



• Dermatology  
beyond the skin

## Sustainability Policy LEO Pharma A/S

LEO Pharma advances the standard of care for the benefit of patients with skin conditions and improve accessibility of innovative treatments. At the same time, we are addressing other environmental, social and governance (ESG) risks and opportunities. These include maintaining safe operations for our workforce, minimizing our negative environmental impacts, providing a diverse workplace, and ensuring business integrity across our value chain.

Sustainability is a central pillar of LEO Pharma's business strategy. 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.

### **Governance and delivery of sustainability**

The Board of Directors has empowered the Global Leadership Team (GLT) to oversee sustainability performance and drive strategic development, with individual GLT members acting as program sponsors.

Shared GLT ownership ensures cross-functional integration with specific global functions responsible for developing and implementing LEO Pharma's sustainability strategy, managing ESG issues and providing advisory support to issue owners and business lines. This model ensures a comprehensive and organized approach to sustainability throughout our organization.

### **Advancing the standard of care**

We are committed to advancing the standard of care in medical dermatology to the benefit of people and society. We are dedicated to providing innovative treatments, collaborating with healthcare stakeholders and advocating for skin conditions as public health priorities. Our key aim is to make a fundamental difference for those who need us most in medical dermatology.

### **Developing people and attracting diverse talent**

We believe that a diverse, equitable and inclusive work environment that empowers individuals with diverse backgrounds, skills and perspectives is a catalyst for innovation, wellbeing and enhancing performance. Our commitment to *DE&I – Curiosity Beyond* is about being curious about each other, the world and our patients. DE&I is embedded in our global business strategy, illustrating our commitment to drive initiatives enabling a diverse workforce across a number of factors and enhance retention through a culture centering on inclusive behaviors and processes.

### **Driving Sustainable Impact**

We recognize the role we play in society and our responsibility to minimize negative environmental impacts. Acting on climate change, reducing our negative environmental impact and ensuring high resource efficiency is a business imperative, and we believe that through our own ambitions and by expectations to our business partners, we can drive change and support sustainable development. Compliance, transparency and integrity are key components of our sustainability approach, and we believe that they are essential to build trust with our stakeholders and drive responsible business practices for the benefit of our patients, society and the planet.

### **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 Report. The Annual 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 Sustainability function and is reviewed and if relevant updated, on an annual basis by the Board of Directors.