

Neurodiverse workplace commitment

At Lundbeck, we are committed to addressing the stigma that surrounds mental health and neurodiversity, and we leverage our voice and expertise in brain health to raise awareness, challenge standards and increase opportunities for all, including our employees.

We believe our strength comes from the diversity of thoughts, experiences, and perspectives. Our goal is to foster a culture where every employee feels they belong and can thrive. We want everyone—regardless of their neurodivergence—to contribute fully, knowing that these differences drive creativity and innovation.

What is Neurodivergence?

Neurodivergence often refers to conditions such as autism, ADHD, or dyslexia. At Lundbeck, we also include people living with neurological or psychiatric conditions, such as migraine, depression, or anxiety, in our commitment to support neurodiversity in the workplace.

Our areas of focus

Support and Environment:

Lundbeck prioritizes providing appropriate support and reasonable accommodations to neurodivergent employees, in line with applicable laws. This includes adapting working conditions, tailoring work environments and practices based on employee needs, ensuring understanding and guidance from managers, maintaining open dialogue with respect for privacy, and enabling flexible arrangements where possible. Managers are supported by People & Culture and HSE to find solutions that balance individual needs with team objectives.

Inclusive Practices:

We offer non-bias and anti-discrimination training for all employees. Our hiring processes are designed to be inclusive, encouraging managers to recognize and reduce bias and to consider the strengths of neurodivergent candidates.

Awareness:

We strengthen managers' ability to support employee wellbeing and raise awareness of neurodiversity across the organization. Through global brain health campaigns and targeted manager training, we foster respect,

understanding, and support for neurodivergent employees and for those living with neurological or psychiatric conditions.

Together, we address the stigma and build a culture where everyone feels empowered to perform at their best.

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