

Almirall's Sustainability Snapshot 2025

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Almirall Sustainability 2030

Almirall's Sustainability

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

17 KPIs with targets for 2025 and 2030



<p>Ecovadis 92/100 Platinum Top 1%</p>	<p>Climate Change A- Leadership Water Security B Management</p>	<p>Sustainalytics 16.6 Low Risk Top 5%</p>	<p>ESG score of 59/100 for the first official response to S&P</p>	<p>Included in the ranking of the 500 most sustainable companies in the world 158th</p>	<p>Included in the ranking World's Best Companies in Sustainable Growth 2026</p>	<p>Financial Times has recognized Almirall as one of Europe's Climate Leaders</p>	<p>Recognized with the Top Employer certification for the eighteenth consecutive year in Spain and for the second year in Germany</p>	<p>ISO14001, ISO45001, ISO50001 Environmental, energy and occupational health and safety management</p>

Net Zero strategy
Decarbonization targets validated by the Science-Based Target Initiative
Short term targets (2030): carbon footprint reduction by 50% in Scopes 1&2, and by 28% in Scope 3. 22% reduction in Scope 1& 2 and 9% reduction in Scope 3 (2025 vs 2019)
Long-term target (2050): Net Zero emissions.

Energy efficiency
30% reduction in energy consumption in 2025 v. 2011. 100% green electricity purchased w/ guarantee of origin. 13 % self-generated renewable electricity.

Water stewardship
20% reduction in water consumption in 2025 vs 2020-2022.
2030 target: 25% global reduction.

Waste minimization
22% reduction of waste generated in 2025 vs 2024
ISOs certification
ISO 14001 (Environmental) and ISO 50001 (Energies).

Culture & engagement
Our Purpose and Values underpin all we do.
Top Employer in Spain every year since 2008 and in Germany for the second year in 2026.
98% permanent contracts. 9% turnover.
50 hours of training per employee/year.
eSat 79 (Nov 2025 employee satisfaction).

Diversity, Equity and Inclusion
54% women vs 46% men. 49 different nationalities.
40% women in senior leadership.
-1.5% gender pay gap.

Global Human Rights policy
Approved and properly implemented.

Health, Safety and Wellbeing
Very low accidents rate in occupational accidents (7.3%), 56% below the industry average.
ISO45001 certification (H&S).

Patient engagement
Patient organizations' engagement strategy in place.
More than 1 million patients treated with strategic derma portfolio in 2025.

Sustainable procurement
Strong supplier engagement program on Sustainability.
64% spend with ESG audited suppliers; 66% spend with suppliers accepting Code of Conduct; 63% emissions with suppliers with a carbon scorecard
100% new contracts with ESG clauses

10 members on the Board
Overseeing the Audit&Sust Comm, the N&R Comm, the Derma Comm. and the Governance Comm.

Diversity at the Board of Directors
70% of independent directors; 40% of women.

Supervision of Sustainability
Audit & Sustainability Commission responsible for global supervision.

Sustainability Committee
Reporting to the Management Board.

Incentives linked to Sustainability
Top-down from Management Board. LTI in place.

Code of Ethics
Speak-Up! Whistleblowing channel. We act with integrity and ethics in our processes. >98% trained on the Code of Ethics (2025).

Training
>50% trained on Sustainability (2025)



Almirall's Sustainability Dashboard 2025

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Almirall Sustainability 2030



Ref.	KPIs	2025 ACTUAL	2025 TARGET	2030 TARGET
PLA1	% carbon footprint reduction S1+S2	22%	≥ 12%	≥ 50%
PLA2	% carbon footprint reduction S3	9%	≥ 8%	≥ 28%
PLA3	Net Zero Emissions	-	-	-
PEO1	‰ accidents incidence rate	7.3‰	≤ 8‰	≤ 7‰
PEO2	# hours of training per employee	50	≥ 35	≥ 45
PEO3	% turnover	9%	≤ 10%	≤ 10%
PEO4	eSat	79	≥ 78	≥ 81
PEO5	% women in senior Leadership	40%	≥ 40%	45-55%
PEO6	% gender pay gap	-1.5%	+/-2.5%	+/-2%
PAT1	# Patients impacted with our strategic derma portfolio (x 1,000)	1,019	≥ 992	≥ 1,848
PAR1	% spend with ESG audited suppliers	64%	≥ 64%	≥ 75%
PAR2	% spend with suppliers accepting Code of Conduct	66%	≥ 60%	≥ 75%
PAR3	% emissions with suppliers with a carbon scorecard	63%	≥ 58%	≥ 69%
PRI1	% independent Board Directors	70%	≥ 50%	≥ 50%
PRI2	% women in the Board of Directors	40%	≥ 40%	≥ 40%
PRI3	% employees trained on sustainability	51%	≥ 40%	100%
PRI4	% employees trained on Code of Ethics	98%	100%	100%

External ratings	2025
	92/100 Platinum Medal
	Climate Change A- Leadership
	Water Security B Management
	16.6 Low Risk

*In 2025 we have been included in the prestigious ranking of the World's 500 Most Sustainable Companies (Time), World's Best Companies in Sustainable Growth 2026 (Time) and also in 2025 we have been recognized as one of Europe's Climate Leaders (Financial Times).

Achievement of target