

## KPIs definition and metrics

**PLA1 % Carbon Footprint reduction for Scopes 1 and 2 vs. 2019 Baseline:** % reduction in carbon footprint for Scopes 1 and 2 (direct emissions and indirect energy emissions). These targets have been defined in accordance with the Science Based Targets initiative (SBTi).

**PLA2 % Carbon Footprint reduction for Scope 3 vs. 2019 Baseline:** % reduction in carbon footprint for Scope 3 (all other indirect emissions occurring in our value chain) vs. 2019 baseline. This target has been defined in accordance with the Science Based Targets initiative (SBTi).

**PE01 ‰ Accidents Incidence Rate:** Number of lost time accidents *in labore* with medical leave, per thousand employees.

**PE02 % Turnover:** % of annual number of leavers compared to the average annual headcount.

**PE03 Training Hours per Employee:** Annual number of training hours compared to the average annual headcount.

**PE04 eSAT:** Score in the annual culture pulse survey.

**PE05 % Women in Senior Leadership:** Percentage of women in senior leadership compared to the total number of women and men in senior leadership at the end of each calendar year.

**PE06 % Gender Pay Gap:** Weighted average by country considering the equitable distribution of categories and the weighted average of individuals by country considering their number of employees. A gender pay gap is not considered when there is a deviation of less than +/-1.5%.

**PAT1 Patients Impacted by Our Strategic Dermatology Product Portfolio:** Total number of patients reached with our strategic dermatology product portfolio in a given year, per thousand patients.

**PAR1 % Spend with ESG Audited Suppliers:** % of spend with suppliers for whom we have ESG audit results.

**PAR2 % Spend with Suppliers Accepting the Code of Conduct:** % of spend with suppliers who have accepted Almirall's Supplier Code of Conduct.

**PAR3 % Carbon Footprint Covered by Suppliers with Carbon Scorecard:** % of greenhouse gases emissions from suppliers who have a valid carbon scorecard in EcoVadis impacting Almirall's Scope 3 carbon footprint (categories 1 and 2).

**PRI1 % Independent Board Directors:** % of independent directors on the Board of Directors vs. total number of members.

**PRI2 % Women on the Board of Directors:** % of women on the Board of Directors compared to the total number of members.

**PRI3 % Employees Trained in Sustainability:** % of Almirall employees trained in year n-1 + % of Almirall employees trained in year n.

**PRI4 % Employees Trained in the Code of Ethics:** % of Almirall employees trained in year n-1 + % of Almirall employees trained in year n.