

1. Purpose

Coloplast is committed to our mission of making life easier for people with intimate healthcare needs.

Coloplast is known for being a highly ethical company and we have earned that reputation through our commitment to conduct business with respect, uncompromising integrity, in accordance with law and the highest ethical standards.

This Position Statement reflects the Coloplast Group's¹ commitment to conduct business in compliance with competition law and with the highest integrity in all its operations across the world.

2. Objective

The purpose of this Competition Position Statement is to outline our responsibilities to ensure that our business practices comply with competition law requirements and Coloplast's company policies.

By following these guidelines, we want to maintain a business environment consistent with our mission to support individuals with intimate healthcare needs.

3. Scope

This Position Statement applies to all directors, officers, managers, employees, and contract workers employed within the Coloplast Group as well as third parties acting on behalf of Coloplast whether directly or indirectly.

Where Coloplast holds minority investments, Coloplast will use commercially reasonable efforts to ensure that the principles in this Position Statement also apply to any company that Coloplast invests in.

4. Principles

Coloplast supports fair and healthy competition, and all employees must comply with applicable competition laws and internal policies and procedures.

Coloplast Group employees are prohibited from engaging in- or supporting any form of anti-competitive agreements, such as cartels, price-fixing, or market allocation.

Sharing of sensitive business information with Coloplast's competitors is strictly prohibited. Coloplast Group employees must ensure that any necessary information gathering is conducted through legal channels.

¹ Coloplast Group ("Coloplast") means Coloplast A/S, including its direct and indirect subsidiaries and affiliates.

Coloplast is committed to negotiating and maintaining commercial agreements with customers and partners that are aligned with competition law principles.

In markets where Coloplast holds significant market share or qualifies as dominant, Coloplast avoids actions that could be viewed as abuse, including predatory pricing, discrimination or unfair trade.

Coloplast conduct training on competition law compliance as an integral part of the compliance- and business training. All relevant employees are required to participate in these trainings to ensure awareness and understanding of legal obligations relevant to their roles and activities.

We encourage a culture where everyone can raise concerns regarding competition law concerns or violations without fear of retaliation. Any incidents of non-compliance should be reported through relevant channels which Coloplast makes available to everyone wanting to raise a concern.

Coloplast management must lead by example, demonstrating compliance with competition laws and ensuring that respective teams are well-informed and follow the established competition policies and procedures.

All Coloplast Group employees are encouraged to seek legal guidance from our Group Legal team whenever they are unsure about specific actions, practices or agreements that may impact compliance with competition law.

Coloplast reviews its business practices regularly to ensure ongoing compliance with competition law, industry standards, and Coloplast's internal policies.

Any violations of competition law, the Global Coloplast Competition Policy or Competition Procedures will be subject to disciplinary action, which may include termination of employment and potential legal consequences for employees and Coloplast.

5. Governance

In the event of any discrepancies between the English version of this Position Statement and a translated version, the English version shall prevail.

6. References

- Coloplast Global Competition Policy
- Coloplast Regional Competition Procedures

7. Position Statement Ownership and Revision

The overall responsibility for this Position Statement resides with the Executive Leadership Team. The operational responsibility lies in Group Legal.

This Position Statement must be reviewed on an annual basis and may be amended at any time.

This Position Statement, including revisions to the Position Statement, must be approved by the Executive Leadership Team.