

CRISIS MANAGEMENT POLICY

1- Introduction

The purpose of this Policy is to establish the general principles for the management of crisis situations, including the definition of a crisis situation itself at a corporate level, applicable in all work centres and areas, and to all Almirall collaborators.

The main objective of this Policy is that the company internally establishes (i) the definition of a corporate crisis situation, (ii) the fundamental principles that the management of a crisis situation in Almirall have to adhere to in order to provide an adequate response in the optimum time using all available resources and (iii) the roles and responsibilities associated with crisis management.

2- Principles

The Almirall Management Board, as well as the directors and managers involved, must ensure compliance with the Crisis Management Policy.

The management of the crisis situation must prioritise attention to the people affected. Once their safety has been dealt with properly, priority aspects are (i) legal and regulatory compliance, (ii) the image and reputation of Almirall and (iii) the continuity of business processes.

The establishment of the corresponding internal processes with the minimum guidelines to be followed in any crisis situation must also be complemented with procedures on a departmental level.

All employees will receive awareness training and should collaborate as appropriate to them.

A continuous testing programme will be established to ensure that the existing protocols are understood, updated and improved.

Each managed crisis situation will produce a detailed response provided by Almirall, as well as the conclusions reached.

Barcelona, May 6, 2021