

Definition of KPIs and metrics

PLA1 % carbon footprint reduction S1+S2: % carbon footprint reduction in scopes 1 and 2 (emissions from own operations – site and fleet) vs base 2019

PLA2 % carbon footprint reduction S3: % carbon footprint reduction in scope 3 (all other indirect emissions that occur in our value chain) vs base 2019.

PEO1 ‰ accidents incidence rate: number of lost time accidents *in labore* with medical leave, per thousand employees.

PEO2 % turnover: % annual number of leavers vs average headcount year.

PEO3 # hours of training per employee: annual number of training hours vs average headcount year.

PEO4 eSAT: eSAT % Score in the annual culture pulse

PEO5 % women in senior leadership: % number of women grade 11+ (end year) vs total number of women and men grade 11+ (end year).

PEO6 % gender pay gap: weighted average per country taking into account Equal grades distribution and weighted average of people per country taking into account their headcount. No gender pay gap is considered when there is a deviation of less than +/-1.5%

PAT1 Patients impacted with our strategic derma portfolio: Number of total patients reached with Strategic Derma Portfolio at any given year

PAR1 % spend with ESG audited suppliers: % spend with suppliers for which we have results in the ESG audits.

(*) Spend refers to that managed by Global Procurement (suppliers) and External Sites Operations (Contract Manufacturing Organizations).

(**) This KPI cannot reach 100% considering that global procurement does not manage projects under €25K. In addition, within this threshold, there is a casuistry of suppliers (One Time Vendors) who, due to having a minimum cost and a very small number of invoices per year, will not be forced to create orders or be approved in the portal.

PAR2 % spend with suppliers accepting Code of Conduct: % spend with suppliers that have accepted the Almirall suppliers Code of Conduct.

(*) Spend refers to that managed by Global Procurement (suppliers) and External Sites Operations (Contract Manufacturing Organizations).

(**) This KPI refers to the suppliers that must be approved through our portal and also those suppliers included in Ecovadis. Therefore, they cannot be 100%.

PAR3 % carbon footprint covered by suppliers with carbon scorecard: % GHG emissions of suppliers with valid carbon scorecard in Ecovadis impacting in carbon footprint in Scope 3, Cat 1 & 2.

PRI1 % independent Board Directors: % number of independent directors in the Board of Directors vs total number of members.

PRI2 % women in the Board of Directors: % number of women in the Board of Directors vs total number of members.

PRI3 % employees trained on Sustainability: % of Almirall's employees trained in year n-1 + % of Almirall's employees trained in year n.

PRI4 % employees trained on Code of Ethics: % of Almirall's employees trained in year n-1 + % of Almirall's employees trained in year n.