



## LEO Pharma Diversity & Inclusion Policy

### Our take on Diversity & Inclusion

At LEO Pharma, we are convinced that Diversity & Inclusion across the organization - from entry level to executive management – foster innovation, grow engagement and drive better decision making.

We believe that if we are to reap the value that Diversity & Inclusion brings us, we must create a workplace that embraces and utilizes these differences. We see diversity as the mix – and inclusion is about making this mix work. That's why we strive to treat everybody in LEO Pharma with fairness, dignity and respect, regardless of gender, race, nationality, age, education, sexual orientation and other forms of diversity.

This Diversity & Inclusion Policy aims to describe our commitment to Diversity & Inclusion, and it constitutes our basis for effective Diversity & Inclusion management throughout LEO Pharma.

### Diversity & Inclusion matter

**For our people** We maximize the potential and grow engagement of everybody in LEO Pharma when we allow everyone to be themselves at work, and when we treat everybody with fairness, dignity and respect.

**For our patients** We help patients around the world. These patients are diverse and have unique health challenges. Helping people achieve healthy skin requires innovation and creativity that can only be fostered through a diverse range of voices.

**For our business** Diversity & Inclusion will strengthen our business performance through more innovative mindsets and creativity, higher employee engagement and motivation, and better decision making based on diverse perspectives.

### It's everybody's business

**This policy applies to everybody in 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 see inclusive behavior and a diverse workforce as a business imperative. Diversity & Inclusion is one of the four pillars of our People Strategy. We work towards creating a work environment that embraces and utilizes the full diversity of our workforce. We welcome all dimensions of diversity and our ambition is to foster an inclusive culture, where diversity supports us in pioneering dermatology.

We work with a broad set of behavioral- as well as structural inclusion interventions to ensure progress. 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 support diversity at all levels of the organization; from entry level to executive management
- We are committed to ensure equal opportunities for all employees; in recruitment, employment, development and advancement
- We offer and encourage flexibility for everybody to accommodate job responsibilities while managing outside commitments
- 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**

This policy is maintained by LEO Pharma Global People CoE's and is reviewed on an annual basis by our Board of Directors.