GLOBAL CORPORATE POLICY

Occupational Health, Safety and Environmental Policy

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Approved use	Approved for external dissemination

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1. Purpose

The purpose of this policy (the "**Policy**") is to establish the guidelines and general objectives related to occupational health, safety and environment ("**HSE**") at Almirall S.A. and the legal entities in its group (altogether, "**Almirall**"), in alignment with the applicable laws and other requirements to which Almirall voluntarily subscribes, to properly prevent occupational health and safety risks and promote environmental protection in our daily activities, as a priority and strategic objective of Almirall.

2. Scope

This Policy applies to Almirall, as defined above, and their respective employees. In the event an external third party is engaged by Almirall, it should abide by this Policy to the extent applicable.

1. Principles and commitments

In the exercise of its activity as a biopharmaceutical company, aimed at achieving the objectives derived from its business strategy, Almirall bases its actions on the firm commitment to act in all areas in strict compliance with the law and the applicable regulatory framework, adequately preventing occupational health and safety risks and promoting the protection of the environment.

As part of Almirall's commitment to sustainability, one of the priorities and strategic objectives driving Almirall's daily activity is the occupational health and safety, and the protection of the environment, including better energy performance. To this end, Almirall has established the following specific commitments and principles:

Health, Safety and Wellbeing

- Almirall is committed to ensuring the effective management of occupational health, safety and wellbeing, providing safe and healthy working conditions for all persons who work for the organization.
- Almirall shall eliminate hazards and reduce occupational health and safety risks through preventive and protective measures.
- Almirall shall establish and maintain a wellbeing programme that supports both the physical and mental wellbeing of employees and promotes healthy lifestyle habits both in the workplace and beyond.

Environmental Protection and Climate Action

- Almirall is committed to protecting the environment, preventing pollution, and integrating environmental considerations into its day-to-day business activities and decision-making processes.
- Almirall shall promote the efficient and sustainable use of natural resources, the adoption of renewable energy, and the implementation of climate change mitigation and adaptation initiatives, including programmes aimed at reducing greenhouse gas emissions in line with the 1.5°C ambition and its 2050 Net Zero Commitment.

- Almirall shall support the procurement of energy-efficient products and services that improve energy performance and shall incorporate energy efficiency considerations into relevant design and operational activities.
- Almirall shall promote the responsible management and conservation of water resources, the transition towards a circular economy, and the protection and restoration of nature and biodiversity across its value chain, including its own operations, suppliers and other relevant business partners.

Management Systems, Governance and Continuous Improvement

- Almirall shall establish, implement and maintain environmental and occupational health and safety management systems and continuously improve their effectiveness and performance.
- Almirall shall comply with all applicable legal and regulatory requirements, as well as other commitments and standards to which the company voluntarily subscribes.
- Environmental, health and safety risk management shall be integrated into the organization's governance framework, business processes and operating standards.
- Almirall shall ensure the availability of appropriate environmental, health and safety information through policies, manuals and standard operating procedures that are regularly reviewed and updated, as necessary.
- Almirall shall allocate adequate resources to support the effective implementation, maintenance and continuous improvement of its Health, Safety and Environment management system.
- Almirall shall establish periodic programmes, actions and objectives aligned with applicable regulations, the Sustainability Strategy, and the risks and opportunities identified in relation to environmental protection and occupational health and safety.
- Almirall shall consult and engage with employees, employee representatives (where applicable), and other relevant stakeholders on health, safety, wellbeing and environmental matters.
- Almirall shall define measurable environmental, health and safety targets and regularly monitor performance to drive continuous improvement.

Awareness, Competence and Training

- Almirall shall ensure that employees and relevant third parties receive adequate information, training and awareness on environmental, health and safety matters, appropriate to their roles, responsibilities and associated risks.

4. Roles and responsibilities

- **Management Board:** The Management Board is responsible for approving this policy.
- **Corporate Sustainability Committee:** The Sustainability Committee shall report to the Company's Management Board and has the mission and responsibilities described in the Corporate Governance Policy, including the implementation, maintenance and monitoring of an effective HSE management system, to guarantee its alignment with legal regulations and international standards Almirall voluntarily subscribes.
- **Area Directors and affiliates' General Managers:** It is the responsibility of the Directors of each Area and department of the company and the General Managers or Country Managers in the case of affiliates to ensure the integration and application of the basic principles contained in this Policy, in their respective fields of competence.

- **All employees:** The prevention of risks at work and the protection of the environment is the responsibility of all Almirall's employees and third parties acting on behalf or to the benefit of Almirall.

5. Governance

Corporate Policy Sponsor: Chief People & Culture Officer
Corporate Policy Owner: Executive Director, Global Sustainability

All employees are required to report any misconduct or suspected breach of the Corporate Policies, Almirall Code of Ethics, and other internal guidelines. These can be reported to the direct manager, People & Culture, the local Compliance Officer, the legal representative or through the SpeakUp! channel.