

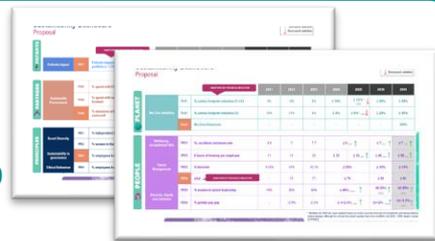
# Almirall's Sustainability Snapshot – 2024 (v. March 2025)

## Sustainability Strategy

### ACT4IMPACT

Almirall Sustainability 2030

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



## 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).

## Sustainability commitments



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## 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.

## Sust. assessments

### Sustainalytics 16.3

Low risk



### Ecovadis 87/100

Platinum



### CDP

A- Climate

B Water



### ISO45001, ISO14001 ISO50001



### Top Employer



### IBEX ESG index

