

## 1. Purpose

Making life easier for people with intimate healthcare needs is at the heart of everything we do at Coloplast. Globally, our 16.000+ colleagues are pivotal to bringing this commitment to life in day-to-day operations. Internally and externally, we work to build balanced, transparent, trusting, and respectful relationships with our colleagues, users, healthcare professionals, and business partners.

Respect and responsibility are cornerstones of our culture, and therefore fundamental to our stance on diversity, equity, and inclusion in our workplace.

## 2. Objective

Our Diversity, Equity, and Inclusion (DE&I) Policy outlines our acknowledgement of and commitment to the importance of building a diverse, equitable, and inclusive workplace. This Policy outlines our global standards and includes the scope, definitions, beliefs, shared responsibilities, commitments, monitoring, reporting, grievance mechanisms, and governance for Coloplast colleagues worldwide.

## 3. Scope

This Policy applies to all directors, officers, managers, employees, and contract workers employed within the Coloplast Group. Where Coloplast holds minority investments, Coloplast will use commercially reasonable efforts to ensure that the principles in this Policy also apply to any company that Coloplast invests in. Together with the Coloplast Code of Conduct, BEST, and our corporate values, this Policy serves as the guiding principle for our corporate culture. This policy also applies to the upper management (øvrige ledelsesniveauer) of Coloplast A/S as defined in the Danish Companies Act.

## 4. Principles

Every Coloplast employee has unique skills, experiences, and perspectives that they bring to the workplace daily. Our aim is to continually create inclusive and equitable work environments that allow diversity to flourish. Only in this way can our employees fulfill their true potential and we as a company continue to be innovative, competitive, and successfully address the unique needs and challenges of people with intimate healthcare needs globally.

Embracing diversity, equity, and inclusion is crucial for running an ethical and sustainable business, and we conduct our business while respecting people and their rights. We are guided by and support external principles such as the UN Sustainable Development Goals (SDG 5 and 10), the International Labour Organisation (ILO), the UN Global Compact and the UN Guiding Principles on Business and Human Rights. We continue to look for ways to raise the bar internally and ensure our colleagues experience a diverse, equitable, and inclusive workplace.

We believe that:

- Inclusion is a cornerstone to both our everyday culture and leadership practice

- Including diversity of perspectives and experiences leads to better innovation, performance, and decision-making, ultimately leading to better business outcomes
- Equal opportunities lead to better growth and development for people and our organisation
- Everyone can contribute to fostering a diverse, equitable, and inclusive culture

## 5. Employee Obligations

We ask all colleagues to contribute to creating a culture of health, safety, fairness, trust, and respect by integrating diversity, equity and inclusion into daily practices.

All employees are responsible for reporting misconduct or breaches of this Policy in accordance with the grievance mechanisms mentioned below and in detail in our Code of Conduct, BEST.

## 6. Commitments & Initiatives

Our commitment to DE&I includes the acknowledgment that diversity, equity, and inclusion go together, and the need for a proactive approach to reach the benefits of diversity. We have therefore launched several global initiatives to embed diversity, equity, and inclusion in our culture, ways of working, and our people processes, including:

- Setting global standards through company-wide policies and initiatives, and empowering colleagues to create locally-relevant, complementary initiatives
- Integrating inclusion into our everyday people leadership practice
- Creating strong and diverse successor pipelines through talent management processes
- Upskilling colleagues in DE&I, including bias mitigation related to people processes
- Measuring inclusion as part of our annual people engagement survey
- Conducting pay audits to ensure pay equity and fairness in remuneration
- Expanding our qualified talent pool through talent acquisition and employer branding practices, while always hiring the most competent person for the role
- Globally tracking three objective diversity metrics (gender, age, and nationality) via an internal Diversity Dashboard, target-setting for diverse teams, and reporting externally on progress
- Empowering local offices to set their own targets and initiatives in accordance with local regulations & needs, as well as global frameworks
- Target-setting to balance our gender representation, aiming for a 30/70 split by 2025 and 40/60 by 2030. We have signed the Danish Industries Gender Diversity Pledge to show our commitment to balancing the underrepresented gender at Coloplast.
  - Targets include Board of Directors, the Executive Leadership Team, senior leadership (VP+), and all people leaders.
  - Targets also apply to the upper management (øvrige ledelsesniveauer) of Coloplast A/S as required by the Danish Companies Act.
  - Our Board of Directors has a 50/50 gender split and we aim to maintain this balance.

- Supporting & encouraging the formation of Employee Resource Groups
- Celebrating and recognising DE&I-related events globally and locally
- Participating in external networks, councils, and partnerships locally and globally

## 7. Monitoring & Reporting

As a Danish headquartered company, we abide by both Danish and European requirements and legislation for creating targets and initiatives, as well as measuring and reporting progress internally and externally. This includes but is not limited to the Danish Financial Statements Act; the Gender Equality Act; the Corporate Sustainability Reporting Directive.

Our local offices contribute data to global reporting and are also required to act in accordance with their own local legislation and monitoring and reporting criteria.

We publish data on our workforce, including specific data on women in various managerial levels and diversity at the team level. This data is publicly available as part of our financial reporting (Annual Reporting) and is also provided upon request.

## 8. Governance

Local policies or guidelines may apply, but both the Coloplast Code of Conduct, BEST and this DE&I Policy must be observed; employees must always follow the stricter laws, regulations, or standards.

## 9. Raising Concerns

This Policy outlines our commitment to DE&I, as well as the proactive measures we take to create a diverse, equitable, and inclusive workplace and culture.

Coloplast does not tolerate discrimination, harassment, or bullying in our workplace. Our Anti-Discrimination and Anti-Harassment Policy clearly outlines our stance, which protects all employees regardless of social identity.

Our Code of Conduct, BEST, outlines procedures to be taken, should any colleague have a concern or grievance, including witnessing or experiencing a breach or misconduct of this Policy. Concerns in relation to Policy violations can be reported through several channels, including anonymously through our Coloplast whistleblower system, our Ethics Hotline.

All concerns are taken seriously, as we are committed to listening and responding; Coloplast has a no retaliation policy for anyone reporting a concern in good faith.

## 10. References

- Coloplast BEST Code of Conduct
- Coloplast Anti-Discrimination and Anti-Harassment Policy

## 11. Policy Revision

This Policy is updated, reviewed, and approved by our Executive Leadership Team in collaboration with internal experts. This Policy should be read together with Coloplast's suite of corporate policies. We review the impact and benefit of this work annually.

### Definitions and Abbreviations

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

#### **DE&I: Diversity, Equity, and Inclusion:**

**Diversity** refers to a broad range of social identities that make everyone different and unique, e.g. gender, gender identity, race, ethnicity, age, generation, sexual orientation, culture, nationality, academic and professional backgrounds, neurodiversity, disabilities, political and religious beliefs, socioeconomic status, personality, etc. By including our unique combination of skills, experiences, and perspectives, we can co-create environments where people thrive and therefore perform to their potential.

**Equity** is about treating everyone fairly, taking an individual's unique circumstances into account, and the understanding that to treat people equally, differentiated approaches are sometimes needed. By embracing equity, we commit to understanding how practices, processes, and structures may inadvertently lead to unequal outcomes and to continually adjust to equalise outcomes.

**Inclusion** happens when we respect each other, celebrate differences, and encourage various perspectives and ways of working. We want all Coloplast colleagues to feel included: to feel welcomed, connected, valued, supported, and respected.

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