

**DIVERSITY AND INCLUSION POLICY**

UNION THERAPEUTICS A/S

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## **DIVERSITY AND INCLUSION POLICY**

UNION THERAPEUTICS A/S

(CVR-NO. 33963750)

### **1 INTRODUCTION**

- 1.1 This diversity and inclusion policy (the "Policy") has been adopted by the Board of Directors ("BoD") of UNION therapeutics A/S, CVR no. 33963750 ("UNION") in accordance with section 139c of the Danish Companies Act (in Danish: *Selskabsloven*).
- 1.2 UNION has the goal to be an attractive, inspiring, and high-performing workplace with a culture based on The UNION Way. UNION appreciates the importance of diversity and inclusion to achieve this goal.
- 1.3 UNION defines diversity as a diverse workforce in terms of e.g., gender, nationality, educational background, age, and experiences. By inclusion is meant fostering an inclusive culture ensuring that different perspectives are taken into consideration.
- 1.4 Accordingly, the purpose of this Policy is to:
  - (i) Ensure that the composition of the BoD, the Corporate Management team and the organization is diverse in terms of experience, competencies, nationality and gender
  - (ii) Promote a balanced gender distribution at all levels in the organization
  - (iii) Maintain an inclusive culture respecting all individuals associated with UNION

### **2 TARGET FOR THE UNDER-REPRESENTED GENDER IN THE BOARD OF DIRECTORS AND CORPORATE MANAGEMENT TEAM**

- 2.1 It is UNION's aim to maintain that the under-represented gender constitutes at least 40% of the total number of shareholder-elected board members.
- 2.2 It is UNION's aim to maintain that the under-represented gender constitutes at least 30% of the total number of employees in the Corporate Management team.
- 2.3 It is UNION's aim to maintain that the under-represented gender constitutes at least 40% of the total number of employees in the organization.

### **3 DIVERSITY AND INCLUSION AT UNION**

- 3.1 The team is the greatest strength of UNION. Prioritizing diversity and inclusion means creating richer solutions, obtaining better results, and maximizing productivity, innovation and creativity. Diversity allows for a variety of perspectives, and inclusion ensures that different perspectives are taken into consideration.
- 3.2 UNION recognizes the importance of promoting diversity in its management levels, including in relation to gender.
- 3.3 UNION believes that diverse perspectives and ways of working create the best possible decisions and results important to fulfill the UNION's mission. Accordingly, UNION is focused on creating a diverse and inclusive organization. Proper procedures are implemented within UNION's HR processes to ensure recruitment is not affected by the applicants' age, race/ethnicity, gender, disabilities, social class, religion, sexual orientation etc. UNION continuously reviews and adapts, as necessary, its recruitment process and guidelines to neutralize any potential biases and to promote diversity and inclusion.
- 3.4 It is the intention of UNION to continue to safeguard a culture where every employee experiences the same opportunities for career development and advancement regardless of their age, race, gender, social origin, ethnicity, religion, sexual orientation etc. and that this is the case for all levels of the

organization. UNION is committed to maintaining diversity in managerial functions by balancing age, gender, nationality, professional specialization etc. both in respect of recruiting and internal advancement.

- 3.5 UNION will aim to employ the best candidates for all functions and the decisive factor, in external as well as internal recruitment processes, shall be the candidates' qualifications.
- 3.6 It is UNION's objective to have a diverse workforce when filling positions. For this reason, UNION strives to broaden the field of candidates as much as possible, and UNION's employment procedures are designed to give all individuals equal opportunities to apply for and obtain management positions.
- 3.7 UNION focuses on creating an attractive working environment which promotes equal career opportunities for all individuals. In order to support equal access for alle individuals to vacant positions within UNION, the company will continuously focus on any barriers that may prevent the under-represented "gender" from being appointed to a management position. This applies to all steps of the employment procedure. Consequently, job descriptions, job advertisements, screening of applicants and job interviews should target a diverse group.
- 3.8 Among other things, UNION has taken the following initiatives to further strengthen the diversity in its managerial functions:
  - (i) A sensible work/life balance is offered to reconcile the demands of working life and family life.
  - (ii) The end of each job advertisement encourages anyone qualified for the job to apply, irrespective of age, race, gender, social origin, ethnicity, religion, sexual orientation etc.
  - (iii) Managerial desires and ambitions are covered in annual employee development interviews (annual assessment).
  - (iv) When conducting job interviews, UNION endeavors to ensure that a diverse group of individuals are represented on the list of relevant candidates.
  - (v) Ensure that all employees experience the same opportunities in their careers and in achieving managerial positions.

#### **4 FOLLOW-UP AND REPORTING**

- 4.1 UNION's executive management is responsible for the policy of facilitating a diverse workforce and reports the proportion of the under-represented gender in management to the BoD once a year.
- 4.2 UNION reports on this Policy annually and in accordance with applicable law and regulations. In its Annual Report, UNION will explain its ambition for the under-represented gender in the BoD. Further, this Policy is part of UNION's reporting of environmental, social and governance factors (ESG) in the Annual Report.

#### **5 REVIEW AND AMENDMENT**

- 5.1 The BoD shall annually review, and if relevant update, this Policy.

#### **6 PUBLICATION**

- 6.1 This Policy will be published on UNION's website.

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Approved and adopted by the Board of Directors of UNION therapeutics A/S on 14 December 2023.