

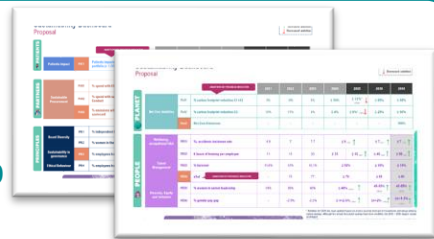
# Almirall's Sustainability Snapshot – 2024 (v. March 2025)

## Sustainability Strategy

### ACT4IMPACT

Almirall Sustainability 2030

- **Sustainability Policy**
- **Sustainability Strategy+Program**
- **Sustainability Dashboard 2025-2030**  
17 KPIs with targets for 2025 and 2030



## Sustainability commitments



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Sust. assessments

**Sustainalytics** 16.3

Low risk



**Ecovadis** 87/100

Platinum



CDP

A- Climate

B Water



**ISO45001, ISO14001  
ISO50001**



Management  
System  
ISO 14001:2015  
ISO 45001:2018  
ISO 50001:2018  
www.tuv.com  
ID: 3160039307

**Top Employer**



**IBEX ESG index**



## Planet

- **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**  
27% reduction in energy consumption in 2024 vs. 2011.  
100% green electricity purchased w/ guarantee of origin.  
11 % self-generated renewable electricity.
- **Air emissions**  
90% reduction on diffuse emissions on Volatile Organic Compounds (VOC's) in 2024 vs 2008.
- **ISOs certification**  
ISO 14001 (Environmental) and ISO 50001 (Energies).

## People & Patients

- **Culture & engagement**  
Our Purpose and Values underpin all we do.  
Top Employer in Spain every year since 2008 and in Germany for the first year in 2024.  
98% permanent contracts. 8.9% turnover.  
36 hours of training per employee/ year.  
eSat 79 (2024 employee satisfaction).
- **Diversity, Equity and Inclusion**  
54% women vs 46% men. 40 different nationalities.  
40% women in senior leadership.  
-2.7% gender pay gap.
- **Patient engagement**  
Patients' engagement strategy in place.
- **Global Human Rights policy**  
Approved and properly implemented.
- **Health, Safety and Wellbeing**  
Very low accidents rate in occupational accidents, 76% below the industry average. ISO45001 certif. (H&S).

## Partners & Principles

- **10 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**  
80% of independent directors; 40% of women.
- **Supervision of Sustainability**  
Audit Commission responsible for global supervision of Sustainability.
- **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.
- **Sustainable procurement**  
Strong supplier engagement program on Sustainability.