

## Diversity Policy 2025

Pharma Equity Group is committed to continue working towards ensuring and furthering equal opportunities for all employees in respect of differences, such as gender, age, religion, sexual orientation and ethnicity, as all, in our view, serve as key components in ensuring a better, more dynamic and healthier business. We believe that employees should be recognized because of, and not despite, their diversity.

The view extended through this policy also includes maintaining equal opportunities for women and men at all management levels in the Pharma Equity group. The Board of Directors annually discusses the company's activities to ensure relevant diversity at management levels and evaluates the policy on diversity.

Pharma Equity Group has, in accordance with the Danish Financial Statements Act, section 107b, prepared the following report (Danish: Lovpligtig redegørelse for virksomhedsledelse, jf. årsregnskabslovens § 107 b).

The statement is part of the management report in the company's annual (latest) report for the period 1 January 2025 – 31 December 2025.