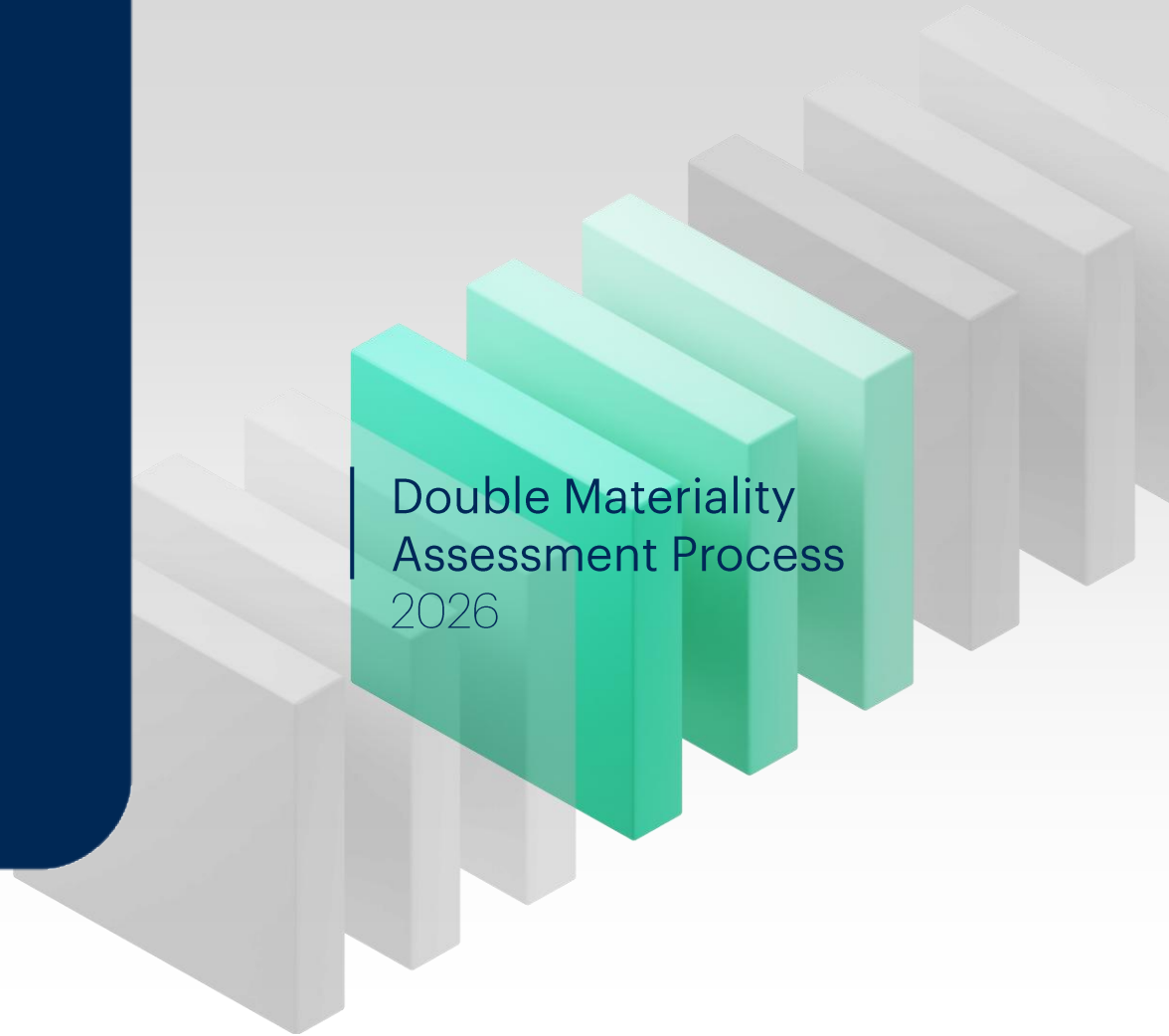
almirall
feel the science

ACT4IMPACT

Almirall Sustainability 2030

Double Materiality Assessment Process 2026



Double materiality assessment



IMPACT MATERIALITY
How the company impacts on each topic, sub-topic, and sub-sub-topic. → Identification and evaluation of the (potential) positive and negative impacts of the company.

Companies will only report on those topics that have a real material impact on them

FINANCIAL MATERIALITY
Relative importance of material topics and sub-topics for the company. → Identification and evaluation of the (potential) risks and opportunities for the company.

Double Materiality

Annual Update Process

1 Clear governance

There are clear roles defined and owners by sub-topic and for each Impact, Risk and Opportunity.

2 Integrated in Risk Management

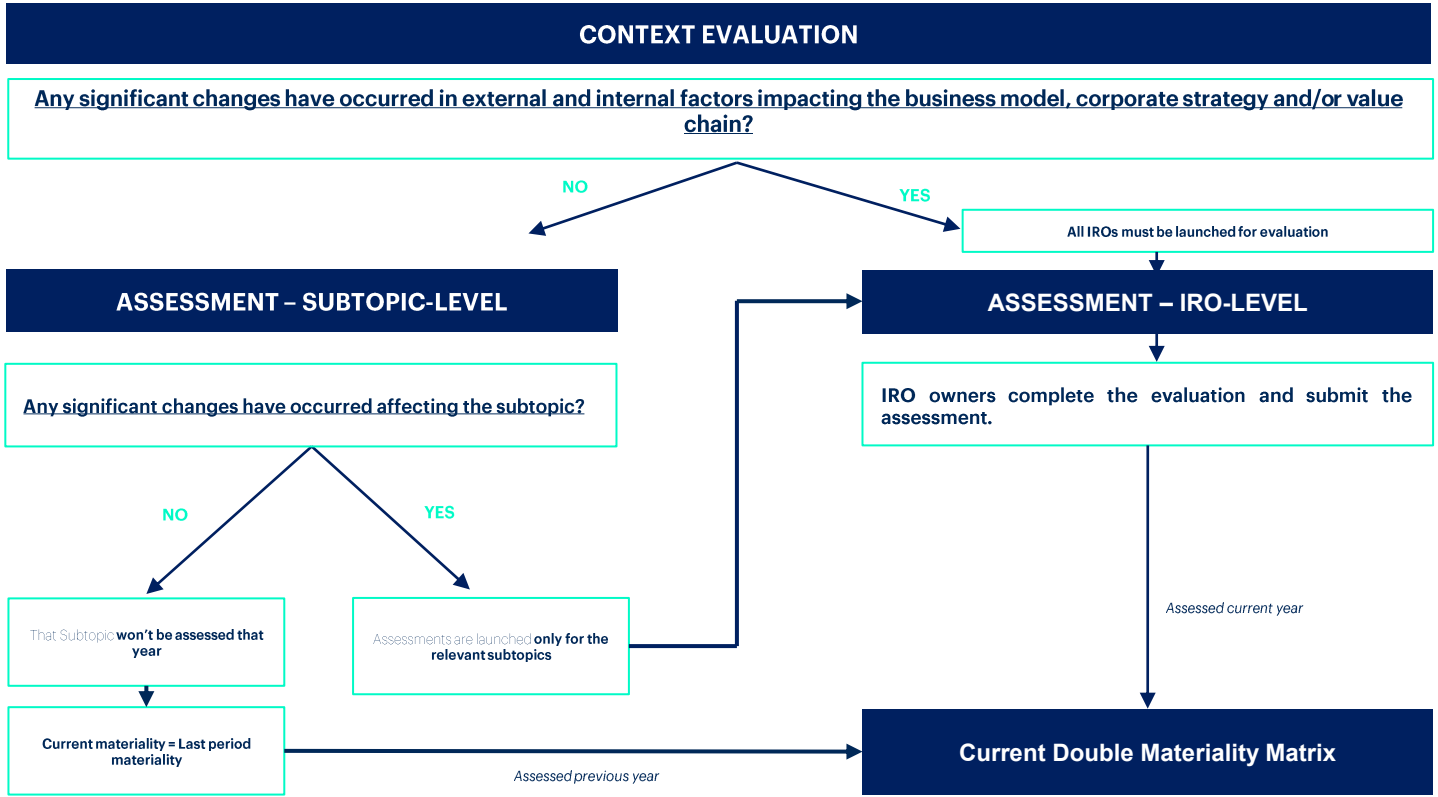
IROs evaluation forms part of the overall risk management process, thereby contributing to the definition of the corporate risk profile and strategic decision-making.

3 Annual Analysis

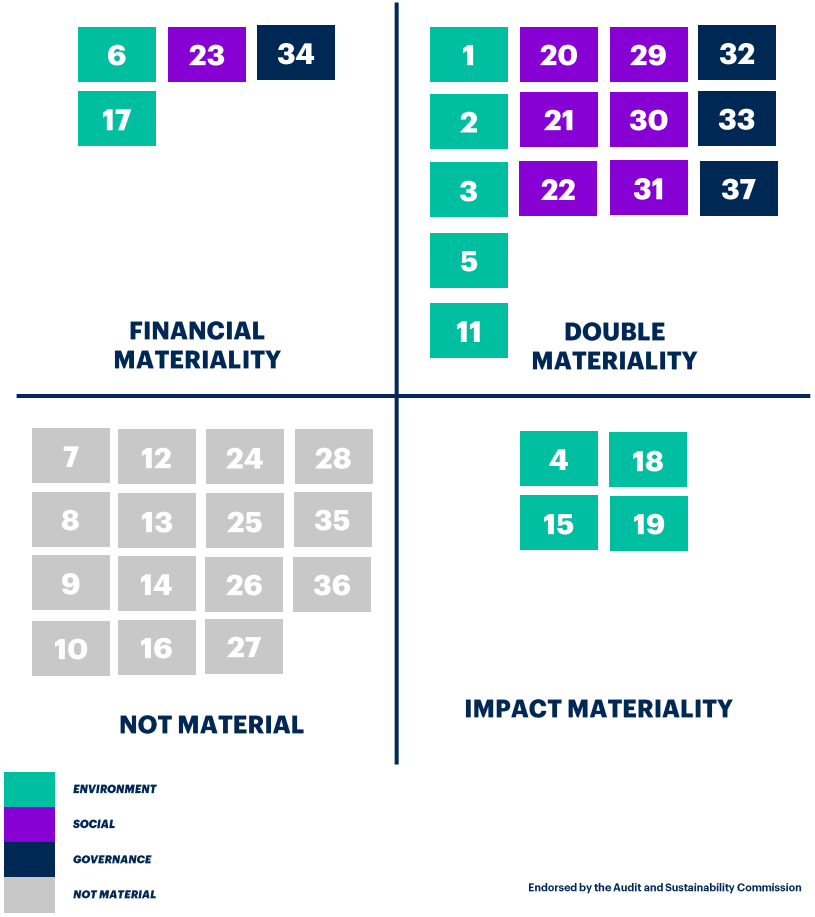
The materiality assessment process occurs at least annually.

4 Sustainability Committee Approval

The final findings are approved by the Sustainability Committee.



2026 Double Materiality Matrix



Endorsed by the Audit and Sustainability Commission

ENVIRONMENT

E1	1	Climate Change Adaptation
	2	Climate Change Mitigation
	3	Energy
E2	4	Air Pollution
	5	Water Pollution
	6	Soil Pollution
	7	Contamination of Living Organisms and Food Resources
	8	Substances of concern
	9	Substances of very high concern
	10	Microplastics
E3	11	Water
	12	Marine Resources
E4	13	Direct Impact Drivers of Biodiversity Loss
	14	Impacts on State of Species
	15	Impacts on the Extent and Condition of Ecosystems
	16	Impacts and Dependencies on Ecosystem Services
E5	17	Resources inflows, including resource use
	18	Resource outflows related to products and services
	19	Waste

SOCIAL

S1	20	Working conditions
	21	Equal Treatment and Opportunities for All
	22	Other work-related rights
S2	23	Working conditions (Value chain)
	24	Equal Treatment and Opportunities for All (Value Chain)
	25	Other work-related rights (Value Chain)
S3	26	Communities' Economic, Social and Cultural Rights
	27	Communities' Civil and Political Rights
	28	Rights of Indigenous Peoples
S4	29	Information-Related Impacts on Consumers or End-Users
	30	Personal Safety of Consumers or End-Users
	31	Social Inclusion of Consumers or End-Users

GOVERNANCE

G1	32	Corporate Culture
	33	Whistleblower Protection
	34	Animal welfare
	35	Political Engagement and Lobbying Activities
	36	Management of Relationships with Suppliers including Payment Practices
	37	Corruption and Bribery

almirall
feel the science

Annex



Material Issues for Enterprise Value Creation

	Human Capital Management	Corporate Governance & Ethics	Energy
Business case	**Human capital management is critical to business from the following perspectives:** • Talent Acquisition and Retention of top talent in a competitive landscape. • A varied workforce provides different perspectives, boosting creativity and problem-solving, which are crucial for innovation in drug development. • Strong employee engagement and productivity result in higher engagement, lower turnover and improve productivity. • A diverse, well-trained team enables Almirall to effectively handle complex regulatory environments and maintain high ethical standards. • Increase reputation and brand value.	**Strong corporate governance and ethical culture is critical to business from different angles:** • **Regulatory Standards:** Adhering to local and international rules is essential as oversight from global regulatory bodies grows stronger. • **Upholding Reputation:** In the pharmaceutical sector, maintaining trust and a solid reputation is crucial. Ethical conduct minimizes the chances of reputational harm arising from poor governance. • **Engaging Investors:** Investors are placing greater emphasis on ESG factors when making decisions. • **Managing Risks:** An effective governance structure aids in recognizing and addressing various risks, such as those related to finance, operations, and reputation. • **Sustainable Value Growth:** Incorporating sustainability principles into business strategies supports long-term sustainability objectives, boosting corporate value overall.	**Strong energy and carbon management are critical for Almirall in order to address the following:** • **Regulatory risks:** Almirall faces direct and indirect risks from aligning with the EU's Net Zero targets and stricter climate regulations. These may raise transitional costs, including operational and capital investments. • **Market and technological risks:** Delayed adaptation to market demands and sustainable practices could lead to loss of market share and revenue, as consumers increasingly prefer sustainable products. Failure to respond to competition may harm Almirall's image. • **Reputational risks:** Non-compliance with environmental regulations, especially climate-related, could damage Almirall's reputation in the short and medium term, leading to lost business opportunities.
Type of impact	Risk, Cost	Risk	Risk, Cost
Business strategies	At Almirall, we have established a comprehensive learning and development framework that encompasses onboarding, technical training, leadership growth, and ongoing educational opportunities. We offer a self-knowledge programme designed to enable employees to identify and understand their strengths and areas for improvement. To do this, we use tools such as Insights, 360 Feedback and Coaching, among other resources, to foster a stronger personal knowledge. Almirall also articulates its offer of development programmes for critical internal talent under the nomenclature of KNOWMADS, with core programmes looking at developing key capabilities, promote innovation and entrepreneurial vision and expand knowledge for critical internal talent. We have set clear metrics and targets in terms of number of hours of training and to monitor our advancement in achieving equality at senior leadership level. Additionally, we foster a culture of continuous feedback with regular check-ins and periodic performance reviews that emphasize development and growth.	We have a Code of Ethics applicable to all employees which capture our commitment towards ethical business. It also mentions the escalation mechanism if an individual wants to raise a concern/ complaint. Additionally, our policies on anti-bribery & corruption, human rights, suppliers code of conduct, etc. drives strong governance within the organization. Our Sustainability Committee is tasked with overseeing our sustainability strategy and keeping track of its progress. Sustainability objectives are integrated into all aspects of our operations, such as supply chain and environmental management. Additionally, Sustainability risks have been embedded in our enterprise risk management framework, evaluating their potential effects on business activities and our standing in the industry.	Almirall has a robust set of policies in place to address the impacts, risks and opportunities associated with climate change, covering both mitigation and adaptation. These include the Sustainability Policy and the Occupational Health, Safety and Environment Policy, which together establish clear principles for responsible environmental and energy management. Building on this foundation, the company has developed a Net Zero Strategy aligned with the 1.5°C climate pathway. The strategy focuses on: Reducing greenhouse gas emissions through structured actions to lower emissions; efficient resource management optimizing water, energy and material use; increasing the share of renewable electricity in the company's energy mix; integrating energy-efficiency criteria into purchasing decisions for products and services; promoting design approaches that improve energy performance and reduce environmental impacts. Overall, these policies and initiatives reinforce Almirall's climate ambition and its commitment to a responsible, science-aligned energy transition.
Target/Metric	Our goal is to provide an average of 45 hours of training per full-time employee by 2030. Additionally, we aim to achieve parity in senior leadership, ensuring the proportion of women in senior leadership 45-55% by 2030.	% staff trained in the Code of Ethics	% reduction in carbon footprint scopes 1 and 2
Target year	2030	2030	**2030**
Progress	Proportion of women in senior leadership has been 40%, meeting the 2025 target. Number of hours of training per employee amounted to 50 in 2026, vs 35 hours (2025 target).	Successfully achieved 2025 target (actual 98% vs target 100% +/-2%). In line for achieving 2030's target of 100% employees trained.	Successfully achieved 2025 target (actual 22% reduction vs target 12%). In line for achieving 2030's target of 50% direct emissions reduction.
Executive compensation	Sustainability targets are directly linked to the variable remuneration of the main internal stakeholders. This includes all members of Almirall's Management Board, senior leadership, individuals with direct responsibilities in key areas and other relevant groups, both in the short and long term. This link to variable remuneration reinforces Almirall's commitment to sustainability as a strategic pillar of its business activity. . In the case of members of the Management Board, sustainability targets has a weight of 5% on the total incentive, while in the particular case of the CEO it is 10%.		

Material Issues for External Stakeholders

	Consumers or End-Users	Climate resilience
Material issue	Product Quality	Environmental policy and management
Cause of the impact	Operations, Products/Services	Operations, supply chain
External stakeholders/ impact areas evaluated	Society, Consumers	Environment, Society, Suppliers
Topic relevance on external stakeholders	Almirall is committed to improving the quality of life of its consumers and patients through innovative and safe solutions, always prioritising their health and well-being. Hence, high quality and safe products form the cornerstone of our business model. In the absence of safe medicines, there may be an increasing adverse impact on human life. Negative	Poor handling of carbon emissions leads to ecosystem damage and a decline in natural resources, which can affect operational efficiency. By committing to responsible environmental management, we contribute to global efforts to achieve climate goals and support long-term ecological stability. With increased attention on managing environmental impacts, failing to effectively control our emissions could lead to a loss of stakeholder trust and harm our business reputation Both positive and negative
Output metric	• Number of quality audits • Number of quality inquiries received • Number of cases of suspected adverse reactions processed	• Reduction in scope 1 and 2 emissions • Reduction in Scope 3 emissions • Avoided CO_2 Emissions
Impact valuation	Improved health and well-being	Improved quality of air and other available natural resources
Impact metric	% of the enquiries received and processed promptly	• Increase in Renewable Energy • Decrease in GHG emissions