



## **Equal Employment Opportunity and Anti-Discrimination Policy**

Immunovant is an equal opportunity employer. It is the policy of the Company to prohibit discrimination and harassment of any type and to afford equal employment opportunities to employees and applicants, without regard to race; color; religion; sex; pregnancy, a childbirth, or a related medical condition; national origin; age; disability; genetic information; veteran status; an employee's needs as a victim of domestic violence, sex offenses, or stalking; or, any other classification prohibited by federal, state and local laws.

The policy of equal employment opportunity and anti-discrimination applies to all aspects of the relationship between the Company and its employees, including but not limited to:

- Recruitment
- Employment
- Promotion
- Transfer
- Training
- Working conditions
- Wages and salary administration
- Employee benefits and application of policies

Whenever possible, the Company makes reasonable accommodations for qualified individuals with disabilities to the extent required by law, including reasonable accommodations for an employee's pregnancy or related medical condition. For questions or requests for reasonable accommodations, please contact the Human Resources department. Immunovant will engage in a cooperative dialogue with an employee requesting a reasonable accommodation in determining whether a requested accommodation is effective and reasonable, and if a requested accommodation is not determined to be effective and/or reasonable, Immunovant will consider whether an alternative reasonable accommodation would be effective and reasonable.

Immunovant expects all employees to share in its commitment to equal employment opportunity, and acts of discrimination in the workplace will not be tolerated. Any such acts should be reported immediately to the Human Resources department. If, at any time, an employee feels it would be unreasonable to use this procedure to report harassment because of unusual or unique circumstances, the Company encourages the employee to discuss his/her concerns with a member of the management team, the legal department, or through applicable compliance hotlines or reporting websites made available by the Company. Any employee who violates this policy or knowingly retaliates against an employee for reporting or complaining of a violation of this policy shall be subject to immediate disciplinary actions, up to and including termination. Complaints brought under this policy will be promptly investigated and handled with due regard for the privacy and respect of all involved.

Immunovant's policy complies with the New York City Human Rights Law.