

# GALDERMA

EST. 1981

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## **Human Resources at Galderma**

At Galderma, we know that our people are our most valuable asset. Only through maximizing the potential of every employee will we be able to become the leading dermatology company in the world.

To this end, we strive to offer the right environment to attract, develop, motivate and retain talent. Across our company, we embrace diversity and foster an inclusive environment where the dignity, privacy and personal rights of every employee are respected. Galderma has a well-defined governance framework, which guides how our company, employees and partners operate. The foundation of this framework is the company's Code of Ethics and the Galderma Supplier Code. We have dedicated policies and procedures on anti-bribery & anti-corruption and third-party risk management, among others, and have made commitments to labor standards, sustainability, diversity (including respect for the rights of employees), product safety, research & development and innovation.

We encourage our employees to speak up and report potential misconduct, categorized as any conduct that violates the Code of Ethics, Company policies or law. Employees should report potential misconduct to their Senior or Line Manager, Human Resources Business Partner or any member of the Legal & Compliance functions, or else via the Integrity Reporting Hotline, where reports can be made anonymously.

### **Freedom of Association and Collective Bargaining**

Galderma recognizes and respects the right of all employees to freedom of association and collective bargaining, in accordance with the applicable laws and regulations of each country in which we operate.

We are committed to maintaining an open and constructive dialogue with employee representatives and unions, where they are present. Employees are free to join or not join a union or other lawful organization of their choice, without fear of retaliation, intimidation, or harassment. We encourage a workplace culture where concerns can be raised and addressed through formal and informal channels. Concerns can be reported directly to Global Ethics & Compliance via the Integrity Reporting Hotline, a web-based platform (webform or phone). Where collective bargaining agreements are in place, we negotiate in good faith and strive for outcomes that are fair and sustainable for all parties.

### **Discrimination**

At Galderma, we do not tolerate any form of discrimination, including on the basis of origin, nationality, religion, race, gender, age or sexual orientation. We are committed to keeping our workplace respectful, with equal opportunities in employment and free of discrimination of any sort. This applies, in particular, to hiring, duty assignment, planning of working conditions, remuneration, training and professional development, promotion, and termination of employment relations. Employees who feel that their

workplace does not comply with the above principles are encouraged to raise their concerns with their Senior or Line Manager, Human Resources Business Partner or any member of the Legal & Compliance functions, or else via the Integrity Reporting Hotline, where reports can be made anonymously.

### **Harassment**

Galderma is committed to maintaining a workplace free from any kind of psychological or physical harassment. We expect all employees to respect the dignity and the physical and psychological integrity of our patients, consumers, colleagues and business partners.

### **Diversity & Inclusion**

At Galderma, Diversity & Inclusion have been actively embedded into our company culture. Our Global Diversity & Inclusion teams have been fueling this journey by establishing dedicated councils focused on tracking progress across the globe. We strongly believe that our people and workforce should reflect our communities and the consumers we serve, and that everyone can and should be their authentic selves in the workplace. Innovation is made possible by a diverse and inclusive culture. In 2022, we announced the launch of our first ever global employee resource group: BEQUAL. This initiative supports our LGBTQ+ employees and helps create an environment of equal opportunities and policies. BEQUAL offers a supportive, safe space for all employees. Within a few months of its launch, chapters were established in multiple countries across four continents. BEQUAL members are in the process of rolling out the first outreach programs, tools and training courses to deliver on its purpose.

### **Human Capital & Talent Development**

At Galderma, our people are our greatest asset and the foundation of our success. We foster a culture of growth, innovation, and agility, encouraging our teams to create disruptive solutions to complex challenges every day. When recruiting, we seek high-performing individuals who deliver impactful results, embrace dynamic environments, and bring a positive, "can-do" mindset, always passionate about making a difference for consumers, patients, and healthcare professionals. We don't hire for just one role, we hire talent with the potential to grow across roles, markets, and business segments. Our formal talent pipeline strategy ensures structured talent reviews multiple times per year to assess performance, potential and readiness, supported by globally consistent tools that promote fairness and transparency.

Development at Galderma spans the full employee lifecycle from early career internships to job-specific programs like our global sales academy and our flagship leadership development program called Leadership for Growth. We partner with leading learning organizations to deliver cutting-edge programs grounded in best practices.

Galderma has a high-performance culture, and this culture is supported through our robust performance management process which encompasses yearly outcome-based objective setting, mid-year and year end performance reviews. Our approach includes continuous feedback, outcome-based objective setting, and regular performance discussions, supporting the high-performance culture.

At Galderma we offer competitive rewards and recognition programs to complement our development efforts, ensuring we attract and retain top talent. As our employees grow professionally, so does Galderma. Our comprehensive and evolving approach to human capital development reflects our ambition to build a resilient, agile, and inclusive workforce – one that is empowered to grow, lead and deliver on Galderma's purpose and strategy.

## **Health and Safety**

We take safety seriously. We continuously analyze and learn from incidents at our sites and other companies' plants to improve our safety approach. We hold regular quality and safety talks in our factories to infuse safety into our culture across the organization.

Our employees' health and safety is supported by best-in-class labor practices and remains a key priority for us. It is underpinned by our low total recordable injury rate: 1.1 per million working hours across our factories in 2022.