

# Sustainability Report 2024



werfen





*"Sustainable development is the development that meets the needs of the present without compromising the ability of future generations to meet their own needs."*

**Gro Harlem Brundtland**  
Former Prime Minister of Norway



# Table of contents

Letter from the Chairman	5
Our approach to sustainability	6
Sustainability policies	8
Vision and strategic principles	14
Objectives	16
Climate change impact study	20
An overview of Werfen	22
ESG Double Materiality Assessment	24
Reverse Materiality Assessment	26
2024 Highlights	28
ESG ratings	30
Our ESG actions around the world	31
In their words	32
Sustainability Seeds	34
Prioritizing the SDGs	35
SDG 1. No poverty	36
SDG 2. Zero hunger	42
SDG 3. Good health and well-being	48
SDG 4. Quality education	68
SDG 5. Gender equality	78
SDG 6. Clean water and sanitation	82
SDG 7. Affordable and clean energy	86
SDG 8. Decent work and economic growth	90
SDG 9. Industry innovation and infrastructure	92
SDG 10. Reduced inequalities	96
SDG 11. Sustainable cities and communities	100
SDG 12. Responsible consumption and production	106
SDG 13. Climate action	114
SDG 15. Life on land	116
SDG 17. Partnerships for the goals	120
Looking ahead to 2025	122







# Letter from the Chairman

I'm pleased to present our 2024 Sustainability Report.

This report contains our primary sustainability goals and their measurable results in 2024. It also showcases the 215 impactful initiatives we have undertaken throughout the year, both globally and locally, addressing critical environmental and social challenges.

Once again, I am amazed by our people's ambitious and unwavering commitment to sustainability worldwide and building a better future for all. I deeply appreciate the efforts of our employees, who generously contribute their time and resources to support those in need year after year.

Additionally, I'm humbled by the significant social impact of our products and solutions. In 2024, our installed base of 92,318 active instruments provided vital clinical results that allowed healthcare professionals to make well-informed decisions and improve patient outcomes worldwide. With the acquisition of Omixon in October of this year, we strengthened our Transplant portfolio. The deal aligns seamlessly with our purpose to advance patient care worldwide through innovative specialized diagnostics.

On the environmental front, Werfen has taken decisive steps to address climate-related challenges in 2024. We achieved ISO 14001 certification for six facilities, including our technology centers in Barcelona (Spain), San Diego (United States), Munich (Germany), and Ascoli Piceno (Italy), as well as our headquarters in Barcelona. We have adopted cleaner vehicle policies, maintained 90% of clean electrical power, reduced single-use plastics and waste, expanded solar energy use at our facilities, and optimized shipments to cut CO<sub>2</sub> emissions.

Finally, I sincerely thank all the employees who contributed to achieving our 2024 sustainability goals. It's by adding up all our local actions and individual efforts that we drive positive change together.

Sincerely,

**Marc Rubiralta**  
Chairman



*\* Corporate Sustainability Reporting Directive.*



# 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:



PEOPLE

### Social equality

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



PLANET

### Environmental protection

Our impact on the environment including CO<sub>2</sub> emissions, waste management or biodiversity.



PROSPERITY

### 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 empowering 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.

# Sustainability policies



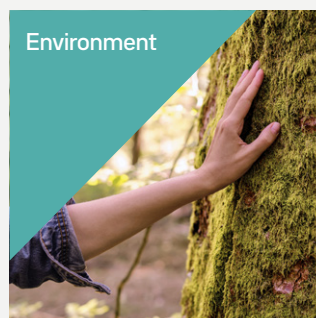
Human Rights

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



Labor Rights /  
Decent Work

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]



Environment

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



Anti-corruption

15. Anti-corruption

## 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.



# 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 well-being, 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, well-being, 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 well-being 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 well-being of our workforce.

We recognize that a safe and healthy working environment is essential for the well-being 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 well-being 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 well-being 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

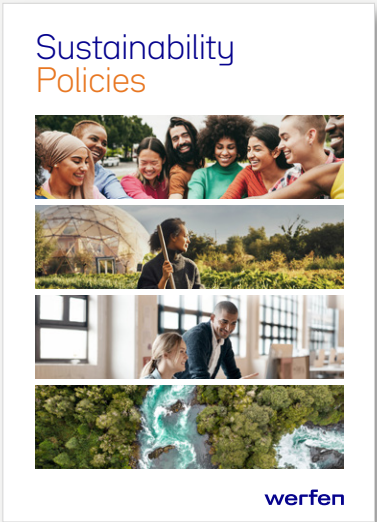
Werfen does not allow any of its directors, administrators, employees or collaborators to receive, request or accept, whether directly or through an intermediary, any unjustified benefit or advantage as remuneration in order to unduly favor the other party in the acquisition or sale of goods, in the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

---

### 1. Good health and well-being

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.



## ➤ 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.



# 2024 Objectives

Goal	Related Strategic Principle	Units	Objective 2024	Results 2024
<b>01</b> <i>CO<sub>2</sub> neutralization (55% in 2030 and 100% in 2050)</i>	6. Carbon Neutrality	% (estimated) vs emissions of the same year*	-71%**	-71.34%
<b>02</b> <i>Solar panels self generation electrical power</i>	6. Carbon Neutrality	Kwh per year	609,203	1,463,647
<b>03</b> <i>Full elimination of single use water plastic bottles in all sites (pre acquisition of Immucor)</i>	6. Carbon Neutrality	% of sites	90%	100%
<b>04</b> <i>Car emissions offset</i>	6. Carbon Neutrality	% of CO <sub>2</sub> tons	Offset 100% car emissions in 2024	100% (6,891 CO <sub>2</sub> tons)
<b>05</b> <i>Industry, innovation and infrastructure: R&amp;D investment</i>	1. Good Health and Well-being	% vs sales and absolute value investment	+7% \$188M	+8% \$189.2M
<b>06</b> <i>Reduce car emissions</i>	6. Carbon Neutrality	% CO <sub>2</sub> by car	-3%	-12%
<b>07</b> <i>Consolidation of shipments to selected customers (more weight per shipment in Europe, thus fewer shipments and less CO<sub>2</sub> emissions)</i>	8. Supply Chain Sustainability	% of weight increase per shipment	5% (Spain + Germany + Italy)	5.08 % (Spain + Germany + Italy)
<b>08</b> <i>Clean electrical power energy policy, implemented worldwide</i>	6. Carbon Neutrality	% clean energy	85%	90%
<b>09</b> <i>ISO 14001 implementation in 5 technology centers: Lliçà d'Àmunt, San Diego [2], Munich and Ascoli</i>	4. Social and Environmental Actions	number of technology centers	ISO 14001 External Certification issued in all the 5 TCs	5***
<b>10</b> <i>SDG4 Quality education: total training hours per year</i>	4. Social and Environmental Actions	hours of training per year	802,669	829,597



Goal	Related Strategic Principle	Units	Objective 2024	Results 2024
<b>11</b> <i>ESG EU annual reporting (Climate Change Law, CSRD, EU Taxonomy)</i>	9. Transparency and Reporting	CSRD report done	CSRD draft report	CSRD double materiality matrix
<b>12</b> <i>Understand, implement and track new Green Deal + Circular Economy regulations</i>	2. Sustainable Products	% of Meetings done	100%	100%
<b>13</b> <i>SDG 7 Affordable and clean energy ; SDG 12 Responsible consumption and production; and SDG 13 Climate Action</i>	4. Social and Env. Actions and 6. Carbon Neutrality	number of actions per SDG	4	5.30 and 4
<b>14</b> <i>Hold 2 Global Sustainability Ambassadors meetings per year</i>	3. Governance and 5. Employee Engagement	number of reported meetings	2	2
<b>15</b> <i>Waste reduction in ISO 14001 certified sites</i>				
15.1 Tarancon (Spain) <80% waste	7. Reduce Waste	Kg/Number Delivery Notes x 100	<80%	N/A****
15.2 Whole Blood Hemostasis (San Diego, USA) Reduce waste landfill > 5%	7. Reduce Waste	% of decrease of landfilled waste	-5% tons per month	-5.94% tons per month
15.3 Roncello (Italy) Reuse of cooling packs	7. Reduce Waste	% Savings in packaging cost	20%	20%
15.4 Orangeburg (USA) Send waste to energy program instead of landfill	7. Reduce Waste	lbs.	105,000	176,893
<b>16</b> <i>SDG 3 Good Health and Well-being</i>	1. Good Health and Well-being	number of global actions	> 20	69
<b>17</b> <i>SDG5 Gender equality</i>	4. Social and Environmental Actions	% women employees	> 43.5%	45%

\* Excluding clean energies and carbon offset. Scope 3 product transportation to customers excluded from the calculations.

\*\* 2024 objective recalculated, excluding product transportation to customers (changed from 39% to 71%).

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

\*\*\*\* N/A in 2025 as we left Tarancon distribution center FY 2024.

# 2025 Objectives

Goal	Related Strategic Principle	Units	Objective 2025
<b>01</b> <i>CO<sub>2</sub> neutralization (55% in 2030 and 100% in 2050)</i>	6. Carbon Neutrality	% (estimated) vs emissions of the same year*	-72%
<b>02</b> <i>Solar panels self generation electrical power</i>	6. Carbon Neutrality	Kwh per year	> 1,400,000
<b>03</b> <i>Car emissions offset</i>	6. Carbon Neutrality	% of CO <sub>2</sub> tons	Offset 100% car emissions in 2025
<b>04</b> <i>Industry, innovation and infrastructure: R&amp;D investment</i>	1. Good Health and Well-being	% vs sales and absolute value investment	-8.5% \$200M
<b>05</b> <i>Reduce car emissions</i>	6. Carbon Neutrality	% CO <sub>2</sub> by car	-4%
<b>06</b> <i>Consolidation of shipments to selected customers (more weight per shipment in Europe, thus fewer shipments and less CO<sub>2</sub> emissions)</i>	8. Supply Chain Sustainability	% of weight increase per shipment	5% (Spain + Germany + Italy + Colombia + Brazil + Mexico + UK)
<b>07</b> <i>Clean electrical power energy policy, implemented worldwide</i>	6. Carbon Neutrality	% clean energy	90%
<b>08</b> <i>ISO 14001 implementation in 1 technology center</i>	4. Social and Environmental Actions	1 technology center	Initiate implementation in Norcross site
<b>09</b> <i>SDG4 Quality education: total training hours per year</i>	4. Social and Environmental Actions	hours of training per year	≥ 830,000



Goal	Related Strategic Principle	Units	Objective 2025
<b>10</b> <i>Waste reduction in ISO 14001 certified sites</i>			
10.1 Roncello (Italy) Reuse of cooling packs	7. Reduce Waste	% Savings in packaging cost	20%
10.2 Orangeburg (USA) Send waste to energy program instead of landfill	7. Reduce Waste	lbs of waste/1,000 units produced	4.8 lbs of waste/1,000 units produced
<b>NEW</b> 10.3 Increase re-use or recycling of waste in Mexico	7. Reduce Waste	% of total kg	40%
<b>NEW</b> 10.4 Ensure "zero waste landfill" is met in Warrington, UK	7. Reduce Waste	Kg of waste to landfill	0
<b>11</b> <i>Electrical power consumption reduction</i>			
<b>NEW</b> 11.1 Reduce in Werfen Tower (Spain)	6. Carbon Neutrality	% Kwh/employee per year	-5%
<b>NEW</b> 11.2 Reduce in Mexico	6. Carbon Neutrality	% Kwh/employee per year	-2%
<b>NEW</b> 11.3 Maintain or reduce in Immunoassay Technology Center (Spain)	6. Carbon Neutrality	% Kwh/per year	< 0%
<b>12</b> <i>SDG5 Gender equality</i>	4. Social and Environmental Actions	% women employees	> 45%

\* Excluding clean energies and carbon offset. Scope 3 product transportation to customers excluded from the calculations.

# Climate change impact study

In 2024 we reviewed and updated the 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 2024 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 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.



*"This year, we have set important and ambitious sustainability objectives for Werfen and revised our Climate Change Impact Study accordingly. We believe this report will play a significant role in future CSRD reporting."*

**Marc Bellosta**

VP of Sustainability





## ▾ Read the full study here

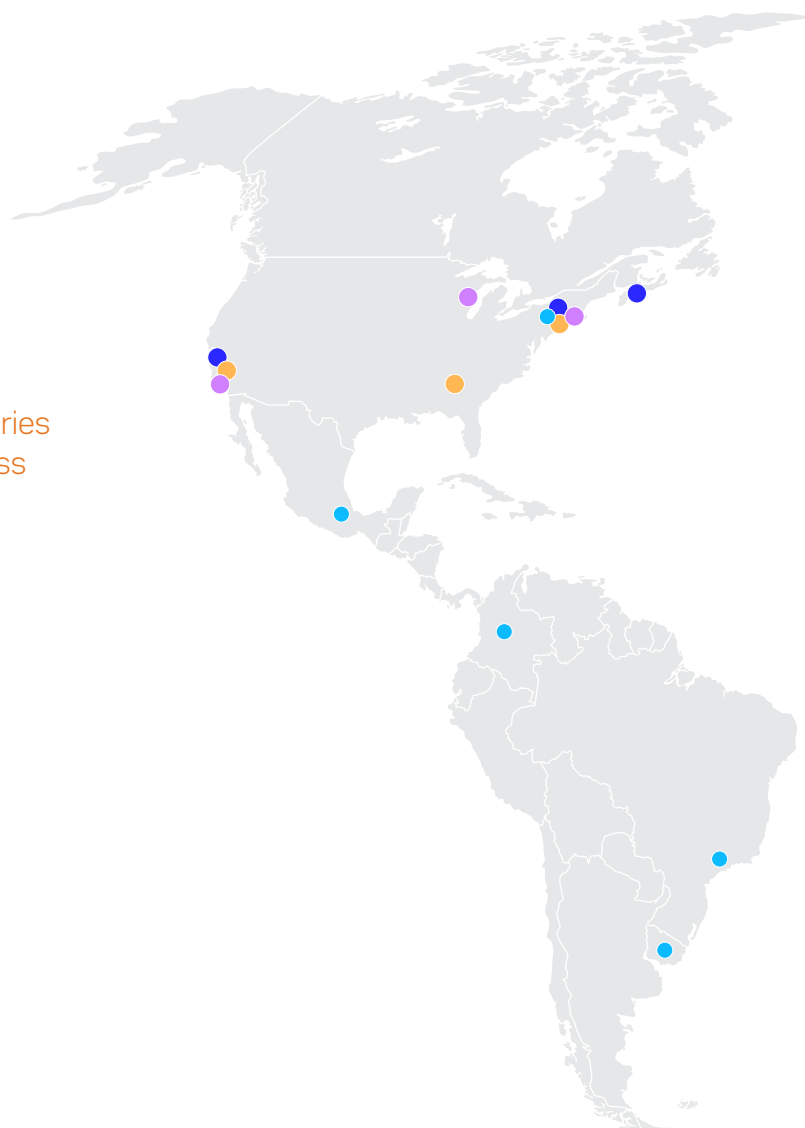
In Appendix 2 you can find the full **2024 Climate Change Impact Study**, where you can read all about our strategy, and specifically:

- 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 in 2024
- 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 and Transplant.



## Total sales

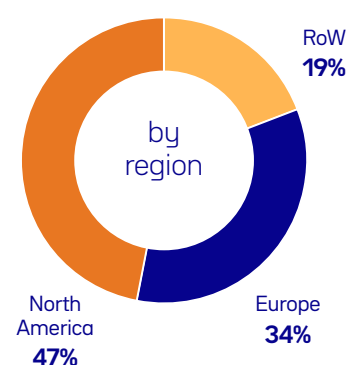
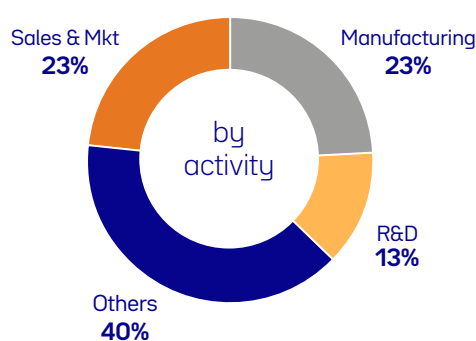
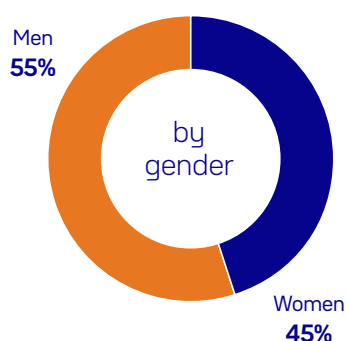
2024 **€2.2** billion

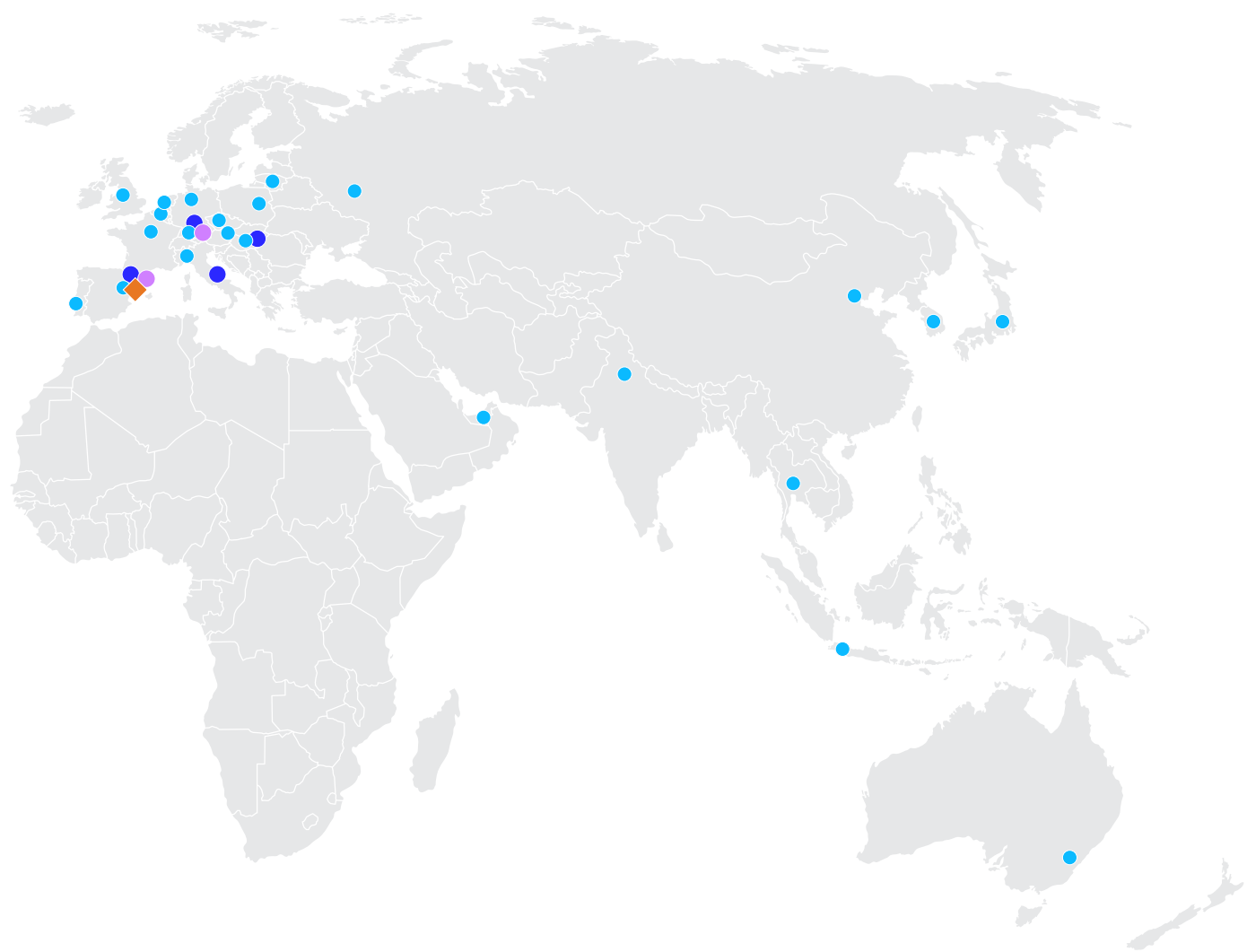
## Investment in R&D

2024 **€179** million

## People working at Werfen

2024 **6,890** employees





## Werfen around the world

### ◆ Company Headquarters

*Barcelona, Spain*

### ● Business Line Headquarters and Technology Centers

Hemostasis and Acute Care  
Diagnostics  
*Bedford, MA, USA*

Autoimmunity  
*San Diego, CA, USA*

Transfusion and Transplant  
*Norcross, GA, USA*

### ● Technology centers

Whole Blood Hemostasis  
*San Diego, CA, USA*

Hemostasis and Blood Gas Reagents  
*Orangeburg, NY, USA*

Patient Blood Management  
*Munich, Germany*

Immunoassay Technology Center  
*Barcelona, Spain*

Transplant  
*Waukesha, WI, USA*

### ● Other locations

*Warren, NJ, USA*

*Halifax, Nova Scotia, Canada*

*Mountain View, CA, USA*

*Dreieich, Germany*

*Budapest, Hungary*

*Ascoli Piceno, Italy*

*Sant Esteve Sesrovires, Spain*

### ● Affiliates

Australia  
Austria  
Belgium  
Brazil  
Canada  
China  
Colombia

Czech Republic  
France  
Germany  
Hungary  
India  
Italy  
Japan

Lithuania  
Mexico  
Netherlands  
Poland  
Portugal  
Russia  
South Korea

Spain  
Thailand  
UAE  
UK  
Uruguay  
USA



# ESG Double Materiality Assessment

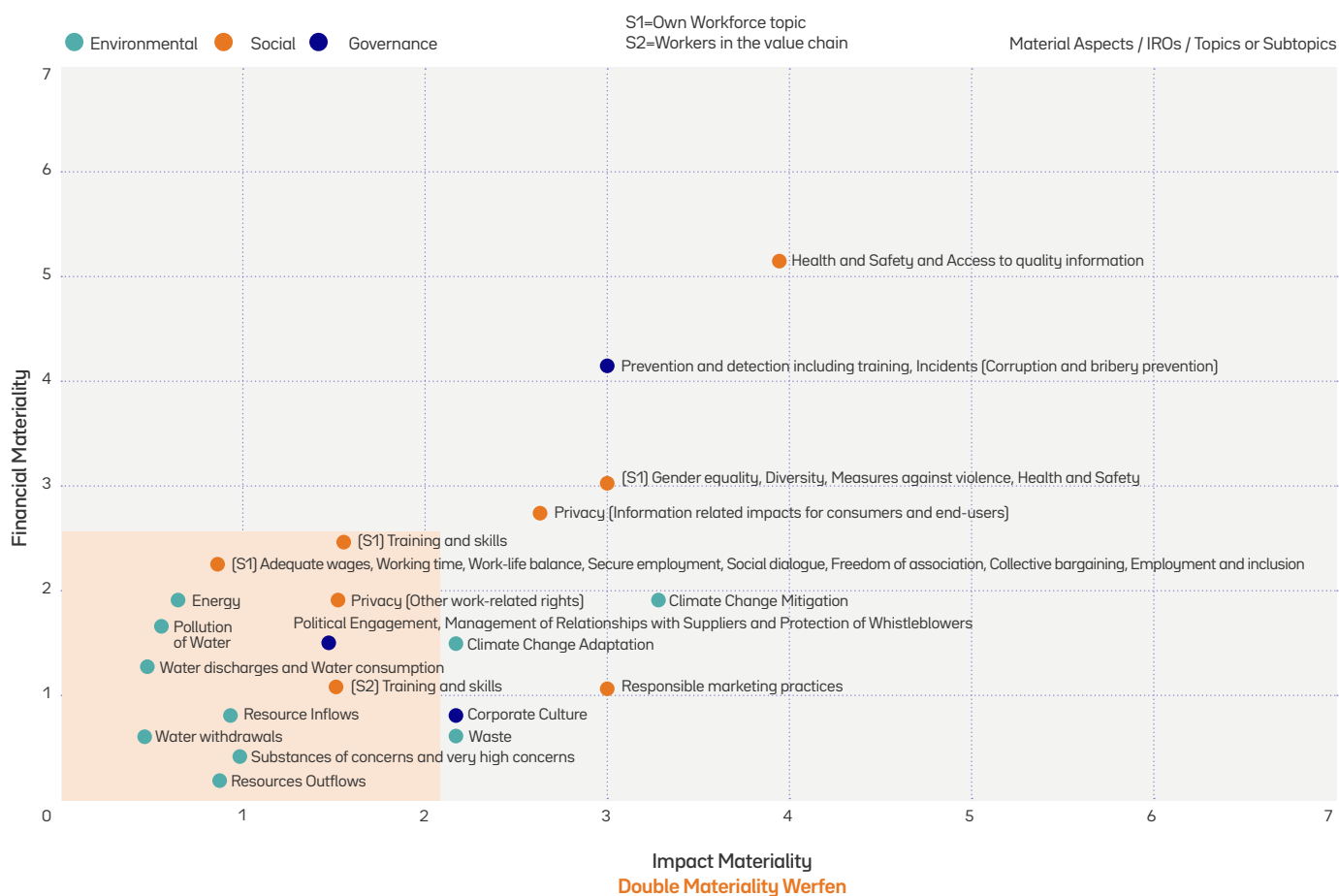
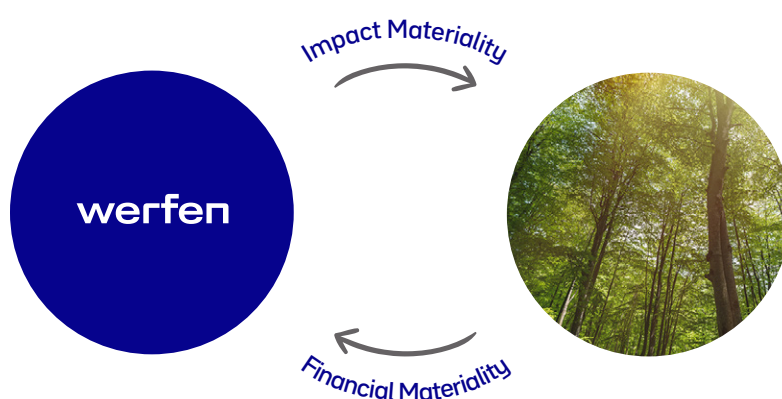
In 2024 we completed our first edition of the double materiality matrix, following the Corporate Sustainability Reporting Directive (CSRD). This exercise positions us for future global reporting requirements under the CSRD framework and helps us ensure an effective sustainability action plan and program.

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	☑		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Sustainability.	Long-term sustainability.
Governance Bodies	☑		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Sustainability.	Long-term sustainability.
Financial Community		☑	Meetings, online meetings, email and website.	Sustainability.	Long-term sustainability.
Personnel	☑		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.
Customers		☑	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		☑	Email, meetings, online meetings, social media, telephone, website.	Sustainability and profitability.	Long-term partnership.
Regulatory Bodies		☑	Email, meetings, online meetings, inspections, telephone, formal documentation , online portals, website.	Regulatory compliance.	Regulatory compliance.
Health Competent Authorities		☑	Email, meetings, online meetings, inspections, website.	Regulatory compliance.	Regulatory compliance.
Notified/Certification Bodies		☑	Audits, email, meetings, online meetings, telephone, website.	Regulatory compliance.	Long-term partnership.
National/International Associations		☑	Email, meetings, online meetings, telephone, website.	Membership.	Long-term partnership.
Communities where we operate		☑	Website, social media.	Positive social impact.	Long-term sustainability.
Patients		☑	Website, social media.	Safe product.	Safe product.
Planet		☑	Environmental interaction.	Neutral or positive environmental impact.	Long-term sustainability.
Employment Candidates		☑	Website, interviews, social media, email, telephone, job fairs.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.

2. The matrix below is a visual representation of:

- Impact Materiality:** How our company impacts the environment and the society in each topic and subtopic (positive or negative impact)
- Financial Materiality:** Which risks and opportunities the environment and the society generate in our company for each topic and subtopic (risks and opportunities)



# Reverse Materiality Assessment

In 2024 we also performed a Reverse Materiality Assessment, an 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

PEOPLE

Social equality

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

Impact on healthcare

92,318

active instruments base

Work stability

6,776

full-time employees

Employee development favorability

69%

Employee training

829,597

hours

Fair wage

29.15%

of the total turnover



PLANET

PLANET

Environmental protection

Our impact on the environment including CO<sub>2</sub> emissions, waste management or biodiversity.

Re-use of instruments

1,166

refurbished active instruments in 2024

Energy consumption

55,618,662

Kwh

Emissions

90,028

Tons CO<sub>2</sub> [estimated]

Waste

2,687

Tons

Water

115,947

m<sup>3</sup>

Land use

466,520

m<sup>2</sup> [estimated]



PROSPERITY

PROSPERITY

Economic development

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

GDP contribution

€2,184

million in sales

Employment

6,776

full-time employees

Taxes

€85

million [income tax paid]



# 2024 Highlights

In 2024 we took decisive steps to address climate-related challenges, as well as furthering our commitment to strengthen communities, promote equality, and improve the well-being of our employees.

## Environmental

On the environmental front, 2024 was an impactful year for our sustainability project—a year in which we took decisive steps to address climate-related challenges.

We certified **six of our facilities\*** in accordance with ISO 14001, and we are working to obtain a LEED certification for our new building in Bedford, MA.

We continue to implement our **cleaner vehicle policy**, doubling the number of electric vehicles in 2024 (83 vs. 40 in 2023).

We are also focusing on **reducing plastic and waste**, expanding the use of solar energy at our facilities, such as in our new warehouse in the United Kingdom, which is now fully operational, and optimizing our shipments to **cut down on CO<sub>2</sub> emissions**. In fact, we have expanded this specific CO<sub>2</sub> objective to more territories this year.

### % of electrical power from Clean Energy

2023 88%

2024 90%

#### \*Certified ISO 14001 sites:

1. Immunoassay Technology Center in Barcelona, Spain
2. Autoimmunity Technology Center in San Diego, USA
3. Whole Blood Hemostasis Technology Center in San Diego, USA
4. Patient Blood Management Technology Center in Munich, Germany
5. Manufacturing site in Ascoli Piceno, Italy
6. Werfen Headquarters in Barcelona, Spain

## Social

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

In 2024, we supported **124 different organizations** with **215** social and environmental **actions**.

This record reflects our ongoing commitment to **strengthening communities**, promoting equality, and improving the well-being of our employees.

Additionally, our solutions continue to make a significant social impact, contributing to the **advancement of patient care** around the world. In 2024 we had 92,318 active instruments, providing vital clinical results to support medical decisions.

Our range of solutions for better healthcare continues to expand year on year. In October, we acquired Omixon strategically, strengthening our Transplant portfolio.

### Organizations supported

2023 95

2024 124

### Total actions in support of foundations and NGOs

2023 200

2024 215

## Governance

Our commitment to ethical practices and transparency remains steadfast.

In 2024, we performed our first **Double Materiality Assessment** based on the new Corporate Sustainability Reporting Directive (CSRD) in preparation for future CSRD global reporting requirements. This assessment aims to understand both how we impact the environment and society and what risks and opportunities the environment and society generate for us.

We performed our annual **Climate change impact study** to better manage our greenhouse gas emissions and other climate-related impacts.

And **we improved both ESG ratings** we participate in, proving our unwavering commitment to ESG best practices and transparency.

Every action we take—from corporate sustainability initiatives to participating in the UN Global Compact, to the issuance of annual reports—is aligned with our key objectives and reflects our core values and principles.

We stand firm with our ethical and sustainable practices.



# ESG ratings

Since 2022, we have participated in diverse external ESG ratings to measure our performance and risks, as well as to benchmark against our peers for further progress. In 2024, we improved our scores, both in the Morningstar Sustainalytics ESG Risk Ratings and in the S&P Global CSA, proving our unwavering commitment to best practices and transparency.

## Morningstar Sustainalytics

On December 17, 2024 we received our annual ESG Risk Rating update by Morningstar Sustainalytics with a score of 18.8, improving the 20.8 inaugural score obtained in 2023.

This upgrade now shifts us from “Medium Risk” to “Low Risk” category for experiencing material financial impacts from ESG factors. We also retained our position in the Top 10 Medical Devices companies rated by Morningstar Sustainalytics, raking 8th out of almost 200 companies (as of March 2025).

Morningstar 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 multidimensional 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](#).

Copyright ©2024 Morningstar Sustainalytics. All rights reserved. The information, data, analyses and opinions contained herein: (1) includes the proprietary information of Sustainalytics and/or its content providers; (2) may not be copied or redistributed except as specifically authorized; (3) do not constitute investment advice nor an endorsement of any product, project, investment strategy or consideration of any particular environmental, social or governance related issues as part of any investment strategy; (4) are provided solely for informational purposes; and (5) are not warranted to be complete, accurate or timely. The ESG-related information, methodologies, tool, ratings, data, and opinions contained or reflected herein are not directed to or intended for use or distribution to India-based clients or users and their distribution to Indian resident individuals or entities is not permitted.

Neither Morningstar Inc., Sustainalytics, nor their content providers accept any liability for the use of the information, for actions of third parties in respect to the information, nor are responsible for any trading decisions, damages or other losses related to the information or its use. The use of the data is subject to conditions available at <https://www.sustainalytics.com/legal-disclaimers>.

## S&P Global

On January 31, 2025 we were also awarded a score of 50 out of 100 by S&P Global Corporate Sustainability Assessment (CSA), improving by 3 points the score obtained the previous year (47/100) and retaining our position above industry average (MTC Health Care Equipment and Supplies).

S&P Global CSA is a widely recognized industry-specific annual assessment to evaluate corporate ESG practices. The assessment includes a comprehensive questionnaire spanning the three ESG dimensions (Environmental, Social, and Governance), resulting in individual scores for each dimension as well as an overall global ESG score. This is our third consecutive participation in the S&P Global CSA since our debut in 2022.

On top of increasing our overall score, we have also improved in the three ESG dimensions, with a significant improvement in the “E” (Environmental) side which evidences corporate efforts towards transparency.

We are proud to exceed the industry average in all three dimensions. Our ongoing ESG initiatives reflect our strong commitment to upholding best market practices. We are dedicated to continuously enhancing our efforts for future improvement.

## Morningstar Sustainalytics ESG Risk Rating

2023 20.8 [Medium Risk]

2024 18.8 [Low Risk]

## S&P Global CSA

2023 47 out of 100

2024 50 out of 100

# Our ESG actions around the world

With 215 actions reported from our teams around the world, 2024 was an impactful year for our sustainability project.



## Countries where we made a difference in 2024

Australia	France	Mexico	United Arab Emirates
Brazil	Germany	Poland	United Kingdom
Canada	Haiti	Portugal	United States
China	India	Spain	Uruguay
Colombia	Italy	Thailand	

# In their words

Our volunteers play a vital role in advancing the UN SDGs. Their local actions amplify the positive impact we have as a company and serve as an inspiration to us all.

These personal accounts are a testament to the power of volunteerism and the values we share. We are proud to celebrate the spirit of giving at Werfen, as our team members continue to make a difference in the world.



*"My last Impact Day was at Fundació Portolà, an organization near Barcelona dedicated to the social and labor integration of individuals with intellectual disAbilities. They focus on teaching these individuals to achieve maximum autonomy while providing employment opportunities. Working alongside them was both a pleasure and an incredibly fulfilling experience."*

**Ingrid Tusquets**  
Senior Legal Counsel  
[Impact Day - Spain](#)



*"Being part of the volunteer committee in Mexico has given me the chance to enjoy good moments while contributing to our community. I had the opportunity to lead an initiative to spend time with elderly residents in various nursing homes across the country, providing them with basic necessities. This unforgettable experience allowed us to talk, laugh, and listen to their stories, filling us with joy and valuable lessons. I am excited to visit them again this year and spend quality time with this amazing group!"*

**Sofia Dolores Rojas García**  
Contract Analyst  
[Solidary hands project - Mexico](#)



*"I appreciated the opportunity to experience the joy of giving through Werfen's volunteer program, and to discover the profound impact one person can make."*

**Eta Tilahun**  
Quality Operations Associate, Transfusion and Transplant  
[Saving the woodlands - United States](#)





*"Volunteering with Fundación Josep Carreras in December was meaningful to me. We created kits for hospitalized children and their families. As a new mom, I felt a deep connection to these families, and it was important to support and bring them strength during challenging moments."*

**Raquel Moreno**

Supply Planning Manager

Collaborating with Fundación Josep Carreras – Spain



*"My day started early putting on my Kidney Research t-shirt, and helping with the setup putting banners on the bridges and getting ready to register all the walkers. It was a great atmosphere at the starting line with music and a group warm-up. At the end, the bagpipers and drummers were there to greet all the walkers."*

**Fiona McSharry**

Quality & Regulatory Manager

Supporting kidney research - United Kingdom

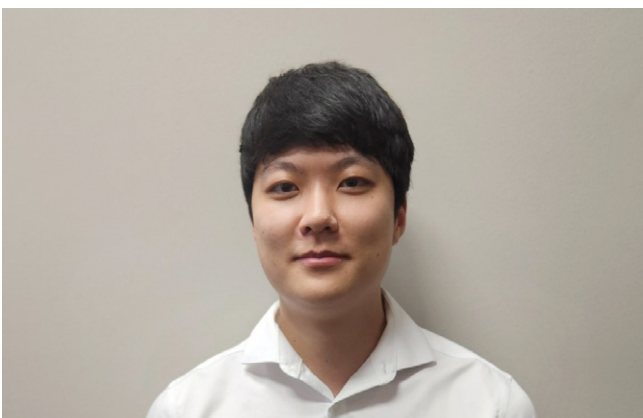


*"Helping those facing challenges like cancer was truly gratifying. I'm glad I could help move supplies so the kids could enjoy camp. As a parent, nothing brings me more joy than seeing kids smile and laugh - knowing I helped other parents do the same made it all worthwhile!"*

**Jose Villarreal**

Manager, L&D Training, Transfusion and Transplant

Supporting families affected by childhood illness and cancer – United States



*"It felt great to help and work outdoors for a change. I had a positive experience volunteering at an animal shelter last year, so I decided to do it again this year."*

**Andrew Hwang**

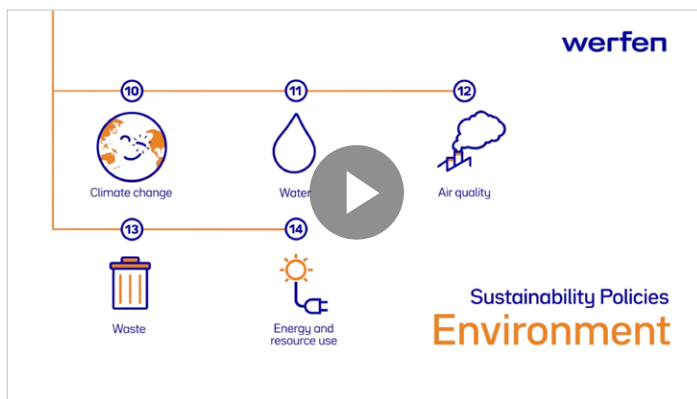
Monoclonal Production Technologist

Earth Day – United States

# Sustainability Seeds

Twice a year, we share a seed of information with short but insightful tips or tools to get our employees clued-up on sustainability and our efforts and programs.

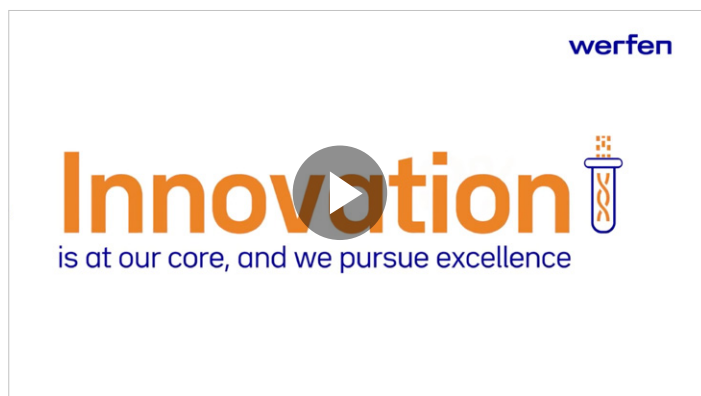
These are the two episodes we released in 2024.



## Episode 7 Sustainability policies

In June, we shared a Sustainability Seed to present our 15 sustainability policies. These policies guide us in our decision-making and our journey towards a more sustainable future in the areas of human rights, labor rights, environment, and anti-corruption.

[Watch it here.](#)



## Episode 8 Good health and well-being

Every year, Werfen contributes to the UN Sustainable Development Goals (SDGs). Due to the nature of our business and industry, SDG 3, "Good health and well-being", is where we have the most impact.

In November, we shared a Sustainability Seed to present all the ways we supported this important goal in 2023.

[Watch it here.](#)

**Sustainabilityseeds**  
Grow your sustainability knowledge



# Prioritizing the SDGs

Although all 17 UN SDGs are important to us, we prioritize them in line with the expectations of our stakeholders, focusing more on SDGs 1, 2, 3 and 4.

## The 15 SDGs we worked towards in 2024

---



What follows is a report of the 215 social and environmental actions that our people participated in throughout 2024. We have organized them taking into consideration the SDG they primarily support.





# SDG 1.

## No poverty

End poverty in all its forms everywhere



## SDG 1. No poverty

End poverty in all its forms everywhere



### Supporting families in need during and after unplanned pregnancy – United States

In February, our Norcross, GA Transfusion and Transplant team partnered with *A Beacon of Hope* in Johns Creek, to support families facing unplanned pregnancies. Employees generously donated baby essentials to assist those in need and volunteered their time to prepare materials for the charity's annual fundraising gala, further strengthening our commitment to community care.

### School supply drive – Colombia

Colleagues from Colombia marked the beginning of 2024 with a meaningful social intervention, supporting the *Ied Kogui de Mulkwakungui* community. In January, the team provided school kits for 25 children from this low-resource community, located along the middle basin of the Don Diego River.

To deliver the kits, our team navigated across the river to reach the community, where they spent time interacting with the children and shared a lunch session, fostering a connection and reinforcing their support for their education and well-being.

 Company contribution: €380

### Supporting foster families in need – United States

Our Transfusion and Transplant team in Norcross, GA continued to support *Because One Matters*, an organization aiding foster families in need, in 2024.

In June, employees generously donated new and gently-used clothing and school supplies, which were delivered to the charity's storage facility, and later to their *Wrapped in Love Closet* in Lawrenceville, for families to pick up.



Employees in Norcross, GA with baby essentials donated to support families during and after unplanned pregnancies.



Transfusion and Transplant team members Coretta Ponder, Tammy Lowe, and Danyell Christian delivered donated clothing to *Because One Matters*.

# SDG 1. No poverty

End poverty in all its forms everywhere

## Nuestros Pequeños Hermanos – Mexico

For its *Social Responsibility Day* in June, we partnered with *Nuestros Pequeños Hermanos*, a foundation that supports vulnerable children in Latin America and the Caribbean.

Some volunteers visited their facility in Miacatlán, Morelos, to deliver employee-donated hygiene items, children's clothing, and toys; as well as balls, jump ropes and meals for 40 children donated by the company.

The team also helped with activities such as planting vegetables, sorting beans, and making tortillas, and toured the facility to learn more about the foundation's work.

 **Company contribution: €2,198.25**

 **Employee contribution: €750**



## Supporting children's health – Italy

At the Christmas event held in the Milan offices, the company supported *Fondazione Meyer*, an organization dedicated to children's health, by purchasing gifts for employees' children. The gifts, including plush toys, coloring books, and mugs, brought joy to the celebration while contributing to a meaningful cause.

 **Company contribution: €400**



## Wend Barka – Italy

For years, Werfen has supported *Wend Barka*, an international non-profit organization that supports developing countries and promotes education and health care for minors. In recent years, we have collaborated to complete the building of a nursery school for 80 children in Burkina Faso. This year, we donated €5,000 to the organization.

 **Company contribution: €5,000**



- 1 - The team in Mexico, with the 40 children at the *Nuestros Pequeños Hermanos* facility.
- 2- Seed cultivation.
- 3 - Employees with donations.



# SDG 1. No poverty

End poverty in all its forms everywhere



## Clothing drives – United States

### Orangeburg, NY

Employees donated US\$600 worth of sneakers, shoes, and boots to the *Center for Safety & Change*, which provides life-saving services to those in need.

 Employee contribution: €545.26

The team also donated shoes and clothes to *Soles4Souls*, a non-profit organization dedicated to providing relief, fighting poverty, and creating opportunities for disadvantaged people. These items were donated to the *4Opportunity* program, which helps people in low-income countries create businesses to lift themselves and their families out of poverty and build communities.

### Bedford, MA

The team organized a winter clothing drive to support two local non-profits serving unhoused individuals and low-income families in the greater Boston area. The initiative resulted in the collection of 89 new items for *Fundación Camino a Casa* and 81 gently-used items for *The Wish Project*, helping to provide warmth and comfort during the colder months.



Collected shoes for the *Center for Safety & Change*.

## Baby supply drives – United States

In February, Whole Blood Hemostasis organized a baby diaper challenge to encourage departments to compete in collecting the major number of diapers. By the end of the month, an impressive 5,342 diapers were gathered and donated to *Life Choices*, a local organization dedicated to supporting expecting parents with essential services.

 Employee contribution: €1,877.20



Collected diapers for *Life Choices*.

## Christmas boxes for young children – EEMEA and Italy

The EEMEA team partnered with *Pane Quotidiano* to support families with children up to two years old with Christmas boxes that included baby food, children's food, personal hygiene products, and sweet treats. Werfen contributed €1,000 to purchase these materials, spreading joy and care during the holiday season.

 Company contribution: €1,000

## The Earth Saviours Foundation – India

In 2024, we continued our support for *The Earth Saviours Foundation* by funding the installation of solar panels at their shelter facilities. This initiative helps provide a sustainable energy source for their operations, reinforcing our commitment to environmental protection and the well-being of the underprivileged.

 Company contribution: €12,878

---

## SDG 1. No poverty

End poverty in all its forms everywhere

### Wreaths Across America – United States

In partnership with *NY Elks Club*, the team raised US\$1,090 to sponsor *Wreaths Across America*. This initiative helps to honor veterans by laying remembrance wreaths on their graves.

 Employee contribution: €1,090



Committee members participating in wreath laying ceremony on December 14, 2024.

### Hurricanes Milton and Helene – United States

In 2024, devastating hurricanes Milton and Helene caused catastrophic damage to communities in the southeastern United States.

Responding to the urgent needs of the affected residents, Hemostasis and Acute Care Diagnostics held a campaign with the *American Red Cross* organization.

Employees donated a total of US\$10,059.24, and the company doubled this amount for a total contribution of US\$30,177.20 to assist those families and individuals impacted.

 Company contribution: €19,354.83

 Employee contribution: €9,677.42



### Supporting women in poverty – United States

Before attending the *Massachusetts Conference for Women*, the Werfen Women's Network hosted a Happy Hour fundraiser to support *Women's Lunch Place*, a non-profit organization dedicated to help women experiencing homelessness and poverty. The team collected US\$720 in total donations.

 Employee contribution: €689



Members of the Werfen Women's Network during the Happy Hour fundraiser.



# SDG 1. No poverty

End poverty in all its forms everywhere



## Fulfilling children's wishes – Germany

Like last year, we participated in the charity project *Münchener Geschenkregen*. The project aims to bring joy to socially disadvantaged children and young people in and around Munich by fulfilling their Christmas wishes.

This holiday season, we had the opportunity to fulfil 80 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 fulfil it.

All the gifts collected were then taken to Refugio so that the children received their presents on time.

 Employee contribution: €1,600



## Christmas in a shoebox – Germany

In December, Transfusion and Transplant employees participated in the *Christmas in a Shoebox* initiative by filling shoeboxes with small gifts such as pencils, toys, and stickers for children in need. These boxes were collected and shipped to underprivileged children abroad as part of *Samaritan's Purse's Operation Christmas Child* program.

 Company contribution: €76.51

 Employee contribution: €84



Fulfilling children's wishes - Germany.

## Holiday toy drive – United States

Employees from Orangeburg, NY purchased and donated toys valued at US\$1,350 to support local families and children in Orangetown during the holiday season. The toys were delivered to the local charity *Carolyn's Elves* at the *Blauvelt Volunteer Fire Company*, bringing joy to children and helping them celebrate the holidays.

 Employee contribution: €1,288.58



Toys donated by employees in Orangeburg to support local families during the holiday season.





# 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



### Harvesting for those in need – United States

In September, 11 employees from our Warren, NJ team, volunteered at America's Grow-A-Row farm in Pittstown. Together, they worked in the fields to harvest 18,720 pounds of eggplant, providing 74,880 servings of fresh produce for local individuals and families facing food insecurity.



1 - Group picture at the farm. 2 - Volunteers harvesting in the field. 3 - Passing the harvested crops for collection 4 - Volunteers showing pride in their harvested eggplants.



## SDG 2. Zero hunger

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

### Food drives

#### San Diego, CA

The Whole Blood Hemostasis team partnered with *Cuidad de los Niños Tijuana*, an organization dedicated to the care of left-behind children. Employees provided food items that were in need, as juice boxes, cereal, snacks, peanut butter, canned goods, notebooks and trash bags.

 Employee contribution: €1,407.90

#### Norcross, GA

In March, during National Nutrition Month, our Transfusion and Transplant team joined forces with the *American Heart Association* and the *Lucky Shoals Community Association* to address food insecurity. Through this partnership, they collected health pantry items and assembled nutrition kits, directly contributing to the dietary support of local families in need. Employees packed and delivered the kits using the donated items.

#### United Kingdom

The UK Sustainability team organized a donation drive to support a local food bank, emphasizing the importance of assisting those in need, especially during the holiday season. This initiative highlighted the team's commitment to giving back to the community and making a meaningful difference in the lives of individuals facing hardship.

 Company contribution: €241.51



Bags and boxes filled with food donations collected in the United Kingdom.



Team members in Norcross volunteering at a food drive to support local families in need.



## SDG 2. Zero hunger

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



Communication sent to employees in Italy and EEMEA for the food collection campaign to support *Pane Quotidiano*.

### Italy and EEMEA

For the fourth year, we continued to support social projects from the local non-profit organization *Pane Quotidiano* in Milan. Each month, they collected and donated food and goods for people in need.

In November, colleagues from Italy volunteered with the local NGO *SOS Bambini* for a food collection day. The food was donated to children in need in Milan and Romania.

Also in November, the Accounting Department in Italy held a team-building day to support *Pane Quotidiano*, a local non-profit organization in Milan. The team participated in food collection efforts to help people in need, combining teamwork with a community impact.

### Supporting flood victims – Brazil

In May, the Barueri office donated essential supplies to support the flood victims in Rio Grande do Sul. The donations included water bottles, salt, paper towels, soap, toothpaste, and various food items.



Supporting flood victims – Brazil.

## SDG 2. Zero hunger

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

### Together we can help Valencia

In November, following the devastating floods caused by torrential rains in Valencia we launched the *Juntos Podemos Ayudar Valencia* campaign in Spain and Portugal.

Werfen made an initial donation of €50,000 to the *Food Bank of Valencia* to provide immediate support. Additionally, employees were invited to participate voluntarily in the campaign by donating amounts of €15, €20, €30, or any other preferred sum directly through

their December payroll. To amplify the impact of these efforts, the company tripled the total contributions made by employees.

The funds collected were divided between *Banco Alimentos* in Valencia and Barcelona.

 **Company contribution: €90,680**

 **Employee contribution: €13,560**

### Volunteering at food banks – United States

#### Norcross, GA

In December, employees from our Transfusion and Transplant team volunteered at the *Atlanta Community Food Bank Center* by stocking shelves and assisting families in need with grocery checkout, bagging and pick-up.

#### Warren, NJ

In December, employees from our Transplant team in Warren, NJ volunteered their time at the *Community FoodBank of New Jersey* to combat food insecurity in the state. They packaged 6,144 bags of pasta, which were distributed to local food pantries, kitchens, schools, and families.



Norcross team members volunteering at the Atlanta Community Food Bank.



1 - Team members packing bags of pasta at Community FoodBank of New Jersey. 2 - Group photo of the volunteers who participated in the initiative.



## SDG 2. Zero hunger

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

2 ZERO HUNGER



### A Christmas dinner for children – Brazil

In December, we supported a Christmas dinner for 170 children cared for by *Colinas Institute*, a nearby NGO in Barueri, São Paulo. The event took place at the foundation facilities, and involved the collaboration of employees and their families. All employees were invited to contribute by donating money to purchase food for the dinner. Six employees, joined by four of their children, volunteered to help prepare and organize the event.

 **Company contribution: €850**

 **Employee contribution: €240**



### Donating for food security

#### Canada

On December 3, the team in Halifax donated its social committee budget to *Feed Nova Scotia*. The donation coincided with Match Day, doubling its value and amplifying the impact on food security in the community.

 **Company contribution: €1,347.50**

#### United States

Employees in Bedford, MA donated to the *Merrimack Valley Food Bank* as part of the 2024 Holiday Party initiative. Werfen matched their contributions two-fold, amplifying support for the food bank's mission of providing food and essentials to those in need across Massachusetts.

 **Company contribution: €9,214**

 **Employee contribution: €4,607**



Employees from Brazil supporting the Christmas dinner for children.

### Serving meals to those in need – United States

Throughout the second half of the year, around 30 employees from our Waukesha, WI team volunteered at the *Hope Center*. The center's *Outreach Meals* program addresses the need of hunger in the community among the homeless, those living in rooming houses or shelters, families trying to stretch their budget, and elderly persons on a fixed income by offering hot, nutritionally balanced meals. Every meal served allows guests to save money, which in turn can also help to provide shelter.





3 GOOD HEALTH  
AND WELL-BEING



# SDG 3.

## Good health and well-being

Ensure healthy lives and promote well-being  
for all at all ages



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Fighting Multiple Sclerosis – United States

In May, our *Community Involvement Committee* in Orangeburg, NY raised US\$1,350 to support the *National Multiple Sclerosis Society's* mission to cure this disease and empower those affected to live their best lives. In June, committee members participated in the *MS Rockland 5K*, demonstrating our commitment to supporting individuals and families impacted.

 Employee contribution: €1,282.50



### Padel league – Spain

What better way to improve your health and well-being than with an internal padel tennis tournament with colleagues? From May to December colleagues from our Immunoassay Technology Center teamed up and competed against each other playing padel matches each two weeks.

 Company contribution: €1,800



Orangeburg employee's attending the Multiple Sclerosis Walk at Rockland Lake.

### Hamper raffle – United Kingdom

During the Annual Sales Meeting, a hamper raffle was held. The winner of the hamper had the opportunity to select a charity to benefit from the proceeds. Employee Fiona McSharry chose *Cancer Research UK*, with £271 raised for the cause.

 Employee contribution: €327.24

### No Finish Line Paris – France

Colleagues from France participated in the event *No Finish Line Paris*. For every kilometer they walked or ran between May 22 and 26, Werfen donated €1 to two associations: *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.

 Company contribution: €3,108



Participants of the No Finish Line Paris.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Blood drives

#### Spain

In June, we participated in the annual blood donation campaign. This year, 22 employees donated blood at our headquarters in Barcelona, and 29 employees did so at the Immunoassay Technology Center. The blood was donated to *Banc de Sang i Teixits de Catalunya*.

 Company contribution: €300

#### Italy

In October, we held our annual blood drive. Italian Association of Blood Donor Volunteers set up a blood bank at the entrance of our Milan office, where employees could donate much-needed blood and plasma, and learn about the importance of regular donations.

#### Germany

In October, we donated blood at the *University Hospital in Mainz*. After the donations, hospital staff guided our colleagues through the lab facilities, explaining how blood units are processed and used. It was a valuable experience, especially for back-office colleagues, to see our solutions in action.

#### Brazil

In August, we partnered with the *Hospital Israelita Albert Einstein* to host a blood donation campaign. This initiative reinforced our social commitment while contributing to our IDAP score, a supplier evaluation system by the Hospital that we have proudly won four times.

#### Mexico

We organized a blood donation campaign in collaboration with *Blooders.org* organization. The campaign included educational talks for employees about the benefits of blood donation, debunking common myths, and providing recommendations.

Employees were invited to register as volunteers, complete the necessary screening, and donate blood at a *Share Party* held at the office with support from the *Angeles Lindavista Hospital Blood Bank* and *Blooders.org*. The campaign had a significant impact, with 26 volunteers registering, 14 donating blood, and 42 patients benefiting from the initiative.

 Company contribution: €698



Blood drive in Brazil.



Blood drive in Mexico.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



Blood drive in the United States.

### United States

In September, Norcross, GA team members Mortimer Alzona, Ginny Covert, and Angel Acosta coordinated Werfen's support for a 37-donor blood drive organized by Katherine Lafourcade of the *French American Chamber of Commerce* in Peachtree Corners. We provided donuts and ice cream sandwiches to thank and encourage participants for their generous contributions.

### Colombia

In October, we organized a blood donation drive in collaboration with the building where the company is located. The initiative invited all companies within the building to participate, aiming to collect blood for *Misericordia Hospital (HOMI)*, a pediatric hospital dedicated to supporting children, particularly those undergoing cancer treatments.

The activity was coordinated with *HOMI* to meet their specific requirements, ensuring that each donated blood bag could provide transfusions for 3 to 4 children. The hospital performs approximately 1,000 monthly transfusions, highlighting the critical importance of this effort.

23 employees successfully donated blood, contributing significantly to this meaningful cause and supporting the health and recovery of children in need.



Blood drive in Germany.



Blood drive in Colombia.



Poster for blood drive in Colombia.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Running for the children– Italy

Colleagues from Italy joined the 2024 Milano Marathon with three teams participating. With the raised funds, they supported two non-profit organizations: *Mayer Foundation*, which supports Pediatric Hospitals by financing research projects, and *Dynamo Camp*, which offers Recreational Therapy programs with specific assistance to children suffering from chronic pathologies.

 Company contribution: €1,500



Italy team members participating in the Milano Marathon.

### Running for cancer – United Kingdom

In June, employee Brigitte Campbell participated in the 5K Race for Life in Shrewsbury, a nationally organized event held at various locations across the UK. The event invites participants to run or walk a pre-planned 5K route in support of *Cancer Research UK*.

Brigitte completed the race alongside two friends and raised £330, which Werfen matched, doubling the contribution to this important cause.

 Company contribution: €330

 Employee contribution: €330



Running for cancer - United Kingdom.

### Running for mental health – Uruguay

We supported *Santiago Stirling's Solidarity Challenge* to raise awareness about mental health. Santiago ran 600 kilometers from Montevideo to Artigas in 14 days, demonstrating the importance of mental strength and resilience in overcoming challenges.

Werfen contributed US\$1,000 to the initiative, with an additional US\$500 raised by the team. The funds were used to support a community kitchen in Tacuarembó, Fazenda da Esperança, and to provide Christmas baskets for families in need in rural areas.

 Company contribution: €960

 Employee contribution: €480



Running for mental health - Uruguay.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### November

#### Australia

*Movember* is a social enterprise that has been nationally operating for over 15 years raising awareness for men's health.

They originally started this by encouraging men to grow moustaches throughout November and raise donations for their efforts. Since then, it has evolved into an awareness month, during which anyone can join in by growing a Mo or "MOVE" by setting running, walking, or gym goals or by hosting awareness days.

For the last few years we have put together a team called the Werfen Moustacheneers. In 2024, we raised AUD\$1,940 among employees.

 **Company contribution: €1,175.76**

 **Employee contribution: €1,175.76**

#### United Kingdom

Employee Tom Staniforth, Warehouse Operative, participated in *Movember*, an annual event where participants grow moustaches throughout November to raise awareness of men's health issues, including prostate cancer, testicular cancer, and men's suicide. Tom took on this challenge in memory of his grandad and successfully raised £207 for the charity, highlighting his dedication to supporting this important cause.

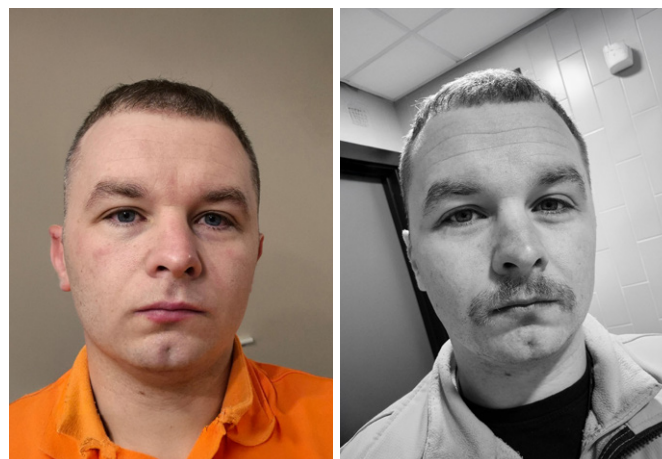
 **Company contribution: €245**

 **Employee contribution: €245**

### Supporting people with visual impairment – United States

Our team in Orangeburg, NY participated in the *Journey for Sight 5K Run/Walk*, sponsored by the *Blauvelt Lions Club*. This charity fundraiser supports three organizations dedicated to assisting the visually impaired: *Guiding Eyes for the Blind*, *Visions Vacation Camp for the Blind*, and the *Association for the Visually Impaired (AVI)* at Bridges.

 **Company contribution: €475**



1 - Employee Tom Staniforth at the beginning of the challenge.

2 - Tom after *Movember* challenge.

### Supporting Prostheses Foundation of H.R.H. The Princess Mother – Thailand

In 2024, we collected all the aluminum cans consumed in the office and donated them to the *Prostheses Foundation of H.R.H. The Princess Mother*. These cans were repurposed to support the fabrication of prosthetics, contributing to the foundation's mission of enhancing mobility and improving the quality of life for those in need.

### Supporting people dealing with bereavement – United Kingdom

We 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, for every tree Werfen planted, £0.05 is given to a charity of our choice.

We chose *Edward's Trust*, which supports individuals dealing with bereavement and loss. Their services encompass various forms of counseling, including both one-on-one sessions and small group therapy. Their support services are accessible to children and young individuals aged between 4 and 24 years, as well as parents who have experienced the loss of their baby or child, regardless of age or circumstances.

This year's planting of trees has raised £54.45 for the charity.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Fighting blood cancer

We continue to support *The Leukemia & Lymphoma Society (LLS)*, an organization dedicated to treating blood cancer.

#### Waukesha, WI

The Transplant team raised funds for *LLS* during their 2024 *Light the Night Campaign* through team fundraisers including Bake Sales, Food Sales, Pie in the Face, and Bingo as well as through individual fundraising. In September, team members attended the *LLS Light the Night* event at Henry Maier Festival Park in Milwaukee, WI in support of those impacted by blood cancer in the local community. Throughout the year, we raised US\$2,547 to research cures for this disease, with an additional US\$50 contributed through our donation matching program.

 Company contribution: €55

 Employee contribution: €2,343



#### Norcross, GA

The team hosted six team fundraisers: Pie Face, Dunk Tank, Get Iced, Team Shirt Design Contest and Sale, Popcorn Sale, and Community 5k Run/Walk, as well as individual fundraising which raised US\$16,307. Werfen covered the cost of hosting these fundraisers, contributed an additional US\$5,793 through the employee donation matching program, and made an additional US\$15,000 direct donation to *LLS*. The Norcross team also attended the *Light the Night* event at Piedmont Park in Atlanta, GA, to honor the community members affected by blood cancer. As a sponsor, Werfen hosted a community poster decorating tent at the event.

 Company contribution: €21,246

 Employee contribution: €15,002



#### Warren, NJ

Between September and November, the team also participated in *Light the Night* fundraising campaigns. We hosted five team fundraisers: Auction, Balloon Pop, Pie-in-the-face, and Loose Change Jar, as well as individual fundraising. In October, the team members attended the *LLS Light the Night* event at Mt. Kemble in Morristown, NJ, to honor community members affected by blood cancer. The team raised US\$2,875, with all donations made solely by Warren employees, plus an additional US\$125 contribution made through our donation matching program!

 Company contribution: €115

 Employee contribution: €2,645



Team members in United States supporting *The Leukemia & Lymphoma Society*.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Canada

The *Leukemia & Lymphoma Society of Canada's Visionaries of the Year* is a 10-week philanthropic competition amongst top local leaders in local communities across Canada. Local leaders go head-to-head in British Columbia, Ontario, Quebec and the Atlantic, competing for the prestigious local title of *Visionary of the Year*. The person who raises the most funds across each province will be titled the *Visionary of the Year* and will be recognized and celebrated across the country for their incredible contribution towards research, and critical programs and services that support Canadians at every step of their blood cancer experience.

John MacEachern, Senior Director of Operations, was selected as one of the 13 candidates for the Atlantic region of Canada and won the competition by breaking the record with a total of CA\$136,256 raised.

 **Company contribution: €9,619**

 **Employee contribution: €76,538**



John MacEachern, Senior Director of Operations, Canada, during his award acceptance speech.

### United States

During May, members of the Transfusion and Transplant team hosted lunchtime bake sales in Norcross, GA, and Warren, NJ to raise funds for LLS in support of John MacEachern and his *Visionary of the Year* campaign.

Baked goods were donated by the event hosts, along with contributions from other team members, helping to make the fundraisers a success.

 **Employee contribution: €1,047**



Employee Coretta Ponder at the bake sale in Norcross, GA to raise funds for The Leukemia & Lymphoma Society.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Supporting families affected by childhood illness – United States

In November, Norcross team members Lindsay Warf, Mary Tyler, and Githza Torres donated ingredients for a casserole making. Yolanda Townsend and Githza Torres then spent half a workday at the *Ronald McDonald House* in Sandy Springs, GA, preparing casseroles in the chef's kitchen.

The *Ronald McDonald House* provides lodging and meals to families of sick children, helping them stay close to the hospital where their child receives treatment.



### Strava challenge– United Kingdom

Over 11 months, 52 competitors across 4 teams participated in a *Strava challenge* logging all types of activities to contribute to their team's total. Together, they amassed an impressive 361,118 points—equivalent to approximately 368,340 minutes or 6,139 hours of activity.

The competition included a £2,000 charity prize fund, which the winning team chose to donate to *Ronald McDonald House*, supporting families traveling long distances to be with their child in hospital, and *CLAPA*, a national charity for those affected by cleft lip and palate in the UK. *CLAPA* empowers individuals to take control of their journey, connect with others, and advocate for improved care.

 **Company contribution: €2,418.33**



Employees Yolanda Townsend and Githza Torres volunteering at Ronald McDonald House in Sandy Springs, GA.

### Supporting early tuberculosis diagnosis – Mexico

In September 2024, we joined the tuberculosis diagnosis and prevention campaign led by the *Health Secretary of the State of Chihuahua*. As part of the initiative, Werfen donated 100 GeneXpert MTB tests to support early and accurate tuberculosis diagnosis for vulnerable populations.

The donation benefited 100 patients in addiction treatment centers, where access to advanced diagnostic tools is limited. This contribution supported the campaign's goal of improving tuberculosis detection and treatment, helping to address public health challenges in underserved communities.

 **Company contribution: €17,695**



Donated GeneXpert MTB tests to support early and accurate tuberculosis diagnosis.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Collaborating with Fundación Josep Carreras – Spain

In 2024, we changed our CSR strategy and focused on supporting one main foundation with a larger investment.

We supported *Fundació Josep Carreras*, whose mission is to discover a cure for leukemia and other blood-related cancers while alleviating the suffering of those affected. This year, we contributed to the Choral Program, known as *Proyecto Atención al Paciente*, by securing funding for a groundbreaking study. The study will focus on adults and young patients with aggressive blood cancers, including acute leukemias, aggressive lymphomas, and high-risk myelodysplastic syndrome. It will be conducted at the Hematology Unit of Hospital Clínic of Barcelona.

In addition, the foundation requested our sponsorship of nursing kits and other initiatives throughout the year.

 **Company contribution: €25,000**

30 employees visited *Josep Carreras Leukemia Research Institute*, an organization dedicated to biomedical research and developing personalized medicine for malignant blood diseases, with a special focus on leukemia. The team had the opportunity to see their state-of-the-art facilities and how their work is developed.

### Ronald McDonald House award – United States

Whole Blood Hemostasis was honored with a Bronze Level Award from the *Ronald McDonald House*, recognizing their role as a corporate champion. This award reflects the contributions and support we have provided throughout the year, reaffirming our commitment to making a positive impact in the community.



List of honored awardees at the Bronze Level from the *Ronald McDonald House*.

### Fantasy Football league – United Kingdom

The Service Department organized a *Fantasy Football league* for the 2023/2024 season, offering participants an engaging way to compete while supporting a good cause. Fantasy Football allows players to create imaginary teams composed of real-life football players, earning points based on the players' performance during games.

A prize of £250 was offered to be donated to the charity chosen by the league winner. Adam Johns, Service Administrator, won the league and chose to donate the prize to *Cancer Research UK*, further demonstrating the department's commitment to making a positive impact.

 **Company contribution: €296**

### Skipping for cancer – United Kingdom

Palvinder Loha participated in the *Skip for Cancer Research* initiative. Over 31 days, she completed 100 skips per day, showcasing her dedication to raising awareness and supporting vital cancer research.

 **Company contribution: €289.65**

 **Employee contribution: €289.65**



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Running for mental health – United Kingdom

Paul Watson, Laboratory Automation and Workflow Specialist, took on the challenging task of running 5 kilometers every day in 2024. His goal was to raise £1,000 for *Mind*, a mental health charity that supports individuals across England and Wales by providing information, advice, and access to local services. Paul went above and beyond, running a total of 366 days, covering 1,830 kilometers, and raising an impressive £2,367.

 Company contribution: €592

 Employee contribution: €2,300



### Recycling for cancer – Mexico

We promoted *Destapando para Ayudar* initiative, which was focused on the donation and collection of plastic caps for recycling. These caps were transformed into pellets and sold to the plastic industry, generating funds to economically support patients diagnosed with cancer. The collected caps were donated and delivered to *Asociación Anticáncer Infantil* to support their mission.

 Company contribution: €472.95



Running for mental health - United Kingdom.

### Recycling for Mastocytosis – Spain

The Immunoassay team collected plastic caps to support *Spanish Mastocytosis Foundation*. The raised funds were destined to research into this rare disease.

### Sponsoring for biomedical research – Spain

Werfen was a proud sponsor of *Camí dels Ibers*, a charity race raising funds for biomedical research. Colleagues from our Immunoassay Technology Center took part in this meaningful event, that collected a total amount of €14,500.

 Company contribution: €1,000



Collected plastic caps donated to *Asociación Anticáncer Infantil* in Mexico.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Cycling for cancer

#### Italy

In September, we supported the *La Via Francigena in Bicicletta* campaign. This initiative featured a bike ride along a historic Roman road, aiming to raise awareness among outdoor sports enthusiasts about the importance of prevention and the need to support oncology research.

The campaign was organized by *Fondazione per la Medicina Personalizzata*, a scientific organization dedicated to transforming the standard approach to disease with personalized interventions tailored to each patient.

 Company contribution: €2,000



#### United Kingdom

In June, we completed an inspiring charity cycle ride to support *Cancer Research UK*. The journey covered 102 miles, starting at the Warrington office and ending at the Transfusion and Transplant office in Solihull.

16 cyclists participated in the challenge, demonstrating exceptional teamwork, resilience, and dedication to a worthy cause. A logistical team worked behind the scenes to ensure the event ran smoothly, allowing the riders to focus on their mission.

 Company contribution: €4,799.25

 Employee contribution: €4,705.35



### Corporate run – Germany

Colleagues from Germany participated in the *J.P. Morgan Corporate Challenge*, the world's largest corporate running event. Combining fitness, friendly competition, and fun, teams of all speeds and abilities completed the 5.6-kilometer race while enjoying valuable time together outside of work.

 Company contribution: €350



Team members in the UK participating in the charity cycle ride to support *Cancer Research UK*.



---

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### B2Run in Munich – Germany

In July, colleagues from Germany joined the *B2Run in Munich*, covering 5.6 km through the Olympic Park with over 10,000 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 2024. Additionally, part of the entry fees supported the *DKMS Foundation*, dedicated to combating blood cancer on an international level.

 **Company contribution: €1,335**



### Supporting young talent in football – United Kingdom

*Harborough Town FC Emerging Talent Programme (ETP)* were extremely happy to receive sponsorship from Werfen's team for 35 bench coats for the 7 ETP teams within the club (U12-U18s).

The ETP youth program was created in 2019 to make a clear pathway into the Senior 1st team. It started out with one age group (U12s) which has now grown to 7 teams from U12 to U18 all playing primarily in the Midlands Junior Premier League which sees them traveling to opposition teams between as far as Swindon to Crewe on Saturday mornings. Some of the ETP teams also play in their Leicestershire County Leagues on Sundays as well.

The bench coats have been greatly appreciated by everyone involved in the ETP. As well as keeping them warm and dry in the colder months; they also add to the professional look of the teams. The coats will be re-assigned to the appropriate age groups each.

 **Company contribution: €3,271**



B2Run participants in Munich.

### Christmas appeal – Australia

We organized a Christmas Appeal that included a toy drive and fundraising efforts to support the *Sydney Children's Hospitals Foundation*, helping provide essential care for sick children.

 **Employee contribution: €232.73**



New toys donated by employees for Sydney Children's Hospitals Network.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Bringing better healthcare to remote communities – Australia

On August 11, employees participated in this year's *City2Surf*, a popular road running event held annually in Sydney. They had the opportunity to either join the event or donate to the chosen charity *Royal Flying Doctor Service (RFDS)*. The *RFDS* is a not-for-profit organization that provides 24/7 lifesaving emergency and primary healthcare to regional, rural, and remote communities in New South Wales, where access to healthcare is limited.

 Employee contribution: €396.66



Australia colleagues participating in *City2Surf* road running.

### Hygiene kits for people in shelters – Brazil

Employees from our Barueri office generously donated over 4 kg of hygiene kits to support individuals in shelters, ensuring they have access to essential hygiene items. These donations were contributed to the *Mini Gentilezas* project, which collaborates with various NGOs across Brazil to assist those in need.

### Ride for thrombosis – Colombia

We organized a cycling road trip to raise awareness about thrombosis. Employees participated in a 20 km ride through the city of Chía, promoting health and well-being while spreading important information about the condition.

 Company contribution: €1,100



## Werfen CONTRA LA Trombosis

¡Ven a rodar **#ContraLaTrombosis!**

➤ Fecha: viernes 1 de noviembre  
Hora: 6:30 a.m.  
Punto de Encuentro: La Rueda - El Pórtico  
Carrera 7 / Km 19 Autopista Norte  
Tiempo de la actividad: 3 Horas Máximo  
Recorrido en Bicicleta: 20 Kilómetros planos

Recuerda llevar: tu bicicleta, casco, bloqueador y termo. Si solicitaste una bicicleta de alquiler, te la entregarán en el lugar.  
El parqueadero está incluido, el desayuno se tomará en El Pórtico.

**¡Nos vemos mañana!**



1 - Communications campaign sent to Colombian employees. 2, 3 - The riders in action.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Fighting breast cancer – United States

In October, for Breast Cancer Awareness Month, Norcross, GA team members actively supported the *Susan G. Komen MORE THAN PINK* Walk. The team donated poster decorating and course cheerleading supplies and hosted two volunteer events. At a poster decorating event held at the office, team members created posters for the walk.

Later, they delivered the supplies and posters to the Atlanta, GA walk-site, where they spent a half day assisting with the setup. Their efforts contributed to creating a welcoming and supportive atmosphere.



### Supporting kidney research – United Kingdom

Fiona McSharry, Quality and Regulatory Manager, volunteered at the Glasgow Bridges Walk for Kidney Research UK. The 6.2-mile walk started at the Glasgow Science Centre and attracted participants of all ages. Fiona supported the event by assisting with setup, registering walkers, and contributing to the lively atmosphere.



1-Poster decorating event. 2-Norcross team members who supported Susan G. Komen foundation.



Employee Fiona McSharry with Glasgow Bridges Walk Mascot.



Medals given to participants.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Costumes donation for children in hospitals – Colombia

As part of the Halloween festivities, the team donated costumes to children at *Misericordia Hospital (HOMI)*. This initiative ensured that all hospitalized children could participate in the celebration, bringing joy and excitement to their stay. By providing these costumes, the hospital created a festive atmosphere, fostering a sense of normalcy and happiness during treatment.

 **Employee contribution: €500**



### Lactation room – Spain

The Immunoassay Technology Center has created a new private lactation room to better support nursing mothers. This dedicated space operates independently from the medical facility, ensuring comfort and privacy.

 **Company contribution: €7,000**



Immunoassay Technology Center new lactation room.



Costumes donation for children in hospitals – Colombia.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Employee health and well-being

#### Spain

As part of the 2024 *Well-being Program*, the Immunoassay Technology Center introduced the *WeFeel* program, a platform that offers tools and resources to handle emotional challenges.

The team organized two online sessions to explain the new service to all employees, ensuring everyone understood its purpose and benefits.

 **Company contribution: €10,000**

The Immunoassay Technology Center also organized a weekly on-site medical service to answer workers' health-related questions. The Health & Safety team, together with *Quironprevención*, collaborated to implement the initiative. This service -also available at Werfen Headquarters in Barcelona - ensures that employees can receive professional medical support directly at the workplace.

 **Company contribution: €3,400**

#### San Diego, CA

During May, employees from Whole Blood Hemostasis participated in a variety of health-focused activities to promote physical, mental, and financial well-being. The program included nutrition workshops, yoga classes, massages, and financial sessions on topics such as saving and retirement planning.



Well-being workshop in San Diego.

#### Colombia

As part of the *Well-being Week*, employees participated in a virtual Personal Finance training. During the session, an external speaker highlighted key aspects of maintaining healthy personal finances, provided useful tools, and included practical exercises to apply the concepts learned.

 **Company contribution: €724**

#### Italy

We implemented the *Benessere 360°* program, a comprehensive initiative designed to meet employees' wellness needs. It offers up to 10 individual sessions with professional *Welfood* consultants, covering topics such as sports coaching, postural education, smoking cessation therapy, caregiver support, eco-counseling, psychology, nutrition, and financial education. The program also features dedicated webinars and podcasts for engaging with the consultants.

Italy also funds a *Supplementary Health Care Fund* to provide employees with additional health services. The Fund addresses workers' needs and expectations by offering enhanced benefits. In compliance with the Italian national labor collective contract, Werfen provides €200 per employee for welfare initiatives and adds an extra €100 annually. Employees can use these contributions for various purposes, including reimbursement of education costs for children, expenses for babysitters or elderly care, supplementary pension fund payments, and vouchers for leisure and personal care goods or services.

CRAL, the Employees Recreation Centre, is an organization that promotes numerous initiatives for employees to encourage and build a family-like culture in the workplace.

This year, CRAL organized several events for our employees, including a visit to the local Carnival in Menton, France, a guided tour of exhibitions in Milan, a padel tournament, and support for the *Italian Organ Donation Association (AIDO)* through the purchase of Christmas cakes from employees.

 **Company contribution: €3,200**

#### Brazil

From September 16 to 20, we organized *Benefit Week*. Employees had the opportunity to learn more about the benefit and health program, promoting well-being at work. They had the opportunity to attend several meetings to make sure they were completely informed on all this topics.

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Mexico, Colombia, Uruguay and Brazil

LATAM developed a professional assistance service for employees and their household members, offering tools to address personal, work, and family situations. The Employee Assistance Program is confidential, available 24/7, 365 days a year, and free for employees and their beneficiaries. The program includes remote psychological assistance, legal support, pet care support, nutritional guidance, and financial and accounting assistance.

**Company contribution: €10,600**

### Mexico

In 2024, the team developed the *Compensation Initiative*, a program which aims to help employees gain a clear understanding of their compensation package and the full range of benefits offered by the organization.

As part of this initiative, the *My Compensation Manual* was introduced, and informative sessions were held from June 24 to 28, led by AON and key departments such as HR, Finance, and Commercial Effectiveness. These efforts promoted equity, transparency, and equal access to information, enabling employees to fully comprehend the total value of their benefits. The initiative contributed to increased employee satisfaction and engagement, talent retention, and a positive organizational culture.



Employee Assistance Program - LATAM.



Agenda of the Brazilian Benefit Week.



Virtual personal finance training held in Colombia.



Communications sent to employees about *My Compensation Manual* sessions in Mexico.



## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages

### Moving against thrombosis – Brazil

Our team partnered with the *Brazilian Society of Thrombosis and Hemostasis* to raise awareness about thrombosis with an engaging and informative campaign.

During an event at Avenida Paulista, the cultural and financial center of São Paulo, the team organized a flash mob and invited the public to Move Against Thrombosis, aligning with the global motto of the *International Society of Thrombosis and Hemostasis*.

The flash mob featured three performances, where dancers moved along to iconic Brazilian songs, attracting hundreds of people. Spectators were encouraged to undergo preventative health screenings and learn more about the illness.

 **Company contribution: €5,500**



Frame of Brazil flash mob to raise awareness about thrombosis in collaboration with *Brazilian Society of Thrombosis and Hemostasis*.

### Supporting children's care – Italy

We continued our support for *I Bambini Dharma* with a €5,000 donation. This non-profit organization provides hospitality and care to children at the *ASTT Spedali Civili Children's Hospital* in Brescia, ensuring comfort and support for young patients and their families.

 **Company contribution: €5,000**

### Supporting children with heart diseases – Italy

*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.

The EEMEA team donated €25,000 to support the mission of the organization.

 **Company contribution: €25,000**

### Donations to St. Damien Hospital – Haiti

Previously, 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 2024, we donated the reagent packs and consumables needed to run these instruments to the value of €2,476, to ensure better treatment plans for vulnerable children. We also donated an extra €70,000 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: €72,476**

## SDG 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages



### Supporting families affected by childhood illness and cancer – United States

In June, members from our Transfusion and Transplant team in Norcross, GA, generously donated arts and crafts supplies to *Aurora Day Camp*, an organization that provides a free 6-week summer day camp for children affected by cancer and their siblings. Werfen's employees delivered the donated items and spent half a workday loading moving trucks to help set up the camp classrooms.



### Fundraising to fight cancer – United States

The team in Orangeburg, NY, donated US\$1,100 to *Hudson Valley Cancer*, an organization dedicated to connect the community living with an affected by cancer to resources, services, programs, that help to make the cancer journey easier.

 Company contribution: €1,045



Norcross employees supporting children affected by cancer at *Aurora Day Camp*.

### Supporting breast cancer awareness – United States

Employees from the Whole Blood Hemostasis team in San Diego, CA showed their love and support for someone impacted by breast cancer by writing a message or donating money to *Susan B. Komen* foundation, with the company matching their contributions.

 Company contribution: €938.60

 Employee contribution: €462.73



Check being presented to representative of *Susan G Komen* foundation.

### Work stress management – Italy

Technicians attended a training course on work stress management conducted by *Randstad*. The course included two sessions in June, with 15 participants taking part.

 Company contribution: €3,200





# 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



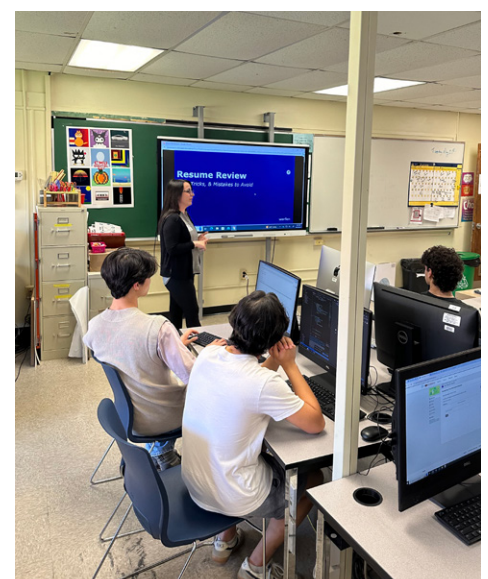
### Supporting secondary education – United States

Continuing our dedication to fostering STEM education, the team in Orangeburg, NY proudly hosted the *Tappan Zee High School's* SO BOTZ Robotics team. This engagement allowed students to delve into the practical aspects of robotics in a professional environment. During their visit, they interacted with various teams including HR, R&D, Engineering, and Operations. The R&D and engineering departments provided an insightful presentation on the company, highlighting our innovative manufacturing space in Orangeburg. Students also toured the facility, exploring the new R&D lab and the manufacturing area, which enriched their understanding of the real-world applications of STEM disciplines.



Our ongoing partnership with the local high school is part of our commitment to nurturing the next generation of science and technology leaders, providing both mentoring and enrichment opportunities in STEM fields.

Additionally, as part of our ongoing support for the SO BOTZ team, our HR team visited the local high school to conduct a resume and interview workshop. The goal of this session was to help students craft strong resumes and prepare for both college and job interviews. During the workshop, students received valuable tips and engaged in hands-on practice, equipping them with essential skills for their future academic and professional journeys.



1, 3- Tappan Zee High School's visit to Orangeburg Plant. 2, 4- Werfen HR team visiting the local high school to conduct a resume and interview workshop.



## SDG 4. Quality education

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

### Caring for children – China

Since 2020, we have funded four *Care for Children* activity centers in China, supporting a total of 500 left-behind children.

On December 6, with the donations of employees and the support of the company, the fourth *Care for Children* Activity Center was completed in Xingguang Village, Chongqing Province.

This new center serves approximately 250 children, and it is the largest center ever supported by Werfen. The construction of the center was completed and equipped with new desks, chairs, screens, bookshelves, books, and sports equipment.

In addition, during October and November, Werfen's Left-behind Children Committee organized follow-up visits to the other three existing *Care for Children* centers, with a total of 19 participants. The volunteers engaged in interactive games with the children, distributed gift packages, and brought Werfen's care to the children.

 **Company contribution: €75,000**

 **Employee contribution: €9,300**



### Rebuilding a kindergarten – Poland

In September, *Storm Boris* unleashed widespread devastation across central Europe, bringing catastrophic floods to Poland, the Czech Republic, and Slovakia. Torrential rains claimed lives, destroyed homes, and tore through entire communities.

Southwestern Poland bore the brunt of the storm, with nearly six months' worth of rainfall—over 400 mm—drenching the region in just three days. On September 15, authorities declared a state of natural disaster as rivers overflowed and a dam in Stronie Śląskie tragically failed, releasing a torrent that swept away homes and infrastructure.

Among the destruction was the Municipal Kindergarten, a cherished institution for 200 children, reduced to ruins. In response, Werfen employees across Poland came together, raising PLN4,000 to support the rebuilding efforts. Their company matched their contribution, doubling the funds.

 **Company contribution: €1,000**

 **Employee contribution: €1,000**



Care for Children activity center in China.

## SDG 4. Quality education

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



### Specialized Diagnostics forums – China

#### APS Multidisciplinary Summit

We hosted the *APS Multidisciplinary Summit* on August 2, 2024, addressing the challenges of APS, a common autoimmune disease affecting multiple organs. The summit, held in Shanghai, was organized by the Chinese Medical Education Association and Werfen together and attracted over 700 participants.

Esteemed experts from China and abroad presented on various pressing topics, including APS and microvascular diseases, APS-related cerebrovascular diseases, immune and pathological pregnancy, and advancements in applying antiphospholipid antibodies. Looking ahead, Werfen is committed to advancing understanding, refining diagnosis and management, and benefiting more APS patients.

 **Company contribution: €30,603**

#### 1st Hemostasis Forum

On June 19, our team successfully hosted the first in-person Hemostasis Forum. The summit was jointly organized by Werfen, China Association Of Medical Equipment and Ruijin Hospital. The event was co-chaired by key opinion leaders Professor Wang Xuefeng and Professor Yuan Hui, who discussed about enhancing standardized diagnosis and treatment for thrombotic and hemorrhagic disease and attracted over 1500 attendees. Feedback from 242 respondents revealed 223 super satisfied participants, resulting in a 100% overall satisfaction rate.

 **Company contribution: €28,970**

#### 2nd Hemostasis Forum

On December 12, our team successfully hosted the second in-person Hemostasis Forum. The summit was jointly organized by Werfen and Beijing Zhongjiliebo. The event was chaired by key opinion leaders Professor Zhang Zhenlu and 4 HCPs to give lectures regarding ISO 15189 in hemostasis diagnostics. 1,185 offline attendees joined in this seminar.

 **Company contribution: €27,168**

#### ISO 15189 Management Improvement Class

On July 20-21, the ISO 15189 Medical Laboratory Accreditation Management Improvement Class was held in Xi'an, Shaanxi Province. Organized by Werfen and the China National Academy of Metrology Science - Beijing Zhongjiliebo, the event brought together over 90 laboratory directors and key personnel from 64 medical institutions nationwide.

Six experts delivered presentations, sharing valuable knowledge and experiences. A roundtable session highlighted the event, where experts discussed topics such as the management model for Point-of-Care Testing under the new ISO 15189 accreditation criteria, key considerations for accreditation, and critical aspects of blood gas analysis project declarations. The session addressed the practical needs of participants and received highly positive feedback.

 **Company contribution: €66,209**

#### HemoCELL National Meeting

In August, the HemoCELL National Meeting was successfully held online. Organized by our HemoCELL and Communication teams, the event featured two key opinion leaders and included a high-quality video showcasing the advantages and benefits of HemoCELL. The presentation highlighted its automated intelligent system, specialized customized processes, and lean standardized management. A total of 1,141 attendees participated, and the event achieved an impressive 99.6% satisfaction rate.

 **Company contribution: €71,720**



ISO 15189 Management Improvement Class.



## SDG 4. Quality education

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

### Supporting High School Robotics – 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 raised funds to designed 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.

 Company contribution: €4,783.25



Employees Lisa Brady and Scott Case with the Tapan Zee High School SOBOTZ Team.

### Technology scholarship – Brazil

We proudly sponsors two scholarships for the *1000DEVs Program*, an initiative led by *Hospital Israelita Albert Einstein* and *J&J MedTech*. This transformative program provides free 6-month training in software development, coupled with soft skills mentoring, to young talents from disadvantaged social backgrounds. The goal is to empower participants with the skills needed to secure technology positions, fostering inclusivity and creating opportunities in the tech industry.

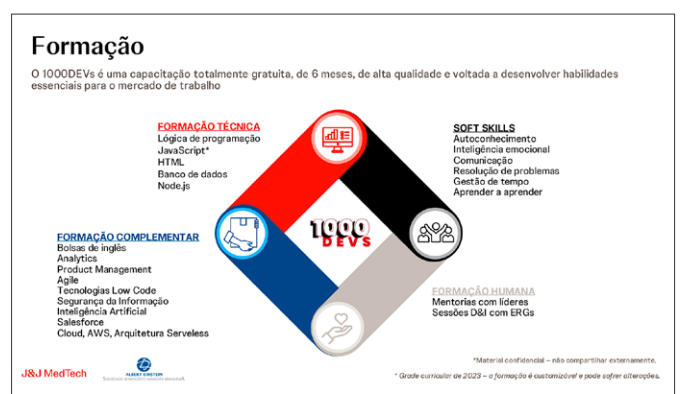
 Company contribution: €1,500



### Supporting Dominican University – United States

The team in Orangeburg, NY supported Dominican University's Grand Reception, reinforcing our commitment to education, innovation, and community engagement. Recognizing the university's role in shaping future leaders and advancing knowledge, this collaboration aimed to strengthen our partnership with the academic community and contribute to creating opportunities for the next generation of professionals.

 Company contribution: €765.32



Technology scholarship – Brazil.

## SDG 4. Quality education

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



### Creative supply drive – United Kingdom

Employee Brigitte Campbell organized a collection drive to provide creative supplies for children at the *Wythenshawe Hospital Children's Unit*. Understanding the value of creative expression in supporting children's mental well-being, especially in a hospital setting, she gathered a variety of items such as coloring books, felt-tip pens, and arts and crafts materials to help brighten their days and reduce anxiety.



Collected items for Wythenshawe Children's Hospital.

### College annual calendar sponsorship – United States

To support *Rockland Community College (RCC)* and their Athletic Department, we have sponsored their annual calendar for the 2024-2025 school year.

RCC hosts eight intercollegiate teams that compete at both regional and national levels. By supporting these teams, we help provide students with numerous opportunities, both on and off the field, while promoting a high standard of competitiveness. As a sponsor, Werfen's logo proudly appears in the calendar.

 **Company contribution: €427.50**

### Funding local school programs – United States

The Hemostasis and Acute Care Diagnostics Technology Center in Bedford, MA provided financial support to the *Bedford Education Foundation*, a non-profit organization dedicated to funding school programs and extracurricular activities for students in the public school system. This sponsorship highlights Bedford's commitment to enhancing educational opportunities and contributing to the local community.

 **Company contribution: €480.72**

### Promoting medical and scientific education – Brazil

As part of our commitment to promoting medical and scientific content, Vanessa Monteiro, Hemostasis Product Specialist, delivered lectures on coagulation at different universities in São Paulo, including *Centro Universitário das Faculdades Metropolitanas Unidas*, *Federal University of São Paulo*, and *Associação Educacional Nove de Julho*.

It was a great opportunity to engage with the academic community and showcase how our solutions support professionals from various fields in providing the best care for patients.

### Supporting secondary students – United Kingdom

The team supported Birchwood Community High School's Mock Interview Day on March 20, where students had the chance to meet with employees for 20-minute sessions. During these interviews, students received feedback on their CVs and personal statements, as well as practiced answering interview questions. Employees Naomi Thompson and Sharon Blemings participated as interviewers, conducting nine interviews and providing valuable guidance to help students prepare for future opportunities.



## SDG 4. Quality education

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

### College scholarships

#### Orangeburg, NY

Werfen continues its commitment to education through the Werfen Scholarship at *Rockland Community College*. As outlined in our agreement with the Rockland Community College Foundation, Inc., the scholarship provides US\$1,000 annually, awarded as two scholarships of US\$500 each to two deserving students. This initiative supports local talent and helps students achieve their academic goals.

 **Company contribution: €950**



#### San Diego, CA

Whole Blood Hemostasis partnered with *San Diego City College* to offer our first scholarship, aimed at support students pursuing STEM careers. Applicants were required to submit an essay detailing how the scholarship would impact their academic journey. From 20 applications, one deserving student seeking a degree in a STEM program was selected.

 **Employee contribution: €469.3**



#### United Kingdom

Through our strong partnership with *Birchwood Community High School*, employee Naomi Thompson, HS Facility Coordinator, attended their presentation evening to present an award. This event celebrated the accomplishments of graduating students during their time at the school. Werfen proudly sponsored the Academic Excellence Award, which was presented to a deserving student who completed work experience with Werfen.

 **Company contribution: €56**

Employee Naomi Thompson with the winner of the Academic Excellence Award, Alfie Allen.

#### Middlesex Community College

The technology center in Bedford, MA provided a total of US\$20,000 in scholarships to four students attending *Middlesex Community College*. The scholarships were awarded to students who were pursuing secondary education in STEM fields.

 **Company contribution: €19,025.30**



Middlesex Community College Werfen Scholarship recipients with employees Ashley Coppinger and Jennifer Maloney at the 2024 Scholarship Awards Ceremony.



## SDG 4. Quality education

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



### School supply drive

#### United States

In August, the team in Orangeburg, NY participated in the annual School Supply Donation Drive in partnership with the *South Orangetown School District*. This year saw our highest level of donations yet, providing students in need with essential supplies such as backpacks, lunch bags, pens, pencils, scissors, rulers, binders, and notebooks.

**Company contribution: €950**



Collected school supplies from the Orangeburg, NY team.

#### Mexico

We launched a campaign to collect school supplies for a foster home in Morelos, aiming to support children and teens in vulnerable situations. Employees were encouraged to participate by donating school supplies or contributing funds via bank transfers, which were used to purchase additional materials.

A group of 14 employees personally delivered the donations to the foster home, spent time with the children over lunch, and helped assemble computer desks donated by Werfen.

**Company contribution: €1,975.94**

**Employee contribution: €852.87**



Team members in Mexico participating in the school supplies campaign to support children and teens in vulnerable situations.



## SDG 4. Quality education

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

### Providing education on molecular diagnostic tools – Mexico

In November, the workshop *Experiences in Molecular Diagnostics: From Sample to Result* was held at *Simón Bolívar University* in Mexico City as part of the Attraction Universities project, which connects future talent with the business world and the latest technological trends.

The workshop targeted students of Biotechnology and Clinical Biochemistry, with 55 participants divided into two groups attending two-hour sessions. Werfen representatives Oscar Jaramillo and Aldo Salcedo delivered a talk on public health challenges and diagnostic tools, while engineers Aldo

Sánchez and Israel Zúñiga assisted with the setup of the GeneXpert system. Students processed samples using HIV tests and participated in a reflective discussion to encourage critical thinking.

The workshop was highly successful, with students appreciating the hands-on experience with cutting-edge technology and its impact on healthcare. This partnership highlights the importance of bridging academia and industry to prepare students for future challenges.



Students participating in *Experiences in Molecular Diagnostics: From Sample to Result* workshop in Mexico, hosted by Werfen employees.

## SDG 4. Quality education

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



### Sponsoring High School Graduation – United States

For many years, the technology center in Bedford, MA has been a sponsor of *Bedford High School All Night Graduation Celebration*. The goal of the sponsorship is to provide students with a safe, drug and alcohol free-event to celebrate their graduation.

 Company contribution: €480.72



### Educational Support Policy – Mexico

In April, we issued an *Educational Support Policy*. The document defines the guidelines for providing educational support to employees pursuing higher education, including master's degrees, doctorates and postgraduate degrees. This policy, part of the company's comprehensive management system, aims to enhance the professional development of employees by aligning their skills and experience with the strategic objectives of the organization.

The program covers a percentage of tuition, registration costs and related expenses. The People Organization area administers the program in collaboration with leaders and managers, ensuring that training needs are met and eligibility criteria are met.

This policy underlines Mexico's commitment to retaining and developing key talent, fostering their professional growth and enhancing their contributions to the business. The initiative aims to boost employee performance, expand skills and positively impact organizational results.

### Promoting social enterprises– Thailand

We signed a sponsorship agreement with *Chulalongkorn Business School*, to support the *HULT Social Business Case Competition*. This initiative encourages young students to develop business ideas related to United Nations SDG Goals, promoting the concept of social enterprises creating a positive impact on society.

 Company contribution: €750





# 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 2024, we continued implementing actions regarding equality between women and men, to comply with local laws and to facilitate universal accessibility.

### Women employees in 2024

45%

### Men employees in 2024

55%

### Women employees

2020	2,474	
2021	2,538	
2022	2,659	
2023	3,210	
2024	3,099	



## SDG 5. Gender equality

Achieve gender equality and empower all women and girls

### Empowering women in leadership – Mexico

*Mujeres que Inspiran* was an initiative from Mexico to create spaces for dialogue to share success stories, discuss challenges, and highlight the role of women in organizational leadership.

The initiative consisted of panels held throughout 2024, where women in leadership positions shared their professional journeys, aspirations for the future, and how they could contribute to reducing or eliminating gender inequality. The goal was to inspire other women to follow similar professional paths.



### Gender equality certification – Italy & EEMEA

In November, we obtained the gender equality certification in accordance with the Italian guideline UNI/PdR 125:2022. This certification was awarded by the third-party certification body DEKRA.

 Company contribution: €4,000



### Annual Massachusetts Conference for Women – United States

Werfen proudly sponsored the *Massachusetts Conference for Women*, 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: €28,843.35



1, 3 - Internal communications shared to promote *Mujeres que Inspiran* panel. 2 - Panel discussion.

## SDG 5. Gender equality

Achieve gender equality and empower all women and girls



### Sponsoring Rockland Business Women's Network – United States

As a proud sponsor of the 2024 Annual Women of Achievement Luncheon, Werfen donated US\$1,500 to support the Rockland Business Women's Network (RBWN). RBWN is a leading organization dedicated to empowering women through leadership development, education, and networking opportunities.

Their vision is to foster a collaborative and supportive environment where women can grow professionally and contribute to the economic vitality of the community.

Company contribution: €1,425



Orangeburg, NY employees attending the Annual Rockland Business Network Annual Luncheon sponsoring the honoree gift.

### Supporting women in STEM careers – United States

In celebration of International Women's Day in March, the Transfusion and Transplant team in Norcross, GA participated in the American Heart Association's STEM Goes Red event. Team members spent a half-day presenting an interactive lesson

to female high school students interested in pursuing STEM careers. The session featured a video and live demonstration of a bulk formulation process, along with a hands-on activity, providing them with practical insights into STEM fields.



Supporting women in STEM careers – United States.





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



### Promoting a responsible use of water

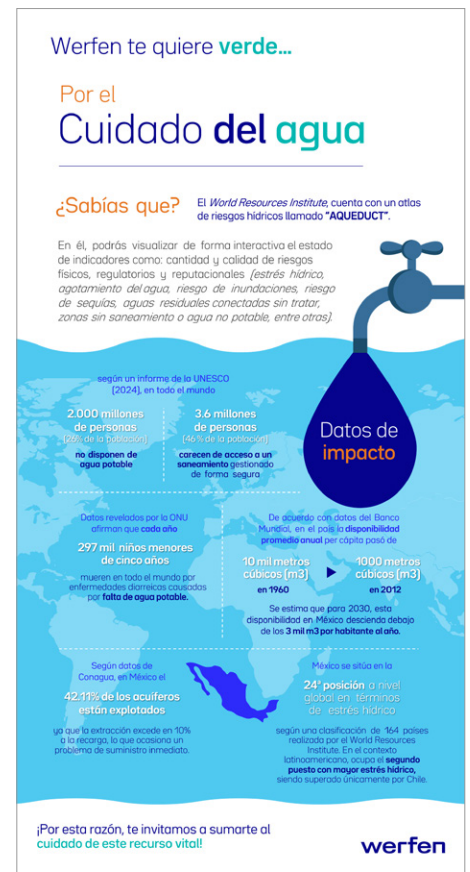
#### Mexico

During 2024, several regions in Mexico faced water shortages, river droughts, and depletion of natural water sources, significantly impacting vulnerable populations. In response, the team launched an awareness campaign promoting the proper and responsible use of water through two key actions.

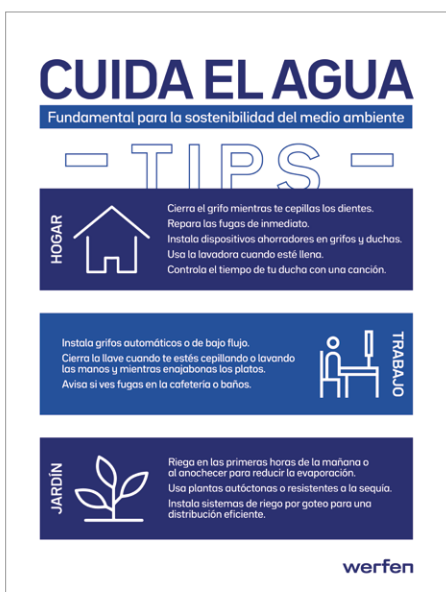
In April, we organized a talk on water conservation for clients during the Advanced Hemostasis Course, which was attended by 70 participants and received positive feedback. From September to December, we prepared and shared an infographic on water conservation at our Antara offices to further promote awareness.

#### Colombia

In September, the team sent communications to their employees to raise awareness about responsible water consumption. This initiative was part of the Sustainability Plan under the Planet program, which aims to share knowledge and strategies for responsible water usage.



Communication from Mexico to promote water conservation.



Communication from the Colombian team to promote a responsible use of water.



Awareness talk about responsible water consumption.





---

## SDG 6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all

### Replacing paper towel dispensers – Spain

As part of our commitment to sustainability, the Immunoassay Technology Center replaced all the paper towel dispensers with electric hand dryers in all restrooms to minimize our environmental impact.

 Company contribution: €35,000



New electric hand dryers installed at the Immunoassay Technology Center facilities.

### Reducing water usage in the factory – Spain

In 2024, operating in a drought-prone environment, the Immunoassay Technology Center improved the factory's water plant, successfully reducing water consumption by approximately 500m<sup>3</sup> per month. These measures demonstrate a proactive approach to conserving water and supporting long-term operational efficiency.

 Company contribution: €20,000

### Walking for water – Spain

On April 6, 12 teams consisting of 72 employees completed the *Oxfam Intermon Trailwalker Challenge*. The funds raised through this challenge will support building pipelines, providing hygiene kits, constructing latrines, and offering hygiene training in Somalia, South Sudan, Yemen, Pakistan, Ethiopia, Syria, and Bangladesh.

This event serves as a powerful reminder of the struggles faced by millions of people around the world who often walk more than 5 hours to access drinking water.

 Company contribution: €7,500

 Employee contribution: €12,000



Colleagues in Spain participating in Oxfam Intermon Trailwalker Challenge.









# 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 2024, our total worldwide consumption of electrical power was 55,618,662 kwh, and 90% of this was from clean energy sources (e.g., solar, hydraulic or wind 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

2020	41%
2021	80%
2022	92%
2023	88%
2024	90%

## 100% renewable energy usage – United States

In March, the Transplant Technology Center in Waukesha, WI achieved 100% renewable energy in their facilities. They accomplished this goal by working with their local energy provider and switched to an Energy of Tomorrow program.

 Company contribution: €1,395

## Hydropower project – China

In 2024, China offset 6,891 tons of CO<sub>2</sub>, equivalent to the estimated eCO<sub>2</sub> emissions of 1,950 company cars, through the *Sichuan Da County Jiujietao Hydropower Project*.

This run-of-river hydropower plant, located upstream of Shiti Town in Da County, Dazhou City, Sichuan Province, has an installed capacity of 39MW. It generates approximately 187.51GWh of electricity annually, providing 180.95GWh of net power to the grid per year. Connected to the Sichuan Provincial Grid and the Central China Power Grid (CCPG), the project replaces fossil-fuel power generation, significantly reducing carbon emissions.

The project supports China's efforts to advance grid-connected renewable energy technologies and markets. In addition to supplying clean electricity, it contributes to sustainable development by reducing greenhouse gases and air pollutants.

 Company contribution: €17,435



Hydropower project – China.



## SDG 7. Affordable and clean energy

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

### Electric vehicles

#### United Kingdom

We extended the number of electric cars during 2024, with a total of 100 vehicles using electrified propulsion in some form. This supports our continued commitment to fleet electrification, contributing to a reduced carbon footprint.

Additionally, the team executed a significant local infrastructure project to enhance the power supply and install 12 new electric vehicle chargers at the UK facilities, increasing the total number of available chargers to 21.

 **Company contribution: €61,309.48**

#### Colombia

We adopted distribution vehicles that use environmentally friendly energy sources, such as tricycles, gas, and electric trucks. This initiative has helped reduce 827 kg of CO<sub>2</sub> emissions.

#### Mexico

We bought the first electric car, to reduce our carbon footprint during the distribution process.

 **Company contribution: €56,000**

#### Spain

The Immunoassay team installed several charging points for electric vehicles in the facilities' parking area.

 **Company contribution: €84,513**



New electric car chargers and electric-powered vehicles at the UK facilities.



New electric vehicle charging station at the Immunoassay Technology Center.

## SDG 7. Affordable and clean energy

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



### LEED Platinum Certification – Mexico

The Corporate Building Antara I, home to Werfen offices in Mexico, achieved LEED Platinum certification. This recognition confirms that the building meets the requirements of the LEED Green Building Rating System certification established by the U.S. Green Building Council and verified by Green Business Certification Inc.

This milestone highlights the commitment of both our organization and our suppliers to maintaining the highest sustainability standards, ensuring positive contributions to the environment.



LEED Platinum certificate for the building where Werfen's offices in Mexico are located.



Electric vehicles – Mexico.

### Clean energy usage – Canada

In 2024, we reached 43% clean energy without the use of energy credits.

Space limitations complicate the option of using solar energy, and unlike other sites, in Nova Scotia we cannot purchase energy credits to obtain 100% clean energy. Our energy provider, Nova Scotia Power, is on a clean energy progression plan, with the goal to provide clean, reliable electricity every day, and a commitment to meeting provincial and federal goals to reach 80% renewable energy by 2030.





8 DECENT WORK AND  
ECONOMIC GROWTH



# SDG 8.

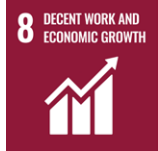
## Decent work and economic growth

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



### Improving safety in maintenance interventions – Spain

Immunoassay Technology Center implemented tools and procedures to improve safety during maintenance interventions by adopting the *Lock Out Tag Out* work concept. This initiative ensures a safer work environment by preventing accidental energy releases during maintenance tasks.

 Company contribution: €2,000



Maintenance safety corner at Immunoassay Technology Center.

### Promoting sustainable entrepreneurship – Uruguay

The Uruguayan Chamber of Commerce invited Werfen to participate in the *INSPIRAME UE 2.0* project, organized by the Uruguayan Ministry of Environment. This initiative was part of the Sustainable Uruguay Expo 2024, held from June 6 to 9 at the Antel Arena.

The project aimed to provide sustainable entrepreneurship leaders with opportunities to connect and receive mentoring from established businesses. During the event, 190 meetings were held between 74 sustainable entrepreneurs and 33 company representatives, fostering collaboration and the exchange of ideas to drive sustainable innovation. Additionally, on November 19, Werfen was invited to participate in the Global Entrepreneurship week held in the Main Ball Room of the Uruguayan Chamber of Commerce in Montevideo. The purpose of this initiative was to provide sustainable entrepreneurs the opportunity to connect with businesses that have a global reach, and receive mentorship.

### Supporting Fundació Portolà – Spain

To celebrate Sant Jordi [St. George's Day] on April 23, we once again collaborated with *Fundació Portolà*. This organization supports social inclusion by giving jobs to people with intellectual disabilities or mental disorders. As usual, we gifted roses and books to all employees. In line with our 100% plastic-free initiative, *Portolà* produced eco-friendly bookmarks and sleeves.

Additionally, for the first time, in partnership with Fundació Josep Carreras we distributed the children's story *The Strong Baby*, to ensure that even the youngest members of our families received a book, while raising awareness of the foundation's important work against leukemia.

 Company contribution: €25,000

### Great Place to Work – Brazil

Our efforts to prioritize decent work and economic growth for our employees also include facilitating a working environment that offers opportunities, promotes well-being, and keeps our people happy and motivated. In 2024, Brazil received a new *Great Place to Work (GPTW)* certificate, 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.

Our affiliate in Brazil obtained an overall score of 85% in the Trust Index survey.



Colleagues in Brazil celebrating the new *Great Place to Work* certification.





# 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 R&D 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 the United States, 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.

Approximately 13% of our employees are engaged full-time in R&D and every year we invest more in this critical area.

### Annual investment in R&D

2020    €106    million

2021    €111    million

2022    €134    million

2023    €169    million

2024    €179    million



Colleagues working in R&D.



## SDG 9. Industry innovation and infrastructure

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

### The Experience Center – Mexico

We created an area dedicated to demonstrating, training, and coaching our advanced diagnostic solutions to provide customers with a complete experience of our products and services.

*The Experience Center* replicated the patient flow in a hospital, passing through critical areas such as the emergency department, operating room, intensive care unit, and laboratory. Activities such as Role Play and augmented reality allowed clients to experience wow moments that inspired innovation and encouraged the integration of patient-focused solutions.

In February, the Experience Center was recognized as an Exceptional Practice by the Institute for the Promotion of Quality, one of the most prestigious honors in Mexico.

 Company contribution: €1,932



The Experience Center – Mexico.



## SDG 9. Industry innovation and infrastructure

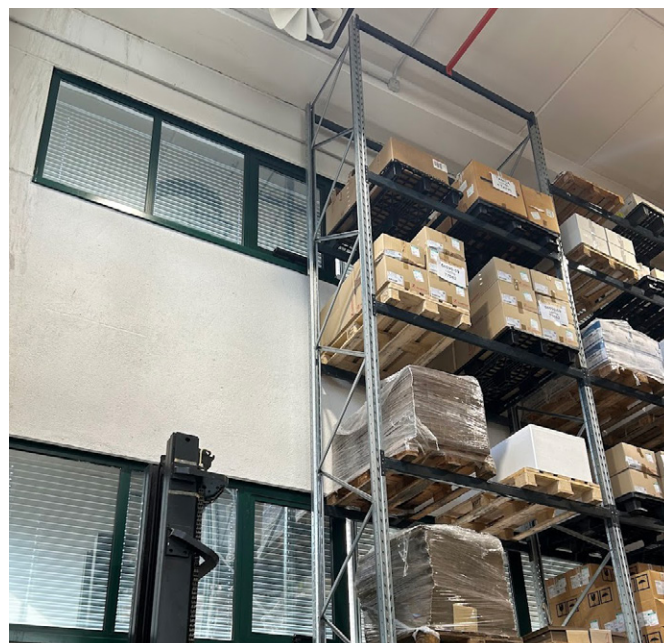
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



### Window shading systems – Italy

We installed window shading systems in the controlled temperature warehouse, maintained between 15° and 25°C, at the Manufacturing Center in Ascoli. This upgrade reduces temperature dispersion and enhances energy efficiency, supporting more sustainable operations.

 Company contribution: €25,090



### Chemical storage container – Spain

To enhance efficiency, safety, and sustainability, the Immunoassay Technology Center in Lliçà d'Amunt, Spain, installed a specifically designed container for hazardous chemical storage outside the company warehouse. This measure ensures secure handling of materials, minimizes risks, and supports sustainable practices.

 Company contribution: €80,000



New chemical storage container at Immunoassay Technology Center.



New window shading systems at the Manufacturing Center in Ascoli.





# 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.

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.

### Employees with disabilities

2022 36 employees

2023 64 employees

2024 67 employees

## Diversity and inclusion

### Colombia

The team organized a team building activity in the suburbs of Bogotá as part of *Wellness Week* and a *Non-Discrimination initiative*. Colleagues played different games focused on diversity and inclusion.

 Company contribution: €650

### Brazil

In partnership with *Hospital Israelita Albert Einstein*, we worked on initiatives to foster diversity and support the development of our suppliers. As part of this program, we conducted a census to map the profile of our employees and updated our *Diversity, Equity, and Inclusion* handbook.

The updated guide was launched during ESG Week in November, where we gathered all employees to present the material and reaffirm our commitment to respecting and embracing diversity. These actions reflect our ongoing dedication to creating a more inclusive and representative workplace.



Seguimos en:  
**Wellness Week**  
Reprogramación de actividades septiembre

Hemos reprogramado algunas actividades de la Wellness Week y los invitamos a asistir y participar en las mismas en las nuevas fechas:

**Martes 17** 9:00 - 15:00

**Compensation & Benefits Day**

Un día dedicado a que conozcas en detalle los beneficios que la empresa ofrece para tu bienestar. ¡Es una excelente oportunidad para resolver dudas y descubrir cómo aprovechar al máximo todo lo que Werfen tiene preparado para ti!

Invitados:

COOPCAFAM compensar SURA SEGUROS BOLÍVAR

**Viernes 20** 9:00 - 14:00

**Team Building**

Reprogramamos nuestra actividad de Tejo y Parrillada para este día.

Modalidad: Presencial  
Lugar: Compensar 220 (Carrera 7 #220)

Cada persona es responsable de organizar su transporte. Puedes venir en jeans y tenis.

**CONFIRMA AQUÍ**

Haz clic sobre el botón y confirma tu asistencia a la actividad antes del martes 17 de septiembre.

**¡Te esperamos!**  
Recuerda que recibirás premios por participar.

**werfen**

Communications campaign for *Wellness Week* in Brazil.



## SDG 10. Reduced inequalities

Reduce inequality within and among countries

### Solidary hands project – Mexico

Colleagues visited three different shelters and nursing homes across the country: *Asilo de Ancianos Rosa Loroño* in Texcoco, *Albergue para Amigos de Juanita y Fernando A.C* in Guadalajara, and *Asilo de Ancianos Hermosa* in Monterrey. These facilities support individuals with physical and cognitive dependencies, including those with chronic-degenerative diseases in the terminal phase.

During their visit, they had the opportunity to spend time with the residents, offering them companionship and moral support.

 **Company contribution: €802.13**

 **Employee contribution: €802.13**



Mexico team members that participated in the Solidary hands project.

### Volunteering for inclusion – Spain

Employees from our headquarters in Barcelona and the Immunoassay Technology Center were given the opportunity to spend a morning collaborating with three different foundations: *Fundació Portolà*, *FDI*, and *Fundación Josep Carreras*. This year, participants could choose from five different activities, resulting in 207 employees taking part.

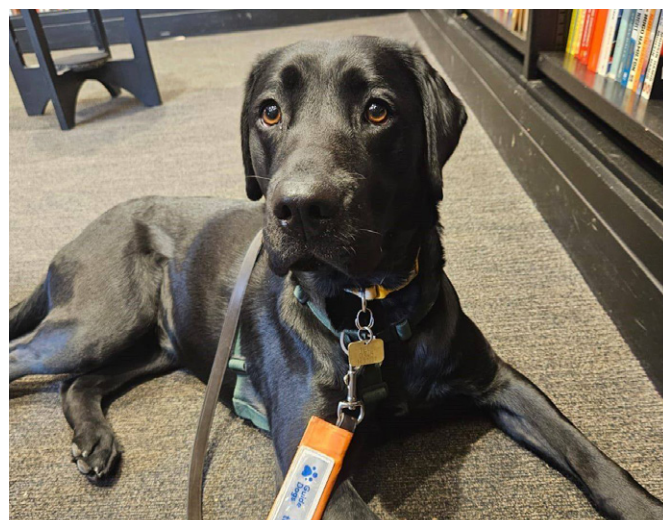
 **Company contribution: €12,000**



### Supporting guide dogs – United Kingdom

Brigitte Campbell, Sales Coordinator, is proudly sponsoring her fourth guide dog, Sage. The puppy is currently attending regular training sessions for a year, focusing on learning complex commands and adapting to noisy and challenging environments. This sponsorship reflects Brigitte's ongoing commitment to supporting guide dogs and their vital role in assisting those in need.

 **Employee contribution: €54**



1 - Sage with her trainer. 2 - Sage in the library.

## SDG 10. Reduced inequalities

Reduce inequality within and among countries



### Black Awareness Month – Brazil

During *Black Awareness Month*, we hosted a live session featuring a speaker who discussed the significance and context of this important date.

 Company contribution: €500

### Supporting people with disabilities – Uruguay

*Cotolengo Don Orione* is an institution that cares for 240 vulnerable patients with severe mental and physical disabilities, providing safe housing, medical attention, and specialized therapies in a supportive environment. It is located in Montevideo, Uruguay. Werfen employees kindly donated US\$4,000 to upgrade the windows on the top floor of the building, significantly improving the living conditions for the patients residing there.

 Employee contribution: €3,850

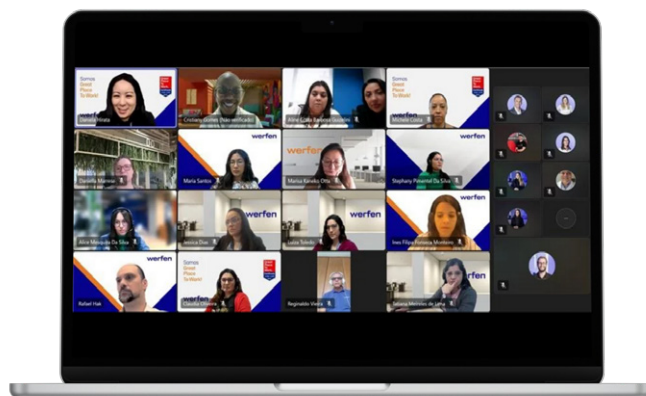
### Supporting children with additional needs – United Kingdom

Colleagues from the UK collected Easter Eggs that were donated to different charities: *Families United Warrington*, a local organization that supports children and young adults living with additional needs and disabilities, and *Home-Start UK*, a Redditch community network of trained volunteers and expert support helping families with children facing challenging times.

 Employee contribution: €15

### 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.



Live session during *Black Awareness Month* in Brazil.



Easter egg collection at Warrington.



Whole Blood Hemostasis employees celebrating *Pride Month*.





# 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



### Preserving Nature – Mexico

Employees participated in a unique farming activity at the *Xochimilco Ecological Park*, an area renowned for its chinampas, or floating gardens. Located southwest of Mexico City, this initiative allowed participants to reconnect with nature while addressing ecological and social needs.

The day began with a canal tour through the park, where employees engaged in a discussion about the connection between quality of life and ecosystem preservation. This was followed by a hands-on workshop focusing on sustainable

agricultural techniques, including planting corn, fertilization, harvesting, and bed-cleaning to remove weeds.

By volunteering, employees contributed to preserving the traditions of native peoples and the agricultural practices of the floating gardens, while also supporting efforts to mitigate greenhouse gas emissions. This activity generated a carbon bonus of one ton, reinforcing Werfen's commitment to sustainability and environmental conservation.

 **Company contribution: €2,556**



Volunteers from Mexico participating in the farming activity at Xochimilco Ecological Park.



## SDG 11. Sustainable cities and communities

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

### Bike Anywhere Day – United States

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

Every year, SANDAG hosts an annual *Bike Anywhere Day* event that we take part in. The organization partners with local businesses throughout the county to provide rest stops for employees to stop along their commute.



1- A group of colleagues from San Diego who participated in the event. 2 - Employee Camila Painter showing our Werfen branded goodies. 3- Bikers receiving a Werfen fannypack.

### Keep Rockland Beautiful – United States

This year, our team in Orangeburg, NY, continued their support for local environmental preservation by donating US\$1,500 to sponsor a Community Cleanup event with the *Keep Rockland Beautiful* initiative. This organization is dedicated to cleaning, protecting, and enhancing Rockland's environment through education and community engagement, reinforcing our commitment to environmental stewardship.

Our work ultimately helps to prevent floods, protect ecology, water quality, wildlife and public health.

 **Company contribution: €1,425**



Keep Rockland Beautiful – United States.

## SDG 11. Sustainable cities and communities

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



### Carpooling

#### Mexico

Our team encouraged employees to participate in carpooling in 2024, to reduce carbon emissions. In March, they organized a talk for our the team members about the benefits of carpooling and how to organize it among colleagues.

#### Spain

Our team at the Immunoassay Technology Center also encouraged employees to participate in carpooling in 2024, to reduce carbon emissions. They rolled out a specific app for this initiative.

Company contribution: €8,000



1 - Employees carpooling in Mexico. 2, 3 - Campaign about carpooling in Mexico.

### Fundraising for fire department volunteers – United States

The team in Orangeburg, NY participated in an annual fundraiser for the *Orangeburg Fire Department*, recognizing their essential role in ensuring community safety. The fire department supports Werfen by responding to emergencies, conducting fire extinguisher training, performing facility inspections, and assisting with spill cleanups when needed.

Company contribution: €475



Carpooling app used at Immunoassay Technology Center.



## SDG 11. Sustainable cities and communities

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

### Earth Day – United States

#### San Diego, CA

The Whole Blood Hemostasis team celebrated *World Earth Day* on April 12 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 tote bag.

 **Employee contribution: €1,595.62**

#### Orangeburg, NY

To celebrate Earth Day, the *Community Involvement Committee* handed out Werfen branded seed packs, along with Werfen totes made of recycled materials.

 **Company contribution: €712.50**

#### Norcross, GA

In April, during Earth Day month, members of our Transfusion and Transplant team stepped up to support the *Autrey Mill Nature Preserve*, a 46-acre sanctuary dedicated to environmental exploration and preservation. Team members delivered a large jug of body wash donated by an employee and volunteered for half a workday to help the preserve prepare for a community Earth Day event where families from neighboring cities participated in various activities to educate them about sustainability, environmental protection, and Earth Day. Our volunteer's efforts included setting up tables and chairs, arranging parking signs, shoveling hay, and sweeping.



1- Employees in San Diego, CA showing excitement of donating and receiving their reusable bag. 2- Boxes of electronic items donations.



Employees in the *Community Involvement Committee* from Orangeburg, NY during Earth Day.









# SDG 12.

## Responsible consumption and production

Sustainable consumption and production



## SDG 12. Responsible consumption and production

Sustainable consumption and production

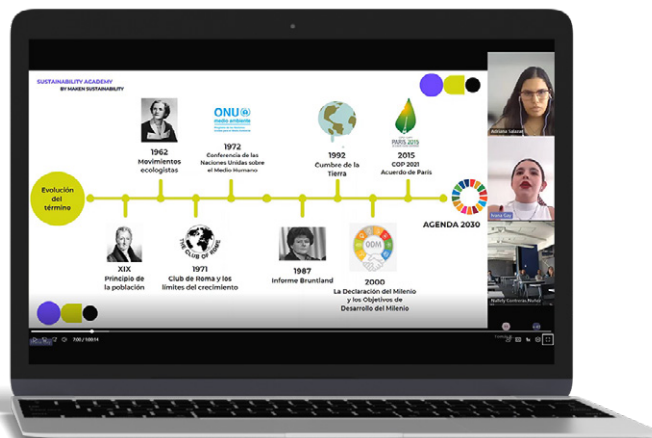


### Sustainability Academy – Mexico

We launched the *Sustainability Academy*, a new educational initiative to provide employees, suppliers and costumers, basic training on sustainability.

During 2024, we held two sessions. The first one about 'The ABCs of sustainability', and the second one about 'Sustainability for decision making'. In total, the seminars had the attendance of 68 participants.

**Company contribution: €475**



### Energy saving

#### United States

Whole Blood Hemostasis in San Diego, CA optimized energy efficiency by installing a sequencer onto the air compressor in their facilities. This upgrade shuts down the compressor during production off-hours, significantly reducing the use of energy.

**Company contribution: €13,848.30**

We also improved energy efficiency in San Diego by replacing old HVAC heat pumps for new efficient units, which cycle on and off depending on temperature needs, rather than running constantly.

**Company contribution: €92,322**

## Sustainability Academy

El **Espacio Verde** creado para fortalecer nuestra cultura y a través del que desarrollaremos habilidades prácticas para que la sostenibilidad esté presente en las decisiones que tomamos en Werfen diariamente.

Conéctate a la **primera sesión: Introducción a la sostenibilidad**

**11 junio de 2024**
**15:00 h**

**werfen**

#### Spain

In 2024, the temperature setpoint at the Immunoassay Technology Center was adjusted for both winter and summer to optimize energy efficiency while ensuring a comfortable working environment. This initiative helps reduce energy consumption while maintaining a productive and pleasant workspace for employees.

## SUSTAINABILITY ACADEMY

Construyendo un futuro sostenible, hoy

MÓDULO UNO. EL ABC DE LA SOSTENIBILIDAD

**Ivana Gay**  
ESG & Sustainability consultant  
Host

### LED lamps – Italy

The Manufacturing Center in Ascoli installed LED lamps in the warehouse's ground floor and exterior areas. As a result, 81% of the facility is now illuminated with energy-efficient LED lighting, significantly enhancing sustainability and reducing energy consumption.

**Company contribution: €16,910**

Virtual sessions and communications about Sustainability Academy initiative from Mexico.



## SDG 12. Responsible consumption and production

### Sustainable consumption and production

#### More recycling – Spain

The Immunoassay team installed designated plastic and paper containers in the ISO 8 rooms to facilitate the separation of these materials when opening autoclaved packages, including sterile pipettes. Previously, all materials were discarded into a general container for non-traditional waste.

 Company contribution: €550

#### Reducing plastic

##### Dubai

We decided to eliminate single-use plastics. Banned plastic items include bags, straws, cutlery, and other disposable plastic items. This move aligns with our efforts to reduce plastic waste and promote environmental sustainability.

This comprehensive approach not only addressed immediate plastic use but also encourages long-term behavioral change toward a more sustainable future.

##### Brazil

In 2024, employees participated in a sustainability initiative by donating 6.80 kg of plastic bottles. A collection box in the office allowed everyone to contribute to reducing plastic waste. The bottles collected throughout the year were sent to recycling centers, promoting responsible waste management and supporting environmental sustainability.

#### Promoting energy-saving habits – Colombia

We launched a communications campaign to promote the responsible use of energy. With practical tips for reducing energy consumption, this initiative aimed to encourage employees to adopt energy-saving habits at home, in the office, and in their daily lives.




New stackable containers installed at Immunoassay Technology Center to improve recycling.

## AHORRA ENERGÍA

Fundamental para la sostenibilidad del medio ambiente


### - TIPS -

HOGAR




Apaga las luces cuando no las necesites.  
Desenchufa los electrodomésticos que no estés usando.  
Lava con agua fría la ropa.  
Utiliza electrodomésticos eficientes.

TRABAJO



Apaga los equipos electrónicos al final de la jornada.  
Optimiza el uso del aire acondicionado.  
Utiliza fuentes de energía renovable.  
Implementa iluminación LED.

DÍA A DÍA



Utiliza cargadores inteligentes.  
Optimiza el uso de electrodomésticos.  
Aprovecha la luz natural.  
Realiza mantenimiento a los electrodomésticos.

werfen

Communications campaign to promote rational use of energy in Colombia.

## SDG 12. Responsible consumption and production

Sustainable consumption and production



### Reducing paper – Mexico

We replaced traditional paper business cards, which consumed significant amounts of paper and ink over the years, with a bamboo card. These new cards, made from natural materials, use NFC technology and a printed QR code to easily transmit contact information to any smartphone.

 **Company contribution: €8,570.46**

### Saving electricity – Spain

At the Immunoassay Technology Center, part of the production process of clinical diagnostic reagents includes the use of high-capacity ovens whose usual temperatures are between 37° to 46°C. These ovens used to always be available for immediate use.

In January 2024, we made the decision to keep them off and only turn them on when the production process required it, scheduling the devices according to needs. By implementing this measure, we have calculated a saving in electricity consumption of 75%.

### Sustainable waste management – United States

The technology center in Orangeburg, NY sent 176,000 pounds of waste to be converted to energy, promoting sustainable waste management.

### Reducing scrappage – United Kingdom

The Supply Chain team has been working together with the Business Unit and Marketing Manager of each division to reduce the scrapping of products which are nearing the end of their shelf life.

This initiative involves product managers working closely with customers to optimize stock management and explore the possibility of accepting products with shorter shelf life. Though still in its early stages, the project has already reduced scrappage by 11% in 2024.



New bamboo business cards to replace traditional paper cards in Mexico.



# SDG 12. Responsible consumption and production

## Sustainable consumption and production

### More sustainable packaging

#### Worldwide

In July, Werfen sent letters to all global suppliers to communicate our commitment to supporting the *Packaging and Packaging Waste Regulation* and the *Ecodesign for Sustainable Products Regulations*. In alignment with these sustainability initiatives, suppliers were also asked to complete a supplier assessment, reinforcing our shared dedication to environmental responsibility.

#### Colombia

We participated in a campaign to reduce the carbon footprint by recycling and reusing packaging materials and waste from logistics operations. Through this initiative, 2,902 kilos of cooling packs were converted into compost, 1,538 kilos of electronic materials were recovered, and 673 wooden pallets were delivered for rehabilitation. These efforts helped avoid 3.8 tons of CO<sub>2</sub> emissions and saved nine trees through pallet recovery.

#### Mexico

We introduced the *Sustentapack* initiative to focus on reducing the consumption of packaging materials by at least 20 tons annually, engaging a minimum of 30 stakeholders.

A survey was conducted to encourage customer participation, and 29 customers and 2 suppliers joined the initiative, representing 50% of the target. Through this effort, customers are now able to return packaging materials once deliveries are completed and reuse those materials for their own deliveries, eliminating the need for repackaging.

Expanded polystyrene boxes are reused up to three times, with color codes to track their use before they are discarded.

Thanks to the participation of our customers, 23.2 tons of packaging materials were reused in 2024, resulting in savings of MXN\$79,619 for us and MXN\$493,312 for customers.

#### United States

The Autoimmunity Technology Center in San Diego, CA demonstrated its commitment to sustainability by partnering exclusively with packaging suppliers who provided evidence of their Forest Stewardship Council Certification (FSC-STD-40-004). This action ensures that our packaging materials are sourced from responsibly managed forests, reinforcing our dedication to environmental stewardship and sustainable practices.

Additionally, 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.

#### Italy

Beginning in April 2024, the Distribution Center in Roncello transitioned to using refrigerated transportation for 2 to 8°C products, delivering them to Italian end-users.

This initiative allows the use of more sustainable cardboard boxes instead of the combination of polystyrene boxes and cooling packs previously used, effectively reducing the environmental impact of packaging and transportation.

### Sustentapack

### Pilares estratégicos



Gestión de talentos



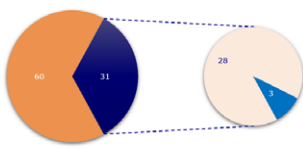
Eficiencia operacional



Excelencia en el servicio

Sustentapack campaign in Colombia.

### Cientes participantes



Prospektos

Participantes

Locales

Foráneos

Sustentapack ha permitido a los clientes:

- Retornar los materiales de embalaje una vez concluida su entrega
- Reutilizar los materiales de embalaje para las entregas a sus propios clientes, sin reembalar

# SDG 12. Responsible consumption and production

Sustainable consumption and production



## Battery recycling – United States

The technology center in Orangeburg, NY successfully achieved its 2024 battery recycling goal of 800 pounds. 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.

## Sustainable shipments

### Colombia

In 2024, we implemented a shipment consolidation initiative with two major customers in Bogotá, Compensar and Quinberlab. This project aimed to reduce the company's carbon footprint and achieve cost savings by optimizing delivery processes.

### United States

The Whole Blood Hemostasis Technology Center made efforts to keep improving on sustainable shipments with the different suppliers and commodities. With Epreidia, they consolidated on-the-spot shipments into weekly shipments, to improve truck space usage and reduce the cost. With Sunrise Technologies, S.A.U. supplier, they transitioned from air to ocean shipments for high-volume vendors in 4 out of 8 products. This shift not only reduced transportation costs but also significantly lowered the carbon footprint, contributing to more sustainable logistics practices.

### CAJA TÉRMICA 3

MEDIDAS INTERNAS		
Largo: 39 cm	Ancho: 28.5 cm	Alto: 25.5 cm

MEDIDAS EXTERNAS		
Largo: 43.7 cm	Ancho: 33.6 cm	Alto: 31.3 cm

CÓDIGO	CT-05
MATERIAL	Poliuretano Expandido (EPS)
ESPESOR TÍPICO	2.6 CM
CAPACIDAD EN LITROS	272 LIT
RESISTENCIA	40 PSI
PESO	389.2 gr/1
DENSIDAD	20 Kg/M3
CONDUCTIVIDAD TÉRMICA	0.031 watio/m2K
EMPAQUE	Bolsa con 10 piezas



The Sustentapack project has been registered in 2024 to participate as an Exceptional Company in the "Strengthening the Value Chain" category, obtaining the Exceptional Practice award.

## LED recycling – Spain

The technology center in Orangeburg, NY implemented an internal *LED Recycling Program*. Employees were encouraged to bring used LED light bulbs onsite for recycling them properly.



## SDG 12. Responsible consumption and production

### Sustainable consumption and production

#### Quality Week – Brazil

From November 4 to 8, we hosted our ESG & Quality Week. The event focused on promoting sustainability practices and reinforcing the company's commitment to quality and compliance standards. Key sessions included supplier programs and ESG strategies from *Grupo Fleury* and *Hospital Israelita Albert Einstein*, a compliance presentation, guidance on waste disposal and recycling, as well as discussions on diversity literacy and the relaunch of the local diversity guide.

A panel featuring service providers, along with initiatives from a transportation company and travel agency, highlighted the importance of collaboration in driving sustainable practices.



#### Repurposing old mobile phones – United Kingdom

The team launched an initiative to repurpose old mobile phones and laptops by offering them for sale to staff members. This effort allowed employees to purchase useful electronic devices at a reduced price, while also promoting sustainability by preventing the premature recycling of these items.

To date, the initiative has raised a total of £5,883. All these funds were given to different non-profit organizations as *Cancer Research UK*, *Alder Hey Children's Hospital*, *Ronald McDonald House*, *Mind*, and *The Trussell Trust*.

 **Employee contribution: €7,099.66**



Quality Week - Brazil.

#### Reducing waste – Mexico

We launched an initiative to recycle expanded polystyrene coolers generated by cold chain activities in the warehouse. The cooler waste is currently transported monthly to a recycling plant five km from the warehouse, converting it into photographic frames.

With this initiative, we have prevented nearly 100 kg per month going to a landfill.

 **Company contribution: €284**



Reducing waste - Mexico.

## SDG 12. Responsible consumption and production

### Sustainable consumption and production



#### Recycling and reusing – United Kingdom

Peter Brown, Warehouse Manager, demonstrated exceptional creativity and dedication to sustainability by taking on the challenge of recycling and reusing materials. He constructed a garden pizza oven stand from repurposed pallets, highlighting innovative ways to upcycle everyday items. Additionally, he designed and built a storage space under the stairs using recycled top crates, showcasing practical and functional uses for reclaimed materials. Peter's efforts serve as an inspiring example of how to incorporate sustainable practices into daily life.



#### Tracking product packaging data – United States

The European Green Deal, approved in 2020, is a comprehensive set of policy initiatives developed by the European Commission with the overarching goal of making the European Union climate-neutral by 2050. A circular economy is a sustainable model of production and consumption that emphasizes sharing, leasing, reusing, repairing, refurbishing, and recycling materials and products for as long as possible.

Various site representatives in the United States are collaborating to develop a more sustainable distribution strategy aligned with the European Green Deal. This includes engaging with all suppliers to ensure their processes adhere to this strategy and guaranteeing that all operations involving Werfen follow sustainable practices.



#### Returnable boxes – Brazil

The Supply Chain and Quality team validated a returnable transport box to replace expanded polystyrene boxes, reducing waste generation.

 **Company contribution: €1,500**

Recycling and reusing - United Kingdom. 1 - Pizza oven made from used pallets. 2 - Understairs cupboard made from a used top crate.





# 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



### Sustainable Aviation Fuel – Spain

The Iberia team invested in carbon footprint mitigation in 2024 by redeeming loyalty program points from Lufthansa for Sustainable Aviation Fuel (SAF). Through this initiative, Werfen has contributed to the purchase of 1,450 kg of SAF,

leading to an estimated reduction of at least 4,334 kg of CO<sub>2</sub> emissions compared to conventional fossil jet fuel.

**Company contribution: €2,900**



Certification of ambassadors of CO<sub>2</sub> neutral flying from Lufthansa.

### Carbon footprint analysis

#### Spain

During 2024, Immunoassay Technology Center carried out a carbon footprint analysis. This initiative helped us to identify our current emission levels, set a baseline target and be able to develop a strategic roadmap in order to reduce greenhouse gas emissions.

**Company contribution: €5,000**

#### France

The team also evaluated its carbon footprint using the data from the year 2023. The goal was to identify the highest source of emissions to put an action plan in place to decrease or compensate for it.

**Company contribution: €4,227.86**

#### Italy

And Italy also assessed its carbon footprint emissions in 2024 to contribute to corporate actions for carbon footprint reduction.

**Company contribution: €3,000**



2024 Italy Carbon footprint report.





# 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



### Caring for honeybees – United States

In 2024 we partnered with *Best Bees*, a company that cares for honeybees and collects data on their health for pollinator research in order to bolster our bee population through better understanding and scientific advancements.

On April 25, we installed six honeybee hives on the roof of the Hemostasis and Acute Care Technology Center in Bedford, MA, to support pollinator health and contribute to valuable research. *Best Bees* visits the site monthly to care for the honeybees, collect data, and harvest honey. The locally produced honey is distributed to employees, further connecting our team to this important environmental initiative.

 **Company contribution: €16,000**



1 - Honeybees being placed into the hive. 2 - Hives on the roof of Bedford's building.

### Saving the woodlands – United States

In December, our Transfusion and Transplant team in Norcross, GA, backed the *Autrey Mill Nature Preserve & Heritage Center*, 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.

Employees Eta Tilahun, Quality Operations Associate, and Karin Hughes, Medical Technologist II, Tech Writer/Support, spent a half-workday washing windows and cleaning historic buildings used for programs and events that raise funding for the preserve.



Employees from the Transfusion team backing Autrey Mill Nature Preserve & Heritage Center.



## 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

### Reforestation efforts

#### China

In April, nearly 30 colleagues participated in a tree-planting activity in Huairou, a suburb of Beijing, as part of our commitment to sustainability. The event was joined by Jim Gallivan, VP China. The team collaborated in digging, planting and watering trees to help restore greenery to the area.

 Company contribution: €530

#### Mexico

A group of 40 employees and their families planted trees in natural park *Nevado de Toluca*, in support of NGO *Reforestamos Mexico*. The donation included 350 trees and their maintenance for the next 2 years by residents of the community. Nevado de Toluca is a protected natural area, with this activity it is possible to maintain and increase the forest cover of the region.

 Company contribution: €3,878.09



China colleagues participating in treeplanting activity in Huairou.



Reforestation of Nevado de Toluca natural park in Mexico.





## 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



### United Kingdom

We continued our partnership 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 CO<sub>2</sub> emissions from participants' travel, accommodation, and meals. This year, we successfully planted 832 trees through this initiative.

Company contribution: €492

### Dog supplies collection – United Kingdom

Sally Whitehouse, Sr Customer Service Representative, organized a collection of blankets, sheets, cushions, and bedding for *Birmingham Dogs Home*, an organization that rescues and rehomes stray dogs in the West Midlands and South Staffordshire area.

The dogs home, which relies heavily on community support, was unable to offer its kennels to the public due to being overrun.

Sally collected donations from friends and family and personally delivered the items to the organization.



Collected bedding items for *Birmingham Dogs Home*.

### Supporting rescue dogs – United States

A US\$500 donation was made to *Heaven Can Wait Animal Rescue NY*, an organization dedicated to saving dogs from kill shelters. They provide rescued dogs with the love and medical attention they need until they find their forever homes.

Company contribution: €478.33



Lisa Brady, HR Director Business Partnering, supporting *Heaven Can Wait Animal Rescue NY*.





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 25,493 participants in 167 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.

 **Company contribution: €13,800**

## Impact Day – Spain

As part of the #COMPANIES4SDGs campaign, our team in Spain celebrates Impact Day every year. It's a day designed to engage and involve everyone in supporting the UN SDGs.

In 2024 Spain partnered with three different foundations: *Fundació Portolà*, *Fundación Josep Carreras*, and *FDI*, and offered employees the choice to take part in five different actions on November 29, Werfen's *Impact Day*. These actions focused on inclusion.

 **Company contribution: €14,000**

## 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 2024 Werfen neutralized 6,891 tons of our CO<sub>2</sub> emissions, which equals the emissions of 1,950 company cars, by contributing to one of these projects in [China](#).

### Total of organizations we have worked with

2023 95

2024 124

 **Read the full list here**

In Appendix 1 you can find the full **List of Organizations we have worked with** in 2024.





Looking  
ahead to  
**2025**

## In 2025 we will continue assessing and implementing the latest Green Deal regulations and progressing our global sustainability reporting.

With our sustainability vision, strategic principles, and policies leading our way, we will expand our initiatives in two key ways:

Firstly, the evolving Green Deal regulations present us with new business opportunities. We are carefully analyzing their impact and potential benefits for our products and services. We will continue to assess and implement the latest regulations, including PPWR<sup>1</sup>, and ESPR<sup>2</sup>, among others.

At the same time, we will be taking a structured and comprehensive approach to the future implementation of global reporting requirements, such as CSRD<sup>3</sup>, CSDDD<sup>4</sup>, and Taxonomy regulations.

As always, we will be very proactive in our efforts to reduce the company's overall CO<sub>2</sub> emissions through targeted actions —focusing on renewable energy usage and generation; lowering electrical consumption; reducing landfill waste; and optimizing shipments, logistics, and packaging.

Some areas do present challenges in achieving full CO<sub>2</sub> reduction or elimination in the near term, but we will continue offsetting emissions by investing in carbon offset projects —especially to mitigate the impact of our company vehicles.

Additionally, we will continue working toward ISO 14001 implementation and certification, an environmental management standard, for our recently acquired Transfusion and Transplant technology centers.

Beyond environmental initiatives, our social commitments, through local team-driven actions and global corporate initiatives, will have meaningful impact in the countries where we operate, as well as in regions of the world where support is most needed.

## Together, we can drive positive change.

1. PPWR (Packaging and Packaging Waste Regulation) – EU 2025/40

2. ESPR (Eco Design Requirements for Sustainable Products) – EU 2024/1781

3. CSRD (Corporate Sustainability Reporting Directive) – EU 2022/2464

4. CSDDD (Corporate Sustainability Due Diligence Directive, EU 2024/1760)





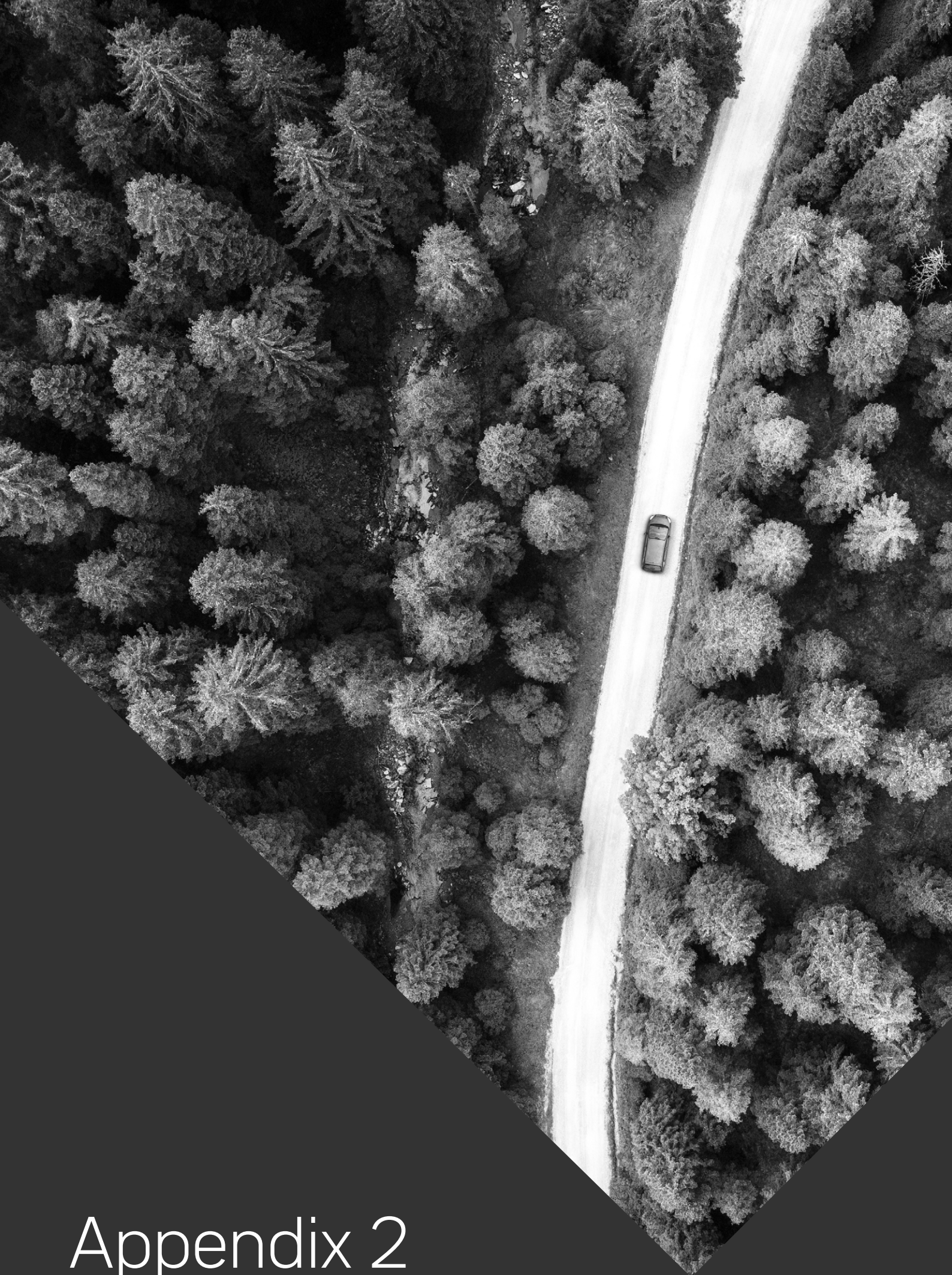
# Appendix 1

# Organizations we have worked with in 2024

In 2024, we collaborated with 124 organizations working locally to alleviate poverty and hunger and give comfort to those in need.

A Beacon of Hope in Johns Creek	Dynamo Camp	Movember Foundation
Albergue para Amigos de Juanita y Fernando A.C	Edward's Trust	National Multiple Sclerosis Society
Alder Hey Children's Hospital	Families United Warrington	Nuestros Pequeños Hermanos
America's Grow-A-Row	Federal University of São Paulo (UNIFESP)	NY Elks Club
American Heart Association	Feed Nova Scotia	Orangeburg Fire Department
American Red Cross	Fondazione Meyer	Oxfam Intermon
Angeles Lindavista Hospital	Fondazione per la Medicina Personalizzata	Pane Quotidiano
Asilo de Ancianos Hermosa	French American Chamber of Commerce	Play It Green
Asilo de Ancianos Rosa Loroño	Fundació Josep Carreras contra la Leucèmia	Prostheses Foundation of H.R.H. The Princess Mother
Asociación Anticáncer Infantil	Fundació Portolà	Quironprevención
Associação Educacional Nove de Julho (UNINOVE)	Fundación Camino a Casa	Reforestamos Mexico
Association for the Visually Impaired (AVI)	Fundación FDI	Refugio Munich
ASTT Spedali Civili Children's Hospital	Great Place to Work Institute	Rockland Business Women's Network
Atlanta Community Food Bank	Grupo Fleury	Rockland Community College
Aurora Day Camp	Guiding Eyes for the Blind	Ronald McDonald House
Autrey Mill Nature Preserve & Heritage Center	Harborough Town FC	Royal Flying Doctor Service
Bambini Cardiopatici nel Mondo	Health Secretary of the State of Chihuahua	Samaritan's Purse's
Banc de Sang i Teixits de Catalunya	Heaven Can Wait Animal Rescue NY	SAMU Social de Paris
Banco Alimentos	Home-Start UK	San Diego Association Of Governments (SANDAG)
Because One Matters	Hospital Israelita Albert Einstein	San Diego City College
Bedford Education Foundation	Hudson Valley Cancer	Soles4Souls
Best Bees	I Bambini Dharma	SOS Bambini
Birchwood Community High School	Ied Kogui de Mulkwakungui	South Orangetown School District
Birmingham Dogs Home	Institute for the Promotion of Quality	Spanish Mastocytosis Foundation
Blauvelt Lions Club	Italian Association of Blood Donor Volunteers	St. Damien Pediatric Hospital
Blauvelt Volunteer Fire Company	Italian Organ Donation Association	Supplementary Health Care Fund
Blooders.org	J&J MedTech	Susan G. Komen
Brazilian Society of Thrombosis and Hemostasis	Josep Carreras Leukemia Research Institute	Sydney Children's Hospitals Foundation
Cancer Research UK	Keep Rockland Beautiful	Tappan Zee High School
Carolyn's Elves	Kidney Research UK	The Earth Saviours Foundation
Center for Safety & Change	Leukemia & Lymphoma Society	The Hope Center
Centro Universitário das Faculdades Metropolitanas Unidas	Life Choices	The Trussell Trust
Chulalongkorn Business School	Lucky Shoals Community Association	The Wish Project
CLAPA	Lufthansa	University Hospital in Mainz
Colinas Institute	Massachusetts Conference for Women	Visions Vacation Camp for the Blind
Community FoodBank of New Jersey	Mayer Foundation	Welfood
Cottolengo Don Orione	Médecins du Monde	Wend Barka
Cuidad de los Niños Tijuana	Merrimack Valley Food Bank	Women's Lunch Place
DKMS Foundation	Middlesex Community College	Wrapped in Love
Dominican University	Mind	Wreaths Across America
	Mini Gentilezas	Wythenshawe Hospital
	Misericordia Hospital (HOMI)	Xochimilco Ecological Park





# Appendix 2

# 2024 Climate change impact study

In 2024 we reviewed and updated the 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 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 Chairman 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 CO<sub>2</sub> 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"> <li>Higher production costs due to the replacement of some components by more efficient ones with lower emissions.</li> <li>The identification and acquisition of new, more sustainable suppliers, which can lead to higher costs in the supply chain.</li> </ul> <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"> <li>Need to reformulate existing products or services in order to comply with future environmental regulations, which could require investment in R&amp;D.</li> <li>Having to implement regulatory watch systems, which could entail an increase in administrative costs.</li> </ul> <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"> <li>Possible significant loss of business opportunities because of exclusion from tenders due to non-compliance.</li> <li>Potential damage to the company's reputation and loss of prestige due to loss of business prospects.</li> </ul> <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"> <li>Increased repair costs due to damage to Werfen's infrastructure and operations, including damage to buildings and equipment, and the disruption of normal operations.</li> <li>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.</li> </ul> <p>Low impact in the long term</p>
	Acute	Heat waves	<ul style="list-style-type: none"> <li>Lower productivity and increased sick leave due to employee health problems.</li> <li>Higher energy demand for cooling systems, which could affect operations and delay product delivery.</li> <li>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.</li> </ul> <p>Low impact in the long term</p>
	Acute	Tornado	<ul style="list-style-type: none"> <li>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.</li> <li>Possible interruption of company operations, thus generating downtime, which could affect production and profitability.</li> </ul> <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"> <li>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.</li> <li>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.</li> </ul> <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	2024 RESULT
Heavy precipitation (rain, hail, snow, ice), heat waves, tornadoes, and wildfires	<b>1) Business Continuity Index in the face of Extreme Weather Events</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: Evaluate the company's ability to maintain its normal operations in the face of adverse weather conditions</li> <li>- <u>Calculation</u>: 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).</li> </ul>	<p>Production Sites: One site 3 days due to snow; one site 2 days due to rain; and one site 1 day due to rain.</p> <p>Distribution Center: One warehouse 3 days due to snow .</p> <p>Affiliates: One affiliate 4 days of rain; one affiliate 6 days due to typhoon; and another affiliate 1 day due to typhoon.</p>

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

Type of opportunity	Transition Risk Opportunity	Metrics	2024 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.	<b>2) Energy Efficiency Index</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: Measure the efficiency of energy use in Werfen's operations, including production and distribution.</li> <li>- <u>Calculation</u>: Energy used (kWh) / Total billing (€).</li> </ul>	25,466 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.	<b>3) Vehicle Fleet Electrification Index</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: Evaluate the level of electrification of Werfen-owned vehicles to minimize carbon emissions during travel.</li> <li>- <u>Calculation</u>: Number of electric and hybrid vehicles / Total number of vehicles</li> </ul> <b>4) Shipment Consolidation Index</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: 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.</li> <li>- <u>Calculation</u>: % of Weight increase per shipment in selected countries vs previous year.</li> </ul>	<p>4.4% electric vehicles and 21.4% hybrid</p> <p>5.08% selected customers in Spain, Germany and Italy</p>
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.	<b>5) Index of ISO 14001 Compliance in Infrastructures</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: 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.</li> <li>- <u>Calculation</u>: Total number of sites with ISO 14001 certification / Total number of sites.</li> </ul>	28.9%
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.	<b>6) Percentage of Renewable Energy</b> <ul style="list-style-type: none"> <li>- <u>Objective</u>: 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.</li> <li>- <u>Calculation</u>: Energy consumed from renewable sources (kWh)/ total energy consumed (kWh).</li> </ul>	90%

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

Type of opportunity	Physical Risk Opportunity	Metrics	2024 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.	<b>7) Percentage of Locations with Backup Power</b> <ul style="list-style-type: none"> <li>- <b>Objective:</b> Measure the percentage of Werfen locations (offices, warehouses, production plants, etc.) that have power backup systems such as generators, batteries, etc.</li> <li>- <b>Calculation:</b> Number of infrastructures with power backup systems / Total number of infrastructures.</li> </ul>	65% production plants and 100% 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.	<b>8) Percentage of Locations with Tornado Preparedness Plans</b> <ul style="list-style-type: none"> <li>- <b>Objective:</b> Measure the percentage of locations with tornado preparedness plans, including warning systems, tornado shelters, weather apps for all employees, etc.</li> <li>- <b>Calculation:</b> Number of infrastructures with some type of tornado preparedness plan / Total number of infrastructures with a high risk of tornadoes.</li> </ul>	7 out of 7

## B. Greenhouse Gas Emissions (GHG)

As a result of this monitoring, it has been determined that at Werfen (year 2024), we emit approximately 3,271 tons of CO<sub>2</sub> (in scope 1); 1,354 tons of CO<sub>2</sub> (in scope 2); and 85,403 tons of CO<sub>2</sub> (in scope 3).

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 2024 Sustainability Report.

On the environmental front, we made significant achievements in 2024, making significant advances in our sustainability initiative. We certified ISO 14001 at different sites: Our headquarters in Barcelona (Spain), 2 technology centers in San Diego (USA), 1 technology center in Barcelona (Spain) and also in Munich (Germany) and Ascoli (Italy).

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, 200 in 2023, and 215 in 2024.





## Werfen Headquarters

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

[werfen.com](http://werfen.com)