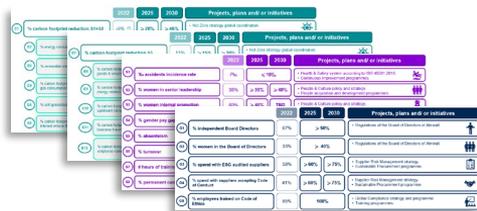


Almirall's ESG snapshot – 2023 (v.July 2023)

ESG Strategy

- **Sustainability Policy**
- **ESG Strategy + Programme**
- **ESG Dashboard 2025-2030** (*)
25 KPIs with targets for 2025 and 2030:
12 for Environment; 8 for Social,
and 5 for Governance.



(*) See detail in Back-up slides.

Environmental

- **Net Zero strategy**
Decarbonisation targets based in science, validated by SBTi in June 2023:
 - Short term targets (2030): carbon footprint reduction by 50% in Scopes 1&2, and by 28% in Scope 3.
 - Long-term target (2050): Net Zero emissions.
- **TCFD** (Task Force on Climate-related Financial Disclosures)
Alignment of our climate-related governance, strategy, risk Management and metrics, with TCFD recommend.
- **Energy efficiency**
26% reduction in energy consumption in 2022 vs. 2011.
100% green electricity purchased w/ guarantee of origin.
7 % self-generated renewable electricity.
- **Air emissions**
69% reduction on diffuse emissions on Volatile Organic Compounds (VOC's) in 2022 vs 2008.
- **ISOs certification**
ISO 14001 (Environmental) and ISO 50001 (Energies).

Social

- **Culture & engagement**
Our Noble Purpose and Values underpin all we do.
Top Employer company in Spain every year since 2008.
98% permanent contracts. 12% turnover.
17 hours of training per employee/ year.
77% positive responses in the last satisfaction survey.
- **Diversity, Equity and Inclusion**
54% women vs 46% men. 31 different nationalities.
36% women in senior leadership.
60% women internal promotion.
-4% gender pay gap.
- **Patient engagement**
Patients' engagement strategy in place.
- **Global Human Rights policy**
Approved and properly implemented.
- **H&S commitment**
Very low accidents rate in occupational accidents, 56% below the industry average. ISO45001 certif. (H&S).

ESG commitments



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Governance

- **9 members on the Board**
Overseeing the Audit Commission, N&R Commission & Derma Commission.
- **Diversity at the Board of Directors**
67% of independent directors; 33% of women.
- **Supervision of Sustainability**
Audit Commission responsible for global supervision of Sustainability and ESG.
- **ESG Committee**
Reporting to the Management Board.
- **Incentives linked to ESG**
Top-down from Management Board.
- **Code of Ethics/ ABAC policy**
Speak-Up! Whistleblowing channel. We act with integrity and ethics in our processes.
- **Sustainable procurement**
Strong supplier engagement programme on ESG.

ESG assessments

- **Sustainalytics: 17.2**



- **Ecovadis: 84/100**



- **CDP: A-**



- **ISOs 45/ 14/ 50**



- **Top Employer**

