

## **Diversity Policy**

BioPorto is committed to fostering a diverse, inclusive and equitable workplace across all entities in the Group. We believe that diversity of gender, age, nationality, cultural background, educational and professional experience, perspectives and skills strengthens decision-making, promotes innovation and supports long-term value creation in a highly regulated and knowledge-driven biotech environment.

BioPorto is committed to ensuring equal opportunities for all employees and applicants and does not tolerate discrimination based on, inter alia, gender, gender identity or expression, age, nationality, ethnicity, religion or belief, sexual orientation, disability or other characteristics.

Employees shall be recognized and evaluated based on competence, performance and potential, and we believe that individuals should be recognized because of, not despite, their diversity.

### **Diversity at Management and Board Level.**

BioPorto recognizes that diversity at leadership level is essential to sound governance and effective oversight. The Company therefore aims to promote balanced representation and diversity at all management levels, including Executive Management and the Board of Directors.

The Board of Directors is responsible for setting the overall framework and ambition for diversity at leadership level and for ensuring that diversity considerations form an integral part of:

- Board composition, succession planning and nomination processes
- Executive appointment and development decisions
- Talent, leadership and succession pipelines within the Group

BioPorto has established measurable diversity targets for the Board of Directors, which are disclosed in the Annual Report. Progress against these targets is reviewed regularly and reported transparently.

### **Governance, Responsibilities and Review**

The Board of Directors annually:

- Reviews the Company's diversity policy and its relevance
- Assesses progress against the Company's diversity ambitions and disclosed targets
- Evaluates whether existing initiatives and processes support sufficient diversity at management levels

Executive Management is responsible for implementing the diversity policy through recruitment, talent management, leadership development and workplace practices, supported by Group HR.

This policy is reviewed at least annually and updated as required to reflect changes in legislation, governance requirements or business priorities.