



CODE OF BUSINESS CONDUCT AND ETHICS POLICY

LAVA THERAPEUTICS N.V.

INTRODUCTION

Article 1

- 1.1** This document sets out the Company's Code of Business Conduct and Ethics Policy ("Policy"), consisting of the principal business, ethical, moral and legal standards which the Company and all Employees and Officers are expected to observe.
- 1.2** This Policy shall be posted on the Website.

DEFINITIONS AND INTERPRETATION

Article 2

- 2.1** In this Policy the following definitions shall apply:

Accounting & Auditing Whistleblower Policy	The Company's accounting & auditing whistleblower policy, as may be amended from time to time.
Alleged Irregularity	An irregularity of a general, operational or financial nature which is detected, or is suspected on reasonable grounds, within the Company's organization, including the imminent or actual: <ul style="list-style-type: none">a. performance of criminal acts, such as fraud, bribery or corruption;b. violation of applicable laws and regulations;c. violation of ethical or professional standards, including the standards set out in this Policy;d. endangerment of public health, safety or the environment; ore. suppression, destruction, withholding or manipulation of information on the irregularity concerned.
Anti-Corruption Policy	The Company's anti-corruption policy, as may be amended from time to time.

Article	An article of this Policy.
Audit Committee	The audit committee of the Board.
Board	The Company's board of directors.
CEO	The Company's chief executive officer.
CFO	The Company's chief financial officer.
Chairman	The chairman of the Board.
Company	LAVA Therapeutics N.V. and its Subsidiaries.
Compliance Officer	The Company's compliance officer.
Corporate Disclosure/ Regulation FD Policy	The Company's corporate disclosure/Regulation FD policy, as may be amended from time to time.
Director	A member of the Board.
Employee	An employee of the Company
Government Official	Any individual who: <ul style="list-style-type: none"> a. recently held, holds or is a candidate for a legislative, political or judicial position of any kind, in each case regardless of rank; b. is an employee or officer of an organisation or entity which is controlled, directly or indirectly, by a government or any constituency of a government or political party; or c. exercises a public function or is acting in an official capacity for or on behalf of any government, agency, or instrumentality, or for or on behalf of any public international organization.
Insider Trading Policy	The Company's insider trading policy, as may be amended from time to time.
Officer	A Director, a (managing) director or supervisory director of any Subsidiary, or any other officer of the Company who is not an Employee.
Related Person Transaction Policy	The Company's related person transaction policy, as may be amended from time to time.
SEC	The United States Securities and Exchange Commission.
Subsidiary	A subsidiary of the Company within the meaning of Section 2:24a of the Dutch Civil Code.

Website The Company's website, published at the following domain: www.lavatherapeutics.com.

Whistleblower A person reporting an Alleged Irregularity as described in Article 18.

- 2.2 References to statutory provisions are to those provisions as they are in force from time to time.
- 2.3 Terms that are defined in the singular have a corresponding meaning in the plural.
- 2.4 Except as otherwise required by law, the terms "written" and "in writing" include the use of electronic means of communication.
- 2.5 Words denoting a gender include each other gender.

GENERAL PRINCIPLES

Article 3

- 3.1 The Company is committed to conduct its business in accordance with the highest business, ethical, moral and legal standards, in good faith, with due care and in the best interests of the Company, its businesses and its stakeholders.
- 3.2 This Policy is not intended to be exhaustive and cannot address every possible situation that may arise, but the Company and each Employee and Officer is expected to act at all times to uphold the letter and spirit of this Policy, with honesty, integrity and fairness.
- 3.3 The Company shall comply with the laws and regulations of all applicable jurisdictions. Each Employee and Officer is expected to familiarise himself or herself with these laws and regulations, to the extent relevant and appropriate in relation to the performance of his or her activities for the Company.
- 3.4 Compliance with this Policy is not only the responsibility of the Company, but also of each Employee and Officer, and each of them is expected to actively support the values and principles set out herein.
- 3.5 It is the responsibility of all Employees and Officers to regularly review and refresh their knowledge and understanding of this Policy. Employees and Officers may be asked to sign a written acknowledgement of their understanding of, and agreement to abide by, this Policy.
- 3.6 Failure to observe this Policy may not only result in legal difficulties for the Company, but could also give rise to legal and/or disciplinary action against the Employee or Officer concerned, including dismissal. Depending on the nature of the non-compliance, failure to observe this Policy may be reported to the appropriate authorities.
- 3.7 If an Employee or Officer has any questions concerning the application or interpretation of this Policy, he or she should seek the advice of his direct supervisor, who may consult with the Company's legal department when appropriate.

FAIR DEALING, DISCRIMINATION AND HARASSMENT

Article 4

- 4.1** Employees and Officers are expected to deal fairly and respectfully with the Company's customers, suppliers, other business partners, competitors, and with each other.
- 4.2** The Company is committed to the principles of non-discrimination, respect for human rights and individual freedoms. Harassment, which includes unwanted sexual advances, subtle or overt pressure for sexual favors, badgering, innuendos and offensive propositions, are not tolerated.
- 4.3** Employees and Officers:
- a.** shall maintain a work environment where personal dignity of the individual is respected;
 - b.** shall not discriminate or harass on the basis of race, ethnicity, gender or gender identity, culture, appearance, national origin, religious belief, sexual preference or on the basis of any other personal characteristics;
 - c.** shall not engage in coercion or intimidation in the workplace; and
 - d.** shall not knowingly work with companies or organizations that use forced or child labor.

WORKPLACE HEALTH AND SAFETY

Article 5

- 5.1** The Company is committed to protecting and promoting the health, safety and security of its Employees and Officers.
- 5.2** Without prejudice to any requirements under applicable laws and regulations, Employees and Officers shall endeavour to participate in health and safety training activities to the extent relevant and appropriate in relation to the performance of their activities for the Company.
- 5.3** If an Employee or Officer becomes aware of a health or safety incident, or reasonably suspects a health and safety risk, he or she shall report this promptly to his or her direct supervisor, who shall consult with the appropriate level of management.
- 5.4** It is forbidden to illegally possess or consume drugs while working on Company premises or otherwise conducting Company business. Employees and Officers may not be impaired by drugs or alcohol at work.

ENVIRONMENT

Article 6

- 6.1** The Company is committed to protecting the environment by preventing and minimizing, to the extent possible and practicable, the environmental impact of its activities and products through appropriate design, manufacturing, distribution and disposal practices.

- 6.2** The Company also expects all Employees and Officers to take individual responsibility in protecting the environment while performing their activities for the Company.
- 6.3** If an Employee or Officer becomes aware of, or reasonably suspects, any violation of environmental law, or the taking of any action that is aimed at concealing such a violation, he or she shall promptly report the matter to his or her direct supervisor, who shall consult with the appropriate level of management and/or, if required, the Company's legal department. If such direct supervisor is the culprit (or alleged culprit) of the violation or concealment concerned, the Employee or Officer may report the matter directly to the appropriate level of management.

COMPETITION AND ANTITRUST MATTERS

Article 7

- 7.1** Many jurisdictions have competition and antitrust laws and regulations which are designed to ensure that competition is fair and honest. Such laws and regulations typically prohibit agreements and actions among competitors that affect competitive conditions of trade and other practices that restrict fair and honest competition.
- 7.2** To support fair and honest competition, Employees and Officers:
- a.** shall not knowingly enter into an agreement or tacit understanding with competitors of the Company which would illegally restrict fair and honest competition;
 - b.** shall not discuss competitive issues relating to the Company's businesses (including the Company's strategies and the identity of its customers, suppliers and other business partners) with competitors;
 - c.** shall limit communications, when participating in joint ventures and industry associations involving competitors, to communications required for conducting business;
 - d.** shall not knowingly use market power or market information in a way that may restrict fair and honest competition; and
 - e.** shall not engage in unfair or deceptive acts or practices.

BRIBERY AND MONEY LAUNDERING

Article 8

- 8.1** Employees and Officers shall not participate in any form of illegal bribery or money laundering.
- 8.2** Employees and Officers are expected not to offer, promise, give or accept, directly or indirectly, any item with economic value (including financial and non-financial advantages, promotional premiums and discounts, gifts, travel, meals, entertainment, favors or services) to or from any individual outside the Company, including in particular any Government Official or any family member of a Government Official, with the intention of illegally influencing such individual such that the Employee or Officer concerned may obtain or retain a personal opportunity or advantage

or a business opportunity or advantage for the Company. Employees and Officers should also be aware of, and abide by, the provisions of the Company's Anti-corruption Policy.

RECORD KEEPING AND PUBLIC DISCLOSURES

Article 9

- 9.1** Employees and Officers shall ensure that all books, records and data carriers of the Company are retained, presented and disposed of in accordance with applicable laws and regulations. Employees and Officers shall never falsify, alter, destroy or conceal any such books, records or data carriers in order to impair the integrity or availability thereof in an illegal manner.
- 9.2** Financial transactions carried out by the Company shall be recorded properly, accurately and fairly, in the correct accounts and within the relevant accounting period, all with due observance of applicable laws, regulations and accounting policies.
- 9.3** The Company is committed to providing its shareholders with information about its financial condition and results of operations as required by the United States and all other relevant jurisdictions. It is the Company's policy that the reports and documents it files with or submits to the SEC, and the earnings releases and similar public communications made by the Company, include fair, timely, understandable, full and accurate disclosures. Employees and Officers who are responsible for these filings and disclosures, including the Company's principal executive, financial and accounting officers, must use reasonable judgment and perform their responsibilities honestly, ethically and objectively in order to ensure that the required disclosures are fulfilled. The Company's senior management is primarily responsible for monitoring the Company's public disclosures.

CONFIDENTIAL INFORMATION

Article 10

- 10.1** Confidential information relating to the Company shall not be used for personal gain or for purposes other than performing activities for the Company as an Employee or Officer.
- 10.2** To protect confidential information relating to the Company, Employees and Officers:
- a.** shall not discuss confidential information in places where it is likely to be overheard by someone outside the Company;
 - b.** shall strictly limit conversations involving confidential information to business settings with individuals with a legitimate need to know the information to perform their job duties;
 - c.** shall not disclose or use confidential information for personal gain;
 - d.** shall not post or discuss any confidential information on the internet, including on blog posts or social media sites (such as Facebook and Twitter), or in response to news reports or articles, using his or her own name or a pseudonym;

- e. shall not leave papers or other data carriers containing confidential information in public places or in places where such information might be read or discovered by someone outside the Company; and
 - f. shall exert their best efforts to avoid inadvertent disclosure of confidential information.
- 10.3 Employees and Officers shall promptly inform the Company's legal department upon becoming aware that confidential information relating to the Company has been wrongly obtained by someone outside the Company, or if such information has been misplaced, mishandled or improperly disclosed.
- 10.4 For purposes of this Article 10, "confidential information" includes non-public information that, if improperly disclosed, could be useful to competitors of and/or harmful to the Company, its business partners, suppliers, clients or other stakeholders, or that is material to a reasonable investor's decision to buy or sell the Company's securities or securities of its business partners. For example, non-public information relating to the Company which includes or describes earnings, forecasts, business plans and strategies, significant restructurings, potential acquisitions, licensing agreement terms, formulas, pricing, patient data, client or sales information, research, new product development, undisclosed marketing and promotional activity, intellectual property development, significant management changes, auditor reports, and events regarding the Company's securities would generally all qualify as "confidential information".

COMPANY PROPERTY AND RESOURCES

Article 11

- 11.1 Employees and Officers shall take appropriate measures to ensure the efficient and legitimate use of property and resources of the Company.
- 11.2 Employees and Officers shall promptly report to their direct supervisor any misuse of Company property or resources.
- 11.3 Without proper authorization from their direct supervisor, Employees and Officers shall not:
 - a. obtain, use or divert property or resources of the Company for personal gain; or
 - b. materially alter, remove or destroy property or resources of the Company or use services provided by the Company, except in the ordinary course of performing activities for the Company.
- 11.4 Company property also includes intangible assets such as intellectual property. Company intellectual property may also include Employee and Officer work product. Employees and Officers should promptly disclose any invention related to the Company's business, so that it may receive the same protection as other intellectual property of the Company.

COMPUTER, E-MAIL AND INTERNET USAGE

Article 12

- 12.1** Computers, laptops, handheld devices, e-mail and internet access are provided by the Company primarily for business use. All Employees and Officers should use the same care, caution and etiquette in sending an e-mail (or when making use of other electronic means of communication) as they would in corresponding in paper form.
- 12.2** Employees and Officers shall not download any data at work that is unprofessional or inappropriate for use or viewing in a business context.
- 12.3** An Employee or Officer shall promptly report to his direct supervisor any situation in which data relating to the Company has been compromised or when such Employee or Officer suspects or becomes aware of any breach of data relating to the Company, including the loss or theft of a computer, laptop or handheld device.
- 12.4** Employees and Officers should always secure their computers and laptops provided by the Company with a strong password which is regularly changed. Employees and Officers are strongly discouraged to write down these passwords and should not, under any circumstance, give their password to others (including to other Employees or Officers). While working, computer screens and laptops must be locked when an Employee or Officer leaves his or her desk.

CORPORATE OPPORTUNITIES

Article 13

- 13.1** Employees and Officers are expected to advance the Company's legitimate business interests.
- 13.2** An Employee or Officer shall not:
- a.** enter into competition with the Company;
 - b.** provide unjustified advantages to third parties to the detriment of the Company; or
 - c.** take advantage of business opportunities available to the Company for himself or herself or for his or her spouse, registered partner or other life companion, foster child or any relative by blood or marriage up to the second degree.
- 13.3** If an Employee or Officer discovers, or is presented with, a business opportunity through the use of property or resources of the Company, or because of his or her position with the Company, he or she shall first disclose the terms and conditions of such business opportunity to his direct supervisor, who shall consult with the appropriate level of management to determine whether the Company wishes to pursue the business opportunity concerned.
- 13.4** If the decision is made not to pursue a business opportunity as referred to in Article 13.3 for the benefit of the Company, Employees and Officers may, upon review and approval by their direct supervisor, or if required by the Company's Related Person Transaction Policy the Board or an authorized committee thereof, pursue such business opportunity substantially on the original terms and conditions presented to the Company.

CONFLICTS OF INTEREST

Article 14

- 14.1** Employees and Officers are required to avoid any conflict or potential conflict between their personal interests (including those of their significant others and immediate family) and the best interests of the Company. A “conflict of interest” occurs when an individual’s private interest interferes with, or gives the appearance of interfering with, the individual’s ability to act in the best interest of the Company.
- 14.2** Conflicts of interest are prohibited unless specifically authorized as described below:
- a.** Supervisors may not authorize conflict of interest matters or make determinations as to whether a problematic conflict of interest exists without first seeking the approval of the Compliance Officer and providing the Compliance Officer with a description of the activity. If the supervisor is involved in the potential or actual conflict, the matter should be discussed directly with the Compliance Officer.
 - b.** Officers may seek authorizations and determinations from the Audit Committee.
 - c.** When a conflict or potential conflict is raised, Employees and Officers may not move forward until the Compliance Officer (or proper committee of the Board, as applicable) has considered and provided approval to move forward or a resolution of the conflict.
- 14.3** Additional rules apply under the Company’s articles of association and the internal rules of the Board in respect of conflicts of interest of Directors.

GOVERNMENT RELATIONS AND POLITICAL AFFAIRS

Article 15

- 15.1** When dealing with the government or Government Officials in performing activities for the Company, Employees and Officers shall conduct themselves according to the highest business, ethical, moral and legal standards. Employees and Officers should also be aware of, and abide by, the provisions of the Company's Anti-corruption Policy.
- 15.2** Without prejudice to Article 15.3, the Company shall practice great reticence when considering making contributions to political parties or candidates at any level of government, regardless of local laws and regulations.
- 15.3** From time to time, issues of significant importance to the financial and business well-being of the Company may arise in a political context. The Company may participate in such political processes in order to advance its legitimate business interests, including through lobbying, publication of its views in the media and supporting interested organizations.

INTERNATIONAL BUSINESS PRACTICES

Article 16

16.1 The Company:

- a.** shall not expand its business into a new foreign country without discussing it with the appropriate level of management and, if required, the Company's legal department;
- b.** shall be particularly sensitive to dealings with countries that are involved in conflicts or subject to international sanctions;
- c.** when involved in exports, shall observe all laws, regulations and international trade agreements that govern the shipment of the Company's products and services to the importing country and vice versa; and
- d.** shall consult with the Company's legal department when appropriate and as may be required for specific guidelines for conducting international business.

16.2 Employees and Officers shall apply the Company's business, ethical, moral and legal standards when conducting business in foreign countries, even if culture or common practice might indicate that contradicting or lesser standards of conduct are acceptable.

MEDIA AND OTHER COMMUNICATIONS

Article 17

17.1 The Company will disclose information to the public only through specific channels. Unless an Employee or Officer has received proper authorization to speak on behalf of the Company by the appropriate level of management, an Employee or Officer should decline to comment in response to any media requesting information about matters relating to the Company, regardless of whether the request is made off the record, for background, or confidentially. In addition, public disclosure on behalf of the Company by any Employee or Officer must comply with any disclosure policy adopted by the Company from time to time, including the Corporate Disclosure/Regulation FD Policy.

17.2 Employees and Officers are expected to conduct themselves in a manner that reflects positively on the Company. When expressing personal views in any media, including television, radio, chat rooms, forums, social media platforms and other electronic media, it should be clear that such statements are personal and do not represent the Company's point of view.

WHISTLEBLOWER POLICY

Article 18

18.1 Alleged Irregularities should be reported to the Compliance Officer (phone number: **610-716-6500**; e-mail address: ***a.garabedian@lavatherapeutics.com***), provided that, in case of a suspicion of Alleged Irregularities, such suspicion should be based on reasonable grounds arising from the

relevant person's knowledge gained in such person's past or present employment or position within the Company, or elsewhere in such person's dealings with the Company.

- 18.2** Current and former Employees and Officers may report Alleged Irregularities to the Compliance Officer.
- 18.3** Alleged Irregularities concerning the functioning of:
- a.** the Compliance Officer may be reported to any Director;
 - b.** a Director other than the Chairman may be reported to the Chairman; and
 - c.** the Chairman may be reported to the CEO.
- 18.4** Alleged Irregularities may also be reported to LAVA's third party vendor, Intrado (phone number: 877-763-1989; secure webform address: whistleblowerservices.com, who serves as the Company's independent third party confidant and who shall ensure that reported Alleged Irregularities shall be assessed and, if relevant, investigated and followed-up appropriately. In doing so, the third party confidant may contact the Compliance Officer and/or other Employees and Officers as needed, subject always to confidentiality arrangements set out in Article 18.8.
- 18.5** Alleged Irregularities shall be reported in writing or in person. Anyone reporting an Alleged Irregularity should provide as much relevant and concrete information as possible in order for the Alleged Irregularity to be investigated properly. Each reported Alleged Irregularity shall be treated seriously.
- 18.6** Each Whistleblower has the right, and shall be given the opportunity by the Company, to consult with an independent confidential counsellor concerning the Alleged Irregularity reported by such Whistleblower. Such counsellor shall be designated by the Compliance Officer.
- 18.7** To the extent that the Dutch Act on the Whistleblowers' Institute (*Wet Huis voor Klokkeluiders*) is applicable in relation to the Company, a Whistleblower may also turn to the Whistleblowers' Institute (*Huis voor klokkeluiders*), subject to and in accordance with the provisions of such act, in order to report an Alleged Irregularity.
- 18.8** The Company shall treat and safeguard as private and confidential the identity of each Whistleblower, as well as any Alleged Irregularity reported by such Whistleblower. Such information shall not be disclosed by the Company, unless:
- a.** with the consent of the Whistleblower concerned;
 - b.** this is required under applicable laws or regulations, stock exchange requirements, including but not limited to any SEC requirements and/or by any competent authority; or
 - c.** it concerns a disclosure to the professional advisors of the Company or of the Whistleblower concerned, subject to a duty of confidentiality and only to the extent necessary for any lawful purpose.
- 18.9** The Company shall not take disciplinary action or other adverse employment action against a Whistleblower in retaliation for properly reporting Alleged Irregularities in good faith, or for providing truthful information in good faith in connection with any investigation, inquiry, hearing

or legal proceedings involving Alleged Irregularities. However, a Whistleblower who knowingly reports Alleged Irregularities in a manner which is not truthful and in good faith, or does so in a reckless or frivolous manner, may be subject to legal and/or disciplinary action, including dismissal.

- 18.10** Nothing contained in this Policy limits or otherwise prohibits any Employee or Officer from communicating with, filing a charge or complaint, or otherwise participating in any investigation or proceeding with any federal, state or local governmental agency or commission, including providing documents or other information to such institution, without notice to the Company.
- 18.11** Any Alleged Irregularities concerning accounting and auditing matters shall be governed by the Accounting & Auditing Whistleblower Policy.

INSIDER TRADING

Article 19

The applicable restrictions and prohibitions on market abuse, including concerning the unlawful use and disclosure of inside information, tipping and market manipulation, are specific and complex. Employees and Officers should refer to the Insider Trading Policy, which contains detailed rules on the possession of, and conducting and effecting transactions in, the Company's shares and certain other financial instruments.

DISPENSATION

Article 20

- 20.1** At the request of an Employee or Officer, the Compliance Officer may grant a dispensation from certain provisions of this Policy, but only in exceptional circumstances, after consultation with the appropriate level of management and the Company's legal department, and provided that no dispensation can be granted for matters which follow from mandatory provisions of applicable laws and regulations.
- 20.2** When considering a request for dispensation, the Compliance Officer shall practice great reticence if the matter concerned has the potential of damaging or violating the spirit of the Company's business, ethical, moral and legal standards as set out in this Policy.
- 20.3** A request for dispensation shall be made in writing and shall be supported by reasons. Any dispensation granted by the Compliance Officer shall be granted in writing and shall be signed by the Compliance Officer and at least one Director. Any dispensation granted, if required, shall be publicly disclosed by the Company in accordance with applicable law.
- 20.4** If and when a dispensation is granted for a specific matter, this does not automatically entitle other Employees or Officers to receive dispensation for that same matter, or for similar matters. Any Employee or Officer who receives a dispensation, shall not automatically be entitled to any renewal, revision or extension of such dispensation.
- 20.5** A dispensation for Officers or Directors may be authorized only by the Board and shall be disclosed to shareholders as required by applicable law, including the rules and regulations of the SEC and The Nasdaq Stock Market LLC.

AMENDMENTS AND DEVIATIONS

Article 21

Pursuant to a resolution to that effect, the Board may amend or supplement this Policy and, without prejudice to Article 20, allow waivers or temporary deviations from this Policy, subject to ongoing compliance with applicable law and stock exchange requirements. Any such waiver or deviation shall promptly be disclosed to the Company's shareholders in accordance with applicable U.S. securities laws and/or the rules and regulations of the securities exchange on which the Company's securities are then traded.

MONITORING COMPLIANCE AND DISCIPLINARY ACTION

Article 22

- 22.1** The Company's management, under the supervision of the Board or a duly authorized Company committee thereof or, in the case of accounting, internal accounting controls, auditing or securities law matters, the Company's Audit Committee, shall take reasonable steps from time to time to (i) monitor compliance with this Policy, (ii) when appropriate, impose and enforce appropriate disciplinary measures for violations of this Policy, and (iii) when appropriate, report violators to the appropriate authorities.
- 22.2** Disciplinary measures for violations of this Policy will be determined in the Board's sole discretion and may include, but are not limited to, counseling, oral or written reprimands, warnings, probation or suspension with or without pay, demotions, reductions in salary, termination of employment or service, and restitution. Violations will be determined by a fair process, and any accused violator will be given an opportunity to present his version of the events at issue prior to any determination of appropriate discipline.
- 22.3** The Company's management shall periodically report to the Board or a duly authorized Company committee thereof on these compliance efforts including, without limitation, periodic reporting of alleged violations of this Policy and the actions taken with respect thereto.

GOVERNING LAW AND JURISDICTION

Article 23

This Policy shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this Policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.

Version Number:	3.0
Version Date	August 18, 2023
Approved by:	Board of Directors

Change history

Date	Version	Description of change
March 18, 2021	1	created
September 12, 2022	2	Format and reference to fund manager
August 18, 2023	3	NASDAQ updates