



Werfenlife, S.A. and subsidiaries

Independent Verification Report
on the Consolidated Non-financial Information Statement
31st December 2019



A free translation from the original in Spanish

This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent verification report

To the shareholders of WerfenLife, S.A.:

Pursuant to Article 49 of the Code of Commerce, we have verified, under a limited assurance scope, the accompanying Consolidated Non-financial Information Statement (NFIS) for the year ended 31st December 2019 of WerfenLife, S.A. (the Parent company) and subsidiaries (hereinafter 'Werfen' or the 'Group') which forms part of Werfen's Consolidated Management Report.

The content of the NFIS includes additional information to that required by the current mercantile legislation related to non-financial information reporting which has not been covered by our verification work. In this respect, our work has been restricted solely to verifying the information identified in the table 'APPENDIX I. Table of reference to the requirements of Law 11/2018' included in the accompanying NFIS.

Responsibility of the Board of Directors of the Parent Company

The preparation of the NFIS included in Werfen's Consolidated Management Report and the content thereof are the responsibility of the Board of Directors of WerfenLife, S.A. The NFIS has been drawn up in accordance with the provisions of current mercantile legislation and with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) in line with the details provided for each matter in the table 'APPENDIX I. Table of reference to the requirements of Law 11/2018' of the aforementioned Statement.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the NFIS to be free of any immaterial misstatement due to fraud or error.

The directors of the Parent company are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFIS is obtained.



Our independence and quality control

We have complied with the independence requirements and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA) which is based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies the International Standard on Quality Control 1 (ISQC 1) and therefore has in place a global quality control system, which includes documented policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The engagement team has been formed by professionals specialising in non-financial information reviews and specifically in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent verification report with limited assurance based on the work carried out. Our work has been carried out in accordance with the requirements laid down in the current International Standard on 'Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information' (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guidelines for verification engagements on non-financial statements issued by the Spanish Institute of Auditors ('Instituto de Censores Jurados de Cuentas de España').

In a limited assurance engagement, the procedures performed vary in terms of their nature and timing of execution, and are less extensive than those carried out in a reasonable assurance engagement. Accordingly, the assurance obtained is substantially lower.

Our work has consisted of posing questions to the management and several Werfen's units that were involved in the preparation of the NFIS, in the review of the processes for compiling and validating the information presented in the NFIS, and in the application of certain analytical procedures and review sampling tests, as described below:

- Meetings with Werfen personnel to ascertain the business model, policies and management approaches applied, the main risks related to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFIS for 2019, based on the materiality analysis carried by Werfen, considering the content required under current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in NFIS for 2019.



- Review of information concerning risks, policies and management approaches applied in relation to material issues presented in the NFIS for 2019.
- Verification, through sample testing, of the information relating to the content of the NFIS for 2019 and its adequate compilation using data supplied by the Werfen's sources of information.
- Obtainment of a management representation letter from the Directors and the Management of the Parent company.

Conclusion

Based on the procedures performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Werfen's NFIS for the year ended 31st December 2019 has not been prepared, in all its significant aspects, in accordance with the provisions of current mercantile legislation and the GRI Standards in line with the details provided for each matter in the table 'APPENDIX I. Table of reference to the requirements of Law 11/2018' of the aforementioned Statement.

Use and distribution

This report has been drawn up in response to the requirement laid down in current Spanish mercantile legislation and therefore might not be suitable for other purposes or jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

PRICEWATERHOUSECOOPERS AUDITORES, S.L.

Original in Spanish signed by
Margarita de Rosselló Carril

March 23rd, 2020

Werfenlife, S.A. and subsidiaries

Non-Financial Information Statement for 2019

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Business Model

Werfenlife, S.A. (the “Company” or the “Parent Company”) was incorporated in Barcelona on 26 February 1981, under the name Grupo CH Werfen, S.A. In 2007 the Company’s name was changed to WerfenLife Group, S.A., then in 2014 to its current name, WerfenLife, S.A. The Company’s registered office is located at Plaça Europa nº 21-23, L’Hospitalet de Llobregat (Barcelona).

The Parent Company’s main activity consists on the creation of companies and the acquisition of shares, on its own behalf or on behalf of a third party, being the head of a Group of companies (the “Group” or “Werfen”). Werfen is a multinational group of companies dedicated to the research, development, manufacturing and distribution of specialist products in the fields of health and life sciences. With a direct presence in more than 30 countries and an ongoing and important investment in research, development and innovation, Werfen is currently a worldwide leader in its specialized areas of activity. In addition, the Parent Company renders services to the companies that constitute Werfen, such as Legal & Tax counsel, Finance advice, IT support and Marketing & Communications guidelines.

The company’s main subsidiaries are as follows:

- **Instrumentation Laboratory, S.p.A.**, based in Milan (Italy). This subsidiary’s principal activities consist in the production of in vitro diagnostics (“IVD”) reagents and the sale of IVD reagents and instruments for clinical diagnosis in the Healthcare sector. This subsidiary sells to both end users, mainly hospitals and clinical laboratories, and to distributors. Moreover it also groups together the company shares in most of the subsidiaries that operate in the IVD diagnostic activity.
- **Instrumentation Laboratory, Co.**, based in Bedford, Massachusetts (USA). This subsidiary’s main activities are the research, development, manufacture and sale of IVD reagents and instruments. Their end users are mostly hospitals and clinical laboratories.
- **Biokit, S.A.**, based in Lliçà d’Amunt (Barcelona, Spain). This subsidiary’s primary activities consist in the manufacture and sale of IVD reagents in the healthcare sector.
- **Inova Diagnostics, Inc.**, based in San Diego (USA). This subsidiary’s main activities are the research, development and production of reagents for autoimmune diagnostics. Inova sells these reagents to both end users, mainly hospitals and clinical laboratories, and to distributors.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

- **Werfen España, S.A.U.**, based in L'Hospitalet de Llobregat, (Barcelona, Spain). This subsidiary's principal activity is the supply and sale of IVD instruments and reagents to hospitals and clinical laboratories in Spain.
- **Werfen Medical Device Co, Ltd. (Beijing)**, based in Beijing (China). Its main activity is the sale of IVD instruments and reagents for clinical diagnosis in China.

Werfen has two main business lines:

- In Vitro Diagnostics (“IVD”)
- Medical Devices

In 2019, IVD accounted for approximately 87.4% (87.2% in 2018) of the total revenue. The activities executed are the research, development, manufacture and distribution of diagnostic systems used in hospitals and clinical laboratories. Its products include instruments, reactive materials and software as well as quality controls. Within this line of business, the prestigious Werfen manufacturers such as Laboratory, Inova, Tem, Accriva and Biokit develop their activity.

The second line of business, Medical Devices, accounted for approximately 12.6% of the total revenue in 2019 (12.8% in 2018). This line of business is dedicated to the commercialization of a wide range of products in the fields of medical devices and life sciences. And it also includes its own line of dispensers and elastomeric pumps for therapeutic infusion.

Werfen's total revenue broken down by geographical area, is as follows:

	<u>2019</u>	<u>2018</u>
North America	27%	26%
Western Europe	41%	43%
Eastern Europe, the Middle East and Africa	7%	7%
Latin America	7%	7%
Asia Pacific	18%	17%

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen's main areas of specialization, by business unit, are Coagulation, Acute Care and Autoimmunity.

Werfen is a worldwide leader in Coagulation with a market share of approximately 28.4% and growth of 6.5% in 2019 in constant currency terms. Furthermore, it is the leader in the Autoimmunity sector, with a market share of approximately 19% and 6.5% growth in 2019 compared to 2018. Finally, Werfen is ranked third worldwide in Acute Care, with approximately 15.2% of the market and 8.9% growth in 2019 compared to 2018.

The Group has seven main research, development and manufacturing centres, located in:

Bedford (Massachusetts, USA) Instrumentation Laboratory
Orangeburg (New York, USA) Instrumentation Laboratory
San Diego (California, USA) Inova
San Diego (California, USA) Accriva and Rotem
Lliçà d'Amunt (Barcelona, Spain) Biokit
Munich (Germany) Rotem
Sant Esteve de Sesrovires (Barcelona, Spain) Leventon

Code of Ethics

The Werfen Code of Ethics, approved by the Board of Directors, establishes the guidelines that must govern the ethical behaviour of Werfen executives and employees in their daily work, with regard to the relationships and interactions they maintain with stakeholders. The guidelines for action are related to corruption and bribery, respect for people, professional development, equal opportunities, relationships with collaborating companies, health and safety at work, and respect for the environment, among other aspects.

The Code of Ethics is published on the corporate website (<https://www.werfen.com/sites/default/files/code-of-ethics/index.html?new=1>), and states the general principles and values of the Company as well as the ethical commitments that govern the development and management of business activities

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen values comprise the following:

- Integrity. We strive to display open, honest and ethical behaviour in all relationships with our customers, employees, suppliers, partners, the general public and government agencies.
- Respect for people. We value the contribution, thoughts, ideas, differences, and diversity that others bring, and show the utmost respect for everyone we deal with.
- Honesty and humility. We try to be open, honest and trustworthy and listen to all the people with whom we communicate, while building relationships of trust within and outside the organization. We aspire to be humble in how we approach our work and accomplishments.
- Leadership and management. We want to inspire and motivate our employees in their work by harmonizing their objectives with the Werfen Vision and Strategy through frequent formal and informal communications.
- Teamwork. We know that we make a unique contribution to the business and we work together to achieve common goals, helping others along the way and striving to achieve high levels of performance in everything we do.
- Achieving results. We all take responsibility for achieving success and delivering results at an individual and team level. Knowing what is expected of us, we strive to excel in everything we do.
- Quality and excellence. All our practices, processes and systems are designed to achieve quality results that exceed the expectations of all our stakeholders. We work with the strictest standards in everything we do, and we hold others responsible for achieving the same standards of excellence.
- Customer centric. We involve our customers throughout the product development cycle to ensure we deliver real value with our portfolio of solutions. We provide them with the support they need through constant communication and we do all of this because there is a human being behind every sample.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

All these values are directed towards a common goal: improving patient care and maintaining Werfen's good reputation and name.

All Werfen employees must successfully complete an online course regarding the standards of the Code of Ethics. This course is held once a year for all new employees.

The main points developed in the Code of Ethics are:

- Werfen values.
- Werfen employees: recruitment, training, responsibilities and conflicts of interest, among others.
- The relationship with customers, suppliers and government authorities.
- Werfen products.
- The environment, health and safety.
- The ethics channel.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Compliance Manual

Werfen has had a Compliance Manual since 2018. The Manual consists in a set of policies that describe the desired and expected behaviour of all Werfen members. These policies are being deployed and include mitigating actions for the most significant risks. The most prominent policies are:

Description	Purpose
Anti-corruption policy	The objective of this policy is to establish the guidelines for actions that all Werfen companies must follow in order to avoid the risk of committing any form of corruption in business.
Anti-discrimination and diversity promotion policy	This policy defines Werfen's commitment to establishing a policy of equal treatment and opportunities in areas such as recruitment processes, professional training, professional development and working conditions.
Policy on environmental risk management.	This policy aims to ensure that the activities of Werfen companies comply with the current regulatory framework on environmental protection.
Policy for general risk management measures	This policy defines the general organizational guidelines that Werfen adopts in order to generate or improve an organizational culture based on ethical and regulatory compliance with the aim of generating greater security for employees, shareholders and other stakeholders.
Anti-money laundering policy	The objective of this policy is to guarantee that the applicable laws relating to the prevention of money laundering and terrorist financing are fully respected in all company activities.
Policy for managing the Ethics Channel and internal investigations	The objective of this policy is to establish the guidelines for action when faced with enquiries and/or complaints received through the ethics channel.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The deployment of these policies continues is still ongoing and it consists of the distribution of the documents to all areas of the organization involved in such aspects. This distribution is complemented with training initiatives, according to the role and hierarchy of each of Werfen member.

Likewise, the controls defined in these policies have been included in the scope Internal Audit work program.

All the policies that are part of the Compliance Manual are subject to periodic review in order to ensure they are constantly adapted to regulatory changes and possible events affecting their design or implementation. This is achieved by modifying the relevant protocols in each case and implementing the corresponding training actions. Specifically, in 2019 and as a result of Spanish Organic Law 1/2019 by which the Penal Code was reformed, the Anti-corruption Policy, Fraud Prevention Policy, and Crime Prevention Policy Against the Public Treasury have been revised.

Risk management

In accordance with the Policy for general risk management measures, the administrative bodies and senior management of the Group's entities adopt and promote a series of measures aimed to prevent, detect and manage the risk factors that may affect Werfen. The risk factors identified are grouped according to the following typologies, which include issues related to the aspects that will be explained later on in this document (environmental, social and personnel-related, fight against corruption and bribery, and human rights and society):

- a. Strategic and business risks.
- b. Operational and technological risks.
- c. Financial, credit, counterparty and tax-related risks.
- d. Compliance and criminal liability risks.
- e. Reputational risks

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen's risk management model is based on three levels:

1 - The main responsibilities of the business areas that face risks when performing their daily activity are: i) applying the compliance model defined by the Management

Body of Werfen, ii) identifying and reporting possible risks not considered in the compliance model, and iii) reporting conducts that violates the provisions set out in the Werfen compliance model.

2 - The Compliance area's main responsibilities are the following: i) defining the regulatory and methodological framework that makes it possible to identify, quantify and manage compliance and criminal liability risks, ii) providing a global and standardized view of the organization's risk levels through an internal information and control system, and iii) ensuring the model is implemented properly.

3 - The Internal Audit area is responsible for verifying the model is properly implemented and complied with.

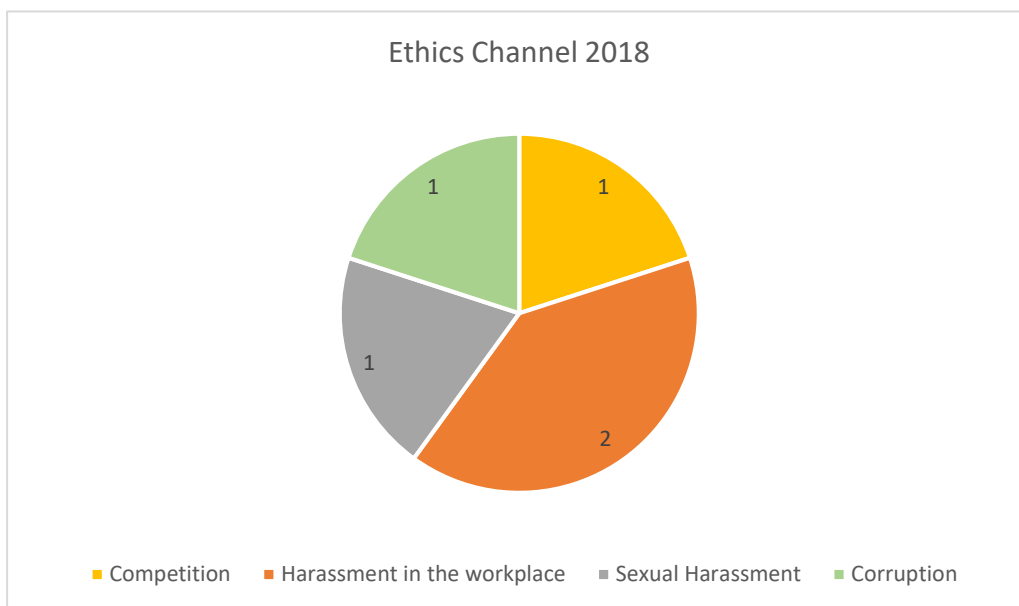
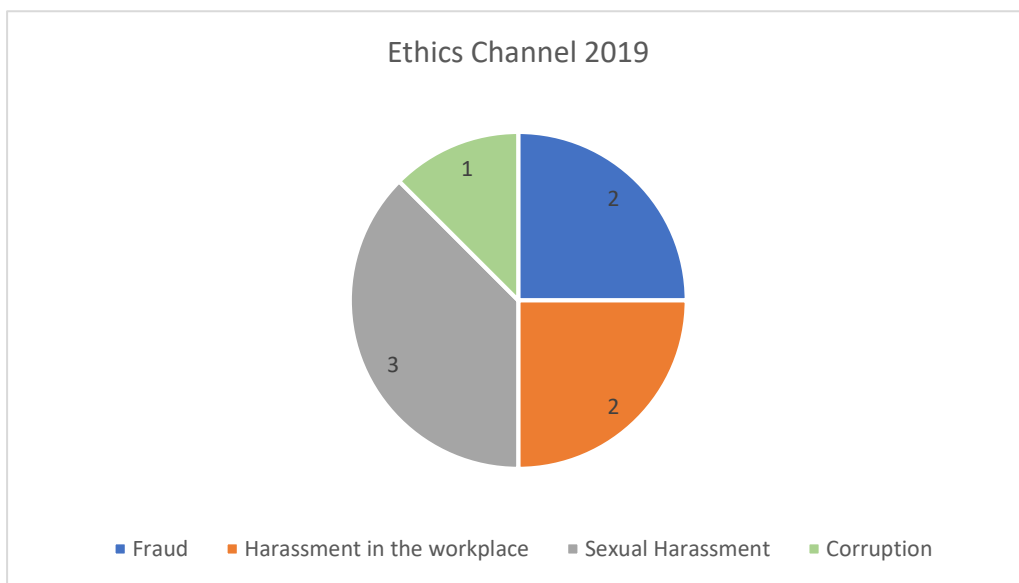
Ethics Channel

Werfen has had an Ethic Channel since 2016. The Channel serves as an additional risk control mechanism. It is a direct and confidential communication channel, available to all employees, to make any queries regarding compliance issues or to report possible breaches of the Code of Ethics or the Compliance policies.

All matters raised are processed in accordance with the provisions of the Internal Investigations and Corporate Reactions to Infringements Policy, in order to investigate, conclude and implement the necessary measures.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

During 2019, eight complaints were received and investigated (five complaints in 2018).



WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Environmental aspects of the business

Werfen is aware of the need to manage and limit the potential environmental impact of its activities on the environment. Therefore, the Group pays special attention to protecting the environment.

The Environmental Risk Management Policy determines the guidelines to ensure respect for the regulatory framework on environmental protection, the compatibility of Werfen's activities with sustainable development, and attention to other social requirements in this area. The Policy includes the following points, among others:

- Aspects related to the Environmental Management System (responsibilities, integration into business processes).
- Commitment to the use of processes, materials, services and energies that contribute to avoiding, eliminating or reducing pollution or other dangerous results for the environment, such as emissions, spills, radiation, noise, vibrations.
- Consideration of environmental issues when selecting suppliers.
- Special emphasis on proper waste management.
- Control activities.

Regarding the certification of new environmental management systems in accordance with ISO 14001, adapted to the new 2015 benchmark, it should be noted that many actions were carried out during the financial year by the Group worldwide aimed at rigorously complying with the applicable regulations, in all of the company's facilities. All subsidiaries are also subject to periodic reviews by the competent authorities in each country. All Werfen companies are ISO 9001/13485 certified, and the main production units, representing about 80% of Werfen's turnover, are ISO 14001/2015 certified, including the production and R&D centres at Instrumentation Laboratory, Co. in Bedford and Orangeburg (USA), and the regulatory centre at Werfen España, S.A. in Tarancón.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

As part of the ISO 14001/2015 analysis, reports are prepared identifying the main environmental aspects, as well as their impact. The impact is calculated based on an evaluation system, detailed below:

<u>Description</u>	
High	A significant environmental impact has been identified. Control processes or management program are required.
Medium	A moderate environmental impact has been identified. It can be adequately controlled by existing work instructions, but additional control measures or management program can be recommended.
Low	Little or no identified environmental impact. No additional control measures are required.

No aspects classified as High according to the preceding table have been identified in any of the main Werfen production units.

Werfen's tangible assets for the protection of the environment amount to 218.4 thousand EUR (197 thousand EUR in 2017) and it has incurred expenses for environmental protection and improvement amounting to a total of 933.1 thousand EUR (818 thousand EUR in 2017).

Social and employee-related issues

For Werfen it is essential to promote a quality work environment, based on respect, equal treatment and opportunities, diversity and personal and professional development. The Code of Ethics sets out the guidelines that must govern the ethical behaviour of all its employees in their daily work and, specifically, with regard to the relationships and interactions they maintain with all its stakeholders.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Our employees are our greatest strength. For this reason, Werfen works on improving vocational skills, on motivating its employees and supporting diversity. We want Werfen to be a "workplace of choice" thanks to its:

- Business vision.
- Product development project portfolio.
- Opportunities for growth and personal and professional development.
- Pleasant work environment based on the spirit of teamwork, respect and consideration.
- Team of people with integrity.
- Policy of recognition according to merits.

Our actions are aimed at:

- Ensuring equal opportunities and non-discrimination for any reason in all actions when selecting and recruiting new employees, giving priority to talent and teamwork, which are necessary qualities for the sustainable development of the business.
- Fostering the careers of our employees at Werfen within the talent management and teamwork model, while providing them with all the means and tools to reinforce their skills and competencies.
- Ensuring a motivating work environment that favours internalizing the recognition of the culture of effort, and transparently rewarding individual and team initiative in the creation, development and innovation in Werfen.
- Promoting, facilitating and ensuring the implementation of mechanisms that allow a balance between employee's personal and professional lives. The company's objective is to favour the human and social development of people by guaranteeing an optimal organization of work time.
- Maintaining constant contact with employee representatives and social movements that enable feedback for decision making.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen has a corporate software tool that helps manage the commitments listed above, among other objectives.

Internal mobility is a basic pillar of the commitment to people and for this purpose, the internal mobility offer is made available to employees through digital communication platforms.

Employment trends

As of 31 December 2019, the total number of Werfen employees amounted to 5,254 people, which represents an increase of 3.6% compared to the total number of employees on 31 December 2018, which was 5,072 people. As of 31 December 2019, the number of women employed at Werfen amounted to 2,349 (2,256 as of 31 December 2018), representing 44.7% of total Werfen employees (44.5% in 2018). Regarding men, on 31 December 2019, a total of 2,905 men were employed at Werfen (2,816 as of 31 December 2018), representing 55.3% of the total Werfen workforce (55.5% at 31 December 2018).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The tables below show the distribution of employees by geographical area, age group and professional classification. The data refers to the final workforce for the year, with no significant differences with the average workforce registered during the year.

	2019		2018	
	Employees	%	Employees	%
North America	2,111	40%	2,070	41%
Western Europe	2,294	44%	2,208	43%
Eastern Europe, the Middle East and Africa	66	1%	69	1%
Latin America	275	5%	231	5%
China	260	5%	255	5%
Rest of Asia-Pacific	248	5%	239	5%
Total	5,254	100%	5,072	100%

	2019	2018
Under 30	596	607
Between 30 and 50	3,095	2,925
Over 50	1,563	1,540
Total	5,254	5,072

	2019	2018
Senior Management	112	111
Managers	509	493
Technicians	3,236	3,060
Administrative personnel	659	626
Production operators	738	782
Total	5,254	5,072

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The distribution of employees in 2018 and 2019 by country, gender and age group is as follows:

Country	Employees by gender in 2019			Employees by age group in 2019			
	Women	Men	Total	Under 30	Between 30 and 50	Over 50	Total
Australia	13	15	28	3	21	4	28
Austria	4	6	10	3	3	4	10
Netherlands	4	22	26	0	11	15	26
Belgium	6	13	19	3	12	4	19
Brazil	25	29	54	7	45	2	54
China	104	156	260	42	214	4	260
Colombia	16	15	31	2	27	2	31
Czech Republic	4	6	10	0	9	1	10
France	33	50	83	10	58	15	83
Germany	92	104	196	8	97	91	196
Hong Kong	24	14	38	6	29	3	38
Hungary	7	11	18	3	10	5	18
India	6	47	53	9	41	3	53
Italy	131	200	331	17	200	114	331
Japan	16	59	75	2	47	26	75
South Korea	16	24	40	5	32	3	40
Lithuania	6	8	14	1	7	6	14
Mexico	60	115	175	27	133	15	175
Poland	18	13	31	2	20	9	31
Portugal	75	73	148	13	97	38	148
Spain	726	671	1,397	126	926	345	1,397
Switzerland	1	0	1	0	0	1	1
Taiwan	6	8	14	1	13	0	14
United Kingdom	33	43	76	5	46	25	76
Uruguay	6	9	15	2	7	6	15
USA	917	1,194	2,111	299	990	822	2,111
Total	2,349	2,905	5,254	596	3,095	1,563	5,254

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Country	Employees by gender in 2018			Employees by age group in 2018			
	Women	Men	Total	Under 30	Between 30 and 50	Over 50	Total
Australia	9	14	23	1	18	4	23
Austria	15	16	31	3	11	17	31
Netherlands	6	23	29	0	16	13	29
Belgium	7	11	18	7	9	2	18
Brazil	22	29	51	9	36	6	51
China	99	156	255	46	204	5	255
Colombia	16	13	29	2	25	2	29
Czech Republic	4	5	9	1	7	1	9
France	32	53	85	13	55	17	85
Germany	89	100	189	14	89	86	189
Hong Kong	30	19	49	5	37	7	49
Hungary	5	12	17	4	10	3	17
India	5	41	46	6	37	3	46
Italy	122	201	323	52	169	102	323
Japan	17	53	70	3	42	25	70
South Korea	16	23	39	3	32	4	39
Lithuania	6	8	14	0	7	7	14
Mexico	54	84	138	19	107	12	138
Poland	19	17	36	2	24	10	36
Portugal	59	69	128	6	88	34	128
Spain	676	650	1,326	84	890	352	1,326
Switzerland	1	1	2	0	0	2	2
Taiwan	4	8	12	1	11	0	12
United Kingdom	27	43	70	5	46	19	70
Uruguay	5	8	13	2	5	6	13
USA	911	1,159	2,070	319	947	804	2,070
Total	2,256	2,816	5,072	607	2,922	1,543	5,072

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The following tables present the results of the analysis of the types of contracts used in the Group, by gender, age and professional classification, as well as the classification by type of working day:

	Type of contract					
	2019			2018		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	2,207	142	2,349	2,086	170	2,256
Men	2,756	149	2,905	2,665	151	2,816
Total	4,963	291	5,254	4,751	321	5,072
%	94%	6%	100%	94%	6%	100%

	Type of contract					
	2019			2018		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Under 30	535	61	596	493	69	562
Between 30 and 50	2,870	225	3,095	2,703	241	2,944
Over 50	1,558	5	1,563	1,555	11	1,566
Total	4,963	291	5,254	4,751	321	5,072

	Type of contract					
	2019			2018		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Senior Management	112	0	112	111	0	111
Managers	465	36	501	459	34	493
Technicians	2,882	197	3,079	2,868	201	3,069
Administrative personnel	756	38	794	587	30	617
Production operators	748	20	768	726	56	782
Total	4,963	291	5,254	4,751	321	5,072

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

	Type of working day					
	2019			2018		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Women	2,242	107	2,349	2,148	108	2,256
Men	2,891	14	2,905	2,794	22	2,816
Total	5,133	121	5,254	4,942	130	5,072
%	98%	2%	100%	97%	3%	100%

	Type of working day					
	2019			2018		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Under 30	575	21	596	554	8	562
Between 30 and 50	3,019	76	3,095	2,854	90	2,944
Over 50	1,539	24	1,563	1,534	32	1,566
Total	5,133	121	5,254	4,942	130	5,072

	Type of working day					
	2019			2018		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Senior Management	112	0	112	110	1	111
Managers	500	1	501	490	3	493
Technicians	3,047	32	3,079	3,026	43	3,069
Administrative personnel	741	53	794	576	41	617
Production operators	733	35	768	740	42	782
Total	5,133	121	5,254	4,942	130	5,072

With regard to discontinued fixed contracts, during 2019 there were a total of 251 terminations. In 2018 the figure was 303 terminations.

In 2019, 141 of the dismissals corresponded to men (154 in 2018) and 110 to women (149 in 2018).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

By age group, a total of 41 permanent contracts were terminated during 2019 for the age group *up to 30*, 145 for the group *between 30 and 50*, and 65 contracts for the age group *over 50* (comparable figures for 2018 were, respectively, 22, 202 and 79 terminations).

The following table provides a breakdown of terminations according to professional classification:

	2019	2018
Senior Management	0	2
Managers	42	60
Technicians	127	132
Administrative personnel	49	86
Production operators	33	23
Total	251	303

Average remuneration, expressed in thousands of euros, is as follows:

Average remuneration by gender

	2019	2018
Women	55,700	55,835
Men	78,954	80,222

Average remuneration by age group

	2019	2018
Under 30	34,402	38,745
Between 30 and 50	59,255	60,251
Over 50	100,000	97,773

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Average remuneration by geographic area

	2019	2018
Europe	54,401	55,596
USA	94,803	93,558
China	35,036	39,461
Rest of Asia-Pacific	55,492	56,946
Latin America	32,044	34,359

Average remuneration by professional classification

	2019	2018
Senior Management	319,146 (*)	303,844 (*)
Managers	117,712	116,950
Technicians	62,204	64,207
Administrative personnel	53,181	56,440
Production operators	37,833	36,557

(*): Data on the average compensation of directors and senior management (see details in the following table), which includes all employees in the "Senior Management" category plus two directors. This data is representative of the average remuneration of the professional category "Senior Management".

The average remuneration of directors (individuals) and senior management, broken down by gender, is as follows (data in thousands of euros):

	2019		2018	
	No. of people	Average remuneration	No. of people	Average remuneration
Total	114	319,146	112	303,844
Women	27	198,111	31	167,970
Men	87	356,708	81	355,846

The wage gap is 7% for 2019 (11% in 2018). This result is obtained by weighting the wage gaps (excess of the average remuneration of men over that of women divided by the average remuneration of men) of each group of employees in the same age range and professional category in each geographic area, based on the relative weight of the number of employees in each group. The change in this figure reflects the efforts made by Werfen to get closer to the objective of effective equality.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Digital disconnection

In three of the countries in which Werfen operates (Spain, France and Mexico) there are local, generally recent, compliance regulations regarding work disconnection. In the case of Spain, conversations are ongoing with the employee representatives in order to comply with the provisions of article 88 of LO 3/2018.

In addition, a voluntary initiative in this regard has recently been launched in one of the Group's companies in the United States.

Training

Training is a key element for Werfen. As of 31 December 2019, and based on the Company's records, a total of 21,318 training actions were performed during 2019, with an estimated 593 thousand hours recorded for training (20,080 actions and 420 thousand hours in 2018). The distribution of hours according to professional classification is as follows:

	Hours 2019	Hours 2018
Senior Management	27,833	19,108
Managers	92,756	76,349
Technicians	333,815	248,155
Administrative personnel	27,833	19,108
Production operators	111,272	57,283
Total	593,509	420,003

In order to provide comparative information based on uniform criteria, the total hours of training corresponding to 2018 have been re-calculated based on the new method for estimating the number of training hours defined by Werfen for the 2019 data.

Additionally, 94 hours of training were carried out on regulatory compliance in 2019.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Health and safety

Werfen's activities are planned and carried out with the safety, health and well-being of people in mind. The aforementioned aspects are considered critical in all company activities. Health and safety at work, as set out in the Code of Ethics, constitutes a strategic and inalienable commitment for the Group.

Health and safety are specified in:

- Developing measures aimed at complying with local laws on this matter.
- Ensuring that any potential risk situation that could affect workers or the safety of the facilities is notified, evaluated and managed as efficiently as possible.
- Working to maintain a risk-free work environment by integrating the prevention of occupational risks and actions for protecting and promoting health and well-being into business management.

The number of absentee hours adds up to 207,109 for 2019 (242,674 in 2018). Of this total, 198,820 hours of absenteeism were due to common illnesses (240,080 in 2018), 900 hours of absenteeism were due to occupational illnesses (308 in 2018), and the remaining 7,389 hours of absenteeism were due to work-related accidents (2,286 hours in 2018).

Of the total hours of absenteeism due to occupational illnesses, 28 hours correspond to women (215 in 2018) and 872 hours to men (93 in 2018).

The summary statistics of accidents at work are as follows:

	2019			2018		
	Women	Men	Total	Women	Men	Total
Total no. of accidents	28	41	69	37	20	57
Frequency rate	9.73	9.69	9.70	10.96	5.15	7.85
Severity rate	0.27	0.17	0.21	0.20	0.08	0.14

Social relationships

The Group and the subsidiaries that form part of it, have internal communication mechanisms that allow all employees to be informed, collect their opinions and perspectives, and make decisions in line with these opinions, and carry out actions aimed at complying with local laws on the matter of social relationships.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen employees in the following countries are covered by a collective agreement: Spain, Italy, Portugal, Austria, France, Mexico, Belgium, South Korea and Brazil. Therefore, approximately 42% of the global workforce are covered by a collective agreement. There are formal works councils in most of the subsidiaries in Spain, and in Italy, Germany, France, Mexico, Lithuania, Japan and Brazil.

In the field of health and safety at work, the different collective bargaining instruments applicable to Werfen's main subsidiaries regulate the operation of the applicable preventive action mechanisms, such as health and safety committees, services and prevention plans and required training actions.

Efforts in this area are aimed not only at complying with current regulations, but also at promoting a prevention-based culture. As examples of measures that go beyond mere compliance, the agreements of several of our subsidiaries include helping to cover costs for private health cover and extending medical examinations to tests of a general nature that are not strictly related to monitoring health for the specific job.

Equality and accessibility

Werfen encourages non-discrimination by reason of birth, race, gender, religion, opinion, or any other personal or social condition or circumstance of its employees. As well as equal opportunities, while paying special attention to diversity and the inclusion of people with different abilities.

All Werfen companies have internal processes that encourage employees to apply for internal vacancies and continue their professional development without making a distinction between gender. These same internal processes promote employee diversity and the transfer of talent between Werfen companies. There are formal values common to the Group that promote respect and avoid discrimination, as well as formal action protocols that protect employees in the event of any type of harassment. The Code of Ethics describes the responsibilities that the Group's members must always fulfil.

During the year, the Group has continued to implement actions on equality between men and women, aimed at complying with local laws, as well as universal accessibility for people with disabilities.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The equality plans signed to date for the Group's Spanish companies, which account for more than half of the workforce in Spain, provide measures in areas such as training and information, communication and non-sexist language, recruitment and promotion, harassment prevention and detecting cases of gender-based violence, reconciliation of work and personal life, and the wage gap.

Within the framework of its commitments to diversity, the Group aims to avoid physical barriers to facilitate the effective integration of employees with disabilities. During 2019, the average number of employees with a disability was 29 (32 employees in 2018).

Respect for human rights

Werfen is committed to improving the health and well-being of people in all the regions in which it operates, for which reason it seeks to provide knowledge, management capacity and innovation, as well as devoting part of its profits to social investment.

The Group demonstrates its commitment to respecting the inherent rights of all people, in aspects such as:

- equal treatment and opportunities,
- the emphasis on health and safety when implementing its operations,
- promoting strict compliance with legislation in any field, including labour,
- the promotion of training, scientific knowledge and education in general,
- extending conciliation measures, and
- in general, the principles developed in the Anti-discrimination and diversity promotion policy.

Anti-corruption and bribery

The Anti-Corruption Policy establishes the principles that should guide the conduct of all the employees and administrators of the Group's companies with regard to preventing, detecting, investigating and remedying any corrupt practice within the organization.

The internal guidelines emphasize transmitting the Group's culture of integrity with regard to complying with any legislation on corruption and with the principles on which it is based. Any eventual breach is analysed in accordance with internal procedures, legal regulations and current agreements.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Werfen has provided training courses on this matter to all employees exposed to such risk during 2019.

Highlights of the actions carried out during the year by the Group in the area of anti-corruption, aimed at complying with the different local laws on this matter, include the following:

- Monitoring possible modifications in the codes of conduct of the main industrial associations of which Werfen or its companies are members in order to maintain the internal protocols adapted to them, while also maintaining the existing certifications in this regard.
- All Group companies have strictly adhered to the indirect sponsorship model to financially support educational events organized by third parties to promote scientific knowledge in areas of relevance to Werfen.
- Publication of training grants awarded to customers, in accordance with the different laws in force and the codes of conduct of the Industrial associations that Werfen is a part of.
- The training initiatives regarding the Compliance Manual developed in 2019 have a special impact on raising awareness against cases of corruption in business.

It is the intention of each company comprising Werfen that the commitment to ethical and legal compliance in the area of anti-corruption is also assumed by the third parties with whom they collaborate.

In this regard, in order to promote an ethical culture, good business practices and prevent corruption among our business partners, Werfen has launched a training program, based on completing various courses in electronic format. This program has been initiated for various distributors in EEMEA and Latin America, and it is expected to also reach distributors in other geographical areas by 2020.

Werfen has had a due diligence procedure for business partners since 2016. This procedure defines their obligations and admission policies and implements the requirements of the Anti-Corruption Policy and the Anti-money Laundering Policy.

To date, about 80% of our business partners have been evaluated through this process.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

The contributions made during 2019 to foundations and non-profit organizations accounted for approximately EUR 5.9 million (EUR 5.7 million in 2018).

Subcontracting and suppliers

Each Werfen company has approved product and/or service providers, whose capacity has been initially supervised and subsequently monitored by each of the companies. This is all part of the internal procedures for the continuous evaluation of suppliers within the Quality Systems, based on ISO 9001: 2015 and/or ISO 13485: 2016. As part of the supplier evaluations, some Werfen companies include whether their suppliers have environmental certifications such as ISO 14001.

To this end, based on the criticality and type of suppliers, suppliers are evaluated through the documentation provided or through on-site audits, in the case of critical suppliers.

The number of quality audits carried out in 2019 (and in 2018, for comparison purposes) is detailed below.

	2019	2018
Favourable Result	124	143
Unfavourable Result	1	4
Total	125	147

In the event that the result of an audit is unfavourable, a corrective action plan is agreed with the supplier in order to resolve the exceptions detected.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Consumers

All the products manufactured and marketed by Werfen companies are intended for use by professionals, mainly in the healthcare sector, for research and different industries.

Manufacturing medical devices and medical devices for in-vitro diagnostics is highly regulated. That is why the products are designed and manufactured based on international applicable laws, among others, and in accordance with the product, such as the Directive 93/42/EC of Medical Devices, the Directive 98/79/EC of Products for In-Vitro Diagnostics and the FDA 510k.

Werfen companies have their own Monitoring System to control the use and possible adverse events of Medical Devices and Medical Devices for In-Vitro Diagnostics throughout their life cycle on the market.

All the requirements and processes of the Monitoring System are described in the procedures integrated in the Quality Systems based on the standards ISO 9001: 2015 and/or ISO 13485: 2016, and are updated periodically in accordance with changes to the applicable legislation.

For Medical Devices or Medical Devices for In-Vitro Diagnostics there is an obligation to include technical data and information on the use of the products on their respective labels, specifications, instructions for use or user manuals. This documentation, aimed at the users of the products, is prepared following the applicable laws and paying special attention to the potential risks of the product and their possible mitigation based on the EN ISO 14971:2012 standard.

All Werfen companies have a system for registering and resolving complaints received by users of the products regarding product quality.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Following the specific procedures within the Quality Systems, each claim is documented, investigated by qualified personnel, and the respective actions are implemented. These actions, as appropriate, can lead to corrections, corrective actions and/or preventive actions depending on each case.

The number of claims handled by Werfen manufacturing centres in 2019 was 63,632 (56,905 in 2018). As of 31 December 2019, 1,392 of these claims were in the process of resolution.

In the event that the product manufacturer or a competent authority so requires, Werfen companies have a System for Withdrawing Products from the Market.

These procedures, included within the Quality System, ensure that the affected products are detected, the customers informed, and the affected units withdrawn from the market in order to minimize risks. When necessary, the competent health authorities are informed of product recalls.

This activity is reviewed periodically through internal audits.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Tax Information

Werfen gives priority attention to complying with the tax and commercial regulations in force in each of the countries in which it operates.

The following table shows, for the financial years 2018 and 2019, the breakdown of the results before corporation tax, obtained by the different Werfen subsidiaries in the countries in which they operate, as well as corporation tax actually paid.

	2019		2018	
	Profits (Loss) before Tax	Corporation Tax paid	Profits (Loss) before Tax	Corporation Tax paid
Spain	117,341	28,814	107,090	17,819
Italy	32,535	7,421	30,601	10,615
USA	79,393	1,608	72,045	2,458
Portugal	6,881	704	4,671	1,346
United Kingdom	4,988	736	3,445	1,231
Germany	6,134	2,688	5,973	2,805
Austria	710	85	3,980	989
Poland	810	138	1,010	283
France	581	487	1,463	430
India	35	102	252	0
China	4,191	1,055	5,130	563
Mexico	5,376	2,857	6,458	1,250
Hungary	1,111	119	919	145
Switzerland	2,681	73	2,044	54
Czech Republic	191	58	141	26
Netherlands	518	230	648	196
Belgium	667	110	1,089	493
Lithuania	231	41	260	36
Japan	725	317	709	142
South Korea	842	309	1,143	320
Colombia	-1,057	136	-1,202	121

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

	2019		2018	
	Profits (Loss) before Tax	Corporation Tax paid	Profits (Loss) before Tax	Corporation Tax paid
Brazil	-2,349	0	-4,652	285
Australia	614	0	531	0
New Zealand	0	0	-2	0
Canada	618	12	617	0
Hong Kong	6,585	0	10,686	2,746
Greece	-24	0	17	0
Uruguay	-172	202	-20	207
South Africa	0	0	-23	0
Taiwan	125	28	92	0

No Werfen subsidiary received subsidies from any public body in 2019 (this was also the case in 2018).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

APPENDIX I. Table of reference to the requirements of Law 11/2018

For the 2019 financial year, this Non-Financial Information Statement (EINF as per the Spanish acronym), which is part of the Consolidated Management Report for the 2019 financial year of WerfenLife, S.A. and subsidiaries, complies with the general provisions published in Law 11/2018, of 28 December, which modifies the Commercial Code in its articles 44 and 49 on issues regarding non-financial information and diversity. The Global Reporting Initiative standards that are listed in Appendix I of this Non-Financial Information Statement are taken as a framework reference.

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
Business model	A brief description of the group's business model, which will include: 1.) Its business environment, 2.) its organization and structure, 3.) the markets in which it operates, 4.) its objectives and strategies, 5.) the main factors and trends that may affect its future performance.	102-1, 102-2, 102-3, 102-4, 102-6, 102-7	1, 2, 3	
Policies	A description of the group's policies on these issues, which will include: 1.) the due diligence procedures applied to identify, evaluate, prevent and mitigate risks and significant impacts 2.) the verification and control procedures, including what measures have been adopted.	103	3, 4, 5, 6, 7	
Risks	The principal risks related to those issues linked to the group's operations including, where relevant and proportionate, its business relationships, products or services which are likely to cause adverse impacts in those areas.	103, 102-15	7, 8, 9	
Key non-financial performance indicators	Key non-financial performance indicators that are relevant to the specific business activity, and that meet the criteria of comparability, materiality, relevance and reliability.	102-8, 201-4, 405-1, 405-2, 407-1, 408-1, 409-1, 413-1	7, 8, 9	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
Environmental issues	Global Environment			
	1.) Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental evaluation or certification procedures; 2.) The resources devoted to preventing environmental risks; 3.) The application of the precautionary principle, the amount of provisions and guarantees for environmental risks. (E.g. derived from the environmental responsibility law).	103, 102-11	10, 11	
	Contamination			
	Measures to prevent, reduce or repair carbon emissions that seriously affect the environment; considering any form of air pollution specific to an activity, including noise and light pollution.	Not material	-	
	Circular economy and waste prevention and management			
	Circular economy	Not material	-	
	Waste: Measures on prevention, recycling, reuse, other forms of recovery and disposal of waste;	Not material	-	
	Actions to combat food waste.	Not material	-	
	Sustainable use of resources			
	Water consumption and water supply in accordance with local limitations;	Not material	-	
Consumption of raw materials and the measures adopted to improve the efficiency of their use;	Not material	-		
Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy.	Not material	-		

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
	Climate Change			
	The relevant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces;	Not material	-	
	Measures taken to adapt to the consequences of climate change;	Not material	-	
	The reduction goals set voluntarily in the medium and long term to reduce greenhouse gas emissions and the means implemented for this purpose.	Not material	-	
	Protection of biodiversity			
	Measures taken to preserve or restore biodiversity;	Not material	-	
	Impacts caused by activities or operations in protected areas.	Not material	-	
Social and employee-related issues	Employment			
	Total number and distribution of employees by gender, age, country and professional classification;	103, 102-8, 405-1	12, 13, 14, 15, 16	
	Total number and distribution of types of employment contract,	102-8	17, 18	
	Annual average of permanent contracts, temporary contracts and part-time contracts by gender, age and professional classification,	102-8, 405-1	17, 18	
	Total number of dismissals by gender, age and professional classification;	401-1	18, 19	
	Average salaries and their change broken down by gender, age and professional classification or equal value;	405-2	19, 20	
	Wage gap, remuneration for jobs equal or average in society,	405-2	19, 20	
	The average remuneration of directors and executives, including variable remuneration, expense allowances, compensations, payment to long-term	103	19, 20	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
	savings pension systems and any other item received broken down by gender,			
	Implementation of work disconnection policies,	103	21	
	Employees with disabilities.	405-1	24	
	Organization of work			
	Organization of work time	103	23	
	Number of hours of absenteeism	403-2	22	
	Measures designed to facilitate work/life balance and promote joint responsibility by both parents.	103	23	
	Health and safety			
	Health and safety conditions at work;	103	22	
	Work accidents, in particular their frequency and severity,	403-2, 403-3	22	
	Occupational diseases, broken down by gender.	403-3	22	
	Social relationships			
	Organisation with social dialogue, including procedures for informing and consulting staff and negotiating with them;	103, 407-1	22, 23	
	Percentage of employees covered by collective bargaining agreements by country:	102-41	22, 23	
	The assessment of collective agreements, particularly in the field of health and safety at work.	403-1	22, 23	
	Training			
	Policies implemented in the field of training;	103	21	
	The total number of training hours by professional category.	404-1	21	
	Universal accessibility for people with disabilities	103	23	
	Equality			

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
	Measures taken to promote equal treatment and opportunities between women and men;	103	23, 24	
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities;	103	23, 24	
	The <u>policy</u> against all types of discrimination and, where appropriate, diversity management.	103	23, 24	
Respect for human rights	Human rights			
	Application of due diligence procedures on human rights. Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and repair possible abuses committed;	103, 102-16, 102-17	24	
	Complaints for cases of human rights violations;	103	24	
	Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization related to respect for freedom of association and the right to collective bargaining;	407-1	24	
	Elimination of discrimination in employment and occupation;	103, 406-1	24	
	The elimination of forced or compulsory labour;	409-1	24	
	The effective abolition of child labour.	408-1	24	
Anti-corruption and bribery	Corruption and bribery			
	Measures taken to prevent corruption and bribery;	103, 102-16, 102-17	24, 25, 26	
	Measures to combat money laundering,	205-2	24, 25, 26	
	Contributions to foundations and non-profit entities.	413-1	24, 25, 26	
Society	Company commitments to sustainable development			
	The impact of the company's activity on employment and local development;	Not material	-	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2019

Areas	Content	Related GRI standards	EINF 2019 page	Limitations / Omissions
	The impact of the company's activity on local populations and in the territory;	Not material	-	
	The relationships held with the actors of the local communities and the forms of dialogue with them;	Not material	-	
	Association or sponsorship actions.	102-12, 102-13	25	
Subcontracting and suppliers				
	The inclusion in the purchasing policy of social, gender equality and environmental issues; Consideration in relationships with suppliers and subcontractors of their social and environmental responsibility;	103, 102-9	26	
	Oversight and audit systems and their results.	103	26	
Consumers				
	Measures for the health and safety of consumers;	103	27, 28	
	Complaint systems, complaints received and resolution thereof.	103	27, 28	
Tax Information				
	Profits obtained country by country;	103	29, 30	
	Corporation Tax Paid;	103	29, 30	
	Public grants received.	201-4	30	