

Occupational Health, Safety and Environmental Policy

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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.

3. Almirall's HSE 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 in the area of HSE:

- Almirall shall ensure an effective management of the occupational health, safety and wellbeing of employees, as well as to the protection of the environment, including the prevention of pollution, promoting its integration into the Almirall's daily activity processes.
- Almirall shall provide the organization with environmental and occupational health and safety management systems and shall strive to continuously improve its performance, complying with applicable legal requirements and other requirements to which Almirall subscribes voluntarily.
- Almirall shall promote an efficient and sustainable management of resources, use of renewable energies, and climate change mitigation and adaptation strategies, through programs to reduce greenhouse gases emissions, aligned with the 1.5°C climate ambition.
- Almirall shall support the acquisition of energy efficiency products and services that impact energy performance, as well as support design activities that consider energy performance improvement.

- Almirall shall promote actions for the protection and management of water, the promotion of the circular economy and the protection of nature.
- Almirall shall eliminate hazards and reduce risks to occupational health and safety.
- Almirall shall establish a wellbeing plan that addresses the physical and mental wellbeing of all persons who work in the organization. Almirall is committed to providing safe working conditions and promoting healthy lifestyle habits at work and at home.
- Environment and occupational health and safety risk management must be integrated into the different levels, processes and standards of the organization. All employees, and any relevant third party, shall receive information and training that is appropriate to their job position and/or duties.
- Almirall shall consult and engage with employees and with employees' representatives, when they exist, in topics deemed relevant or required.
- Almirall shall ensure availability of necessary health, safety and environmental information through specific manuals and/or standard operating procedures, which will be maintained and updated from time to time, as needed. Almirall shall allocate appropriate resources to support the effective implementation and continuous improvement of the HSE system and will plan how to best utilize them.
- Almirall shall establish periodic programmes and actions to achieve the objectives in accordance with the applicable regulations, with Almirall's Sustainability Strategy, and with the risks and opportunities identified in terms of occupational health and safety and environmental protection.

4. Roles and responsibilities

- **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
Version:	5
Effective date:	22/10/2024

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 employee's direct manager, People & Culture, the local Compliance or Legal representative or through the [SpeakUp!](#) channel.