

Certificate

This is to testify that
Almirall
has been certified as



Based on a comprehensive analysis of their Human Resources environment, this company has the right to use the Top Employer Certification seal for one calendar year.

The certificate serves as confirmation that independent research by Top Employers Institute has assessed and confirmed HR practices and policies in the following domains:



The company completed the following steps: **HR BEST PRACTICE SURVEY, VALIDATION and AUDIT** in order to qualify for certification. The company's performance score was rated against an international standard and this company has achieved Top Employer status for the year 2025.

We thank you for contributing to enriching the world of work.
Congratulations Top Employer!

Amsterdam, 6 August 2024

David Plink
Chief Executive Officer



Top Employers Institute Headquarters
Mondriaan Tower
Amstelplein 36, Amsterdam
The Netherlands



For a better
world of work

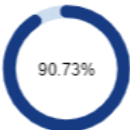


Executive Summary TE25

Your scores compared to the selected benchmark group

English

Your Overall Score: (TE25)



Benchmark TE25 84.96%

TE24 88.48% +3.3%



TE23 89.5% +4.31%



[Click here to adjust the benchmark group](#)

Current Benchmark Selection: 2428 certified Top Employers (TE25), including:

All Top Employers Worldwide

Participant
Almirall Spain

TE2025 (Complete)

Domain and Topic Scores

Steer 96.63% +6.63



A1 Business Strategy	100%	+2.8
A2 People Strategy	100%	+13.5
A3 Leadership	88.75%	-0.5

Attract 86.99% +2.57



C1 Employer Branding	89.44%	+0.0
C2 Talent Acquisition	82.58%	-1.7
C3 Onboarding	88.46%	+7.7

Engage 88.45% +11.20%



E1 Wellbeing	81.68%	+4.10%
E2 Employee Listening	91.03%	+10.49%
E3 Rewards & Recognition	98.79%	+20.46%
E4 Offboarding	74.67%	+9.98%

Shape 90% +1.55%



B1 Organisation & Change	96.19%	+5.90%
B2 Digital HR	95%	+7.98%
B3 Work Environment	67.62%	-19.99%

Develop 92.51% +5.51%



D1 Performance	92.73%	+0.47%
D2 Career	90.63%	+8.45%
D3 Learning	94.44%	+7.96%

Unite 87.93% +1.08%



F1 Purpose & Values	100%	+9.89%
F2 Ethics & Integrity	100%	+1.93%
F3 Diversity, Equity & Inclusion	74.22%	-6.34%
F4 Sustainability	98.14%	+10.23%

Growth Areas

Practices you have not implemented consistently but the Benchmark Group has.

Question	Option (selected by Benchmark)	Adoption Rate by Benchmark Group (TE25)
E1.12 Preventative wellbeing offerings	Company-wide sport challenges/competitions	86.94%
C2.05 External partnerships to shape demand/supply alignment	This is consistently done	86.12%
E1.12 Preventative wellbeing offerings	Awareness programme on anti-harassment and bullying at the workplace	86.08%
A3.08 Followup guidance for leadership feedback	This is consistently done	86.04%
F3.13 DEI initiatives	Dedicated programmes to empower women (e.g. mentoring, leadership development, etc.)	83.90%
B2.07 Continuous user experience optimisation	This is consistently done	81.67%
F4.13 External stakeholders' feedback	This is consistently done	81.05%
A3.05 Datadriven leadership selection and promotion	This is consistently done	77.68%
B3.04 Employee experience optimised for remote work	This is consistently done	76.73%
B3.08 Business leaders promote use of (internal) social platforms	This is consistently done	74.30%

Areas of Strength

Practices you have implemented consistently but many in the Benchmark Group haven't.

Question	Option (selected by Your Organization)	Adoption Rate by Benchmark Group (TE25)
E2.05 Analysis of unstructured employee feedback	This is consistently done	22.82%
E4.07 Offboarding experience measurement	This is consistently done	24.79%
E3.03 Total reward statement	This is consistently done	34.72%
E3.04 Cafeteria plan / flexbenefits	This is consistently done	39.21%
E1.15 Familyfriendly benefits	Employer contribution for child care	41.89%
E3.14 Benefits	Entertainment allowance	42.75%
A2.08 Scenario planning used for strategic workforce planning	This is consistently done	43.62%
B2.02 Employee journey mapping & prioritisation	This is consistently done	45.35%
C3.14 Onboarding follow up one year after joining	This is consistently done	45.59%
E3.14 Benefits	Loan/Loan Repayment	46.01%