

Diversity, Equity & Inclusion (DE&I) Policy



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Introduction

This Diversity, Equity & Inclusion Policy (the “Policy”) describes the principles of working with DE&I in LEO Pharma and should be read in conjunction with LEO Pharma’s Sustainability Policy. This DE&I Policy supports compliance with Danish legislation, while any affiliates with different or conflicting laws will follow local legislation. The Policy builds on the principles approved by the Board of Directors in 2021.

Diversity, Equity, and Inclusion Matter

For our people: We maximize the potential and grow engagement in every employee at LEO Pharma by providing each person with the best conditions to thrive, bring their true selves to work each day and contribute with their full potential.

For patients: We help people with skin diseases. These people are diverse and have unique health challenges. We are conscious of the inequalities faced by various underrepresented groups in accessing health and are committed to meeting these unmet needs based on dimensions relating to diversity, equity, and inclusion. Developing solutions to these requires innovation and creativity that can

only be fostered by engaging with 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.

Our shared commitment

This policy applies to everybody at LEO Pharma. Leaders and employees at all levels of the organization 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 treat employees with fairness, dignity and respect, and work towards providing a workplace that supports a diverse and inclusive culture.

Our position on Diversity, Equity & Inclusion

At LEO Pharma, we have a broad view of diversity as relational, occupational, societal, cognitive, and physical factors, with a strong focus on inclusion as this is where we really unlock the power of diversity. Our 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. Our strategic focus is supported by expert external engagement and 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 strongly consider initiatives that lead to results.

Our commitments

- 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.

Striking the right balance

To support our strategic direction, we actively work towards nurturing a diverse workforce across all levels and within all areas of LEO Pharma.

Challenging unconscious biases and enabling equity

In our recruitment and performance process: We continue to address unconscious bias and how we can reduce this through processes and training. We have inclusive hiring and people processes, utilize inclusive language and embed DE&I in our global onboarding program ensuring that all new employees have a common understanding of our DE&I principles and corporate values.

In our people development: We prioritize continuous growth for every employee by aligning personal aspirations with future capabilities. We offer inclusive leadership training and global development training to empower employees to develop, support, coach and provide feedback to others while fostering personal and professional growth.

In our rewards and remuneration: Equity is an integral component of our work with diversity and inclusion. We assure accommodations and flexible working opportunities for all of our employees so that they can respond to their unique life circumstances and demands, as well as ensuring fair remuneration by performing annual pay equity reviews.



Board of Directors

We are committed to 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 a specific target in relation to gender. This target reflects our ambition to have a balanced and diverse gender composition in the board. By 2027, at least 37.5% of the Board of Directors elected by the General Meeting should be the underrepresented gender (currently women). This equates to three Board members out of eight total Board members.

Global Leadership Team

LEO Pharma is governed by Danish legislation regarding targets for the underrepresented gender in the "First Management" level, i.e., the Global Leadership Team (GLT) in LEO Pharma. This means that we have to set a specific target in relation to gender for GLT. This target reflects our ambition to have a balanced and diverse gender composition in GLT.

By 2027, at least 36.4%% of the GLT members should be the underrepresented gender (currently women). This equates to four GLT members out of eleven total GLT members.

Review and Amendment

The Policy has been adopted by the Board of Directors of LEO Pharma A/S. This policy is maintained by the Sustainability department and is reviewed on an annual basis by our Board of Directors.

Other Policies and Agreements Relevant to DE&I

LEO Pharma is a global company and has many local policies and agreement covering DE&I related areas, such as Parental Leave and Offensive Behavior and Dignity at Work. Policies and Agreements relevant to DE&I can be found on the company's Employee Service Hub: [Employee Topic - Employee Service Hub \(service-now.com\)](#)



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