



## DIVERSITY POLICY

BioPorto is committed to ensuring and furthering equal opportunities for all employees in respect of differences, such as gender, age, religion, sexual orientation and ethnicity, as all, in our view, serve as key components in ensuring a better, more dynamic and healthier business. We believe that employees should be recognized because of, not despite, their diversity. The view extended through this policy also includes maintaining equal opportunities for women and men at all management levels in the BioPorto group. The Board of Directors annually discusses the Company's activities to ensure relevant diversity at management levels and evaluates the policy on diversity.