



Sustainability Policy LEO Pharma A/S

LEO Pharma's ambition is to be a global leader in medical dermatology. With our strong focus on bringing new innovative treatment solutions to market, we are at the forefront of advancing the standard of care in medical dermatology for the benefit of people living with skin conditions and the wider society.

LEO Pharma's 2030 Sustainability Strategy supports our corporate ambition by focusing on two commitments: Enabling Health and Responsible Business. Our approach to sustainability focuses on where we can leverage our business assets and expertise to have the greatest impact on advancing the standard of care for dermatology, whilst operating with integrity and respect for all employees, business partners and the environment.

Our approach to responsible business practice is guided by international frameworks and conventions, such as the OECD Guidelines for Multinational Enterprises and UN Global Compact. We are a participant of UN Global Compact and adhere to the 10 principles on human rights, labor, environment, and anti-corruption.

Our Sustainability Policy outlines our principles for sustainability and constitutes the basis for effective management of sustainability throughout LEO Pharma.

Enabling Health

We are committed to advancing the standard of care in medical dermatology to the benefit of people and society. Our strong focus on bringing new innovative treatment solutions to market creates hope of improved quality of life for people who in the past had little or no treatment options for their condition.

Responsible Business

Our Responsible Business commitment focuses on how we operate in an ethical and responsible way to ensure integrity and respect for our employees, business partners and the planet. Responsible Business sustains our license to operate and strengthens operational resilience. Our efforts are focused on three impact areas: employees, planet and ethics.

- **Employees** – creating a safe, inclusive, and diverse workplace

We recognize that employees are our greatest asset and to achieve our business goals we depend on a talented, motivated and diverse workforce.

- **Planet** – minimizing our environmental impacts

We strive to minimize our energy use, emissions, and other impacts that our operations have on the environment through sound environmental stewardship and practices.

- **Ethics** – operating with integrity

We commit to operating our business ethically and with respect for human rights. Our approach is underpinned by strong company values and the LEO Pharma Code of Conduct, which help our employees make the right choices. We recognize that our responsibilities extend beyond our company boundaries, and therefore suppliers and business partners are expected to adhere to all applicable laws and regulations and to comply with the Sustainability Standards for LEO Pharma Business Partners (updated January 2021).

Governance and delivery of sustainability

The Board of Directors has authorized LEO Pharma's Global Leadership Team (GLT) to be accountable for sustainability performance. The GLT appointed the LEO Pharma Sustainability Board, comprised of five members of the GLT and the Chief of Staff. The Sustainability Board oversees sustainability issues impacting LEO Pharma, this includes monitoring progress on the sustainability strategy and goals and approving this policy ahead of approval by the Board of Directors. The Board of Directors has authorized LEO Pharma's Global Sustainability department to be responsible for developing the sustainability strategy and support with its implementation.

Transparency and disclosure

We are committed to open and transparent disclosure on our sustainability performance. Our progress against targets, our sustainability strategy and this policy are documented in our Annual Sustainability Report. The Annual Sustainability Report also fulfills the requirement to submit an annual UN Global Compact Communication on Progress.

Review and amendment

The Sustainability Policy has been adopted by the Board of Directors of LEO Pharma A/S. This policy is maintained by LEO Pharma's Global Sustainability department and is reviewed and if relevant updated, on an annual basis by the Board of Directors.