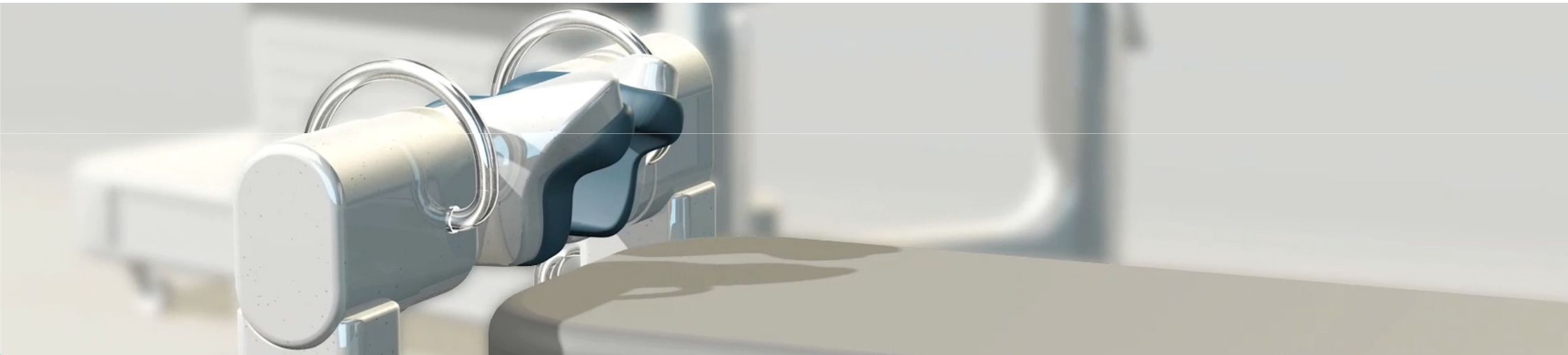


Sensius

balanced treatment



Sensius Business Ethics Code

2022-09-13

Approved by Sensius BoD

Sensius Ethics in Business

Dear Reader,

Sensius changes the way we treat cancer. By adding thermotherapy to radio- or chemotherapy we create a new balance between survivorship and quality of life. We improve both, compared to classic treatments. Heating of a tumour improves the outcome of radio- or chemotherapy, but it does not add toxicity. This has been proven in many studies, yet adoption is low. Reinvention of heating technology by Sensius can change this, so that we enable clinicians to dramatically improve the life of people with cancer. This notion propels us to put our best forward in every day of business.

Sensius achieves 'balanced treatment' by collaboration with customers, employees, suppliers, partners, investors and others. Our ethics define how we interact with them in these collaborations. Beyond compliance with the rules and regulations, this is about recognition of the value which emerges from true partnership within the company and with the partners around the company, regardless of the role.

We deliberately chose to publish these ethics, since we are accountable for these values. More than the written text gives any constructive and respectful dialogue a greater depth to what we want to accomplish and how we should accomplish that with professional and human interaction. Therefore, we invite everyone engaged with Sensius to share your thoughts and help us achieving 'balanced treatment'.

Respectfully,
Paul van den Biggelaar, CEO and co-founder.

Topics

1. Core Values Sensius
2. Customers
3. Employees/workplace
4. Suppliers/Partners
5. Investors
6. Data, Confidentiality and Privacy
7. ESG (Environmental, Social, Governance)
8. Use of the Business Ethics

1. Core Values Sensius

- The directors, employees and consultants of Sensius drive innovation in thermotherapy to enable the clinical team to find the right balance between treatment outcome and quality of life for cancer patients.
- As a team and as an individual we respect others and the law. We take responsibility for creating courageous results.
- We aim to deserve the trust from our customers, suppliers, partners and investors through honesty, integrity and quality.

2. Customers

- We strive for the highest value for our customers by emphatically listening to their needs and apply our capabilities and resources to innovate to provide products and services they can use every day.
- When interacting with (potential) customers, we shall endeavour to observe codes such as HCC, [Advamed](#) and "[Gedragcode Medische Hulpmiddelen](#)", respecting transparency and integrity in the relationship
- We encourage clinics to conduct structured clinical studies to advance the base of evidence on our claims, while fully respecting their competence to avoid undue influence on the setup, implementation and conclusions. Sensius will not engage in patient treatment directly.

3. Employees/Workplace

- Sensius grows through diversity. We value different cultures and backgrounds and encourage different viewpoints to be brought forward in a safe environment.
- The people of Sensius are the most important asset. We grow by continuous learning and candid and respectful feedback.
- Our Employee Handbook defines more detail on our policies for employees and workspace.

4. Suppliers and Partners

- Suppliers and Partners are equally important as our customers. We acknowledge their vital contribution to our company and/or our products or services. Our aim is a long-term relationship with equitable compensation.
- We avoid conflict of interest at all times while awarding contracts and executing them.
- Should conflicts of interest arise Sensius shall work in accordance with its policies and declare interest at the earliest opportunity.

5. Investors

- We shall communicate timely information on Company progress including, technical, clinical, commercial & financial, consistently, transparently and with integrity with our (potential) investors
- We are accountable for our results and consistently strive to do better

6. Data, Confidentiality and Privacy

- Data and Records are a vital asset of the company. All employees are committed to create and retain these timely and diligently.
- Confidentiality of data and records is a priority.
- Sensius is never to hold patient data unless it is anonymized
- Sensius and its employees respect full compliance with relevant privacy legislation regardless of its nature on employees, customers, suppliers, partners, investors or competitors
- Further guidelines on data and confidentiality are detailed in the data management policy.

7. ESG

- Environmental

- Sensius is committed to become an environmentally friendly company. We constantly evaluate our modes of transport. We design our products to reduce waste and avoid disposable components as much as possible. We shall aim to follow WEEE guidelines where possible with inbuild equipment design. In time, we will look for ways to compensate the footprint on power consumption.

- Social

- See 3 – Employees Workplace

- Governance

- This Code

7. Use of Business Ethics

- This document is made public via Sensius' website, including contact details for external stakeholders to report issues.
- All employees are encouraged to speak up when concerned about breach or violation of this code:
 - Address it with the individual involved, if reasonably possible and safe
 - Address it to your direct manager otherwise
 - Escalate it to the Board of Directors (BoD) in case of no response
 - Alternatively, it can be addressed to our external confidants, anonymously when necessary
- The BoD will discuss all reports in its next meeting and review adherence to the Code at least once per year.



Thank you!

Unit Ba 589
Erasmus MC
Dr. Molewaterplein 40
3015 GD Rotterdam
the Netherlands