# 2024 Sustainability Report.

June 2025

Seroba.

*Investing in life sciences.*
*Investing in life.*

# Overview table

## Access & Equity in Global Health

**Perfuze** delivers strong clinical outcomes while reducing ICU time and procedural burden — **with potential healthcare savings of up to $140,000 per patient.**

**Shorla** is redefining cancer care with patient-friendly formulations and novel platforms that improve safety, boost access, and cut **treatment costs by up to 40%.**

Portfolio company **Deciphex** is delivering measurable global impact through:

- **5,000+ pro bono diagnostic consults**
- **Donation of 50 digital pathology scanners**
- **10,000 hours of expert** training in underserved regions, via partnerships with scanner manufacturers.

## ESG Classification & Governance

We recorded **zero ESG-related incidents and zero work-related injuries** across the portfolio, demonstrating a strong culture of responsibility, safety, and compliance.

Latest fund classified under **SFDR Article 8,** affirming our commitment to sustainable investment principles.

## Scope of the Report

ESG metrics reviewed across **14 active portfolio** companies.

## Diversity & Inclusion

Seroba currently employs 10 staff members, **with women representing 50% of the team.**

## Meeting Critical Unmet Needs

At Seroba, **100% of our portfolio companies are tackling unmet medical needs**, reflecting our commitment to backing solutions where treatment gaps persist.

## Health Impact & Innovation

**70% of our portfolio companies demonstrated** increased clinical efficacy over the standard of care.

**88% are actively addressing treatment complications and recurrence risk**, improving long-term outcomes.

## Science-Driven Innovation

Our portfolio companies have collectively invested over **€70 million in R&D**, a clear sign of deep commitment to innovation and long-term value creation.

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# Context

At Seroba, we are proud to present our inaugural Environment, Social and Governance (ESG) Report, a milestone that reflects our commitment to sustainable and responsible investment practices. Building on our earlier efforts, which focused on a subset of our initial investments from our latest fund, we have now expanded our ESG analysis to cover all portfolio companies currently held across our two most recent funds, representing 14 dynamic companies that we support.

Seroba's 2024 ESG Campaign has taken into consideration the new guidance for early-stage venture capital fund managers and portfolio companies.

Specifically, the introduction of the «minimum» and new «recommended» ESG reporting applying for early-stage VCs was officially announced by Invest Europe on November 26, 2024. This update was developed in collaboration with VentureESG and endorsed by several major European Limited Partners (LPs), including the European Investment Fund (EIF) and Enterprise Ireland.

The insights presented in this report mark a meaningful step forward in our ESG journey, and reaffirm our dedication to fostering innovation, improving human health outcomes, and advancing sustainable value creation.

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# 01.

# Responsible Investment at the Fund Level

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# Responsible Investment at the Fund Level

**Seroba is a European venture capital firm that specialises in the life science industry, dedicated to creating value by supporting innovative therapeutics, medical devices, and digital health solutions. Seroba invests in cutting-edge, life-science innovations that enhance well-being and extend health span.**

Seroba's approach to ESG is centered around four key themes.

- **Enhancing Human Health:** Seroba invests in therapeutics, medical devices, and digital health solutions, and promotes early-stage companies that research and develop novel therapies and new technologies. Seroba focuses on opportunities that enhance the efficacy of healthcare interventions, improve health outcomes, provide solutions to diseases with limited or no current treatments, and, where possible, reduce healthcare costs to promote greater access for all to quality healthcare services.
- **Advancing Diversity and Inclusion:** Seroba actively works to increase diversity within the venture capital and life sciences industries, particularly with respect to gender.
- **Financing Innovation:** Seroba provides risk capital to entrepreneurs who research, develop and commercialise cutting-edge innovations.
- **Good Governance:** This involves helping to ensure the board of directors have independent board members, separating the roles of Chairman and CEO. Whenever possible, Seroba will seek to secure board seats and participate in key sub-committees.

# Responsible Investment at the Fund Level

## Contribution to UN Sustainable Development Goals (SDGs)

Seroba invests in companies that offer socially meaningful solutions, with a focus on healthcare investments that address unmet medical needs. Seroba also prioritises the practices of its investee companies, particularly in terms of diversity, inclusiveness and good governance.

Of note, Seroba's investment targets, at first investment, can be small sized companies, still in drug discovery/development or pre-clinical phases for therapeutics and clinical stage for medical devices. Therefore, the environmental consequences of their activities are generally limited.

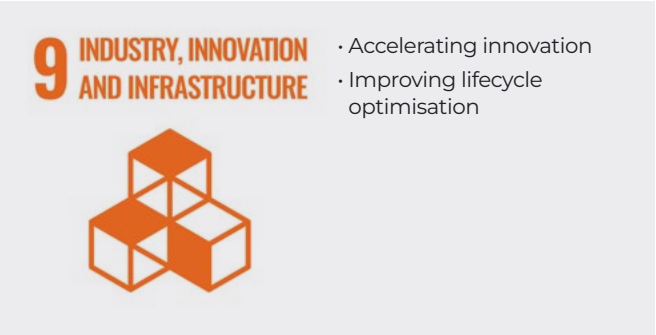
Seroba aims to invest in companies that directly contribute to the following;

**SDG 3** "Good Health and Well Being"

**SDG 9** "Industry, Innovation and Infrastructure".

Moreover, Seroba uses **SDG 5** "Gender Equality" and **SDG 8** "Decent Work and Economic Growth" to guide its investment efforts towards ESG practices.

## Sustainable development themes mapping with SDGs which will be developed in ESG Strategy at the portfolio level section:



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# Responsible Investment at the Fund Level

## Seroba Responsible Investment Process

**Pre-Investment Phase (ESG Integration)**

- Application of Exclusion Policy
- Identification and Evaluation of ESG-related risks and opportunities
- Review of identified sustainability risks by Investment Committee

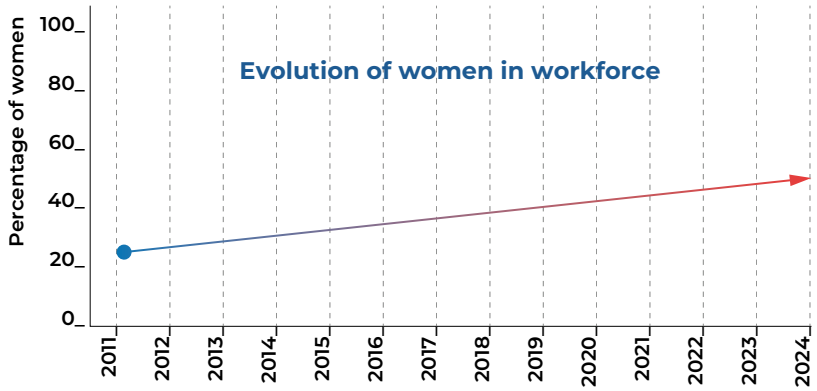
**Post-Investment & Pre-Exit (ESG Engagement)**

- Support ESG action plans during ownership
- Tracking and reporting of ESG incidences
- Promotion of material ESG information disclosure prior to exit

## Seroba Diversity & Corporate Governance

Seroba currently employs 10 staff members:

- with women representing 50% of the team.
- Notably, internal gender diversity has progressed significantly — from 2 out of 8 employees in 2011 to 5 out of 10 in 2024




- At the executive level, 2 out of 7 executives are women.

In line with Seroba's collegial culture and its commitment to genuine partnership, there is a strong emphasis on fostering diversity and inclusion — both within the Seroba team and across its portfolio companies, as further detailed in Section 2.

## Firmwide ESG Main Achievements in 2024

- Latest fund classified under Sustainable Finance Disclosure Regulation (**SFDR) Article 8**
- Signatory/member of UN Principles for Responsible Investment **(UNPRI)** as of 27 September 2024

PRI Principles for Responsible Investment

- Following **Invest Europe ESG Reporting Guidelines**

INVEST EUROPE

- Partnered with Tennaxia to use its platform across to collect ESG data from all portfolio companies from our 2016 vintage onwards
- Internal **Sustainable Steering Committee** established: **36** Key Performance Indicators **(KPIs) set up over 14 investees**
- Alongside continued & strong commitment to **Level20**, commitment to Private Equity Women Investor Network **(PEWIN)** in the context of newly established Paris Chapter

LEVEL 20

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# 02.

# Responsible Investment at Portfolio Level

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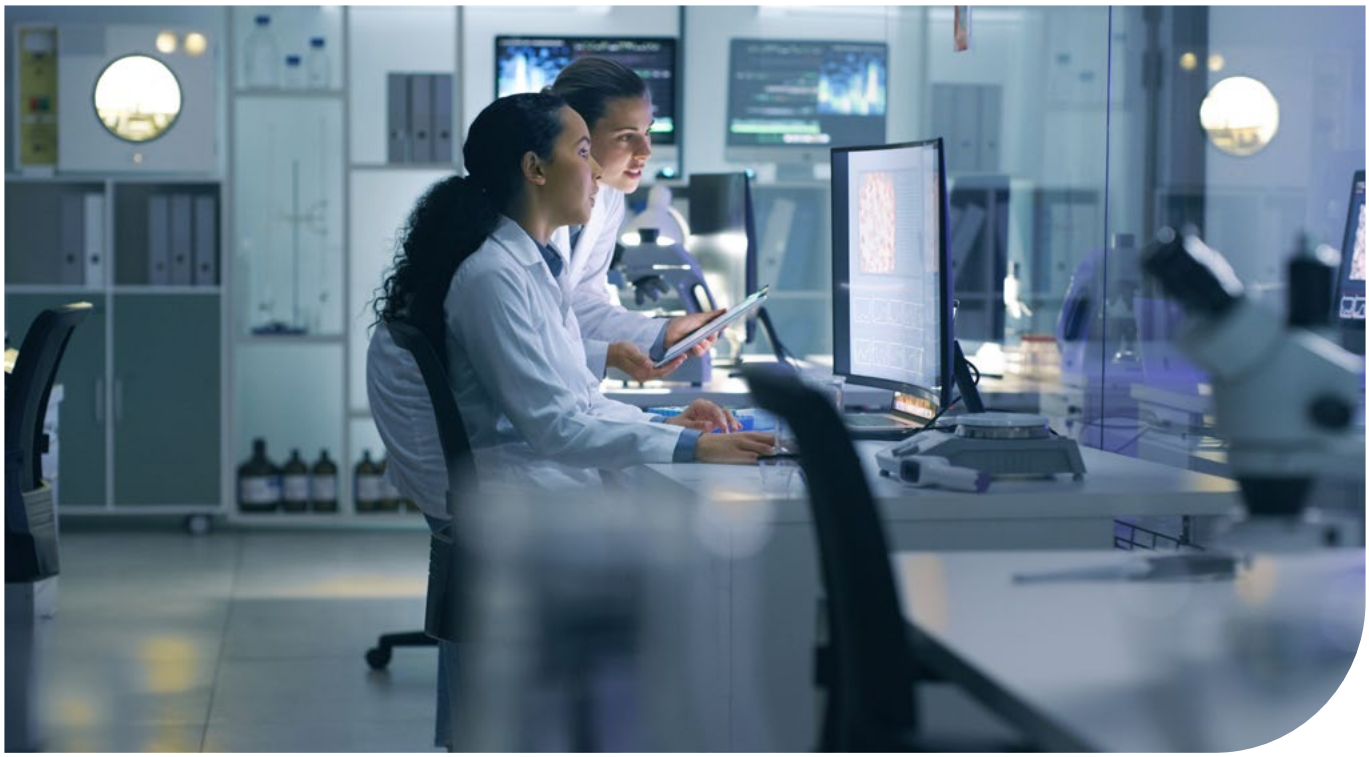
# Responsible Investment at Portfolio Level



## Overview

At Seroba, our investment strategy focuses **on developing innovative therapeutics, medical devices, and digital health solutions, with the ultimate goal of improving health outcomes. As a corollary, we have established 36 key performance indicators (KPIs)** that are measured both qualitatively and quantitatively, consistently tracked, and reported with the utmost transparency.

These KPIs reflect not only the scientific rigor but also the real-world relevance of the companies we support. They highlight **how innovation directly translates into tangible patient benefits.**

Together, these metrics demonstrate Seroba's active role in driving clinical innovation that is not just promising on paper but effective in practice. They also underscore the early yet significant impact of our portfolio in advancing healthcare outcomes at scale.

## New Process established

Seroba collects data annually from its investee companies to measure their contributions to the Sustainable Development Goals (SDGs) and to comply with SFDR disclosure requirements.

Specific key ESG KPIs have been carefully selected to enable the evaluation and monitoring of each investee's unique contribution to the SDGs, with particular emphasis on SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 9 (Industry, Innovation, and Infrastructure).

To streamline data collection across investees, Seroba has partnered with Tennaxia, a leading provider of ESG, Corporate Social Responsibility (CSR), and Heath, Safety and Environment (HSE) strategy software solutions.

A tailored questionnaire has been developed and integrated into the Tennaxia platform to ensure consistent and efficient reporting.


# Enhancing human health efficacy of health interventions

## Increased clinical efficacy over standard of care

69%

**69% of our portfolio companies demonstrated** increased clinical efficacy over the standard of care — in either **pre-clinical models or clinical trials.** This high percentage underscores our focus on **transformational innovation**. It is a strong validation of our approach: backing solutions that have the potential to outperform existing therapies and ultimately raise the standard of care for patients globally.

## Improved safety of therapeutics and devices

36%

**36% of companies reported improved safety profiles** for their therapeutic or medical device products. While safety is a complex and evolving area, this figure represents a strong baseline across an early-stage portfolio. As our companies mature, we see this not as a limitation but as a foundation for future progress, and we are actively engaging with teams to drive these improvements further.

## Increased efficacy in diagnosis or treatment delivery

42%

**42% showed increased efficacy in diagnosis or treatment delivery** based on preclinical proof-of-concept data.

SHORLA ONCOLOGY®
THE HEART OF INNOVATION

Seroba portfolio company **Shorla Oncology** ensures patient access to critical cancer treatments by focusing on paediatric and rare oncology drugs, supporting improved treatment availability for oncology patients in need.


# Improving health outcomes

## Efficiency Gain in patient care

45%

Seroba's investment thesis prioritises real-world health impact, and these KPIs reflect how our portfolio delivers on that mission.

**45% of companies report a reduction in the duration or frequency of care required by patients.**

This metric highlights the clinical efficiency and patient-centred design behind many of our innovations. Reducing time in care settings not only improves quality of life but also contributes to lower healthcare system burdens, especially important in resource-constrained environments.

## Addressing complications and risk of concurrence

91%

**91% of portfolio companies are addressing complications and recurrence risk.** This high figure affirms Seroba's focus on **long-term, sustainable health solutions.** By investing in companies that actively mitigate the risk of relapse and treatment-related complications, we're not just extending lives — we're improving lives in a meaningful and durable way.

These results directly align with **UN SDG 3 – Good Health and Well-Being,** reaffirming our role in supporting innovations that deliver measurable, lasting benefits to patients and public health systems.

ShiraTronics migraine therapy

Seroba-backed **ShiraTronics** has demonstrated strong clinical results in migraine treatment:

**50% reduction in migraine days, 62% improved productivity, and an 88% responder rate, with benefits sustained for 12 months.**

DECIPHEX

With **102,000 cases processed and 14,000 cancers detected in 2024,** Seroba-backed Deciphex has cut diagnostic delays from **8 weeks to 48 hours, achieving an average 1-day turnaround.**


# Reducing healthcare costs to promote greater access

**Deciphex, a Seroba portfolio company, is driving healthcare accessibility by providing pro bono diagnostic support to under-resourced regions, including Central and South America.**

DECIPHEX

With a 2025 target of **5,000 low- or no-cost consults,** Deciphex is expanding access to second opinions where it's needed most. Through partnerships with **scanner manufacturers, the company is also donating 50 digital pathology scanners and delivering 10,000 expert hours of pro bono training,** alongside free online access to thousands of annotated case studies — helping bridge diagnostic gaps globally.

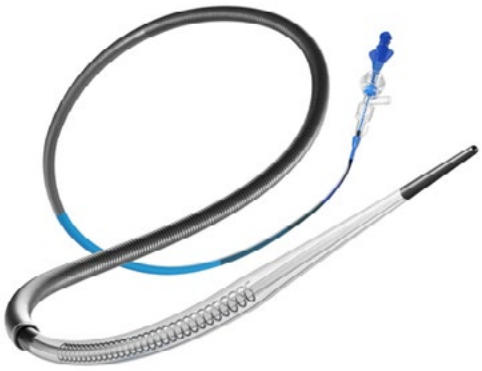
Shorla develops **patient-friendly formulations** that improve **safety, access, and adherence.**

Focusing on novel drug development platforms they develop products that can achieve **up to 40% cost savings,** accelerating delivery and lowering barriers to cancer treatment.


# Reducing healthcare costs to promote greater access

**Perfuze is delivering technologies that optimize stroke treatment. It improves single-pass (First-Pass Effect) success, enabling faster brain clot removal, better outcomes, and lower healthcare costs enabling shorter hospital stays and faster recovery. By reducing ICU time, procedural complexity, and downstream complications, Perfuze could save healthcare systems up to $140,000 per patient — a compelling example of how innovation can drive both clinical and economic efficiency.**

perfuze



| SAVINGS CATEGORY | ESTIMATED RANGE (USD) | EXPLANATION |
|---|---|---|
| Shorter Hospital Stay | $6,000 $9,000 | 2–3 days reduction in LOS* @ ~$3,000/day |
| Reduced ICU & Rehab Costs | $5,000 $15,000 | Lower severity → less intensive care and rehab |
| Improved Long-Term Independence | $100,000 $150,000 | Avoidance of long-term care, nursing, lost wages |
| **Total Estimated Savings** | **$111,000 $140,000+** | **Per patient with successful FPE** |

## Clinical Outcomes of Achieving First Pass Effect:

- **Shorter time** to revascularisation (restore blood flow)
- Lower risk of complications
- **Fewer days** in hospital and reduced need for rehab
- Every **1-point improvement in stroke disability = $90,000+** lifetime savings
- Higher rates of functional independence
- Functional independence leads to fewer readmissions and faster return to life/work
- Strong alignment with cost-containment goals for insurers and hospitals

*Length Of Stay


# Providing innovative solutions to diseases with limited current treatments

**At Seroba, 100% of our portfolio companies are tackling unmet medical needs, reflecting our commitment to backing solutions where treatment gaps persist. This KPI underscores our strategy to invest where innovation meets impact, strongly aligned with UN SDG 9.**

**Sibylla's vision is to treat currently incurable diseases.** We have the ambition of saving human lives and improving the quality of life of the people they love. Sibylla was born out of research on prion diseases, transmissible neurodegenerative disorders that cause a terrible death in patients. The life-lasting engagement of our academic founders was finding a cure for that.

**Small team. Big vision.** Our vision is clear – to reduce the suffering of patients with COPD. Our desire to improve the lives of patients struggling with this debilitating disease drives all our thoughts and actions. We couple this mindset with our commitment to integrity, quality, rapid device iteration and evidenced based medicine in hopes that our novel therapy will one day improve the lives of millions of people.

**Unlocking New Possibilities with Precision Genetic Targeting.** At Vico Therapeutics, we're pioneering targeted treatments for devastating neurological disorders. Our innovative antisense oligonucleotide (ASO) platform applies precision chemistry to target the source of these diseases, while carefully preserving essential protein function. This precision approach brings new hope to patients with Huntington's disease and spinocerebellar ataxias, conditions that have long awaited effective therapies.

At **Shorla Oncology**, we launched **4 products** targeting a number of **oncology indications,** including **Nelarabine for childhood leukaemia,** ensuring continuity of care where **critical drug shortages** threaten treatment access.

**Coave Therapeutics.** Our diversified pipeline of novel genetic medicines can potentially transform the lives of people afflicted by rare and prevalent neurodegenerative and ocular diseases – including genetically and non-genetically defined indications.


# Backing innovation

**143**
Patents held

**70M€**
Spent in R&D

**80**
Employees with PhD qualification

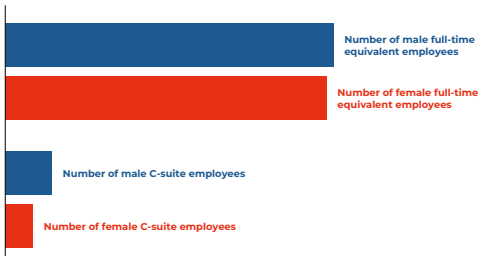
**196**
R&D employees

At Seroba, we invest in science that matters — and the data speaks for itself.

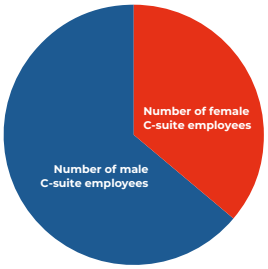
- Our portfolio companies have collectively invested over **€70 million in R&D,** a clear sign of deep commitment to innovation and long-term value creation.
- With **196 dedicated R&D employees and 80 PhD-qualified team members,** the innovation pipeline is fuelled by scientific excellence and technical depth.
- Together, these companies have secured **143 patents,** reinforcing their ability to protect and commercialize novel technologies across high-impact therapeutic areas.

These figures reflect Seroba's strategy: to back visionary teams and breakthrough science capable of delivering **sustainable competitive advantage** and real-world health impact.


# Advancing diversity and inclusion




**Gender Metrics: FTE and C-suite roles in Seroba's portfolio**




**Executive Gender Balance in Seroba's Portfolio Companies**

**42**

**Women with PhD qualification**

**0%**

**Gender pay gap**

At Seroba, we believe tha**t diversity drives innovation** and are proud to see that reflected across our portfolio companies:

- Gender balance is strong at the portfolio workforce level, with **214 male and 209 female FTEs,** showing near-parity across teams.
- At the executive level, **36% of C-suite roles are held by women (17 out of 47)** — well ahead of typical industry averages, and a clear sign of progress in leadership representation.
- Women account for **more than half of all PhD holders (42 out of 80),** reflecting exceptional depth of **female scientific** and technical leadership across our companies.
- Importantly, the **gender pay gap at equal positions stands at 0%,** demonstrating a clear commitment to **equity** and performance-based compensation.

These figures underscore Seroba's continued drive to build inclusive, high-performing teams — not as a checkbox, but as a strategic advantage.


# Building strong governance and promoting decent work conditions

**85%**
Flexibility in working policies

**0**
ESG-related incidents

**0**
Work-related injuries

**67**
Jobs created per year

At Seroba, we view strong governance as foundational to building resilient, responsible companies.

- **10 out of 14 portfolio companies have independent board members,** ensuring transparent oversight and objective strategic guidance. This high ratio reflects our clear emphasis on board independence and accountability.

**At Seroba, we foster decent work conditions as a necessary pillar.**

- **0 ESG-related incidents and 0 work-related injuries** were reported across the portfolio, reinforcing our portfolio companies' commitment to risk mitigation, compliance, and safe working environments.
- **An average of 67 new jobs created per year demonstrates our role in enabling economic growth and high-skilled employment** through responsible investment.
- **85% of companies offer flexible work policies,** showing how adaptability and modern workforce practices are being prioritized — an important factor for both employee retention and inclusion.

These figures reflect the seriousness with which our portfolio approaches governance, workplace culture, and ESG risk, not reactively, but by design.

# Environmental

**Seroba's portfolio companies are primarily early-stage companies, still in drug discovery/ development or pre-clinical phases, operating within the healthcare sector. Given the nature of their activities, they typically have limited direct environmental impact compared to other industries. Only companies with more than 10 employees were selected for environmental metrics analysis, to ensure meaningful and comparable outcomes.**

Total energy consumption

158,709,993 kwh

Total GHG emissions

1,439 tCO2e

## Energy Consumption

- **60%** of selected companies provided data on their energy consumption.
- Some portfolio companies operate in **shared office spaces,** limiting their access to precise or individualized energy consumption figures.

## Greenhouse Gas (GHG) Emissions

- **50%** of selected companies reported on their GHG emissions.
- An additional company has **committed to initiating GHG** monitoring and reporting starting next year.

**None of the portfolio** companies are operating in or near **biodiversity-sensitive areas.** Deciphex has a **decarbonisation plan with a 2050 net-zero carbon emission target.** Deciphex achieved an estimated **80% $CO_2$ reduction** by digitizing pathology workflows, with **1M+ slides scanned** to support sustainable drug development for global partners like **Novartis.**

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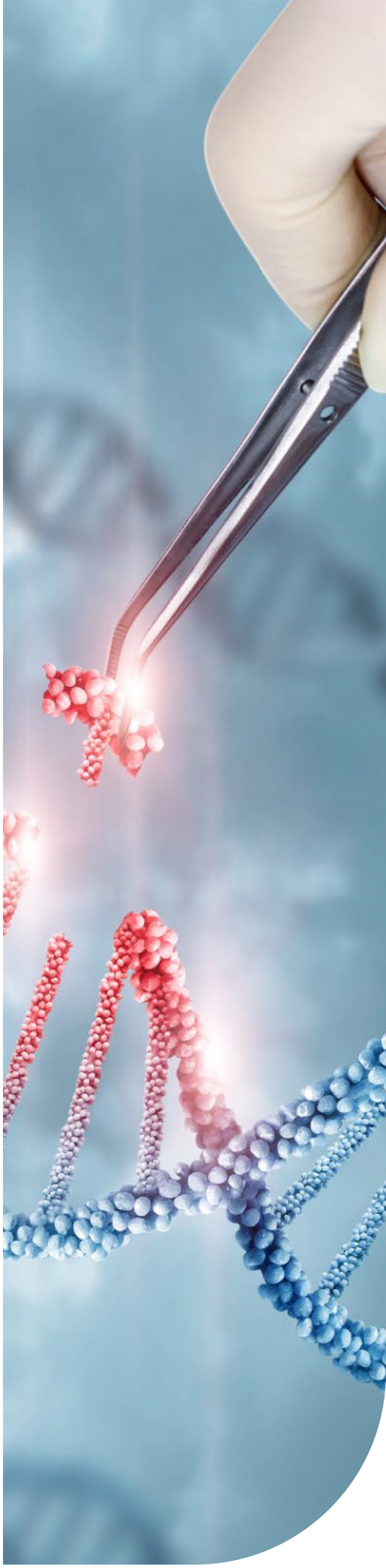
# 03.

## Case Studies



DECIPHEX

## 01 - Environmental

**AI-Driven Pathology Reduces Carbon Footprint:** Transitioning from physical slide transport to digital pathology cuts down on $CO_2$ emissions linked to logistics.

**Committed to reducing the animal burden as a member of VICT3R,** a public-private partnership, aiming to reduce up to 25% the number of animals required for drug development studies.

## 02 - Social

**Pro Bono Support for LMICs:** Committed to providing second opinions in pathology at a lower cost or free for under-resourced regions (e.g., Central & South America), with a 2025 goal of 5,000 low/no-cost consults and expanding digital pathology access.

**Healthcare Accessibility Impact:** Partnering with scanner manufacturers to donate pathology instruments, bridging diagnostic gaps by placing 50 digital scanners and delivering 10,000 expert person-hours of pro bono training by end of 2025 and enabling free access to thousand case studies online.

## 03 - Governance

**Board & Leadership Diversity:** 30% representation of women/ minorities in leadership positions (vs. 25% industry average).

45% female representation on board of directors.

**102,000**
cases reported.

—

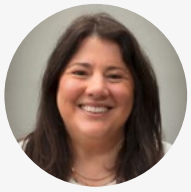
**14,000**
cancers detected, 1-day avg. turnaround (from sample to result), cutting wait times from 8 weeks to 48 hours.

—

**80%**
$CO_2$ reduction by switching to digital pathology.

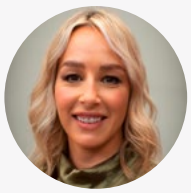
—

**1M**
slides scanned for Novartis, driving future drug development.



**Mairin Rafferty**
Chief Operations Officer

**Ciara Mullin**
Chief People Officer



**Jenny Fitzgerald**
Chief Revenue Officer

***Q1: How does Deciphex contribute to reducing the environmental impact of pathology?***

A1: Deciphex's digital pathology solutions eliminate the need for physical slide transportation, significantly reducing $CO_2$ emissions.

***Q2: What is Deciphex doing to promote diversity and inclusion in the workplace?***

A2: Deciphex is committed to building an inclusive workforce, with 30% women in leadership roles and a culture that prioritizes equal opportunities.

***Q3: How does Deciphex measure the impact of its ESG initiatives?***

A3: We track key ESG metrics such as $CO_2$ emissions reduction, pathology turnaround time improvement, and pro bono consultations provided in underserved regions.

SHORLA ONCOLOGY®
THE HEART OF INNOVATION

## 01 - Environmental

Shorla is developing room-temperature stable formulations reduce reliance on cold-chain logistics, lowering **supply chain emissions.**

**50% reduction** in pharmacy preparation steps with ready-to-dilute formulations like TEPYLUTE, minimizing hazardous handling and exposure.

## 02 - Social

**100% female founded and 50% female executive leadership** — CEO and CTO are women, placing Shorla among the top quartile in biotech.

Founders awarded **EY Entrepreneur of the Year,** celebrating inclusive innovation.

## 03 - Governance

**Platform reuse (e.g., Temozolomide → Lenalidomide)** significantly reduces development costs — **estimated savings of up to 40% based on industry benchmarks.**

**Robust pricing & reimbursement model established** — designed for scalability across the full oncology portfolio, enabling faster market access for patients.

4+

products addressing critical oncology indications (e.g., Nelarabine for childhood luekemia), supporting continuity of treatment.

—

100%

on-time delivery rate across all oncology products — crucial for uninterrupted patient care.

**Sharon Cunningham**
CEO & Co-founder

**Orlaith Ryan**
CTO & Co-founder

***Q1: How does Shorla ensure consistent access to cancer treatments?***

A1: We focus on high-need, shortage-prone oncology drugs and have built a reliable supply chain — reflected in our 100% on-time delivery rate across all products.

***Q2: What drives Shorla's innovation in drug design?***

A2: We develop patient-friendly formulations that improve access, safety, and adherence — particularly for those with swallowing difficulties or limited mobility.

***Q3: How does female leadership shape Shorla's mission?***

A3: With both co-founders in executive roles, we lead with a strong focus on inclusion, purpose-driven science, and building a more equitable future in biotech.
Our mission is to brings accessible, affordable and life-saving treatments to patients, delivering a major contribution to patient care.

ShiraTronics
migraine therapy

## 01 - Environmental

**Device Recycling Program:**
ShiraTronics encourages the return of devices removed from service for disposal in accordance with local environmental regulations.

**The device reduces long-term dependency on pain medications,** potentially lowering pharmaceutical production waste and environmental footprint associated with drug manufacturing and disposal.

## 02 - Social

**Gender-Disparity:**
Women account for 70-80% of chronic migraine cases, ShiraTronics' therapy addresses a critical need in women's health. 100% of pilot study patients were women.

**Age of onset: mid-20s - early 30s**
Chronic migraine is prevalent during patient's most productive years leading to a high rate of absenteeism from work and high prevalence of depression in patients.

## 03 - Governance

**Clinical Advancement:**
The initiation of the IDE pivotal study in December 2024 marked the first implants in the U.S., underscoring the company's commitment to rigorous clinical evaluation.

**Regulatory Milestones:**
ShiraTronics received FDA Breakthrough Device Designation in 2021, facilitating expedited development and review of their innovative therapy.

>50%
reduction in migraine days.

—

62%
improved productivity at school or work.

—

88%
responder rate sustained to 12 months.

—

>100
patients enrolled in IDE Pivotal Trial.

**Rob Binney**
Chief Executive Officer

***Q1: How does ShiraTronics' device design contribute to environmental sustainability?***

A1: Our implantable neuromodulation device is engineered for low power consumption, extending battery life and reducing the frequency of replacements, thereby minimizing electronic waste. It is also designed with durability in mind, ensuring a longer lifespan and reducing the need for frequent replacements, leading to less waste and a smaller environmental footprint.

***Q2: What steps has ShiraTronics taken to reduce its manufacturing and packaging environmental footprint?***

A2: We prioritize localized manufacturing to decrease transportation emissions and support local economies. Additionally, we utilize eco-friendly, recyclable packaging materials to minimize waste and promote sustainability.

***Q3: How does the ShiraTronics therapy have a positive economic impact on the delivery of healthcare?***

A3: By lowering migraine-related disability, the therapy may reduce indirect costs (e.g., lost productivity due to absenteeism) and direct healthcare expenses from emergency visits or polypharmacy.

## 01 - Environmental

**Innovative Gene Therapy Platform**
The ALIGATER™ (Advanced Vectors-Ligand Conjugates) platform enhances vector specificity and efficacy, reducing the required dosages and minimizing off-target effects. This leads to decreased biological waste and resource consumption in therapeutic applications.

**Sustainable Manufacturing Collaboration**
Partnering with ABL to develop scalable AAV manufacturing, boosting efficiency and reducing environmental impact.

## 02 - Social

**Gender Representation**
Women make up 16 of the 24 full-time employees - 67% of the workforce -highlighting a strong commitment to gender diversity in biotech.

**Addressing Unmet Medical Needs**
Gene therapies are being developed for neurodegenerative and ocular diseases—conditions with significant unmet medical needs. These efforts aim to transform outcomes and improve quality of life for patients facing severe, often untreatable conditions.

## 03 - Governance

**Independent Board Oversight**
The Board of Directors includes independent members like Dr. Claudia Mitchell, PhD, MBA, bringing external perspectives and expertise to Scientific Advisory Board (SAB). A distinguished SAB comprising global experts in gene therapy and related fields provides strategic guidance, ensuring that R&D efforts align with cutting-edge scientific advancements.

The Rare Pediatric Disease Designation (RPDD) obtained from the FDA recognizes the urgent need for effective treatments for this devastating disease.

Clinically meaningful benefits in visual functions and good safety profile at 24-month follow-up were demonstrated in patients with a rare eye disorder PDE6 Retinitis Pigmentosa.

There are currently no approved treatments for this serious eye disease.

**Rodolphe Clerval**
Chief Executive Officer

***Q1 How does Coave promote internal learning, development, and upskilling of staff?***
A1: Our company fosters a strong culture of continuous learning and scientific excellence by supporting internal development at all levels. We offer regular training sessions, encourage participation in scientific conferences, and provide access to specialized courses relevant to biotechnology and R&D. Knowledge-sharing is embedded in our workflows through internal seminars and cross-functional project reviews. This approach ensures that our teams stay at the forefront of scientific innovation while advancing their individual expertise.

***Q2: Are you exploring green chemistry or sustainable materials in your vector production?***
A2: Yes, we are actively exploring green chemistry principles and sustainable materials in our vector production. We prioritize the use of safer reagents, aim to reduce solvent waste, and are evaluating bio-based and recyclable materials for all our activities. These efforts are integrated into our process development strategy to minimize environmental impact while maintaining the highest quality, manufacturing and regulatory standards.

***Q3: How does Coave ensure compliance with evolving global regulations in gene therapy and biotech governance?***
A3: Our company ensures regulatory compliance through a proactive and structured approach that integrates global standards and local requirements. Our teams closely monitor evolving guidelines in gene therapy, including those from the FDA, EMA, and ICH. Compliance is embedded into our R&D and quality management systems through audits, SOP updates, and cross-functional training. We also engage with regulatory consultants and industry working groups to anticipate changes and align early with emerging frameworks.

Seroba.

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