

## **DIVERSITY AND INCLUSION POLICY**

### **TME Pharma N.V.**

#### **1. INTRODUCTION**

This policy of TME Pharma N.V. (the "Company") sets out the approach to diversity on the Management Board and the Supervisory Board of the Company and has been established in view of best practice provision 2.1.5 of the Dutch Corporate Governance Code (Diversity and Inclusion Policy). This policy has been adopted by the Supervisory Board on 09 December 2021 and was lastly amended by the Supervisory Board and Management Board acting jointly on 03 April 2024.

#### **2. GENERAL**

2.1 The Supervisory Board recognizes, values and promotes the importance of diversity and inclusion in the Management Board and the Supervisory Board. The Supervisory Board believes that the Company's business activities benefit from a wide range of skills and a variety of different backgrounds, including but not limited to nationality, gender, education, experience and work background. The Supervisory Board believes that the variety of skills and backgrounds should reflect the diverse nature of the environment in which the Company and its stakeholders operate, to contribute to a well-balanced decision-making process and proper functioning of the Management Board and the Supervisory Board, however without setting concrete targets.

2.2 The Supervisory Board furthermore recognizes that diversity should not be limited to the Supervisory Board and the Management Board but should extend to all areas of the Company's business, including but not limited to other key leadership positions.

2.3 This policy further intends to accommodate recent developments under Dutch governance principles in relation to broader aspects of diversity and inclusion, most notably following from the revised Dutch Corporate Governance Code 2022, as published on 20 December 2022, to promote diversity and inclusion amongst members of the Management Board and Supervisory Board as well as in key leadership positions.

#### **3. RECRUITMENT PROCESS**

3.1 The Supervisory Board is committed to making all nominations on merit against objective criteria, in the context of the overall balance of skills and backgrounds that the Management Board and Supervisory Board need to maintain in order to remain effective.

3.2 The Nomination and Appointment Committee supports the Supervisory Board in applying this Policy by regularly reviewing the Board's effectiveness and composition each year and, in particular, considering the balance of skills, experience and independence of the Board when selecting new candidates ahead of making recommendations to the Supervisory Board for the nomination of individuals for (re-)appointment of Management Directors and Supervisory Directors. At the same time, the Supervisory Board aims for retaining the balance in the requisite expertise, experience and diversity. When nominating a candidate for appointment, the qualifications of the candidate, as well as the requirements for the position to be filled, shall prevail.

#### **4. CULTURE**

4.1 The Company is committed to create an inclusive culture to create an environment where all feel valued and have a sense of belonging and to providing equal opportunities to all employees and applicants for employment without regard to race, colour, religion or belief, creed, gender, sex (including pregnancy and maternity), sexual orientation, national origin or ancestry, alienage or citizenship status, age, disability, marital or partnership status, predisposing genetic characteristics or gender reassignment and the Management Board and Supervisory Board fully endorse and support such group-wide principles.

4.2 This policy does not form part of any employee's contract of employment or letter of appointment and the Board of Directors and Supervisory Board may amend it at any time.

#### **5. REPORTING**

5.1 In accordance with best practice provision 2.1.6 of the Dutch Corporate Governance Code the Management Board will report annually, in the corporate governance statement of the Company's Annual Report on the way the Diversity and Inclusion Policy has been implemented in practice.

#### **6. MISCELLANEOUS**

6.1 A copy of this Diversity and Inclusion Policy is published on the Company's website [www.tmepharma.com](http://www.tmepharma.com). It will be reviewed and updated by the Supervisory Board on a regular basis.