



COMMUNICATION ON PROGRESS REPORT

For the period ended 31st May 2023



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INTRODUCTION

C.H.G. Cyprus Healthcare Group Ltd (“CHG”) is a diverse health and wellbeing service provider, headquartered in Cyprus. Our vision is to extending health and wellbeing to compass people where they live, work and play. We are seeking to positively contribute to the health sector to grow and transition sustainably into the New Health Era.

CHG commenced operation in 2013 by initially offering services to international patients, promoting Cyprus as a medical tourism destination. However, since then, CHG has evolved creating a technology enabled, hybrid health and wellbeing ecosystem offering both physical and digital services.

Curis Network is a registered trade name used to brand the services offered by CHG and its subsidiaries. Curis Network promotes services affiliated professionals and organizations from the Cypriot and international arena. We work closely with professionals from Israel, UK, Greece, Germany and the US.

Our strategy is to innovate, create, restructure and consolidate resources and capabilities to create a Sustainable Health Community, assisting members of this community to manage their own health status; furthermore, we aim to be a provider of choice, valuable to all stakeholders.

CHG is an active member of UN Global Compact since 2017, a founding member of CSR Cyprus and a member of the European Network for Workplace Health Promotion.

With this Communication on Progress Report we reaffirm our commitment to support the Principles of the United Nations for sustainable development in the areas of Human Rights, Labour, the Environment and Anti-Corruption. The report has been prepared for the period June 2022 to May 2023.

STATEMENT OF SUPPORT

To our Stakeholders

27th June 2023

Dear Stakeholders,

Curis Network has been a proud active member of the United Nations Global Compact since 2017. Both personally and as a member of Curis Network family, I am a great supporter of the 10 principles that power up the UN Global Compact, and proud to present this Communication on Progress report, outlining the actions taken within the period under review, reaffirming Curis Network continued commitment.

The key tenets of Curis Network's business are innovation, quality and transparency. These are ensured through our Internal Operations Manual (IoM), a comprehensive guide inclusive of Code of Conduct, policies, procedures and performance evaluation.

Through the IoM we follow practices that respect human and labour rights, the environment and ensure a culture of anti-corruption. Curis Network IoM is accredited since 2018, audited annually by an independent international body.

Taking this opportunity, we, Curis Network, would like to express our gratitude and thank our stakeholders for their continued support and trust in our organization.

For and on behalf of

CHG Cyprus Healthcare Group Ltd

Andreas Savvides

Chief Executive Officer

**"We are
committed to
create healthier
and more
sustainable
communities"**

GOVERNANCE



GOVERNANCE

Curis Network maintains a comprehensive Internal Operations Manual (IoM) outlining governance, policies and processes for all aspects of the organization. It is a complete guide to create and manage strategies, policies and processes.

The Board of Directors (BoD) assesses the overall direction and strategy of the business. BoD maintains 5 committees, each focus on a specific area of interest. Their role is to advise the BoD on the areas of interest.

The committees are:

- Advisory
- Scientific
- Information Security
- Innovation
- Sustainability and ESG
- Health and Safety

CEO holds the overall responsibility for recruiting resources and deploying them towards achieving BoD's strategy and targets.

The IoM contains the Code of Conduct, 26 policies and a number of tools and procedures, that assist the management to maintain network's operations, culture and support the 10 principles of the UN Global Compact.

In 2018, Curis Network has received its first accreditation. Currently, the IoM is accredited with the following:

- ISO9001:2015 Quality Management
- ISO15224:2016 Quality Management Systems in Healthcare
- ISO45001:2018 Occupational Health and Safety
- ISO27001:2013 Information Security Management
- ISO56002:2019 Innovation Management

GOVERNANCE

The Communication on Progress (CoP) report is prepared by the Chief Executive Officer. Curis Network currently is not publishing any other reporting on sustainability. However, publishing a Sustainability Report following GRI standards is expected to be published by the end of 2023.



HUMAN RIGHTS



HUMAN RIGHTS



Principle 1:

Business should support and respect the protection of internationally proclaimed human rights



Principle 2:

Business should ensure that they are not complicit in human rights abuses

Code of Conduct

The Code of Conduct enables Curis Network to provide quality services with respect to human and employment rights.

The Code recognizes the value of individuals and the need for Curis Network to provide working conditions that are based on mutual trust and respect.

- All employees are given equal opportunities for development and career advancement
- An open communication is cultivated encompassing freely exchange of ideas and employees' participation in brainstorming sessions
- Zero tolerance to discrimination and harassment
- Organization is committed to providing a workplace which is free of health and safety hazards
- No employee is discriminated against because of age, ethnicity, religion, sex, sexual orientation or disability. The company does not tolerate verbal or other form of violence
- Any form of bribery is highly prohibited as we consider that such an act violates directly human rights

HUMAN RIGHTS

Diversity, Equity and Inclusion Policy

In an attempt to highlight the significance of building an inclusive culture, Curis Network has developed a Diversity, Equity and Inclusion Policy to demonstrate its commitment to protecting and promoting diversity, equity and inclusion within the workplace. Policy underlines the responsibilities of management for equal treatment and respect to everyone irrespective of their differences. In Curis Network, we embrace everyone's uniqueness treating all employees fairly through their career journey with us. All employees are responsible for treating others with respect and dignity. Any discriminatory behavior is considered as a subject to disciplinary action.

Quality Management System

Providing quality services to clients and the community is of paramount importance. To continually improve the quality of our services, we maintain a consolidated Quality Management System. Accreditations enable Curis Network to establish, implement and monitor the quality of its services ensuring continuation of care, risk management and confidentiality of information. The Quality Management System demonstrates our commitment to deliver value to our stakeholders by being able to offer services that meet their evolving needs, support sustained growth, economic viability, and increased wellbeing. Continuous monitoring of our policies and procedures demonstrates our ability to respond effectively to changing conditions and pursue new opportunities in order to remain competitive in the market.

HUMAN RIGHTS

Data Security

Curis Network prioritizes data security and information confidentiality. We have developed a system consisting of strict policies and procedures to ensure confidentiality and compliance with local and European legislation for data security. Our Certified Data Protection Officer overviews procedures in terms of data protection and is responsible for ensuring compliance with internal policies and procedures as well as legislative requirements. Personnel is offered frequent training to remain aware of the responsibilities that come with handling health and other sensitive data. Apart from training, Curis Network got into a collaboration with an external information security advisor to enhance protective measures against cyber threat. Furthermore, we perform weekly vulnerability test to our systems using a third-party provider to prevent cyber-attack.

Employees' Wellbeing

As part of our efforts to provide healthy working conditions, we are taking a step forward to promote employees' wellbeing. We provide flexible working conditions and teleworking as an alternative mode of work. The Teleworking Policy sets out employers' and employees' duties and responsibilities while distance working including the provision of a safe and free-of-hazard working space.



ADDITIONAL ACTIONS

During the reporting period:

- Curis Network has introduced Curis Sustainable Health Community (CSHC). CSHC is an initiative of Curis Network aiming to inspire people to protect and enhance their physical, mental and social wellbeing. With a vision of creating a better and sustainable future, Curis Network serves the community by extending healthcare to encompass people where they live, work and play. CSHC provides access and support to members for enhancing quality of life, experiencing individual and collective peace and prosperity. Backed up by its technological advances, Curis Network aims to support people to access quality health and wellbeing services effortlessly. CSHC focuses on health and wellbeing services, education on health-related issues and activities and events that promote a healthy lifestyle
- Curis Network has conducted internal and external audits for policies and procedures to ensure implementation and compliance. Through this process, the organization reviewed among others, health and safety hazards, risk assessment and KPIs
- No deviations from policies and procedures, non-conformities or incidents have been reported
- Two Customer Satisfaction Surveys have been conducted
- An Employee Satisfaction Survey has been conducted
- An evaluation of suppliers and subcontractors has been conducted and new suppliers have been identified
- A Policy for Diversity, Equity and Inclusion has been developed
- Accreditations for ISO 9001:2015, BS EN 15224:2016, ISO45001:2018, ISO27001:2013 and ISO56002:2019 have been renewed.

ADDITIONAL ACTIONS

During the reporting period:

- Employees have been trained on:

1. Cyber security
2. GDPR regulation
3. Building evacuation and fire extinguisher use
4. “Introducing external assurance of Sustainability/ESG reports”
5. “Improving Sustainability Performance via Stakeholder Engagement and Dialogue”
6. “Managing ESG risks: Transforming challenges into opportunities”
7. “An overview of the main current EU sustainability policies”
8. “Update on Sustainability Reporting Standards”
9. “Essentials on ESG strategy”
10. “Non-financial reporting – Challenges and Insights”
11. “Corporate Sustainability and Governance: Implementing the European Foundation for Quality Management (EFQM) model”

- Employees participated in the following events:

1. CyHRMA (HR Association) Annual Conference
2. 6th Healthcare Conference
3. “The future of work is changing: Are you?”
4. Participation with announcement by Curis Network General Manager in the Multiplier Event “Business Ethics and the Role of Vocational Training and Education”

- No violations of human rights have been reported within the reporting year.

NEXT STEPS

For the upcoming year, Curis Network is committed to:



01. The target for zero incidents of violation of Human Rights remains unchanged



02. Expand knowledge and awareness on Human Rights through training and other initiatives



03. Encourage internal and external stakeholders engagement to issues related to the protection and promotion of Human Rights

LABOUR RIGHTS



LABOUR RIGHTS



Principle 3:

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining



Principle 4:

Business should support the elimination of all forms of forced and compulsory labor



Principle 5:

Business should support the effective abolition of child labor



Principle 6:

Business should support the elimination of discrimination in respect of employment and occupation



LABOUR RIGHTS

Respect of employment rights is at the core of our business. Our people is our priority and we are committed to providing working conditions that are human-centered and promote human sustainability.

We ensure that all employment standards are upheld by adherence to the national labour legislation with reference to ILO Core Conventions as well as other international instruments. Each employee is recognized the freedom to association and the right to collective bargaining with the organization to facilitate participation. Forced labour, child labour and employment discrimination are eliminated. Curis Network is member of the European Network for Workplace Health Promotion (ENWHP) gaining access to shared knowledge for the development of healthy working condition as well as member of the National Human Resources Association (CyHRMA) remaining aligned with the developments in the sector.

Following the requirements of the ISO45001:2018 for Occupational Health and Safety, Curis Network has policies and processes in place that ensure a healthy and safe working environment, free of risks and hazards. We continuously monitor the workplace in terms of health and safety standards and we assess labour-related risks in the industry sector and country(ies) of operation. Our ultimate objective is to protect and promote employees' wellbeing.

Human Resource Policy states employees' rights and responsibilities alongside their compensation and benefits. Working hours are limited according to the legislation. Overtime is infrequent and remunerated. Employees are comparable paid for comparable work with payment to be settled at regular intervals.

All employees are treated equally in terms of working conditions and career development. We tolerate no discrimination against gender, age, religion, ethnicity or sexual orientation. Women employees are equally paid, being supported to lifelong learning and education and promoted in the hierarchy of the organization.

LABOUR RIGHTS

Curis Network employs healthcare and allied professionals who are licensed in the areas of their expertise. We strive to maintain our quality standards by following scientific and other developments in areas of interest; thus, we encourage employees to enhance their knowledge and professional skills and we adequately support them (flexible working hours, allowance for training and study hours, etc.) to participate in training and educational programs, including seminars, conferences, and courses.



ADDITIONAL ACTIONS

During the reporting period:

- Working hours for all employees were limited to the number of hours contractually agreed between employer and each employee. The number of working hours does not exceed the requirements of the applicable legislation
- Employees were encouraged and supported to participate in professional associations and follow events to keep up with new developments in the sector
- Employees were encouraged to participate in seminars and training to enhance their professional skills and knowledge. Employees participated in ten (10) training sessions
- Employees have been trained in basic requirements of GDPR regulations. Through an interactive course they learn how to handle personal data and which their responsibilities are in collecting and disseminating sensitive information
- An internal training about building evacuation and fire extinguishers use was delivered. All employees were mandated to participate
- Training in hygiene and protective equipment was delivered to employees
- Employees have access to protective equipment to safeguard their own health and safety while performing their duties
- Employees actively participated in the risk evaluation process in accordance with the requirements of ISO45001:2018 Occupational Health and Safety
- All employees participated in the annual appraisal process. Through an interactive discussion with the General Manager of the organization, employees received and provided constructive feedback regarding their experience with the organization

ADDITIONAL ACTIONS

During the reporting period:

- An Employee Satisfaction Survey was conducted aiming to collect consolidated information on the levels of satisfaction among employees and to identify main areas of concern. Curis Network has designed an action plan based on the main findings of the survey
- The General Manager participated in the Annual Conference of the CyHRMA Association and to a webinar titled “The future of work is changing: Are you?”
- A Policy on Diversity, Equity and Inclusion has been developed as a commitment of Curis Network in providing an inclusive working environment where everyone is respected and trusted



NEXT STEPS

For the upcoming year, Curis Network is committed to:



01. Continue and intensify our efforts to maintain a working environment where employees feel respected and safe to perform their duties



02. Enhance employees' participation in work design processes



03. Continue awareness-raising through training employees on working conditions



04. Continue to encourage and support employees to pursue their career development through life-long learning and education

ENVIRONMENT



ENVIRONMENT



Principle 7:

Business should support a precautionary approach to environmental challenges



Principle 8:

Business should undertake initiatives to promote greater environmental responsibility



Principle 9:

Business should encourage the development and diffusion of environmentally friendly technologies



ENVIRONMENT

At Curis Network we believe that it is our obligation towards current and future generations to protect the environment and ensure that our operations are harmless to the planet. Towards this belief, we have implemented practices for energy conservation, such as the use of energy-efficient light bulbs in our facilities and the implementation of proper disposal procedures. We encourage electronic communication to eliminate paper consumption.

Curis Network promotes virtual health and wellbeing educating and encouraging individuals to communicate with and receive medical and other wellbeing services electronically. To that end, the organization has developed an electronic platform where different participants are encouraged to utilize in delivering and receiving health and wellbeing services. We support prevention and health promotion by extending healthcare to encompass where people live, work and play. Members of the community are enabled to access international health professionals without commuting.

Curis Network has developed a stand-alone policy to outline the process of handling hazards and medical waste. The Policy, which applies to the company's own operations, is being reviewed annually. Employees are offered training in regular intervals on how to collect and handle medical waste. Hazardous waste is collected by a licensed waste management partner, who provides Curis Network with bi-annual reporting on the total amount of waste collected. Waste is disposed according to the legislative requirements. Curis Network collaborates with the national authorities and is obliged to report on the total amount of the produced waste and track the process of handling. The report is submitted electronically on an annual basis.

ADDITIONAL ACTIONS

During the reporting period:

- Curis Network renewed their contract with a hazardous waste management company. All hazardous waste was collected by the management company and was disposed according to the legislative requirements
- Company reported to National Authorities about hazardous waste management
- Internal communication was performed through electronic devices
- All plastic was recycled
- 85% of paper was recycled



NEXT STEPS

For the upcoming year, Curis Network is committed to:



01. Eliminate plastic use



02. Eliminate paper use



03. Disposal of all medical waste

ANTI-CORRUPTION



ANTI-CORRUPTION



Principle 10:

Business should work against all forms of corruption, including extortion and bribery

Curis Network has developed an anti-corruption compliance program which is described on our Code of Conduct. Our culture does not encourage any practices or acts of corruption, extortion and bribery. All partnerships and client relationships are contractually binded, fully transparent and aligned with the national and European regulatory framework. We are intolerant to any form of corruption, and anyone found to be involved in such practices will be dismissed from their duties.

Our Code of Conduct outlines Curis Network anti-corruption policy and provides employees with recommendations on how to act in case of doubt and/or in situations that may represent a conflict of interest. Training on anti-corruption is offered at least once a year to all employees to ensure that our practices are effective and remain relevant.

Curis Network states that has never been involved in any litigation regarding corruption or bribery.

ADDITIONAL ACTIONS

During the reporting period:

- Employees have been trained on how to identify and react on attempts to get corrupted
- Zero corruption incidents have been reported



NEXT STEPS

For the upcoming year, Curis Network is committed to:



01. Continue raising awareness on corruption, extortion and bribery through interactive training that will equip employees with practical guidance



02. Continue and intensify effort to promote transparent and integrity in every organizational aspect

COMMUNICATION OF THIS REPORT

Curis Network will disseminate this Communication on Progress Report to all stakeholders by:

- uploading on company's main website, with links shared to any other websites or channels of communication maintained by Curis Network
- uploading the report or the information included in this report to the official portal of the UN Global Compact



CONTACT DETAILS

"Developing a sustainable health community to inspire people lead a healthy lifestyle"



Contact

Telephone Lines
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**www.curis.health
info@curisnetwork.com**

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Governance

G1. The board/highest governance body or most senior executive of the organization:

- + Issue an annual statement about the relevance of sustainable development of the company
- + Issue an annual statement that addresses impacts on both people and the environment
- + Issue an annual statement highlighting a zero tolerance of corruption
- + Sign off on organizational sustainability targets
- + Regularly review potential risks related to the business model

G2. The company has a publicly stated commitment regarding the following sustainability topics:

- + Human Rights
- + Labour Rights/Decent work
- + Environment
- + Anti-Corruption

The Commitment is focused on our own operations.

G3. The company has a code of conduct in place regarding each of the following sustainability topics:

- + Human Rights – Focused on employee conduct
- + Labour Rights/Decent work – Focused on employee conduct
- + Environment – Focused on employee conduct
- + Anti-Corruption – Focused on own operations and the value chain, including clients.

G4. The company has appointed an individual or group responsible for each of the following sustainability topics:

- + Human Rights
- + Labour Rights/Decent work
- + Environment
- + Anti-Corruption

The individual appointed has direct influence at the highest level of the organization.

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Governance

G5. The company has formal structures to address each one of the following sustainability topics:

- + Human Rights
- + Labour Rights/Decent work
- + Environment
- + Anti-Corruption

The structures have direct influence at the highest level of the organization.

G6. The company has process or processes to assess risk on the following sustainability topics:

- + Human Rights
- + Labour Rights/Decent work
- + Environment
- + Anti-Corruption

G8. The company has in place processes through which members of the company's workforce can raise concerns about the company's conduct related to human rights, labour rights, environment and anti-corruption.

Curis Network has a formal process through which employees can raise concerns about the fore-mentioned areas.

G8.1. Additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct:

- + The process is communicated to all employees in local language
- + The process is confidential
- + There are processes in place to avoid retaliation
- + Concerns can be raised about suppliers and other business relationships

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Governance

G9. The company captures lessons regarding each of the following sustainability topics:

- + Human Rights
- + Labour Rights/Decent work
- + Environment
- + Anti-Corruption

Human Rights

HR1. The following topics have been identified by the company as material human rights topics connected with its operations and/or value chain:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Safe and healthy working environment
- + Working conditions (wages, working hours)
- + Freedom of expression
- + Digital security / privacy
- + Gender equality and women's rights

HR2. The company has a policy commitment in relation to the following human rights topics:

- + Freedom of expression
- + Digital security/privacy
- + Gender equality and women's rights

The policy commitment is included within a broader policy or as a stand-alone policy.

HR2.1. For each human right policy commitment:

- + Freedom of expression – Applied to the company's own operation
- + Digital security/privacy – Developed involving human rights expertise from inside and outside the company
- + Gender equality and women's rights – Applied to the company's own operation

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Human Rights

HR3. In the course of the reporting period, the company has engaged with affected stakeholders or their legitimate representatives in relation to the following human rights topics:

- + Freedom of expression – To better understand the risks/impacts in question
- + Digital security/privacy – To assess progress in preventing/mitigating the risks/impacts in question
- + Gender equality and women's rights – To better understand the risks/impacts in question

HR4. The following type of actions have been taken by the company in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this human rights topic:

- + Freedom of expression – Provided internal training/capacity building for the direct workforce
- + Digital security/privacy – Provided internal training/capacity building for the direct workforce, Other
- + Gender equality and women's rights – Provided internal training/capacity building for the direct workforce

HR5. All employees receive training for human right topics:

- + Freedom of expression
- + Digital security/privacy
- + Gender equality and women's rights

HR6. The company assess progress in preventing/mitigating the risks/impacts associated with the following human rights topics through:

- + Freedom of expression – Set annual targets/goals, track progress over time (internal programs only)
- + Digital security/privacy – Set annual targets/goals, track progress over time (internal programs only)
- + Gender equality and women's rights – Set annual targets/goals, track progress over time (internal programs only)

HR7. During the reporting period, the company has been involved in providing or enabling remedy associated with the following human rights topic(s)

- + Freedom of expression – No adverse impact identified or caused
- + Digital security/privacy – No adverse impact identified or caused
- + Gender equality and women's rights – No adverse impact identified or caused

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Labour Rights

L1. The company has a policy commitment in relation to the following labour rights principles:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

Commitment is included in a broader policy or as a stand-alone policy.

L1.1. For each labour rights policy commitment is:

- + Freedom of association and the effective recognition of the right to collective bargaining – aligned with international labour standards, approved at the most senior level of the company, apply to the company's own operations
- + Non-discrimination in respect of employment and occupation – aligned with international labor standards, approved at the most senior level of the company, apply to the company's own operations
- + Safe and healthy working environment – aligned with international labor standards, approved at the most senior level of the company, apply to the company's own operations
- + Working conditions (wages, working hours) – aligned with international labor standards, approved at the most senior level of the company, apply to the company's own operations

L1.2. The existing company's policy on freedom of association and collective bargaining:

The relevant policy includes:

- References the respect of the right of all workers to form and join union of their choice without fear of intimidation or reprisal and protect workers against act of antiunion discrimination
- Facilitate the collective bargaining with the trade union representatives
- References the respect for the right of workers to submit grievances without suffering

L2. In the course of the reporting period, the company has engaged with affected stakeholders or their legitimate representatives in relation to the following labour rights topics:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

Engagement intended to assess progress in preventing/mitigating the risks/impacts in question.

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Labour Rights

L3. The company has taken the following type of actions in the reporting period with the aim of preventing/mitigating the risks/impacts associated with this labour rights topic:

The company conducted an audit and/or corrective action plan in relation to the following topics of labour rights:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

L4. The following categories of stakeholders receive training for labour rights topics:

All employees receive training on the following topics of labour rights. Training is delivered at least once a year and is mandatory for attendance by all employees.

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

L5. The company assesses progress in preventing/mitigating the risks/impacts associated with the following labour rights topics through:

The company set annual targets/goals and tracked progress over time (internal programs only) to assess progress on the following topics related to labour rights:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

L7. In the course of the reporting period, the percentage of women in managerial position:

In the course of the reporting period, the percentage of women in managerial position was 50%

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COMMUNICATION ON PROGRESS QUESTIONNAIRE

Labour Rights

L9. In the course of the reporting period, the workers were injured (injuries per hour worked):

In the course of the reporting period, no injuries were reported.

L10. In the course of the reporting period, the company's incidents rate (injuries per worker):

In the course of the reporting period, no incidents were reported.

L11. In the course of the reporting period, the company has been involved in providing or enabling remedy if it has caused or contributed to the adverse impact associated with the following labour rights topics:

- + Freedom of association and the effective recognition of the right to collective bargaining
- + Non-discrimination in respect of employment and occupation
- + Safe and healthy working environment
- + Working conditions (wages, working hours)

No adverse impact identified or caused; therefore, no remedy was required in the course of the reporting period.

Environment

E1. The company has a policy commitment on the following environmental topic:

- + Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

The company has developed a stand-alone policy for Medical Waste to outline the process of handling hazards and medical waste.

E1.1. For each environmental policy commitment, it is:

- + Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

The Medical Waste Policy is approved by the most senior level of the company and applied to the company's own operations.

E1.1. For each environmental policy commitment, it is:

- + Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

The Medical Waste Policy is approved by the most senior level of the company and applied to the company's own operations.

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

E2. In the course of the reporting period, the company has engaged with affected stakeholders or their legitimate representatives in relation to the following environmental topic:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

In the course of the reporting period, the company has engaged with affected stakeholder to assess progress in preventing/mitigating the risks/impacts in question.

E3. The company has taken the following type of actions in the reporting period with the aim of preventing/mitigating the risks/impacts associated with these environmental topics:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

The company provided internal training/capacity building for the direct workforce, conduct an audit process and/or corrective action plan, collaborated with governmental and regulatory bodies

E4. The company assesses progress in preventing/mitigating the risks/impacts associated with the following environmental topics:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

In the course of the reporting period, the company has set annual targets/goals and tracked progress over time (internal programs only) to assess progress in preventing/mitigating the risks/impacts associated medical and hazardous waste.

E4.1. In the course of the reporting period, company set the following targets regarding environment topics:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

In the course of the reporting period, the company collected all medical waste or equipment. Medical waste has been picked up and sent for disposal by our licensed waste management partner. Curis Network is obligated to report to the national authorities on waste management.

E4.2. For each environmental topic in which the company sets timebound goals/targets, progress against target/goal is tracked:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

Progress is reported externally.

Curis Network is obligated to report to the national authorities on waste management.

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Environment

E5. In the course of the reporting period, the company has been involved in providing or enabling remedy for any impacts associated with the following environmental topic(s):

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

In the course of the reporting period, no adverse impact identified or caused; therefore, no remedy has been enabled.

E7. The company's gross Scope 3 global greenhouse gas (GHG) emissions for the reporting period were:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

Curis Network partially measured Scope 3 GHG emissions.

E7.1. The following Scope 3 categories are included in the organization's Scope 3 emissions calculation:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

In the course of the reporting period, Curis Network has measured waste generated in operations.

E12. The company has identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment):

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

E19. In metric tonnes, the company's total weight of waste generated during the reporting period:

+ Waste (e.g. chemical spills, solid waste, hazardous, plastic, etc.)

Solid waste 320kg

APPENDIX I

COMMUNICATION ON PROGRESS QUESTIONNAIRE

Anti-Corruption

AC1. The company has an anti-corruption compliance program:

Curis Network has developed an anti-corruption compliance program which is described on our Code of Conduct and binds all employees. Our culture does not encourage any practices or acts of corruption, extortion and bribery. All partnerships and client relationships are contractually binded, are fully transparent, aligned with the national and European regulatory framework. We are intolerant to any form of corruption, and anyone found to be involved in such practices will be dismissed from their duties.

AC2. The company has policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest, e.g., with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials:

Curis Network outlines its anti-corruption policies and recommendations for employees on how to act in case of doubt and/or in situations that may represent a conflict of interest in the Code of Conduct.

AC3. The company offers training on anti-corruption has an anti-corruption compliance program:

Training on anti-corruption is offered at least once a year to all employees.

AC4. The company monitors its anti-corruption compliance program through:

Internal employee self-evaluation.

AC5. The company's total number and nature of incidents of corruption during the reporting year:

No incidents of corruption have been reported during the reporting year.