

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 ("BoD") of UNION therapeutics A/S, CVR no. 33963750 ("UNION").

1.2 The purpose of this Policy is to describe UNION's overall principles on its sustainability principles and to implement such sustainability approach into the business and way of working in UNION as well as to inform relevant stakeholders on UNION'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 UNION is committed to respecting human rights and labor rights, and strives to advance these principles to the employees in UNION's own operations, as well as with business partners, contractors, etc.

2.2 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 HEALTH AND SAFETY

3.1 UNION 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 hold fundamental rights to enjoy a healthy and safe working environment and UNION is striving to enhance the safety of its employees to the greatest extent possible. Supporting UNION'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 UNION 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 regulations. For that purpose, UNION 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 UNION's Anti-Bribery and Anti-Corruption Policy.

4.2 UNION strives to be regarded as a responsible and respected business with high ethical standards in accordance with the UNION's Code of Conduct. Consequently, UNION 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. UNION continuously reviews the business ethics principles incorporated in UNION'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 UNION strives to conduct its business in a sustainable way with care for the climate and environment. UNION understands the importance of preserving the climate and environment, and UNION 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 UNION's business. In addition to this Sustainability Policy, UNION 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, UNION is reporting on matters pertaining to environmental, social and governance (ESG) factors in its annual report.

7 REVIEW AND AMENDMENT

7.1 The BoD 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 14 December 2023.