

Diversity Policy

DIVERSITY ASPECTS AND TARGETS

The Supervisory Board is committed to supporting, valuing and leveraging diversity in its composition, among other qualities that the Supervisory Board believes serve the best interests of the Company and its stakeholders.

Although the Supervisory Board has not set specific targets with respect to particular elements of diversity, we believe that it is important for the Supervisory Board to represent a diverse composite mix of ages, gender, education and professional backgrounds and experience, among other characteristics.

To the extent it is able to do so in a manner consistent with the principles set forth in this Article 2, the Supervisory Board seeks for the composition of the Supervisory Board to be such that no less than 30% of its members are women and no less than 30% of its members are men.

In terms of education and professional background and experience, the Supervisory Board strives for its members to be knowledgeable of and/or to have experience in one or more of the following areas, among others:

- scientific research, manufacturing, and/or commercialization;
- executive leadership, public company management, and/or strategic planning;
- experience with global or international business;
- finance, administration, and/or accounting;
- corporate governance;
- mergers and acquisitions;
- risk management;
- legal and regulatory.

In addition, the Supervisory Board stresses on equal opportunity and prohibits discrimination based on personal characteristics or traits, such as a person's sex, sexual orientation, age,

race/ethnicity, color, religion, national origin, physical or mental disability, or any other characteristic protected by law.

The Supervisory Board may amend or supplement this policy from time to time.