Strive 25: Sustainable growth leadership

Coloplast’s Sustainability Strategy

Making life easier
Agenda

• Introduction
• Our plastic position
• Our new Sustainability strategy
  • Key 2025 priority: Products and packaging
  • Key 2025 priority: Reducing emissions
  • New commitments: Business Ambition for 1.5C and TCFD reporting
  • Ongoing commitment to responsible operations
  • Ongoing commitment to raising standards of care
• Our Sustainability Governance
• Q&A
Our new strategy Strive25 will drive continued long-term value creation through revenue and earnings growth

1) Constant currencies, based on FX rate as of September 29, 2020

Coloplast Group - Ostomy Care / Continence Care / Wound & Skin Care / Interventional Urology
As a manufacturer of medical products made of plastic, Coloplast has a responsibility. We embrace that responsibility and have clear priorities:

• Product safety and clinical performance cannot be compromised
• Single use products are the easiest and safest option for our users
• Sustainability should be easy for our users
• We need to identify new materials and support the development of new technologies
• Partnerships across the industry are essential
Supporting sustainable development with a strong emphasis on improving our environmental performance

Our mission
Making life easier for people with intimate healthcare needs

Our 2025 priority
Improving products and packaging
80% packaging made from renewable materials
50% production waste recycled

Our 2025 priority
Reducing emissions
0 emissions from scope 1 & 2
100% renewable energy

Our ongoing commitment
Responsible operations

1) of which DKK 100 millions in copex and DKK 150 million in operating expenses

DKK 250 million$ in investments allocated to sustainability efforts during Strive25 period
Our 2025 priority: Improving products and packaging
Improving products and packaging by addressing material use

Why is this a key priority:
As a manufacturer of medical products primarily made of plastic, we have a responsibility to contribute to solving the plastic waste problem, whilst maintaining the highest level of product safety.

How will we achieve this?
• Redesign packaging for minimal material use and/or switching to bio-based and recycled material in packaging
• Increase waste recycling by using circularity pilots and ChemCycling

H1 2020/21 progress on key sustainability ambitions

<table>
<thead>
<tr>
<th></th>
<th>2025 Ambition</th>
<th>H1 20/21</th>
<th>FY 19/20</th>
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<tbody>
<tr>
<td>Renewable material in packaging</td>
<td>80%</td>
<td>70%</td>
<td>70%</td>
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<tr>
<td>Recyclable packaging</td>
<td>90%</td>
<td>75%</td>
<td>75%</td>
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<tr>
<td>Recycled production waste</td>
<td>50%</td>
<td>58%</td>
<td>41%</td>
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1) Selected numbers will be audited in connection to the FY 20/21 results
As a growing company, we are challenged by a potential increase in our environmental footprint. We are rising to the challenge and setting an ambition of making our production carbon neutral by 2025.

**Why is this a key priority:**

- Renewable energy usage by switching to Power Purchase Agreements (PPAs) and phasing out natural gas
- Reducing business travel-related emissions by being prudent about air travel and converting company cars to electric vehicles
- Limiting the amount of goods transported by air

**How will we achieve this?**

Our 2025 priority: Reducing emissions while being a growth company

<table>
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<tr>
<th>H1 2020/21 progress on key sustainability ambitions1)</th>
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<tbody>
<tr>
<td><strong>Scope 1+2 emissions</strong></td>
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<tr>
<td>2025 Ambition: 0%</td>
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<tr>
<td>H1 20/21: 6%</td>
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<tr>
<td>FY 19/20: 6%</td>
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<tr>
<td><strong>Renewable energy usage</strong></td>
</tr>
<tr>
<td>2025 Ambition: 100%</td>
</tr>
<tr>
<td>H1 20/21: 67%</td>
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<tr>
<td>FY 19/20: 67%</td>
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<tr>
<td><strong>Limit goods transported by air</strong></td>
</tr>
<tr>
<td>2025 Ambition: 5%</td>
</tr>
<tr>
<td>H1 20/21: 4%</td>
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<tr>
<td>FY 19/20: 4%</td>
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<tr>
<td><strong>Electric company cars</strong></td>
</tr>
<tr>
<td>2025 Ambition: 50%</td>
</tr>
<tr>
<td>H1 20/21: 1%</td>
</tr>
<tr>
<td>FY 19/20: 1%</td>
</tr>
<tr>
<td><strong>Air travel reduction</strong></td>
</tr>
<tr>
<td>2025 Ambition: -10%</td>
</tr>
<tr>
<td>H1 20/21: -75%</td>
</tr>
<tr>
<td>FY 19/20: -45%</td>
</tr>
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1) Selected numbers will be audited in connection to the FY 20/21 results
2) Measures the reduction in CO2 air travel related emissions
Coloplast is committed to ambitious science-based climate action for a 1.5°C future.
Climate risk is financial risk and thus we support the TCFD recommendations

We support the TCFD recommendations and have decided to take a step-by-step approach to report according to the TCFD framework and will step-wise increase our disclosure in the coming years.

We will report results from our climate-related risks and opportunities assessment in connection with our FY2021/20 annual results and we will continue to improve our disclosure on an on-going basis.
Our ongoing commitment: Responsible operations

Strong commitment to responsible operations which is our core values

**Why is this a key priority:**
Our people and culture are at the center of our Strive 25 strategy. Maintaining and developing a safe, inclusive and diverse working environment is key to delivering on our strategy.

**How will we achieve this?**
- Reducing loss-time injury rate through job-specific training
- Increasing the % of diverse teams and female representation at VP+ level through natural turnover and senior leadership focus
- Engaged workforce above industry benchmark

**H1 2020/21 progress on key sustainability ambitions**

<table>
<thead>
<tr>
<th>Key Sustainability Ambition</th>
<th>2025 Ambition</th>
<th>H1 20/21</th>
<th>FY 19/20</th>
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<tr>
<td>White-collars trained in Code of Conduct</td>
<td>100%</td>
<td>98%</td>
<td>98%</td>
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<tr>
<td>Loss-time injury rate</td>
<td>2.0</td>
<td>2.1</td>
<td>2.5</td>
</tr>
<tr>
<td>Female representation at VP+ level</td>
<td>30%</td>
<td>53%</td>
<td>51%</td>
</tr>
<tr>
<td>% of Diverse teams</td>
<td>75%</td>
<td>79%</td>
<td>75%</td>
</tr>
<tr>
<td>Employee engagement score</td>
<td>2.0</td>
<td>2.1</td>
<td>2.2</td>
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1) Selected numbers will be audited in connection to the FY 20/21 results
2) Ambition is to be above industry benchmark, which is currently 7.9
Our ongoing commitment: Raising standards of care
We have initiated an ambitious Clinical Performance Program to tackle the biggest issues users face

Users are challenged by skin irritation and urinary tract infections

91% of people with a stoma worry about leakage and more than 76% have experienced leakage over the last 6 months.¹

Intermittent catheter users have 2.7 urinary tract infections on average per year.²

We have made progress on key technologies and run clinical trials

(1) Claessens et al., 2015. The Ostomy Life Study: The everyday challenges faced by people living with a stoma in a snapshot, Gastrointestinal Nursing, 13, 18-25.
(2) Coloplast Intermittent Catheter User Study 2016, (data on file).
Our ongoing commitment: Raising standards of care
Our global Coloplast Care and DtC presence enable us to support users across countries and business areas

- Over 1.8M consumers in our database
- Over 3M conversations with users across the globe
- Over 30 countries with a consumer setup
Our ongoing commitment: Raising standards of care

Our Professional platform builds a strong connection with HCPs, providing valuable insights to Coloplast Care

Coloplast Professional is an education and collaboration platform...

**Fundamentals**
- Gain or refresh essential knowledge and insights in your specialty

**Masterclasses & events**
- Broaden expertise and connect with peers

**Advisory boards & panels**
- Help create life-changing products and services

**Research projects**
- Pursue new ways to raise the standard of care

...and input from local clinicians advance Coloplast Care

- **Develop clinical content to local conditions**

- **Cooperate with Coloplast Care advisors** to find optimal user solution

- **Act on insights** obtained from Coloplast Care, to improve local support

While our training yields best in class advisors

- **Strengthen understanding** with modules on anatomy, physiology and products

- **Identify struggling users** through specialized investigative framework

- **Support users** through troubleshooting guides
Our ongoing commitment: Raising standards of care
Partnerships and our Access to Healthcare program have enabled increased standards of care across the globe

IC reimbursement has been introduced in Japan, South Korea and Australia over the past 5 years

This requires a holistic approach to Market Access and partnering with KOLs and Patient organizations to advocate for better access and treatment opportunities

Access to Healthcare program
Our partnership programme, Access to Healthcare, seeks to improve conditions within ostomy, continence and wound care. Established in 2007, the programme has so far supported +60 projects.

Education
Coloplast has partnered with the University of Rochester to develop a synthetic male pelvis model as well as a parallel online curriculum to enable global education opportunities.

Awareness
Build patient and practitioner awareness of coated intermittent catheters in Brazil and create a documented ‘gold standard’ patient pathway.

Access/Funding
Over the past 5 years, Coloplast has successfully seen increased access and funding for IC in Japan, South Korea and Australia. Most recently Japan has also introduced increased funding for bowel management products.

+60 projects globally
Our Sustainability Governance

We have strengthened our governance of Sustainability

**Board of Directors**
Consists of six shareholder-elected and three employee-elected members.

**Executive Leadership Team**
Consists of CEO, CFO, Operations, Innovation, Growth, and People & Culture

**Sustainability unit**
Dedicated team for Sustainability including EHS with the responsibility of embedding sustainability in the organization and identifying new improvement areas. Anchored in Global Operations.

**Remuneration and Nomination Committee**
Consists of three members appointed among the Board of Directors.

**Audit Committee**
Consists of four members appointed among the Board of Directors.
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