



Diversity Policy

Orphazyme A/S, CVR no. 32 26 63 55



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1 Introduction

1.1 In accordance with Section 139a of the Danish Companies Act and the Danish Recommendations on Corporate Governance, Orphazyme A/S, CVR no. 32 26 63 55 (the “Company” or “Orphazyme”) has adopted this diversity policy (the “Policy”).

1.2 The Policy sets out the Company’s policy for increasing the diversity among the members of the Board of Directors of the Company and at other management levels.

2 Purpose

2.1 The Company regards diversity as an important prerequisite for operating a healthy, forward-looking company, and this is included as a parameter of the Company’s overarching Corporate Social Responsibility (CSR) work. The Company encourages diversity, including age, ethnicity, nationality, religion, education and skills. The Company seeks to be an attractive workplace for both women and men, and endeavours to ensure that women and men have equal opportunities for furthering their careers and for attaining and occupying management positions.

2.2 It is important to Orphazyme that executives have the right skill-set, irrespective of gender.

It is the Company’s objective to have as many skilled candidates of both sexes to choose from, when filling management positions. For this reason, Orphazyme strives to broaden the field of candidates as much as possible, and the Company’s employment procedures are designed to give men and women equal opportunities to apply for and obtain management positions.

3 Target for the underrepresented gender among the members of the Board of Directors

3.1 The Board of Directors of Orphazyme has a target of including at least two female board members by the end of 2021.

4 Target for the underrepresented gender among for other executives

4.1 Orphazyme seeks to improve the gender balance of female and male executives.

5 Description of initiatives

5.1 Orphazyme wants to ensure good conditions and development opportunities for all executives, and to continuously develop their management skills. The practical application of this works as follows:

- the end of each job advertisement encourages anyone interested in the job to apply, irrespective of gender, age, race, religion or ethnicity;
- a sensible work/life balance is offered to reconcile the demands of working life and family life;
- managerial desires and ambitions are covered in annual employee development interviews;



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- when conducting job interviews, we endeavour to ensure that both sexes are represented on the list of relevant candidates

6 Follow-up and reporting

- 6.1 The Executive Management is responsible for the policy of approaching a gender balance of executives. Progress in this regard is reported to the Board of Directors once a year.
- 6.2 The Company reports on the Policy annually and in accordance with applicable law and regulations. The Policy is a part of the Company's reporting of Corporate Social Responsibility (CSR) set in the management review in the annual report.