



EXTRACT FROM ANNUAL SUSTAINABILITY REPORT

ESG Data Summary 2021

ESG data summary

ENVIRONMENT | SOCIAL | GOVERNANCE

Metric	Unit	2021	2020	2019
Total CO ₂ e (Scope 1 and 2, market based)	Tonnes	23,144	31,130*	38,771
CO ₂ e Scope 1	Tonnes	22,559	24,471	24,047
CO ₂ e Scope 2 (market based) ¹⁾	Tonnes	585	6,659*	14,724*
CO ₂ e Scope 2 (location based)	Tonnes	8,597	9,869	10,405
Total CO ₂ e Scope 3	Tonnes	No 2021 data available as our Scope 3 emissions data is one year delayed	393,369	380,818
1a: Purchased goods & services (product)	Tonnes		160,115	126,656
1b: Purchased goods & services (non-product)	Tonnes		134,906	33,781
2: Capital goods	Tonnes		14,308	9,499
3: Fuel and energy related activities	Tonnes		6,438	6,453
4: Upstream transportation and distribution	Tonnes		55,336	59,063
5: Waste generated in operations	Tonnes		2,053	1,602
6: Business travel	Tonnes		3,415	20,259
7: Employee commuting	Tonnes		6,061	9,301
8: Upstream leased assets	Tonnes		3,062	3,729
9: Downstream transportation and distribution	Tonnes		160	166
10: Processing of sold products	Tonnes		538	730
11a: Use of sold products (Direct)	N/A		N/A	N/A
11b: Use of sold products (Indirect)	Tonnes		817	1,001
12: End-of-life treatment of sold products	Tonnes		389	441
13: Downstream leased assets	N/A		N/A	N/A
14: Franchises	Tonnes		5,240	7,605
15: Investments	Tonnes		531	531
Greenhouse gas emissions intensity	Tonnes/ revenue	2.324 ²⁾	3.072 ³⁾	3.588 ⁴⁾

CO₂e Scope 3 by category

Metric	Unit	2021	2020	2019
Energy consumption	GWh	150	144	119
Share of renewable electricity	%	92	54	11
Energy intensity	GWh/ revenue	0.015 ²⁾	0.014 ³⁾	0.011 ⁴⁾
Water usage	m ³	384,046	374,600	348,781
Waste (total)	Tonnes	125,489	87,938	68,209
Waste by treatment rate				
Recycling	%	98.87	98.16	98.04
Special treatment (incl. chemical waste and biological waste)	%	0.16	0.20	0.16
Incineration with energy recovery	%	0.77	0.89	1.30
Incineration without energy recovery	%	0.06	0.23	0.40
Landfill	%	0.14	0.52	0.12

* Updated compared to ESG key figures 2019-2020 in LEO Pharma Annual Report 2020

¹⁾ We have concluded that the majority of our leased offices fall outside our operational control, and are therefore not included within Scope 2 calculations for 2019-2021. We will perform a full assessment of operational control over all leased offices in 2022, and expect there will be a recalibration of Scope 2 and Scope 3 emissions from leased offices.²⁾ Revenue in 2021: DKK 9,957 million³⁾ Revenue in 2020: DKK 10,133 million⁴⁾ Revenue in 2019: DKK 10,805 million

ESG data summary

ENVIRONMENT | **SOCIAL** | GOVERNANCE

Metric		Unit	2021	2020	2019
Gender diversity in management	Executive management	Women %	50	50	75
		Men %	50	50	25
	Senior management	Women %	34	33	31
		Men %	66	67	69
	Middle management	Women %	48	47	50
		Men %	52	53	50
	All managers	Women %	45	44	45
		Men %	55	56	55
Employees by gender		Women %	57	56	No data
		Men %	43	44	
Joiners by gender		Women %	58	No data	No data
		Men %	42		
Internal promotion by gender		Women %	7.2	No data	No data
		Men %	7.1		
Workforce by age	0 – 24 years	%	2	2	No data
	25 – 34 years	%	20	21	No data
	35 – 44 years	%	30	29	No data
	45 – 54 years	%	31	32	No data
	55 – 64 years	%	16	15	No data
	65+	%	1	1	No data
Workforce by tenure	<1 year	%	15	13	No data
	1 ≤ 3 years	%	32	35	No data
	3 ≤ 5 years	%	13	13	No data
	5 ≤ 10 years	%	16	17	No data
	10+ years	%	23	22	No data

Metric		Unit	2021	2020	2019
Employee turnover rate		%	16.9	13.7	16.5
Employee turnover rate by gender		Women %	17.3	No data	No data
		Men %	16.3		
Sustainable engagement score		%	No data*	78	78
Lost Time Injury (LTI) rate		LTI rate	1.7	1.9	1.3
Number of lost days		No.	436	448	97

* No sustainable engagement score data available in 2021 due to postponement of global engagement survey, LEO Voice, from Q4, 2021 to the first half of 2022.

ESG data summary

ENVIRONMENT | SOCIAL | **GOVERNANCE**

Metric	Unit	2021	2020	2019
Gender diversity at board level	Women %	12.5	29	25
	Men %	87.5	71	75
Employees completing global annual Code of Conduct training	%	96	No data	No data
New employees completing Code of Conduct e-Learning campaign	%	66	76.2	No data
New employees completing anti-corruption e-Learning campaign	%	74.7	61.4	No data
Number of social and/or EHS supplier audits performed	No.	5*	0	3

* EHS desktop audits of CMOs/API suppliers.

ESG accounting principles

Boundary setting

Data related to employee safety, energy, waste and water covers the LEO Pharma manufacturing sites in Ballerup and Esbjerg in Denmark, Dublin and Cork in Ireland, Segrate in Italy and Vernouillet in France.

LEO Pharma headquarters are located at the manufacturing site in Ballerup.

Data collection period

Data was collected from January 1 – December 31, 2021.

ENVIRONMENT | SOCIAL | GOVERNANCE

Metric	Unit	Accounting principle
Total CO₂e Scope 1 and 2	Tonnes	Sum of our CO ₂ e Scope 1 and 2 emissions. See accounting principles for CO ₂ e Scope 1 and 2.
CO₂e Scope 1	Tonnes	We follow the Greenhouse Gas (GHG) protocol corporate standard for calculating our CO ₂ e emissions and cover all direct emissions of greenhouse gases from LEO Pharma's operations.
CO₂e Scope 2	Tonnes	We follow the Greenhouse Gas (GHG) protocol for calculating our CO ₂ e emissions and for our Scope 2 report on both our market- and location-based emissions in line with GHG Protocol Scope 2 guidance. We have concluded that the majority of our leased offices fall outside our operational control, and are therefore not included within Scope 2 calculations for 2019-2021. We will perform a full assessment of operational control over all leased offices in 2022, and expect there will be a recalibration of Scope 2 and Scope 3 emissions from leased offices.
CO₂e Scope 3 CO₂e Scope 3 by category	Tonnes	We follow the Greenhouse Gas (GHG) protocol for calculating our Scope 3 CO ₂ e emissions. This approach divides Scope 3 emissions into 15 sub-categories, an inventory approach that is used for all sub-categories. The sub-categories 11, 11a and 13 are not relevant for LEO Pharma and we do not have any greenhouse gases within these categories. Our Scope 3 emissions data is one year delayed.
Greenhouse gas emissions intensity	Tonnes per DKK million	Greenhouse gas emissions intensity is calculated using the total Scope 1 & 2 (market based) emissions in tonnes divided by total revenue in DKK million.
Energy consumption	GWh	Energy consumption is measured as the consumption of electricity, natural gas, heat, steam and fuels used at our six manufacturing sites. Data is based on meter readings and invoices.
Energy intensity	GWh per DKK million	Energy intensity is calculated using the total energy consumption in GWh divided by total revenue in DKK million.
Share of renewable electricity	%	Share of renewable electricity consumption is calculated according to the Greenhouse Gas (GHG) Protocol Scope 2 Guidelines.
Water usage	m ³	Water usage is measured as the sum of water used at our manufacturing sites, based on meter readings.
Waste (total) Waste by category	Tonnes	Waste is measured on the basis of the sum of waste disposal at our manufacturing sites and is based on data provided by waste management contractors. Waste by category covers: 1) Recycling, 2) Special treatment (incl. chemical waste and biological waste), 3) Incineration with/without energy recovery and 4) Landfill.

ESG accounting principles

ENVIRONMENT | SOCIAL | GOVERNANCE

Metric	Unit	Accounting principle
Gender diversity in management	%	Gender diversity is calculated using global employee data. Executive management is defined as all employees (people managers) in bands A and B. Senior management is defined as all employees (people managers) in bands C and D. Middle management is defined as employees (people managers) in band E and below. We define managers as those with minimum one internal direct report and on a management job path.
Employees by gender	%	<p>% of women in LEO Pharma calculated as:</p> $\frac{\text{Number of women}}{\text{The total number of employees}}$ <p>% of men in LEO Pharma calculated as:</p> $\frac{\text{Number of men}}{\text{The total number of employees}}$ <p>Only internal employees are included. Calculated based on December 31, 2021 numbers.</p>
Joiners by gender	%	<p>% of joiners, women calculated as:</p> $\frac{\text{Number of joiners, women}}{\text{Total number of joiners}}$ <p>% of joiners, men calculated as:</p> $\frac{\text{Number of joiners, men}}{\text{Total number of joiners}}$ <p>Only internal employees are included. Joiners are defined as all employees hired from January 1 - December 31, 2021.</p>
Employee turnover rate	%	<p>The employee turnover rates include both voluntary and involuntary turnover.</p> <p>Annual turnover rate calculated as:</p> $\frac{\text{Number of employees leaving in a year}}{\text{Average headcount through a year}}$ <p>Only internal employees with a permanent contract are included.</p>

Metric	Unit	Accounting principle
Employee turnover rate by gender	%	<p>The employee turnover rates by gender include both voluntary and involuntary turnover.</p> <p>Annual turnover rate calculated as:</p> $\frac{\text{Number of women leaving in a year}}{\text{Average headcount (women) through a year}}$ <p>Annual turnover rate calculated as:</p> $\frac{\text{Number of men leaving in a year}}{\text{Average headcount (men) through a year}}$ <p>Only internal employees with a permanent contract are included.</p>
Internal promotion rate by gender	%	<p>Annual promotion rate for women calculated as:</p> $\frac{\text{Number of women promoted in a year}}{\text{Average headcount (women) through a year}}$ <p>Annual promotion rate for men calculated as:</p> $\frac{\text{Number of men promoted in a year}}{\text{Average headcount (men) through a year}}$ <p>Promotions are defined as moving to a higher job level. Only internal employees are included.</p>
Workforce by age	%	Age distribution of workforce calculated in % for six age categories: 0-24, 25-34, 35-44, 45-54, 55-64, 65+. Age is calculated as full years. Calculated based on December 31, 2021 numbers.
Workforce by tenure	%	<p>Workforce distribution calculated in % for five tenure categories: <1 year, 1 ≤ 3, 3 ≤ 5, 5 ≤ 10, 10+.</p> <p>Only internal employees are included. Tenure is calculated as full years. Calculated based on December 31, 2021 numbers.</p>
Sustainable engagement score	%	Our sustainable engagement score is measured through our global LEO Voice Survey.
Lost Time Injury (LTI) rate	LTI rate	<p>Global LTI rate per million working hours calculated as:</p> $\frac{(\text{Number of global injuries with more than one day's absence from work} \times 1,000,000 \text{ working hours})}{\text{Total number of working hours based on local standard working hours}}$
Number of lost days	No.	Lost days due to global injuries are tracked by each of our sites.

ESG accounting principles

ENVIRONMENT | SOCIAL | **GOVERNANCE**

Metric	Unit	Accounting principle
Gender diversity at board level	%	Measured by reviewing the gender representation of LEO Pharma's Board of Directors.
Employees completing global annual Code of Conduct training	%	Measured by the number of employees completing Code of Conduct e-Learning and test in due time.
New employees completing Code of Conduct e-Learning campaign	%	Measured by the number of new employees completing Code of Conduct e-Learning and test in due time and is an annual overview.
New employees completing anti-corruption e-Learning campaign	%	Measured by the number of new employees completing anti-corruption e-Learning and test in due time and is an annual overview.
Number of social and/or EHS supplier audits performed	No.	Annual sum of social and EHS supplier audits performed by LEO Pharma or a contracted auditor.



All ESG data is extracted from our
Sustainability Report 2021.

For more information on our ESG performance,
incl. targets and progress towards these,
please read our sustainability report.

[Download our other reports](#)

[↓ Annual Financial Report 2021](#)

[↓ Annual Sustainability Report 2021](#)

LEO Pharma A/S
Industriparken 55
2750 Ballerup
Denmark

Phone +45 4494 5888
CVR no. 56759514
www.leo-pharma.com

The LEO Pharma logo is a registered trademark of LEO Pharma A/S.
© March 2022 LEO Pharma A/S