

ALMIRALL, S.A.
2024 ANNUAL GENERAL MEETING OF SHAREHOLDERS
REPORT OF THE BOARD OF DIRECTORS ON THE PROPOSAL FOR THE
APPOINTMENT OF MS. EVA ABANS IGLESIAS AS AN INDEPENDENT DIRECTOR

1. INTRODUCTION

This report has been prepared by the Board of Directors of Almirall, S.A. (the “**Company**” or “**Almirall**”) in accordance with the provisions of section 529.5 *decies* of Royal Legislative Decree 1/2010, of 2 July, approving the consolidated version of the Spanish Companies Act (the “**Spanish Companies Act**”), in order to report favourably on the proposed appointment of Ms. Eva Abans Iglesias as an independent director of the Company, to be submitted for approval at the next Annual General Meeting of the Company.

In accordance with the provisions of section 529.5 *decies* of the Spanish Companies Act, the Board of Directors of Almirall has considered the skills, experience and merits of Ms. Eva Abans Iglesias, based on a substantiated proposal prepared by the Nominations and Remuneration Commission under section 529.4 *decies* of the Spanish Companies Act. The proposal by the Nominations and Remuneration Commission is attached as **Annex I** to this report.

2. ASSESSMENT OF THE CANDIDATE

The following is the Board's assessment of the competence, professional experience and merits of Ms. Eva Abans Iglesias, and her suitability to discharge her duties as an independent Director of the Company in view of the proposal made by the Company's Nominations and Remuneration Commission at its meeting of 8 April 2024, under section 529.4 *decies* of the Spanish Companies Act.

In accordance with section 518.e) of the Spanish Companies Act, this report includes complete information on the identity, curriculum and category of the proposed Director, as well as an assessment of whether the Director meets the suitability requirements for the performance of the duties of a Director of the Company.

2.1 PROFESSIONAL AND BIOGRAPHICAL PROFILE

Ms. Abans Iglesias began 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 various 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 the Executive Committee and the Management Committee of Grupo Mediapro.

Ms. Abans Iglesias holds a degree in Economics and Business Administration from the Complutense University of Madrid and an MBA from IEDE.

2.2 VALIDATION

The Board of Directors endorses the proposal of the Nominations and Remuneration Commission and considers that the curriculum vitae and professional profile of Ms. Eva Abans Iglesias are evidence that the candidate has the appropriate skills, professional experience and merits to be appointed as a Director of the Company by the next General Shareholders' Meeting, and that she is not subject to any grounds 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 qualities. The Nominations and Remuneration Commission has verified that she is not subject to any of the prohibitions set out in section 529.4 *duodecies* of the Spanish Companies Act and believes that she may hold the position without being conditioned by any relationship with the Company or its group, its significant shareholders or Directors. Therefore, the candidate fulfils the requirements to be classified as an independent Director of the Company under applicable regulations.

3. FAVOURABLE OPINION

Based on the information provided, it appears that Ms. Eva Abans Iglesias has the necessary skills, professional experience and merits to discharge the duties of the office of an independent Director. Therefore, the Board of Directors hereby issues a favourable opinion on the appointment of Ms. Eva Abans Iglesias at the next Annual General Meeting as an independent Director of the Company for the term of two years stated in the Articles of Association, following the substantiated proposal submitted by the Nominations and Remuneration Commission.

In Barcelona, 8 April 2024.

ANNEX I
PROPOSAL OF THE NOMINATIONS AND REMUNERATION COMMISSION OF
ALMIRALL, S.A. IN RELATION TO THE APPOINTMENT OF MS. EVA ABANS
IGLESIAS AS AN INDEPENDENT DIRECTOR