the Company.

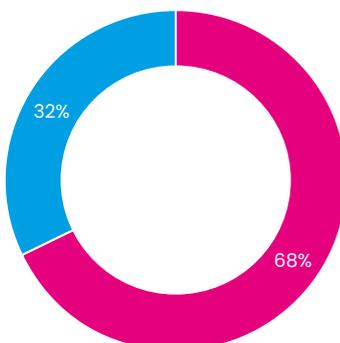
In 2023, we implemented a digital whistleblower system, which enables our employees, but also our business partners, to report anonymously in the event of significant violations of the law. In 2023, no such violations were reported to the Management Board.

Diversity and promotion of young people

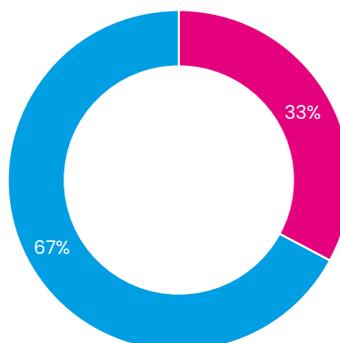
Marinomed fills new positions based on qualification, regardless of gender. In 2023, 68% of our employees were women. One third of the Management Board was female and the Supervisory Board had a share of 60% women. The promotion of diversity at Marinomed is also recognized externally. Since 2020, Marinomed has been achieving top rankings in the "Gender Diversity Index Austria", an initiative of the Boston Consulting Group and the Austrian business magazine trend. In March 2024, Marinomed was again ranked among the top ten of companies in the Gender Diversity Index Austria 2023.

Marinomed strives to promote interest in science and in particular in the life sciences industry among young people and motivate them to choose a career in the scientific field. For this reason, we offer internships for students as part of their school career orientation.

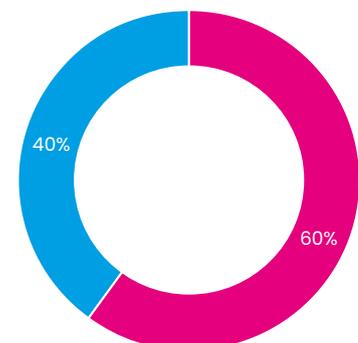
**Share of women
(total FTE)**



**Share of women
(Management Board)**



**Share of women
(Supervisory Board)**



■ Women
■ Men

Employee health and safety

Maintaining and improving safety and health in the workplace is not seen as a singular training topic at Marinomed, but is an integral part of the corporate culture. In 2020, Marinomed moved into a new building, where accessibility and the well-being of employees were taken into account. In addition to air conditioning, the modern building equipment includes a shading concept that also takes screen work into account. The office furniture is ergonomically optimized, with electrically height-adjustable desks as standard. In addition, there are unassigned offices and phone rooms available for quiet working or small group meetings. The building is equipped with several kitchens that serve as meeting points during work breaks and where meals can be freshly prepared. Large patios can be accessed by all employees.

Marinomed offers preventive health measures to its employees. All employees have free access to Carragelose products. In 2022, employees were also offered the opportunity to be both tested for and vaccinated against SARS-CoV-2. In addition, free flu and hepatitis vaccinations are offered every year.

Safety in the laboratory

Marinomed is a research-based technology company and carries out essential research activities in its own laboratory areas at the company site in Korneuburg. The laboratories are multifunctional and can be used for biochemical, virological, molecular biological, pharmaceutical, analytical and chemical research work.

During the construction of the building, great attention was paid to a design that corresponds

to the current state of technology and safety. Two large chemical exhaust hoods and a spot extraction system are available for work with hazardous chemicals. Ambient air is continuously circulated by a ventilation system and the CO₂-content is constantly monitored. Other safety precautions, such as eye wash stations, emergency showers or suitable safety cabinets for toxic or explosive chemicals, have been implemented and are maintained according to regulations. This also applies to all laboratory equipment to ensure safe and accurate working conditions.

Training

The know-how and expertise of our employees are significant for the success of the Company. The majority of Marinomed's employees have an academic education. The internal and external training of our employees through specialist courses and additional training is seen as essential for the professional and personal development of the employees and the Company as a whole.

For Marinomed, it is essential to raise the safety and quality awareness of all employees of the Company and to keep it at a high level at all times. All employees are obliged to participate in regular internal training. For this purpose, a position exclusively responsible for quality management has been created.

When a new employee joins the Company, a training plan tailored to his or her field of activity is established and implemented accordingly. A training matrix managed by the quality management department is used to plan the regular and timely implementation of internal training in the areas of occupational safety, quality management, pharmacovigilance, compliance and much

more. As a listed biopharmaceutical company, we are subject to strict guidelines and regulatory requirements and also raise awareness of safety, quality and compliance among our employees. The training offered is continuously evaluated and adapted. In addition, some employees have also been trained as first aid emergency responders

and fire safety attendants. Marinomed also intensively promotes external training for employees. In particular, training sessions in the areas of regulatory affairs, quality management or clinical studies are frequently completed. Overall, the training hours amounted to an average of 14 hours per FTE in 2023.

Our social sustainability goals

Target	Time frame	Target achievement as of 31.12.2023	
At least 40 % women on the Supervisory Board	Ongoing		60%
Employee turnover rate < 10%	Ongoing		14%
Maintain a minimum of 15 training hours per FTE	Ongoing		14 hours
Less than 0.1 work accidents per FTE per year	Ongoing		0.02
Appointment of a company medical officer	2023		Yes

 = Target fully achieved

 = Target almost/not yet achieved

 = Target not reached

Corporate governance

Committed to good corporate governance

As a biomedical company, Marinomed has high standards regarding compliance. We are convinced that effective and safe drugs and medical devices can only be developed in an environment that is dedicated to the principles of good corporate governance. Strict compliance with statutory provisions and rules of soft law is vital to ensure our stakeholders' long-term trust in our Company and our products.

As a listed company, Marinomed is subject to the provisions of the EU Market Abuse Directive (MAD) and Regulation (MAR) and the Austrian Stock Exchange Act (*Börsegesetz – BörseG*) governing organizational measures to prevent insider trading. Several years ago, the Company has enacted its own compliance guideline that implements these legal requirements in Marinomed's business. The guideline is reviewed at regular intervals and, if necessary, amended to reflect factual circumstances, with the last such amendment taking place in June 2023. Marinomed has appointed a compliance officer who reports to the Management Board and Supervisory Board and provides information on compliance with and reviews of the principles to prevent market abuse or the sharing of price-sensitive and confidential information (inside information). In the reporting year 2023, there were no reportable violations regarding inside information. In 2023, we also implemented a digital whistleblower system to comply with the requirements of the Austrian Whistleblower Act (*HinweisgeberInnenschutzgesetz – HSchG*).

The Company does not engage in lobbying activities within the meaning of the Austrian Transparency Act for Lobbying and Interest Representation (*Interessenvertretungs-Transparenz-Gesetz – LobbyG*) 2012, as amended.

Commitment to the Austrian Code of Corporate Governance

Since its first listing in the prime market segment of the Vienna Stock Exchange on February 1, 2019, Marinomed Biotech AG has been considered a large corporation pursuant to Section 221 (3) of the Austrian Commercial Code (*Unternehmensgesetzbuch – UGB*). The number of ordinary bearer shares issued by the Company as of December 31, 2023, was 1,523,833, with each share representing one voting right. No preference shares have been issued and no restrictions on ordinary shares exist. As a listed company, Marinomed provides this Corporate Governance Report as of December 31, 2023.

Marinomed is committed to compliance with the rules of the Austrian Code of Corporate Governance (ACCG). The ACCG is a set of rules and regulations for the responsible management of companies in Austria. Its objective is to create sustained and long-term value growth and to provide a maximum of transparency for all shareholders.

The Code entered into force in 2002, is based on international standards of good corporate governance and includes relevant provisions of the Austrian Stock Corporation Act, the Austrian Stock Exchange Act as well as the Austrian Capital

Markets Act. It primarily applies to listed companies on the Austrian capital market, which voluntarily adhere to these principles. The Vienna Stock Exchange also requires compliance with the ACCG under provisions applicable for companies whose shares are traded in its prime market segment. The text of the ACCG is accessible on the website of the Austrian Working Group for Corporate Governance (www.corporate-governance.at).

On the one hand, the Code includes legal provisions which – as being part of the Austrian Corporate, Stock Corporation and Capital Market Act – must be complied with (Legal Requirements or “L-Rules”). On the other hand, the ACCG contains rules that are considered common international practice, such as the principles set out in the OECD Principles of Corporate Governance and the recommendations of the European Commission. Non-compliance with these rules must be explained (Comply or Explain, “C-Rules”). The ACCG also contains rules that are voluntary and do not require explanation in case of deviations (Recommendations, “R-Rules”).

In 2023, Marinomed fully complied with all “L-Rules” of the ACCG. Non-compliance with “C-Rules” is explained as follows:

C-Rule 18

This rule stipulates the setup of a separate staff unit for internal auditing depending on the size of the enterprise. As Marinomed is a small corporation in terms of headcount, the Company did not set up a separate staff unit and does not intend to do so.

C-Rule 28

C-Rule 28 stipulates a holding period of a total of at least three years for stock options awarded to Management Board members. Management Board members hold significantly more shares than received through the exercise of stock options, therefore, a holding period has not yet been agreed in writing.

C-Rules 41 and 43

These rules require the Supervisory Board to set up a Nomination Committee as well as a Remuneration Committee. In cases where the Supervisory Board has no more than six members, these committees’ functions may be exercised by all board members jointly. As Marinomed’s Supervisory Board currently has five members, nomination and remuneration matters are decided by the entire Supervisory Board and no separate committees have been established apart from the mandatory Audit Committee.

C-Rule 83

According to this rule, the auditor must assess the effectiveness of the risk management and report to the Management Board. Since Marinomed is a small corporation in terms of headcount, risk management is not institutionalized, and a separate report is not required. However, the Company has established systems and processes to identify risks and counter them. These are continuously monitored and adjusted, if necessary.

Currently, Marinomed does not have a works council. As a result, the right to delegate works council representatives to the Supervisory Board does not apply. The Company's corporate bodies are bound in particular by the Articles of Association, the Rules of Procedure for the Management Board, the Rules of Procedure for the Supervisory Board and the Austrian Code of Corporate Governance.

External evaluation of compliance with the Code

C-Rule 62 of the Austrian Code of Corporate Governance provides for voluntary external evaluation of compliance with the C-Rules of the Code at least once every three years. An external evaluation by the auditor was last carried out as part of the 2021 audit of the consolidated financial statements.

Working methods of the Management Board and the Supervisory Board

In accordance with Austrian law, the Company has a two-tier management and oversight structure comprising the Management Board and the Supervisory Board. The Management Board is responsible for the executive management of the Company and represents the Company vis-à-vis third parties. The Supervisory Board supervises the Company's management as well as internal controls and advises the Management Board. Members of the Management Board are appointed by the Supervisory Board. Members of the Supervisory Board are elected by the Annual General Meeting.

Members of the Management Board

Pursuant to the Articles of Association, the Management Board consists of at least two and not more than five members appointed by the Supervisory Board for a term of up to five years. Members may be reappointed by the Supervisory Board for consecutive terms. Currently, the Management Board consists of three members.



Andreas Grassauer
Chairman and
Chief Executive Officer
Year of birth: 1969
First appointment: April 11, 2006
End of term: April 30, 2027

Andreas Grassauer is Chairman of the Executive Board and Chief Executive Officer. He co-founded Marinomed in 2006 and since then has been CEO of the Company. Prior to founding Marinomed, he built up several other companies and was involved in raising more than EUR 30 million from private and public sources. In the last fifteen years, he executed a series of deals for Marinomed. Andreas Grassauer holds a doctoral degree (PhD) in virology from the Institute of Applied Microbiology at the University of Natural Resources and Applied Life Sciences, Vienna, Austria.

His responsibilities on the Management Board include strategy, intellectual property rights, production, IT, business development and related legal affairs.



Eva Prieschl-Grassauer
 Chief Scientific Officer
 Year of birth: 1968
 First appointment:
 September 4, 2007
 End of term: April 30, 2027

Eva Prieschl-Grassauer is Chief Scientific Officer. She co-founded Marinomed in 2006 and has been CSO of the Company since 2007. Eva Prieschl-Grassauer has more than 30 years of experience in pharmaceutical drug development. Prior to her appointment at Marinomed, she was head of the allergy program of Novartis in Vienna, Austria. In this position, she discovered the mechanism of action of FTY720 (fingolimod), Novartis' immunomodulatory drug against multiple sclerosis. Eva Prieschl-Grassauer has published more than 50 articles in prestigious peer-reviewed journals in the fields of immunology, molecular biology and medicinal chemistry. She holds a doctoral degree (PhD) in immunology from the University of Vienna, Austria. In 2022, she was awarded the Golden Decoration of Merit of the Republic of Austria for her excellent scientific work and its translation into commercial success.

Her responsibilities on the Management Board include strategy, research and development, business development and related legal affairs.



Pascal Schmidt
 Chief Financial Officer
 Year of birth: 1972
 First appointment:
 September 17, 2018
 End of term: April 30, 2027

Pascal Schmidt is Chief Financial Officer. He took over as CFO of the Company in September 2018. Pascal Schmidt has more than 25 years of experience in corporate finance, corporate development and M&A, including positions as managing director of Raymond James Financial Inc. and as a partner at the consultancy firm Mummert & Company. Before that, he was a member of the investment committee at Infineon Ventures GmbH. Pascal Schmidt holds a master's degree in business administration from the University of Bayreuth, Germany.

His responsibilities on the Management Board include strategy, administration and organization, controlling and accounting, investor relations, business development and related legal affairs.

Members of the Supervisory Board

In accordance with the Articles of Association, the Supervisory Board of Marinomed Biotech AG comprises a minimum of three and a maximum of six members, who are elected by the Annual General Meeting for a period of three years (with the year of election not counting).

As the Company does not have a works council, there are currently no employee representatives on the Supervisory Board. Since the elections to the Supervisory Board at the 6th Annual General Meeting in June 2023, the Board has the following five members:



Simon Nebel
Chairman
Independent
Year of birth: 1966
Year of first appointment: 2017
End of term: AGM 2027

Simon Nebel is founder and Managing Partner of Viopas Venture Consulting GmbH. He is also a venture partner of Aravis, a private equity firm for which he has participated in financing a number of life science companies and M&A transactions of the Aravis portfolio. Moreover, Simon Nebel is currently a Supervisory Board member of Quadia SA, Kivu BioScience B.V., RhyVest AG, Hanaku AG and Bio-sensing Solutions SL. Simon Nebel holds a PhD in biophysics from the Biocentre of the University of Basel, Switzerland, and an MBA with distinction from the London Business School. Simon Nebel is a member of the Company's Supervisory Board and has been its Chairman since 2017. He was previously Chairman of the Company's Advisory Board (from 2008 onwards).



Brigitte Ederer
Deputy Chairwoman
Independent
Year of birth: 1956
Year of first appointment: 2018
End of term: AGM 2027

Brigitte Ederer was a politician from 1983 to 2001, during which time she was a member of the Austrian National Assembly, Secretary of State for European Affairs and a city councilwoman with responsibility for finance and business affairs in Vienna. From 2001 to 2013, she held various management positions at Siemens Group. Brigitte Ederer is also a member of several supervisory boards, including Boehringer Ingelheim RCV GmbH & Co KG, ÖBB-Holding AG and Schoeller-Bleckmann Oilfield Equipment AG. Brigitte Ederer holds a degree in economics from the University of Vienna, Austria. She has been a member of the Company's Supervisory Board since 2018 and has been Deputy Chairwoman of the Supervisory Board since 2023.



Elisabeth Lackner
 Member
 Independent
 Year of birth: 1973
 Year of first appointment: 2022
 End of term: AGM 2027

Elisabeth Lackner is CEO of CRS Clinical Research Services and well-networked pharmaceutical and biotechnology executive with more than 20 years of experience combining growth, business strategy & innovation, marketing, business development and international expansion, regulatory and operations in life science with full P&L responsibility, thereof 10+ years as CEO. Elisabeth Lackner holds a PhD in pharmaceutical sciences from the University of Vienna, is a respected consultant and speaker in the pharmaceutical and biotech industry and has been a member of the Supervisory Board since 2022.



Ulrich Kinzel
 Member
 Independent
 Year of birth: 1964
 Year of first appointment: 2022
 End of term: AGM 2027

Ulrich Kinzel is a managing director at the advisory firm goetzpartners, responsible for the healthcare industry group. Ulrich Kinzel has extensive financing and capital markets experience and has advised leading international healthcare, life sciences and digital health companies in more than 70 successful M&A and ECM transactions, including cross-border European, U.S. and Asian public and private takeovers as well as IPOs and secondary offerings on all major European stock exchanges. Ulrich Kinzel holds a degree in business administration from the University of Munich, has been a member of the Supervisory Board since 2022, and has been the Chairman of the Audit Committee since 2023.



Eva Hofstädter-Thalmann
Member
Independent
Year of birth: 1962
Year of first appointment: 2023
End of term: AGM 2027

Eva Hofstädter-Thalmann graduated in biochemistry from the University of Vienna and spent more than 30 years in the pharmaceutical industry, working for Johnson & Johnson and Janssen in several commercial and medical affairs leadership positions. Her activities were initially focused on the Austrian market and then – in the U.S. – combined with global responsibility. Over the past 20 years, her area of responsibility has covered Europe, the Middle East and Africa. Her tasks extended to the areas of oncology, hematology and virology. Currently, she is Chairwoman of the Global Alliance of Medical Education (GAME) and member of the Board of Directors of the Journal of European Continuing Medical Education (JECME). From January 2023 onward, Eva Hofstädter-Thalmann has been working as an independent consultant in healthcare with a focus on strategic stakeholder management, working with the pharmaceutical industry and international medical companies. In February 2024, she founded Legacy MD International Limited and is since then director. Eva Hofstädter-Thalmann has been a member of the Supervisory Board since 2023.

Supervisory Board independence

In accordance with C-Rule 53 of the Austrian Code of Corporate Governance, the Supervisory Board of Marinomed has established the following criteria defining the independence of its members:

- The Supervisory Board member has not been a member of the Management Board or a senior manager of the Company in the last five years.
- The Supervisory Board member does not have a business relationship with the Company that is of such significance for the Supervisory Board member that it affects his or her activities on the Supervisory Board to the detriment of the Company. This also applies to business relationships with companies in which the Supervisory Board member has a considerable economic interest. The Supervisory Board's approval of individual transactions in accordance with L-Rule 48 does not automatically lead to a classification of non-independence.
- The Supervisory Board member has not been an auditor of the Company's financial statements or held an ownership interest in or been an employee of the auditing company executing such audits in the last three years.
- The Supervisory Board member is not a member of the Management Board of another company that has a member of Marinomed's Management Board on its Supervisory Board.
- The Supervisory Board member is not a close family member (direct descendant, spouse, partner, parent, uncle, aunt, brother, sister, niece, nephew) of a member of the Management Board or individuals holding one of the positions described above.

The Supervisory Board as a whole is considered independent, if at least 50% of the members elected by the general meeting satisfy the criteria above for the independence of a Supervisory Board member.

Each member of the Supervisory Board has declared whether they can be considered independent based on the criteria specified by the Supervisory Board. All Supervisory Board members were independent throughout the 2023 financial year based on the criteria indicated.

In accordance with C-Rule 36 of the ACCG, the Supervisory Board shall deal with the efficiency of its activities, in particular with its organization and working methods once a year. As a result of this self-evaluation, the Board resolved to amend and update its own Rules of Procedure as well as those of the Management Board in December 2023.

Since 2019, the Chairman of the Supervisory Board has performed business development activities as part of a consultancy agreement concluded with Viopas Venture Consulting GmbH (VVC). In the financial year 2023, expenses related to this contract amounted to kEUR 30 (2022: kEUR 30), which are mainly attributable to the Chairman. The resulting open liability amounts to kEUR 8 as of December 31, 2023 (December 31, 2022: kEUR 0).

In Q1/2023, an additional consulting contract for business development services was concluded with the company VVC. The consulting services are primarily remunerated on a performance basis. In 2023, retainer fees and out-of-pocket expenses borne by Marinomed related to this contract

amounted to kEUR 94 (2022: kEUR 0). The resulting open liability amounts to kEUR 0 as of December 31, 2023 (December 31, 2022: kEUR 0). The Chairman of the Supervisory Board is a shareholder of VVC, however, the main part of the remuneration is due to the project lead, which is not held by Simon Nebel.

There is a consultancy agreement with the Supervisory Board member Elisabeth Lackner for business and corporate development activities. In the 2023 financial year, the expenses related to this agreement amounted to kEUR 29 (2022: kEUR 0) including out-of-pocket expenses. The resulting outstanding liability amounted to kEUR 29 as of December 31, 2023 (December 31, 2022 kEUR 0).

All transactions with related parties are carried out at arms-length principle.

The following Supervisory Board members held positions on supervisory boards or comparable corporate bodies in the following companies as at December 31, 2023:

	Name of company	Position held
Simon Nebel	Quadia SA	Member of the Supervisory Board
	Kivu BioScience B.V.	Member of the Supervisory Board
	Aravis Biotech II GP AG	Venture Partner
	RhyVest AG	Member of the Supervisory Board
	Viopas Venture Consulting GmbH	Managing Partner
	Bio-sensing Solutions SL	Member of the Supervisory Board
	Hanaku AG	Member of the Supervisory Board
Brigitte Ederer	Boehringer Ingelheim RCV GmbH & Co KG	Member of the Supervisory Board
	ams-OSRAM AG	Member of the Supervisory Board
	Schoeller-Bleckmann Oilfield Equipment AG	Vice Chairwoman of the Supervisory Board
	WEB Windenergie AG	Member of the Supervisory Board
	TTTech Computertechnik AG	Member of the Supervisory Board
	ÖBB-Personenverkehr AG	Member of the Supervisory Board
Elisabeth Lackner	ÖBB-Holding AG	Member of the Supervisory Board
	Rivean Capital	Member of the Management Board
Ulrich Kinzel	Kinzel Corporate Finance GmbH	Managing Partner
	goetzpartners Securities Ltd.	Managing Director
Eva Hofstädter-Thalmann	Global Alliance for Medical Education	Chairwoman
	Journal of European Continuing Medical Education	Member of the Board

Supervisory Board committees

Pursuant to the Austrian Stock Corporation Act, the Supervisory Board may establish one or more committees from among its members in order to prepare its discussions and resolutions or to supervise the execution of its resolutions. Committees may consist of at least three members each. Unless the Supervisory Board issues Rules of Procedure for its committees, the Rules of Procedure for the Supervisory Board apply to the committees subject to the necessary changes.

Since securities of the Company are listed on a regulated market, the Company is required by Austrian law to establish an Audit Committee, which must convene at least two meetings in each financial year. In accordance with C-Rules 41 and 43 of the ACCG and given that the Supervisory Board does not have more than six members, the Supervisory Board has not established a separate Nomination Committee and Remuneration Committee but takes related decisions at board level.

Audit committee

The Audit Committee reports to the Supervisory Board and prepares the proposal for the election of the auditor by the Annual General Meeting. In addition, the Audit Committee is responsible for monitoring the accounting process and the effectiveness of the Company's internal control system, for reviewing the (consolidated) financial statements, for examining and monitoring the auditor's independence and for preparing the approval of the (consolidated) financial

statements and the management report, the recommendation for the distribution of profits and the corporate governance report.

For the time being, the Audit Committee consists of all Supervisory Board members. Ulrich Kinzel has been chairing the Audit Committee since the retirement of Gernot Hofer from the Supervisory Board on the occasion of the 6th Annual General Meeting on June 21, 2023. All members of the Audit Committee are experienced financial experts with knowledge and practical experience in corporate finance and reporting that satisfy the requirements of the Company.

Meetings of the Supervisory Board

Four face-to-face Board meetings and one video conference, all distributed over the reporting year, were held in 2023. The auditor of the (consolidated) financial statements, BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft, met with the Supervisory Board members in 2023 to discuss the review of the 2022 (consolidated) financial statements and also attended the Annual General Meeting.

No member of the Supervisory Board attended less than half of the Supervisory Board meetings in 2023 after having been elected to the Supervisory Board.

Measures to promote diversity

Marinomed believes that mixed teams produce better results and is committed to equal opportunities for women and men in the recruitment process and in all areas of employment.

Due to its small size, the Company does not have a binding diversity policy that stipulates the consideration of criteria such as gender, age, education and professional or cultural background in the appointment of members to the Management Board and Supervisory Board. Nevertheless, the Supervisory Board and the Management Board are diverse in terms of gender, nationality, education and professional background. As of December 31, 2023, women accounted for 60% of the Supervisory Board members (December 31, 2022: 50%). One of the Company's three Management Board members is female.

Currently, Marinomed does not employ persons with disabilities, but pays a compensation according to the Austrian Disabled Persons Employment Act (*Behinderteneinstellungsgesetz – BEinstG*).

Risk management and internal control system

Marinomed conducts research and development of pharmaceuticals and medical devices. Taking advantage of opportunities and avoiding risks is therefore important for the success of the Company. Accordingly, Marinomed pursues a systematic approach to the early detection of opportunities and risks. The aspects listed in the "Risk report" section are repeatedly reviewed using company-wide planning and control processes. Overall responsibility for internal control and risk management at Marinomed lies with the Management Board. The risk management system focuses on the areas mentioned in the Risk Report. Operational risks are primarily addressed through close communication with internal and external stakeholders (including investors, analysts and banks). Regular contact

with all external suppliers and partners as well as the documentation of discussions and meetings allow a constant follow-up of planning and implementation.

The regularity of the accounting is based on an accounting-related internal control system (ICS). The objectives of the ICS are compliance with legal standards, the proper accounting principles, the Austrian Commercial Code (UGB) and the International Financial Reporting Standards (IFRS). The ICS also has the purpose of ensuring the reliability of financial reporting and the identification of risks outside of financial reporting. The four-eyes principle is observed in all relevant business cases.

The internal control system is divided into structural organization and process organization. The organizational structure features flat hierarchies and a clear assignment of responsibilities. There is an organizational separation of operational and financial responsibility. In the finance department, the accounting, controlling and reporting processes are also separate.

The process organization is characterized by a clear set of rules that represents an appropriate basis for an efficient control system of approvals and competencies. Internal reporting to the Management Board is particularly important to be able to identify risks at an early stage and take countermeasures. This is done through regular meetings on the main topics, above all research and development, supply chain and finance. Depending on their importance, these meetings take place weekly, bi-weekly or monthly. The respective heads of department report to the Management Board in a structured manner. This is intended to avoid those risks that could lead

to incomplete or incorrect financial reporting. The internal reporting system is intended to enable the Management Board to check important processes and their financial impact for plausibility at regular intervals and to compare them with plans in order to be able to decide on and take suitable measures in the event of deviations. The planning required for this, for example for clinical studies, external service providers and sales, is approved in advance by the Management Board. Consolidated reporting, including the non-operating subsidiary, takes place at the end of each quarter.

In addition, the Company creates a rolling liquidity plan, which is constantly monitored and coordinated with its own specifications. Due to the planned negative equity, the Company is obliged to prepare a going concern forecast. This is compared and updated every quarter by the accounting department, in close cooperation with the Management Board, with current reporting and is presented to the auditor in the course of the audit of the annual financial statements or the half-yearly review. Since 2019, the Company's accounting has been managed using the financial accounting software BMD. Financial planning is prepared in close cooperation between the Management Board, the project managers for research and development and the finance department. The planning data is compared with the actual data recorded in BMD on a monthly basis and reported internally.

The annual financial statements are audited by the auditing company BDO Assurance GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft.

Sustainable research and development policy

Patient safety and well-being are at the heart of Marinomed's operations. As a biomedical company, Marinomed is subject to particularly stringent rules governing the entire value chain.

Marinomed's research activities serve to increase knowledge and are committed to the well-being of patients and the protection of the environment. Its internal and external researchers comply with all applicable legal regulations and ethical principles. Respecting good scientific practice is a matter of course. Marinomed's responsible approach to research includes:

- Identifying and minimizing research risks
- Carefully managing publications
- Documenting risks as well as awareness-raising and training measures
- Seeking approvals and informed consent when using human tissue
- Adhering to Good Clinical Practice (GCP) guidelines when conducting clinical studies and having an effective and established quality management system in place
- Publishing key data from clinical studies on pertinent databases, such as www.clinicaltrials.gov
- Making sure that our results are transparent and easily accessible. We primarily publish our research findings on platforms that are accessible to readers free of charge. Our website also features a large selection of scientific publications on our research topics.

When conducting research and drug development, Marinomed and its research partners cannot always avoid animal testing. Applicable legislation might sometimes even require this practice. The ethical and humane treatment of animals and compliance with the principles of animal welfare are a matter of course for Marinomed. Before starting any animal testing, all approvals by the Ethics Committee must be available, the staff must be appropriately trained, and all veterinary prerequisites for implementation must be met. Provided that animal-free testing and investigation methods exist, are adequate and legally permissible alternatives, we will make use of this option with the aim of avoiding animal testing as much as possible.

Partnerships and supply chains

Marinomed's business model is largely based on successful collaboration with partners to bring product developments to authorization, production and marketing. Partnerships make it possible for the various stages of the value chain to be in the hands of specialists who carry them out as efficiently as possible and thus saving resources. In 2023, Marinomed maintained business relationships with 20 partners for the distribution of its products. In addition, a large number of business relationships with potential partners are actively maintained with the aim of both marketing Carragelose products in additional countries and closing partnerships for product candidates based on Marinosolv.

Our partners are responsibly selected and regularly audited. Recurring audits and reviews ensure that regulatory requirements and ethical principles are met. In 2023, there were neither reportable incidents nor violations of vigilance agreements. Compliance with laws and regulations is a matter of course, as is taking human rights and child welfare into account and showing mutual respect. These values characterize the cooperation with our partners, customers and suppliers. There is regular and close coordination with our partners, and Marinomed also informs them promptly about the latest scientific findings and results obtained from ongoing research and development activities.

Marinomed's distribution partners and thus also its supply chains are embedded in the special regulatory environment of pharmaceutical and medical device companies. When initiating partnerships, it is checked whether the partners meet all regulatory requirements necessary for distribution. Furthermore, Marinomed preferably retains partners headquartered in the EU for the manufacturing of products and for external research services. In addition to well-known and stable legal, social and political framework conditions, this keeps transport routes short and makes appropriate controls easier. "Code of Conduct" agreements have already been included in the contracts with some distribution partners, which set fundamental legal, sustainable and qualitative standards for cooperation. Marinomed is currently working on developing its own code of conduct for suppliers. In addition to the documentation of internal standards and compliance with human rights and decent working conditions, the

transparency and traceability of supply chains should be further optimized. Important governance principles against money laundering, corruption and terrorist financing are also contractually agreed with our partners.

In our Solv4U business area, too, the quality of our partners is carefully reviewed before a contract is concluded.

Product quality and safety

Our products are produced mostly by contract manufacturers located in Europe. These are regularly audited by us, and the quality of the manufactured products is tested and monitored.

Awareness of quality, pharmacovigilance and good distribution practice is raised through regular training of our employees. In 2023, around two adverse events were reported for every million of Carragelose products sold.

Data security and protection

Data security is of central importance to Marinomed. The Company's IT infrastructure, encryption technologies and backups are state-of-the-art and are constantly updated. Although Marinomed almost exclusively maintains B2B business relationships, the implementation of the EU General Data Protection Regulation (GDPR) is taken very seriously. Data protection management is therefore assigned directly to the Management Board.

In 2023, there were no reportable incidents of data breaches, leaks, theft or loss of data related to customer data or other business information.

Intellectual property

As a science-based company, our developments and our intellectual property must be extensively protected by patents. Patent management is therefore assigned directly to the Management Board. At moment, Marinomed holds 250 active patents in over 50 countries. Both the Company's Carragelose products and its products based on the Marinosolv technology are protected in all economically important countries.

Capital market

Since Marinomed is listed in the prime market segment of the Vienna Stock Exchange, we have a great responsibility towards our shareholders. We always fulfill the associated obligations with the greatest possible care. We actively seek dialogue with investors, capital market players, lenders and shareholders through investor events, our Annual General Meeting and conference calls.

Transparency is important to us, which is why the activities of the Investor Relations department were further expanded in 2023. With this sustainability report, we are making extensive efforts to disclose further information to provide our stakeholders with a complete picture of Marinomed.

Our governance sustainability goals

Target	Time frame	Target achievement as of 31.12.2023	
No reportable incidents regarding insider trading	Ongoing		Yes
No reportable violations of the Austrian Stock Exchange Act	Ongoing		Yes
No reportable violations of data protection (e.g. data leaks, data theft or data loss)	Ongoing		Yes
Establishment of a digital whistleblower system	2023		Yes
Redesign of the corporate homepage for more transparency	2022		Yes
Revision of the company homepage with regard to data protection	2023		Yes
Introduction of a code of conduct for suppliers	2024		Ongoing

 = Target fully achieved

 = Target almost/not yet achieved

 = Target not reached

Outlook

Our primary goal and mission is to improve people's health and well-being. This mission alone is sustainable for us and determines a large part of our actions. However, other aspects of sustainability are also of great relevance to us, and as a company we are aware of our responsibility towards society and the environment.

Although we are not yet required to report on sustainability as a small company, it is very important to us to be transparent towards our stakeholders about our efforts in the area of sustainability. We already have high standards today and want to expand them further. We are

constantly adapting our sustainability strategy and reporting while keeping an eye on the new EU directives. In the future, sustainability will also be increasingly incorporated into important aspects of corporate management, such as strategy, rules of procedure or as parameters for the variable remuneration of the Management Board.

We would like to thank our customers, partners, shareholders and employees for their commitment, which is essential to achieving Marinomed's goals. We strive to manage our company sustainably and successfully and thus create positive values for everyone.



www.marinomed.com