



DIVERSITY POLICY
NOXXON Pharma N.V.

1. INTRODUCTION

This policy of NOXXON Pharma N.V. (the "Company") sets out the approach to diversity on the Management Board and the Supervisory Board of the Company and has been established in view of best practice provision 2.1.5 of the Dutch Corporate Governance Code (Diversity Policy). This policy has been adopted by the Supervisory Board on 09 December 2021.

2. GENERAL

2.1 The Supervisory Board recognizes, values and promotes the importance of diversity in the Management Board and the Supervisory Board. The Supervisory Board believes that the Company's business activities benefit from a wide range of skills and a variety of different backgrounds, including but not limited to nationality, gender, education, experience and work background. The Supervisory Board believes that the variety of skills and backgrounds should reflect the diverse nature of the environment in which the Company and its stakeholders operate, to contribute to a well-balanced decision-making process and proper functioning of the Management Board and the Supervisory Board, however without setting concrete targets.

2.2 The Supervisory Board furthermore recognizes that diversity should not be limited to the Supervisory Board and the Management Board but should extend to all areas of the Company's business, including but not limited to other key leadership positions.

3. RECRUITMENT PROCESS

3.1 The Supervisory Board is committed to making all nominations on merit against objective criteria, in the context of the overall balance of skills and backgrounds that the Management Board and Supervisory Board need to maintain in order to remain effective.

3.2 The Nomination and Appointment Committee supports the Supervisory Board in applying this Policy by regularly reviewing the Board's effectiveness and composition each year and, in particular, considering the balance of skills, experience and independence of the Board when selecting new candidates ahead of making recommendations to the Supervisory Board for the nomination of individuals for (re-)appointment of Management Directors and Supervisory Directors. At the same time, the Supervisory Board aims for retaining the balance in the requisite expertise, experience and diversity. When nominating a candidate for appointment, the qualifications of the candidate, as well as the requirements for the position to be filled, shall prevail.

4. REPORTING

4.1 In accordance with best practice provision 2.1.6 of the Dutch Corporate Governance Code the Management Board will report annually, in the corporate governance statement of the Company's Annual Report on the way the Diversity Policy has been implemented in practice.

5. MISCELLANEOUS

5.1 A copy of this Diversity Policy is published on the Company's website www.noxxon.com. It will be reviewed and updated by the Supervisory Board on a regular basis.