



Non-financial information statement

(ESG Report)



Foreword



In accordance with the requirements of Law 11/2018, Labiana has prepared this non-financial status report for the calendar year 2020-2021, taking into account the opinion of its main stakeholders.

In preparing this report, we have considered a number of the main international frameworks of reference in sustainability, such as the standards of the Global Reporting Initiative (GRI) and the UN Sustainable Development Goals (SDGs).

Should you have any questions or clarifications, please contact the organisation by e-mail: comunicacion@labiana.com






SDGs


At Labiana we are committed to achieving the UN Sustainable Development Goals (SDGs). SDGs are a set of targets to be achieved by 2030, to eradicate poverty, protect the planet, and ensure prosperity for all, as part of a new sustainable development agenda, called Agenda 2030. The table below gives details of the

different actions that Labiana carries out in order to fulfil the UN SDGs:



Objectives	Actions	SDG
<p>Goal 1: End poverty in all its forms throughout the world</p> <p>Goal 2: End hunger</p>	<p>Christmas toy campaigns, in collaboration with the Red Cross.</p> <p>Food collection campaigns for the Food Bank.</p>	
<p>Goal 3: Ensure healthy lives and promote well-being for all at all ages</p>	<p>Health campaigns (cardiovascular, sleep, diet, posture, drinking water, sport, etc.).</p> <p>Free monthly fruit service.</p> <p>Mutual health insurance, providing free dental coverage to all workers.</p> <p>Mutual medical insurance at group rates.</p> <p>Installation of an AED (defibrillator) and staff training.</p> <p>Installation of an anti-choking device (Dechoker) in the dining room.</p> <p>Regular First Aid training.</p>	
<p>Goal 4: Ensure inclusive, equitable and quality education, and promote lifelong learning opportunities for all</p>	<p>Promotion of internships among intermediate, higher education and university-level students.</p> <p>Promotion of access to the first job.</p> <p>Participation in student meetings at training centres for the promotion of employment.</p>	
<p>Goal 5: Achieve gender equality and empower all women and girls</p>	<p>Equality Plan active since 2020:</p> <ul style="list-style-type: none"> • 2 trained equality officers. • Permanent Equality Committee to ensure effective equality. • Continuous training of the Equality Committee. <p>Awareness-raising campaigns:</p> <ul style="list-style-type: none"> • Celebration and promotion of International Women's Day. • Equality training for all staff. • Commitment by management to obtain official certifications by 2022. 	

Objectives	Actions	SDG
Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all	<p>A commitment to flexibility as a means of attaining a work-life balance.</p> <p>Promotion of communication, LABIANA COMUNICA Project:</p> <ul style="list-style-type: none"> Promotion and improvement of internal communication. Encouragement of staff participation in proposing actions and improvements. Suggestion box. Various participatory actions and campaigns aimed at the workforce. Competitions to promote culture. (Books, Drawing, Photography, Short Stories, etc.). Promotion of international days. Onboarding and monitoring during the first week and assignment of a reference person. 	
Goal 9: Build resilient infrastructure, promote sustainable industrialisation and foster innovation	<p>Modernise infrastructure and reconvert industries to make them sustainable:</p> <ul style="list-style-type: none"> Replacement of lighting fixtures. Renewal of air-conditioning machines. 	
Goal 11: Make cities more inclusive, safe, resilient and sustainable	<p>Provide access to safe affordable, accessible and sustainable transportation systems for all:</p> <p>Bicycle parking and electrical scooter charging points.</p> <p>Installation of charging points for electric cars.</p>	
Goal 12: Ensure sustainable consumption and production patterns	<p>Campaign to remove plastic cups.</p> <p>Ensure animal health:</p> <ul style="list-style-type: none"> Facilitate the availability and accessibility of veterinary medicinal products. Maintenance in accordance with current medicinal product authorisation guidelines. 	
Goal 13: Take urgent action to combat climate change and its impacts	<p>Improve education, awareness and human capacity for climate change mitigation:</p> <ul style="list-style-type: none"> Training courses. 	

Objectives	Actions	SDG
Goal 15: Manage forests in a sustainable manner, combat desertification, halt and reverse land degradation, halt biodiversity loss	<p>Ensure the conservation, restoration and sustainable use of terrestrial ecosystems:</p> <ul style="list-style-type: none"> SOS LIEBRE IBÉRICA (IBERIAN HARE) Project. 	
Goal 16: Promoting just, peaceful, and inclusive societies	<p>Significantly reduce corruption and bribery in all its forms:</p> <ul style="list-style-type: none"> Compliance, Code of Ethics, Code of Conduct. 	
Goal 17: Revitalise the Global Partnership for Sustainable Development	<p>Strengthen the mobilisation of domestic and financial resources to developing countries:</p> <ul style="list-style-type: none"> Facilitate the availability of and access to veterinary medicines in small markets. 	

GENERAL INFORMATION

→ Who we are #COMMITTED

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

We were founded as a veterinary company in 1958 with a clear **vocation for 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 a 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 possible services in the field of animal, human and environmental health.

Our mission is a commitment to innovation in order to provide society with products of the highest quality that improve and favour the conditions of people and the care of animals and our environment.

Our values are based on respect (creating environments of mutual respect, inclusiveness and accountability) and the desire to be an enabler of health boosting development and well-being, based on innovation and excellence.

As a company, we believe that we have a duty to contribute to improving our environment and to achieving 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**: fully able to implement the complete manufacturing cycle, from research and development to product marketing:
 - a) **Producing proprietary and third-party products (CMO and CDMO)** for other 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** spread over 6 production centres in 2 countries (Spain and Serbia).

- **People at the centre**: our people, our core value. 397 employees in 4 locations in 2 countries. Highly qualified staff with strong links to the project and a cohesive and committed management with shareholding ties.

→ Always growing, always innovating

With a product portfolio present in more than 150 countries and a diversified international customer base made up 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 responds to a strategy based on the fact that:

1. We are experiencing very attractive market dynamics thanks to a **global growth** in the consumption of animal protein and generic medicines for humans.
2. Regulatory requirements for both the animal and human segments are increasing in the world markets, **which 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 a **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 our business plan for the coming years.



5. We have solid long-standing **relationships (over 25 years) with more than 300 leading multinational clients** around the world.

6. We have **ample room for organic growth** (geographic diversification, volume growth, new product launches, materialisation of synergies, etc.) **and additional inorganic growth opportunities.**

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

→ Our future: strategy and trends

We are currently immersed in a process of **strong growth and expansion**, which will be consolidated following our listing on the BME Growth market in the coming weeks.

As part of our **ongoing quest for operational excellence and innovation**, in order to offer the best possible services in the field of animal, human and environmental health for the planet, Labiana's mission is our commitment to innovation in order to provide society with products of the highest quality that improve and enhance the conditions of people, and the care of animals and our environment.

And this is all based on values of respect (creating environments of mutual respect, inclusion and responsibility) and the desire to be an enabler in the field of health, boosting development and well-being, based on innovation and excellence.

At Labiana, we have drawn up a strategy and growth objectives based on:

- **Positioning 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 of our **extensive experience in the development and production of proprietary and third-party products (CMO and CDMO)**, both in the field of animal and human health, our objective is to strengthen our commercial relationships at the CDMO level and to reach new manufacturing agreements with customers.
- **Strengthening our launch pipeline** with differentiated and innovative products and through licensing. At the same time, to increase the presence of products globally.
- **Expanding our institutional sales division** through participation in public and private tenders.

Responsibility is not an option

At Labiana we believe that responsibility is not an option. It is in our DNA and defines our personality and our daily activity.

To guarantee the ethics of our conduct we have a series of tools such as the Code of Ethics and Compliance, Equality Plan and Harassment Protocol.

OUR FIGURES

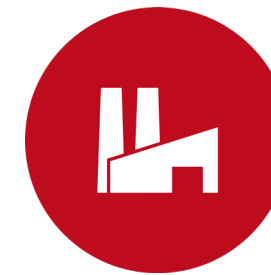
Overall figures



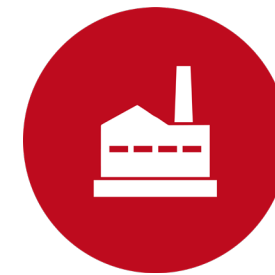
Founded in 1958



Present in more
than 150 countries



2 production
plants in Barcelona



2 production
plants in Serbia



397 employees



18 employees
dedicated to R&D



1.600.000
euros invested in
R&D



Export to more
than 50 countries

Labiana did not obtain any subsidies during the year 2021. The profits earned and income tax paid, country-by-country, are summarised in the table below:

Location Revenue (€)

SPAIN	51,905,524
SERBIA	4,736,609
MEXICO	162,096
ECUADOR	0
TURKEY	1,606,079

Labiana is committed both to innovation in order to improve efficiency and optimise resources, and to the development of new products, which is why **it has increased its investment in R&D by 8.08%**. In this spirit, Labiana has developed its own patent that has allowed it to become:

- The first company in Europe to obtain a generic Ketoprofen 15% injectable solution.
- The first company in Europe to obtain the first generic Oxytetracycline 30% injectable solution.

Thanks to these projects, Labiana has been distinguished with the “Innovative SME” seal which is awarded to companies that are committed to innovation.



CORRUPTION AND BRIBERY

→ Policies

Labiana is committed to faithfully complying with current legislation and all its activities are governed by integrity, as reflected in its **Code of Ethics** where it clearly states the following obligations:

The Code of Ethics clearly outlines the following obligations:

- **Honesty and integrity.** All members of Labiana must perform their duties in an honest, integral, respectful, loyal, congruent and morally correct way, not only in their relations with and situations involving other Group employees, but also in their relations with third parties, such as customers, suppliers, Public Administrations, etc.
- **Gifts, favors and hospitality.** Labiana is categorically opposed to the acceptance of any gift, favour, financial compensation, social event or any other personal benefit offered by any customer, supplier, individual or organisation that is unjustified, inappropriate under the circumstances, and/or intended to influence its workers in their professional decisions.
- **Anticorruption and bribery.** In line with the honesty and integrity that must guide all actions by Labiana employees, the company does not tolerate any of its members offering, accepting or tolerating, either with respect to another employee of the Group or a third party, any incentive, gift, inducement or payment to carry out a specific action at or for Labiana, whether for their own benefit or for that of the Group itself, regardless of

whether such an action could be considered acceptable. In any case, the company is vigilant in ensuring that the duties and responsibilities of each member of the company are carried out in an honest manner, and that they are not conditioned by or linked to obtaining an advantage or preferential treatment.

- **Conflicts of interest:** As set out in Labiana's Code of Ethics, the adequate and optimal offering of products and services requires a committed, honest and stable environment. Thus, care is taken to ensure at all times that business decisions or actions taken within and with respect to Labiana are not influenced by the personal interests of its shareholders, administrators, managers or workers, and/or are not adopted for their own benefit and/or to the detriment of the company's interests.

Furthermore, in implementing this regulatory text, the group has adopted a set of policies and procedures that set forth the imperative principles and rules of action for preventing situations of corruption, whether real or perceived, in greater detail. **These include the Ethics and Compliance Policy.**

ENVIRONMENTAL ISSUES

→ Environment

Since its origin, Labiana has had a clear vocation for service and excellence committed to global health: that of animals, humans and the environment. **It expresses this commitment to the environment through the efficient management of resources and the preservation of the natural environment, minimising the impact of its actions.** The company has defined an environmental management framework which includes

→ Fighting against climate change

Labiana is undertaking different actions to reduce its emissions:

- 1. Start of the implementation phase for **ISO 14001-2015** certification in order to enable the organisation to achieve the expected results previously established in its environmental management system.
- 2. Regarding our **carbon footprint**, we have used the ministry’s calculator to make an initial calculation, as a base year, taking the

SCOPE	SOURCE	Tn CO2
GHG scope 1	Vehicle fleet + gas consumption	1108,59 kg CO2
GHG scope 2	Electricity consumption	1020,3 Tn CO2

NOTE: for the calculation of GHG (consumption-based), the conversion factor published by the Ministry for 2020 has been taken into account, pending an update of the data by the Ministry.

the **Environmental Policy**.

The environmental measures established by Labiana comply with the applicable legislation and regulations in general, and extend its commitments in particular, adopting **measures on a voluntary basis to continuously improve environmental management and pollution prevention**, based on plans to assess potential risks to the environment. To achieve this, training and awareness-raising activities are carried out for employees and suppliers.

following scopes into consideration:

- Scope 1: Direct emission sources owned or managed by the company. Emissions generated by vehicle fuel and gas consumption (natural / propane) have been included in this scope.
- Scope 2: Indirect sources originating from the purchase of electricity.

Labiana’s aim is to have a starting point from which to set reduction targets.

3. **Plan to reduce CO2** emissions due to the consumption of fossil fuels that power the company’s vehicles and forklifts. To this end, the following measures have been taken:

- Conversion of the company’s fleet of cars to hybrids and plug-in hybrids: the company currently has 20 rented/leased/ owned vehicles. Of those 20 vehicles, 8 have already been converted to hybrid, and in August 2022 one more vehicle will be converted to plug-in hybrid.
- 100% electric or manual forklift trucks.

4. **Sustainable mobility incentive plan:** Labiana has approved the installation of four charging points for electric vehicles in the car park of each Labiana work centre.

Likewise, the location of the Terrassa work centre, within an industrial estate with a signposted cycle lane, is an opportunity to promote sustainable transport, which is why the car park of this work centre already has parking for bicycles and a charging point for electric scooters.

5. **The Plan to Reduce Electricity Consumption** by replacing traditional luminaires with low consumption/LED luminaires has achieved 40% of the changeover from traditional luminaires to LED luminaires in the last 3 years. This involves two types of improvements:

- A decrease in electricity consumption by switching from 58W fluorescent tubes to 25W LED tubes.

The lighting fixtures in the warehouses have been completely replaced by LED lamps with a life of 10,000 hours.

The installation of this new lighting has made it possible to reduce both the number

of light points and their consumption, providing greater illumination in the work areas, thus enabling energy savings of around 65%, while at the same time respecting the environment.

- However, the change of lighting not only implies a reduction in light consumption: fluorescent tubes contain toxic chemical elements, while LED lamps are made of recyclable materials that do not contain elements that are toxic, either for nature or for people or animals.

6. **Reduction of noise pollution through the installation of acoustic panels** that have improved protection and insulation in the facilities, and the implementation of an evaluation plan to assess and monitor to what extent workers are exposed to noise. We have reduced the noise exposure of our workers by using sandwich panels with a rock wool core and a micro-perforated metal face to improve the absorption of the core, thus making the panels sound-absorbing, and reducing noise in the work area.

	2018	2022	
Zone 1	83,7 dB	73 dB	13% reduction
Zone 2	90,5 dB	82,1 dB	10% reduction

7. **Project for the renovation of highly energy-efficient equipment** in order to reduce consumption; and feasibility study for the installation of photovoltaic panels on the roofs of the facilities. Quotes have been requested from various specialised companies in order to proceed with the installation of this type of system. Due to the need to change the roof prior to the

installation of the photovoltaic panels, this process must be carried out in different phases, with an estimated completion date of 2025.

8. **Replacement of old air-conditioning equipment (elimination of polluting gases)** with new equipment that uses the water we generate. Since 2019 we have phased out 20% of air conditioners containing ozone-depleting R22 gas, by replacing them with water-powered units.

→ Circular economy and waste prevention and management

Labiana is committed to the circular economy and waste prevention and management as a powerful tool to combat climate change and reduce its impact. The basis is to work on a regenerative system to assure less consumption of resources, less waste generation, and a reduction of energy expenditure by reducing leakage. For this reason, Labiana has implemented a series of measures, including the following:

- All medicinal products and packaging that the Company places on the market are

In addition, in 2022 we managed to improve the process by recirculating the water used by the equipment through a closed circuit, which saves water consumption.

managed through Integrated **Packaging Management and Collection Systems**.

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

These non-profit entities created to ensure proper management of the environmental impact of the packaging and waste of household medicines, make life easier for citizens, with all the health and environmental guarantees for containers and medicines package and waste.

- Preventing the production of paper and cardboard waste is a priority, but once it is generated, the aim of **separate collection** is to enable its quality recycling, which leads to savings in energy, emissions and raw materials, achieving the following benefits:

a) Closing the paper and cardboard waste cycle by recycling, thus reducing the felling and consumption of trees. For every tonne of paper recycled, 4m3 of wood is saved.

b) Energy savings of 70% compared to processing paper from virgin fibres.

- The appropriate selective classification of waste is carried out both by type (hazardous/non-hazardous) and by treatment (recoverable/non-recoverable).

All in all:

1. **Selective waste segregation points** have been determined at different points in the work centres, with appropriate signposting.

2. **In the canteen, specific containers have been put in place for organic matter**, with the aim of combating food waste as a way of promoting environmental sustainability at all stages of the food chain.

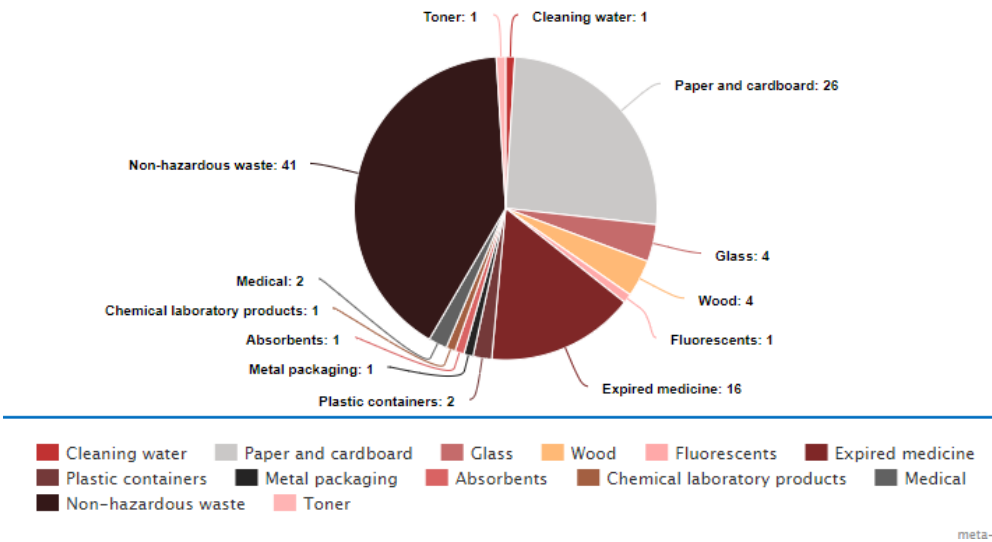
3. The aim is **to maximise selective collection through authorised collectors**: paper, plastic, glass, light bulbs, fluorescent bulbs, toner, wood, and metal, so that they can be managed and recycled through authorised collectors and recovered where possible.

100% of the paper and cardboard and 100% of the wood generated as managed waste goes to recovery.

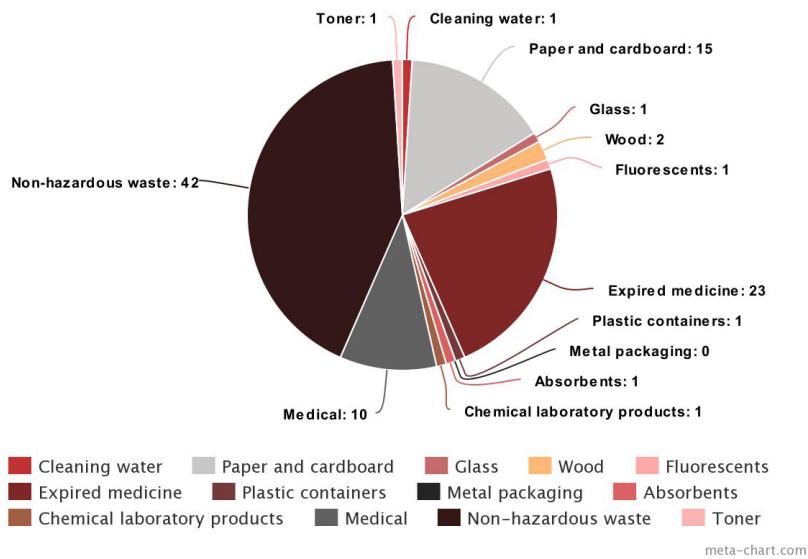


General waste (solid waste assimilable to urban waste) resulting from fractions not collected selectively are sent to landfill because they are difficult to recover. 34.9% of the waste generated in 2021 was recoverable

2020



2021



4. An internal **protocol is in place for the management** of goods such as medicines, expired raw materials and bio-sanitary waste, and this protocol includes everything from collection to selective management, via authorised and specialised managers, to ensure that they are disposed of correctly.

5. **Water recirculation system implemented** to ensure reuse and lower consumption. For this purpose, Labiana has installed an automated CIP system to clean the reactors that manufacture liquid products, which allows the water to be recirculated during the equipment washing process.

6. **On-demand purchasing programme linked to production** ensures proper management of raw materials and a reduction in waste.

7. **Change from plastic catering packaging to more sustainable packaging.**

8. **Efficient and responsible use of resources.** Reduction of electricity consumption which is one of the company's priority objectives.

Our Energy Certification is currently classified as C. Therefore, we now have a starting point and can henceforth locate our weak points on which to act in order to set targets for reducing energy consumption.

9. **Employee training and awareness-raising campaigns:** pollution is a matter for everyone and at Labiana we believe that we must create a culture and raise awareness among all of our employees to improve resource management. That is why the HR department, together with the HSE (Health, Safety and Environment) department, promotes different initiatives and training sessions, such as “The 3 Rs Rule”, “Recycling Day in a Story”, etc.



→ **Efficient and responsible use of resources - reduction of water consumption**

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. Labiana has therefore implemented measures that take compliance with Good Manufacturing Practices (GMP) into account, which helps to minimise water consumption and improve water management.

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

Taking into account that the production activity has remained constant, no variations have been observed that suggest inadequate consumption of this resource.

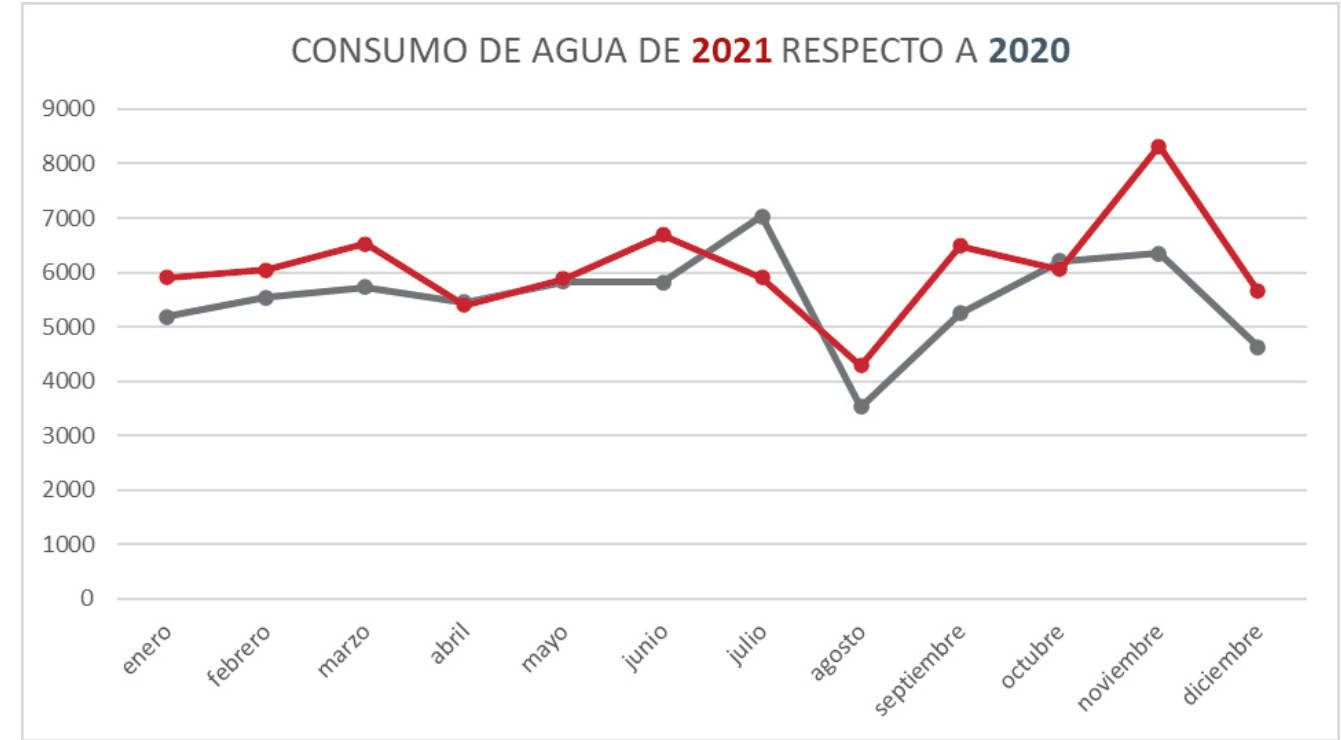
The graph below shows similar consumption in both years.

Volume in m3	
2020	66,565
2021	73,191

On the other hand, measures have been implemented to reduce the flow of discharges and the pollutant load through the use and recirculation of process water. These measures include:

- Installation of an automatic CIP system to clean the liquid manufacturing reactors
- Water recovery system in the injectables plant for water from the autoclaves, which can then be reused for the closed cold water circuit

Looking ahead to 2022, we will continue to work on improving water consumption by using the water that comes from the furnaces for cooling equipment.



BIODIVERSITY PROTECTION

Labiana is an entity with a clear vocation for service and excellence, committed to health in general, and this commitment necessarily includes the protection of the environment.

Its activities do not take place in protected areas and therefore, as its activity is 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, at Labiana we consider that generally speaking, any industrial activity can potentially damage ecosystems, and for this reason, within its activity, **it is particularly sensitive towards all those actions that can directly or indirectly influence biodiversity.**

Labiana carries out different actions related to environmental protection, such as:

1. In order to ensure that **most of the paper- or cardboard-based materials used by the company come from sustainably managed forests**, we are working with our suppliers to acquire secondary packaging material (boxes, leaflets, labels, etc.) of recycled origin or that use FSC (Forest Stewardship Council) paper, thus ensuring that the manufacturing process uses wood from sustainable forests.

2. **World Environment Day:** Labiana joins in the celebration of this day in order to raise awareness among its staff, customers and suppliers about the importance of incorporating measures to ensure we reduce our impact on the environment.



3. **SOS Iberian Hare Project:** As part of its commitment to biodiversity, Labiana is financing the development of a vaccine to prevent Iberian hare myxomatosis, a disease that is killing this native species and which, without the vaccine, is in serious danger of extinction.



4. **Swallow Project:** a campaign to raise awareness about the need to protect swallows and their nests was launched through the in-house TV circuit. Not only is their protection mandated by law, it is also a key issue for protecting biodiversity and, at Labiana, we are proud and happy to welcome these friends every year.



SOCIAL AND STAFF ISSUES

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 continuous pursuit of operational excellence and innovation leads to a firm commitment to provide society with products of the highest quality, working in an environment of mutual respect, inclusiveness and accountability. The success of our work depends on our people and the wealth of talent they bring to us.

They are our driving force and that is why, through our HR department, we promote measures to attain a work-life balance, stimulate learning, and encourage 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:

Artículo 3. Ámbito personal. Las presentes condiciones de trabajo afectarán a todo el personal empleado en las empresas incluidas en los ámbitos anteriores, con independencia de su país de procedencia y/o residencia salvo a los que desempeñen el cargo de consejeros en empresas que revistan la forma jurídica de sociedad, o de alta dirección o de alta gestión en la empresa. Todas las referencias del presente Convenio Colectivo al término «trabajador» se entenderán efectuadas indistintamente a la persona, hombre o mujer, salvo en aquellos casos en los que el propio Convenio Colectivo limite expresamente la titularidad del derecho.

In turn, Labiana's workers are represented by a workers' committee that negotiates new working conditions, schedules, timetables, overtime, operating measures, working hours, etc. with the company. 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.

Labiana is also committed to employment and local development, but especially to the training and incorporation of young people into the labour market. In 2021, we launched the #LabianaIncorpora project, which brings together all of the company's initiatives designed to:

- Promote work opportunities for young

people: collaborative scholarship programme, such as an internship centre with secondary, higher education and university-level training centres.

- Promote access to the first job: training is taken a step further by encouraging the recruitment of talent.
- Participate in student meetings at training centres for the promotion of employment.

As far as social policies and supplier relations are concerned, one of the parameters for the selection of our suppliers is that they have gender equality policies in place, as well as the respective considerations with regards to environmental regulations. We work with internal procedures that enable us to select the

suppliers that best meet our needs and meet our quality standards.

All of this is accompanied by an internal audit process carried out by Labiana on 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.

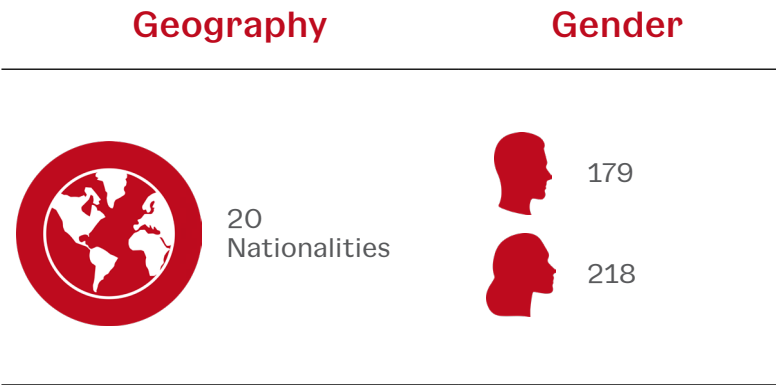
The result of this questionnaire and a visit by Labiana staff will give us a result that will open the door to work with new suppliers.

In this area of social relations, we also have a Pharmacovigilance department. This activity is aimed at the identification, quantification, assessment and prevention of risks associated with medicinal products already on the market. Its aim is to monitor and evaluate medicinal products and contribute towards their safe and rational use.

Responsibility for pharmacovigilance is therefore shared by everyone at Labiana who in some way deals with medicinal products, and for this reason we have internal procedures that tell us how to proceed and who the contact person is, in the event of any incident.

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 the contracts are full-time. We currently employ 397 people, 54.9% of whom are women. By age group, the majority are between 31 and 50 years old.



Workforce by the type of contract	
Full-time on indefinite contract	92%
Part-time on indefinite contract	2%
Temporary	6%

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

Only 6% of the contracts are temporary, although this figure does not reflect reality, as most of these contracts correspond to early retirees.

Staff by gender

	Nº employees	Men	Women
2020	403	171	232
2021	397	179	218

Staff by seniority in 2020			Staff by seniority in 2021		
	Men	Women		Men	Women
Less than 5 years	72	74	Less than 5 years	81	74
6 - 10 years	37	39	6 - 10 years	37	36
11 - 12 years	26	74	11 - 12 years	25	68
More than 20 years	36	43	More than 20 years	36	40

Workforce by age in 2021			Workforce by age in 2020		
	Men	Women		Men	Women
Under 30 years old	22	19	Under 30 years old	19	22
Between 31 and 45 years old	68	101	Between 31 and 45 years old	62	111
Between 46 and 60 years old	77	76	Between 46 and 60 years old	74	77
Over 61 years old	15	19	Over 61 years old	15	22

Staff by professional group

Year 2021, 397 employees		
Professional group	Men	Women
2	8	4
3	31	66
4	71	74
5	32	52
6	22	17
7	9	3
8	2	1
0	4	1

Year 2020, 402 employees		
Professional group	Men	Women
2	4	4
3	33	65
4	71	83
5	33	53
6	20	21
7	7	4
0	3	1

Professional groups according to the Chemicals Agreement. Classification:

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

At the closing date of this Non-Financial Information Statement for the year 2021, the corresponding pay audit for the year 2021 was not yet finalised, which is why, for the calculations of the average salary and salary gaps in this report, we have chosen to calculate these for all staff with an annual, full-time contract who dedicate 100% of their working day to the job. Thus, the calculations below have been calculated for a total of 310 workers, which represents 78.10% of the entire workforce.

	Salary Table	Group	Men	Women	%Salary M/W	GAP
2	Total employees	7	3	4	89%	11%
	Average salary	25,266€	26,912€	23,856€		
3	Total employees	68	25	43	97%	3%
	Average salary	26,996€	27,436€	26,740€		
4	Total employees	114	59	55	95%	5%
	Average salary	30,907€	31,638€	30,124€		
5	Total employees	77	30	47	89%	11%
	Average salary	39,138€	41,938€	37,351€		
6	Total employees	35	19	16	98%	2%
	Average salary	49,535€	50,028€	48,951€		
7	Total employees	9	6	3	80%	20%
	Average salary	71,064€	76,143€	60,906€		

*Note: Due to the number of employees belonging to group 8, for confidentiality and data protection reasons, they have not been included in these calculations, nor have the salary data of the Administrative Body included in the Annual Accounts.

From this table, it is deduced that:

- 68% of women have a pay gap of less than 5%
- 30% of women have a pay gap of less than 10%
- 2% of women have a pay gap of 20%

Although the data provided by Farmaindustria places us within the average of the pharmaceutical industry, Labiana is already including measures for improvement focused on gradually reducing the wage gap, which is expected to be assessed in the next financial year, 2022.

→ A commitment to female talent

For Labiana, female talent is a basic pillar. That is why, for years now, we have had different instruments and regulations that enable us to make progress in this area, such as the **Equality Plan and the Protocol against Sexual Harassment**.

The 2020-2024 Equality Plan aims to empower and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion, economic or any other condition. This plan was approved in 2019, and the plan for the years 2020-2023 has been registered in 2021. The process to update the plan for 2025 is already underway.

This plan includes a series of measures to achieve equality of treatment and opportunities among our employees and the elimination of any gender-based discrimination in our company.

Since 2019, we have had an Equality Committee that meets regularly, providing specific support for women, with a special focus on adopting fiscal, wage and social protection policies, and progressively achieving greater equality.

Our Equality Plan also includes a number of measures to support women, such as the granting of paid leave and leave of absence, and even grants or loans under special conditions in the event of a change of home address.

The success of this plan depends on people knowing and being aware of it, which is why we strive to ensure that our entire team is familiar

with these in-house tools. Thus, via our corporate e-learning platform, compulsory courses are run to raise awareness of the Equality Plan and the Protocol against Sexual Harassment. The equality plan currently includes a harassment protocol.

A specific training course on the Equality Plan has been run, consisting of 8 hours of training, in which 304 employees have participated.

The Anti-Harassment Protocol expresses our commitment to **zero tolerance of harassment and offensive, discriminatory or abusive behaviour**. This is the tool that the company is developing to prevent and resolve harassment in the workplace. This protocol covers the two key aspects of the fight against harassment: prevention and dealing with situations of harassment.

In order to guarantee maximum diversity and environments in which full participation and equal leadership opportunities are ensured at all levels, our **Permanent Equality Committee** has developed protocols to address **anti-mobbing and anti-harassment** issues, among others.

→ Promoting work-life balance

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

Our commitment to innovation and excellence is achieved through our commitment to our employees. This is why, at Labiana, we promote work, personal and family life balance.

One of the measures implemented is the possibility of having Friday afternoons free, or encouraging timetable changes, making improvements to work-life balance at the worker's request, or facilitating the modification of timetables on an individual basis. Other measures that favour work-life balance are also in place, such as facilitating teleworking for family reasons, or flexible start and finish times with a margin of up to one and a half hours with respect to the official timetable.

→ Organization at work

Labiana works to assure the professional and personal well-being of its team, applying measures that help reduce absenteeism, while at the same time allowing a work-family balance.

Data on absenteeism for 2021 have been

affected by the exceptional COVID-19 situation.

Absence hours include:

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

Absenteeism rate	2020	2021
	6,48	6,89

→ Risk of exclusion and disability

Historically, Labiana has been strongly committed to the inclusion of people with disabilities and people at risk of social exclusion in the workplace.

It currently has 5 workers with disabilities and collaborates with special work centres (CETs) for all gardening and caretaking tasks.

Labiana also participates in CSR actions focused on these groups, such as the Sant Jordi Social Initiative.



PROFESSIONAL DEVELOPMENT

In compliance with GMP standards, Labiana has registered its **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 or she joins the company.

The **training needs for each job** are defined by the HR department together with the heads of each area. This ensures that the new employee receives appropriate on-the-job training in Occupational Health and Safety, the Code of Ethics, workplace procedures, data protection law and internal company regulations.

Similarly, and in pursuit of continuous improvement and the highest quality standards, the HR department provides the entire workforce with information to encourage 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, at Labiana we are convinced that the development of each

and every one of us contributes to our overall growth as a company, and that is why we attach strategic importance to training our staff in their jobs, to their development so that they can take advantage of future professional opportunities, or to the assimilation of new skills that enable us to face current challenges.

The COVID-19 pandemic led to face-to-face training being replaced by online training, the offer of which increased significantly during 2020-2021, so much so that it has now formally established itself as a new way of acquiring new skills, which in turn facilitates work-life balance.

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

AED defibrillators are available on the premises. Training on how to use them has been given to the different first aid teams.

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

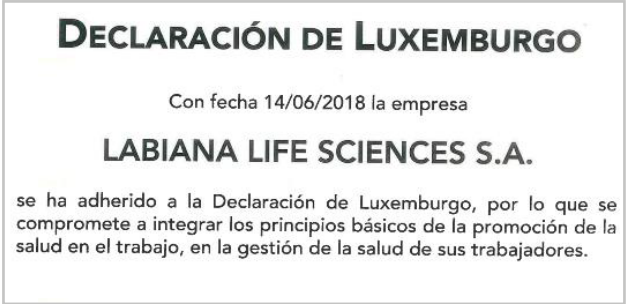
→ **People at the centre, health and safety at work**

Labiana has an **Occupational Health and Safety Policy** in which the organisation is committed to respecting the regulations in force.

The company is sensitive to pregnant and breastfeeding employees, to whom a specific protocol is applied.

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

Labiana has adhered to the Luxembourg Declaration and is therefore committed to integrating the basic principles of workplace health promotion into the health management of its employees.



Also, with a special focus on management, Labiana is in the process of implementing the ISO 45001 standard. This standard is ultimately intended 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 is designed to prevent work-related injuries and health problems or accidents at work, in order to provide a safe and healthy workplace. As ISO 45001 supports the UN's Sustainable Development Goals.

This enables us to **motivate employees through consultation and participation**, as well as to highlight the importance of awareness and the development of a preventive culture in the organisation.

Organisations committed to sustainability are increasingly aligning their corporate strategies with the United Nations Sustainable Development Goals (SDGs). **Accredited certification to ISO 45001, the international occupational health and safety management system, demonstrates an organisation's commitment to ensuring ethical working conditions, health, well-being and equality practices.**

An organisation 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 enables an organisation to provide safe and healthy workplaces, prevent work-related injuries and deterioration of health, and to continuously improve its OSH performance.

With regard to work accidents (WA), we have a low accident rate. This allows us to see that the measures we are taken in the field of occupational health and safety are having a positive effect on our workers.

Nº employees	WA not involving sick leave	WA CHT involving sick leave	WA CTH days sick leave	WA Int sick leave	WA Int days sick leave	Days duration sick leave	Total WA	Absence rate	Duration index
397	5	8	127	3	102	127	8	0,66	14,835

Similarly, in its commitment to the health and safety of its workers, Labiana has developed different training and persuasive actions, such as:

- “Back to School” campaign.
- “Cardiovascular Prevention” campaign.
- “How to sit properly at your desk” campaign.
- “Musculoskeletal disorders” campaign.
- “Postural risks and screen viewing” campaign.
- Installation of a Dechoker in the dining room.

- Regular First Aid training.
- Free monthly fruit service.

Our professional training in 2021



8.071 hours of training

Hours allocated to training by professional group

Total hours	Group 2	Group 3	Group 4	Group 5	Group 6	Group 7	Group 8	Group 00
8,070.68	65.3	682.01	2,316.54	1,527.86	2,091.53	848.51	300.62	238.08

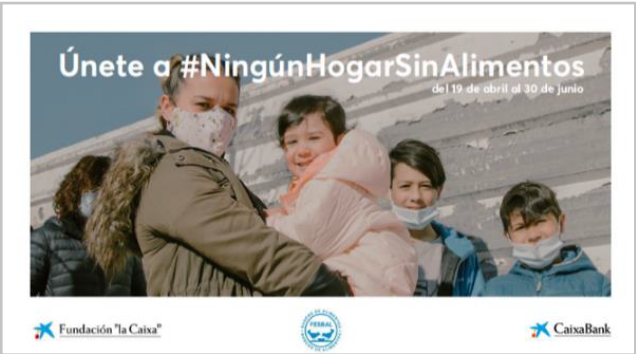
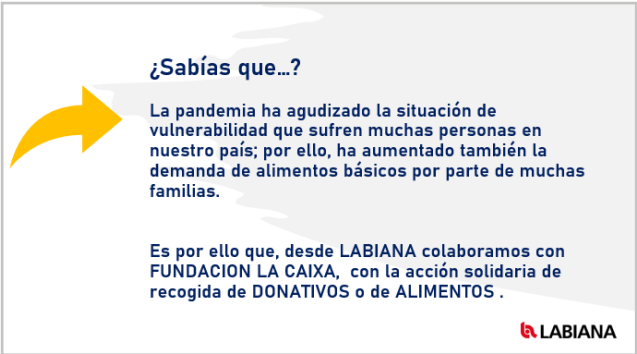
→ People at the centre, commitment to society

Within its CSR actions, Labiana supports different actions such as:

Solidarity: Labiana supports different social causes through the donation of sanitary material, as was the case with masks, hydroalcoholic gel and food during the pandemic, and is currently sending sanitary material to Ukraine. Labiana regularly collaborates with different non-profit organisations in social action campaigns.

These include:

- The #NingúnHogarSinAlimentos (NoHomeWithoutFood) campaign.
- Donation of books to www.engrunes.org and www.solidanca.cat.
- Cancer campaign.
- #LabianaSolidaria: toy collection campaign together with the Red Cross.



Preserving heritage: Cartuja Hierro del Bocado Project, a State Heritage institution that is responsible for the preservation of the Andalusian (Pure Spanish Breed) horse, of Carthusian lineage, a horse with more than 500 years of history that belongs to all of us. Labiana supports this institution through the Amigos de la Yeguada (Friends of the Stud Farm) programme.



Promoting sport values: 50th Anniversary of the Ciencias Rugby club. In 2009, World Rugby member unions identified Integrity, Passion, Solidarity, Discipline and Respect as the defining character-building characteristics of rugby. Through its support in what is the 50th anniversary of one of the historic clubs of this discipline in our country, Labiana wanted to show its support for the values of sport, and contribute to the dissemination of these values.



On the other hand, and committed as it is to the “One Health” philosophy and the UN SDGs, Labiana believes that maintaining animal health is essential if we are to achieve the Sustainable Development Goals and that this relates directly to SDG12, “Sustainable Consumption and Production”. As part of its CSR actions in this area, two types of actions are being carried out:

- We are facilitating 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, all of which are members of the European Union. Outside the European Union, examples include Bosnia and North Macedonia, or special markets such as Cuba, where few foreign companies venture because of the difficulties inherent to the regime.
- **Maintenance in line with current guidelines for medicinal product authorisations based on older molecules** that are more necessary than ever to contribute to the fight against antimicrobial resistance (e.g. Streptolab

- Dihydrostreptomycin) or molecules that are important 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-).

APPROVAL AND DISSEMINATION

This report was approved by the Board of Directors on 7 April 2022.

In order to facilitate knowledge of this report by interested parties and recipients, it will be published on Labiana's intranet and website so that it can be disseminated throughout the organization.

