



Non-financial information status report

(ESG Report)



Non-financial information status report of LABIANA

#COMPROMISED

Foreword

In accordance with the requirements of Law 11/2018, we have prepared this report on the status of non-financial information for the calendar year 2024, taking into account the opinion of the main stakeholders.

In preparing this report, we have taken into consideration some of the main international frameworks of reference in sustainability, such as the standards of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines and the UN Sustainable Development Goals (SDGs).

If you have any questions or queries, please contact the organisation by e-mail: investors@labiana.com

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GENERAL INFORMATION

Who we are #COMMITTED

We are Labiana, an independent and integrated animal and human health platform with an international presence and leveraged on a strong brand value based on our longstanding presence in animal health.



We were born as a veterinary company in 1958, and we did so with a clear vocation of service and excellence **committed to global health: that of animals, humans and the environment.**

We firmly believe that animal and human health are interdependent and linked to the

ecosystems in which they coexist, which is why we incorporated the pharmaceutical division in 2002. Since then, we have continued to grow with a focus on "One Health".

Our vision is the continuous pursuit of operational excellence and innovation in order to offer the best services in the field of animal, human and environmental health.

Our mission is to innovate and provide society with high-quality products that enhance people's lives, care for animals, and protect the environment. Our values are based on respect (creating environments of mutual respect, inclusiveness and accountability), and the desire to be an enabler of health, development and wellbeing based on innovation and excellence.

We believe that as a company we have a duty to contribute to improving our environment and to achieve social, economic and environmental improvements for the common good.

Our pillars

As a pharmaceutical company committed to innovation and operational excellence, our business model has been consolidated around the following pillars:

- Health as a whole: an integrated and independent health platform.
- Innovation and operational excellence: with full capabilities to develop the complete manufacturing cycle, from research and development to product commercialization:
 - a) Producing both own and third-party products (CMO and CDMO) for human and animal health industries.
 - b) Providing services to major pharmaceutical industry groups around the world with long-standing relationships.
 - c) With state-of-the-art production facilities in 2 plants in Spain.
- People at the centre: our people, our core value. 370 employees in 2 production plants, offices and logistics centres. Highly qualified personnel with a strong commitment to the project and a cohesive and committed management team with shareholding ties.

	Number of staff
LABIANA LIFE SCIENCES	188
LABIANA LIFE ZOLENAT	4
LABIANA LIFE MEXICO	1
LABIANA PHARMACEUTICALS	170
LABIANA HEALTH	7
Total staff	370

Our stakeholders. At Labiana, we are aware of the importance of maintaining solid, long-term relationships with our stakeholders, who play a key role in the development of our activity. These include our employees, customers, consumers, suppliers, regulatory bodies and shareholders,

with whom we work in a transparent and committed manner.

Always growing, always innovating

With a product portfolio present in more than 150 countries and a diversified international customer base of more than 300 companies, we are currently committed to consolidating the market and our animal health division and to strengthening our human health division. This is based on a strategy that:

1. We are experiencing very attractive market dynamics thanks to a global growth in the consumption of animal protein and generic human medicines.

2. Regulatory requirements are increasing in the world markets for both animal and human segments and this will improve our positioning in the medium and long term.

3. We have a business model that is international (>150 countries), diversified (multiple products, formats, etc.), integrated (end-to-end capabilities) and with consolidated brand value (linked to the highest standards in Spain).

4. We have a well-invested asset base, with state-of-the-art European GMP-certified production facilities and the capacity to sustain the business plan for the coming years.



5. We have strong long-standing relationships (over 25 years) with more than 300 top-tier multinational clients around the world.

6. We have ample room for organic growth (geographic diversification, volume growth,

new product launches, materialization of synergies, etc.) and additional

inorganic growth opportunities.

7. The key to our success lies in our team: highly qualified and with an average experience of more than 20 years, fully #engaged and aligned with the interests of being the owners of the Group.

Our future: trends and strategy

During 2024, Labiana Health has operated in an economic and sectoral environment marked by significant challenges and opportunities. The global economy has shown signs of recovery, albeit with certain uncertainties arising from geopolitical tensions and fluctuations in the financial markets.

Economic environment. Global economic growth has been moderate, driven by recovering consumption and investment in key sectors. However, inflation and restrictive monetary policies have generated pressures on companies' operating costs and profitability. In this context, Labiana Health has implemented efficiency and optimization strategies to maintain its competitiveness and financial sustainability.

Pharmaceutical Environment. The pharmaceutical sector has undergone significant evolution, with an increasing focus on innovation and the development of new therapies. demand for health solutions for both humans and animals has continued to rise, driven by an increased awareness of the importance of health and wellbeing.

Labiana Health has taken advantage of these trends to strengthen its market position, diversifying its product portfolio and expanding its international presence. The company has continued to invest in R&D and in improving its manufacturing capabilities, which has enabled it to launch new products and win new customers in the animal and human health fields.

Labiana is immersed in a process of growth and expansion that is consolidated with the company's listing on the BME Growth Market in June 2022.

As part of our continuous search for operational excellence and innovation to offer the best possible services in the field of animal, human and global health, Labiana's mission is to be committed to innovation in order to provide society with products of the highest quality that improve and favor the conditions of people and the care of animals and our environment. And all this, based on values of respect (creating environments of tolerance, inclusion and responsibility) and the desire to be an entity in the field of health, activator of development and welfare based on innovation and excellence.

In short, at Labiana we have drawn up a strategy and growth objectives based on:

- To position Labiana as a benchmark in human and animal health, with a strong global presence and expanding into new markets through organic and inorganic growth.
- On the basis that we have extensive experience in the development and production of our own products and those of third parties (CMO and CDMO) -both in the field of animal and human health - our objective is to strengthen our commercial relationships at CDMO and to reach new agreements with customers for manufacturing.
- Strengthen our launch pipeline with differentiated and innovative products and through licensing. At the same time, increase the presence of products globally.
- Expand the institutional sales division through participation in public and private tenders.

The proper management of Environmental, Social and Good Governance aspects are key aspects in the development of LABIANA's activity. For this reason, we regularly monitor and update the company's global strategy and objectives, including the ESG vision as one of the main points of each action.

Likewise, to carry out our own ESG management, we identify, evaluate risks and establish actions or measures that allow us to achieve the objectives and goals established in LABIANA.

In this regard, we have identified as the most significant risks the consumption of raw materials, the use of resources such as water, gas and electricity, as well as the generation of hazardous waste. In the area of occupational safety, we highlight the importance of strengthening the culture of prevention and the need to update equipment and facilities to ensure safer working environments.

Accountability is not an option

EAt Labiana we believe that responsibility is not an option. It is in our DNA and defines our personality and our daily activity, which is why

we are firmly committed to meeting the UN Sustainable Development Goals (SDGs). The following table details the different actions with which Labiana contributes to the fulfilment of the UN SDGs:

Objectives	Actions	SDGs
Ending poverty in all its forms around the world	Toy collection campaign "No child without toys for Christmas". Food collection with the "Banc dels aliments" foundation. Campaign "children at risk of social exclusion".	<div>1 FIN DE LA POBREZA</div> <div>2 HAMBRE CERO</div>
Health and Wellbeing	Monthly fruit service - campaign. We have a dental and medical insurance service for all Labiana employees. We have a large team trained in the use of AEDs. World Water Day Campaign. Suicide prevention campaign and World Patient Safety Day. Campaign to raise funds for breast cancer research. World Mental Health Day" campaign World Day for Safety at Work campaign Occupational health and safety campaigns Collaboration with Q-SPORT Gymnasium	<div>3 SALUD Y BIENESTAR</div>
Promoting access to first employment	Project #LabianaIncorpora. Promotion of internships among intermediate, higher and university students. Promoting access to the first job. Participation in student meetings of training centres for the promotion of employment.	<div>4 EDUCACIÓN DE CALIDAD</div>

Objectives	Actions	SDGs
Inclusive and sustainable economic growth	<p>Promotion and improvement of internal communication.</p> <p>Encouraging staff participation in proposing actions and improvements.</p> <p>Suggestion box.</p> <p>New communication channel through Lefebvre, where workers can report situations that may occur within the company.</p> <p>Individual follow-up interviews with all staff, including temporary workers, trainees and external personnel.</p> <p>TIK TOK" video competition for employees to promote team cohesion</p>	
Reducing inequality	<p>Diversity and Inclusion Campaign throughout the month of May</p> <p>International Women's Day Campaign</p> <p>International Day of Women and Girls in Science Campaign</p> <p>Monitoring of the equality plan until 2025</p>	
Ensuring sustainable consumption and production patterns	<p>Production on demand</p> <p>Ensuring animal health:</p> <p>Facilitating the availability and accessibility of veterinary medicines</p> <p>Campaign for the collection of material/medicines for animal shelters</p> <p>Format changes of products we buy to reduce packaging waste</p>	
Take urgent action to combat climate change and its impacts	<p>Environmental awareness training courses for all employees.</p> <p>World Water Day Campaign.</p> <p>International Mother Earth Day campaign.</p> <p>Recycling campaign.</p> <p>Climate change campaign</p> <p>International Biodiversity Day campaign</p>	
Promote societies just, peaceful and inclusive societies	<p>Compliance</p> <p>Code of Ethics and Compliance</p> <p>Code of Conduct</p> <p>Anti-discrimination plan</p>	

Equality, integration and ethics

Labiana has reflected its commitment to integration and equality through the

Equality Plan, the Anti-discrimination Plan, the harassment Protocol and the Sexual and Genderbased Harassment Protocol and has created the necessary procedures, equipment and tools to guarantee the scope of these plans.

In addition to complying with the regulations, at Labiana we have established a Code of Ethics and Compliance in which we declare our ethical principles as an entity, especially in the following aspects:

- **Honesty and integrity.** All Labiana members must perform their duties in an honest, integral, respectful, loyal, congruent and morally correct way, not only in the relationships and situations maintained with the other employees of the Group, but also in the relationships with third parties, such as customers, suppliers, Public Administrations, etc.
- **Human rights.** Our Code of Ethics and Compliance reflects the company's commitment to the protection of human rights, establishing principles and guidelines that guarantee their respect in all our activities. Within this framework, Labiana guarantees compliance with the fundamental conventions of the International Labour Organisation, promoting freedom of association, collective bargaining, equal opportunities and ensuring the nonexistence of forced and child labor.
- **Gifts, favors and hospitality.** Labiana is categorically opposed to the acceptance of any gift, gift, financial compensation, social events or other personal benefit offered by any customer, supplier, individual or organization that does not have a justified cause, is inappropriate under the circumstances and/or is intended to influence its employees in professional decisions.
- **Anti-corruption and bribery.** In line with the honesty and integrity that must guide all actions by Labiana employees, it is not tolerated that any of its members offer, accept or tolerate, either with respect to another employee of the Group or a third party, any incentive, gift, inducement or payment to develop a specific action in or for Labiana, either for their own benefit or for the Group itself, and even if such action could be considered acceptable. In any case, it is ensured that the duties and responsibilities of each member of the company are carried out in an honest way, without any conditions or link to the obtaining of an advantage or preferential treatment.
- **Money laundering.** Tools and rules of conduct are in place to prevent any misuse of its financial structure and systems in activities related to money laundering or terrorist financing.
- **Conflicts of interest:** As reflected in Labiana's Code of Ethics, the adequate and optimal offering of products and services requires a stable, committed and honest environment. In this sense, it is always avoided that business decisions or actions taken within and with respect to Labiana may be influenced by the personal interests of its shareholders, administrators, managers or employees and/or adopted for their own benefit and/or to the detriment of the company's interests.

In this sense, Labiana makes available to its internal and external staff the Lefebvre communication channel, accessible through our website, in compliance with Law 2/2023. allows any victim or employee of Labiana who has reasonable indications of the commission of irregularities or acts contrary to the law or to the Code of Ethics of the company to notify it confidentially and without risk of reprisals.

In 2024, one complaint has been registered through this system, which was managed and closed following the procedure established by the external company Igualia,

ensuring a safe environment committed to the company's values.

- **Compliance:** To comply with all of the above, LABIANA has a set of measures in place to identify, assess and prevent any non-compliance in compliance matters. Likewise, during 2024, the Compliance Committee has been appointed, and a new comprehensive compliance management system has been commissioned, with the aim of mitigating compliance risks,

OUR FIGURES



Founded in 1958



**Present in more
than
150 countries**



**2 Factories in
Barcelona (Spain)**



370 Employees



**19 Employees
dedicated to R&D&I**



**1.06M€ Invested in
R&D&I**

Pre-tax results obtained by Labiana Health as at 31 December 2024:

-29.997,01€

Income tax expense paid by the company in 2024:

+236.502,66€

There have been no new subsidies to the company in 2024.

In the development of our activity, we prioritize and give priority to the quality of our products and services, not skimping on expenses or adopting the most economical route if this does not mean any benefit for these products and services. However, LABIANA executes all its commercial transactions in a fully conscious and analyzed manner, never compromising its financial integrity and being prudent with regard to its economic situation.

Research and development

As a company in the health sector, at Labiana we maintain our commitment to R&D, focusing both on innovation to improve efficiency and optimization of resources, and on the development of medicines that offer solutions and/or improve efficacy against major diseases in animal and human health, both for our own products and for third parties.

In this spirit, we have achieved the following milestones during 2024:

- In 2024, Labiana's R&D department made significant progress in the development and registration of new products. The development and submission of dossiers for Octreotide and Empagliflozin was completed, strengthening our commitment to innovation in human health. We also worked on the registration process for Fosfomycin in China, expanding our presence in international markets.
- In the field of animal health, we have made progress in the Lexilan and Otomicol projects, reaffirming our commitment to research and development of effective solutions for animal welfare. We also continued to expand Labiana's portfolio in different EU territories and third countries in 2024.

ENVIRONMENTAL ISSUES

Since our origin, Labiana has had a clear vocation of service and excellence committed to global health: animal, human and environmental health.

Our commitment materialized in an efficient management of resources and preservation of the natural environment, minimizing the negative impact of our actions and enhancing the positive impact of our activity.

In Labiana we have an **integrated system of environmental management and health and safety at work** from which we have defined a series of improvement objectives that allow us to reduce our environmental impact and guarantee an adequate health and safety environment for our workers.

This integrated management allows for efficient optimization to meet environmental and occupational safety requirements by sharing the same strategic approach and regulatory structure.

The **precautionary principle** guides our management, ensuring a responsible and preventive approach to both environmental and occupational health and safety issues.

Its application reinforces our commitment to sustainability and the protection of people, in line with our values and standards of continuous improvement.

At Labiana's plant in Terrassa we have ISO 14001:2015 Environmental Management certification and Labiana Pharmaceuticals is working to obtain the certification.

Labiana's approach to environmental management and our commitment to respecting the environment and caring for people means that we see every day as an opportunity to improve.

An annual audit is carried out to verify the correct status of the integrated management system, as well as compliance with legal requirements. In addition, the HSE team carries out continuous monitoring to ensure the correct functioning of the system.

These are the guiding principles of our integrated management system:

- Qualified team
- Legal and regulatory compliance
- Transparency in management
- Seeking continuous improvement
- Environmental protection
- Sustainability
- Prevention of occupational hazards
- Staff security
- Raising staff awareness, through training and information campaigns

Likewise, and complementing our integrated management system for safety, health and environmental management, Labiana has initiatives that allow us to identify both our areas for improvement and those of our collaborators. For this reason, we have a system for reporting internal incidents and recommendations for improvement.



Combating climate change

At Labiana we aim to manage resources in a sustainable way to favor environmental protection, always with the commitment to carry out a management based on continuous improvement.

That is why we carry out different actions to reduce our emissions and tackle climate change:

1. Plan to reduce CO2 emissions: with the aim of reducing the consumption of fossil fuels that power the company's vehicles and forklifts. To this end, the following measures have been taken:

- a) The company's goal is to continue the transformation of the fleet to more sustainable vehicles. Currently, 50% of the vehicle fleet consists of hybrid models. This reflects the company's commitment to further progress in the adoption of more environmentally friendly technologies, thus contributing to the global reduction of greenhouse gas emissions.
- b) 100% electric or manual forklift trucks.

2. Sustainable mobility incentive plan:

Labiana remains committed to the promotion of sustainable transport, which is why at the work centre located in Terrassa we continue to promote ecological alternatives through designated bicycle parking spaces and a charging point for electric scooters. In addition, the strategic location of the centre within an industrial estate with a signposted cycle lane amplifies support for these initiatives, thus enhancing our commitment to more environmentally friendly mobility practices.

This 2024, Labiana joined the European Mobility Week with an information campaign to

all staff about sustainable mobility and possible alternatives to get to work.

In addition, two charging points for electric vehicles have been installed in the car park of the Corbera del Llobregat plant, which came into operation in April 2024.



3. The Plan to Reduce Electricity Consumption

by replacing traditional luminaires with other low consumption options and LED technology allows us to achieve energy efficiency and sustainability. This means that:

- a) The new LED luminaires make it possible to provide the same amount of illumination with less energy consumption.
- b) The change of luminaire is not only a reduction in light consumption, but the fluorescent tube contains chemical elements that are toxic, while the LED luminaire is made of recyclable materials that do not contain toxic elements, neither for nature nor for people.

In 2024, the Continuous Improvement department continues to work on different actions to promote energy efficiency. Actions continue to be undertaken to raise staff awareness of correct management, both in terms of lighting and the management of air conditioning systems that allow us to optimize consumption.

Likewise, actions to reduce electricity consumption continue to be studied and implemented.

It is also worth highlighting the project to install photovoltaic panels that will be implemented during the first quarter of 2025 at the Terrassa plant. This demonstrates the company's commitment to the environment, allowing us to modify the pool of our energy consumption, increasing the use of energy from renewable sources.



Efficient and responsible use of resources

At Labiana we recognize that protecting the environment is a matter for everyone, which is why we consider it essential to create a culture and raise awareness among all our staff of the importance of improving resource management.

Commitment to the optimization of resources, their efficient use and responsible management are fundamental pillars of the organization's



environmental agenda. To this end, the Human Resources department, in collaboration with the HSE (Health, Safety and Environment) department, promotes various initiatives and awareness-raising campaigns

For Labiana, the management of consumption is a very important issue, which is why it is closely monitored by the two plants.



Data 2024

	2022	▲ 2022-2023	2023	▲ 2022-2023	2024
Electricity (kwh)	8.057.362	-1,05	7.972.627	-1,46	7.856.065
Water (m³)	55.275	-6,80	51.516	-14,03	44.286
Gas (kwh)	7.216.761	5,17	7.590.211	10,51	8.387.943

Water management

As an indispensable commodity for life, water is one of the most precious and sensitive resources in terms of environmental protection. Not only is adequate consumption necessary to avoid waste and save costs by reusing resources, but wastewater treatment is also key to protecting the environment. In this sense, Labiana has implemented measures that consider compliance with Good Manufacturing Practices (GMP), which helps to minimize water consumption and improve water management.

These historically implemented systems have made it possible to link water consumption to the company's production volume, so it is estimated that the correct application of GMP resins in the production system is a good indicator of the consumption of this resource by means of historical comparison.

Aware of the critical importance of this limited resource, Labiana has implemented a Water Consumption Saving Plan through which initiatives are defined for improvements in the facilities to reduce water consumption, as well as awareness campaigns among the workforce.

Furthermore, an essential objective for Labiana in relation to water management is to take care of the quality of the water once it has passed through our production processes, so as not to have a negative impact on the rest of the water course. To this end, Labiana has established several measures aimed at preventing any possible water contamination.

-We have procedures in place for the control of accidental spillages to prevent uncontrolled spillage into the network.

-Regular internal water analyses, in addition to those carried out by the water.



management administration, allow us to ensure that LABIANA's wastewater is in good condition.

-Water collection system, to prevent the discharge of substances that may pose a risk to the environment and health, allowing for the subsequent proper and responsible management of this water as waste.

Water consumption in 2024

	2022	2023	2024
Mains water consumption (m3)	55.275	51.516	44.286

The measures implemented to reduce water consumption have focused on improving the efficiency of the distribution system. To this end, leaks have been identified and corrected, and the

use and supply processes have been optimized, contributing to a more sustainable use of the resource.

Energy management

To date, our energy certifications are classified as C and D. These assessments reflect the level of energy efficiency of our facilities, providing a starting point from which we can identify our weaknesses and act to improve our ratings in the future, thus contributing to greater sustainability.

We calculate the carbon footprint of scope 1 and 2 on an annual basis.

-Scope 1: Direct emission sources resulting from activities that the organization controls

including the combustion of hydrocarbons for process units.

-Scope 2: Indirect sources originating from the purchase of electricity (includes electricity used for process units).

Over the course of 2024 Labiana has reduced its carbon footprint by 0.20%. The aim is to continue working on measuring our impact to make further progress in the fight against climate change.

SCOPE	SOURCE	Tn CO2e/year 2023	Tn CO2e/año 2024
GHG scope 1	Diesel consumption (mobile sources) + natural gas (stationary sources)	1.424,34	1.550,84
GHG scope 2	electricity consumption	2.168,55	2.034,72

NOTE: the calculation has been made using the Ministry's calculator.

Most of our electricity consumption comes from manufacturing our products and doing so in a way that allows us to ensure the quality and safety of the same. During the year 2024, we have continued to implement measures

to minimize energy consumption, which has meant a decrease of 1.46% compared to 2023, despite having increased production in the two production plants.

Electricity and gas consumption in 2024

	2022	2023	2024
Electricity consumption (kwh)	8.057.362	7.972.627	7.856.065
Gas consumption (kwh)	7.216.761	7.590.211	8.387.943

It should be noted that 38.26% of the electricity used comes from renewable sources

Circular economy and waste prevention and management

The Labiana Group reaffirms its commitment to waste prevention and management, actively promoting the circular economy as a key strategy to reduce environmental impact and contribute to the fight against climate change

The strategy focuses on optimizing the use of resources and waste. For this reason, Labiana has implemented a series of measures, including:

All human health medicines and their packaging placed on the market by the Company are managed through Integrated Packaging Management and Collection Systems.

These non-profit organizations, created to ensure the correct environmental management of household medicine packaging and waste, make it easier for citizens to conveniently dispose of medicine packaging and waste, but with all the health and environmental guarantees.

Labiana is a member of integrated waste management systems for the recovery of packaging placed on the market for pharmaceutical specialties, such as SIGRE.

By 2025, Labiana Life Sciences will also adhere to a SCRAP for circular management of commercial and industrial packaging, thus complying with the new legal requirements coming into force

Actions taken to promote waste reduction:

-Modification of alcohol purchase packaging (from drums to IBCs) to reduce the amount of final waste.

-The software implemented in the maintenance department continues to be improved, making it possible to digitalize all those documents for equipment requests and registrations that were previously done on paper.

-Preventing the production of paper and cardboard waste is a priority. Once generated,

separate collection aims to enable quality recycling, which saves energy, emissions and raw materials.

The Labiana plants are registered as waste producers with codes P- 01458-1 for the Labiana Life plant located in Terrassa and P-49902-2 for the Labiana Pharmaceuticals plant located in Corbera de Llobregat.

To guarantee efficient waste management, the organization focuses on fundamental aspects, such as the appropriate selective classification of waste, considering both its typology (hazardous/non-hazardous) and its treatment (recoverable/non-recoverable). In addition, special attention is paid to the proper identification, labelling and storage of waste, thus ensuring correct management.

All in all:

1. Selective waste segregation points have been defined at different points in the work centres, signposting them appropriately to facilitate identification of the waste to be disposed of and thus improve the segregation system.

Plans are available showing the exact locations of the selective segregation points and their characteristics. In this way, in case of doubt, all plant personnel will have access to the information they require.

Our HSE department continues to actively seek new forms of management that allow us to increase waste segregation at source, contributing to the circularity of products, by-products and waste.

2. Labiana has carried out a campaign to raise awareness of food waste by joining the European week of waste prevention.

3. Labiana works with authorized waste managers with the aim of maximizing the selective collection of the different types of waste generated, including paper, plastic, glass, fluorescent bulbs, toner, wood, metal, packaging and rejected material, so that it can be managed and recycled and recovered whenever possible. It is expected that by 2025 the project to unify the waste management service will be completed with the aim of improving its management and becoming more sustainable, the segregation system will be reorganized at source in the Labiana Life plant.

100% of the paper and cardboard and 100% of the wood that comes out as waste that is managed goes to recovery.

- Currently, one of the actions that continues to be carried out to give a second life to the shredded paper that leaves the facilities is to send it to centres that use it for animal welfare, thus contributing to a circular economy that favors greater sustainability in the use of resources.

A total of 400.30 tons of waste was generated in 2024. 32.50% is classified as hazardous waste.

In addition, during the 2024 financial year, we recovered a total of 121.01 tons of waste, representing 30.23% of the total, thus maintaining the line of work of previous years.

Waste is made annually, where the waste generated during the year is reported to the competent administration.

The distribution of waste generated in 2024 is shown below.

WASTE TYPOLOGY 2024	LABIANA PHARMACEUTICALS	LABIANA LIFE SCIENCE	TOTAL
DANGEROUS (t)	39,06	91,02	130,02
NON-HAZARDOUS (t)	150,82	119,40	270,22
TOTAL	189,88	210,42	400,30

Type of hazardous waste	2024
Medicines	12,72
Absorbents and filtration materials	4,90
Contaminated packaging	24,26
Raw materials	51,48
Laboratory reagents	10,26
Biohazardous waste	8,22
Septic tank sludge	7,18
Electrical and electronic waste	1,63
Cleaning waters	9,43
Total hazardous waste	130,08

Type of non-hazardous waste	2024
Plastic packaging	7,08
Banalis	148,81
Glass	17,88
Paper and cardboard	65,16
Non-hazardous electrical and electronic equipment	0,02
Wood	2,35
Plastic	27,46
Metals	1,46
Total residuos no peligrosos	270,22

4. There is an internal protocol for the management of goods such as medicines, expired raw materials and bio-sanitary waste and this protocol includes from collection to selective management through authorized and specialized managers to ensure their correct disposal.

Raw material consumption 2024

The main raw materials consumed for the development of the company's activity are active ingredients and excipients for the manufacture of the different pharmaceutical

forms for human and animal health.

The quantities and types of raw materials may change annually depending on the products manufactured. During the 2024 financial year, there has been an increase in raw material consumption due to the increase in production at both plants.

	2023	2024
Consumption MP Labiana Life (tn)	324,55	396,40
Consumption MP Labiana Pharmaceuticals (tn)	368,05	409,17
Total consumption PM (tn)	692,60	805,56

The quantities and types of raw materials may change annually depending on the products manufactured. During the 2024 financial year,

there has been an increase in raw material consumption due to the increase in production at both plants.

Protection of biodiversity

Our vocation of service and excellence committed to global health necessarily includes the protection of the environment.

Our activities do not take place in protected areas and therefore, as they are not considered to have an impact on biodiversity, it is not necessary to establish an action plan for the

preservation or restoration of biodiversity.

However, in Labiana we consider that, in general, any industrial activity can potentially damage ecosystems and for this reason, within our activity, we have a special sensitivity towards all those actions that can have a direct or indirect influence on biodiversity.

That is why in Labiana we carry out different actions related to environmental protection such

as:

- 1. Maximise the use of recycled paper to ensure that most of the paper or cardboard-based materials used by the company come from sustainably managed forests. A total of 83.2 tons of paper used in offices and administrative tasks was consumed at the Spanish plants in 2024.
- 2. World Environment Day: one more year Labiana joins the celebration of this day to raise awareness among our staff, customers and suppliers about the importance of incorporating measures to ensure the reduction of our impact on the environment
- 3. Golondrina Project: once again this year we are launching a campaign to raise awareness about the protection of swallows and their nests through the internal TV circuit. Their protection is not only required by law, but also a fundamental issue to protect biodiversity and in Labiana we are proud and happy to receive these friends every year, for this reason we monitor the state of the nests and guarantee their care.



SOCIAL AND STAFF

As a pharmaceutical company committed to one health, we strive to improve the lives of animals and people by working in a way that respects our environment.

Our continued pursuit of operational excellence and innovation drives our unwavering commitment to providing society with the highest quality products in an environment of mutual respect, inclusiveness and accountability. The success of our work depends on our people and the talent and heritage they bring to us.

They are our driving force and that is why, through our HR department, we promote measures to promote work-life balance, encourage learning and foster continuous improvement and the exchange of ideas.

As stipulated in Article 3 of the Collective Agreement, all Labiana employees are covered by the general collective agreement for the chemical industry:

Article 3. Personal scope. These terms and conditions of employment shall apply to all personnel employed in the companies included in the above areas, regardless of their country of origin and/or residence, except for those who hold the position of director in companies that have the legal form of a partnership, or senior management or top management in the company. All references in this Collective Bargaining Agreement to the term 'worker' shall be understood to refer without distinction to the person, man or woman, except in those cases in which the Collective Bargaining Agreement itself expressly limits the ownership of the right.

In turn, Labiana's workers are represented by a works council that negotiates with the company on new working conditions, working hours, timetables, overtime, company measures,

working hours, etc. Every quarter, the workers' committee meets with the company to discuss issues that may be of interest or concerns that may arise on both sides.

#LabianaIncorpora, our commitment to “talent without labels”

Likewise, Labiana is committed to employment and local development, but especially to the training and incorporation of young people and people at risk of social exclusion into the workplace. The #LabianaIncorpora project brings together all the company's initiatives.

In 2024 we continue to comply with these initiatives and are committed to the project which consists of:

- The promotion of job opportunities for young people, opportunities for young talents: scholarship programme of collaboration as an internship centre with secondary, higher and university training centres.
- Encouraging access to the first job: training goes one step further by encouraging

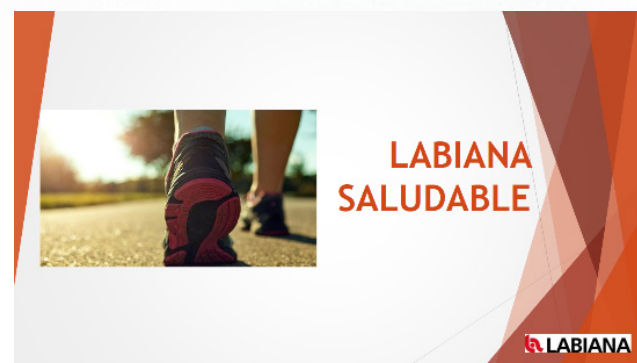
the recruitment of talent. It is part of Labiana's DNA to have interns in many of its departments.

- This year, the Human Resources department participated in Talent Day 24, a training day focused on continuous improvement in attracting talent, the development of leadership based on empathy and the integration of the Sustainable Development Goals into the business strategy.
- As part of our commitment to training and professional development, each year we host 24 students from the Veterinary Degree of the Autonomous University of Barcelona. This initiative allows them to broaden their knowledge in science and regulation applied to drug development, thus contributing to their academic and professional growth.
- Hiring people at risk of social exclusion, such as mothers or fathers who have given up their careers to dedicate themselves to childcare, taking into account the SDG 5 target, people over 45 years of age, unemployed people and people with disabilities (always complying with the required 2% and also collaborating in the contracting of services with companies committed to the inclusion of people with disabilities).
- Encouraging the incorporation of people from the area. Achieving great benefits such as: Minimizing stress for workers, contributing to family reconciliation, which implies a better use of their free time and reducing the environmental impact.

The HR department has a programme called #LabianaComunica that informs about news, benefits and new events in the company by e-mail and on the screens in the plants.

We have the Onboarding programme which has enabled us to digitize the welcome folder, and we continue to communicate new recruits on the TV screens in the plant so that all our

employees can get to know the new recruits.



The HR department has in place a "Plan for improvement, conflict detection and employee outreach in the HR department".



This improvement plan is based on the conclusions of personal interviews conducted with the entire workforce by department or work area of the company.

With these continuous staff monitoring interviews, Labiana pursues the following objectives:

- Define the work climate and psycho-social aspects in Labiana.
- To find out the employees' opinion of the company and their workplace
- To find out the type of relationship workers have with their line managers and colleagues in general.
- Detect inappropriate behavior or conflictive situations in which intervention is necessary and take advantage of

Commitment to equality

For Labiana, female talent is a basic pillar. That is why, for years, we have had different instruments and regulations that allow us to advance in this area, such as the **Equality Plan and the Protocol against Sexual Harassment** as well as the **anti-discrimination plan** worked together with Igualia, a leading company in the new regulations for gender equality and an expert in preventive measures and equality plans.

The 2020-2024 Equality Plan aims to enhance and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status. We are currently working on updating the Equality Plan, incorporating practical improvements and adapting it to the current reality of our workforce.

interviews to remind workers of the anonymous reporting channel available to them to report any harassment or inappropriate situation.

- Strengthen the link, pride and sense of belonging to the company.
- To offer a closer and more open vision of the HR department and for this department to be seen and perceived by employees as an accessible support in the daily development of their work.
- To be able to create a plan of improvements and corrective measures in line with the company's spirit of continuous improvement.

This plan includes a series of measures to achieve equal treatment and opportunities for our male and female employees, and the elimination of any discrimination based on gender in our company. Since 2019, we have had an Equality Committee that meets periodically with specific support for women, with a special focus on adopting fiscal, salary and social protection policies, and progressively achieving greater equality.

In addition, our Equality Plan also includes several measures to support women, such as the granting of paid leave and leave of absence and even grants or loans on special conditions in the event of a change of home address.

The success of this plan depends on knowledge and awareness, which is why we strive to ensure that our entire team is familiar with these internal tools. Thus, through our corporate e-learning platform, compulsory courses are given to raise awareness of the Equality Plan and the Protocol against Sexual Harassment.

The equality plan currently includes a harassment protocol.

Labiana also has staff trained in gender equality and in preventing and dealing with sexual and gender-based harassment, ensuring that all our staff in Spain are informed and protected against these situations.

The Anti-Harassment Protocol expresses a commitment to **zero tolerance of harassment and offensive, discriminatory or abusive behavior**. It is the tool being developed by the company for the prevention and solution of workplace harassment.

This protocol contemplates the two fundamental dimensions against harassment situations: prevention and action in the face of harassment situations.

In order to guarantee maximum diversity and environments where full participation and equal leadership opportunities are ensured at all levels, there is a **Permanent Equality Commission** where protocols have been developed that cover **anti-bullying and anti- harassment** aspects, among others. Our harassment protocol is managed externally by Igualia, a company mentioned above, specialized in preventing and dealing with these cases. This collaboration allows us to guarantee a safe working environment for our staff, ensuring effective prevention and appropriate management of any harassment situation.

Promoting work-life balance

Work-life balance measures improve the personal well-being of our employees, which translates into job satisfaction, stress reduction, improved personal balance and, therefore, better health.

We also join Women's Day and the International Day of Women and Girls in Science, dates that reinforce our commitment to gender equality in all areas of our activity, fostering female talent and promoting an inclusive environment where all people can develop professionally without gender barriers



Our commitment to innovation and excellence goes hand in hand with our commitment to our staff. That is why, at Labiana, we promote the reconciliation of work, personal and family life.

One of the measures implemented is the possibility of having Friday afternoons off or promoting changes in working hours, work-life

balance at the worker's request or facilitating the modification of working hours on an individual basis. There are also other measures that favor work-life balance, such as facilitating teleworking for family reasons or flexible start and finish times with a margin of up to one and a half hours over the official timetable. In 2022, the possibility of teleworking one day a week

Risk of exclusion and disability

Historically, Labiana has a strong commitment to the inclusion of people with disabilities and people at risk of social exclusion in the workplace.

In addition, at Labiana we have carried out diversity awareness campaigns, addressing aspects such as racial diversity, functional diversity and the inclusion of people with disabilities and mental diversity. These initiatives aim to raise awareness among our team about the importance of an inclusive and respectful work environment, fostering a corporate culture based on equal opportunities and mutual respect.



We currently have 6 disabled workers and we collaborate with special work centres (CET) in all gardening and janitorial tasks.

was introduced for all staff who can do so due to operational reasons.

We also respect the right of all the people who work at LABIANA to disconnect from work outside working hours, allowing a better work-life balance and respecting the rest of each person.

Likewise, in Labiana we join CSR actions focused on these groups such as the Sant Jordi Social Initiative, collaborating with "LaFACT" of Terrassa.

One of the measures implemented is the



possibility of having Friday afternoons off or promoting changes in working hours, work-life balance at the worker's request or facilitating the modification of working hours on an individual basis. There are also other measures that favour work-life balance, such as facilitating teleworking for family reasons or flexible start and finish times with a margin of up to one and a half hours over the official timetable. All staff who can do so due to operational reasons have the possibility of teleworking one day a week.

The commitment of our suppliers

As far as social policies and supplier relations are concerned, one of the parameters for the selection of our suppliers is that they have implemented gender equality policies, as well as the respective considerations regarding environmental regulations. We work with internal procedures that allow us to select the suppliers that best meet our needs and comply with our quality standards.

All this goes with an internal audit process from Labiana to our suppliers in which all relevant aspects are evaluated by means of an initial questionnaire, both in terms of quality and environmental or health and safety issues.

The selection process includes an initial audit, in which suppliers must complete an evaluation questionnaire, where quality, environmental, health and safety aspects are analyzed. This first phase is managed by the Technical Management, Quality Assurance and In-Process Control departments, which also carry out on-site audits following the established procedures to verify compliance with the requirements.

In addition, the HSE (Health, Safety &

Environment) department carries out additional monitoring by means of a specific questionnaire, focusing on environmental, health and safety and social issues. This questionnaire is regularly sent to suppliers to ensure continuous improvement and adaptation to current regulations.

Passing these assessments, both documentary and on-site, is a prerequisite to ensure that our suppliers operate in accordance with our principles of quality, sustainability and social responsibility.

In this area of social relations, we also have a Pharmacovigilance department. This activity is aimed at identifying, quantifying, assessing and preventing risks associated with medicines already on the market. Its aim is to monitor and evaluate medicines and contribute to their safe and rational use.

Therefore, the responsibility for pharmacovigilance is shared by everyone at Labiana who, in some way, deals with the medicine and for this we have internal procedures that tell us how to proceed and who is the contact person in the event of any incident. In addition, specific training is given to staff.

Complaints system

Regarding the quality assurance system, during 2024 a total of 95 admitted complaints from our customers (Justified) and a total of 71 complaints made to our suppliers have been collected.

Customer complaints are managed by e-mail

and are evaluated according to a specific internal procedure for each plant. Technical Management and Quality Assurance, together with the departments involved, analyze each case to determine whether to proceed or reject it, always guaranteeing a transparent and rigorous process. Once the cause has been identified, a report is drawn up and communicated to the customer for closure.

	Labiana Life Sciences	Labiana Pharmaceuticals
Number of complaints	94*	135
Justified	35	60
Not justified	57	75
Closed	94	135

*2 complaints have been rejected

Supplier assessment 2024

	LABIANA LIFE SCIENCES		LABIANA PHARMACEUTICALS	
	TOTAL APPROVED/ AUTHORISED	APPROVED 2024	TOTAL APPROVED/ AUTHORISED	HOMOLOGATED 2024
SERVICES	120	7	143	16
MATERIALS	95	11	46	1
RAW MATERIALS	298	42	309	17

OUR TEAM

At Labiana we are committed to quality and job stability. Proof of this is that more than 93% of our workforce has a permanent contract. In addition, 100% of contracts are full- time. We currently have 370 employees, 59% of whom are women. In terms of age, the majority are between 31 and 50 years old.

Average annual contract types 2022-2024

	2022	2023	2024
Fixed-term contract	3%	3%	4%
Permanent contract	94%	94%	93%
Trainees	3%	2%	2%

Labiana promotes job stability, as evidenced by the fact that more than 90% of the staff work on permanent full-time contracts.

Only 4% of contracts are temporary, although this figure does not reflect the reality as most of these contracts are for early retirees and trainees.

Staffing by gender 2022-2024

	Total number of employees	Men	Women
2022	441	202	239
2023	427	189	238
2024	370	151	218

Country staffing 2022-2024

	Total number of employees	Spain	Turkey	Mexico
2022	441	364	3	1
2023	427	363	3	1
2024	370	365	3	1

Staffing by seniority in 2022-2024

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Less than 5 years	86	91	83	93	58	80
5 - 10 years	48	49	43	43	43	49
11 - 20 years	31	63	28	67	19	51
More than 20 years	37	36	35	35	31	38

Workforce by age in 2022-2024

	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Under 30s	27	27	23	27	18	26
31-45 years	62	95	58	95	41	80
46-60 years	94	100	90	101	74	97
Over 61 years old	19	17	18	15	18	15

Type of contract by age and gender 2022

	Under 30	31-45	46-60	Over 61
Trainee	11 7H - 4M	2 1H - 1M	0	0
Fixed term contract	6 2H - 4M	2 1H - 1M	3 1H - 2M	4 2H - 2M
Permanent contract	37 19H - 19M	153 60H - 93M	191 92H - 99M	32 18H - 14M

Type of contract by age and gender 2023

	Under 30	31-45	46-60	Over 61
Trainee	10 5H - 5M	0	0	0
Fixed term contract	5 1H - 4M	5 2H -3M	1 1H	3 2H - 1M
Permanent contract	35 17H - 18M	149 57H - 92M	189 88H - 101M	30 16H - 14M

Type of contract by age and gender 2024

	Under 30	31-45	46-60	Over 61
Trainee	9 5H - 4M	2 1H - 1M	0	0
Fixed term contract	4 2H - 2M	2 1H -1M	8 4H - 5M	2 1H - 1M
Permanent contract	25 7H - 18M	123 44H - 79M	163 71H - 92M	31 17H - 14M

Staffing by occupational group 2022-2024

	2022		2023		2024	
Professional group	Men	Women	Men	Women	Men	Women
0	2	1	2	1	2	1
2	14	14	4	8	11	9
3	27	60	29	66	26	66
4	61	58	61	59	50	72
5	31	45	30	47	35	46
6	19	16	18	13	16	14
7	9	3	8	4	8	7
8	1	1	1	1	1	1
TOTAL	364		363		365	

Groups 8, 0, Zoleant and Mexico are not covered.

Professional groups according to the Chemicals Agreement. Classification:

- Operators and Administrative staff: 02,03, 04
- Technicians: 05, 06
- Team Leaders: 07
- Senior Management: 08,00

Type of contract by occupational group 2022-2024

	2022			2023			2024		
Group professional	Trainee	Fixed-term contract	Permanent contract	Trainee	Fixed-term contract	Permanent contract	Trainee	Fixed-term contract	Permanent contract
0	0	0	3	0	0	3	0	0	3
2	13	2	13	1	3	4	9	1	8
3	0	2	85	0	5	90	0	8	84
4	0	3	116	0	1	119	0	2	120
5	0	2	74	0	1	76	0	3	78
6	0	0	35	0	0	31	0	0	29
7	0	0	12	0	0	12	0	0	14
8	0	0	2	0	0	2	0	0	2

Number of annual redundancies
2022-2024

	Total redundancies	Men	Women
2022	16	8	8
2023	11	7	4
2024	6	5	1

Number of redundancies by age
2022-2024

	2022	2023	2024
30-45	5	7	1
46-60	2	3	5
Over 61	1	0	0

Number of redundancies by occupational group 2022-2024

Group professional	2022	2023	2024
2	0	0	0
3	1	9	2
4	7	2	2
5	0	0	0
6	0	0	1
7	0	0	1

Salary table 2024

		Total	Men	Women
2	Total employees	13	8	5
	Average salary	26.400,96 €	26.318,30 €	26.483,61 €
3	Total employees	90	26	64
	Average salary	28.456,66 €	28.456,66 €	28.369,02 €
4	Total employees	123	52	71
	Average salary	33.246,45 €	33.719,51 €	32.773,38 €
5	Total employees	81	35	46
	Average salary	44.919,78 €	45.260,65 €	44.578,90 €
6	Total employees	30	16	14
	Average salary	56.972,43 €	57.155,95 €	56.788,90 €
7	Total employees	15	8	7
	Average salary	79.741,13€	86.424,48€	75.286,86€

The pay gap stands at 2.83%, which shows that we are below the 5% established by the European Directive 2023/970 and reaffirms our commitment to equal pay.

Age-related salary table 2024

AGE	MEN	WOMEN	TOTAL
Under 30s	19.672,67 €	27.110,79 €	23.391,73 €
between 30 and 45 years old	37.951,63 €	34.968,15 €	36.459,89 €
between 46 and 60 years old	39.898,62 €	34.771,80 €	37.335,21 €
Over 61 years old	36.802,41 €	39.762,50 €	38.282,45 €

Average executive remuneration 2024

	Men	Women
Total managers	10	6
Average remuneration	93,043.00€	105,474.00€

Remuneration of board members 2024

Council	Men		Women	
	Director's remuneration	Additional remuneration as Chairman of the Board	Retribución como Consejero	Additional remuneration as Chairman of the Board
Fixed remuneration	10,000.00€	5,000.00€	10,000.00€	5,000.00€
Commissions	Remuneration as a member of a Commission	Additional remuneration as Chairman of a Commission	Remuneration as a member of a Commission	Additional remuneration as Chairman of a Commission
Fixed remuneration	5,000.00€	2,500.00€	5,000.00€	2,500.00€

- Labiana works to guarantee the work and personal wellbeing of its team, through measures that help to reduce absenteeism while at the same time allowing family reconciliation.

	2022	2023	2024
Absenteeism rate	8,25	7,9	8
Total hours of absence	42.383,11	52.251,51	49.563,37

Absence hours include:

- Sick leave.
- Accidents at work and non-occupational accidents.
- Maternity and paternity leave.

Occupational accidents 2022-2024

Year	Accidents with sick leave		Accidents without sick leave		Total accidents	
	Man	Woman	Man	Woman	Man	Woman
2023	4	12	4	3	8	15
2024	6	10	8	0	14	10

Taking into account in itinere accidents.

During 2024, 24 accidents have been recorded, taking into account In itinere accidents, so the total number of accidents has remained very stable. The company will continue to reinforce its occupational safety prevention and awareness measures to reduce the accident rate.

Information on frequency and severity rates is attached below:

Year	Frequency index	Severity index
2023	14,11	0,49
2024	17,64	0,21

PROFESSIONAL DEVELOPMENT

Within the GMP standards, in Labiana we have registered the Staff Training Plan which is also managed by the HR Department. This Plan establishes a training protocol that is applied to each employee when he/she joins the company.

The training needs for each job position are

defined by the HR department together with the heads of each area. This ensures that the new employee receives the appropriate training according to the job position in Occupational Health and Safety, Code of Ethics, job procedures, data protection law and internal company regulations.

Training hours by occupational group 2024

	Total hours	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8
2023	5.449,5	94,5	967,02	1285,57	1818,96	801,2	257,1	22
2024	5.086,10	48,75	572,95	1668,5	1294,5	381,2	1096	14,25

In 2024, training planning has been adapted to the company's situation, which has led to a reduction in the number of training hours in some departments. However, priority has been given to training in strategic groups to optimize resources and maximize impact.

Likewise, and in pursuit of continuous improvement and the highest quality standards, the HR department informs the entire workforce to motivate them to take part in the training actions offered by the company, particularly those related to quality, efficiency, safety and respect for the environment.

Because, true to our philosophy, in Labiana we

are convinced that the development of each one of us contributes to the global growth as a company and that is why we give strategic importance to the training of our staff in their job, to their development to take advantage of future professional opportunities, or to the assimilation of new skills that allow us to face the current challenges.

We are also committed to technical training with associations such as AFI, the Official College of Pharmacists, FEDEQUIM, IQS, IL3, etc., and to financing training and development programmes to improve skills (training, Learning Hub platform, minerva (on office products, etc.).

Las personas en el centro, seguridad y salud en el trabajo

In Labiana we have an Integrated Health and Safety at Work and Environmental Management

Policy in which the organization is committed to respecting the regulations in force.

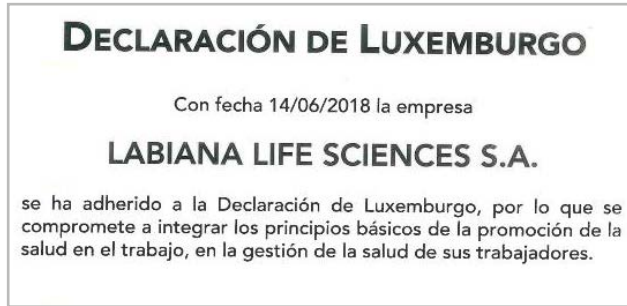
The company is sensitive to pregnant and breastfeeding employees, where we apply a specific protocol.

Annual medical check-ups are carried out by the Health Surveillance department of the External Prevention Service.

AED defibrillators are available on the premises. Training and instruction of the different first aid teams has been carried out for their operation.

In accordance with the ORP law, the Occupational Health and Safety management is subcontracted to a specialized external company (external prevention service) SP ACTIVA and PREVENCONTROL.

In Labiana we have adhered to **the Luxembourg Declaration**, and we are committed to integrate the basic principles of health promotion at work in the health management of our workers.



Also, with a special focus on management, at Labiana we have implemented a management system based on **ISO 45001:2018**. This standard ultimately aims to help businesses provide a safe working environment for employees and anyone else in the workplace. This can be achieved by controlling factors that can potentially cause injury, illness, and in extreme cases, death. ISO 45001:2018 is intended to prevent work-related injuries and health problems or accidents at work, thus providing a safe and healthy workplace.



How does ISO 45001 support the UN Sustainable Development Goals?

The implementation of an integrated management system based on this standard allows us to motivate employees through consultation and participation, as well as the importance of awareness and development of a preventive culture in the organization.

Organizations committed to sustainability are increasingly aligning their corporate strategies with the United Nations Sustainable Development Goals (SDGs). Accredited certification to ISO 45001:2018, the international occupational health and safety management system, demonstrates an organization's commitment to ensuring ethical working conditions, health, wellbeing and equality practices.

An organization is responsible for the occupational safety and health (OSH) of its workers and others who may be affected by its activities. This responsibility includes the promotion and protection of their physical and mental health.

The adoption of an OSH management system aims to enable an organization to provide safe and healthy workplaces, prevent work-related injuries and health deterioration, and continuously improve its OSH performance.

Regarding accidents at work, we have a low accident rate. This allows us to see that the measures being taken in health and safety at work are having a positive effect on our workers.

Likewise, in our commitment to the health and safety of its workers, in Labiana we have developed different training and persuasive actions such as:

- Specific training in the prevention of occupational hazards arising from the jobs.

- Health and Safety Awareness Campaigns
- Free monthly fruit service.

COMMITMENT TO SOCIETY

People at the centre, commitment to society

As part of its CSR actions, Labiana supports different initiatives and social causes carried out by groups, federations and sports clubs as well as foundations and non-profit associations. Of the total amount contributed by Labiana during the 2024 financial year, €7,460.86 corresponds to the amount allocated to causes promoted exclusively by foundations and non-profit organizations.

Labiana's CSR activity focuses on different areas:

Well-being: the well-being of people is a fundamental pillar of our corporate philosophy, which is why we work to transmit this commitment to our staff through various initiatives and collaborations. Below we highlight some of the actions we have promoted:

- Fundraising for the "Asociación Española Contra el Cáncer".
- World Day for Safety and Health at Work in collaboration with MC Mutual.
- World Mental Health Day
- World Suicide Prevention Day
- World Diabetes Day
- Collaboration with the Q-SPORT Sports Centre in Terrassa



Solidarity: Labiana supports different social causes by collaborating with different non-profit organizations in social action campaigns. Some of them:

- #LabianaSolidaria: toy collection campaign together with the Red Cross.
- Campaign "Food bank food collection".



Preserving heritage: Proyecto Cartuja Hierro del Bocado, a State Heritage institution that is responsible for the preservation of the PRE horse, a Carthusian lineage, a horse with more

than 500 years of history that belongs to all of us. Labiana supports this institution through the programme Amigos de la Yeguada (Friends of the Stud Farm) as well as through technical advice in different ongoing projects of the entity.



Promoting the values of sport: The practice of sport not only contributes positively to the state of health by preventing illnesses, but it is nowadays proven that incorporating regular physical activity into our daily routine contributes to improving our emotional health.

Likewise, beyond the aspects related to physical and mental health, sport plays a fundamental role in the integral development of children and adolescents thanks to the transmission of values and teachings that transcend the sporting sphere, contributing largely to the formation of upright and responsible people.

In this area, Labiana maintains its commitment and contribution to sporting activities such as:

- Sponsorship of Real Ciencias Rugby
- Sponsorship of a local youth football team in Corbera de Llobregat.
- Sponsorship of the XVII European Veteran Rugby Festival organised by Veteranos Sevilla Rugby with the support of the Seville City Council, Junta de Andalucía and the Royal Spanish Rugby Federation.

• Sponsor of the National Reining Horse Championship (NRHA) organized by the National Reining Horse Association.

• Collaboration with the Spanish Greyhound Federation

• Sponsorship of the Yorkshire Area Point to Point Ladies' and Mens' Open races (Sheriff Hutton, June 2024)



Animal welfare and one health: In line with the "One Health" philosophy and the UN SDGs, at Labiana we believe that maintaining animal health is essential to achieve the Sustainable Development Goals, which is directly related to SDG12 "Sustainable Consumption and Production".

As part of our CSR actions in this area, two types of actions are being carried out: :

- Facilitate the availability and accessibility of veterinary medicines by registering medicines in markets which, due to their small size, have a smaller number of approved veterinary medicines, such as Cyprus, Malta, Estonia, Latvia and Lithuania at the European Union level. Outside the European Union, examples include Bosnia and Northern Macedonia, or special markets such as Cuba, where few foreign companies are involved due to the difficulties inherent in the regime.
- Maintenance according to the current guidelines of Authorisations of medicines based on old molecules but more necessary than ever to contribute to the fight against antimicrobial resistances (e.g. Estreptolab - Dihydrostreptomycin) or important molecules in veterinary practice (e.g. Rumintral- Neostigmine, the only neostigmine approved

for many years in Spain and which we have now registered in several European countries under the name Neoskilab -Croatia, Cyprus, Estonia, France, Hungary, Ireland, Italy, Latvia, Lithuania, Portugal-).

ANNEX 1

The statement of non-financial information 2024 of Labiana Health S.A. and Subsidiaries has been prepared in accordance with the requirements established in Law 11/2018, of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, with regard to non-financial information and diversity.

In order to verify this information, a Verification Audit was carried out on 5 and 6 March 2025. In this audit it was possible to verify the veracity of the data included in the report as reflected in the certificate issued by the auditing company TÜV SÜD IBERIA S.A.U.

We believe that as a company we have a duty to contribute to improving our environment and to achieve social, economic and environmental improvements for the common good.

This report will be publicly disseminated through the different channels provided for this purpose by LABIANA



Más valor.
Más confianza.

VERIFICACIÓN

TÜV SÜD Iberia S.A.U. ha contrastado que

EL ESTADO DE INFORMACIÓN NO FINANCIERA del ejercicio 2023 de la organización **LABIANA** se ha elaborado conforme a las exigencias establecidas en la Ley 11/2018 de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad y con referencia a los requisitos establecidos por los estándares de Global Reporting Initiative (GRI).

Para verificar esta información se realizó una Auditoría de Verificación, los días 5 y 6 de febrero 2024, en modalidad telemática. En dicha Auditoría se pudo comprobar la veracidad de los datos incorporados al informe.

Para que así conste:

Auditora
Diana Abengózar García
Project Manager/Advisor

Revisión
Victoria Gutiérrez
Business Line Manager

Madrid, 22/03/2024

Madrid, 22/03/2024

TÜV SÜD IBERIA S.A.U

VERIFICATION

TÜD SÜD Iberia S.A.U. has contrasted that

THE STATEMENT OF NON-FINANCIAL INFORMATION for the 2023 financial year of the LABIANA organisation has been prepared in accordance with the requirements established in Law 11/2018 of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July, on Auditing of Accounts, in terms of non-financial information and diversity and with reference to the requirements established by the Global Reporting Initiative (GRI) standards.

In order to verify this information, a Verification Audit was carried out on 5 and 6 February 2024, in telematic mode. This audit verified the veracity of the data included in the report.

ANNEX 2

TABLA LEY 11/2018		
Información solicitada por la Ley de Información No Financiera	Vinculación con indicadores GRI	Apartado donde se encuentra identificado
Información General		
Descripción del modelo de negocio: entorno empresarial, su organización y estructura, los mercados en los que opera, sus objetivos y estrategias, y los principales factores y tendencias que pueden afectar a su futura evolución.	GRI 2-1 Detalles Organizativos GRI 2-2 Entidades incluidas en la elaboración de informes de la sostenibilidad de la organización GRI 2-4 Actualización de la información GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 2-9 Estructura de gobernanza y composición GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas	1
Descripción de las políticas que aplica el grupo respecto a dichas cuestiones, que incluirá los procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado.	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos 3-3 Gestión de los temas materiales	1.6., 4, 6.1.
Los resultados de las políticas que aplican al Grupo respecto a cuestiones medioambientales y sociales, al respeto de los derechos humanos y a la lucha contra la corrupción y el soborno, así como relativas al personal	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 3-3 Gestión de los temas materiales	1.6., 4, 6.1.
Los principales riesgos relacionados con cuestiones medioambientales y sociales, al respeto de los derechos humanos y a la lucha contra la corrupción y el soborno, así como relativas al personal, vinculados a las actividades del Grupo	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos GRI 201-1 Valor económico directo generado y distribuido	3
Indicadores clave de resultados no financieros	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 2-7 empleados GRI 2-8 trabajadores que no son empleados GRI 3-3 Gestión de los temas materiales	5
Cuestiones Medioambientales		
Información general detallada		
Efectos actuales y previsibles de las actividades de la empresa en el medio ambiente y en su caso, la salud y la seguridad	GRI 3-3	3
Procedimientos de evaluación o certificación ambiental	-	3
Recursos dedicados a la prevención de riesgos ambientales	GRI 3-3	3
Aplicación del principio de precaución	GRI 2-23 Compromisos y políticas	3
Cantidad de provisiones y garantías para riesgos ambientales	GRI 3-3	3
Contaminación		
Descripción de medidas para prevenir, reducir o reparar las emisiones que afectan gravemente el medio ambiente; teniendo en cuenta cualquier forma de contaminación atmosférica específica de la actividad (Indicar las emisiones distintas a las de CO2eq, es decir, contaminación acústica, contaminación lumínica, olores, vibraciones, partículas, NOx, SOx, CO, COV, etc.)	GRI 305-1 Emisiones directas de GEI (alcance 1) GRI 305-2 Emisiones indirectas de GEI asociadas a la energía (alcance 2) GRI 305-5 Reducción de las emisiones de GEI	3
Economía circular y prevención y gestión de residuos		
Descripción de medidas de prevención, reciclaje, reutilización, otras formas de recuperación y eliminación de desechos	GRI 306-1 Generación de residuos e impactos significativos relacionados con los residuos GRI 306-3 Gestión de impactos significativos relacionados con los residuos GRI 306-3 Residuos generados GRI 306-4 Residuos no destinados a eliminación GRI 306-5 Residuos destinados a eliminación	3.2.4.
Acciones para combatir el desperdicio de alimentos	-	3.2.4.
Uso sostenible de los recursos		
Consumo de agua y suministro de agua de acuerdo con las limitaciones locales	GRI 303-5 Consumo de agua	3.2.2.
Consumo de materias primas y medidas adoptadas para mejorar la eficiencia de su uso	GRI 301-2 Insumos reciclados utilizados	3.2.5.
Consumo, directo e indirecto, de energía, medidas tomadas para mejorar la eficiencia energética y el uso de energías renovables	GRI 302-1 Consumo de energía dentro de la organización GRI 302-2 Consumo de energía fuera de la organización GRI 303-3 Intensidad energética GRI 302-4 Reducción del consumo energético	3.2.3.
Cambio climático		
Los elementos importantes de las emisiones de gases de efecto invernadero generados como resultado de las actividades de la empresa, incluido el uso de los bienes y servicios que produce	GRI 305-1 Emisiones directas de GEI (alcance 1) GRI 305-2 Emisiones indirectas de GEI asociadas a la energía (alcance 2) GRI 305-3 Otras emisiones indirecta de GEI (alcance 3)	3.1.
Medidas adoptadas para adaptarse a las consecuencias del cambio climático	GRI 201-2 Implicaciones financieras y otros riesgos y oportunidades derivados del cambio climático	3.1.
Metas de reducción establecidas voluntariamente a medio y largo plazo para reducir las emisiones de gases de efecto invernadero y los medios implementados para tal fin	GRI 305-5 Reducción de las emisiones de GEI	3.1.
Protección de la biodiversidad		
Medidas tomadas para preservar o restaurar la biodiversidad	GRI 304-1 Sitios operacionales en propiedad, arrendados o gestionados ubicados dentro de o junto a áreas protegidas o zonas de gran valor para la biodiversidad fuera de áreas protegidas	3.3.
Impactos causados por las actividades u operaciones en áreas protegidas	GRI 304-2 Impactos significativos de las actividades, productos y servicios en la biodiversidad	3.3.
Cuestiones sociales y relativas al personal		

Principales riesgos que afectan a la organización en materia laboral, de igualdad de trato y de oportunidades entre mujeres y hombres, de discriminación e inclusión de las personas con discapacidad y la accesibilidad universal. Explicando los procedimientos utilizados para detectarlos y evaluarlos. Información sobre los impactos que se hayan detectado, ofreciendo un desglose de los mismos, en particular sobre los principales riesgos a corto, mediano y largo plazo	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 2-13 Delegación de la responsabilidad de gestión de los impactos GRI 2-14 Función del máximo organo de gobierno en la supervisión de la gestión de los impactos. GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos GRI 3-3 Gestión de temas materiales	4
Políticas y compromisos. procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado.Los resultados de esas políticas incluyendo indicadores clave de resultados	GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas GRI 2-24 Incorproación de los compromisos y políticas GRI 3-3 Gestión de temas materiales	4
Empleo		
Número de empleados por país	GRI 2-7 Empleados GRI 2-8 Trabajadores que no son empleados GRI 405-1 Diversidad de órganos de gobierno y empleados	5
Número total y distribución de empleados por sexo, edad y clasificación profesional	GRI 2-7 Empleados GRI 2-8 Trabajadores que no son empleados	5
Número total y distribución de modalidades de contrato de trabajo, promedio anual de contratos indefinidos, de contratos temporales y de contratos a tiempo parcial por sexo, edad y clasificación profesional	GRI 2-7 Empleados GRI 2-8 Trabajadores que no son empleados	5
Número de despidos por sexo, edad y clasificación profesional	GRI 401-1 Contrataciones de nuevos empleados y rotación de personal	5
Las remuneraciones medias y su evolución desagregados por sexo, edad y clasificación profesional o igual valor	GRI 2-19 Políticas de remuneración GRI 405-2 Ratio entre el salario básico la re remuneración de mujeres y hombres	5
Brecha salarial, la remuneración puestos de trabajo iguales o de media de la sociedad	GRI 2-21 Ratio de compensación total anual GRI 405-2 Ratio entre el salario básico la re remuneración de mujeres y hombres	5
La remuneración media de los consejeros y directivos, incluyendo la retribución variable, dietas, indemnizaciones, el pago de los sistemas de previsión de ahorro a largo plazo y cualquier otra percepción desagregada por sexo	GRI 2-9 Estructura de gobernanza y composición GRI 405-2 Ratio entre el salario básico y la remuneración de mujeres y de hombres	5
Implantación de políticas de desconexión laboral	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 401-2 Prestaciones para los empleados a tiempo completo que nos e dan a los empleados a tiempo parcial o temporales GRI 401-3 Permiso parental	4.3.
Empleados con discapacidad	GRI 2-27 Cumplimiento de la legislación y las normativas GRI 405-1 Diversidad de órganos de gobierno y empleados	4.1., 5
Organización del trabajo		
Descripción de la organización del tiempo de trabajo (turnos, gestión de horas extra, flexibilidad en la jornada laboral, etc.)	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 401-2 Prestaciones para los empleados a tiempo completo que no se dan a los empleados a tiempo parcial o temporales	4
Descripción de medidas destinadas a facilitar el disfrute de la conciliación y fomentar el ejercicio corresponsable de estos por parte de ambos progenitores	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 401-3 Permiso Parental GRI 401-2 Prestaciones para los empleados a tiempo completo que no se dan a los empleados a tiempo parcial o temporales	4.3.
Número de Horas de absentismo	GRI 403-9 Lesiones por accidente laboral	5
Salud y seguridad		
Descripción de las condiciones de salud y seguridad en el trabajo	GRI 403-1 Sistema de gestión de la salud y la seguridad en el trabajo GRI 403-2 Identificación de peligros, evaluación de riesgos e investigación de incidentes GRI 403-3 Servicios de salud en el trabajo GRI 403-4 Participación de trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo GRI 403-5 Formación a los trabajadores sobre salud y seguridad al trabajo 403-6 Promoción de la salud de los trabajadores GRI 403-7 Prevención y mitigación de los impactos en la salud y la seguridad en el trabajo directamente vinculados a través de las relaciones comerciales	6
Accidentes de trabajo, en particular su frecuencia y gravedad, así como las enfermedades profesionales; desagregado por sexo.	GRI 403-9 Lesiones por accidente laboral GRI 403-10 Dolencias y enfermedades laborales	6
Relaciones sociales		
Descripción de la organización del diálogo social, incluidos procedimientos para informar y consultar al personal y negociar con ellos	GRI 2-29 Enfoque para la participación de los grupos de interés	4, 6.1.
Descripción del balance de los convenios colectivos, particularmente en el campo de la salud y la seguridad en el trabajo	GRI 403-4 Participación de los trabajadores, consultas y comunicación sobre salud y seguridad en el trabajo	4, 5
Porcentaje de empleados cubiertos por convenio colectivo por país	GRI 2-30 Convenios de negociación colectiva	5
Formación		

Descripción de las políticas implementadas en el campo de la formación	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 402-1 Media de horas de formación al año por empleado GRI 404-2 Programas para mejorar las competencias de los empleados y programas de ayuda a la transición	6
Cantidad total de horas de formación por categorías profesionales	GRI 404-1 Media de horas de formación al año por empleado	6
Accesibilidad universal de las personas con discapacidad		
Accesibilidad universal de las personas con discapacidad	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	4.1.
Igualdad		
Descripción de medidas adoptadas para promover la igualdad de trato y de oportunidades entre mujeres y hombres	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	4.2.
Descripción de planes de igualdad, medidas adoptadas para promover el empleo, protocolos contra el acoso sexual y por razón de sexo, la integración y la accesibilidad universal de las personas con discapacidad	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 404-3 Porcentaje de empleados que reciben evaluaciones periódicas de su desempeño y del desarrollo de su carrera 406-1 Casos de discriminación y acciones correctivas emprendidas	4.2.
Descripción de la política contra todo tipo de discriminación y, en su caso, de gestión de la diversidad	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	4
Respeto a los derechos humanos		
Principales riesgos que afectan a la organización en materia de derechos humanos, explicando los procedimientos utilizados para detectarlos y evaluarlos. Información sobre los impactos que se hayan detectado, ofreciendo un desglose de los mismos, en particular sobre los principales riesgos a corto, mediano y largo plazo	GRI 2-13 Delegación de la responsabilidad de gestión de los impactos GRI 2-24- Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos	12
Políticas y compromisos. procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado. Los resultados de esas políticas incluyendo indicadores clave de resultados	GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	12
Derechos humanos		
Descripción de la aplicación de procedimientos de diligencia debida en materia de derechos humanos; prevención de los riesgos de vulneración de derechos humanos y, en su caso, medidas para mitigar, gestionar y reparar posibles abusos cometidos	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	1.6.
Denuncias por casos de vulneración de derechos humanos	GRI 406-1 Casos de discriminación y acciones correctivas emprendidas	1.6.
Descripción de las medidas implementadas para la promoción y cumplimiento de las disposiciones de los convenios fundamentales de la Organización Internacional del Trabajo relacionadas con el respeto por la libertad de asociación y el derecho a la negociación colectiva; la eliminación de la discriminación en el empleo y la ocupación; la eliminación del trabajo forzoso u obligatorio; la abolición efectiva del trabajo infantil.	GRI 407-1 Operaciones y proveedores cuyo derecho a la libertad de asociación y negociación colectiva podría estar en riesgo GRI 408-1 Operaciones y proveedores con riesgo significativo de casos de trabajo infantil GRI 409-1 Operaciones y proveedores con riesgo significativo de casos de trabajo forzoso u obligatorio	1.6.
Respeto a los derechos humanos		
Principales riesgos que afectan a la organización en materia de derechos humanos, explicando los procedimientos utilizados para detectarlos y evaluarlos. Información sobre los impactos que se hayan detectado, ofreciendo un desglose de los mismos, en particular sobre los principales riesgos a corto, mediano y largo plazo	GRI 2-13 Delegación de la responsabilidad de gestión de los impactos GRI 2-24- Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos	1.6.
Políticas y compromisos. procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado. Los resultados de esas políticas incluyendo indicadores clave de resultados	GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	1.6.
Derechos humanos		
Descripción de la aplicación de procedimientos de diligencia debida en materia de derechos humanos; prevención de los riesgos de vulneración de derechos humanos y, en su caso, medidas para mitigar, gestionar y reparar posibles abusos cometidos	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos 410-1 Personal de seguridad capacitado en políticas o procedimientos de derechos humanos	1.6.
Denuncias por casos de vulneración de derechos humanos	GRI 406-1 Casos de discriminación y acciones correctivas emprendidas GRI 2-26 Mecanismos para solicitar asesoramiento y plantear inquietudes	1.6.
Descripción de las medidas implementadas para la promoción y cumplimiento de las disposiciones de los convenios fundamentales de la Organización Internacional del Trabajo relacionadas con el respeto por la libertad de asociación y el derecho a la negociación colectiva; la eliminación de la discriminación en el empleo y la ocupación; la eliminación del trabajo forzoso u obligatorio; la abolición efectiva del trabajo infantil.	GRI 407-1 Operaciones y proveedores cuyo derecho a la libertad de asociación y negociación colectiva podría estar en riesgo GRI 408-1 Operaciones y proveedores con riesgo significativo de casos de trabajo infantil GRI 409-1 Operaciones y proveedores con riesgo significativo de casos de trabajo forzoso u obligatorio	1.6.
Lucha contra la corrupción y el soborno		

Principales riesgos que afectan a la organización en materia de corrupción y soborno, explicando los procedimientos utilizados para detectarlos y evaluarlos. Información sobre los impactos que se hayan detectado, ofreciendo un desglose de los mismos, en particular sobre los principales riesgos a corto, mediano y largo plazo	GRI 2-13 Delegación de la responsabilidad de gestión de los impactos GRI 2-24- Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos	1.6.
Políticas y compromisos. procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado. Los resultados de esas políticas incluyendo indicadores clave de resultados	GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	1.6.
Corrupción y soborno		
Medidas adoptadas para prevenir la corrupción y el soborno	GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 205-1 Operaciones evaluadas en función de los riesgos relacionados con la corrupción 205-2 Comunicación y formación sobre políticas y procedimientos anticorrupción	1.6.
Denuncias por casos de corrupción y/o soborno	205-3 Casos de corrupción confirmados y medidas tomadas	1.6.
Medidas para luchar contra el blanqueo de capitales	205-2 Comunicación y formación sobre políticas y procedimientos anticorrupción	1.6.
Aportaciones a fundaciones y entidades sin ánimo de lucro	GRI 201-1 Valor económico directo generado y distribuido GRI 2-18 Evaluación del desempeño del máximo órgano de gobierno GRI 413-1 Operaciones con programas de participación de la comunidad local, evaluaciones del impacto y desarrollo	7
Información sobre la sociedad		
Principales riesgos que afectan a la organización en materia de compromiso con el desarrollo sostenible, subcontratistas y proveedores, consumidores e información fiscal, explicando los procedimientos utilizados para detectarlos y evaluarlos. Información sobre los impactos que se hayan detectado, ofreciendo un desglose de los mismos, en particular sobre los principales riesgos a corto, mediano y largo plazo	GRI 2-13 Delegación de la responsabilidad de gestión de los impactos GRI 2-24- Incorporación de los compromisos y políticas GRI 2-25 Procesos para remediar los impactos negativos	1
Políticas y compromisos. procedimientos de diligencia debida aplicados para la identificación, evaluación, prevención y atenuación de riesgos e impactos significativos y de verificación y control, incluyendo qué medidas se han adoptado. Los resultados de esas políticas incluyendo indicadores clave de resultados	GRI 2-22 Declaración sobre la estrategia de desarrollo sostenible GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas	1
Compromisos de la empresa con el desarrollo sostenible		
Descripción del impacto de la actividad de la sociedad en el empleo y el desarrollo local (por ejemplo, gasto en proveedores, gasto en proveedores locales)	GRI 203-2 Impactos económicos indirectos significativos GRI 413-1 Operaciones con participación de la comunidad local, evaluaciones del impacto y programas de desarrollo GRI 413-2 Operaciones con impactos negativos significativos –reales o potenciales– en las comunidades locales	4.1.
Descripción del impacto de la actividad de la sociedad en las poblaciones locales y en el territorio	GRI 413-1 Operaciones con participación de la comunidad local, evaluaciones del impacto y programas de desarrollo GRI 413-2 Operaciones con impactos negativos significativos –reales o potenciales– en las comunidades locales	1, 4.1
Descripción de las relaciones mantenidas con los actores de las comunidades locales y las modalidades del diálogo con estos	GRI 2-26 Mecanismos para solicitar asesoramiento y plantear inquietudes GRI 2-29 Enfoque para la participación de los grupos de interés	7
Información sobre las acciones de asociación o patrocinio	GRI 201-1 Valor económico directo generado y distribuido GRI 2-28 Afiliación a asociaciones GRI 413-1 Operaciones con programas de participación de la comunidad local, evaluaciones del impacto y desarrollo	7
Subcontratación y proveedores		
Información sobre la inclusión en la política de compras de cuestiones sociales, de igualdad de género y ambientales	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 2-23 Compromisos y políticas GRI 2-24 Incorporación de los compromisos y políticas GRI 308-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios ambientales GRI 414-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios sociales	4.5.
Descripción sobre cómo se considera la responsabilidad social y ambiental de los proveedores en sus relaciones con estos	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 308-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios ambientales GRI 414-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios sociales	4.5.
Descripción de los sistemas de supervisión y auditorías a proveedores y resultados de las mismas	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 308-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios ambientales GRI 308-2 Impactos ambientales negativos en la cadena de suministro y medidas tomadas GRI 414-1 Nuevos proveedores que han pasado filtros de selección de acuerdo con criterios sociales GRI 414-2 Impactos sociales negativos en la cadena de suministro y medidas tomadas	4.5.
Consumidores		

Descripción de las medidas para la salud y la seguridad de los consumidores	GRI 403-7 Prevención y mitigación de los impactos para la salud y la seguridad en el trabajo directamente vinculados a través de las relaciones comerciales GRI 416-1 Evaluación de los impactos en la salud y seguridad de las categorías de productos o servicios	1
Descripción de los sistemas de reclamación	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 418-1 Reclamaciones fundamentadas relativas a violaciones de la privacidad del cliente y pérdida de datos del cliente	1
quejas recibidas y resolución de las mismas	GRI 2-6 Actividades, cadena de valor y otras relaciones comerciales GRI 418-1 Reclamaciones fundamentadas relativas a violaciones de la privacidad del cliente y pérdida de datos del cliente	1
Información fiscal		
Los beneficios obtenidos por país	GRI 201-1 Valor económico directo generado y distribuido GRI 207-4 Presentación de informes país por país	2
Los impuestos sobre beneficios pagados (no devengados)	GRI 201-1 Valor económico directo generado y distribuido GRI 207-4 Presentación de informes país por país	2
Las subvenciones públicas recibidas	GRI 201-4 Asistencia financiera recibida del gobierno	2



