

**ALMIRALL, S.A.**  
**ORDINARY GENERAL SHAREHOLDERS' MEETING 2025**  
**PROPOSAL AND REPORT OF THE BOARD OF DIRECTORS REGARDING**  
**THE RE-ELECTION OF MR. ANTONIO GALLARDO TORREDEDÍA**  
**AS PROPRIETARY DIRECTOR**

## **1. INTRODUCTION**

This report is prepared by the Board of Directors of Almirall, S.A. (the “**Company**” or “**Almirall**”) in accordance with sections 4 and 5 of article 529 *decies* of the Royal Legislative Decree 1/2010, of 2 July, which approves the revised text of the Companies Act (the “**Companies Act**”), in order to justify the proposal for the re-election of Mr. Antonio Gallardo Torrededía as a proprietary director of the Company, which must be submitted for approval at the next Ordinary General Meeting of Shareholders of the Company.

Article 19 of the Board of Directors' Regulations establishes that the Board of Directors, before proposing the re-election of directors to the Ordinary General Meeting of Shareholders of the Company, will evaluate the quality of the work and dedication to the position of the proposed directors during the previous term of office.

In view of the above and due to the upcoming expiration of Mr. Gallardo's term of office, as well as in accordance with section 5 of article 529 *decies* of the Companies Act, the Board of Directors of Almirall records its assessment of the competencies, experience and merits of Mr. Antonio Gallardo Torrededía, based on the proposal of the Board, and prior report of the Nominations and Remuneration Commission, in accordance with section 6 of article 529 *decies* of the Companies Act, which is attached as an **Annex** to this report.

## **2. CANDIDATE EVALUATION**

The following is the Board's assessment of Mr. Antonio Gallardo Torrededía's competence, experience and merits, and his suitability to fulfil his functions as an proprietary director of the Company, in view of the report issued by the Company's Nominations and Remuneration Commission at its meeting on 31 March 2025, in accordance with section 6 of article 529 *decies* of the Companies Act.

For the purposes of article 518.e) of the Companies Act, it is stated that this report contains complete information about the identity, curriculum and category to which the proposed director belongs. Additionally, it contains an assessment of the quality of his work and dedication during the previous term of office and on the concurrence of the suitability requirements that are demanded for the exercise of the functions of a director of the Company.

### **2.1 PROFESSIONAL AND BIOGRAPHICAL PROFILE AND MEMBERSHIP OF OTHER BOARDS OF DIRECTORS**

Mr. Antonio Gallardo holds a degree in Business Administration from the University of Barcelona and an Executive MBA from the University of Chicago. He also has a Master's in Marketing from ESADE. During his early professional career, he worked at Akzo Nobel for

seven years, reaching the position of Marketing Director. In 1999, he joined Almirall as Area Director. He was later appointed Marketing Director for Pharmacies and developed a loyalty programme for 10,000 pharmacies through the network of medical representatives in Spain. After this role, he joined the medical visits network as Area Director and later as Division Head. In 2008, he left Almirall to continue working in the family business, where he took charge of the real estate area as President of The Landon Group.

He is a member of the board of directors of Corporación Genbad, S.L., Landon Investments, SCR, SAU, 22@ Business Center, S.L., Good News Barcelona 2020, S.L., is administrator of Coelium, S.L. and is representative in accordance with article 143 of the Mercantile Registry Regulations of the director Coelium, S.L. on the board of directors of Ruarti XXI, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Coelium, S.L. on the board of directors of Tinkle, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Togadia, S.L. on the board of directors of Portman Baltic, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Corporación Genbad, S.L. on the board of directors of Grupo Corporativo Landon, S.L., and representative in accordance with article 143 of the Mercantile Registry Regulations of the administrator Coelium, S.L. in the administrative body of Togadia, S.L.

## **2.2 ASSESSMENT OF WORK QUALITY AND DEDICATION**

Mr. Antonio Gallardo Torrededía has been a member of the Board of Directors of the Company since 25 July 2014, with his last re-election on 5 May 2023. Furthermore, he has been a member of the Audit Commission since 9 November 2018.

The Board of Directors endorses the assessment of the Nominations and Remuneration Commission regarding the quality of Mr. Antonio Gallardo Torrededía's work and his dedication to the position of member of the Board of Directors of the Company, as well as a member of the Audit Commission, during his previous term of office.

Furthermore, the Board of Directors endorses the report of the Nominations and Remuneration Commission and considers that Mr. Antonio Gallardo Torrededía's curriculum and professional profile demonstrate that the candidate has the appropriate competencies, experience and merits to be re-elected as a director of the Company by the next General Shareholders' Meeting, and that he is not subject to any cause of incompatibility, prohibition or conflict of interest.

## **2.3 CATEGORY**

Due to Mr. Antonio Gallardo Torrededía's connection with the significant shareholders of the Company Grupo Plafin, S.A.U. –directly holding 44.574% of the Company's share capital as of 31 December 2024–, and Grupo Corporativo Landon, S.L. –directly and indirectly holding 60.250% of the Company's share capital as of 31 December 2024–, in accordance with section 3 of article 529 *duodecies* of the Companies Act, Mr. Antonio Gallardo Torrededía would be considered a proprietary director.

### **3. PROPOSAL AND FAVOURABLE REPORT**

From the information provided, it is clear that Mr. Antonio Gallardo Torrededía has the necessary competencies, experience and merits to perform the position. Therefore, in view of the favourable report of the Nominations and Remuneration Commission, the Board of Directors proposes and reports favourably the re-election of Mr. Antonio Gallardo Torrededía by the next Ordinary General Shareholders' Meeting as a proprietary director of the Company for a period of two years.

The full text of the proposed agreement is as follows:

**"SEVENTH 8.- Corresponding to Item 7.8º of the Agenda**

***Re-election of Mr. Antonio Gallardo Torrededía, as a proprietary director***

*In accordance with the proposal of the Board of Directors and prior favourable report of the Nominations and Remuneration Commission, re-elect Mr. Antonio Gallardo Torrededía, of legal age, of Spanish nationality, with domicile for these purposes at Ronda del General Mitre, 151, 08022 Barcelona, and holder of Spanish National Identity Document Number 46228392-W, as a member of the Board of Directors, with the classification of proprietary director, for a period of 2 years from his re-election by the General Meeting .*

*The proposed re-election is accompanied by a justificatory report from the Board of Directors which assesses the competence, experience and merits of Mr. Antonio Gallardo Torrededía, in addition to the aforementioned report of the Nominations and Remuneration Commission. These reports have been made available to shareholders since the publication of the announcement of the General Meeting of Shareholders.*

*Mr. Antonio Gallardo Torrededía will accept his re-election by any means valid in law."*

Barcelona, on 31 March 2025.

**ANNEX**  
**REPORT OF THE NOMINATIONS AND REMUNERATION COMMISSION OF**  
**ALMIRALL, S.A. REGARDING THE PROPOSAL FOR THE RE-ELECTION OF**  
**MR. ANTONIO GALLARDO TORREDEDÍA AS PROPRIETARY DIRECTOR**

**1. INTRODUCTION**

This report has been prepared by the Nominations and Remuneration Commission of Almirall, S.A. (the “**Company**” or “**Almirall**”) in compliance with section 6 of article 529 *decies* of the Royal Legislative Decree 1/2010, of 2 July, which approves the revised text of the Companies Act (the “**Companies Act**”) and article 14.2 of the Board of Directors’ Regulations. It aims to inform the proposal of the Board of Directors regarding the re-election of Mr. Antonio Gallardo Torrededía as a proprietary director, which will be submitted for approval by the Company’s shareholders at the next Ordinary General Shareholders’ Meeting.

Article 17.3 of the Company’s Board of Directors’ Regulations establishes that proposals for the re-election of directors shall be based on a prior analysis of the needs of the Board and shall favor diversity of knowledge, experience and gender, and the result of such prior analysis of the needs of the Board shall be included in the report of the Nominations and Remuneration Commission to be published when calling the Ordinary General Shareholders’ Meeting to which the re-election of each director is submitted.

Due to the upcoming expiration of the term of office of several directors, the Nominations and Remuneration Commission analysed the current composition of the Board of Directors and, after examining the competency matrix of the Board and its current competencies and needs, concluded that the current composition of the Board of Directors adequately favoured the diversity of knowledge, experiences and gender. This diversification is adequately safeguarded with the re-election proposal being evaluated here. The selection process has not suffered from implicit biases that could imply any discrimination, whether for reasons of sex, ethnic origin, age or any other.

**2. RE-ELECTION PROPOSAL**

**2.1 PROFESSIONAL AND BIOGRAPHICAL PROFILE AND MEMBERSHIP OF OTHER BOARDS OF DIRECTORS**

Mr. Antonio Gallardo holds a degree in Business Administration from the University of Barcelona and an Executive MBA from the University of Chicago. He also has a Master’s in Marketing from ESADE. During his early professional career, he worked at Akzo Nobel for seven years, reaching the position of Marketing Director. In 1999, he joined Almirall as Area Director. He was later appointed Marketing Director for Pharmacies and developed a loyalty programme for 10,000 pharmacies through the network of medical representatives in Spain. After this role, he joined the medical visits network as Area Director and later as Division Head. In 2008, he left Almirall to continue working in the family business, where he took charge of the real estate area as President of The Landon Group.

He is a member of the board of directors of Corporación Genbad, S.L., Landon Investments, SCR, SAU, 22@ Business Center, S.L., Good News Barcelona 2020, S.L., is administrator of

Coelium, S.L. and is representative in accordance with article 143 of the Mercantile Registry Regulations of the director Coelium, S.L. on the board of directors of Ruarti XXI, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Coelium, S.L. on the board of directors of Tinkle, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Togadia, S.L. on the board of directors of Portman Baltic, S.L., representative in accordance with article 143 of the Mercantile Registry Regulations of the director Corporación Genbad, S.L. on the board of directors of Grupo Corporativo Landon, S.L., and representative in accordance with article 143 of the Mercantile Registry Regulations of the administrator Coelium, S.L. in the administrative body of Togadia, S.L.

## **2.2 ASSESSMENT OF WORK QUALITY**

The Nominations and Remuneration Commission favourably assesses the knowledge and experience accumulated by Mr. Antonio Gallardo Torrededía throughout his extensive professional career, and particularly as a member of the Board of Directors of the Company since 25 July 2014, with his last re-election on 5 May 2023, and as a member of the Audit Commission since 9 November 2018.

Given his demonstrated dedication to the roles during that time, his positive contribution to the functioning of the Board of Directors and the Audit Commission, as well as his deep and comprehensive knowledge of the Company, its group, its business, and the sector in which it operates, it is considered that Mr. Antonio Gallardo Torrededía possesses the qualification, experience and knowledge suitable to perform the role of director of the Company.

Regarding the work carried out by Mr. Antonio Gallardo Torrededía in the Company since his re-election as director until the date of this proposal, the Nominations and Remuneration Commission concludes that he has performed his position with the loyalty of a faithful representative, acting in good faith, in the best interest of the Company and under the principle of personal responsibility. It is also concluded that the performance during the previous term of office of the candidate whose re-election is proposed has been satisfactory. Furthermore, he has demonstrated independence of judgment in relation to third-party instructions and his relationship with them, and has dedicated the necessary time to effectively perform his functions. Additionally, the Nominations and Remuneration Commission appreciates Mr. Gallardo's extensive professional career and his proven experience and considers that he possesses the necessary knowledge and experience for the proper development of his functions as a proprietary director of the Company.

In particular, the Nominations and Remuneration Commission highly values Mr. Gallardo's commitment, diligence and professionalism in the exercise of his functions as director and his contribution and input to the activities and sessions of the Board of Directors and its Commissions, and it is also concluded that Mr. Antonio Gallardo Torrededía is fully qualified for the position for which he is proposed.

### **2.3 ASSESSMENT OF DEDICATION TO THE POSITION**

Mr. Antonio Gallardo Torrededía has been a member of the Audit Commission since 9 November 2018. During the previous term of office, he attended the 7 meetings of the Commission held in 2023 and attended the 6 meetings of the Commission held in 2024 .

Regarding the Board of Directors of the Company, Mr. Antonio Gallardo Torrededía has been a director since 25 July 2014, with his last re-election on 5 May 2023. During the previous term of office, he attended the 8 meetings of the Board held in 2023 and attended the 8 meetings of the Board held in 2024.

In view of the above, the Nominations and Remuneration Commission considers that Mr. Gallardo has dedicated the necessary time to effectively perform his duties and that he has sufficient availability of time for the proper development of his functions.

### **2.4 CATEGORY**

Due to Mr. Antonio Gallardo Torrededía's connection with the significant shareholders of the Company Grupo Plafin, S.A.U. –directly holding 44.574% of the Company's share capital as of 31 December 2024–, and Grupo Corporativo Landon, S.L. –directly and indirectly holding 60.250% of the Company's share capital as of 31 December 2024–, in accordance with section 3 of article 529 *duodecies* of the Companies Act, Mr. Antonio Gallardo Torrededía would be considered a proprietary director.

### **2.5 FAVOURABLE REPORT**

In view of the above, the Nominations and Remuneration Commission understands that Mr. Antonio Gallardo Torrededía possesses the competence, experience and merits suitable to perform his functions as a director of the Company in the legally established terms and, consequently, favourably reports the proposal for the re-election of Mr. Antonio Gallardo Torrededía as a director of the Company, with the category of proprietary director, for a term of two years.

Barcelona, on 31 March 2025