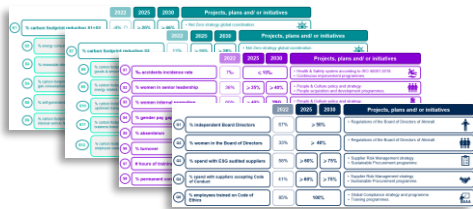


# Almirall's ESG snapshot – 2023 (v. EOY 2023)

## 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.



## ESG commitments



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## ESG assessments

- Sustainalytics: **17.1**



- Ecovadis: **84/100**



- CDP: **A-**



- ISOs 45/ 14/ 50



- Top Employer



## Environmental

- **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 recommend.

- **Energy efficiency**

29% reduction in energy consumption in 2023 vs. 2011.  
100% green electricity purchased w/ guarantee of origin.  
8 % self-generated renewable electricity.

- **Air emissions**

71% reduction on diffuse emissions on Volatile Organic Compounds (VOC's) in 2023 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. 10% turnover.  
33 hours of training per employee/ year.  
77% positive responses in the last satisfaction survey.

- **Diversity, Equity and Inclusion**

54% women vs 46% men. 36 different nationalities.  
40% women in senior leadership.  
54% women internal promotion.  
-2.5% 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, 52% 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.