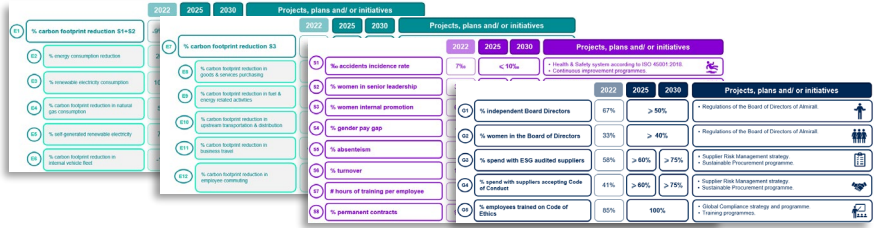


Almirall's ESG snapshot - 2023

ESG Strategy

- **Sustainability Policy**
- **ESG Strategy + Programme**
- **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, pending to be validated by SBTi in Q1 2023:
 - Short term targets (2030): carbon footprint reduction by 46% 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 recomend.
- **Energy efficiency**
26% reduction in energy consumption in 2022 vs. 2011. 100% green electricity purchased w/ guarantee of origin. 7 % self-generated renewable electricity.
- **Air emissions**
69% reduction on diffuse emissions on Volatile Organic Compounds (VOC's) in 2022 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. 12% turnover. 17 hours of training per employee/ year. 77% positive responses in the last satisfaction survey.
- **Diversity, Equity and Inclusion**
54% women vs 46% men. 31 different nationalities. 36% women in senior leadership. 60% women internal promotion. -4% 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, 56% below the industry average. ISO45001 certif. (H&S).

Governance

- **9 members on the Board**
Overseeing the Audit Commission, N&R Commission & Derma Commission.
- **Diversity at the Board of Directors**
67% of independent directors; 33% of women.
- **Supervision of Sustainability**
Audit Commission responsible for global supervision of Sustainability and ESG.
- **ESG Committee**
Reporting to the Management Board.
- **Incentives linked to ESG**
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 programme on ESG.

ESG commitments



ESG assessments

- **Sustainalytics: 21.5**
Medium Risk
- **Ecovadis: 79/100**
Platinum 2022 Sustainability Rating
- **CDP: A-**
Driving Sustainable Economies
- **ISOs**
Management System ISO 14001:2015 ISO 45001:2018 ISO 50001:2018
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