

Appendix 1

Candidates to the Board of Directors:

Martin Nicklasson

Chair of the Board

Chair of the Remuneration Committee Chair of the Nomination Committee Member of the Audit Committee.

Elected to the Board in 2015 and regarded as an independent board member.

Special competencies

Extensive general management and research and development experience from AstraZeneca Plc and Swedish Orphan Biovitrum AB.

Current positions

Board member of Basilea Pharmaceutica Ltd. and chair of Nykode Therapeutics ASA

Kirsten A. Drejer

Vice Chair of the Board

Elected to the Board in 2018 and regarded as an independent board member. Chair of the Scientific Committee.

Special competencies

More than 30 years of international experience in the pharmaceutical and biotech industry. Before co-founding Symphogen A/S in 2000, held several scientific and managerial positions at Novo Nordisk A/S.

Current positions

She is chair of Bioneer and ResoTher Pharma. and Board member of Curasight A/S and Malin Corporation.

Jeffrey Berkowitz

Board member

Member of the Audit Committee.

Elected to the Board in 2019 and regarded as an independent board member.

Special Competencies

Global executive with extensive branded and generic pharmaceutical, retail pharmacy, wholesale drug distribution, specialty, payor and healthcare services leadership experience in P&L accountable roles.

Current positions

He is a board member of H. Lundbeck A/S, Esperion Theraptics, Inc. and Uniphar PLC.

Zealand Pharma A/S 1/3



Bernadette Connaughton

Board member

Member of the Audit Committee.

Elected to the Board in 2019 and regarded as an independent board member.

Special Competencies

More than 30 years of global strategic, commercial and leadership expertise, and a broad perspective on the strategy, capabilities and governance required for successful execution in U.S. and international markets.

Current Positions

She is a board member of the board of Halozyme Therapeutics Inc. and Editas Medicine Inc.

Leonard Kruimer

Board member

Chair of the Audit Committee.

Elected to the Board in 2019 and regarded as an independent board member.

Special Competencies

More than 30 years of experience in corporate finance, planning and strategy, including 15 years in senior executive positions in private and publicly listed biotechnology companies.

Current positions

Chair of the board of BioInvent Int. AB and board member of the board of Basilea AG and Pharming Group NV, as well as Director of Advent International via AI Global Investments PCC Limited.

Elaine Sullivan

Board member

Is up for election to the board in 2024 and will be regarded as an independent board member.

Special Competencies

Served at both AstraZeneca and Eli Lilly and Company as member of senior global R&D management teams, including VP of Global External R&D at Eli Lilly and Company and VP and Head of New Opportunities at AstraZeneca. Cofounded and served as CEO of Carrick Therapeutics. PhD in Molecular Virology from the University of Edinburgh.

Current positions

Member of the Board of Directors of Nykode Therapeutics ASA, IP Group plc, and hVIVO LtD, as well as Member of the Supervisory Board of Evotec AG.

Enrique Conterno

Board member

Is up for election to the board in 2024 and regarded as an independent board member.

Special Competencies

27 Years at Eli Lilly and Company, including SVP and Member of the Executive Committee, President of Lilly USA, and president og Lilly Diabetes, as well as roles across sales, marketing, finance, and business development. Bachelor of Science in Mechanical Engineering from Case Western Reserve University and MBA from Duke University.

Zealand Pharma A/S 2/3



Current positions

Member of the Board of Directors of Glooko, inc. and Member of the Board of Governors of the American Red Cross.

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