

Inclusion, Diversity & Equity Policy

Our Commitment:

We aim to foster an environment of inclusion, equity and belonging, embracing diversity of thought and perspectives to the benefit of our patients and the communities we serve.

We believe that diversity of thought, ideas, and skills is essential to transforming science into lifechanging medicines for brain health. By creating a people-centric organisation that values differences as drivers of innovation and ensures equitable access to opportunities, we cultivate an inclusive and collaborative environment where collective contributions empower meaningful change and ensure everyone feels connected, supported, and integral to the organisation's success.

We are dedicated to fostering a workplace where every individual is valued, treated with respect, and given the opportunity to contribute meaningfully.

Our culture is anchored in our Focused Innovator behaviours of curiosity, adaptability, and accountability—that foster a sense of belonging. This foundation enhances innovation, strengthens decision-making, accelerates progress, and ensures our work reflects the needs of the patients and communities we serve.

Our commitment is built on four key principles:

Cultivate a Culture of Belonging

At Lundbeck, we are committed to creating a culture where every individual feels valued, respected, and empowered to thrive.

We foster belonging through intentional actions, inclusive leadership, and allyship, where employees actively support one another and embrace differences. By prioritising physical and mental wellbeing, and accessibility, we strive to create a supportive workplace where everyone can bring their authentic selves and contribute meaningfully.

We recognise that a strong workplace culture is built on psychological safety and shared responsibility, where everyone plays a role in fostering an environment of trust, respect, and purpose.

Our focus areas are:

- Provide awareness resources, guidelines, and training to help employees understand each other and work effectively with one another.
- Act with integrity by upholding ethical standards and contributing to a culture of respect and diverse representation of ideas.
- Create an inclusive workplace suitable to provide accessibility for employees of varying needs.
- Prioritise wellbeing by promoting a healthy work environment, including stress management, workplace safety, and access to support resources.

Encourage Diversity of Thought

We believe diversity of thought is essential for innovation and progress. By welcoming a wide range of perspectives, experiences, and ideas, we create an environment where challenges are viewed through multiple lenses, leading to impactful solutions.

Fostering diversity of thought begins with a psychologically safe space where employees feel empowered to share ideas and concerns without fear of judgment. This builds trust, openness, and collaboration.

To accomplish this, we integrate inclusive practices into our people processes and training programmes, equipping employees to recognise and challenge unconscious biases. We advocate for inclusivity across all levels to ensure all voices are heard and valued.

Our annual employee engagement survey “Our Voice” provides us with the opportunity to speak up and share enabling insights and perspectives towards Lundbeck’s continuous improvement.

Our focus areas are:

- Build a strong workforce through talent planning that benefits from a range of experiences and viewpoints.
- Encourage open communication and active participation in decision-making.
- Establish a true sense of belonging.

Ensure Equitable Opportunities

We are dedicated to ensuring transparent equitable opportunities for all employees.

Equity means recognising and addressing systemic barriers that may prevent individuals from reaching their full potential. We strive to create a level playing field

where everyone has access to the resources, support, and opportunities they need to succeed.

We aim to:

- Ensure that our programmes, tools, and resources are accessible, inclusive and meet the needs of a diverse range of individuals.
- Maintain transparent hiring, promotion, and reward structures designed to be open, consistent, and free from bias.
- Support professional growth for all employees through mentorship, training, and talent pathways.
- Foster a culture of trust, teamwork, and ethical decision-making.

By championing an equitable approach, we advance our mission to improve brain health while building a workplace that embodies inclusion and belonging.

Accountability and Adherence

We are committed to upholding the highest standards of accountability in our diversity, equity, and inclusion efforts. This commitment extends to adhering to all local regulations and laws, including anti-harassment & discrimination policies and reporting requirements.

At Lundbeck, our commitment to belonging, diversity of thought, and equitable opportunities is more than a set of principles - it is the foundation of who we are and how we work. By embracing these values, we strengthen our ability to innovate, collaborate, and make a meaningful difference in the lives of patients and communities around the world. Together, we are building a future where everyone can thrive, contribute, and help us advance our mission of improving brain health.

The above underpins our commitment to the Convention of Human Rights, by promoting individual differences, equal opportunities, and ensuring fair treatment.

The policy is owned by the Global ID&E Office and endorsed by EVP- People, Culture & Sustainability.
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