



2025

Executive Summary
Sustainability Report



This report is an executive summary of Almirall's 2025 Statement of Non-Financial and Sustainability Information, which is available for consultation through this link.

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Translation of a report originally issued in Spanish. In the event of discrepancy, the Spanish language version prevails.

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01 Key milestones in 2025

MAIN ADVANCES

Consolidation of the **Act4Impact 2030 strategy**.

Cross-cutting execution of the strategy through the **Sustainability Dashboard**. All the targets set for 2025 have been exceeded or met.

ACKNOWLEDGEMENTS

Recognised among the **500 most sustainable companies in the world**, according to *Time* and *Statista*.

Named as one of the **leading climate companies in Europe** according to the *Financial Times*.

Awarded the **EcoVadis Platinum Medal**, ranking in the Top 1% of companies worldwide.

Top Employer for the eighteenth consecutive year in Spain, and for the second time in Germany.

The headquarters in Barcelona has achieved the prestigious **LEED Platinum certificate**.

FINANCIAL RESULTS

€1,108.1MM in turnover (+12% vs 2024)

€669.4MM Net sales in dermatology (+22% vs 2024).

€232.9MM in EBITDA, reinforcing the solid evolution of the business.

IMPACT

Direct emissions were reduced by **22%** compared to 2019, and those of the **Value chain** were reduced by **9.5%**, in both cases exceeding the annual goals set.

100% electricity of renewable origin, 13% self-generated.

Key advances in decarbonisation and the electrification of facilities, reducing gas consumption by **23%** since 2019.

Implementation of the **2024–2030 Strategic Water Plan**, focused on efficiency and reuse.

Boosting **sustainable packaging and circular economy**.

New **People & Culture and Diversity and Inclusion policies** published.

Reduction of the gender pay gap to **-1.5%**, and maintaining the **40%** of women in management positions (*).

Start of the **Health, Safety and Well-being 2030 Roadmap** and expansion of the *YouFeelWell* programme.

The satisfaction score of employees (**eSat**) remains at a solid level, **reaching 79**, a result that is above the 25th percentile of the best companies globally.

(*) % women in senior leadership: % number of women in grade 11+ (at the end of the year)

PURPOSE

Over 1 million patients treated with key dermatological products (**).

Awareness about skin diseases driven through multiple associations.

Support for patient organisations at global and national levels. Highlights include collaboration with **the IFPA, GlobalSkin, Europso, and the EFA**.

Three PoC/Phase II studies currently underway and three additional programmes planned to start in the next twelve months.

R+D expenditure reached **€138M**, 12.5% of Net Sales.

COLLABORATION

Strengthening the Supplier Engagement Programme to align suppliers with Net Zero 2050 goals.

Active participation in the **Energize programme** to accelerate the adoption of renewable electricity in the value chain.

Increase in % spending with **suppliers audited in sustainability** and adhered to the **Code of Conduct**.

Launch of the **sustainability training programme** for all staff.

(**) In 2025: Ebglyss, Ilumetri, Klisyri, Wyzora



Sustainability Strategy

ACT4IMPACT
Almirall Sustainability 2030

At Almirall, sustainability is more than a commitment; it is a core pillar that drives our mission to create long-term value and transform our patients' world by helping them to realize their hopes and dreams for a healthy life.

Almirall's vision is future-oriented, both in its contributions to dermatology and in its impact on society. As a family business, Almirall thinks in terms of generations rather than quarters, while acting decisively on opportunities to improve the lives of patients and health professionals.

The company has a solid sustainability strategy that reinforces its commitment to positively contribute to society by integrating environmental, social, and ethical aspects into decision-making processes. This strategy is present in the day-to-day operations of Almirall and is applied across the board at all levels of the organisation: from the Board of Directors, its Commissions and the Management Board to the professional teams and relationships with stakeholders.

Linked to Almirall's Purpose and aligned with its ambition to become a global leader in medical dermatology, this journey of continuous evolution involves listening to its stakeholders and adapting to ensure its actions remain impactful and relevant. Almirall focuses on achieving its business ambition and act for a greater impact on contributing a sustainable world.

1 To learn more about Almirall's sustainability strategy, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.



Planet

Take bold action on climate through our science-led **2050 Net Zero Emissions Strategy**, delivering our energy decarbonization, sustainable mobility and sustainable procurement plans. Promote actions towards **water stewardship, circular economy, and nature protection**.



Patients

Strengthen our commitment to patients through our **Patient Organisation Engagement Plan** with a special focus on our derma patient's wellbeing. Reinforce a **patient centric mindset** across Almirall and prioritize the needs of patients, connecting sustainability with our core business.



People

Implement a **Global Diversity, Equity and Inclusion Plan**, enhance our **Talent Management** to unleash our employees' full potential, deploy our corporate holistic **Wellbeing Programme** and consolidate a Corporate **Volunteering Programme**.



Partners

Recognizing that our impact goes beyond our direct operations, we actively work with suppliers and partners through our **sustainable procurement programme**. We strive to **manage risks** effectively, promote **responsible practices**, **strengthen** the value chain, and **jointly advance** in areas such as climate, ethics, and human rights.



Principles

Further integrate sustainability into the Group's strategy and governance, increase transparency by continuing to **report to best-in-class ESG** rating agencies and ensure an **ethical culture and mindset**, being **accountable** for all our actions.



Commitment to sustainability at the highest level

Sustainability is a central pillar of Almirall's corporate governance, which defines and articulates the necessary mechanisms to ensure compliance with and the coordination of, execution of and review of the established strategic objectives.

GOVERNANCE BODIES OF SUSTAINABILITY

Board of Directors → Approves the strategy and supervises its implementation.

Audit and Sustainability Commission → Ensures proper integration of the strategy into control and reporting systems.

Sustainability Committee → Comprised of key company positions, it oversees and directs sustainability goals, together with related action plans, programmes and projects. It acts as a nexus between the business areas and the executive management.

Sustainability Department and business areas → Execute and deploy the strategy.

SUSTAINABILITY INTEGRATED INTO THE BUSINESS

Sustainability objectives are directly linked to the variable remuneration of the main internal stakeholders. This alignment applies to all members of Almirall's Management Board, to key directors, to individuals with direct responsibilities in critical areas and to other relevant groups, both in the short and long term. Almirall thus reinforces its commitment to sustainability as a fundamental strategic pillar of its business activity

Analysis of impacts, risks and opportunities

For Almirall, working responsibly is essential, with full awareness of how its activities impact the environment and society, as well as how the dynamics of the environment affect the company

Therefore, Almirall has a solid framework for assessing the most relevant topics of the company through a double materiality analysis, in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD). This methodology provides a basis for reporting on the most significant material issues, while aligning sustainability practices with regulatory and market expectations. Furthermore, these results allow integrating sustainability into the business strategy, optimizing risk and opportunity management and strengthening the transparency and confidence of investors and all other stakeholders.

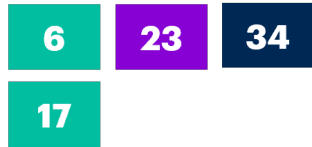


Each year, a review of double materiality is conducted to ensure that relevant changes in the business environment, stakeholder expectations, regulatory updates and other significant events are reflected in the definition of the company's material topics.

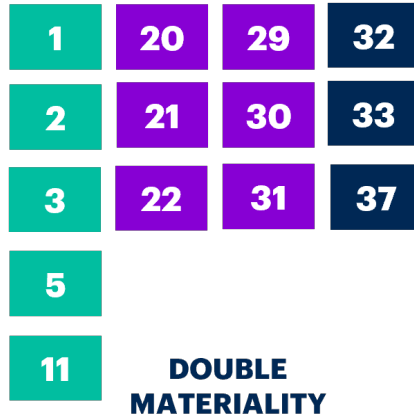
Sustainability Policy

Almirall has a Sustainability Policy that was approved by the Board of Directors in 2024, which defines not only the general principles of action and but also the roles and responsibilities in this area. More details [here](#).

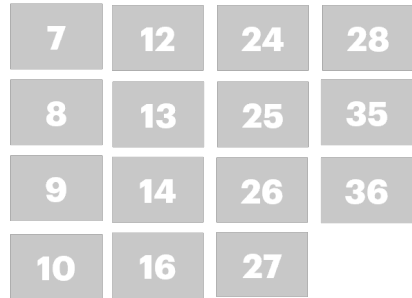
Doble materiality at Almirall



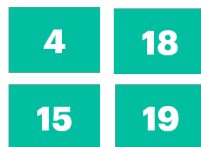
FINANCIAL MATERIALITY



DOUBLE MATERIALITY



NOT MATERIAL



IMPACT MATERIALITY



ENVIRONMENT		SOCIAL		
E1	1	Climate Change Adaptation	20	Working conditions
	2	Climate Change Mitigation	21	Equal Treatment and Opportunities for All
	3	Energy	22	Other work-related rights
	4	Air Pollution	23	Working conditions (Value chain)
	5	Water Pollution	24	Equal Treatment and Opportunities for All (Value Chain)
	6	Soil Pollution	25	Other work-related rights (Value Chain)
E2	7	Contamination of Living Organisms and Food Resources	26	Communities' Economic, Social and Cultural Rights
	8	Substances of concern	27	Communities' Civil and Political Rights
	9	Substances of very high concern	28	Rights of Indigenous Peoples
	10	Microplastics	29	Information-Related Impacts on Consumers or End-Users
E3	11	Water	30	Personal Safety of Consumers or End-Users
	12	Marine Resources	31	Social Inclusion of Consumers or End-Users
E4	13	Direct Impact Drivers of Biodiversity Loss		
	14	Impacts on State of Species		
	15	Impacts on the Extent and Condition of Ecosystems	32	Corporate Culture
	16	Impacts and Dependencies on Ecosystem Services	33	Whistleblower Protection
	17	Resources inflows, including resource use	34	Animal welfare
E5	18	Resource outflows related to products and services	35	Political Engagement and Lobbying Activities
	19	Waste	36	Management of Relationships with Suppliers including Payment Practices
			37	Corruption and Bribery
		GOVERNANCE		

To learn more about Almirall's double materiality process, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

Sustainability Dashboard

Almirall has ambitious sustainability goals, fully aligned with the United Nations Sustainable Development Goals (SDGs) for 2030 and with the climate commitments of the Paris Agreement.

Ref.	KPIs	2025 ACTUAL	2025 TARGET	2030 TARGET
PLA1	% carbon footprint reduction S1+S2	22%	≥ 12%	≥ 50%
PLA2	% carbon footprint reduction S3	9.5%	≥ 8%	≥ 28%
PLA3	Net Zero Emissions	-	-	-
PEO1	‰ accidents incidence rate	7.3‰	≤ 8‰	≤ 7‰
PEO2	# hours of training per employee	50	≥ 35	≥ 45
PEO3	% turnover	9%	≤ 10%	≤ 10%
PEO4	eSat	79	≥ 78	≥ 81
PEO5	% women in senior Leadership	40%	≥ 40%	45-55%
PEO6	% gender pay gap	-1.5%	+/-2.5%	+/-2%
PAT1	# Patients impacted with our strategic derma portfolio (x 1,000)	1,019	≥ 992	≥ 1,848
PAR1	% spend with ESG audited suppliers	64%	≥ 64%	≥ 75%
PAR2	% spend with suppliers accepting Code of Conduct	66%	≥ 60%	≥ 75%
PAR3	% emissions with suppliers with a carbon scorecard	63%	≥ 58%	≥ 69%
PRI1	% independent Board Directors	70%	≥ 50%	≥ 50%
PRI2	% women in the Board of Directors	40%	≥ 40%	≥ 40%
PRI3	% employees trained on sustainability	51%	≥ 40%	100%
PRI4	% employees trained on Code of Ethics	98%	100%	100%

■ Target exceeded
 ■ Target met
 ■ Target not met


As of the closing date of this report, 12 KPIs have exceeded the goal, 4 KPIs have met the planned target and no KPI remains below the goal established in 2025.

*For the PAT1 KPI, relating to the number of patients impacted by the portfolio of strategic dermatological products, the data for the last quarter of 2025 have been estimated for Ilumetri and Egblyss due to the non-availability of data at the close of this report.


** For all KPIs included in the Sustainability Dashboard, the target is considered to have been achieved when there is a deviation of less than 2%.

Assessments, rankings and ratings in Sustainability


Almirall's sustainability efforts have been recognised internationally. In 2025, Almirall reaffirmed its leadership by being distinguished as one of the 500 most sustainable companies according to *Time* and *Statista*. Additionally, it is in the Top 1% of Ecovadis and maintains its low-risk rating in Sustainalytics.




Ecovadis
92/100 Platinum
Top 1%




Climate Change
A- Leadership
Water Security
B Management




Sustainalytics
16.6 Low risk
Top 5%




TIME
Included in the ranking of the 500 most sustainable companies in the world
158th worldwide




Financial Times has recognized Almirall as one of **Europe's Climate Leaders**



Almirall's Barcelona headquarters have obtained the highest level of LEED sustainability certification
LEED PLATINUM



Recognized with the Top Employer certification for the **seventeenth consecutive year in Spain** and for the **first year in Germany**

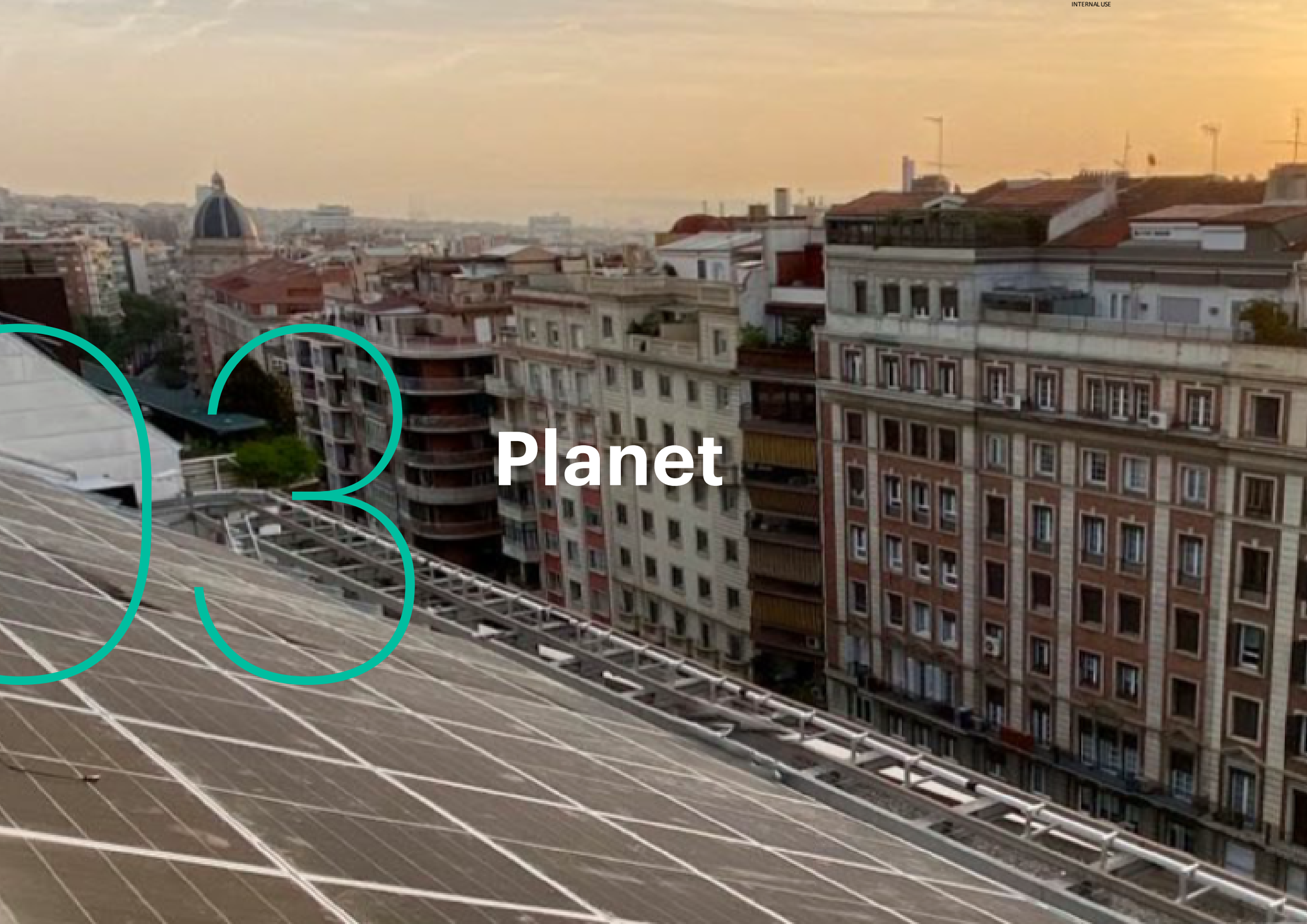


Environmental, energy and occupational health and **safety management**

In 2025, Almirall maintained strong performance in sustainability, while consolidating its position among the most sustainable companies in the sector. The company has kept its Low Risk rating in Sustainalytics (16.6 points) and improved its score in EcoVadis by 6%, reaching 92/100 and maintaining the Platinum Medal for the fifth consecutive year. In the CDP, it retained the A- rating in Climate Change and obtained a B in Water Security.

Regarding other external acknowledgements, Almirall has been included for the first time in the *Time* ranking, developed by *Statista*, of the *500 Most Sustainable Companies in the World* (position 158) as well as in the *500 Best Companies in Sustainable Growth* ranking (position 332).

Furthermore, for the second consecutive year the Financial Times has recognised Almirall as one of the main climate leaders in Europe, highlighting its commitment to reducing emissions and transitioning to a low-carbon economy.



Planet

Environmental Management

Almirall's environmental management is based on its Health, Safety and Environmental Policy, which guides its objectives and actions. The company is committed to protecting the environment, to the responsible use of natural resources and to preventing pollution, consequently integrating these principles into operations. This policy ensures that the way in which objectives are achieved is as relevant as the results obtained, and it drives the organisation to move towards a more sustainable future, while contributing to the well-being of people and the health of the planet.

INTEGRATED MANAGEMENT SYSTEM

Almirall has an integrated management system for occupational health and safety, environment and energy, certified according to the international standards ISO 45001:2018, ISO 14001:2015 and ISO 50001:2018, at all its operational centres, in Spain and Germany.



Management System
ISO 14001:2015
ISO 45001:2018
ISO 50001:2018

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Health, Safety and Environmental Policy

Almirall has a Health, Safety and Environmental Policy that was approved by the Management Board in 2024, which defines not only the general principles of action and but also the roles and responsibilities in this area. More details [here](#).

- Effective management of safety, occupational health, well-being and environmental protection.
- Implementation of environmental management, safety and health systems, with continuous improvement and regulatory compliance.
- Efficient and sustainable use of resources, renewable energies and emission reduction programmes aligned with the climate goal of 1.5°C.
- Promotion of products, services and designs that improve energy efficiency.
- Actions for the protection of water, promotion of the circular economy and conservation of nature.
- Elimination of hazards and reduction of risks in occupational safety and health.
- Comprehensive plan for physical and mental well-being, with safe conditions and healthy habits inside and outside of work.
- Integration of safety, health and environment at all levels and in all standards, with appropriate training and information.
- Consultation and involvement of workers and their representatives, thereby ensuring updated information and resources for continuous improvement of the safety, health and environment system.
- Periodic programmes and actions aligned with regulations, the sustainability strategy and risk and opportunity management.

European Taxonomy

In accordance with Regulation (EU) 2020/852, on the establishment of a framework to facilitate sustainable investment, approved by the European Parliament, the economic indicators (KPIs) of income, CapEx and OpEx are calculated through a process designed to ensure their integrity and the unique attribution of the reported data, in accordance with the established breakdown criteria. Within this context, Almirall has analysed its activities according to the taxonomy and has identified three non-aligned eligible activities: the installation, maintenance and repair of renewable energy technologies; the manufacture of active pharmaceutical ingredients (APIs) or active substances; and the manufacture of medicinal products.

Climate Change

Climate governance

In order to ensure that the *Net Zero Strategy* is integrated into all its operations, Almirall incorporates climate change aspects at all levels of governance, in its strategic indicators and in the company's key objectives as long-term incentives.

Climate risk management

1

IDENTIFIED IROs

Physical risks: floods, droughts, extreme weather events.
Transition risks: regulations, market, technological and reputational.
Energy impact: energy efficiency and renewable energy.
Transition opportunities: regulatory, market, reputation, financing.

2

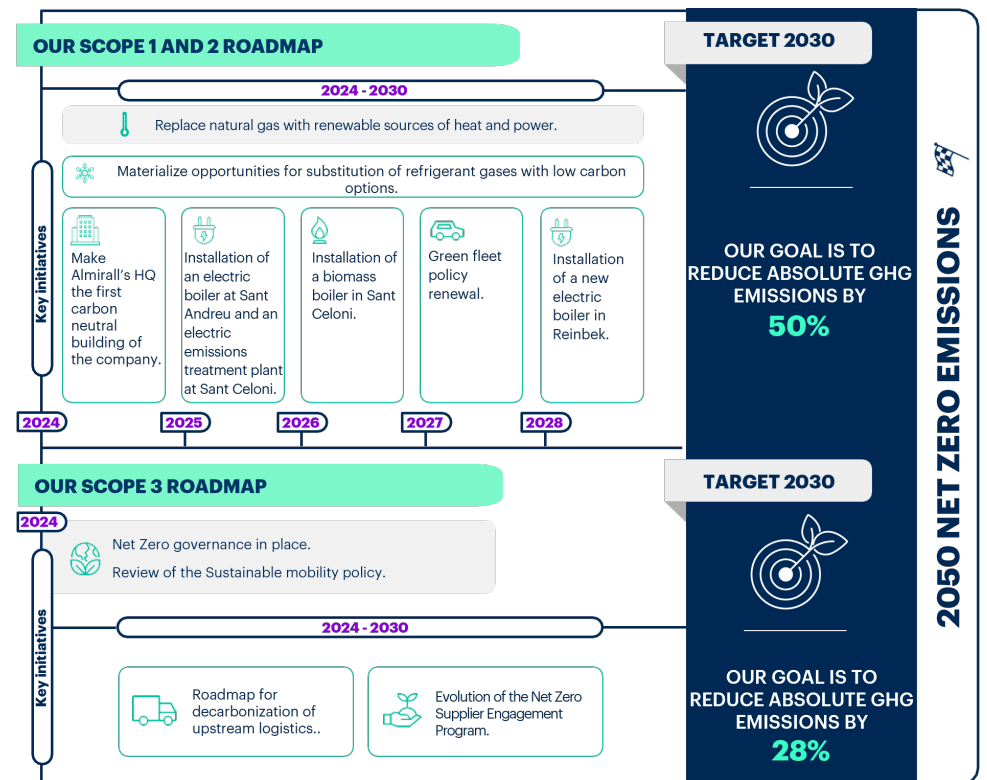
CLIMATE SCENARIO ANALYSIS

Almirall analyses physical risks through Representative Concentration Pathways (**RCP 4.5 and RCP 8.5**), which consider floods, water scarcity, extreme phenomena and temperature rise. For transition risks, it considers two scenarios: one aligned with current global commitments (**SPS, 2.7–3.3°C**) and another of low emissions, the Sustainable Development Scenario (**SDS, 1.5°C**).

Net Zero Strategy

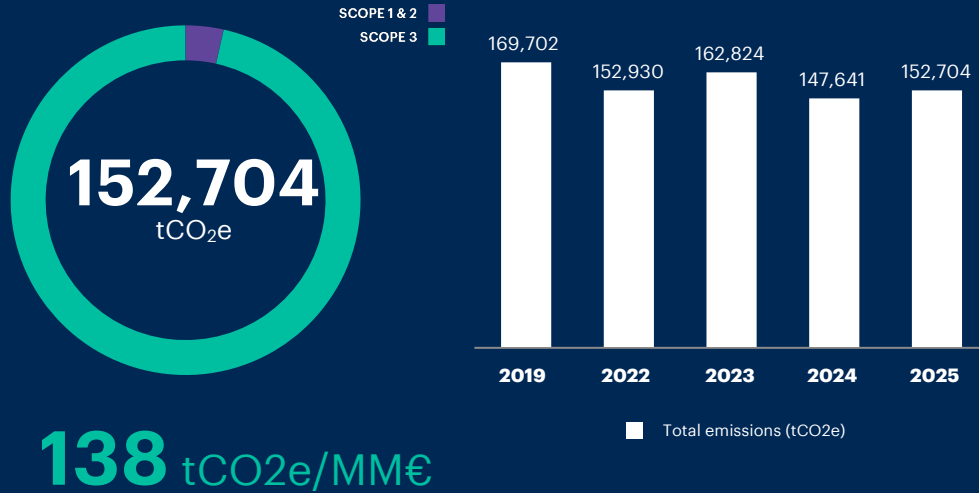
In 2022, Almirall's Board of Directors approved ambitious greenhouse gas emissions reduction targets aligned with the commitments of the Paris Agreement, which were **validated by the Science Based Target Initiative (SBTi)** in June 2023.

The short- and medium-term climate strategy is integrated into financial planning, with an annual budget and a five-year forecast for OpEx and CapEx. In 2025, OpEx includes the purchase of renewable electricity, sustainable procurement programmes, the *Energize* programme for suppliers and sustainable mobility measures. The year's investments mark a milestone in decarbonisation that will reduce emissions from Almirall's centres by at least 40% by the end of 2026 (vs 2019).



¹ To learn more about climate change at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Reporting.

Emissions

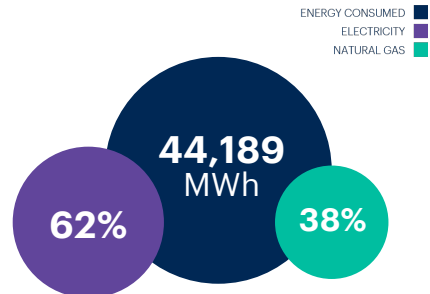


Energy

ENERGY CONSUMPTION vs NET INCOME

40 MWh/MM€

-15% vs 2024



Energy efficiency

-30%

2011-2025 power consumption

Renewable energies

100%

renewable electricity

Elimination of natural gas

-23%

reduction in 2019-2025

Supplier engagement programme

63%

emissions covered by suppliers with carbon programmes

Photovoltaic self-generation

13%

electricity self-generated

Positive impact in 2025

- In 2025, the **total energy consumption** has been reduced by **4.5%** compared to 2024, thereby consolidating a cumulative decrease of 30% compared to 2011.
- The installation of photovoltaic panels at the Reinbek pharmaceutical plant and the expansion of the existing photovoltaic plant in Sant Andreu de la Barca (Phase III) have allowed a **reduction in dependence on the company's supply** from the electricity grid by 3,589 MWh, **13%** of total electricity consumption.
- Notable actions at the pharmaceutical plant in Sant Andreu de la Barca include the installation of an electric steam boiler, the replacement of the cooling plant with a heat pump and the replacement of the plate heat exchanger with an electric *booster* system. These measures will allow for a **reduction of 755 tonnes of CO₂ per year**, which represents a decrease of over 60% compared to emissions in 2019.
- Almirall is committed not only to **purchasing green energy with a Guarantee of Origin** but also to purchasing renewable electricity through a long-term renewable energy purchase agreement (**PPA**) since 2023 and **onsite solar self-generation**.
- At the Reinbek Pharmaceutical Plant, improvements have been implemented in the operating settings of the natural gas boiler with a **reduction of 87 tonnes of CO₂e annually**.
- At the Sant Celoni chemical plant, the volatile organic compound (VOC) treatment equipment has been replaced by a new thermal oxidizer powered by electricity instead of natural gas. This measure is expected to **reduce up to 145 tonnes of CO₂e per year**.
- Through the progressive implementation of new fleet policies, **27% of the commercial vehicle fleet in Spain are hybrid, and 73% of company cars are hybrid or electric**. This year, in addition, a new fleet policy has been approved in France.
- Strengthening the Supplier Engagement Programme** to align suppliers with the Net Zero 2050 goals and advance in the decarbonisation of Almirall's supply chain.
- Substitution of air shipments by sea transport for long-distance shipments**.
- The headquarters in Barcelona is carbon neutral** and has been operating without natural gas since March 2024.
- Implementation of **pioneering technologies** such as magnetic levitation in cold compressors and the **digitalisation of energy management** through a Digital Twin, which optimises daily energy use and anticipates future consumption based on production.

Water Management

Climate change is exacerbating water risks globally and is compromising the availability and quality of water. The intensification of extreme phenomena—floods, storms and droughts—is increasing the vulnerability of communities and businesses.

For Almirall, these impacts represent a strategic challenge: torrential rains and floods can disrupt production and damage facilities, while droughts cause water and energy shortages, consequently raising operational costs. Almirall's headquarters in Spain are considerably exposed, with a vulnerability that could intensify in the long term.

WITHDRAWN WATER

100,636 m³

-2% vs 2024

WATER WITHDRAWN/
NET INCOME

91 m³/MM€

-13% vs 2024

WELL WATER WITHDRAWN

45%

WATER REUSED

6%

WATER WITHDRAWN IN
WATER STRESSED AREAS

87%

WATER CONSUMPTION
REDUCTION

-20%

vs reference consumption

B in CDP Water Security

Water Strategy

Almirall's sustainability strategy **Act4Impact 2030** includes, among its priorities, the efficient management of water, given that it is one of the essential resources for production and for society in general.

-25%

2030 vs
2019-2022

WATER CONSUMPTION REDUCTION TARGET

Positive impact in 2025

- In 2025, **water consumption** decreased by **20%** compared to baseline consumption (2020-2022).
- Second **osmosis plant** installed at the Sant Andreu pharmaceutical plant, with the aim of reusing the reject from the industrial water treatment plant.
- At the headquarters, the **reject water generated during treatment of the centre's water** has been redirected to irrigate the new green cover.
- **Installation and digitalisation of new meters** at the chemical plants of Sant Celoni and at the pharmaceutical plant of Sant Andreu de la Barca.
- The **multidisciplinary working groups** created in 2024 at Spain's industrial and R&D centres have been consolidated with the aim of continuing to identify and implement new measures for water saving, for improving the efficiency of processes associated with water consumption and for increasing water recirculation, as well as for implementing new awareness-raising actions.
- **Optimisation of processes and replacement of equipment** in operations identified as having significant water consumption at the Reinbek Pharmaceutical Plant.

¹ To learn more about water at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Reporting.

Pollution

The prevention of water, air and soil pollution is crucial for Almirall's environmental commitment. The release of pollutants degrades natural environments and affects the quality of water, air and soil, putting human health and biodiversity at risk. Almirall addresses these challenges through sustainable and effective strategies to prevent and mitigate pollution at all its sites.

Air Pollution

At Almirall, the main source of air pollution is the emissions of volatile organic compounds (VOCs) generated in the chemical plants during the manufacture of active ingredients, and to a lesser extent in the Sant Andreu pharmaceutical plant. To mitigate them, the decarbonisation strategy is integrated with the installation of an electric regenerative thermal oxidation system in Sant Celoni, replacing equipment powered by natural gas. In Sant Andreu, the segregation of emissions has been completed and the existing treatment system has been optimised, and an additional study will be conducted to define the best technology to be implemented. In 2025, a total of €1.4 million has been invested in CapEx for these actions.

Water Pollution

Almirall's main actions regarding water pollution are aimed at preventing and minimising pollution, ensuring a safe discharge and complying with the legally applicable requirements. In 2025, a total of €218 thousand has been invested in CapEx associated with these activities.

Highlights include the implementation of new wastewater treatment technologies in Reinbek (*photo-Fenton* treatment, which eliminates Active Pharmaceutical Ingredients and allows on-site treatment), thereby minimising the volume of wastewater managed as waste, reducing costs and reducing the environmental impact associated with the transport and management of waste.

Biodiversity

Almirall is committed to protecting biodiversity and ecosystems, as stated in its Sustainability Policy. Although this area is included in the 2030 sustainability strategic plan, the targets related to biodiversity will be established beginning in 2026.

Almirall has built a green roof of 908 m² at its headquarters in Barcelona. This space promotes urban biodiversity, improves air quality and contributes to a cleaner environment for the community. Additionally, it helps mitigate the heat island effect by creating a cooler and healthier microclimate. This project was awarded by the Barcelona City Council as the best initiative of the water savings challenge driven by a company.



¹ To learn more about pollution and biodiversity at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

Resource Use and Circular Economy

Almirall manages resources responsibly, promoting circularity to ensure the sustainable use of limited resources throughout its value chain and the appropriate management of the waste generated in its operations.

Positive impact in 2025

- Initiatives to improve the sustainability of packaging:** More than 66 initiatives aimed at improving the sustainability of packaging have been implemented, 18 of them new this year. Of the new initiatives, 7 have been completed during 2025. One of the most notable actions has been the replacement of plastic materials with paper alternatives, both in the tamper evident labels and in the tray of the Ilumetri box.
- Use of cardboard certified by the Forest Stewardship Council (FSC):** There is continuing progress on implementing Forest Stewardship Council (FSC)-certified cardboard in the packaging material of our products. By the end of 2025, all the packaging boxes and grouping boxes manufactured in our production sites come from FSC-certified sources. The inclusion of the FSC logo is applied in accordance with the regulations in force in each country and product category. Currently, 236 references already incorporate this seal.
- Elimination of leaflets in cosmetics and food supplements:** Of the 112 references belonging to the categories of cosmetic specialities and food supplements, the leaflet has been eliminated or omitted in practically all the products. There are only 8 references left for completing this transition.
- Waste reduction:** At the Sant Andreu de la Barca pharmaceutical plant, the wastewater pre-treatment system installed in 2024 has been fully operational, designed for the water from the cleaning processes. The incorporation of an evaporator allows this waste to be reduced by 85%, significantly reducing the volume that requires transport and external management.

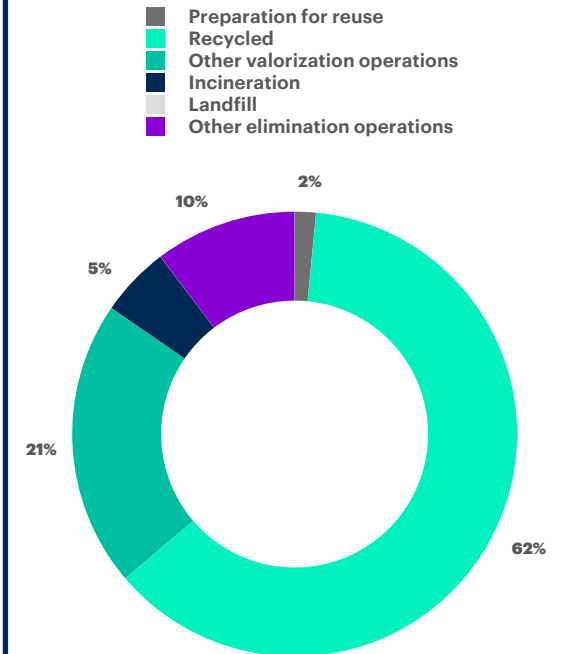


The main objectives focus on reducing the impact of packaging by **using more sustainable materials and eliminating unnecessary ones**, driving specific projects to improve the sustainability of products with greater improvement potential, exploring the Digital Product Passport and promoting the recyclability of products.



The priority is to **prevent** waste from going to a landfill by ensuring **safe waste management** and promoting **recyclability** whenever possible.

Waste



¹ To learn more about resource use and the circular economy at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

04

People



People and Culture

The employees of Almirall are its main asset. The well-being of both employees and patients is firmly situated at the heart of its business. The work culture is continuously reinforced by its Purpose.

This approach is an integral part of the company's success, together with the work ethic and culture, as well as prioritising the well-being of all employees.

People are at the core of Almirall's strategy, which strives to unleash their full potential by offering a safe and healthy work environment that prioritises and promotes diversity, equity and inclusion, well-being programmes and the empowerment and development of talent.

Work-life balance

Almirall aims to facilitate the needs of all its employees outside of the workplace by respecting, facilitating and encouraging their relationships with the family environment, therefore promoting:

- Digital disconnection
- Flexible working hours
- Remote work
- Policies for work-life balance and family support: 100% of eligible individuals took maternity/paternity leave in 2025, and (2.9% requested parental leave for the care of descendants or foster children.

Well-being

YOU feel WELL

The company maintains the wellness program "**YouFeelWell**", focused on promoting healthy habits through specific resources and tools. In 2025, a physiotherapy service was incorporated for the first time at centres in Spain.

This year 667 people participated in the **YouFeelWell Challenge**, a 12-week global challenge that includes walking, running, cycling or swimming. The "**Almirometers**" generated by the workers were transformed into donations to patient organisations such as the Association of People Affected by Atopic Dermatitis (AADA), the European Patients' Academy (EUPATI) and Global Skin.

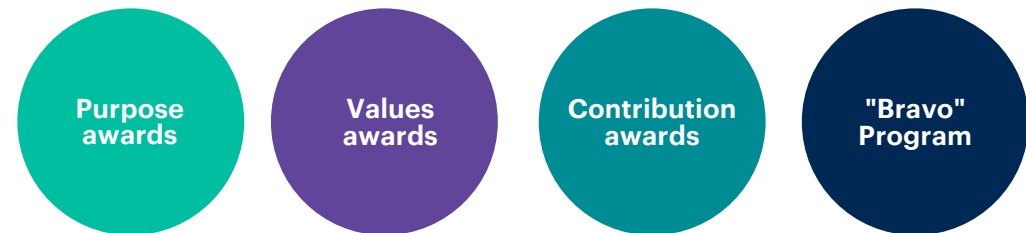
Training and development of talent

The human team at Almirall is a priority, and training and the development of their skills are essential for generating quality employment, as well as for attracting and retaining talent. **1,978** people participated in 2025 in the annual Performance Evaluation process (GPS - Go, Perform, Succeed).

Main development programmes for critical internal talent

- **FLOW:** Aimed at *High Potentials* and *Exceptional Contributors* of grade 11 or above. Focused on developing strategic, analytical, innovation, leadership and business execution capabilities.
- **GROW:** Aimed at *Exceptional Contributors* grade 10 or below. Geared towards strengthening their leadership skills through workshops, coaching and a six-month mentoring experience.
- **GLOW:** Aimed at *Rising Stars*. Designed to expand their knowledge of the business, increase their self-awareness, enhance their influence and accelerate their professional growth.

Main recognition programmes



eSat

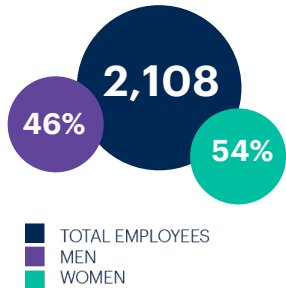
Almirall has been recognised by the prestigious certification **Top Employer** for the eighteenth consecutive year in Spain and for the second time in Germany.

Since 2022, employee satisfaction (eSat) at Almirall has significantly increased, reaching a score of 79 in 2025 (above the top 25% of companies in the global benchmark index).

1 To learn more about training, development and talent at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

Key Indicators

Staff and distribution



Training and talent



Equality and diversity

-1.5% GENDER PAY GAP

40% WOMEN IN MANAGEMENT POSITIONS*

(*) % number of females in grade 11+

Employment of quality

98% PERMANENT CONTRACTS

1.8% UNWANTED TURNOVER

3.3% ABSENTEEISM

Health and safety

7.3 ‰ INCIDENCE RATE OF OCCUPATIONAL ACCIDENTS, 56% BELOW THE SECTOR

38% DECREASE IN THE SEVERITY INDEX COMPARED TO THE PREVIOUS YEAR

49 NATIONALITIES REPRESENTED

57% AGED BETWEEN 30 and 50 YEARS

Positive impact in 2025

- Update of the **Corporate People & Culture Policy** (available [here](#)), thereby establishing fundamental principles in people management, focused on a culture that is deeply rooted in the company's purpose.
- Update of the **Diversity and Inclusion Policy** (available [here](#)), thereby promoting relationships based on mutual respect and equality, without discrimination on the grounds of race, age, gender, marital status, sexual orientation, political opinions, religion or any other personal, physical or social condition of the employees.
- Negotiation of a new **Equality Plan 2026-2029**, which will enhance the establishment of policies that ensure equal treatment and the same opportunities for women and men at all levels of the organisation.
- Launch of the **Health, Safety and Well-being Roadmap 2030**, which promotes the awareness and learning of healthy habits around four fundamental pillars: a culture of safety and operational excellence, well-being, strategic partnerships and communication and awareness.
- **Implementation of Workday**, a state-of-the-art platform that brings together all *Learning* and *People & Culture* activities in one place, which allows driving the Cultural Transformation and organisational efficiency through integrated processes, real-time data and a people-centred digital experience.
- Almirall has provided a *LinkedIn* license to every person, and the entire training catalogue has been integrated into the *Workday* platform. **LinkedIn Learning** offers an extensive library of high-quality courses tailored to roles, interests and career goals.
- Almirall has been included in the **LinkedIn Top companies 2025** of Spain, an annual ranking that highlights the companies that offer the best opportunities to boost careers, based on data on development, internal promotion and job stability.





55

Patients

Patients

The top priority at Almirall is the people who live daily with skin diseases. Therefore, innovation and accessibility to products are promoted through programmes focused on patients and on research and development.

>1,000,000

+39% vs 2024

PATIENTS TREATED WITH ALMIRALL'S STRATEGIC PRODUCT PORTFOLIO

EBGLYSS®
ILUMETRI®
KLISYRI®
WYNZORA®

Collaboration with patient associations

IFPA

GlobalSkin

Europso

EFA

By supporting the IFPA, more than 60 million people worldwide living with psoriatic disease are reached. In addition, the organisation's flagship programmes are strengthened, such as World Psoriasis Day, the IFPA Forum and the IFPA Accelerator.

GlobalSkin connects over 200 patient organisations focused on dermatology. It is based on three pillars: research, advocacy and support to improve the lives of people with skin diseases globally.

Since 2023, Almirall has sponsored a project of EUROPSO (European Federation of Psoriasis Movements), called PSO Podcasts, which seeks to raise awareness about the psychosocial burden of psoriasis and the importance of the well-being of patients and their families.

Through the European Federation of Allergy and Airways Diseases Patients' Associations, Almirall supports the vision of ensuring that all affected individuals have access to quality care, a safe environment and active participation in health-related decisions.

i To learn more about Patients, development and talent at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

Patients' health and safety

QUALITY SYSTEMS

Almirall has a global quality system that pursues continuous quality improvement and covers active ingredient manufacturing plant processes, finished product, subcontracted manufacturers, suppliers of starting materials, storage and distribution services. Almirall's facilities have Good Manufacturing Practices (GMP) certifications for production centres, Good Distribution Practices (GDP) for marketing entities and ISO for medical devices, as appropriate.

PHARMACOVIGILANCE SYSTEMS

For Almirall, ensuring the safety and efficacy of the medicinal products it markets is a core pillar. It has a robust pharmacovigilance system that allows for the identification, evaluation and prevention of risks associated with the use of drugs, thus protecting public health and strengthening trust in treatments.

- Patients, consumers and users of products can report suspected adverse reactions through various communication channels.
- It continues to monitor the safety profile of the medicinal products, medical devices and cosmetics of the company's product *portfolio*.
- Proper management of suspected adverse reactions, therefore evaluating the collected information, conducting follow-up activities if necessary and preparing and distributing safety reports to health authorities in accordance with current guidelines.
- Almirall has a corporate safety committee for medicinal products, which is responsible for making relevant decisions on safety matters, as well as ensuring compliance with legislation and the safety of patients/customers.

20 QUALITY AUDITS

+11% vs 2024

1,303 QUALITY INQUIRIES RECEIVED

>95% addressed

7,157 INDIVIDUAL CASES OF SUSPECTED ADVERSE REACTIONS PROCESSED → SUPPORT A FAVOURABLE AND SAFE BENEFIT-RISK PROFILE FOR PATIENTS

100%

FAVOURABLE RESULTS IN QUALITY AUDITS



Partners

Value Chain

Almirall manages its value chain very rigorously, based on ethical and quality principles that exceed regulatory requirements.

As a member of the *Pharmaceutical Supply Chain Initiative (PSCI)* since 2022, Almirall supports its principles regarding the responsible management of the supply chain in the areas of ethics, labour, health and safety, environment and related management systems. Furthermore, Almirall takes these principles into account when selecting and evaluating its suppliers, who must accept the Supplier Code of Conduct.

The company also actively promotes a sustainable and responsible value chain that contributes to excellence in management and helps prevent or mitigate potential negative impacts, both real and potential, on human rights and the environment.

Positive impact in 2025



92/100 EcoVadis (+6% vs 2024), revalidating for the fourth consecutive year the platinum medal.

MAIN INITIATIVES

HIGH RISK MATERIALS

To assess and mitigate the effects of the use of certain materials relevant to the pharmaceutical industry and identified as potentially significant in terms of environmental and human rights impact by the *PSCI*. This assessment analysed the impact on human rights and the environment in 11 key areas throughout the supply chain, from mining/harvesting to refining and processing.

EUDR

European regulation against deforestation: raw materials must not come from recently deforested land or cause forest degradation. Almirall's objective is to implement the Due Diligence process required for compliance with the EUDR during 2026.

ⁱ To learn more about corporate governance at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

Sustainable procurement program

Almirall requires that its suppliers be aligned with its values and principles regarding the environment, ethics and labour and human rights. This is a key lever for advancing towards the company's objectives and achieving mutual success.

SUPPLIER CODE OF CONDUCT

Almirall requires that all suppliers in its value chain comply with the ethical standards set out in its Code of Conduct. Aligned with the *PSCI*, it addresses issues such as privacy, child labour, abuse and mistreatment, working conditions, freedom of association, health, safety and the environment, among others.

SUSTAINABILITY AUDITS

Almirall requests audits from its strategic suppliers. These are conducted by independent rating agencies, following strict sustainability criteria. Additionally, Almirall will finance the on-site ESG audits for two key suppliers in 2026.

TRAINING & RESOURCES

Almirall provides feedback to its suppliers accompanied by resources and support to improve the score obtained or to implement the necessary corrective actions. Likewise, suppliers have access to a voluntary training programme that includes specialised materials on sustainability, the environment, climate change, responsible purchasing and diversity and inclusion, as well as codes of conduct, among others.

478 AUDITED SUPPLIERS

457 SUPPLIERS WITH APPROVED AUDIT

100% NEW CONTRACTS WITH ESG CLAUSES

66% SPEND FROM SUPPLIERS WHO ACCEPT THE CODE OF CONDUCT

64% SPEND FROM SUPPLIERS WITH ESG AUDITS

07

Principles



Ethics and Compliance

At Almirall, corporate responsibility, integrity and transparency are a fundamental part of our operations. We recognise the importance of non-financial factors in creating long-term value, and as a result, we are dedicated to conducting our business in a safe and environmentally sustainable manner as part of our commitment not only to improve the lives of the people but also to make a positive impact on our stakeholders.

SpeakUp!

SpeakUp! is the company's secure and confidential reporting channel, allowing all employees and external collaborators to confidentially report any concerns or worries, suspicions of misconduct or behaviour that might violate the law and Almirall's Code of Ethics. The Group's no retaliation policy ensures that communications are made without fear of adverse consequences, thereby fostering a culture of trust and transparency and thus providing a safe and confidential means for early detection, management and resolution of potential ethical breaches.

In 2025, out of a total of 18 reported cases, 13 were substantiated, 4 were unsubstantiated, and 1 case is under investigation at the date of publication of this report.

Prevention and detection of corruption and bribery

Almirall's anti-bribery and anti-corruption policy (ABAC) provides employees with training and essential principles for identifying, preventing and mitigating risks of bribery and corruption. This training is offered to all new employees and is updated every two years for all staff, including leaders and senior management.

In 2025, no reports related to bribery or corruption were received.

Code of Ethics

Almirall's Code of Ethics, updated in 2024 by the Board of Directors, reflects the principles, values and behavioural guidelines that not only govern the actions of everyone who works at Almirall, they also form the basis of all our Corporate Policies.

Main KPIs

	Code of ethics	Antibribery / Anticorruption	Privacy
Training coverage	98%	73%	95%
Total employees receiving training	2,073	1,529	1,649
Total employees at the end of the year (*)	2,108	2,108	1,742
Methodology			
Face-to-face	—	—	—
Online	2,073	1,529	1,649
Frequency	Every two years	Every two years	Every two years
Main content of the training			
Definition of bribery and corruption	X	X	N/A
Group Policies	X	X	N/A
Detection process	X	X	N/A
Speak-Up! channel operation	X	X	N/A

(*) It includes the total number of employees who require training.

i To learn more about corporate governance at Almirall, please refer to Almirall's 2025 Statement of Non-Financial Information and Sustainability Information.

At Almirall, sustainability is more than a commitment; it is a core pillar that drives our mission to create long-term value and transform the world of our patients by helping them achieve their hopes and dreams of a healthy life.



