

## Environmental, Social and Governance Corporate Overview

At Molecular Partners, we are driven to develop treatments for patients suffering from serious diseases. With a focus on oncology and virology, we are advancing truly differentiated potential treatments for patients with DARPin, the new class of drugs we are pioneering. Our core values as a company are to support our people, the patients we serve and to act as global citizens committed to creating a more sustainable and healthier world.

To accomplish this, we have identified areas we are prioritizing within our ESG strategy where we feel we can make the greatest positive impact:

- Board Oversight of ESG and Corporate Sustainability
- Human Capital Management, Diversity, Equity, and Inclusion
- Product Service and Safety
- Access to Medicine
- Business Ethics

As we continue to make progress across these priorities, we maintain our long-standing commitment to ethical communication with all stakeholders.

### Board Oversight of ESG and Corporate Sustainability

Corporate Sustainability is a theme in both our executive and Board practices. A key step in that direction in 2021-2022 was to formally establish corporate sustainability responsibility at a Board level. The Finance and Audit Committee will lead oversight of our ESG policies for the Board. To fully integrate our ESG strategy within our organization, we have created an ESG Circle of key internal stakeholders to ensure we are making progress across our priorities.

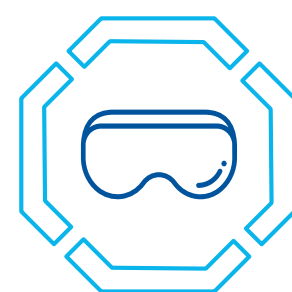
We have also engaged external support to enhance our ESG work. Currently, we are creating a baseline status evaluation as the next step toward implementing an ESG plan with clear metrics that detail our progress across priority areas.



**Board Oversight of ESG and Corporate Sustainability**



**Human Capital Management & DEI**



**Product Service & Safety**



**Access to Medicine**

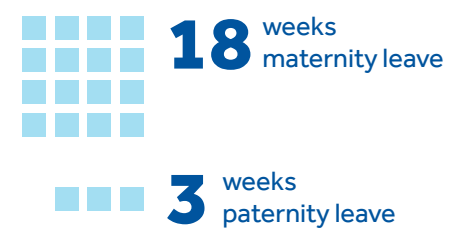


**Business Ethics**

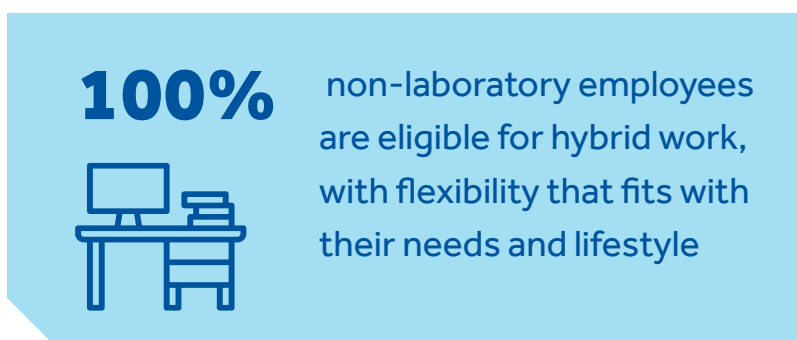


## Human capital management & DEI

► We offer generous benefits spanning health, wellness, and retirement planning



► We provide flexible working arrangements so our employees can care for their growing families, aging parents, and make time for their interests outside of work:



► Key employee metrics:



► Training programs:



Full company LinkedIn Learning



Certification training programs



Technical trainings: language, IT trainings

► Fostering diversity and inclusion is a key element of our recruitment process. To accomplish this, we have committed to:

- Well-defined hiring procedures
- Employee referral program
- Diversity of interviewers
- Encouraging internal applications

► Our team is comprised of individuals who are committed to creating and maintaining a sustainable environment, which Molecular Partners is proud to support. Many of our employee engagement initiatives have a sustainable focus to ensure we are working together to reduce our collective environmental impact:



Employees created a green area on the MP terrace



Team members routinely participate in sporting events, such as the Sola race, where our runners ran a total of 228 km, as well as the Seeüberquerung swim event on Lake Zurich



One of our main employee initiatives is our bike-to-work program, which is in its seventh year.

2022 METRICS

TEAMS  
**7**  
BIKE DAYS  
**835**

PARTICIPANTS  
**28**  
TOTAL KM  
**10'916**

% OF BIKE DAYS  
**83%**  
CO2 IN KG  
**1572**



## Data privacy & cybersecurity

- ▶ The protection of our and patients' data is a top strategic priority for our company. We've implemented state-of-the-art IT systems and continually make technology upgrades to ensure the highest standard of data protection:



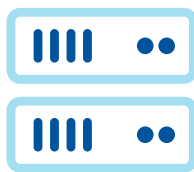
Bi-annual user awareness training



SOC Type II compliant



IT security policy reviewed and signed by all employees



Backup infrastructure ensures data protection



High-level disaster recovery plan is in place



## Supply chain management

- ▶ Suppliers are audited for quality, with focus on GXP aspects
- ▶ All CDMOs are based in Western Europe where human rights, health & safety, child labor protections, and minimum wages are regulated by the national laws and are licensed by the respective national authorities



## Product quality & safety

- ▶ The methods we employ to assure our trial participants are as safe as possible:



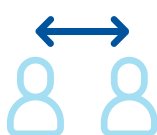
Fully documented Quality Management System (QMS) are in place to ensure compliance with regulations and standards and to control all activities related to product quality and patient safety



Well- and continuously-trained and qualified personnel



Continuous improvement of the QMS ensuring product quality and patient safety



Close oversight of vendors and trials both pre-clinical and clinical with robust qualification and controlling procedures



## Access to Medicine

- ▶ We at Molecular Partners believe that beyond developing medicines for patient populations that have no other solutions, it is important to be able to provide these drugs globally. When partnering with Novartis to fight COVID-19, Molecular Partners agreed to waive royalties from ensovibep in developing regions as part of our commitment to corporate social responsibility in a time of urgent global medical need.



## Business Ethics

- ▶ We follow a strict code of conduct that applies to every member of our team. Please see our policies below that everyone in our organization adheres to:

[Privacy Policy](#)

[Corporate Code of Ethics & Conduct](#)

[Anti- Bribery & Corruption Policy](#)

[Whistle Blower Policy](#)



## Governance

- ▶ ESG oversight was integrated into the AFC charter
- ▶ Board independence - 87.5% independent members

## Board Diversity Matrix (As of Sept. 1, 2022)

Country of Principal Executive Offices:	Switzerland
Foreign Private Issuer	Yes
Disclosure Prohibited Under Home Country Law	Yes
Total Number of Directors	8

Gender Identity	Female	Male
Directors	1	7