

## KPIs and metrics definition

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- 1.% carbon footprint reduction in scopes 1 and 2 vs base 2019. These targets have been defined according to the Science Based Targets Initiative (SBTi). In process of validation by the Science Based Target Initiative.
- 2.% electricity & gas consumption reduction vs base 2011
- 3.% renewable electricity consumption vs total electricity consumption
- 4.% renewable gas consumption vs total gas consumption
- 5.% self-generated renewable electricity vs total electricity consumption. Self-generated electricity includes Almirall solar panels, PPA contract and energy communities' electricity.
- 6.% carbon footprint reduction in internal vehicle fleet vs base 2019.
- 7.% carbon footprint reduction in scope 3 vs base 2019. These targets have been defined according to the Science Based Targets Initiative (SBTi). In process of validation by the Science Based Target Initiative.
- 8.% carbon footprint reduction in goods & services purchasing vs base 2019 (GHG Protocol's Scope 3 Category 1)
- 9.% carbon footprint reduction in fuel & energy related activities vs base 2019 (GHG Protocol's Scope 3 Category 3)
- 10.% carbon footprint reduction in upstream transp. & distribution vs base 2019 (GHG Protocol's Scope 3 Category 4)
- 11.% carbon footprint reduction in business travel (including events) vs base 2019 (GHG Protocol's Scope 3 Category 6)
- 12.% carbon footprint reduction in employee commuting vs base 2019 (GHG Protocol's Scope 3 Category 7)
- 13.number of accidents in labore with medical leave, per thousand employees
- 14.% number of women grade Director or beyond vs total number of women and men grade Director or beyond (end year).
- 15.% annual number of women promoted (vertical + horizontal move) vs annual total number of women and men promoted.
- 16.Company's weighted pay gap calculating the country-weighted ratio of the average Total Target Compensation of women versus men in equivalent jobs (same grade). The more negative this percentage is, the greater gap between women and men's compensation. I.e. If the gender pay gap represents -4%, the Total Compensation of a women at Almirall would be 96% of the Total Compensation of a man. If gender pay gap is 0%, the Total Compensation of a women at Almirall would be the same as the Total Compensation of a man. If gender pay gap is 4%, the Total Compensation of a women at Almirall would be 104% as the Total Compensation of a man.
- 17.% annual number of lost hours (maternity, paternity, accident, sickness) vs annual number of worked hours all employees
- 18.% annual number of leavers vs average headcount year.
- 19.annual number of training hours vs average headcount year
- 20.% number of permanent contracts (end year) vs total headcount (end year).
- 21.% number of independent directors in the Board of Directors vs total number of members
- 22.% number of women in the Board of Directors vs total number of members
- 23.% spend with suppliers for which we have results in the ESG audits
- 24.% spend with suppliers that have accepted the Almirall suppliers Code of Conduct
- 25.% of Almirall's employees trained in year n-2 + % of Almirall's employees trained in year n-1 % of Almirall's employees trained in year n.