



ONWARD[®]

March 2023
ESG Summary

Corporate Responsibility

ONWARD is committed to being a responsible organization that creates long-term value for all our stakeholders. Environmental, social, and governance (ESG) principles are integral to the way we do business. They are captured in our ONWARD Code, our Articles of Association (AOA), our Code of Conduct (COC), our culture, business practices, operations and supplier agreements.

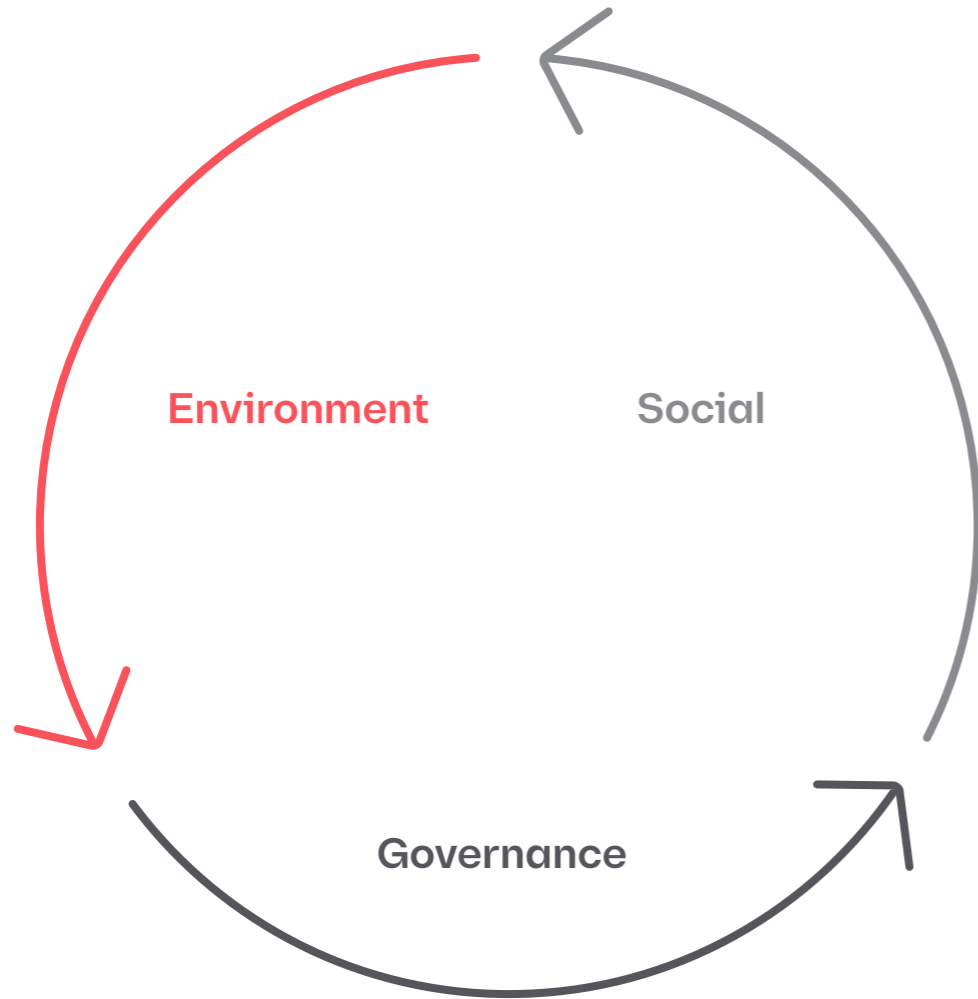
ESG Principles

Our ESG strategy rests on five core principles:

- **Innovating for the underserved:** There is no cure for SCI. Our therapies are among the first to offer the potential to help people with spinal cord injury regain movement and other functions, improving quality of life for a large, underserved group of people. Our products also have potential to benefit large populations of stroke sufferers and people with Parkinson's disease. Underscoring the innovative nature of our work, we have been granted eight Breakthrough Device Designations (BDD) by the US FDA and have over 330 issued or pending patents worldwide. We continuously innovate and strive to get such designations for other indications to be able to make a difference in the lives of even more people.
- **Partnering with patient groups:** We enjoy excellent relationships with the world's leading patient advocacy groups for people with spinal cord injury. The Christopher and Dana Reeve Foundation, the world's largest such organization, is an investor in ONWARD. We also collaborate with Wings for Life in Europe, the Praxis Foundation in Canada and International Spinal Research Trust in the UK. Our collaboration with these groups helps us innovate in ways that make the greatest difference for people with spinal cord injury.
- **Attracting and retaining the best talent:** To deliver on our vision, we are committed to creating an unrivaled and inclusive environment for our employees. We care deeply about the well-being and continuous development of our staff as evidenced by the various programs we have put in place, such as our well-being program. Having a highly motivated and engaged workforce enables us to retain and attract top talent. We also engage with partners with spinal cord injury as consultants, who enable our workforce to have a better understanding of the challenges that they face. ONWARD recognizes and welcomes the value of diversity with respect to age, gender, race, ethnicity, nationality, sexual orientation and other important cultural differences.
- **Minimizing our environmental footprint:** In our operations, we strive to reduce our carbon footprint, for instance by replacing air travel with videoconferencing except for the most pressing business needs and by encouraging a hybrid workplace, thus reducing our employees' commute. Additionally, we work with our suppliers to minimize waste in the manufacturing process, consume electricity generated almost exclusively from renewable sources and implement recycling programs in our offices.
- **Maintaining high ethical standards:** At ONWARD, we are open and act with integrity. We are committed to high ethical standards in dealing with our business partners as outlined in our Code of Conduct, which covers anti-bribery and anti-money laundering, government relations and political affairs and international business practices. Our Code of Conduct ensures our people across the organization understand what is expected of them when acting on behalf of the Company. We aim to comply with all applicable anti-bribery laws, including the US Foreign Corrupt Practices Act. We apply the highest quality and safety standards to everything that we do, and we ensure strong labor practices in our supply chain. We also work hard to secure key personal data and comply with GDPR (General Data Protection Regulations) and HIPAA. We uphold human rights and operate in geographies with a strong track record on this topic.



Our ESG Strategy includes five principles in support of nine UN Sustainable Development Goals¹



Source: ¹<https://sdgs.un.org/goals>

ESG Strategy

Environment



Minimizing our environmental footprint

We strive to reduce our carbon footprint and waste in our operations

Social



Innovating for the underserved

We innovate to help people with Spinal Cord Injury, empowered by movement, to enjoy life in every way that matters to them

Partnering with patient groups

We enjoy excellent relationships with the world's leading patient-advocacy groups for people with SCI

Governance



Maintaining high ethical standards

We act with integrity, respect human rights and apply the highest quality and safety standards

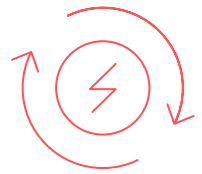


Attracting & retaining top talent

We are committed to creating a positive, diverse and inclusive work environment for all our employees, enhanced by continuous development



Environment



99%

Share of electricity consumed generated from renewable sources¹

Social



€13.1M

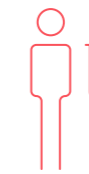
R&D investment (2022 R&D expense)



€5.7M

Spend on research and clinical trials in 2022

ESG Summary



8

Clinical trials sponsored or supported in 2022



9

Indications under clinical or pre-clinical evaluation

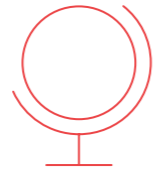
¹Weighted average of Lausanne and Eindhoven offices based on data provided by Services industriels de Lausanne (2021 data) and High Tech Campus Eindhoven

Governance



50%

Share of leadership roles¹
held by women



41%

Share of supervisor and manager
roles² held by women globally



33%

Share of Board Director and Interim
Director seats held by women

¹Defined as full-time roles within the Company's Leadership Team (based on team composition as of 01 February 2023)

²Supervisor or manager role defined as managing one or more reports

