

ALMIRALL, S.A.
ORDINARY GENERAL SHAREHOLDERS' MEETING 2026
REPORT OF THE BOARD OF DIRECTORS ON THE PROPOSAL FOR THE
RE-ELECTION OF MS. EVA ABANS IGLESIAS AS INDEPENDENT DIRECTOR

1. INTRODUCTION

This report is prepared by the Board of Directors of Almirall, S.A. (the “**Company**” or “**Almirall**”) in accordance with section 5 of article 529 *decies* of the revised text of the Companies Act, approved by Royal Legislative Decree 1/2010, of 2 July, (the “**Companies Act**”), to favourably inform the proposal for the re-election of Ms. Eva Abans Iglesias as an independent director of the Company, which must be submitted for approval at the next Ordinary General Shareholders' Meeting 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 Shareholders' Meeting 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 Ms. Eva Abans Iglesias' 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 Ms. Eva Abans Iglesias, on the basis of the reasoned proposal prepared by the Nominations and Remuneration Commission, in accordance with section 4 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 of Directors' assessment of Ms. Eva Abans Iglesias' competence, experience and merits, and her suitability to fulfil her functions as an independent director of the Company, in view of the proposal made by the Company's Nominations and Remuneration Commission at its meeting on 6 April 2026, in accordance with section 4 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 her 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

Ms Eva Abans Iglesias holds a degree in economics and business administration from the Complutense University of Madrid and an MBA from IEDE.

She started her professional career at PriceWaterhouseCoopers, where she worked in the audit area of the London and Madrid offices until 2001. Subsequently, in June 2001, she joined

Ernst & Young, holding several positions until she was appointed partner in 2007. In 2015 she was appointed Managing Partner of EY Catalonia, a position she held until September 2018. In October 2018, she joined Grupo Mediapro, a leader in the European audiovisual sector.

She currently holds the position of Chief Corporate Officer and is also a key member of Grupo Mediapro's Executive Commission and Management Commission. In December 2025, she was appointed Chair of the Audit Committee and Chair of the Appointment and Remuneration Committee of Grupo GMP.

2.2 ASSESSMENT OF WORK QUALITY AND DEDICATION

Ms. Eva Abans Iglesias has been a member of the Board of Directors of the Company since 10 May 2024 and chairperson and a member of the Audit and Sustainability Commission since such date.

The Board of Directors endorses the assessment of the Nominations and Remuneration Commission regarding the quality of Ms. Eva Abans Iglesias' work and her dedication to the position of member of the Board of Directors of the Company, as well as a member and chairperson of the Audit and Sustainability Commission.

Furthermore, the Board of Directors endorses the proposal of the Nominations and Remuneration Commission and considers that Ms. Eva Abans Iglesias' 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 she is not subject to any cause of incompatibility, prohibition or conflict of interest.

2.3 CATEGORY

Ms. Eva Abans Iglesias has been proposed by the Nominations and Remuneration Commission in view of her personal and professional characteristics. The Nominations and Remuneration Commission has verified that she does not incur any of the prohibitions provided for in section 4 of article 529 *duodecies* of the Companies Act and considers that she can perform the position without being conditioned by relationships with the Company or its group, its significant shareholders or its executives. Therefore, in accordance with the applicable regulations, the candidate meets the requirements to be classified as an independent director of the Company.

3. FAVOURABLE REPORT

From the information provided, it is clear that Ms. Eva Abans Iglesias has the necessary competencies, experience and merits to perform the position. Therefore, in view of the reasoned proposal of the Nominations and Remuneration Commission, the Board of Directors favourably informs the re-election of Ms. Eva Abans Iglesias by the next Ordinary General Shareholders' Meeting as an independent director of the Company for a period of two years.

Barcelona, on 6 April 2026.

ANNEX
PROPOSAL OF THE NOMINATIONS AND REMUNERATION COMMISSION OF
ALMIRALL, S.A. REGARDING THE RE-ELECTION OF MS. EVA ABANS IGLESIAS
AS INDEPENDENT DIRECTOR

1. INTRODUCTION

This proposal has been prepared by the Nominations and Remuneration Commission of Almirall, S.A. (the “**Company**” or “**Almirall**”) in compliance with section 4 of article 529 *decies* of the revised text of the Companies Act, approved by Royal Legislative Decree 1/2010, of 2 July (the “**Companies Act**”) and article 14.2 of the Board of Directors’ Regulations. It aims to formulate a reasoned proposal to the Board of Directors on the re-election of Ms. Eva Abans Iglesias as an independent 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 of Directors 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 Ms. Ugo Di Francesco and Ms. Eva Abans Iglesias, 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 gender, ethnic origin, age or any other.

2. RE-ELECTION PROPOSAL

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

Ms Eva Abans Iglesias holds a degree in economics and business administration from the Complutense University of Madrid and an MBA from IEDE.

She started her professional career at PriceWaterhouseCoopers, where she worked in the audit area of the London and Madrid offices until 2001. Subsequently, in June 2001, she joined Ernst & Young, holding several positions until she was appointed partner in 2007. In 2015 she was appointed Managing Partner of EY Catalonia, a position she held until September 2018. In October 2018, she joined Grupo Mediapro, a leader in the European audiovisual sector.

She currently holds the position of Chief Corporate Officer and is also a key member of Grupo Mediapro’s Executive Commission and Management Commission. In December 2025, she was appointed Chair of the Audit Committee and Chair of the Appointment and Remuneration Committee of Grupo GMP.

2.2 ASSESSMENT OF WORK QUALITY

The Nominations and Remuneration Commission favourably assesses the knowledge and experience accumulated by Ms. Eva Abans Iglesias throughout her extensive professional career, and particularly as a member of the Board of Directors of the Company since 10 May 2024, and as chairperson and member of the Audit and Sustainability Commission since such date.

Given her demonstrated dedication to the roles during that time, her positive contribution to the functioning of the Board of Directors and the Dermatology Commission, as well as her deep and comprehensive knowledge of the Company, its group, its business, and the sector in which it operates, it is considered that Ms. the revised text of the Companies Act possesses the appropriate qualifications, experience and knowledge to perform the role of director of the Company.

Regarding the work carried out by Ms. Eva Abans Iglesias in the Company since her appointment as director until the date of this proposal, the Nominations and Remuneration Commission concludes that she has performed her 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, she has demonstrated independence of judgment in relation to third-party instructions and her relationship with them, and has dedicated the necessary time to effectively perform her functions. Additionally, the Nominations and Remuneration Commission appreciates Ms. Eva Abans Iglesias' extensive professional career and her proven experience and considers that she possesses the necessary knowledge and experience for the proper development of her functions as an independent director of the Company.

In particular, the Nominations and Remuneration Commission highly values Ms. Eva Abans Iglesias' commitment, diligence and professionalism in the exercise of her functions as director and her contribution and input to the activities and sessions of the Board of Directors and its Commissions, and it is also concluded that Ms. Eva Abans Iglesias is fully qualified for the position for which she is proposed.

2.3 ASSESSMENT OF DEDICATION TO THE POSITION

Ms. Eva Abans Iglesias has been chairperson and member of the Audit and Sustainability Commission since 10 May 2024. During the preceding term of office, she has attended the 8 meetings of the commission held between the date of her appointment and the date of this report.

Regarding the Board of Directors of the Company, Ms. Eva Abans Iglesias has been an independent director since 10 May 2024. During her term of office, she attended the 16 meetings of the Board held between the date of her appointment and the date of this report.

In view of the above, the Nominations and Remuneration Commission considers that Ms. Eva Abans Iglesias has dedicated the necessary time to effectively perform her duties and that she has sufficient availability of time for the proper development of her functions.

2.4 CATEGORY

Ms. Eva Abans Iglesias is proposed in view of her personal and professional characteristics. It has been verified that she does not incur any of the prohibitions provided for in section 4 of article 529 *duodecies* of the Companies Act and it is considered that she can perform the position without being conditioned by relationships with the Company or its group, its significant shareholders, or its executives. Therefore, the Nominations and Remuneration Commission considers that Ms. Eva Abans Iglesias meets the requirements to be classified as an independent director of the Company.

3. PROPOSAL OF RESOLUTION

In view of the above, the Nominations and Remuneration Commission understands that Ms. Eva Abans Iglesias possesses the competence, experience and merits suitable to perform her functions as a director of the Company in the legally established terms and, consequently, submits to the Board of Directors the proposal for the re-election of Ms. Ms. Eva Abans Iglesias as a director of the Company, with the category of independent director, for a period of two years.

The full text of the proposed agreement is as follows:

“NINTH 3.- Item 9.3 of the Agenda

Re-election of Ms. Eva Abans Iglesias, as an independent director.

In accordance with the proposal of the Nominations and Remuneration Commission and the justification report of the Board of Directors, re-elect Ms. Eva Abans Iglesias, 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 Number 02893046Z, as a member of the Board of Directors, with the qualification of independent director, for the statutory period of 2 years from her re-election by the General Shareholders' Meeting.

The proposed re-election is accompanied by a justification report from the Board of Directors which assesses the competence, experience and merits of Ms. Eva Abans Iglesias. This report and the aforementioned proposal of the Nominations and Remuneration Commission have been made available to shareholders since the publication of the announcement of the General Shareholders' Meeting.

Ms. Eva Abans Iglesias will accept her re-election by any means valid in law.”

Barcelona, 6 April 2026