

GLOBAL CORPORATE POLICY

Diversity & Inclusion Policy

Effective date	3 February 2025
-----------------------	-----------------

Content

Section 1	Purpose	Page 2
Section 2	Scope	Page 2
Section 3	Key Principles	Page 2
Section 4	Statement	Page 2
Section 4	Governance	Page 4

1. Purpose

Almirall recognizes and values the contribution of people with different capabilities, experience and perspectives. Diversity has many facets – among them, race, ethnicity, gender, gender identity, age, religious, affiliation and sexual orientation – but it also includes varying educational backgrounds, personality types, cultural references, experiences, and physical abilities. At Almirall, we are committed to:

- A workplace which is free from discrimination.
- Treating employees fairly and with mutual respect.
- A workplace culture that embraces individual differences.
- Equal employment opportunities based on ability, performance and potential.
- Making all employees aware of their rights and responsibilities with regards to fairness, equity and respect for all aspects of diversity.
- Attraction, retention and development of a diverse range of talented and committed people.

As a company, Almirall endeavors to respect and integrate itself into the cultures and traditions of the communities where it is present, whilst staying true to our core values and principles. We also strive to provide a safe and accepting environment for individuals to freely express themselves and openly live their lives to their fullest, whilst respecting people's privacy and confidentiality.

The purpose of this Diversity & Inclusion policy (the "**Policy**") is to communicate and promote the commitment of Almirall to the promotion of equality of opportunity amongst its employees, and its relationships with other stakeholders.

2. Scope

This Policy applies to Almirall S.A. and all the legal entities of Almirall group (altogether, "**Almirall**" or the "**Company**") and their respective employees. In the event an external third party is engaged by the Company in relation to the activity or purpose described by the Policy, they should abide by this Policy to the extent applicable.

3. Key Principles

The key principles which underpin this Policy are:

- Promote a more diverse and inclusive work environment where everyone feels valued and respected.
- Establish a coherent, integrated and collaborative approach to managing and progressing the diversity and inclusion agenda. Promote and foster coherent, integrated and collaborative approaches to managing and prosecuting diversity and inclusion.
- Promote a fair, open and inclusive culture.

- Diversity and inclusion activities and impact will be measured, monitored and reported.
- Creating a culture of inclusion is a long-term commitment and a continuous process of improvement.

4. Statement

Almirall has a commitment in favor of the protection and promotion of human rights, and applicable laws on diversity and inclusion, by which the Company guarantees equal opportunities and non-discriminatory, fair and impartial treatment in all areas of our organization, without prejudice to race, nationality, ethnic origin, religion, gender, sexual orientation (LGTB), marital status, age, disability, or family responsibilities.

For this reason, we promote the following measures throughout our organization:

- Almirall promotes and recognizes the knowledge, experience and skills of the people that make up the Company, irrespective of their personal or social circumstances, so that they are respected and valued, allowing them to achieve their full potential. It therefore undertakes to maintain an environment based on respect and fair treatment with a zero tolerance to all types of harassment or other discriminatory practices.
- Any type of discrimination in the work environment based on age, race, ethnicity, color, national origin, gender, sexual orientation, gender identity, marital status, family responsibilities, disability, sensitive medical conditions, social origin, religion, political opinion, training, background, employment options or any other condition is unwelcome and unacceptable.
- Almirall promotes gender diversity in its teams where all employees will enjoy an inclusive environment and recognizes and supports the multicultural reality in society and communities, as well as in all its activities and geographical areas where it is present.
- Almirall promotes the use of objective criteria for the recognition of personal skills and professional merit that ensures equity. It therefore recognizes and brings to the fore:
 - a. Gender diversity through promotion and leadership of women, especially in leadership positions and other positions in which they are under-represented.
 - b. The diversity of people with disabilities, promoting their inclusion beyond legal requirements.
 - c. The creation of equal work opportunities for people in situations of vulnerability and generational diversity that provides different perspectives that are key for the Company.
 - d. The diversity provided by people of different origins, race, ethnicity, color, national origin, sexual orientation, gender identity, marital status, family responsibilities, sensitive medical conditions, social origin, religion, political opinion, education, background, employment options or any other condition that is a source of talent and wealth.
- Almirall undertakes to ensure that processes related to selection, performance, remuneration and benefits, training, promotion and other professional development practices are based on objective criteria related to merit, the recognition of one's own aptitudes and being suited to the achievement of objectives, far removed from discriminatory practices, and that also ensure equal opportunities and pay equity.
- Almirall implements measures that enable the work-life balance of its employees, offering flexible mechanisms (maternity and paternity leave, remote work, dependent care, etc.) that promote equal opportunities, wellbeing and commitment in accordance with the best practices of the places where it operates in its sectors of activity.

- Almirall facilitates adaptations in workspaces to guarantee the accessibility of people who require special needs and promotes the elimination of attitudinal barriers in order to ensure participation in truly equal conditions.
- Almirall promotes actions that raise awareness among its employees and stakeholders on possible unconscious prejudices that may hinder skills to become more inclusive, and it also provides specific training on diversity, equity, and inclusion, so that these groups help create a culture and environment free of discrimination.

5. Governance

Corporate Policy Sponsor: Chief People & Culture Officer
Corporate Policy Owner: Sr. Director, Global C&B, Labour Relations & People Admin.

All employees are required to report any suspected violation of this Policy in accordance with Almirall Code of Ethics and other internal guidelines. Suspected violations can be reported to the direct manager, People & Culture, the local Compliance Officer, Legal representative or through the [SpeakUp! channel](#)