

Coloplast's ESG event  
22 March 2022

# Governance and key risks

Anders Lonning-Skovgaard  
Executive Vice President, CFO

Kirsten,  
Denmark

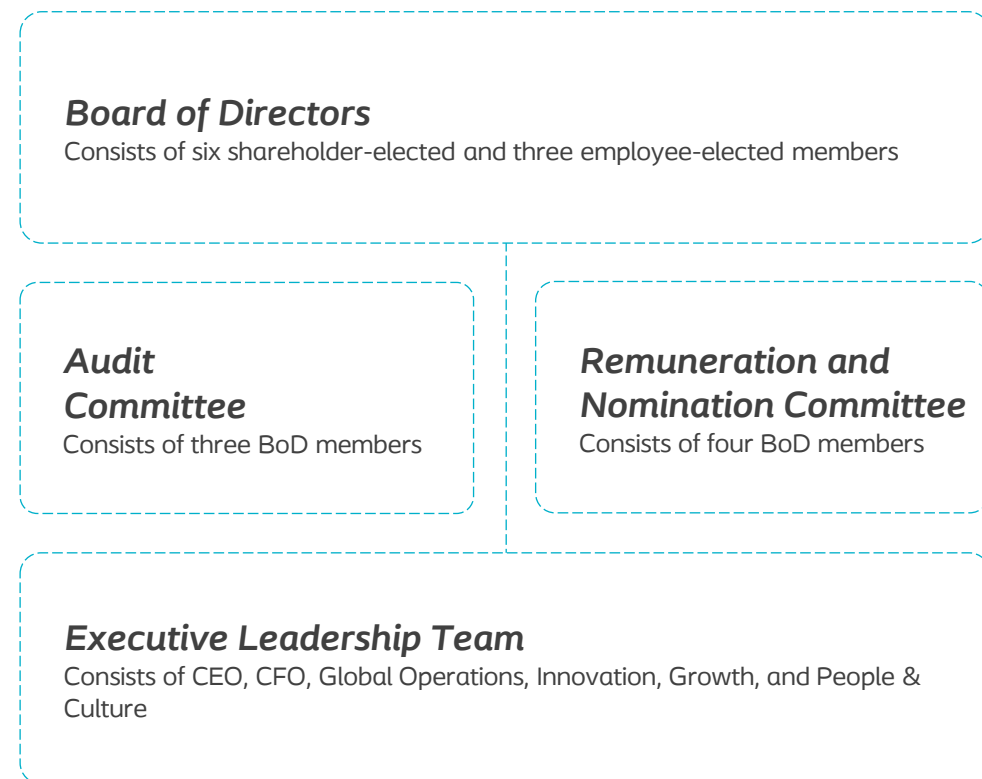
Making life easier

Ostomy Care | Contenance Care | Wound & Skin Care | Interventional Urology | Voice & Respiratory Care



# Coloplast has a two-tier management structure comprising the Board of Directors and the Executive Leadership Team

## Governance structure



## Composition of Board of Directors

Board member	Nationality	Gender	Independent	Audit Committee	Rem. & Nomin. Committee
Lars Rasmussen, Chairman <sup>1</sup>	Danish	Male	No	✓	✓
Niels Peter Louis-Hansen, Deputy Chairman <sup>1</sup>	Danish	Male	No		✓
Carsten Hellmann <sup>1</sup>	Danish	Male	Yes	✓	
Annette Brùls <sup>1</sup>	Belgian	Female	Yes		✓
Jette Nygaard-Andersen <sup>1</sup>	Danish	Female	Yes		✓
Marianne Wiinholt <sup>1</sup>	Norwegian	Female	Yes	✓	
Thomas Barfod <sup>2</sup>	Danish	Male	No		
Nikolaj Kyhe Gundersen <sup>2</sup>	Danish	Male	No		
Roland Vendelbo Pedersen <sup>2</sup>	Danish	Male	No		

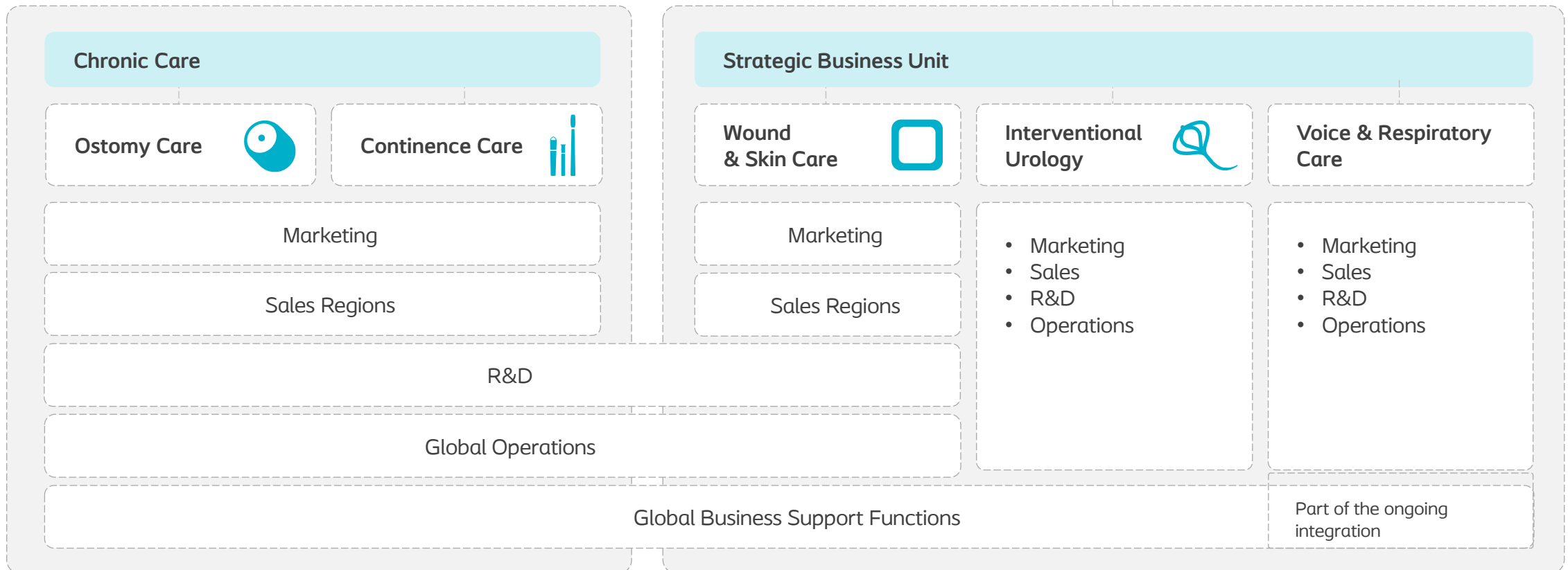
## Composition of Executive Leadership Team

Executive Leadership Team	Nationality	Gender	Executive Leadership Team	Nationality	Gender
Kristian Villumsen, President & CEO	Danish	Male	Paul Marcun, EVP Growth	Australian	Male
Anders Lonning-Skovgaard, EVP & CFO	Danish	Male	Camilla G. Møhl, SVP People & Culture <sup>3</sup>	Danish	Female
Nicolai Buhl Andersen, EVP Innovation	Danish	Male	Allan Rasmussen, EVP Global Operations	Danish	Male

1. Shareholder-elected board member
2. Employee-elected board member
3. Until 30 April, 2022

# The Coloplast organisation is divided into Chronic Care and Strategic Business Units, running on shared global business support functions

## Coloplast Group

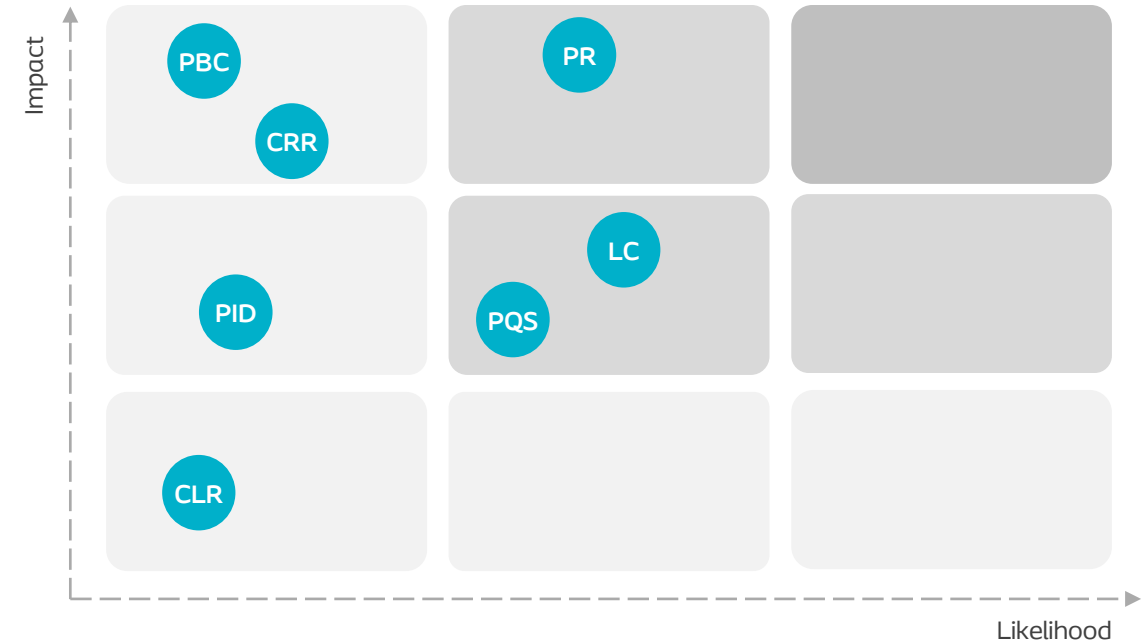


# We have a standardised risk reporting and governance process, involving the Board of Directors and Executive Leadership Team

## Risk governance structure



## Key risk categories for Coloplast over a five-year horizon\*



LC - Legal and compliance  
PR - Pricing and reimbursement  
PQS - Product quality and safety  
CLR - Climate

PID - Product innovation and development  
PBC - Production and business continuity  
CRR - Cyber

\* Except for Climate change risk, which is considered a long-term risk spanning beyond five years

# ESG reporting is defined by external standards and requirements, and ESG related metrics are reported on a regular basis

Our disclosures and reporting of ESG metrics is defined by external standards



Rankings performed by third-party agencies put Coloplast's ESG efforts ahead of the curve<sup>1</sup>



Relative position  
**1 out of 59**  
in Medical Supplies



**AA**



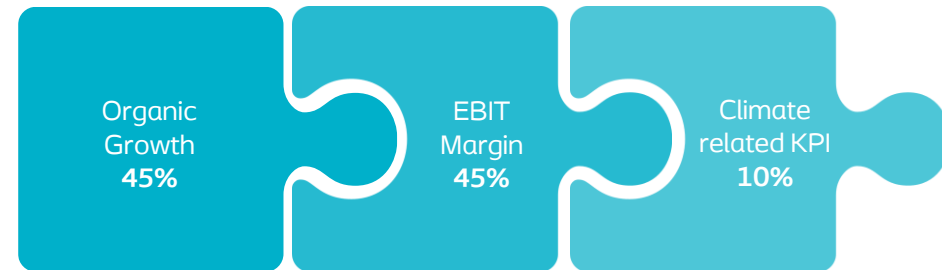
**B-**

Reporting of ESG metrics is now done on a quarterly basis<sup>2</sup>

## Update on sustainability strategy and performance

Priority	Unit	2025 Ambition	Q1 2021/22	Q1 2020/21	Change	FY 20/21
<b>Improving products and packaging</b>						
Recyclable packaging <sup>1</sup>	% of total	90%	-	-	-	75%
Renewable materials in packaging <sup>1</sup>	% of total	80%	-	-	-	70%
Production waste recycling	% of total	75%	65%	55%	10%-p	58%
<b>Reducing emissions<sup>2</sup></b>						
Scope 1 & 2 emissions	Tonnes, CO <sub>2</sub>	Net-zero	6,498	6,532	-1%	23,100
Renewable energy use	% of total	100%	60%	59%	1%-p	67%
Electric company cars <sup>1,2</sup>	% of total	50%	-	-	-	2%
Scope 3 emissions <sup>2</sup>	Tonnes, CO <sub>2</sub>	-50% per product (2030)	-	-	-	32,725
Business travel by air <sup>1</sup>	Tonnes, CO <sub>2</sub>	-10%	-	-	-	575
Goods transported by air <sup>1</sup>	Tonnes, CO <sub>2</sub>	Max. 5% of total	-	-	-	2%

ESG metric included in the short term incentive for the ELT and the broader HQ organization



1. Latest rankings from 2021  
2. ESG metrics are audited on a yearly basis