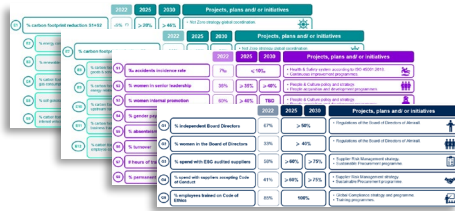


Almirall's Sustainability Snapshot – 2024 (v. April 2024)

Sustainability Strategy

- **Sustainability Policy**
- **Sustainability Strategy+Program**
- **ESG Dashboard 2025-2030**

25 KPIs with targets for 2025 and 2030:
12 for Environment; 8 for Social,
and 5 for Governance.



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.

• Energy efficiency

29% reduction in energy consumption in 2023 vs. 2011.
100% green electricity purchased w/ guarantee of origin.
8 % self-generated renewable electricity.

• Air emissions

71% reduction on diffuse emissions on Volatile Organic Compounds (VOC's) in 2023 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. 10% turnover.
33 hours of training per employee/ year.
eSat 77 (employee satisfaction).

• Diversity, Equity and Inclusion

54% women vs 46% men. 36 different nationalities.
40% women in senior leadership.
54% women internal promotion.
-2.5% 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, 52% below the industry average. ISO45001 certif. (H&S).

Sustainability commitments



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Governance

• 9 members on the Board

Overseeing the Audit Comm, the N&R Comm, the Derma Comm. and the Governance Comm.

• Diversity at the Board of Directors

67% of independent directors; 33% of women.

• Supervision of Sustainability

Audit Commission responsible for global supervision of Sustainability.

• ESG Committee

Reporting to the Management Board.

• Incentives linked to Sustainability

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 program on Sustainability.

Sust. assessments

- **Sustainalytics: 17.1**
Low risk



- **Ecovadis: 84/100**



- **CDP: A-**



- **ISOs 45/ 14/ 50**



- **Top Employer**

