

SUSTAINABILITY POLICY
UNION THERAPEUTICS A/S

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(CVR no. 33963750)

1 INTRODUCTION

- 1.1 This sustainability policy (the "**Policy**") has been adopted by the board of directors (the "**Board of Directors**") of UNION therapeutics A/S, CVR no. 33963750 (the "**Company**").
- 1.2 The purpose of this Policy is to describe the Company's overall principles on the Company's sustainability principles and to implement such sustainability approach into the business and way of working in the Company as well as to inform relevant stakeholders on the Company's principles and values in respect of the environment, human rights, business ethics and other measures for operating a sustainable business.

2 HUMAN RIGHTS AND LABOR LAWS

- 2.1 The Company is committed to respecting human rights and labor rights, and the Company strives to advance these principles to the employees in the Company's own operations, as well as with business partners, contractors, etc.
- 2.2 The Company believes that diverse perspectives and ways of working create the best possible decisions and results required for fulfilling the Company's vision to passionately create medicines that make a difference. Accordingly, the Company is deeply focused on creating a diverse and inclusive organization. Proper practices are implemented within the Company's HR processes so that recruitment is not affected by the applicants' age, race, gender, social origin, ethnicity, religion etc. in accordance with the Company's Diversity Policy. The Company continuously reviews and adapts, as necessary, its recruitment practices to neutralize any potential biases and to promote diversity and inclusion.

3 HEALTH AND SAFETY

- 3.1 The Company has implemented health and safety procedures for taking due and proper care of its employees and in order to offer a healthy and embracing workplace. All employees of the Company hold fundamental rights to enjoy a healthy and safe working environment and the Company is striving to enhance the safety of its employees to the greatest extent possible. Supporting the Company's employees' physical health and mental well-being is pivotal for the employees of the Company to perform and thrive, both professionally and personally.

4 BUSINESS ETHICS

- 4.1 The Company believes that business ethics and proper conduct are based on sound and ethical company values as well as due and proper compliance with applicable laws and regulation. For that purpose, the Company is deeply committed on complying with domestic as well as international anti-corruption legislation, anti-money laundering law and similar laws, regulations, principles, standards and codes in accordance with the Company's Anti-Bribery and Anti-Corruption Policy.
- 4.2 The Company strives to be regarded as a responsible and respected business with high ethical standards in accordance with the Company's Code of Conduct. Consequently, the Company has implemented a proactive approach with respect to ethical perspectives of its business in order to form sound and transparent relations with its business partners and other stakeholders. The Company continuously reviews the business ethics principles incorporated in the Company's values and internal procedures as well as business ethics requirements in its contracts with vendors in order to align these principles with international standards on business ethics.

5 CLIMATE AND ENVIRONMENT

- 5.1 The Company strives to conduct its business in a sustainable way with care for the climate and environment. The Company understands the importance of preserving the climate and environment, and the Company estimates and tracks its greenhouse gas emissions on an annual basis across Scope 1, Scope 2 and Scope 3, using the Greenhouse Gas Protocol, and works to optimize and minimize its emissions across the value chain.

6 OTHER POLICIES AND GOVERNANCE MEASURES

- 6.1 This Sustainability Policy applies to all aspects of the Company's business. In addition to this Sustainability Policy, the Company has adopted other policies and procedures concerning environmental, social and governance (ESG) factors, e.g., the Company's Code of Conduct, Anti-Bribery and Anti-corruption Policy, Tax Policy and Diversity Policy. Furthermore, the Company is reporting on matters pertaining to environmental, social and governance (ESG) factors in its annual report.

7 REVIEW AND AMENDMENT

- 7.1 The Board of Directors shall annually review, and if relevant update, this Policy.

8 PUBLICATION

- 8.1 This Policy will be publicly available.

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Approved and adopted by the Board of Directors of UNION therapeutics A/S on 27 October 2022.