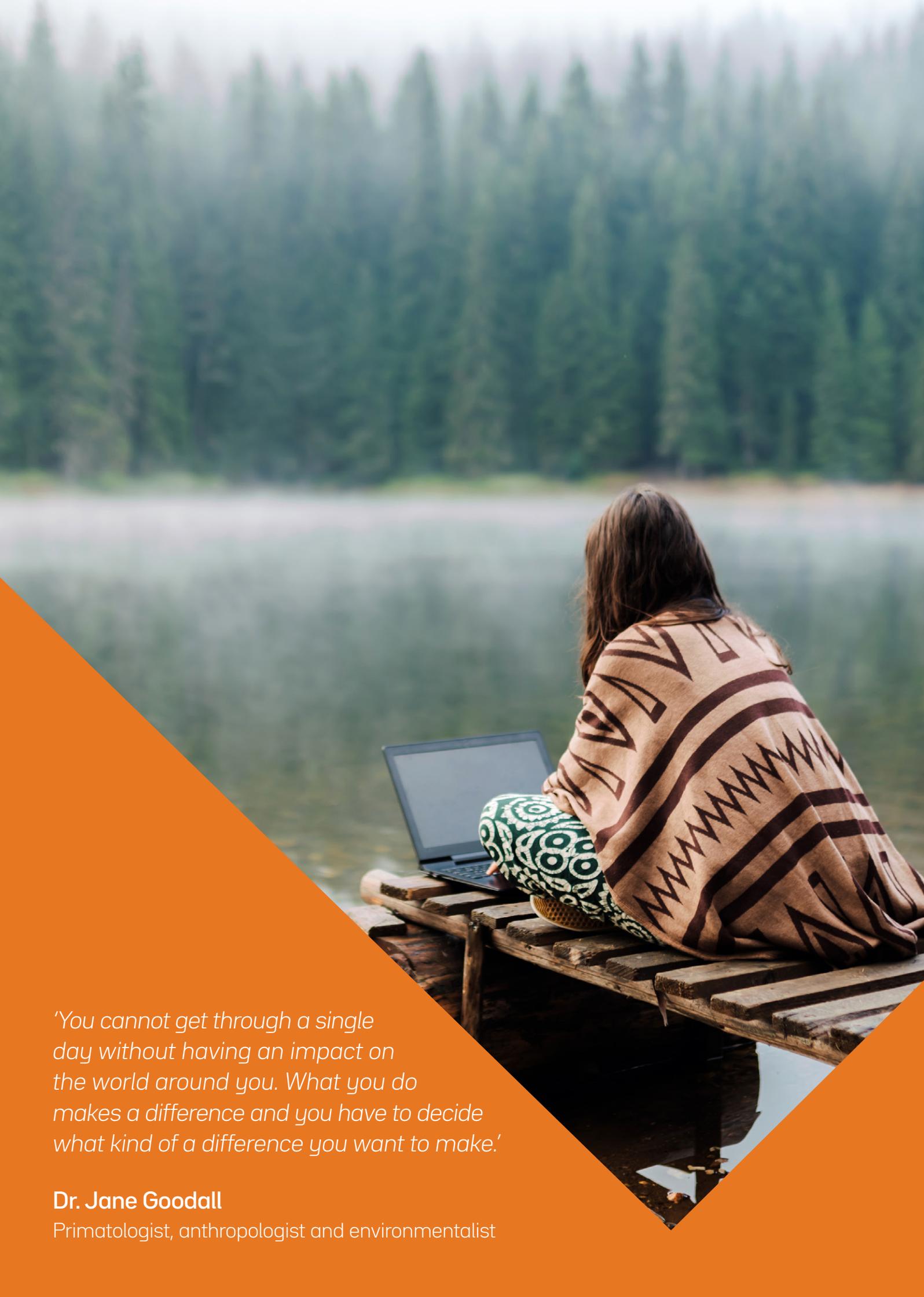


Sustainability Report 2023



werfen



'You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of a difference you want to make.'

Dr. Jane Goodall

Primatologist, anthropologist and environmentalist

Table of contents

Letter from the Chairman	5
Our approach to sustainability	6
New sustainability policies	8
Vision and Strategic Principles	14
2023 Objectives	15
Climate Change Impact Study	16
An overview of Werfen	18
ESG Materiality Assessment	20
Reverse Materiality Assessment	22
2023 Highlights	24
Our ESG actions around the world	26
SDG 1. No poverty	28
SDG 2. Zero hunger	36
SDG 3. Good health and wellbeing	42
SDG 4. Quality education	54
SDG 5. Gender equality	62
SDG 6. Clean water and sanitation	66
SDG 7. Affordable and clean energy	68
SDG 8. Decent work and economic growth	74
SDG 9. Industry innovation and infrastructure	78
SDG 10. Reduced inequalities	82
SDG 11. Sustainable cities and communities	88
SDG 12. Responsible consumption and production	92
SDG 13. Climate action	98
SDG 15. Life on land	102
SDG 17. Partnerships for the goals	106
Looking ahead to 2024	108



Letter from the Chairman

It's a pleasure to present to you our 2023 Sustainability Report, showcasing our commitment to sustainability worldwide.

Within its pages, you will discover our key objectives and measurable results to address critical environmental and social issues; as well as all our actions and initiatives taken throughout the year, both at global and local levels.

I'm particularly proud to highlight the significant social impact of our products and solutions. In 2023 alone, our extensive network of over 87,000 active instruments provided critical clinical results, aiding medical professionals in making informed decisions for the benefit of patients worldwide.

Furthermore, the acquisition of Immucor in March marked a historic milestone for Werfen, expanding our portfolio with two new business lines: Transfusion and Transplant. This strategic move supports our purpose to advance patient care by offering a wider range of solutions for better healthcare.

This year brought humanitarian crises and natural disasters, and our teams demonstrated a renewed dedication to sustainability. As evidenced in this report, we have taken part in 200 impactful initiatives and projects, reaffirming our dedication to creating a better world for all.

I want to give a special thank you to the many employees who supported these efforts with time, resources and energy, once again demonstrating their generosity in support of others who are going through challenging times.

On the environmental front, Werfen recognizes the importance of addressing climate risks. We have established key objectives related to reducing our environmental footprint, such as certifying more facilities in accordance with ISO 14001, implementing cleaner vehicle policies, focusing on eliminating single-use plastic, or installing more solar panels in our facilities.

We strive to maintain high ethical standards and transparency. You will see that this report includes new information and sections which we believe will be useful for our stakeholders; such as our 15 new policies, our specific 2023 objectives, and the Climate Change Impact Study.

From the decision to initiate a corporate sustainability project to our participation in the UN Global Compact and the issuance of annual reports, each step is aligned with our values and principles.

I would like to end this letter by expressing my gratitude to all our employees who contributed to us meeting all our sustainability goals in 2023. It's by turning our policies into actions that, together, we can make a real and impactful difference.

Sincerely,



Marc Rubiralta
Chairman

Our approach to Sustainability

We have an obligation to our employees, our customers, our partners, our communities and the environment to drive our business sustainably.

How do we understand sustainability?

Sustainability is operating our business while satisfying the needs of our employees, partners and customers, now and in the future, without compromising the needs of our planet and future generations, and remaining profitable.

The 3 Ps of sustainability

We are focused on three areas, all equally important and interconnected:



Social equality

Our commitment to human rights, security, equality, inclusion and diversity in all respects.



Environmental protection

Our impact on the environment including CO₂ emissions, waste management or biodiversity.



Economic development

Our economic growth and our efficiency using resources like energy or materials.



Our sustainability principles

- ✎ We believe in the importance of sustainability for **people** (socially), our **planet** (environmentally) and our **prosperity** (economically).
- ✎ Our Senior Leaders are responsible for enabling employees to contribute to our sustainability objectives and to implement our corporate policy.
- ✎ Specifically, we support the **Ten Principles of the UN Global Compact** on human rights, labor, environment and anti-corruption. We intend to implement these principles.
- ✎ We are committed to making the **UN Global Compact** and its principles part of our values, strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the UN, particularly the **SDGs**.
- ✎ We make a clear statement of this commitment in our annual sustainability report to stakeholders and the general public.

NEW IN 2023!

New sustainability policies

Purpose

The purpose of these policies is to establish a common, uniform and global framework containing the basic organizational principles and guidelines Werfen has in place concerning:

- A) Human Rights;
- B) Labor Rights / Decent work,
- C) Environment, and
- D) Anti-corruption.

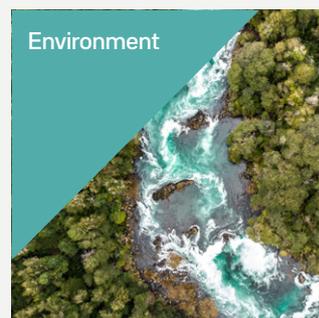
This policy and the related procedures have been developed to be aligned with the UN Global Compact (UNGC) principles and ESG ratings requirements; and with Werfen's Sustainability Principles.

Scope and compliance

These policies are applicable to all Werfen sites and legal entities, including all employees, as well as contractors, vendors, and visitors within our premises, online platforms, or events. To the extent permitted or expressly recognized by local laws, compliance with this policy is obligatory and will be monitored by Werfen headquarters (Internal Audit Department).

However, should any technology center or affiliate find that it cannot fully comply, it must communicate this immediately to Werfen headquarters (Sustainability Department) to develop and approve an action plan to ensure future compliance and prevent or mitigate damages, if any.

As a company, Werfen provides a variety of mechanisms and channels by which any concerns, issues or violations of the Sustainability Policies can be brought to the attention of Werfen including but not limited to the VP of Sustainability, our Ethics Channel, the Legal department, to our affiliates' Human Resources departments, or any member of management.



1. Freedom of expression
2. Access to water and sanitation
3. Digital security/ privacy
4. Gender identity equality

5. Forced labor
6. Illegal child labor
7. Non-discrimination in respect of employment and occupation
8. Safe and healthy working environment
9. Working conditions (wages, working hours)

10. Climate change
11. Water
12. Air quality
13. Waste
14. Energy and resource use

15. Anti-corruption

Human Rights

1. Freedom of expression

We value freedom of expression as a fundamental right that enables individuals to share diverse perspectives, ideas, and opinions. We recognize that open and respectful communication promotes learning, innovation, and inclusion. Therefore, we commit to upholding the following principles:

- We do not censor or punish individuals for expressing their opinions, beliefs, or ideas, except when such expression violates applicable laws or ethical standards.
- We respect the dignity and rights of all individuals, regardless of their race, ethnicity, gender, gender identity, religion, sexual orientation, or other personal characteristics.
- We provide opportunities for individuals to express themselves freely, including through forums, surveys, feedback mechanisms, or other means.

The content of this section is aligned with the core organizational values of Werfen as defined in section 2 of Werfen's Code of Ethics and is further developed and regulated in Werfen's Anti-Discrimination Policy.

2. Access to water and sanitation

We value access to water and sanitation to all Werfen sites and legal entities, including all employees, as well as contractors, vendors, and visitors within our premises or events, as a basic human right that enables individuals to live in dignity and health. We recognize that lack of access to safe water and sanitation can lead to illness, poverty, and social exclusion. Therefore, we commit to upholding the following principles:

- We ensure that all individuals within our organization have access to safe, clean, and sufficient water for drinking, cooking, cleaning, and personal hygiene.
- We ensure that all individuals within our organization have access to adequate sanitation facilities that protect their privacy, dignity, and health.
- We ensure that all individuals within our organization are aware of the importance of water and sanitation for their health and wellbeing, and are encouraged to adopt good hygiene practices.

3. Digital security/privacy

We value digital security and privacy as essential components of our information management practices that safeguard our data, systems, and reputation. We recognize that digital security and privacy risks can lead to financial loss, legal liability, and harm to individuals and society.

Therefore, all Werfen employees must comply and must ensure that any third parties doing business with Werfen comply at all times with our Privacy Policy and applicable procedures, as well as with all applicable laws and regulations on Privacy and Data Protection. For more information, please



refer to Werfen's Privacy Policy as published from time to time on Werfen's website.

In line with the above, all employees and directors across the organization are strictly bound by rules concerning the use of IT resources, as covered by our Compliance Manual and further developed in Werfen's IT Policies.

4. Gender identity equality

We value gender identity equality as fundamental human rights that promote social justice, economic prosperity, and sustainable development. We recognize that gender identity-based discrimination, harassment, and violence can undermine individuals' dignity, wellbeing, potential, and create systemic barriers to inclusive and equitable societies. Therefore, we commit to upholding the following principles:

- We promote gender identity equality in all aspects of our organizational culture, policies, programs, and company activities.
- We respect human rights, including right to live free from violence, exploitation, and discrimination, and the right to participate fully and equally in all company activities.
- We address gender identity-based discrimination, harassment, and violence in the workplace, through prevention, response, and accountability measures.
- We ensure that employee's voices and perspectives are heard, valued, and represented in our decision-making processes.

The content of this section is aligned with the core organizational values of Werfen as defined in section 2 of Werfen's Code of Ethics and is further developed and regulated in Werfen's Anti-Discrimination Policy.

Labor Rights / Decent Work

5. Forced labor

We recognize that forced labor is a serious human rights violation and a form of modern slavery. Therefore, we commit to upholding the following principles to all Werfen sites and legal entities, including all employees, as well as contractors, vendors, and visitors within our premises or events:

- ↳ We do not use or tolerate any form of forced labor, including bonded labor, debt bondage, human trafficking, or other forms of coercion or exploitation.
- ↳ We comply with all applicable laws and regulations related to child labor, including minimum age requirements for employment.
- ↳ We ensure that all workers are free to resign voluntarily their employment at any time they choose, without fear of punishment or retaliation.
- ↳ We engage in responsible recruitment practices, ensuring that all workers are recruited ethically and are not subject to any form of coercion or deception.
- ↳ We aim to refrain from establishing business relations with people or entities (either governmental or private) that do not comply with national and international regulations on the prevention of all forms of modern slavery.

Werfen's Compliance Manual and, in particular, our Selection and Recruitment of Personnel Policy are aligned with the aforementioned ethical standards.

6. Illegal child labor

Our organization is committed to preventing and eliminating all forms of illegal child labor to all Werfen sites and legal entities, including all employees, as well as contractors, vendors, and visitors within our premises or events.

We recognize that illegal child labor is a serious violation of human rights and a form of exploitation that can harm the health, education, and wellbeing of children. Therefore, we commit to upholding the following principles:

- ↳ We do not use or tolerate any form of illegal child labor in our operations and supply chains, including forced or compulsory labor, trafficking, or other forms of exploitation.
- ↳ We comply with all applicable laws and regulations related to child labor, including minimum age requirements for employment.

Werfen's Compliance Manual and, in particular, our Selection and Recruitment of Personnel Policy are aligned with the aforementioned ethical standards.



7. Non-discrimination in respect of employment and occupation

Our organization seeks to foster a positive non-discriminatory environment in which equal opportunities and diversity and inclusion are protected and promoted for all employees, while also complying with current applicable legislation and international best practices.

- ↳ We aim to establish equal treatment and opportunities for all employees and to ban any discrimination on the grounds of race, gender identity, gender, religion, age, sexual orientation, marital status, ideology, political opinion or any other ground prohibited by applicable law.

The content of this section is further developed and regulated in Werfen's Anti-discrimination Policy.

8. Safe and healthy working environment

Our organization is committed to providing a safe and healthy working environment for all employees, contractors, and visitors. This policy outlines our commitment to preventing workplace injuries and illnesses and promoting the wellbeing of our workforce.

We recognize that a safe and healthy working environment is essential for the wellbeing of our employees and the success of our business. Therefore, we commit to upholding the following principles:

- ↳ We comply with all applicable laws and regulations related to occupational health and safety.
- ↳ We assess and manage workplace hazards to prevent workplace injuries and illnesses, including physical, chemical, biological, and psychosocial hazards.
- ↳ We provide employees with the necessary resources and training to enable them to work safely and to prevent accidents and injuries.

- ↳ We encourage employees to report any safety or health concerns and we investigate all incidents and near-misses to identify and address root causes.
- ↳ We maintain a workplace culture that prioritized ergonomic safety and health and promotes open communication and collaboration on safety issues.
- ↳ We regularly monitor and review our occupational health and safety performance and strive for continuous improvement.

9. Working conditions (wages, working hours)

Our organization is committed to providing fair and equitable working conditions for all employees. This policy outlines our commitment to ensuring that employees are compensated for work in accordance with applicable laws and regulations.

We recognize that fair and equitable working conditions are essential for the wellbeing of our employees and the success of our business. Therefore, we commit to upholding the following principles:

- ↳ We comply with all applicable laws and regulations related to wages and working hours.
- ↳ We provide fair wages and benefits that are commensurate with employees' skills and experience.
- ↳ We provide employees with rest breaks, time off, and overtime pay in accordance with applicable laws and regulations.
- ↳ We regularly review and adjust our wage and hourly policies to ensure that they are fair, equitable, and comply with applicable laws and regulations.

Environment

As further explained in Werfen's Sustainability Policy, we believe in the importance of sustainability for people (socially), our planet (environmentally) and our prosperity (economically). Therefore, we firmly believe in the importance of operating our business without compromising the needs of our planet and our future generations.

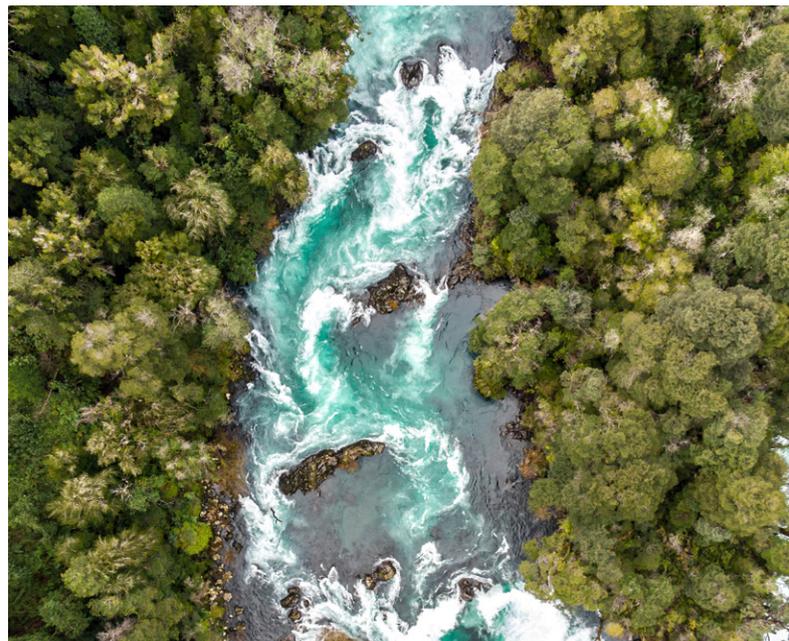
For this reason we follow certain guidelines and principles aimed at ensuring respect for the environment, as detailed below.

10. Climate change

Our company recognizes the urgent need to take action to address climate change. This policy outlines our commitment to reducing our greenhouse gas emissions, promoting sustainable practices, and contributing to a low-carbon economy.

We recognize that addressing climate change requires a collective effort from governments, businesses, and individuals. Therefore, we commit to upholding the following principles:

- ↳ We measure the estimation of our greenhouse gas emissions and set reduction targets.
- ↳ We adopt sustainable practices in our operations, such as reducing energy consumption, minimizing waste, and promoting sustainable transportation where applicable.
- ↳ We prioritize the use of renewable energy sources and energy-efficient technologies in our operations.
- ↳ We support policies and initiatives that promote a low-carbon economy and a sustainable future for all.



11. Water

This policy outlines our commitment to responsible water management, reducing our impact on the environment, and ensuring the sustainability of our water resources.

We recognize that responsible water management requires a collective effort from governments, businesses, and individuals. Therefore, we commit to upholding the following principles:

- ✔ We promote sustainable water management practices, such as water conservation, water reuse, and watershed protection.
- ✔ We support policies and initiatives that promote responsible water management and conservation.

12. Air quality

Our company recognizes the importance of maintaining clean air for the health and wellbeing of our employees, customers, and the broader community. This policy outlines our commitment to reducing our impact on air quality and promoting sustainable practices.

We recognize that responsible air quality control requires a collective effort from governments, businesses, and individuals. Therefore, we commit to upholding the following principles:

- ✔ We aim to reduce our emissions of air pollutants wherever possible, including particulate matter, nitrogen oxides, and volatile organic compounds through the implementation of responsible practices and technology.
- ✔ We comply with all applicable laws, regulations, and industry standards related to air quality control.
- ✔ We support policies and initiatives that promote responsible air quality control, including the development of clean energy sources and the adoption of clean technologies.

13. Waste

Our company recognizes the importance of managing waste responsibly to protect the environment and promote sustainable practices. This policy outlines our commitment to reducing waste generation, promoting recycling, and disposing of waste in a safe and responsible manner.

We recognize that responsible waste management requires a collective effort from businesses, governments, and individuals. Therefore, we commit to upholding the following principles:

- ✔ We minimize the generation of waste wherever possible, through the adoption of sustainable practices and the use of environmentally-friendly materials.
- ✔ We promote recycling and the reuse of waste materials wherever possible, through the implementation of responsible recycling programs.
- ✔ We dispose of waste in a safe and responsible manner and in compliance with all applicable laws, regulations, and industry standards.
- ✔ We support policies and initiatives that promote responsible waste management, including the development of new technologies and the adoption of sustainable practices.

14. Energy and resource use

Our company recognizes the importance of minimizing our energy and resource use to reduce our environmental impact and promote sustainable practices. This policy outlines our commitment to gradually promoting energy and resource efficiency throughout our facilities.

We recognize that responsible energy and resource management requires a collective effort from businesses, governments, and individuals. Therefore, we commit to upholding the following principles:

- ✔ We strive to minimize our energy and resource use through the adoption of sustainable practices and the use of energy-efficient technologies wherever possible.
- ✔ We promote the use of renewable energy sources wherever possible to reduce our dependence on fossil fuels.
- ✔ We support policies and initiatives that promote responsible energy and resource management, including the development of new technologies and the adoption of sustainable practices wherever possible.

Anti-corruption

15. Anti-corruption

Werfen does not allow any of its directors, administrators, employees or collaborators to receive, request or accept, whether directly or through an intermediary, any unjustified benefit or advantage as remuneration in order to unduly favor the other party in the acquisition or sale of goods, in the contracting of services, or in any commercial relationship.

Furthermore, it is prohibited for any member of Werfen, whether directly or through an intermediary, to offer or grant to directors, administrators, employees or collaborators of another company any unjustified benefit or advantage as consideration to obtain, retain, or guarantee an unfair advantage within the framework of acquiring or selling goods, contracting services, or in any commercial relationship.

For more information, please refer to Werfen's Code of Ethics and Anti-Corruption Policy published on Werfen's website as updated from time to time.



These policies represent a commitment we make to ourselves, our communities and future generations. Each of us plays a role in turning these policies into actions, and together we can make a real and lasting difference.



Download the full Sustainability Policies here.

Vision and strategic principles

Sustainability vision

Werfen strives to be a leader in specialized diagnostics, contributing to the advancement of patient care around the world, while creating value for our stakeholders and fostering a culture of sustainability.

Sustainability strategic principles

1. Good health and wellbeing

Contribute to the advancement of patient care around the world through innovative specialized diagnostics.

2. Sustainable products

Ensure that our products evolve to comply with the Packaging, Eco-Design and all related regulations, when and where applicable.

3. Governance

Ensure the correct leadership framework, decision-making processes and organizational structures are in place to effectively plan, implement and monitor sustainability initiatives.

4. Social and environmental actions

Actively participate in local environmental initiatives and invest in social projects that enhance the sustainability of the communities where we operate.

5. Employee engagement

Engage employees through sustainability training courses, encourage innovative ideas through the sustainability different committees.

6. Carbon neutrality

Move towards carbon neutrality for our operations by 2050, through a combination of energy-efficiency measures, specific projects for reducing carbon emissions, renewable energy adoption, and carbon offsetting when needed.

7. Reduce waste

Focus on waste reduction, recycling, and responsible disposal.

8. Supply chain sustainability

Collaborate with packaging and transportation suppliers and with our customers to optimize shipments and reduce emissions.

9. Transparency and reporting

Publish an annual sustainability report following the applicable standards, providing detailed information on our progress and performance in sustainability.

2023 Objectives

Goal	Related Strategic Principle	Units	Objective 2023	Results 2023	Objective 2024
01 CO ₂ reduction (55% in 2030 and 100% in 2050)	6. Carbon Neutrality	% (estimated) vs emissions of the same year	-34%	-40%	-42%
02 Solar panels self generation electrical power	6. Carbon Neutrality	Kwh per year	550,000	1,315,039	609,203
03 Full elimination of single use water plastic bottles in all sites (pre acquisition of Immucor)	6. Carbon Neutrality	% of sites	80% (29 sites)	86%	90% of sites
04 Car emissions offset	6. Carbon Neutrality	CO ₂ tones	2,659	2,659	Offset all car emissions
05 Industry, innovation and infrastructure: R&D investment	1. Good Health and Wellbeing	% vs sales and absolute value investment	+6%	8% US\$182.2M	+7% US\$188M
06 Reduce car emissions	6. Carbon Neutrality	% CO ₂ by car	-3%	-6.03%	-3%
07 Consolidation of shipments to selected customers (more weight per shipment in Europe, thus fewer shipments and less CO ₂ emissions)	8. Supply Chain Sustainability	% of weight increase per shipment	+2% (Spain)	+2.2%	5% (Spain + Germany + Italy)
08 Clean electrical power energy policy, implemented worldwide	6. Carbon Neutrality	% clean energy	75%	88%	85%
09 ISO 14001 implementation in 5 technology centers: Liça d'Àmunt, San Diego (2), Munich and Ascoli	4. Social and Environmental Actions	number of technology centers	5	5*	ISO 14001 External Certification issued in all the 5 TCs
10 SDG4 Quality education: total training hours per year	4. Social and Environmental Actions	hours of training per year	794,722 (574,574 excluding T and T)**	719,011 (649,043 excluding T and T)***	802,669 (580,320 excluding T and T)**
11 ESG EU annual reporting (Climate Change Law, CSRD, EU Taxonomy)	9. Transparency and Reporting	Climate Change Report done	done	done	to be done
12 Understand, implement and track new Green Deal + Circular Economy regulations	2. Sustainable Products	% of Meetings done	Committee in each Technology Center	100%	100%
13 SDG 7 Affordable and clean energy ; SDG 12 Responsible consumption and production; and SDG 13 Climate Action	4. Social and Env. Actions and 6. Carbon Neutrality	number of actions per SDG	4	16, 30 and 11	4
14 Hold 2 Global Sustainability Ambassadors meetings per year	3 Governance and 5. Employee Engagement	number of reported meetings	2	2	2
15 Waste reduction in ISO 14001 certified sites	7. Reduce Waste				
15.1 Tarancon (Spain) <80% waste	7. Reduce Waste	Kg/Number Delivery Notes x 100	<80%	133%****	<80%
15.2 Whole Blood Hemostasis (San Diego, USA) Reduce waste landfill >3%	7. Reduce Waste	% of decrease of landfilled waste	>5%	-13.89% (9.86 Tons)	-9.37% tons per month
15.3 Roncello (Italy) Reuse of packaging	7. Reduce Waste	% Savings in packaging cost	1-5%	25%	25%
15.4 Orangeburg (USA) Send waste to energy program instead of landfill	7. Reduce Waste	lbs.	>100,000	254,710	
16 SDG 3 Good Health and Wellbeing	1. Good Health and Wellbeing	number of global actions	>2 global actions	43	>20 global actions
17 SDG5 Gender equality	4. Social and Environmental Actions	% women employees	>43%	45.2%	>43.5%

* WBH San Diego, AID San Diego, OEM Barcelona, CCH Ascoli and PBM Munich.

** Transfusion and Transplant.

*** Change of criteria of time per training session implemented in 2023.

**** Major increase due to destruction of expired product.

Climate change impact study

In 2023 we conducted our first assessment of our impact on climate change, addressing the climate risks and opportunities in our organization, and establishing a framework to ensure we manage these effectively.

Tackling climate risks is important for us.

Our 2023 objective in this area was an assessment of physical and transition climate risks.

Werfen considers climate risks in several key aspects, including strategy, risk management policies, annual budgets, and business plans.

Among other climate-related impacts, this assessment allows us to identify and understand our contributions to greenhouse gas (GHG) emissions, which is essential to our Risk Management strategy.

What's next?

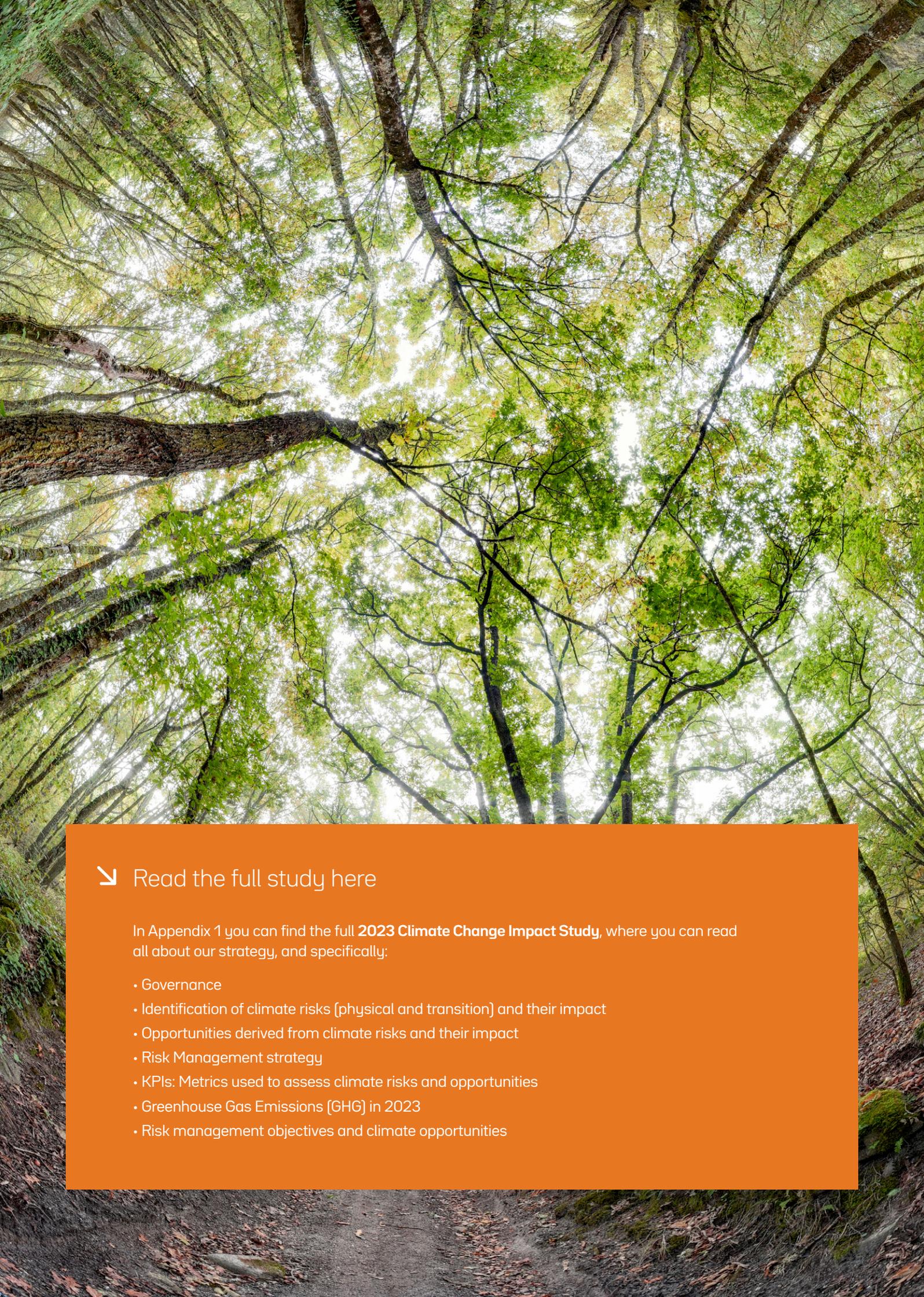
We are implementing measures to adapt our facilities to climate change, we are assessing the impact on our value chain, and we are developing mitigation strategies to ensure resilience to any potential climate challenges.

In addition, we are actively exploring climate opportunities through innovative initiatives, and we have identified key areas for reducing our carbon footprint and improving sustainability. Initiatives such as the consolidation of shipments, more sustainable materials, and the implementation of renewable energies, form a part of our commitment to mitigating climate risks and generating long-term opportunities.



"We are deeply committed to sustainability, and although the 2023 Spanish Royal Decree on Climate Change is yet to be approved, we have decided to produce our first Climate Change Impact Study, together with specific KPIs, and share it in this report."

Marc Bellosta
VP of Sustainability



↘ Read the full study here

In Appendix 1 you can find the full **2023 Climate Change Impact Study**, where you can read all about our strategy, and specifically:

- Governance
- Identification of climate risks (physical and transition) and their impact
- Opportunities derived from climate risks and their impact
- Risk Management strategy
- KPIs: Metrics used to assess climate risks and opportunities
- Greenhouse Gas Emissions (GHG) in 2023
- Risk management objectives and climate opportunities

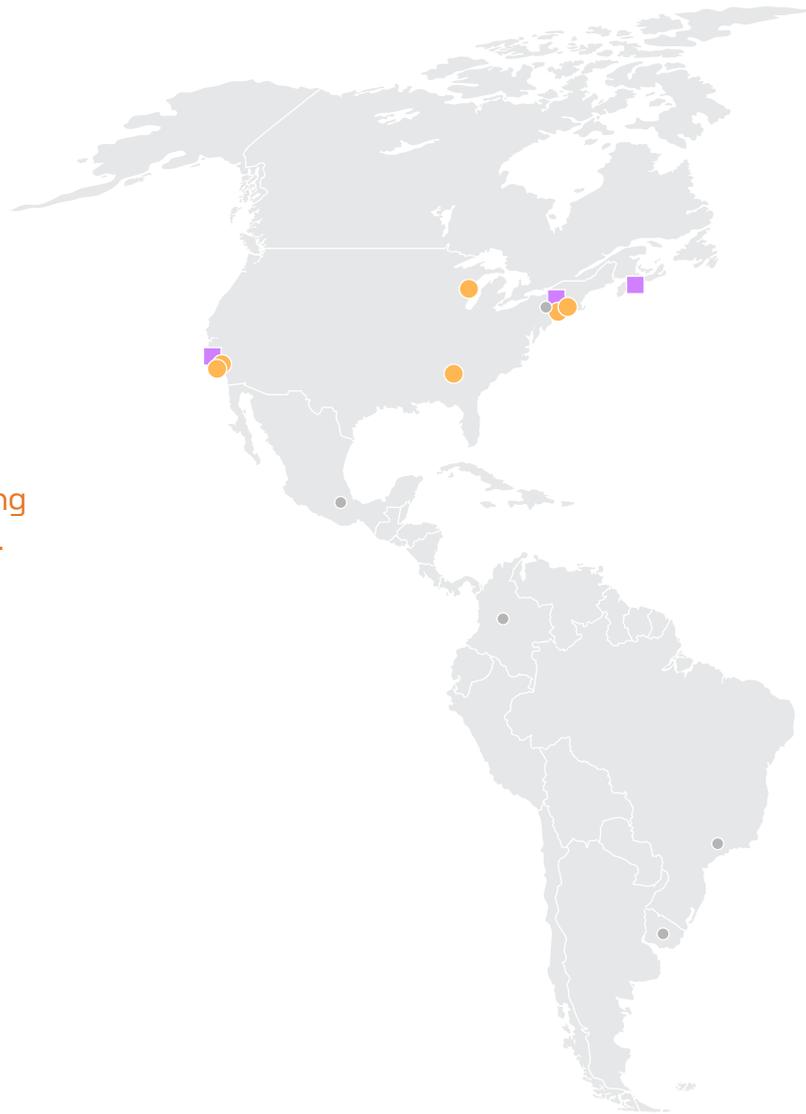
An overview of Werfen

Werfen is a specialized diagnostics company committed to providing innovative diagnostic solutions for hospitals and commercial laboratories for the improvement of patient care. Our business lines are Hemostasis, Acute Care Diagnostics, Transfusion, Autoimmunity, Transplant and Original Equipment Manufacturing (OEM). We also work in the Medical Devices field.

Werfen is a private, family-owned, innovative company founded in 1966 in Barcelona, Spain.

We offer professional opportunities to thousands of people from all corners of the world. This diverse group of talented individuals, our people, are our most valued asset and the key to our success. Through prudent management, we generate the financial resources needed to invest in them for their future.

At Werfen, in everything we do, we use our passion and long-term vision to develop meaningful innovations that truly enhance patient care and help create healthier societies worldwide.



Total sales

2023 **€2.106 billion**

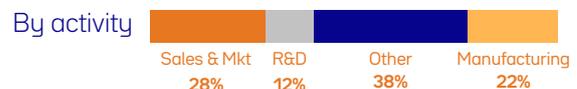
Investment in R&D

2023 **€169 million**

↗ **26% increase**
over 2022

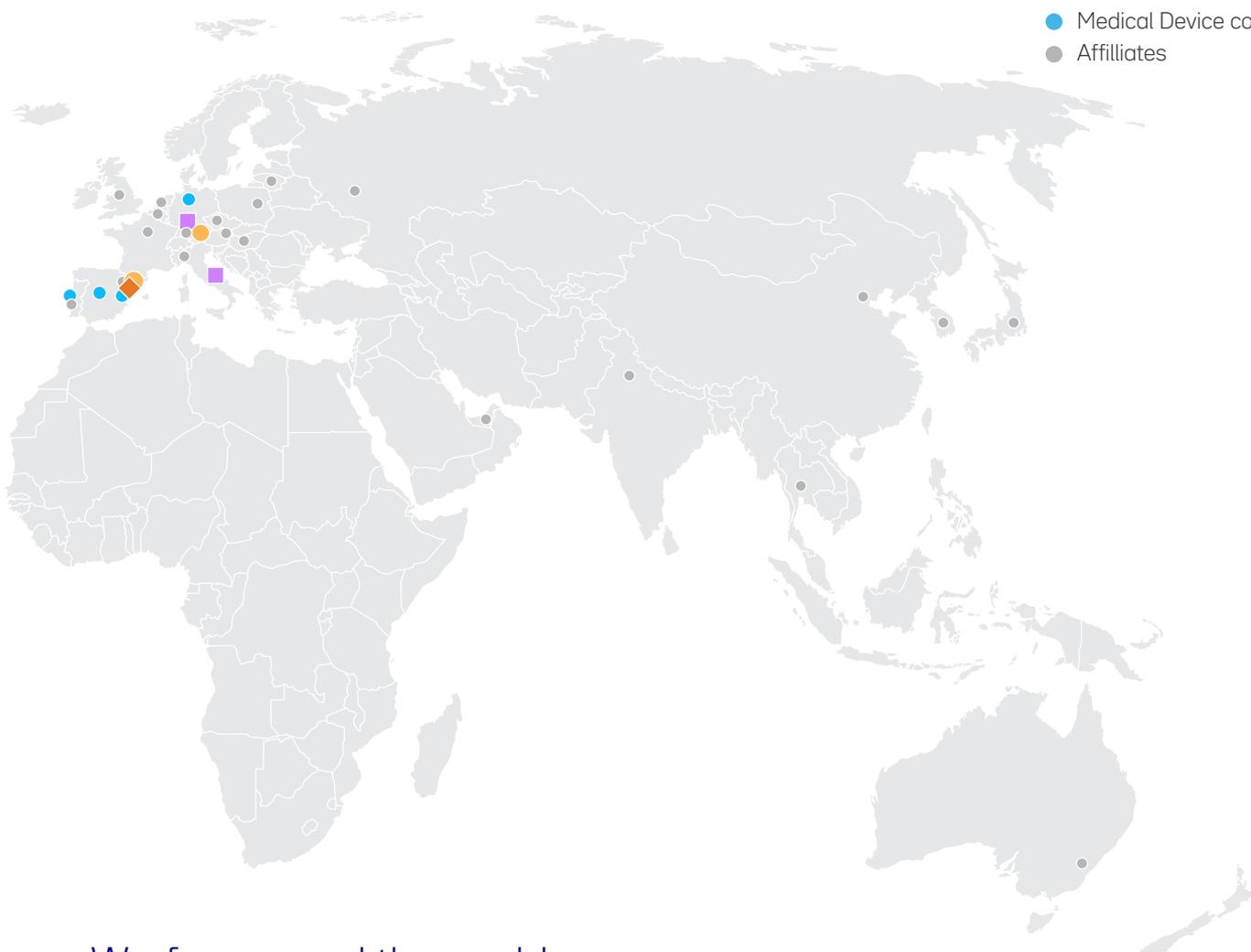
People working at Werfen

2023 **7,095 employees**



NOTE: Percentages may not add up due to rounding.

- ◆ Company headquarters
- Technology centers
- Other locations
- Medical Device companies
- Affiliates



Werfen around the world

Company headquarters

Barcelona, Spain

Technology centers

Hemostasis & Acute Care Diagnostics
Bedford, MA, USA

Autoimmunity
San Diego, CA, USA

Whole Blood Hemostasis
San Diego, CA, USA

Hemostasis & Blood Gas Reagents
Orangeburg, NY, USA

Patient Blood Management
Munich, Germany

Transfusion
Norcross, GA, USA

Original Equipment Manufacturing
Barcelona, Spain

Transplant
Waukesha, WI, USA

Other locations

Transfusion and Transplant
[Satellite locations]
Warren, NJ, USA Halifax, Nova Scotia, Canada Mountain View, CA, USA Dreieich, Germany

Manufacturing [Other products]
Ascoli Piceno, Italy

Medical Device companies

MC Medical
Lisbon, Portugal

Izasa Medical
Barcelona, Spain

Izasa Scientific
Madrid, Spain

Leventon
Barcelona, Spain

Affiliates

Australia	Lithuania
Austria	Mexico
Belgium	Netherlands
Brazil	Poland
China	Portugal
Colombia	Russia
Czech Republic	South Korea
France	Spain
Germany	Thailand
Hungary	UAE
India	UK
Italy	Uruguay
Japan	USA

ESG Materiality Assessment

In 2023 we reaffirmed our Environmental Social Governance (ESG) Materiality Assessment, a formal exercise aimed at better understanding our stakeholders' needs and priorities to ensure an effective sustainability action plan and program.

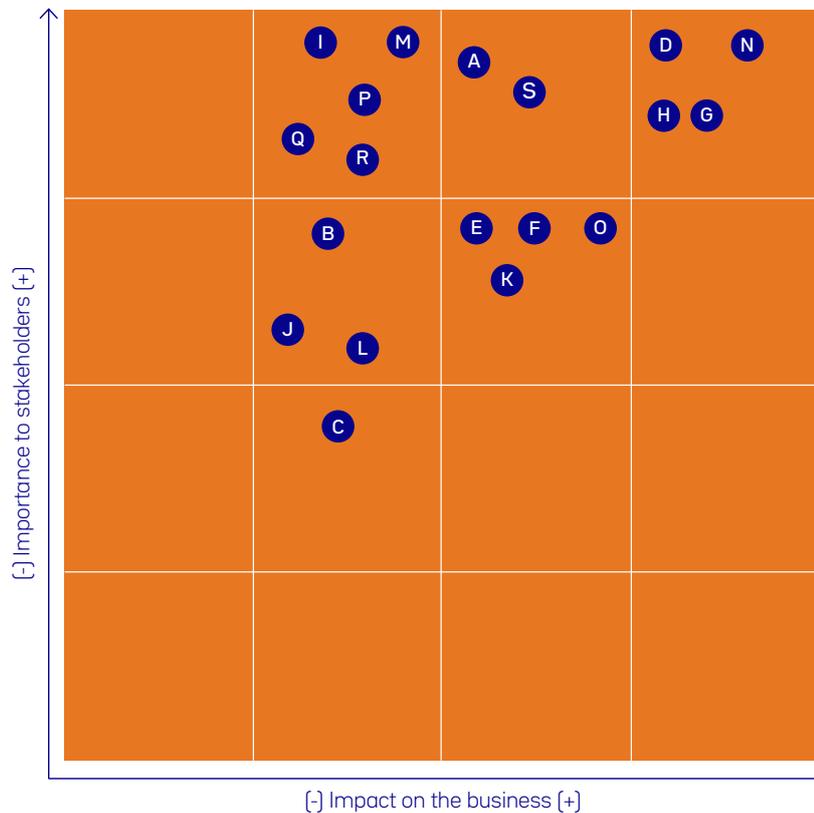
1. We identified our internal and external stakeholders and their needs and expectations in relation to sustainability:

Stakeholder	Internal	External	Communications	Needs/Requirements	Expectations
Shareholders	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Sustainability.	Long-term sustainability.
Governance Bodies	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Sustainability.	Long-term sustainability.
Financial Community		<input checked="" type="checkbox"/>	Meetings, online meetings, email and website.	Sustainability.	Long-term sustainability.
Personnel	<input checked="" type="checkbox"/>		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.
Customers		<input checked="" type="checkbox"/>	Email, meetings, e-business, online meetings, congresses, social media, telephone, website.	Safe, efficient, valuable and sustainable product/service and regulatory compliance.	Short- and long-term commitment to improvement initiatives and regulatory compliance
Distribution Partners and Suppliers		<input checked="" type="checkbox"/>	Email, meetings, online meetings, social media, telephone, website.	Sustainability and profitability.	Long-term partnership.
Regulatory Bodies		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, telephone, formal documentation, online portals, website.	Regulatory compliance.	Regulatory compliance.
Health Competent Authorities		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, website.	Regulatory compliance.	Regulatory compliance.
Notified/Certification Bodies		<input checked="" type="checkbox"/>	Audits, email, meetings, online meetings, telephone, website.	Regulatory compliance.	Long-term partnership.
National/International Associations		<input checked="" type="checkbox"/>	Email, meetings, online meetings, telephone, website.	Membership.	Long-term partnership.
Communities where we operate		<input checked="" type="checkbox"/>	Website, social media.	Positive social impact.	Long-term sustainability
Patients		<input checked="" type="checkbox"/>	Website, social media.	Safe product.	Safe product.
Planet		<input checked="" type="checkbox"/>	Environmental interaction.	Neutral or positive environmental impact.	Long-term sustainability.
Employment Candidates		<input checked="" type="checkbox"/>	Website, interviews, social media, email, telephone, job fairs.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.

2. We also assessed our sustainability materiality in relation to its importance to our stakeholders versus its impact on the business:

Code	Materiality	Main ESG group	Main SDG
A	CO ₂ footprint	E	13
B	Affordable and Clean Energy	E	7
C	Water management	E	12
D	Environmental compliance of our products/services	E	12
E	Circular economy	E	12
F	Waste management	E	12
G	Gender Equality	S	5
H	Diversity	S	10
I	Safety and Health at work	S	8
J	Human Rights	S	1-5

Code	Materiality	Main ESG group	Main SDG
K	Ethics and Compliance	S	16
L	Quality Education	S	4
M	Good health and wellbeing	S	3
N	Industry, innovation	G	9
O	Responsible consumption and production	E	12
P	Decent work and economic growth	S	8
Q	Zero Hunger	S	2
R	No Poverty	S	1
S	Safety compliance of our products/services	G	12



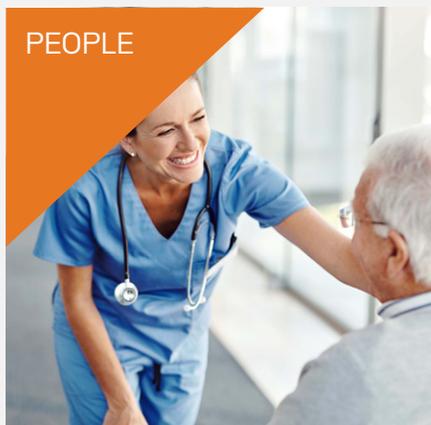
Reverse Materiality Assessment

In 2023 we also performed a Reverse Materiality Assessment, a new annual exercise aimed at better understanding our direct impact on the environment and society, to ensure an effective sustainability action plan and program.

3. We identified our reverse internal and external stakeholders:

Stakeholder	Internal	External	Communications	Impact
Shareholders	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Healthcare, GDP contribution, employment.
Governance Bodies	<input checked="" type="checkbox"/>		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Healthcare, GDP contribution, employment.
Financial Community		<input checked="" type="checkbox"/>	Meetings, online meetings, email and website.	Prosperity.
Personnel	<input checked="" type="checkbox"/>		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Work stability, development, training, fair wage.
Customers		<input checked="" type="checkbox"/>	Email, meetings, e-business, online meetings, congresses, social media, telephone, website.	Healthcare.
Distribution Partners and Suppliers		<input checked="" type="checkbox"/>	Email, meetings, online meetings, social media, telephone, website.	Employment, profits.
Regulatory Bodies		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, telephone, formal documentation, online portals, website.	Contribution to improve regulations.
Competent Authorities		<input checked="" type="checkbox"/>	Email, meetings, online meetings, inspections, website.	Contribution to improve regulations, GDP contribution, taxes.
Communities where we operate		<input checked="" type="checkbox"/>	Website, social media.	Healthcare.
Patients		<input checked="" type="checkbox"/>	Website, social media.	Healthcare.
Planet		<input checked="" type="checkbox"/>	Environmental interaction.	Energy consumption, emissions, waste, water, land use.

4. We assessed our reverse ESG Materiality, as an exercise of transparency:



PEOPLE

Social equality

Our commitment to human rights, security, equality, inclusion and diversity in all respects.

Impact on healthcare

86,670

active instruments base

Work stability

6,956

full-time employees

Employee development favorability

69%

Employee training

719,011

hours

Fair wage

27.62%

of the total turnover



PLANET

Environmental protection

Our impact on the environment including CO₂ emissions, waste management or biodiversity.

Re-use of instruments

749

refurbished active instruments in 2023

Energy consumption

53,420,216

Kwh

Emissions

53,945

Tons CO₂ (estimated)

Waste

2,646

Tons

Water

104,499

m³

Land use

479,637

m² (estimated)



PROSPERITY

Economic development

Our economic growth and our efficiency using resources like energy or materials.

GDP contribution

2,105 €

million in sales

Employment

6,956

full time employees

Taxes

69.57

millions € (profit tax)



2023 Highlights

In 2023 we have continued to embed sustainability into the core of our strategy and decision-making processes; setting more ambitious annual objectives than ever before.

Environmental

In 2023, our achievements on the environmental front marked significant advances in our sustainability project.

We are actively working to certify more facilities in accordance with **ISO 14001** and implementing eco-efficient projects. We have made progress in assessing our carbon footprint and regulations related to the Green Deal and the Circular Economy.

In the area of mobility, we continued with the implementation of a **cleaner vehicle policy**, which includes not only the reduction of vehicle emissions, but also the total offset of car carbon emissions for the whole 2023 year. We are also focusing on practical initiatives, such as the complete elimination of **single-use plastic** bottles and assessing the feasibility of installing more **solar panels**.

Total % of electrical power from Clean Energy

2020	41%
2021	80%
2022	92%
2023	88%

Social

On the social front, we proudly continue our cadence in corporate social responsibility actions.

In 2023, we supported **95 different organizations** with 200 social and environmental actions.

This record reflects our ongoing commitment to **strengthening communities**, promoting equality, and improving the living conditions of our employees. These actions can be seen in our annual sustainability reports.

Additionally, our solutions continue to make a powerful contribution to the **advancement of patient care** around the world. In 2023 we had more than 86,000 active instruments providing clinical results to support medical decisions. And, with the strategic acquisition of Immucor, we added two new business lines to our portfolio of products, Transfusion and Transplant. Our range of solutions for better healthcare is wider than ever.

Total actions in support of foundations and NGOs

2020	44
2021	60
2022	112
2023	200

Governance

We have assigned specific climate-related responsibilities at the management level, a Risk Officer and Vice President of Sustainability; and performed our first **Climate Change Impact Study**, to identify, understand and manage our greenhouse gas emissions and other climate-related impacts.

We also incorporated **15 new policies**, related to human rights, labor rights, environment and anti-corruption.

Werfen strives to maintain high ethical standards and transparency, reflecting our corporate responsibility. We've included new information in this report to align with **CSRD reporting regulations**. In November 2023, Werfen received an **ESG Risk Rating of 20.8** and was assessed by Morningstar Sustainalytics to be at Medium Risk of experiencing material financial impacts from ESG factors. Further, we rank 10th out of 214 companies rated by Sustainalytics in the Medical Devices sub-industry. Achieving this rating demonstrates our strong commitment to sustainability, an increasingly relevant factor for our stakeholders. This milestone also enhances our funding capabilities in capital markets.



From the decision to initiate a corporate sustainability project to our participation in the United Nations Global Compact and the issuance of annual reports, each step is aligned with our key objectives.

In brief, at Werfen, not only do we stand firm with our ethical and sustainable practices, we also constantly strive to meet the established standards.

Sustainalytics' ESG Risk Ratings measure a company's exposure to industry-specific material ESG risks and how well a company is managing those risks. This multi-dimensional way of measuring ESG risk combines the concepts of management and exposure to arrive at an assessment of ESG risk, i.e., a total unmanaged ESG risk score or the ESG Risk Rating, that is comparable across all industries. Sustainalytics' ESG Risk Ratings provide a quantitative measure of unmanaged ESG risk and distinguish between five levels of risk: negligible, low, medium, high, and severe. Learn more about the ESG Risk Ratings [here](#).

Our ESG actions around the world

In 2023 we ramped up our environmental efforts, focusing on minimizing the impact of our CO₂ emissions; while continuing to implement numerous social actions around the world.

Prioritizing the Sustainable Development Goals (SDGs)

All 17 UN SDGs are important to us, and we prioritize them in line with the expectations of our stakeholders.

To identify our stakeholders, their expectations and needs, we perform an annual Materiality Assessment which you can find on [page 20 to 23](#).

Below are the 15 SDGs we worked towards in 2023.



With each of the UN SDGs in mind, we set specific objectives for 2023 and planned actions to meet them. What follows is a detailed report on our achievements for each of our objectives, with a deep dive into all our ESG initiatives around the world.



Countries where we made a difference in 2023

- | | | | |
|-----------|---------|-------------|----------------------|
| Australia | Germany | Mongolia | Sri Lanka |
| Belgium | Haiti | Morocco | Syria |
| Brazil | India | Netherlands | Thailand |
| Canada | Italy | Portugal | Turkey |
| China | Japan | Romania | United Arab Emirates |
| Colombia | Malawi | South Korea | United Kingdom |
| France | Mexico | Spain | United States |



1 NO POVERTY



SDG 1.

No poverty

End poverty in all its forms everywhere

SDG 1. No poverty

End poverty in all its forms everywhere



GLOBAL ACTION

Together we can help Turkey and Syria

At the beginning of 2023, a devastating earthquake struck Turkey and Syria, resulting in tens of thousands of deaths and a humanitarian crisis.

For weeks, the freezing and snowy conditions hampered relief efforts; and the number of fatalities continued to rise. Countries around the world sent support to help, and at Werfen, we wanted to do our part. From February to May we ran *Together We Can Help Turkey and Syria*, a global fundraising campaign to be implemented locally.

All our technology centers and affiliates were invited to participate in the effort, each choosing an NGO as the beneficiary of the funds raised on behalf of their location. Werfen then matched all employee donations two-fold.

 **Company contribution: €43,084.85**

 **Employee contribution: €21,943**



Winter clothing donation – Brazil

In 2023, our team in Brazil collaborated with volunteers from the *Hospital Israelita Albert Einstein* to collect winter essentials. We successfully gathered 382 items such as clothing and footwear, which were then donated to the Paraisópolis community. Recognized as the second-largest favela in São Paulo, Paraisópolis spans approximately 10 km² and is home to over 100,000 residents.

 **Employee contribution: €382**

Clothing drive – United States

In May, our Orangeburg team generously donated 10 bags of clothing, shoes, and household essentials to *Tappan Zee High School's Family Resource Center*, supporting local families in need and reinforcing our commitment to community wellbeing.



Communication sent to employees for the winter clothing donation campaign.

SDG 1. No poverty

End poverty in all its forms everywhere

Helping children in need – Morocco

In January, the EEMEA team visited *Atlas Kinder*, an international organization committed to helping children in Morocco who have been abandoned due to social pressure, illness or poverty and giving them a safe home in family-like structures and decent schooling. During this visit, we enjoyed a tour of their facility and spent time with the children living there.

After the Marrakech-Safi earthquake in September, EEMEA donated €15,000 to cover the cost of damages to a school.

 Company contribution: €15,000



Supporting people without a home – Spain

A group of employees from Barcelona spent a day volunteering at *Fundación ASSIS* to raise awareness and improve the quality of life of homeless people. They prepared and distributed breakfasts, provided support at the showering and wardrobe service, and packed backpacks with items to keep warm during the winter months.

 Company contribution: €1,500



Hawaii wildfires – United States

In August, Hemostasis and Acute Care Diagnostics launched a fundraising campaign across all of our technology centers in the United States to raise monies for the residents in Lahaina, Hawaii who were devastated by unprecedented wildfires that destroyed over 2,000 structures -including homes and businesses- and took the lives of over 100 people.

Our employees donated US\$13,337 to the *American Red Cross* for this cause. Along with Werfen's two for one match, our combined donation to the American Red Cross was US\$40,011.

 Company contribution: €24,767.21

 Employee contribution: €12,383.60



Helping children in need – Morocco.

SDG 1. No poverty

End poverty in all its forms everywhere



Fairtrade Christmas market – Italy

EEMEA hosted the very first Christmas market fair in the business district surrounding the Werfen building in Milan, Italy.

We reached out to our usual NGO partners, inviting them to participate, providing them with a platform to sell their fair trade products, and allowing employees to purchase Christmas presents while contributing to the charitable initiatives of the participating NGOs.



Fairtrade Christmas market in Milan.

Supporting foster families in need – United States

In June, our Transfusion team in Norcross, GA actively supported *Because One Matters*, an organization aiding foster families in need.

Employees generously donated new and gently-used clothing, toys, and books, which were delivered to the charity's storage facility, and later to their *Wrapped in Love* closet, for foster families to pick up.



The Earth Saviours Foundation – India

The *Earth Saviours Foundation* (TESF) is an NGO in India dedicated to serving the underprivileged, providing a safe haven for mistreated animals, and making every possible effort to protect the environment.

In 2023, we continued our annual support to TESF in India by funding an insulated shelter in Mandawar Village, Gurugram for abandoned seniors and people with disabilities.

 Company contribution: €9,411



Supporting foster families in need - United States.

SDG 1. No poverty

End poverty in all its forms everywhere

Baby supply drives – United States

Various teams in the United States participated in initiatives to collect baby supplies for communities in need.

Orangeburg, NY

Our colleagues in Orangeburg joined forces with *The Orangeburg Fire Association* and *Carolyn's Elves* for a month-long drive in August, collecting crucial baby items like diapers, wipes, bath supplies, blankets, and clothing.

 Employee contribution: €500

Bedford, MA

Like last year, in August, our team in Bedford partnered with a local social services agency, *La Colaborativa*, to organize a baby supply drive. Employees donated much-needed items such as diapers, wipes, baby formula, and food. Additionally, Werfen donated US\$2,500 to *La Colaborativa* as further support for social and family services to the community of LatinX immigrants in the greater Boston area.

 Company contribution: €2,367.47

San Diego, CA

Our Whole Blood Hemostasis team held its annual drive to collect baby items for *Support The Enlisted Project*, a local military organization that provides services to active and retired military personnel. Werfen and our employees purchased and donated various items such as diapers, shampoo, diaper rash cream, and clothing.

 Company contribution: €267.39

 Employee contribution: €445.65



Donated baby supplies by employees in the United States.

Projecto Salesiano – United States

Whole Blood Hemostasis in San Diego, CA has numerous employees commuting from Tijuana, Mexico, to work. This year, we aimed to give back locally and partnered with *Projecto Salesiano Tijuana*, who provide meals, personal and household items to people in need.

In July, our employees donated blankets, gently used clothing, a car seat, toys, and personal hygiene products to support this initiative, benefiting those in need.

 Employee contribution: €136.91



We loaded up the items donated in Werfen bags to deliver to *Projecto Salesiano*.

SDG 1. No poverty

End poverty in all its forms everywhere



Guerrero needs us – Mexico

On October 25, devastating Category 5 Hurricane -- Otis -- struck the port of Acapulco in Guerrero and its surrounding areas.

Guerrero is a state in Mexico with high poverty rates and a strong reliance on tourism. It suffered extensive destruction. The recovery is expected to take several years, prompting short-term migrations.

Responding to the urgent needs of the affected residents, non-profit organizations, and the government, our team in Mexico initiated the *Guerrero Needs Us* campaign to provide essential support by donating non-perishable food, baby items, and cleaning supplies.

We also launched a voluntary fund collection, with the company matching employee contributions. A total of €611.54 was donated to the Mexican Red Cross, and 132 kg pf food and supplies were donated to the Secretary of Navy.

 **Company contribution: €305.77**

 **Employee contribution: €305.77**



Guerrero needs us – Mexico.



SDG 1. No poverty

End poverty in all its forms everywhere

Holiday toy drives

Germany

In December, our team in Germany ran three holiday drives to support those in need: *Christmas in a shoe box*, gathering gifts for children who otherwise would have none this season; *Christmas in a box*, gathering clothes for homeless people; and a food collection.

 **Company contribution: €195.33**

 **Employee contribution: €500**

Orangeburg, NY

In partnership with the *Orangetown Fire Department* and *Carolyn's Elves*, our team in Orangeburg, NY fundraised US\$1,440 to purchase and donate holiday gifts for families and children in need.

 **Employee contribution: €1,326**

Bedford, MA

Employees from Bedford and Devens donated a total of 179 toys to *Toys for Tots*, a program founded by the US Marines that collects new, unwrapped toys to ensure every child has a gift to open over the Holidays.

The US Marine Corps has sponsored this program since 1947, collecting over 627 million toys for some 280 million children.

San Diego, CA

The Autoimmunity team also support Toys For Tots. This year, they collected four large bins of toys for children ranging in age from 0-17. Right before Christmas, all employee donations were brought to the San Diego Miramar Naval Base, where active military men and women greeted us to collect our donations.

They then sort and distribute these toys across the San Diego communities.

 **Employee contribution: €3,000**

Atlanta, GA

In December, our Transfusion team in Norcross, GA supported *Lift Up Atlanta*, an organization that has helped thousands of people in need through a variety of services, including holiday toy drives. Many employees donated new toys to brighten the holidays for children served by the charity.



Holiday gifts purchased for children and families in need during the holiday season in Orangeburg.



179 toys collected from the Bedford and Devens locations!



The toys were delivered to *Lift Up Atlanta* by employees Alexander Lovett and Stephanie Will.

SDG 1. No poverty

End poverty in all its forms everywhere



Supporting Morocco and Libya – Spain and Portugal

After the earthquake in Morocco and the floods in Libya in September and October, our teams in Spain and Portugal ran a fundraising campaign to support those affected.

 **Company contribution: €21,000**

 **Employee contribution: €7,000**

Thanksgiving drive – United States

In the spirit of Thanksgiving, the Whole Blood Hemostasis team in San Diego, CA partnered with the local branch of Ronald McDonald's House (RMDH) again to provide supplies to families in need.

In November, the team held a drive to collect diapers, toys, books and baby hygiene items.

 **Employee contribution: €273.81**

Fulfilling children's wishes – Germany

This holiday season, Germany participated in the charity project *Münchener Geschenkregen*. The project's goal is to bring joy to socially disadvantaged children and young people in and around Munich by fulfilling their Christmas wishes.

We had the opportunity to fulfill 75 wishes for the children in *Refugio Munich*, where children undergoing psychological treatment due to their refugee experiences reside.

The colleagues from Germany were able to take a wish list from their residence's Christmas tree and fulfill it.

All the gifts collected were then taken to *Refugio* so that the children received their presents on time. The campaign was a complete success and it is nice to see that even small gifts can make children happy at Christmas.

 **Employee contribution: €1,500**



Fulfilling children's wishes - Germany.



SDG 2.

Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Supermarket food collection – Italy

In May 21 colleagues from our Italian Transfusion and Transplant team volunteered with local NGO *SOS Bambini* in their annual spring food collection campaign. A total of 84 large boxes of non-perishable food were packed and distributed to shelters for disadvantaged and/or homeless children in Romania, as well as to single mothers with minor children in difficult socioeconomic conditions in the Milan area.



Supermarket food collection – Italy.

SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

San Diego Food Bank – United States

In April, we continued our yearly support for the *San Diego Food Bank* by sponsoring a table at their annual *Chefs, Cork & Craft Gala*. Funds raised were destined to hunger relief efforts like the *Food 4 Kids Backpack Program*, which provides weekend food-filled backpacks to children living in poverty who are at risk of hunger when free school meals are unavailable.

This year, they raised over US\$ 1 million – a record-breaking feat that members of our Autoimmunity team were thrilled to have witnessed.

On May, 21 colleagues from Autoimmunity volunteered at the San Diego Food Bank to help out during a shift at the warehouse by packing meal kits for families across the County. That shift alone was able to provide meals for over 1,200 people.

 **Company contribution: €4,623**

 **Employee contribution: €1,849**



Autoimmunity employees at the *Food Bank Gala* (2023).

SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

2 ZERO HUNGER



Food for local seniors – United States

This year, our Whole Blood Hemostasis team partnered with *Feeding San Diego* on an initiative to provide easy-to-prepare food for local seniors. Employees donated soups and pre-packaged meals to help support this program and reduce the current shortage of food for seniors.

In December, both the company and employees made a financial donation to this organization.

 Company contribution: €1,026.79

 Employee contribution: €520.81



Collected items for *Feeding San Diego*.

Reverse advent calendar – United Kingdom

The UK Service Department took a unique approach to Christmas by introducing a reverse advent calendar, where every day employees contributed gifts instead of receiving them.

The campaign resulted in 139 items collected within the first 15 days. Werfen also donated £100. All collected gifts were directed to *Warrington Foodbank* to support those in need during the festive season.

Warrington Foodbank is part of a nationwide network providing emergency food and support. Their goal is to support people facing hardships and reduce the need for food banks in the UK.

 Company contribution: €115.87



Food drive – Italy

For the third year, Italy and EEMEA continued to support social projects from local non-profit organization *Pane Quotidiano* in Milan. Each month, we collected food and clothes for people in need. In total, 200 big boxes of goods were donated to the organization.



Collected items for *Warrington Foodbank*.

SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

Supporting local food banks – Spain and Portugal

Employees in Spain and Portugal contributed to the food bank *Banco de Alimentos* in Barcelona, and funds were matched three-fold by the company.

Additionally, in Lisbon and Oporto, volunteers spent a day at local food bank *Banco Alimentar*, helping classify and package food.

 Company contribution: €19,530

 Employee contribution: €5,510

Food drives – United States

Cumming, GA

In April, the Transfusion team in Norcross, GA supported *Meals by Grace*, a no-cost meal program for families experiencing food insecurity, with employees generously donating shelf-stable food. Two team members, Yolanda Townsend and Belinda Enyong, also dedicated a half-workday to sorting these donations, reflecting our commitment to community support.

Belinda shared, “Supporting *Meals by Grace* is a tribute to my late daughter Helen’s values of kindness and empathy.”

Norcross, GA

In November, the Transfusion team in Norcross, GA supported *Norcross Cooperative Ministry*, an organization that provides food and other assistance to 50 to 70 families each day.

Many employees donated non-perishable food throughout the month. Seven colleagues also spent a half-workday volunteering at the charity.

Food drive – Brazil

For our end of year party in Brazil, employees were asked to donate 1 kg of food as an entry fee.

A total 38 kg of food were collected and donated to NGO *Rainha da Paz*, which is located close to our office in São Paulo. The company donated an additional 41 baskets of basic food. Our donation provided lunches for children on Christmas and New Year’s Day.

 Company contribution: €469.55



Employees Belinda Enyong and Yolanda Townsend unloading and sorting food delivered to *Meals by Grace*.



Employees Kathryn Feuvrel, Tanaya Babb, Jared Bauer, Githza Torres, Shari Wiley and Greta Daffin unloading and sorting food delivered to *Norcross Cooperative Ministry*.

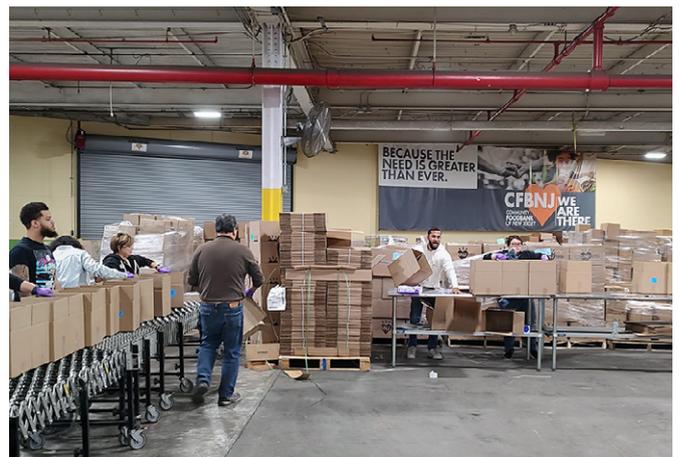
SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Community Food Bank of New Jersey - United States

In December 2023, two groups of employees from Warren, NJ dedicated two days to addressing food insecurities in New Jersey. They actively participated at the *Community FoodBank of New Jersey* (CFBNJ), packaging 720 bags of pasta and 504 food boxes. These items were distributed to local food pantries, kitchens, schools, and families across the state.



Employees at the work assembly line in the *Community FoodBank of New Jersey*.



3 GOOD HEALTH AND WELL-BEING



SDG 3.

Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Blood drives

Millions of lives are saved around the world thanks to blood donations and there is a constant need to replenish stocks. Every year we work with local blood banks to encourage and even facilitate our employees to donate blood.

Germany

Our Patient Blood Management team in Munich held a blood drive and awareness campaign which enabled 10 employees from different departments to donate blood during the year.

Our team in Dreieich also asked employees to take part in donations.

 **Company contribution: €1,310**

Italy

Our team in Italy had two occasions this year to donate blood with the national blood bank, AVIS, when their mobile laboratory visited our offices. We also ran campaigns to increase awareness and the number of donors and involved a neighboring company to synergize efforts.

Spain and Portugal

Employees from our different offices in Spain and Portugal could donate blood in a dedicated space in the buildings. Werfen also provided breakfast and a snack to donors to recover their blood sugar levels.

 **Company contribution: €154**

United States

Our team in Warren, NJ sponsored a blood drive in April with *New Jersey Blood Services* and *New York Blood Center* to help with local blood shortage emergencies. Several employees from the site volunteered to make blood donations in support of these efforts.

Similarly, employees in Bedford, MA partnered with *Massachusetts General Hospital (MGH)* to host five blood drives this year; on March 2, May 11, July 13, September 28 and December 7. MGH has a mobile donation bus that comes to our facility, allowing employees to easily donate blood. Donations are used to benefit local patients at MGH located in downtown Boston.

And colleagues in San Diego, CA continued to host their quarterly mobile blood drive, where employees and neighbors are invited to donate blood and plasma to help shortages in the community. We had four drives in 2023, with 25-35 participants at each one, many of which were first-time donors.



Blood drive in Bedford.



Blood drive in Italy.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

Meals that heal – United States

Throughout July, employees from our Transfusion team in Norcross, GA donated food items to the *Ronald McDonald House Charities Atlanta*, an organization providing meals and lodging near top children’s hospitals for parents of sick children requiring treatment far from home.

Four colleagues also volunteered to make casseroles for these parents with the charity’s *Meals that Heal Casserole Club* program.



Fundraise for a colleague – Thailand

In January, employees in Thailand teamed up to raise the funds needed to cover the surgery and treatment of a child in their community. The child’s family did not have the resources and capability to ask for government support to cover the necessary expenses.

 Employee contribution: €800

Movember – Australia

Movember is an annual charity event involving growing moustaches during the month of November to raise awareness of men’s health issues such as prostate cancer, testicular cancer, and men’s suicide.

For the last four years, our employees in Australia have put together a team called the *Werfen Moustacheneers*.

In 2023, we raised €1,227 (AUS\$2,000) among employees, which was matched by Werfen.

 Company contribution: €1,227

 Employee contribution: €1,227



Meals that heal - USA.

Solidarity run – Spain

Employees from our OEM Technology Center in Barcelona, Spain joined a local solidarity run and raised €600 for *Fundació Oncovallès*, the *Barcelona Brain Health Initiative*, and the *Enriqueta Villavecchia Foundation*.

 Company contribution: €600

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Lake walk challenge – United States

Autoimmunity, Whole Blood Hemostasis, Hemostasis and Acute Care participated in a health walk challenge called *Cities Across the Globe*.

To encourage employees to build up steps for the global walk challenge, Autoimmunity hosted a local walk around Miramar Lake in San Diego, CA. The company provided refillable water stations, sunblock and snacks to support employees in their challenge.

Lottery fundraiser for children’s hospital – Italy

Over Christmas, employees in Italy participated in a charitable lottery fundraiser, raising €1,650. The proceeds were donated to *I Bambini Dharma*, a non-profit providing care to newborns not recognized at birth.

The funds will renovate a reception center, ensuring support for mothers and families facing difficulties, and enabling children to start their lives in a serene and dignified manner.

 **Company contribution: €5,000**

 **Employee contribution: €€1,650**

Magic line SJD 2023 – Spain

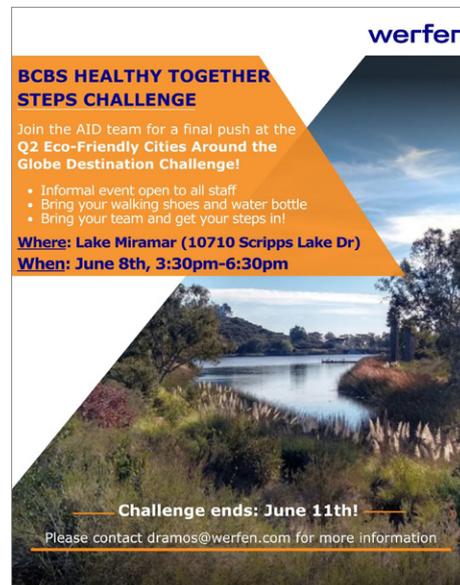
On March 26, employees from our headquarters and OEM Technology Center took part in the *Magic Line SJD*, an annual charity walk organized by *Fundación San Juan de Dios*, which aims to achieve a fairer and more supportive world through community sport.

Joined by their families, the group walked the 8 km Werfen Route together around the coast and fields near Barcelona.

The total amount raised was donated to finance social and health projects that the foundation works with: homelessness, mental health, disabilities, childhood and families, dependency and the elderly, migrations, international cooperation, research, and education.

 **Company contribution: €6,460**

 **Employee contribution: €2,345**



Autoimmunity's Miramar Lake Walk Challenge.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

Running for a cause – United Kingdom

London Marathom

In April, one of our Area Account Managers in the UK, Daryl Ferrier, ran the 48km London Marathon together with his wife, whose father was recently diagnosed with terminal cancer. With some support from the company, they raised a fantastic £4,065 for *Marie Curie*, the UK's leading end-of-life charity.

Marie Curie provides frontline nursing and hospice care, as well as the necessary guidance and support for families like theirs to deal with the passing and bereavement of loved ones.

 **Company contribution: €290.87**

Pretty Muddy 5K Challenge

In June, two employees from our UK team, Kelly Wilde and Viv Jones, climbed, crawled, and slid their way through the Pretty Muddy 5k Challenge obstacle course. Together they raised €320 for the Cancer Research foundation - a worthy cause to get muddied up for - which Werfen matched.

 **Company contribution: €319.96**

 **Employee contribution: €319.96**

Rob Burrows Leeds Marathon

Technical Sales Specialist Will Midwinter completed the challenging *Rob Burrow Leeds Marathon* in support of motor neuron disease awareness. He raised over £1,300 and contributed to his team's total of £15K.

 **Company contribution: €750.65**

 **Employee contribution: €750.65**

Pretty Muddy 10K Challenge

In July, Customer Services Manager Fiona Hurlston, completed the 10 km *Race for Life* to raise funds for cancer research.

Organized by Cancer Research UK, the race involves running, jogging, or walking, and the money supports cancer research across 200 types.

 **Company contribution: €351.65**

 **Employee contribution: €351.65**



Kelly and Viv starting the *Pretty Muddy 5K Challenge*.



Will at the *Rob Burrows Leeds Marathon*.



Fiona at the *10K Race for Life*.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Employee Wellbeing – China

Employee wellbeing is a key focus for Werfen. In August 2022, a volunteer team of nineteen employees from different departments in China formed the WeShare community, to promote and strengthen employee physical and mental health, as well as enhance internal communication and cross-collaboration.

This year, the team arranged bi-monthly employee birthday parties, put together a mini-library, and organized outdoor sports events, as well as other sports, intellectual and creative pursuits. More than 200 employees participated in these activities, both on- and offline.

 Company contribution: €4,600



Basketball activity and birthday celebrations in China.



Breast cancer awareness – United States

The Whole Blood Hemostasis team celebrated Breast Cancer Awareness month in October by hosting an event where employees could show their love and support to someone impacted by the illness by writing their name on a pink balloon which we released in their honor.

 Company contribution: €136.91

Padel league – Spain

What better way to improve your health and wellbeing than with an internal Padel tournament with colleagues. In November, colleagues from our OEM Technology Center in Barcelona, Spain teamed up and competed against each other in a fun day of Padel.

 Company contribution: €2,433



Breast cancer awareness in United States.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

No Finish Line Paris – France

The Work Council in France took charge of the financial participation in the event *No Finish Line Paris*, in which 48 colleagues participated. For every kilometer they walked or ran between June 7 and 11, Werfen donated €1 to two associations: the *SAMU Social de Paris* and *Médecins du Monde*, in aid of the vulnerable and homeless in Paris.

Each registered employee downloaded an App to keep track of all the kilometers walked or run. Challenges such as quizzes or missions were also sent out through the App to increase motivation.

In five days, the group completed 1,034 km together. The company invested €1,560 to the organization of the event, and an additional €2,125 for the cause.

 **Company contribution: €3,685**



Participants of the *No Finish Line Paris*.

Employee Wellbeing – Southeast Asia

Continuing our efforts to improve employee wellbeing in 2023, Werfen implemented a *Wellness Allowance* for our team in Southeast Asia. It covers monthly subscriptions to physical activities and vitamin supplements for employees.

Dog walking challenge – United Kingdom

Sally Whitehouse, Senior CSR for Transfusion and Transplant, completed a 100 km dog walking challenge in October with her dogs Nico and Lycan. They raised £150 for *Sands*, a charity supporting those affected by pregnancy and baby loss for over 40 years.

Sands provides comfort through helplines, apps, and regional support groups; and advocates for research to improve maternity safety and reduce infant mortality.

 **Employee contribution: €173.24**



Variety of photos taken on the walks, Sally always smiling and Nico and Lycan loving the extra long walks.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Fundraising for cancer – United Kingdom

Halloween

The UK team organized a Halloween coffee and cake fundraising day in the Solihull office to raise money for *Macmillan Cancer Support*.

The UK Transfusion and Transplant Customer Service and Warehouse team also held a Halloween-themed coffee morning to raise funds for *Macmillan Cancer Support*.

The team dressed up in Halloween costumes and brought in festive treats to share with their colleagues and visitors.

 **Company contribution: €102**

 **Employee contribution: €279**



Wear it pink Day

To raise awareness and funds for *Breast Cancer Now*, employees in the UK wore pink to the office.

 **Employee contribution: €205**



Halloween at the UK office.



Wear it pink Day at the UK office.



SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

Donating GEM® Premier™ 3500 to St. Damien Hospital – Haiti

We donated three GEM Premier instruments –two GEM Premier 3500 and one GEM Premier 3000– to *St. Damien* pediatric hospital in Haiti, to improve the quality of its blood gas analysis and diagnosis. These are located in emergency care, ICU and neonatology.

In 2023, we donated the reagent packs and consumables needed to run these instruments to the value of €4,525, to ensure better treatment plans for vulnerable children. We also donated an extra €50,000 to support their activities.

St. Damien is the only pediatric hospital and healthcare center in Haiti specializing in the treatment of children’s respiratory diseases.

Since 2019, we have been partnering with the hospital through *Nuestros Pequeños Hermanos*, an international organization committed to transforming the lives of vulnerable children through quality education, health, and food programs.

 **Company contribution: €54,525**

Supporting Leukemia & Lymphoma Society – Germany, Italy, Canada and United States

In November, the Italian and German Transfusion and Transplant teams, consisting of 55 members, joined forces to support *The Leukemia & Lymphoma Society* (LLS), dedicated to treating blood cancer.

LLS organizes Light the Night walks in the United States and Canada to raise awareness and funds for cancer research and treatment. In Europe, live Light the Night events have not been established yet.

To address this, the CSR International team in Milan arranged a 3 km walk to support LLS in Italy and Germany. The collaborative efforts of these teams not only raised funds but also increased awareness about the widespread impact of blood cancer.

Other colleagues from other business lines in Italy also donated to this cause. These funds raised were donated to the LLS in the United States.

 **Company contribution: €9,081.75**

 **Employee contribution: €39,572**



Light the night - United States.



Fundraising walk for cancer - Italy.

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Raising awareness of diabetes – Mexico

On December 6, 35 volunteers from the Mexico team visited APAC, I.A.P, an association in favor of people with cerebral palsy, to interact with beneficiaries and provide information about diabetes prevention and treatment, a disease affecting over 18% of the Mexican population.

Following the informative session, our volunteers participated in an integration activity, donating 150 personal hygiene kits and painting eco-friendly bags alongside the associations' beneficiaries.

 Company contribution: €2,116.62



Painting activity with cerebral palsy patients in Mexico.

Fundraising for breast cancer – United States

Employees from Orangeburg raised US\$745 for the *Montefiore Nyack Hospital's Breast Cancer Center*. The funds will ensure annual breast cancer screening for underinsured, uninsured, and medically underserved patients.

 Employee contribution: €680



Breast cancer fundraiser in Orangeburg.

Fighting Thrombosis – Brazil

To raise awareness about the risks associated with thrombosis, Brazil launched a campaign for *World Thrombosis Day*.

The health and wellbeing team conducted sessions on preventive exercises against thrombosis, featuring a physiotherapist. Simultaneously, the Hemostasis team delivered a brief but impactful lecture, emphasizing the critical importance of proactive measures.

The day kicked off with a mysterious bell, followed by an alarm prompting employees to engage in preventive exercises under the campaign theme *Don't wait for someone to alert you*. A product manager addressed the gathering, shedding light on the dangers associated with thrombosis.

In addition, an educational video was published on LinkedIn, encouraging people to move and adopt healthy habits.

 Company contribution: €746.59

Supporting transplant surgery – United States

The Transfusion and Transplant team provided a grant to support the *World Transplant Games Federation* as they stage international sporting events and promote education to encourage the physical success of transplant surgery, raise public awareness, and increase organ donation.

 Company contribution: €9,081.75

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages

Supporting children with heart diseases – Romania

Bambini Cardiopatici nel Mondo is an Italian association that works to reduce mortality in children affected by congenital heart disease by providing high quality treatments and heart surgeries all over the world. They organize expeditions with volunteer surgeons, doctors, nurses and technicians to countries where children have difficulty accessing treatment for heart diseases.

In March, employees from EEMEA joined the second Werfen-funded humanitarian mission in Romania, where they visited the Marie Skłodowska Curie Children's Hospital in Bucharest. We also donated €20,000 to fund other missions.

 **Company contribution: €20,000**



Mission in Romania.

Supporting hospitalized children

Portugal

Colleagues in Portugal made superhero costumes for hospitalized children with serious illnesses, so that they could wear them before a difficult test, hoping to make a difficult process a little bit easier and fun.

 **Company contribution: €3,000**

Spain

In Spain, colleagues got together to paint pajamas in a fun way for hospitalized children, to contribute to making their stay a bit more pleasant. Colleagues also learnt about the work *Theodora Foundation* does, in support of hospitalized children and teens.

 **Company contribution: €3,000**

Employee matching gift program – Europe

The *Employee Matching Gift* program in Transfusion and Transplant matches employee donations, to support non-political, non-profit organizations.

The program provides US\$200 per employee per year for donations to our sponsored organizations, and US\$100 per employee per year for donations to non-sponsored NGOs.

The majority of donations in 2023 were directed towards UNICEF, Save the Children, and EMERGENCY NGOs.

 **Company contribution: €3,063**

 **Employee contribution: €4,063**

SDG 3. Good health and wellbeing

Ensure healthy lives and promote wellbeing for all at all ages



Mental health awareness – Brazil

To raise awareness about mental health, our team in Brazil organized informative online lectures on the topic by an expert psychologist.

Viale Monza Christmas market – Italy

EEMEA and Italy organized the very first Christmas Market in the Viale Monza business district in Milan, and invited NGOs to have their own stand to sell Christmas products for their cause: panettone, Christmas boxes, delicious desserts, 2024 calendars, gifts and even craft beers to celebrate the season in style.

Every item sold contributed to funding their activities, which were mostly related to fighting poverty and illness across Italy.

Supporting multiple sclerosis research – Spain

OEM colleagues came together for a solidarity and sports family day at the Montmeló racing circuit in Barcelona, to support multiple sclerosis research and promote patients' neurorehabilitation.

 Company contribution: €1,500



Janeiro Branco
Saúde Mental

No mês de janeiro a Werfen traz uma série de palestras que abordarão temas como a ansiedade, depressão, stress no trabalho, saúde mental, emocional e bem-estar.

 **20/01/2023**
09h00

 **Palestrante:**
Dra. Claudia Giorgetti
Psicóloga Organizacional,
Empreendedora, Consultora e
Palestrante

Mental health awareness campaign in Brazil.



Supporting multiple sclerosis research.





SDG 4.

Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

4 QUALITY EDUCATION



School supply drive – United States

Orangeburg, NY

Every year we participate in the school supply drive in Orangeburg, NY, for students who are in need of support from their community.

In 2023 we donated our largest amount to date of school supplies including backpacks, lunch bags, notebooks, folders, binders, rulers, pens, pencils, crayons, sharpeners, glue sticks, crayons, highlighters, markers, scissors, post-its, erasers and pencil cases.

All items were donated to the Center for Safety & Change, to be distributed to students before the beginning of their school year.

 Employee contribution: €500



School supplies collected in Orangeburg.

San Diego, CA

During the month of August, Whole Blood Hemostasis participated in a Back to School drive to provide a list of school supplies to the *Boys and Girls Club of Greater San Diego*. We were able to collect lunch boxes, notebooks, pens, pencils, markers, rulers, index cards, folders, crayons, etc.

 Employee contribution: €365.08



School supplies collected in San Diego.

College scholarships – United States

The technology center in Bedford provided a total of US\$20,000 in scholarships to 4 students attending *Middlesex Community College*. The scholarships were awarded to students who were pursuing secondary education in STEM fields and was based on financial need.

 Company contribution: €18,203.30



Tony Bretti, VP of Human Resources with the recipients of the 2023 Werfen Scholarships at *Middlesex Community College*.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Specialized Diagnostics forums – China

Werfen Academy Hemostasis Forum

On June 30, our team in China successfully hosted another *Werfen Academy Hemostasis Forum*. The event was co-chaired by Key opinion leaders Professor Wei Cui of Cancer Hospital Chinese Academy of Medical Sciences, and Professor Chuanbao Li of Beijing Hospital.

More than 2,700 professionals attended either in person or online, and the live recording was viewed well after by many more.

 Company contribution: €35,570

Werfen Quality Management Forum

The *Werfen Quality Management Forum*, held on July 15, was a success. The event featured influential experts sharing new guidelines for POCT, interpreting blood gas analysis standards, and exploring quality management systems. With over 4,500 attendees, including 1,400 onsite participants and 3,100 online viewers, the forum's popularity continued to grow post-event.

The forum concluded with a panel discussion involving all experts, creating an engaging academic atmosphere. Additionally, the premiere of the Mr. GEM micro-film Season 2 added a delightful touch to the event. Feedback from 323 respondents revealed 278 super satisfied participants, resulting in a 100% overall satisfaction rate.

 Company contribution: €90,945.77

APS Multidisciplinary Summit

We successfully hosted the *APS Multidisciplinary Summit* on July 28, 2023, addressing the challenges of APS, a common autoimmune disease affecting multiple organs. The summit, held in Beijing, Wuhan, and Guangzhou, brought together experts from various disciplines, both onsite and online, attracting over 1,400 attendees.

The forum aimed to enhance the diagnosis and treatment of APS, providing insights into international research progress and exploring diverse clinical manifestations. With 132 participants expressing great satisfaction out of 151 surveyed, the overall satisfaction rate reached 100%. Looking ahead, Werfen is committed to advancing understanding, refining diagnosis and management, and benefiting more APS patients.

 Company contribution: €22,941



Werfen Academy Hemostasis Forum.



Werfen Quality Management Forum.



APS Multidisciplinary Summit.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Care for Children – China

Since 2020, two *Care for Children* activity centers have been funded by our employees in China. Designed to cater to the needs of left-behind children, these were the first of their kind in Qinghai Province.

The *A Better Tomorrow for Children* project is a public welfare project, launched by the China Charity Federation to provide care for left-behind children. In China there are more than 6.4 million left-behind children struggling with parent-child relationships, education and their psychological health that need care.

During the summer holiday in 2023, our team in China raised a total of €20,000 between company and employees for the cause. Next, we will build a third activity center while continuing to support the two existing ones.

In December, our employees funded the third *Care for Children* activity center in Longying Village, Lijiang City, Yunnan Province; a pure Bai ethnic village with over 100 left-behind children.

The center has been renovated and now has two rooms covering an area of about 200 square meters. The floor, walls, and toilet have been renovated and new desks and a table tennis tables have been purchased; providing a good environment for children to exercise and study.

 **Company contribution: €11,500**

 **Employee contribution: €8,500**



Care for Children activity center in China.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Work experience event – United Kingdom

The UK organized a two-day work experience event for 17 Year 10 students, aged 15 and 16, from a nearby high school.

In the morning, students learned about different Werfen departments, and in the afternoon, they had hands-on experiences in the laboratories. The day ended with a project task addressing a real-world issue within the company. The following day, students presented their projects to Werfen colleagues for feedback.

The event successfully connected us with the local high school, creating a valuable experience for everyone involved. The Headteacher of *Birchwood Community High School* expressed her delight in supporting students to become confident, independent learners with high aspirations and strong community values.



Work experience event -United Kingdom.

Biotech Day – United States

On July 24, Autoimmunity hosted a large group of students from the *San Diego Miramar College's Biotech Bootcamp Program*.

Students got to tour the labs and facilities as well as engage in a panel discussion with members from our Manufacturing, HR, and R&D departments. They even got to hear from employees who were employed through this program several years ago. Students got to ask questions, receive advice, and network with employees and HR on how to apply for a career at Werfen. The day was an inspiring, educational, and eye-opening experience for both employees and students.



Biotech Day - United States.

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Duck Dash – United Kingdom

The UK team participated in *Duck Fest 2023*, an event organized by *Birchwood Park* to raise money for the charity *Walton Lea Partnership*.

Our duck, *Donny McDuck*, *Werfen scientist*, won first place in the Corporate Sponsored Ducks category during the *Duck Dash* held on August 5.

Walton Lea Partnership supports adults and young people with learning disabilities by providing work, training, and learning opportunities in a beautiful Victorian walled garden near Warrington. The charity aims to improve self-esteem and community involvement for individuals with learning difficulties. They also have a small shop selling homegrown produce, plants, woodwork, and crafts, contributing to the overall mission of *Walton Lea Partnership*.



Donny McDuck, meeting his competitors and warming up for the race.

World Hemophilia Day – Brazil

In honor of *World Hemophilia Day*, Brazil launched a comprehensive awareness campaign about this condition. Renowned healthcare professionals in Brazil discussed the topic, along with the valuable involvement of our Latin America Medical Manager.

In the first episode, Dra. Erica Okazaki, Hematologist at the *Hospital de Clínicas da USP*, provided a comprehensive overview of the disease's status in Brazil. In the second episode, she delved deeper into understanding its treatment. Dra. Tania Rubia, Head of the Hemostasis laboratory at the Hematology Department of the Faculty of Medicine at USP, provided essential insights into the disease's diagnosis. Finally, our Werfen colleague, Intensivist and Medical Manager Dr. Tomaz Crochemore, emphasized the crucial role of the laboratory and early diagnosis.

Lupus Anticoagulant Advisory Board event – Brazil

In 2023, Brazil hosted the inaugural *Lupus Anticoagulant Advisory Board* event, focusing on fostering dialogue and knowledge exchange among healthcare professionals, specifically around the laboratory diagnosis of Lupus Anticoagulant.

This event brought together key researchers in the field of Hemostasis to discuss crucial topics that impact the testing process. Additionally, it marked the initiation of a committee dedicated to reviewing existing guidelines, assessing best practices, and standardizing protocols for Lupus Anticoagulant testing.

This collaboration represents the groundwork for further advancement in medical research; enhancing the accuracy of tests and, consequently, improve the lives of patients.

Company contribution: €4,679.95

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

More music at school – Brazil

During a recent visit to the *Albert Einstein Hospital* in São Paulo, the Brazil team had the privilege of touring the facilities and meeting with the *Einstein Program* Director, Telma Soboth. This program seeks to promote social justice in assisted communities, resulting in over 6 million service interactions since being founded in 1998.

Supply Chain Manager Karina Balejo donated two musical amplifiers to the music school of the *Einstein Program* in the Paraisópolis Community, reinforcing our commitment to culture and the arts. This school represents a valuable space for the cultural and educational development of the community residents.



Our Marketing Director, Alessandra Peixe, alongside Project Director Telma Soboth.

Supporting the Albert Einstein Hospital library – Brazil

We teamed up with the *Albert Einstein Israelite Hospital* library and organized an initiative involving all Werfen employees in Brazil. Together, we voluntarily collected and donated a total of 149 books.

This contribution enhances the library’s educational and cultural resources, emphasizing the significance of sharing reading and learning within the community.

 **Employee contribution: €149**



ALBERT EINSTEIN VOLUNTARIOS

Juntos e juntas, estamos fazendo a diferença na vida das pessoas.

Gostaríamos de expressar nossa gratidão por seu apoio a nossa campanha dos livros. Com sua ajuda, conseguimos arrecadar e doar um total de **149** livros para a Biblioteca do Einstein em Paraisópolis.

Esses livros não apenas enriquecerão a biblioteca, mas também terão um impacto positivo na vida de muitos jovens e adultos que frequentam o espaço. Através da leitura, podemos abrir portas para o conhecimento, estimular a imaginação e construir um futuro mais brilhante.

A Biblioteca do Einstein é um local onde a comunidade pode acessar recursos educacionais e culturais. Seu apoio não apenas aumentou a quantidade de livros disponíveis, mas também demonstrou a importância de compartilhar o amor pela leitura e pela aprendizagem. Continuaremos a trabalhar para fortalecer nosso compromisso com a educação e o acesso à cultura em nossa comunidade.

Agradecemos por se juntar a nós nesta jornada.

werfen.com/br **werfen**

Communications campaign in Brazil.

College annual calendar sponsorship – United States

To support *Rockland Community College* (RCC) and their Athletic Department, we have sponsored their annual calendar for the 2023-2024 school year.

RCC fields eight intercollegiate teams which are represented on a regional and national level. While maintaining a high level of competitiveness, our support contributes to providing the students with many opportunities on and off the field. As a sponsor, Werfen’s logo has been included in the calendar.

 **Company contribution: €427.50**

SDG 4. Quality education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Supporting secondary education

United States

In March, we renewed our annual US\$5,000 Platinum sponsorship of *Tappan Zee High School Robotics STEM team, "SO BOTZ"*. The Robotics team will raise funds, design a team brand, hone teamwork skills, and build and program an industrial-sized robot for international competition.

The team's mission is to inspire young people to be science and technology leaders and innovators, by engaging them in exciting mentor-based programs that build science, engineering, and technology skills, that inspire innovation and that foster well-rounded life capabilities including self-confidence, communication, leadership, professionalism, and cooperation.

In addition to sponsoring the program for many years, we continue to partner with *Tappan Zee High School* to provide both mentoring and enrichment opportunities for students pursuing STEM. In May, the *SO BOTZ* team visited our Hemostasis and Blood Gas Reagents Technology Center in Orangeburg, where they met the engineering team and saw robots executing in real-time manufacturing processes.

Company contribution: €4,750



Supporting high school robotics - United States.

United Kingdom

In 2023, the UK sponsored a local secondary school, allowing children aged 11-16 on the football team to receive new team kits.

Through participation in competitive sports teams, children learn valuable collaborative skills, showing support and encouragement to others to meet a common goal. For some children, demonstrating the sporting prowess and determination required to be selected to represent their school, or even becoming the captain of their team, can be an excellent way to explore and discover their leadership qualities.

Company contribution: €1,410

Local football team in the UK, in Werfen kit.





5 GENDER
EQUALITY



SDG 5.

Gender equality

Achieve gender equality and empower all women and girls

SDG 5. Gender equality

Achieve gender equality and empower all women and girls



Werfen's approach to gender equality

We promote non-discrimination of our employees for reason of gender, as well as equal opportunities.

Werfen shares formal values that foster equality, respect and counter discrimination. We have various formal action protocols to protect employees in the event of any kind of harassment. In this respect, the Werfen Code of Ethics describes the standards all of our employees are expected to meet, at all times.

In 2023, we continued implementing actions regarding equality between women and men, to comply with local laws and to facilitate universal accessibility.

Our percentage of female employees in 2023 is 45.2 percent.

Female employees in 2023

45.2%

Female employees

2018	2,256	
2019	2,349	
2020	2,474	
2021	2,538	
2022	2,659	
2023	3,210	

SDG 5. Gender equality

Achieve gender equality and empower all women and girls

Heart health – United States

On February 23, Roxanne Watson visited us in Orangeburg to support American Heart Month. Roxanne is a local community member and heart transplant recipient in 2010, who actively promotes women's heart health through partnerships with *Donate Life*, *WomenHeart*, and the *American Heart Association*.

The Hemostasis and Blood Gas Reagents Technology Center in Orangeburg donated US\$500 to WomenHeart to further support these initiatives.

 Company contribution: €475



Annual Massachusetts Conference for Women – United States

Werfen was a proud sponsor of the 19th annual *Massachusetts Conference for Women* held in Boston, MA on December 14. As a sponsor, the team in Bedford had a booth in the exhibition hall for the event and 120 employees attended.

With nearly 10,000 attendees, this has become one of the largest professional conferences in the world; with the mission to promote, communicate and amplify the influence of women in the workplace and beyond.

 Company contribution: €22,840.88



Roxanne Watson with a heart health information table, educating our employees on the importance of heart disease and women's health.



Werfen's booth at the Annual Massachusetts Conference for Women.







6 CLEAN WATER AND SANITATION



SDG 6.

Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all

SDG 6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all



Rainwater harvesting – United Kingdom

The new UK distribution center, Werfen '715,' is equipped with a rainwater harvesting system. This system helps capture and store rainwater during heavy rainfall, providing a valuable resource during dry periods when mains water may be limited.

As awareness of environmental impact grows, rainwater harvesting is becoming popular among both individuals and large corporations. Beyond environmental benefits, it also helps save money by using this free resource, especially as water prices rise due to population growth, water scarcity, and high demand.



Rainwater harvesting system.

World Water Day – Spain

The OEM team sent communications to their employees to raise awareness of good practices when using water.

World Water Day – India

The team in India sent communications to the Warehouse and Service Center employees to raise awareness of good practices when using water and electricity.

werfen

Today we are celebrating **World Water Day**. This annual, global campaign is run by the United Nations, and this year's theme is *Be the change*. Our company is a member of the UN Global Compact and we are committed to its Sustainable Development Goals (SDGs), one of which is **"water and sanitation for all by 2030"** (SDG6).

We can all be part of accelerating change... Here's some things you can do to help, and remember - every drop counts.

My action list:

- Save water:** Take shorter showers and don't leave the tap on when brushing your teeth or washing dishes
- Buy local:** Buy local, seasonal foods and look for products made with less water
- Repair:** Fix leaking faucets or pipes at home, and report them at work
- Be curious:** Find out about water: how it reaches us and how it is managed
- Do not pollute:** Do not pour food, oils, or chemicals down toilets or drains
- Collaborate:** Take part in cleaning up nearby rivers, lakes or beaches

Do you want more information?
Learn about the water and sanitation crisis
www.worldwaterday.org

Comité RSC y Sostenibilidad, España y Portugal

Communications campaign for World Water Day.



SDG 7.

Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Clean energy consumption

We are committed to increasing the use of clean energies to minimize our impact on the planet.

In 2023, our total worldwide consumption of electrical power was 53,420,216 kWh, and 88% of this was from clean energy sources (e.g., solar, hydraulic or wind energy). This represented a small decrease in clean energy percentage from the previous year (92%) due to the fact that we acquired two new business lines, Transfusion and Transplant, which consumed a lower percentage of clean energy.

We continue to be in a good position to achieve carbon neutrality, and we continue to assess opportunities to increase this percentage.

Total % of electrical power from clean energy



Hydropower project – China

We offset 665 tons of CO₂ through the *Sichuan Da County Jiujietao Hydropower Project*.

This run-of-river hydropower plant has a 39MW capacity, generating approximately 187.51GWh annually and providing net power of 180.95GWh per year. It connects to the Central China Power Grid, replacing fossil-fuel power and cutting carbon emissions.

The project supports China’s push for grid-connected renewable energy, providing clean electricity, easing local power shortages, creating jobs during construction, boosting the economy in Da County, and fostering rural infrastructure development in remote Southwest China.

Company contribution: €2,180



Hydropower project – China.

100% renewable energy – United States

By May 2023, the Transfusion Technology Center in Norcross, GA, achieved 100% Renewable Energy.

The 7 buildings consumed 5.9 million kWh annually, with 492 Renewable Energy Certificates (RECs) retired for May through collaboration with Georgia Power. With an annual investment of US\$54,783, ongoing monthly retirements will sustain the claim of 100% Renewable Energy.

Company contribution: €49,875

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

Reducing diesel

China

China had a diesel-consuming vehicle in its warehouse, traveling around 7,000 km annually. Due to the availability of more convenient supply services and a commitment to reducing CO₂ emissions, we decided to dispose of the vehicle. This move is expected to offset approximately 1.6 tons of CO₂ annually.

France

In June 2023, France updated its car policy to exclude diesel vehicles for all employees. The new fleet car options no longer include diesel, aligning with the goal of reducing CO₂ emissions, especially in areas adhering to the Norm ZFÉ and Crit'Air 1 standards in France.



Disposed diesel vehicle in Beijing.

Electric vehicles

Korea

Starting in 2023, all new company cars in Korea must be hybrid or electric, aligning with the Werfen Sustainable Car Policy's CO₂ limit. Other car options are no longer supported as company cars.

Additionally, the car allowance for hybrid and electric personal cars has been increased, ensuring employees receive a benefit that is 50% or higher than the allowance for other car types.

The investment in this initiative will be gradual as current contracts expire. This change in policy is expected to reduce CO₂ emissions by 4,218,000 grams for the year, assuming an average annual distance of 10,000 km per car.

 **Company contribution: €17,000**

United Kingdom

Representing the single largest emission source for the UK organisation, travel in company vehicles is a key target for emissions reduction.

At the end of 2023 the fleet included 20 fully electric vehicles, up from six the same time the prior year; this represents a current fleet conversion of 26%.

The additional growth in hybrid vehicles also supports our rapidly declining average CO₂ per vehicle.

More wind-generated electricity – Mongolia

We offset 665 tons of CO₂ by purchasing carbon credits from the Salkhit Wind Farm, the first grid-connected wind farm in Mongolia. The project, developed and operated by Clean Energy LLC, generates renewable, wind-powered electricity, and supplies it to the Mongolian central electricity system grid.

Besides their objectives to reduce overall air pollutants and GHG emissions, saving coal and water, and encouraging further implementation and private sector investment into other renewable energy sources, the project also creates local employment opportunities during the development, construction and operation phases, as well as local expertise for future projects.

The farm expects to generate 168.5 GWh of electricity per year and reduce 178,778 tons of CO₂ equivalent emissions annually.

 **Company contribution: €3,990**

Cleaner energy distribution vehicles – Colombia

Colombia has adopted distribution vehicles that use environmentally friendly energy sources, such as tricycles, gas, and electric trucks. This initiative has helped reduce 564.7 kg of CO₂ emissions.

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Solar panels

Solar energy generation is fully aligned to our commitment to incorporating renewable energy sources into our operations, thereby reducing reliance on traditional energy grids and promoting sustainable practices.

The Netherlands

Solar panels were installed from February to March 2023, as Benelux partnered with the building owner, who fully funded the project as part of a 10-year contract extension.

Before the panels, power usage was 95,000 kw/u yearly. Changes in consumption, including LED lights and 4 electric car charging stations, will be clear next year.

Spain

The OEM team, installed more solar panels on the building roof in 2023, contributing to around 8% of self-consumed electrical power.

 **Company contribution: €500,000**

United Kingdom

The new distribution center was supplied with solar generation as part of the base build. Even with grey skies and short days, solar panels enable the distribution center to reduce its energy consumption and improve overall energy efficiency.

This provision is something we are already looking to expand to maximize the potential self-sufficiency for the the facility.



Solar panels at OEM Technology Center.

LED lights

The Netherlands

In June 2022 all lights were switched to LED to save power.

The building owner and Werfen partnered on this, expecting a yearly reduction of around 30,000 kw/u.

The owner contributed €16,000 for the implementation.

United States

In San Diego, CA we replaced 25 fluorescent light fixtures with energy-efficient LED lights in the parking lot and at the technology center. We partnered with the Currie Samuelson group.

The original lighting system was high-pressure sodium, which consumed a lot of energy and provided the minimum lighting levels. The new LED lighting is much brighter, which enhances safety during the dark hours and reduces our energy usage.

 **Company contribution: €7,363.16**

Germany

The Transfusion and Transplant team in Dreieich installed LED lights throughout the laboratories and warehouse.

Over 2024, all lights in the office will also be replaced with LED bulbs, as they wear out.

 **Company contribution: €3,600**



LED lights in the parking lot in San Diego.

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

100% EV car policy – Benelux

Benelux is making strides towards a sustainable future by implementing a 100% Electric Vehicle (EV) Car Policy starting in July 2023. This decision reflects our commitment to combating climate change and reducing greenhouse gas emissions. The move involves transitioning the entire company-owned vehicle fleet to electric vehicles, showcasing the company's dedication to environmental responsibility. We collaborated with Athlon for consultancy in drafting the new car policy and aiding in change management.

Our 100% EV Car Policy is set to cut carbon footprint significantly; decrease air pollution for employees and the community; establish Werfen as a sustainability leader, drawing in eco-conscious stakeholders and talent; bring long-term savings via lower fuel costs, reduced maintenance, and potential incentives for electric vehicles; and increase employee morale and engagement for those valuing an environmentally responsible workplace.



Presentation at Athlon Brussels of the new 100% EV car policy for Belgium employees.



Electric car charging stations

The provision of electric car charging points at Werfen facilities supports our continued commitment to fleet electrification. Easy and accessible charging of electric vehicles is essential to encouraging the adoption of cleaner and greener modes of transportation, contributing to a reduced carbon footprint.

The Netherlands

The Netherlands added 4 electric car charging stations in March-April 2023 to reduce CO₂ emissions. For this, we partnered with the building owner, who paid for the stations' installation. With 95,000 kwh annual power usage, changes in consumption from the new stations, LED lights, and 124 solar panels to charge electric cars will be clear next year.

United Kingdom

Our distribution center in the UK is equipped with six electric vehicle charging stations.



Electric car charger at the UK distribution center.





8 DECENT WORK AND ECONOMIC GROWTH



SDG 8.

Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

SDG 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Work Accident Frequency Index

The Work Accident Frequency Rate is an indicator of the state of health and safety at a work place. It provides an outline for measuring the degree to which employees are protected from work-related accidents and serves as a benchmark in the evaluation of a company's safety program.

Work Accident frequency index

(Number of occupational accidents / total worked hours) x 1 million

2020	9.67
2021	4.57
2022	5.72
2023	5.66

Great Place to Work – Mexico and France

Our efforts to prioritize decent work and economic growth for our employees also include facilitating a working environment that offers opportunities, promotes wellbeing, and keeps our people happy and motivated. In 2023 we celebrated two *Great Place to Work (GPTW)* certificates, as testaments to those efforts.

The *GPTW Institute* uses the Trust Index survey tool to measure employees' levels of trust in their company by measuring its efforts in fairness, credibility, respect, camaraderie, and pride.

In March, **Mexico** obtained an overall score of 88% in the Trust Index survey (for the second consecutive year), while in June, **France** scored 77%.

Company contribution: €2,900



France employees.

World Day for Safety and Health at Work – Spain

To celebrate *World Day for Safety and Health at Work*, OEM conducted a virtual activity focused on the use of fire extinguishers. This is a proactive step to ensure that everyone is well-prepared in case of emergencies.

Company contribution: €500



World Day for Safety and Health at Work - Spain.

SDG 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Safety at work – Spain

We prioritize safety in the workplace. Our warehouse in Tarancón implemented various safety measures in 2023.

Vertical access ladder

To ensure safe access for maintenance on the cold room's roof, a fixed vertical access ladder has been installed. This ladder comes equipped with a retractable anti-fall anchoring device, specifically designed for connecting spaces at varying heights. The installation includes a ladder with back protection and a vertical lifeline as an anti-fall measure. Workers can use a harness while ascending to the deck, significantly enhancing safety during access.

Safety railing

During the expansion of the cold room, we also installed safety railings along the perimeter of the roof, to protect workers from falls during elevated work.

This project was a collaborative effort with the Facilities team in Iberia. Good teamwork ensures that projects run smoothly and efficiently.

 **Company contribution: €29,905**



A ladder designed with safety features to prevent accidents or falls when ascending or descending from the deck.

Safety at work – India

In an effort to improve workplace safety, our team in New Delhi, India, received various trainings throughout the year on fire safety, first aid, and spillage control.

 **Company contribution: €200**

Biomass energy conservation – Malawi

Malawi is one of the world's poorest, most vulnerable countries, suffering annual deforestation at a high rate of 2.6 percent.

The vast majority of Malawians do not have access to electricity and rely on fire stoves for heating and cooking. But firewood is expensive and inhaling all the smoke is one of the major causes of premature death among children under five.

To tackle deforestation and the health issues faced by rural Malawians, the New Hestian Project helps distribute the fuel-efficient Chitetezo Mbaula stove—a safer, cheaper, and environmentally-friendly cookstove. Handmade with local resources like clay, fuel (in fuel-efficient kiln), and water, it retains heat for longer, generates less smoke, and requires much less firewood or even crop residue to burn.

We purchased enough carbon credits from the New Hestian Project to offset 665 tons of CO₂, helping it provide income to over 2,000 people (mostly women in rural areas) who manufacture and promote the smoke-reducing cookstoves.

 **Company contribution: €9,975**



Biomass energy conservation – Malawi.





SDG 9.

Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

SDG 9. Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Raising the bar in R&D

We have always viewed Research & Development as essential to our growth. Innovation is at our core, and we pursue excellence.

Since the very beginning, our main objective has remained unchanged—using R&D to drive even better results and to promote innovation in areas of specialization to benefit the society we live in.

The R&D departments at all the technology centers are important in the life cycle of our products. We have nine state-of-the-art R&D sites, from Europe to America, that help us maintain our vigorous commitment to progress and advancement around the world.

Thanks to our continuous investment in R&D and dedicated specialized teams, we have been at the forefront of decades of landmark discoveries, including the first direct-reading pH/blood gas analyzer and the invention of CO-oximetry, the first fully automated coagulation system, as well as more than 50 biomarkers in the autoimmunity market.

In 2023, we have set new standards and expectations for our research and development efforts, in search of greater innovation, efficiency, quality and outcomes.

Approximately 12% of our employees are engaged full-time in R&D and every year we invest more in this critical area.

In 2023 we invested €169 million in R&D, a 26% increase over the previous year.

Annual investment in R&D

2020	106	€ million
2021	111	€ million
2022	134	€ million
2023	169	€ million



Colleagues working in Research & Development.

SDG 9. Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

New air handler – United States

The team in San Diego, CA replaced a 19-year-old air handler with a new high-efficiency unit. The project took a year to plan and complete.

The cooling coils on the original air handler were rusting out, causing the system to lose its cooling capacity. Due to the size and weight of the new air handler and the distance from the edge of the building to the equipment pad location, a traditional crane was not suitable for the job. Instead, a helicopter was used to pick up the old unit and place the new one on the roof. This required us to notify the Federal Aviation Administration and request a traffic control permit due to the proximity to the freeway.

 Company contribution: €389,148



New air handler unit mounted on the roof in San Diego.

Saving water – Spain

Our OEM Technology Center is making technical modifications to the facilities water plant to utilize the rejected water from the pure water generating equipment, redirecting it to the hard water tank. This modification is projected to result in water supply savings of 10-15%, equivalent to seven cubic meters per day.

 Company contribution: €300



Rusting coils from the original air handler in San Diego.

ISO 14001:2015 – Italy

The Clinical Chemistry Reagents Manufacturing Plant in Ascoli, Italy, was awarded the ISO 14001:2015 certification for environmental management at the end of 2023.

This certification specifies the requirements for an effective environmental management system (EMS) that an organization can follow to reduce its environmental impact and improve its sustainability practices.

Improved water heaters – United States

San Diego, CA replaced their old water heaters with high efficiency tankless water heaters.

 Company contribution: €25,491.55



New tankless water heaters in San Diego.





SDG 10.

Reduced inequalities

Reduce inequality within and among countries

SDG 10. Reduced inequalities

Reduce inequality within and among countries



Werfen's approach to inequality

We promote non-discrimination by reason of birth, race, gender, sexual orientation, religion, opinion or any other circumstance, personal or social condition of our employees. We also promote equal opportunities, paying special attention to diversity, and the inclusion of people with disabilities.

We have in-house processes which encourage all employees to apply for internal vacancies regardless of gender.

These processes foster diversity and the transfer of talent among our sites and legal entities. We have shared formal values that promote respect and counter discrimination. There are also various formal action protocols that protect employees in the event of any kind of harassment. Werfen's Code of Ethics describes the standards all employees are expected to meet.

In the framework of our commitments in the area of diversity, our goal is to remove physical barriers to facilitate effective integration of employees with disabilities.

In 2023, the average number of Werfen employees worldwide with some form of disability was 64 (36, in 2022).

Since 2016, Werfen has had an Ethics Channel in place as an additional mechanism of risk control. This method of direct, confidential communication is available for all employees to inquire about matters of compliance or report possible breaches of our Code of Ethics or the internal policies.

Coaching project Fundació Exit – Spain

In February, volunteers in Spain teamed up with *Fundación Exit* for a coaching project aimed at reducing school dropout rates.

The main objective was to improve the personal development of young students who face social exclusion, helping them find their vocation, promoting networking, teamwork and job placement discovery.

Each volunteer spent 16 hours over two months coaching a teenager, sharing their professional and personal experiences.

The initiative, conducted annually, boasts a 76 percent success rate, with most participants from the 2020/21 school year continuing their studies.

 **Company contribution: €6,000**



Coaching project participants - Spain.



SDG 10. Reduced inequalities

Reduce inequality within and among countries

Love & Friendship Day – Mexico

On February 14, as part of *Love & Friendship Day* in Mexico, colleagues spent time with cerebral palsy patients at *Asociación Pro Personas con Parálisis Cerebral (APAC)*. With the aim of interacting with people who have different abilities, and to raise awareness among our team, they played memory games and shared a meal together during the visit.

 Company contribution: €293



Supporting Fundació Portolà – Spain

Fundació Portolà works to support social inclusion by giving jobs to people with intellectual disabilities or mental disorders in a wide range of work activities, such as gardening, manufacturing of goods, clothing production, events, gift production, maintenance, or cleaning. Werfen has worked with this foundation for many years.

Sant Jordi / International Book Day

To celebrate Sant Jordi (*St George's Day*) on April 23—the day on which people in Catalonia give one another roses and books—we collaborated with *Fundació Portolà*. They produced 100 percent plastic-free bookmarks and sleeves, which were added to books and gifted to all our employees in Spain.

 Company contribution: €114,912

Christmas campaign

In December, a group of employees from Barcelona spent a day helping the professionals at *Fundació Portolà* in a production chain to manufacture Christmas items. These items are then sent to various companies who offer them to their employees.

 Company contribution: €1,800



Convocatoria

Día del amor y la amistad con APAC

Estimado equipo:
El próximo **miércoles 22 de febrero** te invitamos a sumarte al voluntariado que realizaremos con APAC (Asociación Pro Personas con Parálisis Cerebral), para **convivir con los niños del lugar y celebrar el día del amor y la amistad**.

En esta actividad realizaremos distintas manualidades y tendremos la oportunidad de conocer la noble labor que realiza esta organización.

Si gustas formar parte de este evento **inscríbete en nuestra convocatoria**. La actividad se llevará a cabo de **10:00 a.m. a 2:00 p.m.** (incluye box lunch).

¡inscríbete a esta actividad antes del 16 de febrero y hagamos juntos una diferencia en nuestra comunidad!

[Inscríbete aquí](#) 

werfen

Love & Friendship Day – Mexico.

SDG 10. Reduced inequalities

Reduce inequality within and among countries



Wreaths Across America – United States

In partnership with *NY Elks Club*, the team in Orangeburg raised US\$1,037 to sponsor *Wreaths Across America*. This initiative helps to honor veterans by laying remembrance wreaths on their graves.

Employee contribution: €1,037



Integrating people with intellectual disabilities

United States

The Transfusion and Transplant team provided a grant to support *The Special Olympics'* mission.

The Special Olympics is a non-profit organization that aims to promote understanding, acceptance, and inclusion of people with intellectual disabilities through year-round sports, health, education, and community building. The organization operates in 193 countries and has changed the lives of many people with intellectual disabilities.

Company contribution: €9,081.75



Spain

Employees in Spain spent a fun day bowling with people with intellectual disabilities in Barcelona and Madrid. Through sport, this activity aimed to promote social inclusion and awareness about the rights of people with intellectual disabilities.

Company contribution: €3,000

Cooking with older people – Spain

A group of colleagues from Barcelona and Madrid volunteered in a workshop where older people taught them a cooking recipe while they talked and got to know each other. After the session, everyone ate together to continue promoting integration and learning from each other.

Company contribution: €3,000



Members of the Community Involvement Committee laying wreaths with *Wreaths Across America* representative.

SDG 10. Reduced inequalities

Reduce inequality within and among countries

Running for Autism awareness – United States

Orlando Torres, an employee at Whole Blood Hemostasis, ran the Chicago Marathon in October. The money he raised, including a donation from Werfen, went towards *Autism Speaks*, a non-profit autism awareness organization and the largest autism research organization in the United States.

 Company contribution: €456.35

Pride month – United States

The Whole Blood Hemostasis team in San Diego, CA, got into the Pride Month spirit by giving employees decorated cupcakes, Pride bracelets, stickers, and flags, allowing employees to express their support for the LGBTQ+ community.

 Company contribution: €1,782.6

Professional preparation – Spain

A group of employees from Barcelona participated in a solidarity Gymkhana with young people in December. The Gymkhana focused on aspects related to racism, inclusion, sustainability, and cultural and social diversity.

The aim of this activity was to prepare young people for an itinerary of orientation, training, and job placement; helping them explore their professional and personal interests and motivations.

 Company contribution: €1,800



Orlando Torres in his Werfen T-shirt and hat.

Strava challenge – United Kingdom

During 2023, 38 UK employees competed in a *Strava challenge*. Everyone who registered to take part was split into teams and participants then logged various activities within the Strava app, ranging from dog walks, climbing and even hula-hooping! Points were awarded for each activity, and weighted according to what they were.

Over 340,348 points were recorded over the whole year which equates to over 3781 hours of activity. The winning team, the Yellow team, chose to donate the winning £1,000 charitable donation to *Mind*.

Mind is a charity who believe everyone with a mental health problem should have access to excellent care, and be treated fairly, positively and with respect.

 Company contribution: €1,172





11 SUSTAINABLE CITIES
AND COMMUNITIES



SDG 11.

Sustainable cities and communities

Strengthen the means of implementation
and revitalize the global partnership
for sustainable development

SDG 11. Sustainable cities and communities

Strengthen the means of implementation and revitalize the global partnership for sustainable development



Bike to work in San Diego – United States

SANDAG is a local organization in San Diego, CA that promotes sustainable commuting to work.

Every year, SANDAG hosts an annual *Bike to Work* event that we take part in, as well as several learning opportunities for employees to understand the importance of commuting to work in an efficient and environmentally-friendly way.

SANDAG partners with local businesses throughout the county to provide rest stops for employees to stop along their commute.

 Company contribution: €178.26



Bike to work event in San Diego.

Earth Day – United States

San Diego, CA

The Whole Blood Hemostasis team, celebrated *World Earth Day* (April 22) by holding an *Electronic Waste Day*. Employees brought any unused or broken electronic item or expired batteries to discard, and everyone was gifted a reusable Werfen bag.

 Company contribution: €1,380.01

Orangeburg, NY

Together with more than 2,000 volunteers from Orangetown, on April 22, the *Community Involvement Committee* helped remove 20+ tons of litter from streets, parks and streams. Committee members were able to learn about reducing waste and protecting our waterways, while working together to make a great impact on our environment.



San Diego employees with their free Werfen bag for Earth Day.

The value of farming – Spain

Colleagues from Spain volunteered for a day of farming to raise awareness about the Llobregat Delta agricultural park near Barcelona. The initiative aimed to highlight the different farms in the area, emphasizing the value of farming and the diverse products derived from it; while promoting a healthy diet rich in fruits and vegetables.

 Company contribution: €1,500



Electronic waste Day in San Diego.

SDG 11. Sustainable cities and communities

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Recycling in Bogotá – Colombia

On June 20-21, Colombia participated in the recycling campaign organized by the mayor of Bogotá city, recycling CDs, electronic equipment, paper and plastic. The initiative included collecting, classifying, packaging and sending to specific recycle points.

We aimed to raise awareness among employees of the importance of correctly managing waste and reducing our environmental impact.



Colombia and LATAM Distribution participated in a campaign about integrated management of electrical and electronic waste.

Carpooling

United Arab Emirates

Our team in Dubai encouraged employees to participate in carpooling in 2023, to reduce carbon emissions.

United States

Whole Blood Hemostasis collaborated with SANDAG for *Rideshare Week* in San Diego, CA at the beginning of October. Employees were urged to participate by leaving their cars at home and commuting to work using rideshare options available at discounted rates.



Keep Rockland beautiful – United States

To help preserve local environments, this year the team in Orangeburg, NY donated US\$1,750 as a Community Cleanup event sponsor to the *Keep Rockland Beautiful* initiative, that organizes efforts to clean, protect, and beautify Rockland's environment by educating and empowering people to share in the care and stewardship of our communities.

 Company contribution: €1,662.5



Colleagues supporting our local community with *Keep Rockland Beautiful*.

SDG 11. Sustainable cities and communities

Strengthen the means of implementation and revitalize the global partnership for sustainable development



Litter cleanup – United Kingdom

Colleagues from the UK took part in a litter picking event in the area around the Clyde Walkway in Glasgow. The team collected 36 kg of litter.



Volunteers Fiona McSharry and Ali Johnson collecting litter in Glasgow.



Digital cleanup – France

On March 13-18, 14 colleagues from France participated in a *Digital Clean Up* program, to raise awareness of the negative environmental impact of digital technology, and to encourage adoption of good habits when it comes to data storage in our PCs and mobile phones.

A total of 2,739 Gb were cleaned up on the Cloud and 268 GB were cleaned up on their computers.



SDG 12.

Responsible consumption and production

Sustainable consumption and production

SDG 12. Responsible consumption and production

Sustainable consumption and production



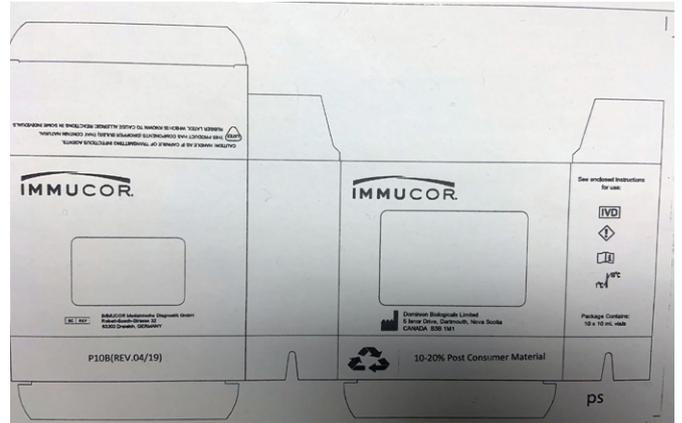
Making our products more sustainable

Canada

In Canada, our biggest Transfusion product configuration is a 10-pack of vials in a cardboard box. To increase our sustainability practices, we converted these boxes to 20% post-consumer waste.

San Diego, CA, United States

The Autoimmunity team in San Diego took an important step towards reducing waste by eliminating unnecessary packaging on items delivered by one of our suppliers. This initiative has helped us not only reduce our environmental footprint but also save on costs associated with excess packaging and in-house labor.



Accepted proof of DBL 10 Pack Box - Canada.

Orangeburg, NY, United States

In 2023, the Technology Center in Orangeburg, NY implemented a treatment system to remove the color from GEM Red Dye Waste to allow the non-hazardous waste to be discharged directly to wastewater. This system was implemented with the combined effort of the engineering, facilities, and production teams. As a result, this system expects to reduce waste generation by 160,000 lb./year.

Company contribution: €30,000



Red Dye treatment system in Orangeburg.

Reducing food waste – Spain

Spain launched a program to reduce food waste in the canteen. Employees can purchase menus with leftover food from lunch at a highly discounted price.

Recycling electronic waste – Colombia

Out of the 7,775 kg generated at the Colombia warehouse's logistics operation, 5,184 kg were recycled and recovered, preventing the emission of 877 kg of CO₂.

SDG 12. Responsible consumption and production

Sustainable consumption and production

More sustainable logistics

Italy

The team in Italy took on the following initiatives in 2023 to make our logistics operations more sustainable:

1. Saved on packaging costs by reusing packaging from intercompany shipments, including refrigerated boxes, cooling packs, and air cushions, resulting in a 1-5% reduction in packaging expenses.
2. Opted for 100% recycled air cushions in packaging.
3. Chose air cushions and film made from biodegradable materials for an environmentally friendly packaging option.

Spain

In 2023, our Supply Chain team in Spain implemented using carton boxes with cooling blocks for refrigerated shipments instead of polystyrene boxes with cooling blocks.

Additionally, the Biotechnology team share a regular newsletter with providers to collaborate in their CO₂ reduction efforts, and share our Sustainability Seeds video series with them.

Light saving

United States

We improved energy efficiency at our site in San Diego, CA by optimizing lighting and HVAC schedules through our energy management system, adhering to local regulatory requirements.

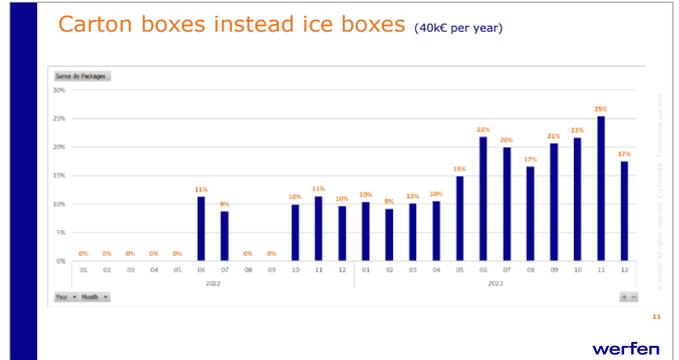
Over the past few years, we extended schedules for extended weekday shifts and facilitated weekend work. Currently, we are adjusting operating schedules to minimize energy usage, emphasizing our commitment to energy conservation.

Mexico

Prior to implementing the Light Saving project in 2023, lights remained on throughout the workday in the entire Mexico warehouse, due to operational requirements.

To minimize energy consumption and promote responsible use, motion sensors were installed at the facility. These activate the lights only in the specific area and during the time when a team member is working inside the warehouse.

 Company contribution: €4,296.69

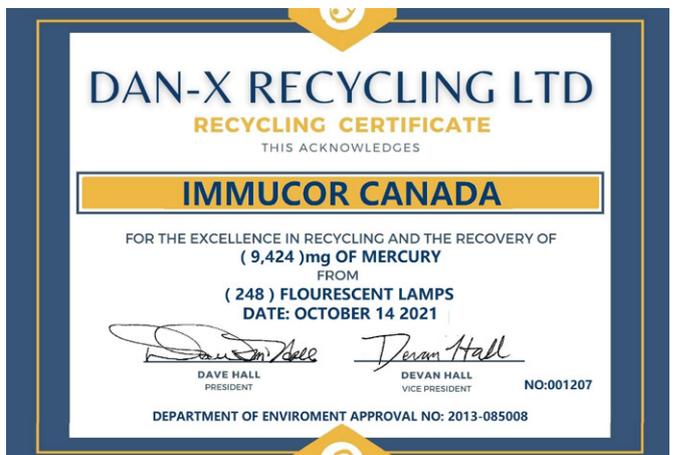


One of the air handler schedules.

PPE recycling – Canada

To reduce the volume of PPE (gloves, disposable lab coats, foot coverings and hair nets) going to landfills, our Transfusion team in Canada use *The RightCycle Program* to recycle these materials.

These materials are used in Tyvek wrap for houses and also in the manufacture of Adirondack chairs. This is a great way to build culture and bring the team together.



PPE Recycling - Canada.

SDG 12. Responsible consumption and production

Sustainable consumption and production



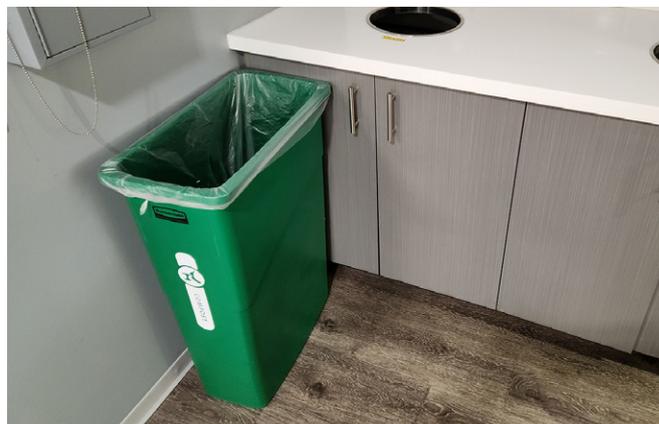
Organic waste recycling – United States

San Diego, CA

Autoimmunity implemented an organic waste recycling program to compost organic products. Employees are required to separate their waste streams and use the correct receptacles.

Orangeburg, NY

The Technology Center in Orangeburg successfully completed its goal of sending 100,000 pounds of waste to the *Waste-To-Energy* conversion facility. In fact, we sent a total of 254,710 pounds of waste.



New waste containers for organic compost and food waste recycling in San Diego.

More sustainable events – Brazil

The Marketing team in Brazil made a big impact at a prestigious Brazilian Congress of Clinical Pathology/ Medical Laboratory Medicine by introducing the new Werfen Touch platform. The event, held in São Paulo on September 5-8, attracted over 4.2 thousand participants from around the world.

We showcased our equipment and solutions to clients in an all-virtual format, dropping printed catalogs in favor of Werfen Touch, not only streamlining our processes but also contributing to environmental preservation.

By forgoing the transportation of machines to the congress, we saved a significant amount of electrical energy, reducing consumption by 10Kva and preventing the emission of 84kg of CO₂. We also embraced virtual cards, eliminating paper usage among our Brazilian employees. As a green gift, we presented clients with seed pencils—100% recyclable and allowing for home planting of fig tree seeds. These initiatives resulted in cost savings, with the only expense being US\$44 for the eco-friendly gifts.

Material return policy – India

India has introduced a Material Return Policy, allowing customers or distributors who cannot properly dispose of expired products to send them back to us. Werfen will then dispose of these products in collaboration with appropriate vendors.

Tracking product packaging data – United States

Werfen is taking steps to comply with new regulations in the EU and Asia regarding tracking and reporting product packaging waste.

Many affiliates are currently providing approximate data to local authorities, but this new project aims to accurately capture key environmental metrics in SAP for Werfen products.

The Autoimmunity team has created a plan to populate packaging data, including plastic, wood, metals, glass, and paper, in SAP Material Master. This data collection process for finished products was completed in June 2023, with ongoing efforts to map the SAP Material Master process and update procedures.

The team is also working on gathering packaging data for raw materials, scheduled for completion by Q1 2024. The initiative involves collaboration with other Werfen sites to support Packaging Waste and Product Sustainability initiatives. The goal is to understand and comply with global efforts to reduce packaging waste, aligning with Europe's Green Deal agenda for sustainable growth and the EU's 2050 climate neutrality target.

The initiative covers the entire product life cycle, promoting circular economy processes and sustainable consumption to prevent waste.

SDG 12. Responsible consumption and production

Sustainable consumption and production

Energy saving

United Arab Emirates

The Dubai office team is adopting eco-friendly habits like turning off lights and electronics when not needed, using power strips for multiple devices, shutting down computers when not in use, and adjusting the thermostat based on outdoor temperatures

United States

In 2023, the Whole Blood Hemostasis team in San Diego, CA joined forces with *Cascade Energy*, an SDG&E affiliate, to assess energy-intensive processes.

Together we participated in an *Energy Treasure Hunt* to evaluate high energy usage and identify improvement opportunities. Among the 13 identified projects, four are underway. These initiatives involve actions such as reducing HVAC operating hours, adjusting compressor speeds, widening temperature ranges, or upgrading overhead lighting.



The Whole Blood Hemostasis team and *Cascade Energy's* team after completing the *Energy Treasure Hunt*.

Saving water – Spain

In 2023, we stopped garden irrigation in our OEM Technology Center in Lliçà d'Amunt, Barcelona.

Battery recycling

United States

The Technology Center in Orangeburg, NY successfully achieved its 2023 battery recycling goal of 400 pounds, surpassing it by recycling a total of 503 pounds of batteries. This accomplishment was made possible by encouraging employees to bring in batteries as well as collecting them from onsite equipment. This initiative significantly reduced the number of batteries sent to landfills, minimizing the risk of harmful chemical breakdown.

Brazil

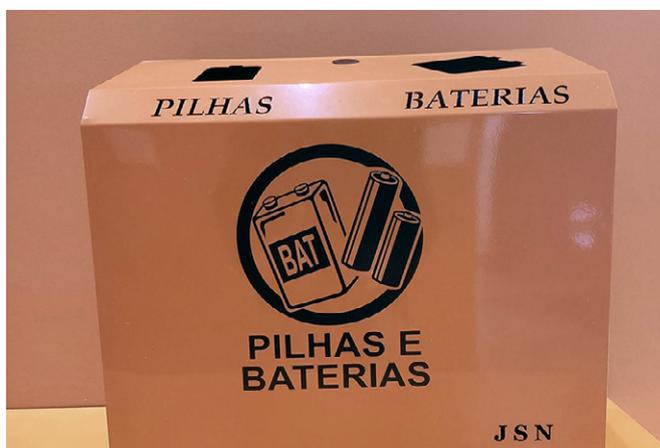
Brazil implemented an internal battery collection point for responsible disposal, encouraging employees to discard batteries properly. In collaboration with *Silcon*, a trusted waste disposal company, this initiative ensures environmentally-friendly handling.

 Company contribution: €62.71

Proper disposal of lightbulbs – Canada

A team member raised concerns about the presence of small amounts of Mercury in commonly used fluorescent bulbs in industrial buildings. Instead of traditional disposal in dumpsters and landfills, this team member took the initiative to find a vendor capable of safely and properly disposing of these bulbs.

This effort reflects a commitment to responsible and environmentally friendly waste management practices



Battery recycling in Brazil.

SDG 12. Responsible consumption and production

Sustainable consumption and production



Reducing plastic

India

India took the initiative to make both their warehouse and corporate office free from single-use plastic (SUP). The banned plastic items include cutlery, crockery, straws, stirrers, and more. This move aligns with efforts to reduce plastic waste and promote environmental sustainability.

United States

The team in Norcross, GA partnered with vendor *Aramark* to transition break room vending machines to exclusively feature aluminum products, removing all plastic bottles. This project aimed to eliminate plastic bottle waste at the site.

Aramark gradually reduced stock in vending machines over the course of several months to minimize unpurchased items. When quantities were at a minimum, *Aramark* replaced the remaining with aluminum. Water bottles were replaced with LaCroix sparkling water.

Italy

We are working to eliminate plastic in the Milan office; opting for paper cups and wooden stirrers in coffee machines, and water dispensers connected to the water supply to eliminate plastic bottles.

Spain

At OEM Technology Center we're committed to reducing plastic waste. We're eliminating plastic water bottles throughout our premises. In the canteen, we've strengthened the use of filtered water with more reusable bottles and single-use glass options. Meeting rooms will no longer have plastic bottles; instead, water fountains on each floor can be used. Visitors can request filtered water or water in glass bottles during coffee breaks. Vending machines will still offer water bottles made from 100% recycled plastic. This aligns with our dedication to sustainable practices and reducing plastic use.

Reusing materials – Colombia

Colombia began to repurpose cooling packs for composting in 2023, promoting sustainable waste management.

New water filtering device – China

The Beijing office has replaced single-use plastic water bottles with a water filtering device connected directly to tap water.

This move not only significantly reduces environmental impact but also leads to long-term cost savings, as the device can serve for 5-10 years.

 **Company contribution: €16,030.53**



Device to replace single-use water bottles in Beijing.

Better waste management – India

India ran an initiative for proper waste management and discarding of expired materials and instruments through a certified waste management company.



13 CLIMATE ACTION



SDG 13.

Climate action

Take urgent action to combat climate change and its impacts

SDG 13. Climate action

Take urgent action to combat climate change and its impacts



B2Run in Munich – Germany

In June, 23 colleagues from Germany joined the B2Run in Munich, covering 5.6 km through the Olympic Park with over 30,000 participants.

Apart from promoting health and team spirit, our participation contributes to climate protection, with a tree planted for each registered team. The initiative aims to plant 10,000 trees globally in 2023. Additionally, part of the entry fees supports the DKMS foundation, dedicated to combating blood cancer on an international level.

Company contribution: €1,287.6



Optimizing deliveries – United States

United States

Autoimmunity focused on optimizing our supply chain by consolidating shipments from suppliers in order to reduce the number of deliveries.

Additionally, for high-volume suppliers, such as instruments and plastic components, we transitioned from air to ocean shipments.

These changes helped us streamline our processes and improve efficiency.

Colombia

Colombia consolidated orders for customers and distributors by aligning shipment dates with purchase orders and warehouse schedules. This reduces the number of shipments and cuts transportation CO₂ emissions.



Reducing mobile phone production – France

In June, France updated its phone policy. Previously, they provided employees with a new mobile phone every two years. Now, they only replace phones upon request.

This change aims to minimize the environmental impact associated with phone production. In 2021, we purchased 88 phones, and with the updated policy in 2023, we have cut the renewal rate in half, acquiring only 41 mobile phones.



B2Run participants in Munich.

SDG 13. Climate action

Take urgent action to combat climate change and its impacts

Room temperature transportation

Spain

In an effort to enhance energy efficiency, we have initiated the transport of frozen and refrigerated materials at room temperature.

This applies to distribution products like BL, which are not diagnostic reagents and are intended solely for research purposes (RUO).

Traditionally, these products, stored refrigerated, were also transported at the same temperature. However, following stability studies by the manufacturer, we've transitioned to room temperature transport starting in 2023.

India

India is also transporting refrigerated RUO materials at room temperature, as well as reusing boxes received during import from our distribution center in Roncello, Italy.



Room temperature transportation.

Adavikanda, Kuruwita Division mini hydropower project – Sri Lanka

We offset 665 tons of CO₂ by purchasing carbon credits from *Alternate Power Systems Pvt. Ltd.*—a project that generates up to 20,000 MWh clean electricity annually from a small-scale hydropower plant in Sri Lanka, directly to their national grid.

Unlike huge conventional hydropower dams which flood vast swathes of land, this run-of-river 6.5 MW mini hydropower installation has a very low environmental impact; the project helps reduce 13,500 tCO₂e every year.

Located in the Kuruwita division of the Ratnapura district, in Adavikanda, the project provides the local community with many additional forms of support—from building community halls and repairing roads, to providing school equipment and computers.

 Company contribution: €4,090

Reducing air travel – France

In June, France reviewed their travel policy with a focus on reducing environmental impact. The aim is to minimize flight travel and promote train journeys to limit our CO₂ footprint.

Flights are now declined when there's a train alternative that takes less than 2 hours and 30 minutes.

Additionally, for rental cars, we specifically choose mid-sized cars to further decrease our CO₂ emissions. For instance, there are no plane trips allowed between Paris and Lyon, Paris and Bordeaux, or Paris and Nantes; only train travel is permitted.

Reducing climate pollution – India

India installed a Retrofitted Emission Control Device (RECD) in their Diesel Generator set. This is essentially a green device that will help us to reduce climate pollution.

 Company contribution: €9,100





SDG 15.

Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation and halt biodiversity loss

SDG 15. Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Preserving nature – United States

In March, our Transfusion team in Norcross, GA backed the *Autrey Mill Nature Preserve*, a 46-acre public destination and educational resource for exploring, appreciating, and preserving the natural environment.

The preserve originated from a 1988 initiative to save the woodlands from development.

Employee Iesha Cross donated potty pads for animal exhibits, and employee Angel Acosta dedicated half a workday cleaning a goat pen through our Corporate Social Responsibility volunteering program.



Supporting Life on Land at the Autrey Mill Nature Preserve.

Hope for Wildlife – Canada

In July, six employees from Canada volunteered at *Hope for Wildlife* in Seaforth, Nova Scotia, working on various landscaping projects at their facility.

Hope for Wildlife is a charitable organization dedicated to wildlife rehabilitation and education. Since 1997, they have rescued, rehabilitated, and released over 80,000 injured and orphaned wild animals from more than 250 species.



Canada employees volunteering at Hope for Wildlife.

Animal shelters – United States

Whole Blood Hemostasis provided financial support to *Helen Woodward*, a local animal shelter in San Diego, CA.

Additionally, every December Autoimmunity hosts an annual tradition in support of the *San Diego Humane Society*, an organization dedicated to helping animals in need. Employees bring in donations for both cats and dogs who live in the Society, either strays, rescues, or abandoned.

Employees donated food, treats, blankets, beds, and toys.

Company contribution: €1,026.79

Employee contribution: €2,078.79



Donations for the San Diego Humane Society.

SDG 15. Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

World Cleanup Day – France

In September, employees in France joined *World Cleanup Day* organized by our work council.

This global initiative encourages citizens to clean up their local areas to raise awareness about the environmental impact of litter. In 2023, cleanups took place between September 13 and September 17.

Werfen colleagues collected around 100 kg of waste, including three kg of cigarette butts, contributing to the overall collection of 990 tons of waste nationwide.



Reforestation efforts

United Kingdom

The UK teamed up with *Play it Green*, an organization with a three-step strategy focusing on carbon footprint reduction, reforestation contributions, and funding charitable causes.

As part of this partnership, we committed to planting 8 trees for each individual participating in an on-site training program at the Werfen site in Birchwood, Warrington; with the aim to offset CO₂ emissions from participants' travel, accommodation, and meals.

This year, we successfully planted 648 trees through this initiative. For every tree, 5p is given to a charity of our choice. We chose *Edward's Trust*, who supports individuals dealing with bereavement and loss.

 **Company contribution: €376.47**

Portugal

A group of six volunteers planted trees in natural park *Parque Natural de Sintra-Cascais*, in Lisbon, in support of *Plantar Uma Árvore*. This initiative aimed to revive the native forest and biodiversity by restoring ecologically degraded areas.

 **Company contribution: €1,500**

Spain

For a full day, colleagues carried out reforestation and maintenance tasks around Barcelona to improve the ecosystem. They learnt about the environment, local species and natural values.



JOURNÉE MONDIALE DU NETTOYAGE DE NOTRE PLANÈTE Le World Cleanup Day ?

Les années passent et les déchets sauvages ne désertent pas notre environnement. Ramasser les déchets c'est bien, les trier et les réduire c'est mieux ! Voilà le but du World Cleanup Day : la Journée mondiale du nettoyage de notre planète !

Participer au World Cleanup Day c'est inviter les citoyens à s'engager sur son territoire pour participer à la Journée mondiale du nettoyage de notre planète pour prendre conscience et changer les comportements. En effet, les déchets jonchant le sol ont des conséquences désastreuses pour la biodiversité et pour l'Homme. C'est pourquoi l'association World Cleanup Day - France invite les citoyens, associations, collectivités, écoles et entreprises à organiser des cleanups. Et cette année, c'est le **16 septembre 2023** ! En France, des nettoyages sont organisés entre le mercredi 13 et le dimanche 17 septembre 2023.

Vous aussi, engagez-vous et participez à la Journée mondiale du nettoyage en vous inscrivant sur www.worldcleanupday.fr

Comment ça marche ?

Le concept est très simple : le site français du World Cleanup Day recense l'ensemble des opérations de nettoyage des espaces publics prévues par des citoyens à travers le pays. Vous pouvez rejoindre une initiative citoyenne ou organiser votre propre ramassage.

Une carte des cleanups est visible sur la page d'accueil du site www.worldcleanupday.fr permet de connaître les contacts, lieux et heures de rendez-vous des événements et de s'inscrire à l'un d'entre eux.

Le World Cleanup Day repose sur des valeurs fédératrices, pédagogiques, inclusives et surtout conviviales. Invitez vos proches, engagez-vous à votre échelle pour nettoyer vos villes et campagnes afin de contribuer à rendre notre planète plus durable.



ASSOCIATION WORLD CLEANUP DAY - FRANCE
SIEGE SOCIAL : 25 RUE SAINT-JACQUES 59800 LILLE - CONTACT@WORLDCLEANUPDAY.FR - 09 72 83 35 33

World Cleanup Day – France.





17 PARTNERSHIPS
FOR THE GOALS



SDG 17.

Partnerships for the goals

Strengthen the means of implementation
and revitalize the global partnership
for sustainable development

SDG 17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development



The UN Global Compact

In 2020 Werfen became a signatory member of the United Nations Global Compact, the world's largest, voluntary corporate responsibility initiative with more than 24,000 participants in 160 countries, supports UN efforts to end extreme poverty, fight inequality and address climate change.

Werfen supports the UN Global Compact as an integral part of our company values, in favor of world development and as a differentiator for our customers, employees and partners.

The UN Global Compact: €13,800

The UN Carbon offset platform

Offsetting is a climate action that enables individuals and organizations to compensate for the emissions they can't avoid, by supporting worthy projects that reduce emissions somewhere else. The UN Carbon offsetting platform features UN-certified projects that reduce, avoid or remove greenhouse gas emissions from the atmosphere.

In 2023 Werfen neutralized 2,659 tons of our CO₂ emissions, which equals 42.8% of our total car emissions, by contributing to four of these projects in the following countries: [China](#), [Mongolia](#), [Malawi](#) and [Sri Lanka](#).

Organizations we have worked with in 2023

Albert Einstein Israelite Hospital	Fundación San Juan de Dios	Rainha da Paz
Alternate Power Systems	Feeding San Diego	Refugio Munich
American Red Cross	Great Place to Work Institute	Rockland Community College
Aramark	Helen Woodward Animal Center	Ronald McDonald House
Asociación Pro Personas con Parálisis Cerebral	Hope for Wildlife	Salkhit Wind Farm (developed by Clean Energy LLC)
Associazione Volontari Italiani del Sangue	I Bambini Dharma	SAMU Social de Paris
Atlas Kinder	Italian Red Cross	San Diego Association Of Governments (SANDAG)
Autism Speaks	Japanese Red Cross Society	San Diego Food Bank
Autrey Mill Nature Preserve & Heritage Center	Keep Rockland Beautiful	San Diego Humane Society
Bambini Cardiopatici nel Mondo	La Colaborativa	San Diego Miramar College
Banco Alimentar	Leukemia & Lymphoma Society	Save the Children
Banco Alimentos	Lift Up Atlanta	Silcon
Barcelona Brain Health Initiative	Macmillan Cancer Support	SOS Bambini
Because One Matters	Marie Curie	Special Olympics
Boys and Girls Club of Greater San Diego	Massachusetts Conference for Women	St. Damien Pediatric Hospital
Birchwood Community High School	Massachusetts General Hospital	Stillbirth and Neonatal Death Charity (Sands)
Breast Cancer Now	Meals by Grace	Support The Enlisted Project
Cancer Research Foundation	Médecins du Monde	Tappan Zee High School
Cancer Research UK	Mexican Red Cross	The Earth Saviours Foundation
Cascade Energy	Middlesex Community College	The New Hestian Project
Center for Safety & Change	Mind	Theodora Foundation
China Charity Federation	Movember Foundation	The Orangeburg Fire Association and Carolyn's Elves
Community FoodBank of New Jersey	Montefiore Nyack Hospital	The RightCycle Program
DKMS Foundation	New Jersey Blood Services	Toys for Tots
Edward's Trust	New York Blood Center	UNICEF
EMERGENCY	Norcross Cooperative Ministry	Walton Lea Partnership
Fundació ASSÍS	Nuestros Pequeños Hermanos	Warrington Foodbank
Fundació d'Oncologia Infantil Enriqueta Villavecchia	NY Elks Club	WomenHeart
Fundació Esclerosis Múltiple	Pane Quotidiano	World Transplant Games Federation
Fundación Exit	Plantar Uma Árvore	Wreaths Across America
Fundació Oncovallès	Play It Green	
Fundació Portolà	Projecto Salesiano Tijuana	



Looking
ahead to
2024

In 2024 we will evaluate the opportunities presented by future Green Deal regulations, while advancing our global sustainability reporting efforts.

Following our sustainability vision, strategic principles and policies, in 2024 we will enhance the sustainability project in different ways:

On the one hand, the emergence of Green Deal regulations promises new prospects for companies, and we are diligently assessing the potential impacts and opportunities for our products and services.

Simultaneously, the introduction of new global reporting regulations such as Climate Change and CSRD, alongside Taxonomy regulations, will require comprehensive implementation. We have already included a Climate Change Impact Study in this report, as a testament to our transparency and dedication.

To this end, we will continue to work actively to reduce our overall CO₂ emissions.

This involves optimizing energy consumption through the expansion of solar panels and enhancing electrical power efficiency. Additionally, in logistics, we will streamline product transportation and packaging to minimize emissions. While certain areas may pose challenges for achieving complete CO₂ elimination in the short to medium term, we are committed to offsetting our carbon footprint through participation in carbon offsetting projects, particularly targeting emissions from our company cars.

Concurrently, we will continue our efforts with the ISO 14001 certification —an environmental quality management standard— in our technology centers.

And, of course, our social commitments will continue to positively impact our communities. With actions being driven locally by our teams around the world, as well as global corporate initiatives, we aim to make a difference not only in the countries where we operate, but also in those where help is most needed.

Together we can make a difference.



Appendix 1

2023 Climate change impact study

In 2023 we conducted our first assessment of our impact on climate change, addressing the climate risks and opportunities in our organization, and establishing a framework to ensure we manage these effectively.

1. Governance

As part of our commitment to sustainability and climate action, at Werfen, we address the risks and opportunities related to climate change in our organization; and we have established a framework that covers the key layers of management.

At Werfen, we have assigned specific climate-related responsibilities at the management level. We have a Risk Officer and a Vice President (VP) of Sustainability.

The VP of Sustainability provides information directly to the Coordination Committee and the Audit and Control Committee and reports directly to the President and the Coordination Committee.

The responsibilities of the VP of Sustainability involve, among other things, the management of all sustainability-related matters, including reporting and coordination.

2. Strategy

A. Impact of the company on climate change

At Werfen, we have conducted an assessment of our impact on climate change. This assessment has been carried out through a series of activities and processes, thus allowing us to identify and understand our contributions to greenhouse gas (GHG) emissions and other climate-related impacts. We have examined our value chain to identify sources of GHG emissions and other factors that influence climate change. These analyses have provided us with an overview of our emissions, which is essential to our Risk Management strategy.

Section 4, Metrics and Objectives, presents the CO₂ emissions (Scope 1 and 2) and identifies their sources.

B. Description of the identified climate-related risks and opportunities

Climate risks

A set of physical risks have been identified, deriving from extreme weather events and gradual change in the climate, as well as transition risks, related to changes in the regulations, the market, and technology, which arise due to the shift towards a decarbonized economy.

The physical risks have been determined according to the geolocation of each relevant site, taking into account the specific climate and geographical conditions at each location.

The transition climate risks and their impact are presented in Table 1.

Table 1. Evaluation of the potential impact of each of the selected transition risks. This includes an assessment of the time frame within which the impact will start to become noticeable (blue text).

Type of risk	Risk subtype	Description of the risk	Emotional Intelligence Essentials (Core Competency)
Transition	Technology	Replacement of existing products, raw materials, services, processes and technologies with assets that have lower emissions.	<ul style="list-style-type: none"> Higher production costs due to the replacement of some components by more efficient ones with lower emissions. The identification and acquisition of new, more sustainable suppliers, which can lead to higher costs in the supply chain. <p>Low impact in the short term</p>
	Regulatory and legal	Increase in the number of laws, guidelines, and regulations on products and services according to environmental criteria.	<ul style="list-style-type: none"> Need to reformulate existing products or services in order to comply with future environmental regulations, which could require investment in R&D. Having to implement regulatory watch systems, which could entail an increase in administrative costs. <p>Low impact in the short term</p>
	Market	Exclusion from tenders due to non-compliance with environmental regulations.	<ul style="list-style-type: none"> Possible significant loss of business opportunities because of exclusion from tenders due to non-compliance. Potential damage to the company's reputation and loss of prestige due to loss of business prospects. <p>Low impact in the medium term</p>

Similarly, impacts have been assessed for each one of the physical climate risks identified. Table 2 shows the details.

Table 2. Evaluation of the potential impact of each physical risk. This includes an assessment of the time frame within which the impact will start to become noticeable (blue text).

Type of risk	Risk subtype	Description of the risk	Possible impact
Physical	Acute	Heavy precipitation (rain, hail, snow/ice) and storms (including blizzards, dust, and sandstorms)	<ul style="list-style-type: none"> Increased repair costs due to damage to Werfen's infrastructure and operations, including damage to buildings and equipment, and the disruption of normal operations. The transport of products and raw materials could also be affected, which might result in delays with respect to their distribution and additional costs in the supply chain. <p>Low impact in the long term</p>
	Acute	Heat waves	<ul style="list-style-type: none"> Lower productivity and increased sick leave due to employee health problems. Higher energy demand for cooling systems, which could affect operations and delay product delivery. Increased investment to adapt heat-sensitive materials that deteriorate due to high temperatures. Such deterioration could affect the quality of the products and require special storage measures. <p>Low impact in the long term</p>
	Acute	Tornado	<ul style="list-style-type: none"> Increased investment in mitigation and preparedness measures to avoid significant damage to infrastructure. If tornadoes affect areas that are near to facilities, they can pose a safety risk to people. Possible interruption of company operations, thus generating downtime, which could affect production and profitability. <p>It should be noted that this risk only affects some of the facilities located in the United States.</p> <p>Low impact in the long term</p>
	Acute	Wildfire	<ul style="list-style-type: none"> Increase in prevention and evacuation measures to mitigate the physical threat to Werfen's facilities and to employee safety, if located in areas that are prone to wildfires. Wildfires can affect the availability of the resources and raw materials that are used by the company, which could lead to challenges in the supply chain. <p>It should be noted that this risk applies to only one of our facilities, and the appropriate measures to mitigate the risk have been assessed.</p> <p>Low impact in the long term</p>

3. Metrics and objectives

A. Disclosure of metrics for assessing climate risks and opportunities

At Werfen, we have developed metrics that reflect our commitment to Climate Risk Management.

We identified detailed metrics for assessing transition physical risks (Table 3). The metrics and indicators we use to monitor opportunities derived from transition risks (Table 4) and physical risks (Table 5) are also presented.

Table 3. Definition of the metrics used to assess physical climate risks.

Physical Climatic Risks	Metrics	2023 RESULT
Heavy precipitation (rain, hail, snow, ice), heat waves, tornadoes, and wildfires	<p>1) Business Continuity Index in the face of Extreme Weather Events</p> <ul style="list-style-type: none"> - Objective: Evaluate the company's ability to maintain its normal operations in the face of adverse weather conditions - Calculation: Days of interruption of operations due to: extreme precipitation and storms, heat wave episodes, tornadoes, wildfires / Total days of the monitoring period (totaling of all locations world wide). 	Production site: 2 days due to snow storms. Affiliates: 6 days due to typhoons and 1 day due to rain.

Table 4. Definition of the metrics used to assess the opportunities of transition climate risks.

Type of opportunity	Transition Risk Opportunity	Metrics	2023 RESULT
Efficiency in the use of resources	Take advantage of cutting-edge innovations that are made available by the technology market for developing and using less carbon-intensive and more highly efficient production processes.	<p>2) Energy Efficiency Index</p> <ul style="list-style-type: none"> - Objective: Measure the efficiency of energy use in Werfen's operations, including production and distribution. - Calculation: Energy used (kWh) / Total billing (€). 	25,367 kwh/ million Euros
Efficiency in the use of resources	Decarbonization in mobility: electrification of the fleet, prioritization of rail transport, and consolidation of shipments to customers.	<p>3) Vehicle Fleet Electrification Index</p> <ul style="list-style-type: none"> - Objective: Evaluate the level of electrification of Werfen-owned vehicles to minimize carbon emissions during travel. - Calculation: Number of electric and hybrid vehicles / Total number of vehicles <p>4) Shipment Consolidation Index</p> <ul style="list-style-type: none"> - Objective: Evaluate the level of consolidation of shipments to customers by calculating the average weight of shipments between Werfen and the customer. The objective is to be able to increase the efficiency of shipments. - Calculation: Average weight of shipments between Werfen and the customer (in customers selected for consolidation). 	2.1% electric vehicles and 20% hybrid 2.2% in selected customers in Spain
Efficiency in the use of resources	Improve building efficiency, by acquiring certifications such as LEED, ISO 14001 incorporating energy management systems, using bioclimatic designs, and improving thermal insulation in all renovations and construction projects.	<p>5) Index of ISO 14001 Compliance in Infrastructures</p> <ul style="list-style-type: none"> - Objective: Evaluate ISO 14001 implementation and certification for improving the environmental impact of the company's infrastructure (offices, warehouses, production plants, etc.). The ISO 14001 standard governs, among other things, the creation of a plan for the management of potential risks, impacts, and actions for improvement in order to obtain environmentally responsible facilities. - Calculation: Total number of sites with ISO 14001 certification / Total number of sites. 	13.7%
Energy sources	Use of low-emission energy sources for production and services, expanding the installation of solar panels on building roofs and adjacent plots and the strategic use of batteries.	<p>6) Percentage of Renewable Energy</p> <ul style="list-style-type: none"> - Objective: Measure the percentage of renewable energies that are used to cover the company's production and services. This includes not only the energy generated by the solar panels owned by Werfen, but also the green energy purchased from the grid. - Calculation: Energy consumed from renewable sources (kWh)/ total energy consumed (kWh). 	88%

Table 5. Definition of the metrics used to assess the opportunities of physical climate risks.

Type of opportunity	Physical Risk Opportunity	Metrics	2023 RESULT
Energy sources	Backup power generation: Implementation of backup power systems, such as generators or storage batteries, to ensure the continuity of critical operations in the event of power outages caused by tornadoes, heavy rainfall, or fires.	7) Percentage of Locations with Backup Power - Objective: Measure the percentage of Werfen locations (offices, warehouses, production plants, etc.) that have power backup systems such as generators, batteries, etc. - Calculation: Number of infrastructures with power backup systems / Total number of infrastructures.	75% of production Plants 100% of distribution hubs
Resilience	Installation of emergency infrastructures and tornado shelters: Collaboration with other companies and institutions to build tornado shelters at the facilities or in the vicinity of tornado-prone areas. Emergency response plans and training for personnel could also be developed.	8) Percentage of Locations with Tornado Preparedness Plans - Objective: Measure the percentage of locations with tornado preparedness plans, including warning systems, tornado shelters, weather apps for all employees, etc. - Calculation: Number of infrastructures with some type of tornado preparedness plan / Total number of infrastructures with a high risk of tornadoes.	7 out of 7

B. Greenhouse Gas Emissions (GHG)

As a result of this monitoring, it has been determined that, at Werfen (year 2023), in Scope 1 we emit approximately 1,734 tons of CO₂, and the total amount of emissions of the two scopes is 3,908 tons of CO₂.

The emissions are directly related to the detected transition risk: processes of products and services with lower emissions. It is therefore at the core of our Climate Risk Management strategy. On the other hand, the adoption of renewable energy sources is one of the main goals worldwide for reducing emissions, and at Werfen we have fully aligned with this strategy by reducing our Scope 2 emissions.

C. Risk management objectives and climate opportunities

Our objectives in this area include an assessment of physical and transition climate risks. We are implementing measures to adapt our facilities to climate change, we are assessing the impact on our value chain, and we are developing mitigation strategies to ensure resilience to any potential climate challenges. In addition, we are actively exploring climate opportunities through innovative initiatives, and we have identified key areas for reducing our carbon footprint and improving sustainability. Initiatives such as the consolidation of shipments, more sustainable materials, and the implementation of renewable energies, form a part of

our commitment to mitigating climate risks and generating long-term opportunities.

Finally, we have established key objectives and measurable results to address critical environmental, social, and governance issues, which are available in the 2023 Sustainability Report.

On the environmental front, we made significant achievements in 2023, marking significant advances in our sustainability initiative. We are actively working to certify more facilities in accordance with ISO 14001. What's more, we have made progress in assessing our carbon footprint, implementing eco-efficient projects, and the compliance level assessment related to the Green Deal and the Circular Economy regulations. In the area of mobility, we have approved a clean vehicle policy, which includes not only the reduction of vehicle emissions, but also the total offset of carbon emissions. We are also focusing on practical initiatives, such as the complete elimination of single-use plastic bottles and assessing the feasibility of installing new solar panels.

On the social front, we support our commitment to corporate social responsibility with a significant track record of actions. Since 2019, we have progressively intensified our initiatives, carrying out 12 actions that year, followed by 44 in 2020, 60 in 2021, a total of 112 in 2022, and 200 in 2023.



Werfen headquarters

Plaza de Europa nº 21-23
08908 L'Hospitalet de Llobregat
Barcelona, Spain
+34 934 010 101

werfen.com