

## Diversity and Inclusion Policy

At Lundbeck our dedication to restoring brain health, so every person can be their best, is only possible if we are equally committed to ensuring diversity and inclusion for our employees.

We are a diverse company determined to build an inclusive high-performance culture that allows all employees to enrich their professional skills and career within Lundbeck without discrimination. As a company, we believe this is the best way to ensure creativity, innovation, progress, and mutual enrichment. The variety in our employees' ideas, perspectives, high performance and experiences is a valued and necessary part of our competitive advantage. Diversity among employees creates a better and more innovative work environment and acknowledges the value each employee brings to the company.

A diverse mix of employees at all levels of the organization must be supported by an inclusive work environment where everyone is treated equally and with fairness and respect. Lundbeck is committed to providing equal opportunities regardless of race, colour, age, gender, religious beliefs, national origin, sexual orientation, disability or any other characteristic protected by applicable law. We aspire to be recognized as a world leader in brain health and are committed to building an inclusive culture in Lundbeck – including for people living with brain diseases. We do not tolerate any sort of discrimination in either recruitment or employment.

Management and employees at all levels are responsible for creating an inclusive environment in which all individuals – with their distinctive skills, experiences and perspectives – can work together to create a diverse culture.

As a global company with activities in more than 50 countries, our success depends on the many talents and experiences of a multi-cultural workforce as well as our relationships with local communities. To continue to foster a diverse organization, Lundbeck has adopted this policy that applies across the company and may be supplemented by local diversity policies.