



Diversity & Inclusion Policy LEO Pharma A/S

Our take on Diversity & Inclusion

At LEO Pharma, we see an inclusive culture and a diverse population as a key business enabler. A diverse and inclusive organization fosters innovation, drives better decision making, and leaves a positive impact on people engagement.

This Diversity & Inclusion Policy guides our actions towards Diversity & Inclusion.

Diversity & Inclusion matter

For our people: We maximize the potential and grow engagement of everybody at LEO Pharma when everybody can thrive, be their true selves and contribute with their full potential.

For patients: We help people with skin diseases. These people are diverse and have unique health challenges. Developing solutions to these requires innovation and creativity that can only be fostered through a diverse range of voices.

For our business: Our different perspectives, backgrounds and attitudes are exactly what enable us to meet the needs of the diverse marketplace in which we operate and make the best decisions for LEO Pharma.

It's everybody's business

This policy applies to everybody at LEO Pharma. Both managers and employees at all levels are responsible for contributing to a diverse and inclusive environment in which everybody has equal opportunities, can share their perspectives and challenge each other.

Expectations towards external partners. LEO Pharma has a clear expectation that our external partners promote Diversity & Inclusion, treat employees with fairness, dignity and respect, and work towards providing a workplace that supports a diverse and inclusive culture.

Our position on Diversity & Inclusion

At LEO Pharma, we have a broad view on diversity as both relational, occupational, societal, cognitive and physical factors, and a strong focus on inclusion as this is where we really unlock the power of diversity. The diverse population rests on two pillars of inclusion – an inclusive culture and inclusive structures. We work with a broad set of behavioral- as well as structural inclusion interventions to ensure progress. The strategy is founded on external research to guide our focus on best practices with proven impact, and we use data to accurately identify challenges, ensure focus on the right interventions and measure their progress over time to be able to continuously refine our approach, build on successes and rethink initiatives that don't lead to quantifiable results.

- We are committed to supporting diversity at all levels and areas of the organization.
- We are committed to foster an inclusive culture where everybody can thrive, be their true selves and contribute with their full potential. We are committed to ensuring equal opportunities for all employees through inclusive structures; in recruitment, employment, development and advancement.
- We offer and encourage flexibility for everybody to accommodate job responsibilities while managing outside commitments through different life phases.
- We do not tolerate any form of discrimination or harassment on the basis of race, color, religion, nationality, age, gender, physical or mental disability, physical appearance, medical or personal condition (including pregnancy and parenthood), gender identity or expression, sexual orientation and any other characteristics protected by law.

Board of Directors

Our ambition is to have a diverse representation amongst our Board of Director members in terms of work experience, culture, international experience and gender.

LEO Pharma is governed by the Danish legislation regarding targets for the underrepresented gender in boards. This means that we have set specific objectives in relation to gender. These targets reflect our ambition to have a balanced and diverse gender composition in the board.

At least 40% of the Supervisory Board members elected by the General Meeting should be the underrepresented gender (currently women).

Furthermore, LEO Pharma seeks to reach the same target of diversity for each of our Danish subsidiaries which independently are subject to the requirements set out in Section 139c of the Danish Companies Act.

Review and amendment

The Diversity & Inclusion Policy has been adopted by the Board of Directors of LEO Pharma A/S. This policy is maintained by LEO Pharma Global People CoEs and is reviewed on an annual basis by our Board of Directors.

*min. 40% of the under-represented sex. Today that is women.