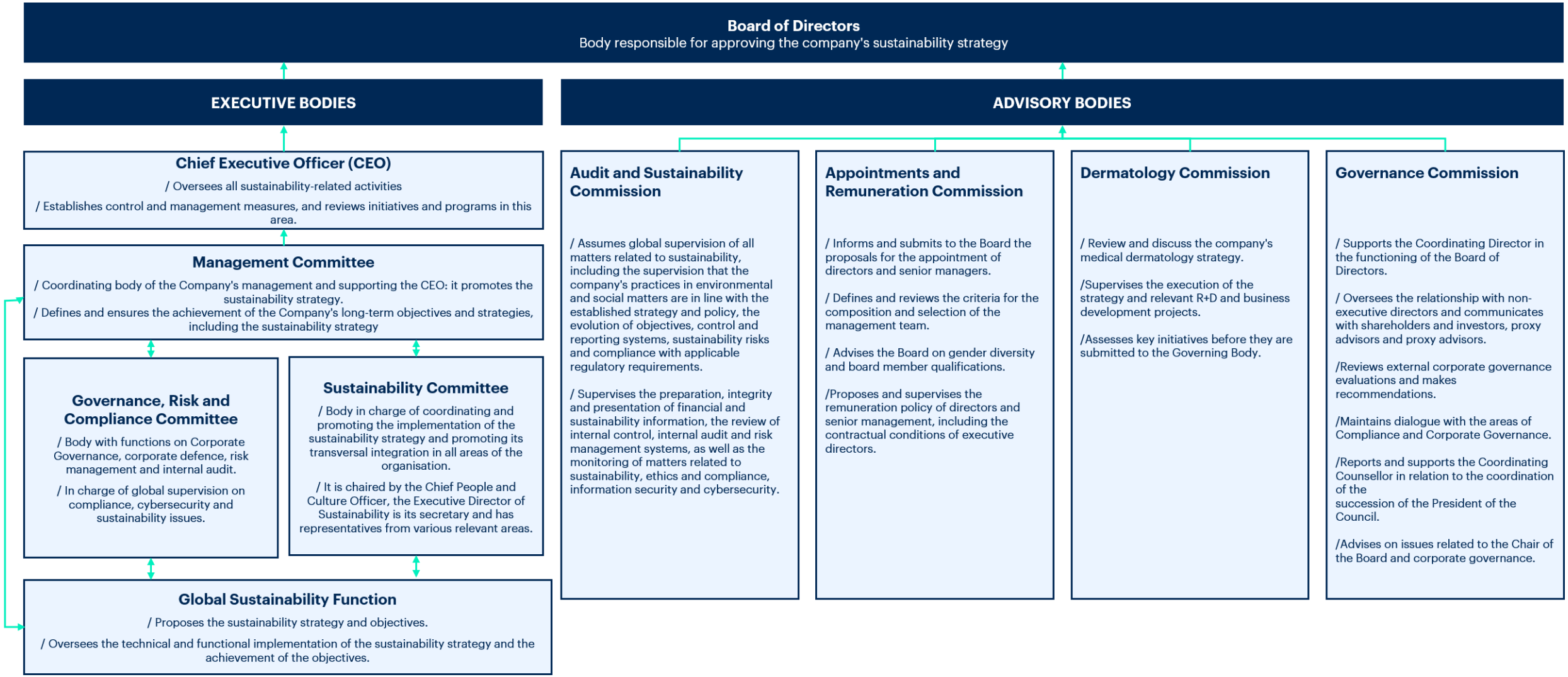

Board of Directors
Body responsible for approving the company's sustainability strategy
EXECUTIVE BODIES
ADVISORY BODIES
Chief Executive Officer (CEO)
/ Oversees all sustainability-related activities
/ Establishes control and management measures, and reviews initiatives and programs in this area.
Management Committee
/ Coordinating body of the Company's management and supporting the CEO: it promotes the sustainability strategy.
/ Defines and ensures the achievement of the Company's long-term objectives and strategies, including the sustainability strategy
Governance, Risk and Compliance Committee
/ Body with functions on Corporate Governance, corporate defence, risk management and internal audit.
/ In charge of global supervision on compliance, cybersecurity and sustainability issues.
Sustainability Committee
/ Body in charge of coordinating and promoting the implementation of the sustainability strategy and promoting its transversal integration in all areas of the organisation.
/ It is chaired by the Chief People and Culture Officer, the Executive Director of Sustainability is its secretary and has representatives from various relevant areas.
Global Sustainability Function
/ Proposes the sustainability strategy and objectives.
/ Oversees the technical and functional implementation of the sustainability strategy and the achievement of the objectives.
Audit and Sustainability Commission
/ Assumes global supervision of all matters related to sustainability, including the supervision that the company's practices in environmental and social matters are in line with the established strategy and policy, the evolution of objectives, control and reporting systems, sustainability risks and compliance with applicable regulatory requirements.
/ Supervises the preparation, integrity and presentation of financial and sustainability information, the review of internal control, internal audit and risk management systems, as well as the monitoring of matters related to sustainability, ethics and compliance, information security and cybersecurity.
Appointments and Remuneration Commission
/ Informs and submits to the Board the proposals for the appointment of directors and senior managers.
/ Defines and reviews the criteria for the composition and selection of the management team.
/ Advises the Board on gender diversity and board member qualifications.
/Proposes and supervises the remuneration policy of directors and senior management, including the contractual conditions of executive directors.
Dermatology Commission
/ Review and discuss the company's medical dermatology strategy.
/Supervises the execution of the strategy and relevant R+D and business development projects.
/Assesses key initiatives before they are submitted to the Governing Body.
Governance Commission
/ Supports the Coordinating Director in the functioning of the Board of Directors.
/ Oversees the relationship with non-executive directors and communicates with shareholders and investors, proxy advisors and proxy advisors.
/Reviews external corporate governance evaluations and makes recommendations.
/Maintains dialogue with the areas of Compliance and Corporate Governance.
/Reports and supports the Coordinating Counsellor in relation to the coordination of the succession of the President of the Council.
/Advises on issues related to the Chair of the Board and corporate governance.