



DIVERSITY POLICY

HUVEPHARMA N.V.

INTRODUCTION

Article 1

- 1.1** This document sets out the Company's diversity policy in relation to the Board.
- 1.2** If and when the Board establishes an Executive Committee, this policy shall also apply in relation to the Executive Committee.

DEFINITIONS AND INTERPRETATION

Article 2

- 2.1** In this policy the following definitions shall apply:

Article	An article of this policy.
Board	The Company's board of directors.
Company	Huvepharma N.V.
Director	A member of the Board.
Executive Committee	The Company's executive committee, if and when established.

- 2.2** Terms that are defined in the singular have a corresponding meaning in the plural.
- 2.3** Words denoting a gender include each other gender.

DIVERSITY ASPECTS AND TARGETS

Article 3

- 3.1** The Company is committed to supporting, valuing and leveraging the value of diversity, but also believes that there is a fine line between diversity and unintentional discrimination. For that reason, the importance of diversity, in and of itself, should not set aside the overriding principle that someone should be recommended, nominated and appointed for being "the right person for the job".
- 3.2** Although the Company has not set specific targets with respect to particular elements of diversity, the Company believes that it is important for the Board (and the Executive Committee, if and when established) to represent a diverse composite mix of personal

backgrounds, experiences, qualifications, knowledge, abilities and viewpoints. The Company seeks to combine the skills and experience of long-standing members of the Board (and the Executive Committee, if and when established) with the fresh perspectives, insights, skills and experiences of new members.

- 3.3** To further increase the range of viewpoints, perspectives, talents and experience within the Board (and the Executive Committee, if and when established), the Company strives for a mix of ages in the composition of those bodies, but also does not set a specific target in this respect.
- 3.4** The Company recognises and welcomes the value of diversity with respect to age, gender, race, ethnicity, nationality, sexual orientation and other important cultural differences. The Company is committed to seeking broad diversity in the composition of the Board (and the Executive Committee, if and when established) and will consider these attributes when evaluating new candidates in the best interests of the Company and its stakeholders.
- 3.5** In terms of experience and expertise, the Company intends for the Board (and the Executive Committee, if and when established) to be composed of individuals who are knowledgeable in one or more of the following areas:
- a.** the industry in which the Company operates;
 - b.** general management;
 - c.** finance, administration and accounting;
 - d.** strategy;
 - e.** marketing and sales;
 - f.** manufacturing and production;
 - g.** innovation, research and development;
 - h.** safety and environment;
 - i.** human resources, personnel and organisation;
 - j.** information technology; and/or
 - k.** legal and regulatory affairs.

AMENDMENTS AND DEVIATIONS

Article 4

Pursuant to a resolution to that effect, the Board may amend or supplement this policy and allow



temporary deviations from this policy, subject to ongoing compliance with applicable law and stock exchange requirements.

GOVERNING LAW AND JURISDICTION

Article 5

This policy shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.