

People & Culture

# Talent, Leadership and Culture

Coloplast Capital Markets Day 2020  
September 29<sup>th</sup> 2020  
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Coloplast Group - Ostomy Care / Continence Care / Wound & Skin Care / Interventional Urology

Making life easier

Brian



# Coloplast is a global employer with a strong purpose driven culture

*Mission: to make life easier for people with intimate healthcare needs*

~**12,500** employees

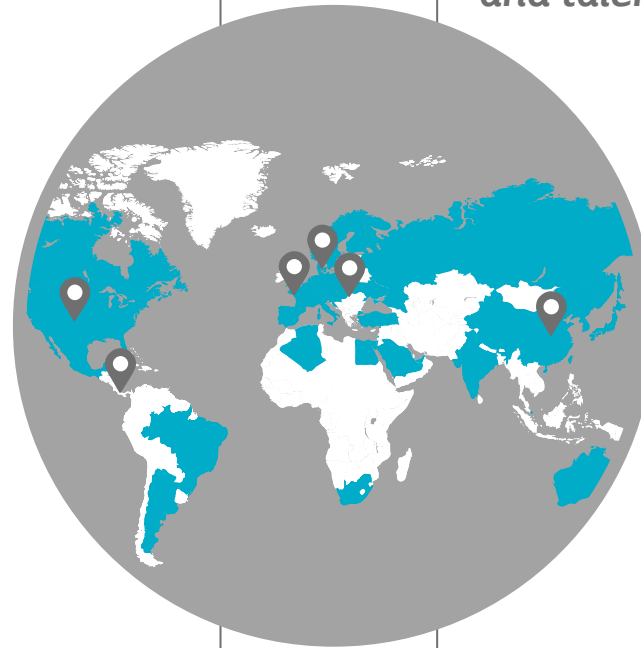
Represented in **44+** countries

**9** production facilities

Gender split

**64%** Female & **36%** Male

Representing **70+** nationalities



*We have a strong outset on employee engagement and talent promotion that we strive to maintain*

**7.9 out of 10** employee engagement score\*

**8.7%** Voluntary employee turnover\*\*

**67%** of critical managerial positions filled by internal candidates

Source: 12-months data as of August 2020 for employee turnover and critical managerial positions

\* Engagement survey date March 2020

\*\* Total employee turnover 13.6%

# At the heart of delivering on *Strive25* is our people and culture

## Evolving how we lead

*Enabling stronger strategy execution*

- Global leadership programs fronted by ELT and senior leadership
- +1,200 leaders trained
- Strong focus on leveraging culture
- Key metrics:
  - Diversity metrics
  - Engagement scores
  - Leadership scores

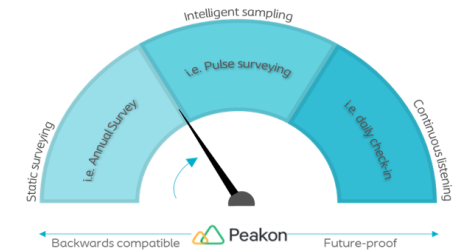
## Talent for future

- Secure strong succession for critical managerial positions
- Targeted development programs across all levels



## Simplifying People Processes

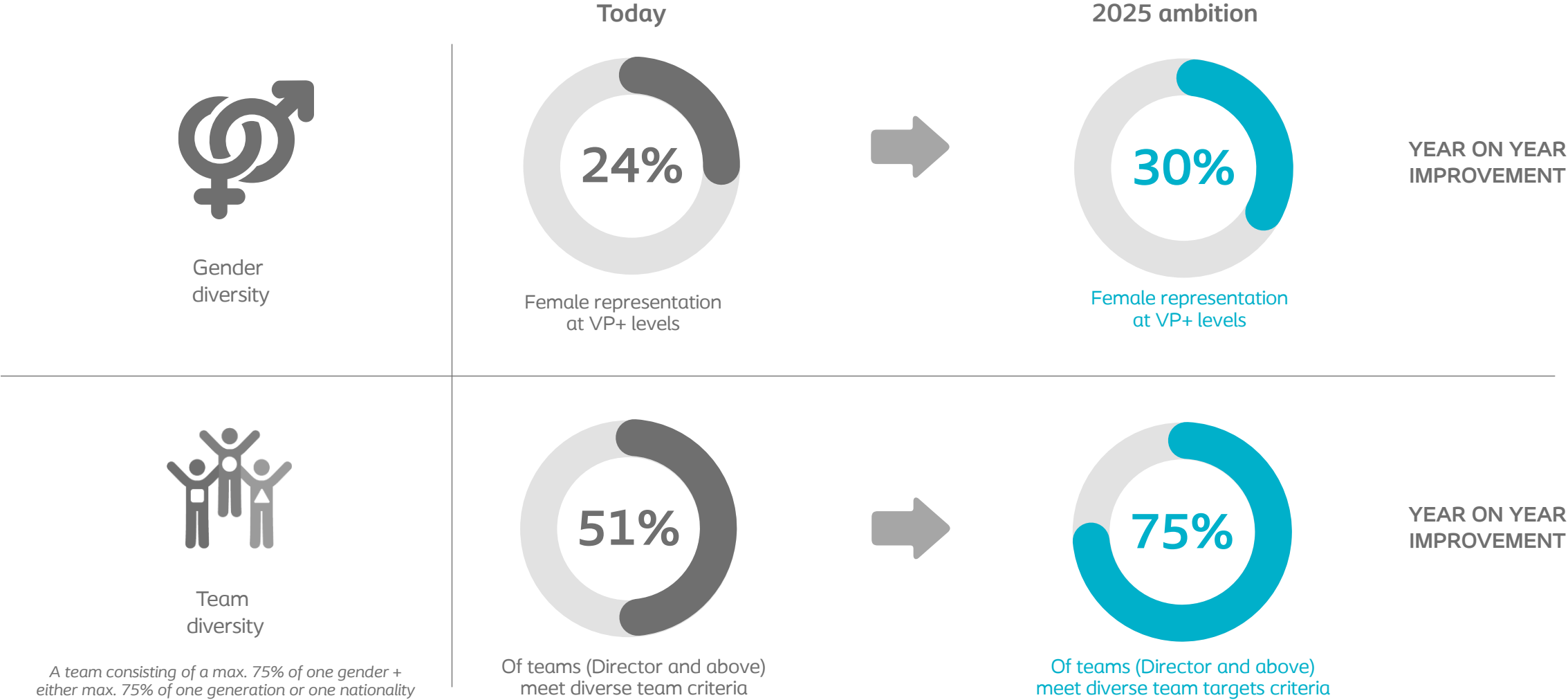
*Simple performance evaluation process and engagement platform to support how we lead*



## Key metrics:

- Half-yearly engagement survey
- Employee engagement score above benchmark

# A key area where we want to continue our efforts is Inclusion and diversity



## Our mission

Making life easier for people  
with intimate healthcare needs

## Our values

Closeness... to better understand  
Passion... to make a difference  
Respect and responsibility... to guide us

## Our vision

Setting the global standard  
for listening and responding