



Intellectual Property Position Statement

LEO Pharma is committed to protecting and responsibly managing its intellectual property (IP) rights as a vital asset that drives innovation, competitiveness, and long-term success. IP encompasses all unique and valuable creations—including inventions, designs, software, documents, and branding—developed in the course of work or using company resources, with ownership resting with the company unless otherwise agreed in writing. Patents extend to new and useful inventions; copyrights to works of art and authorship; trade secrets and regulatory data protection (RDP) to certain proprietary information; and trademarks and trade names to a variety of names and symbols used in commercial activities.

Compliance with laws, company policies, and ethical standards underpins our approach to protecting IP.

Our mission is to cultivate innovation while safeguarding the intellectual property that supports our goal of improving patient health. We aim to protect and utilize unique ideas, inventions, and creative works ethically and effectively, ensuring their value is maximized for the company and the communities we serve. Clear policies, proactive reporting, and robust security measures ensure our IP is used responsibly, fostering a culture of respect, recognition, and sustainable growth.

The intellectual property (IP) framework plays a vital role in driving local investments needed to gain regulatory approvals and carry out activities that lead to the successful introduction and use of medicines worldwide. Strong IP protections motivate innovators to pursue local approval processes, which are essential for bringing medicines to patients in most countries. With these incentives in place, innovators are also more likely to invest in developing distribution networks, enhancing infrastructure, and educating healthcare professionals and patients on the availability and proper use of new treatments, all of which help expand access and improve health outcomes. LEO Pharma also works actively with IP licensing, both exclusively and non-exclusively, which further promote spreading of innovative medicines around the world.

LEO Pharma recognizes the balance between ensuring that patients have access to affordable medicines and supporting the development of innovative new medicines on commercially sustainable terms. We support all regulatory and payer requirements related to generic competition. In fact, the IP system is key to enabling the production of generic medicines. After patents expire, manufacturers of generics and biosimilars replicate innovative medicines at lower costs, relying on continued R&D from innovators to bring new treatments to market.

LEO Pharma supports the rules set out in the WTO Agreement on Trade Related Aspects of Intellectual Property Rights (TRIPS agreement), as well as the Doha Declaration on TRIPS, such as related to compulsory licensing and parallel importation.

Core Values

1. **Integrity** – Conduct all IP-related matters with honesty, transparency, and full compliance.
2. **Respect** – Value contributions from employees, partners, payors, caregivers, patients and the global innovation community.
3. **Accountability** – Take responsibility for safeguarding IP and addressing issues promptly.
4. **Innovation** – Promote creativity while ensuring ideas are protected and nurtured.
5. **Confidentiality** – Maintain strict security around sensitive information and assets.
6. **Collaboration** – Work collectively to optimize the value and ethical use of IP.
7. **Excellence** – Strive for the highest standards in IP management, licensing, and development.

This position statement is subject to continuous review to remain relevant and effective.

Last update: 31 December 2025