Non-Financial Information Statement

Uriach

Natural healthcare
enhanced by science

2023

Uriach

Uriach

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Message from the CEO

Since our founding in 1838, Uriach's governance model has been guided by fundamental values: ethics, transparency, and responsibility. These principles have been the cornerstone of our actions, grounded in the belief that a company must create value both in the short and long term to achieve sustainability. Furthermore, this value must be shared with all our stakeholders: employees, customers/consumers, healthcare professionals, suppliers, shareholders, society, and the planet.

Our dedication to sustainability is reflected in our more than 185-year history and deeply embedded in our core strategic ideas: our purpose, our values, our plans, and our business priorities. Sustainability is not just a goal but an inseparable part of our corporate identity.

We are committed to caring for and improving people's health by creating high-quality self-care products from natural ingredients enhanced by the rigor of science. Thus, sustainability is an integral part of our business activities and allows us to generate a positive and lasting impact on both people's lives and the planet.

While sustainability has been a constant throughout our long history, in recent years we have significantly intensified our efforts to deepen, accelerate, and make our ESG activities more visible.

Some of the most important initiatives that have marked these recent years include, among many others: risk analysis and materiality study; impact analysis linked to the SDGs; selection of our areas of focus; the relaunch of the scorecard of indicators (KPIs) directly linked to these objectives; the calculation of historical, present, and future target values (carbon footprint, material consumption, etc.); and the creation of the Global Sustainability Committee to coordinate all the projects and plans of our subsidiaries, enhancing and aligning them with our global sustainability priorities.

Our sustainability program is built on the following five pillars:

1. **Decarbonization.** Our primary goal is to rapidly reduce the negative environmental impact caused by our greenhouse gas emissions. This pillar aligns with SDG 12, Responsible Consumption and Production, where we focus on sourcing sustainable energy supplies. To achieve this, we are implementing various strategic actions such as sustainable mobility in our commercial fleets, responsible procurement and logistics guidelines for our suppliers, and the consumption of renewable energy. We have set an ambitious goal to achieve carbon neutrality for Scope 1 and Scope 2 emissions by 2027. This challenge reflects our deep commitment to sustainability and environmental responsibility.

2. Circular Economy. Our commitment to the circular economy aims to minimise emissions as much as possible and mitigate environmental damage quickly and effectively. By implementing the 5Rs (refuse, reduce, reuse, repurpose, and recycle), we extend the life cycles of materials and prevent their premature destruction. This pillar also aligns with SDG 12, Responsible Consumption and Production, intending to ensure sustainable consumption and production patterns for future generations, and SDG 9, Industry, Innovation, and Infrastructure, supporting innovation as a key driver of development and transformation. To carry out this strategy, we are focusing on actions such as reducing consumption and fully recycling plastic, paper, and water. We have set another ambitious goal: to achieve zero waste to landfill for these materials by 2027, reflecting our strong commitment to responsible resource management.

3. Regeneration. Our commitment goes beyond reducing environmental impact; we seek to reverse and regenerate the environment. This pillar is closely linked to our strategic SDGs 3, 9, and 15: Good Health and Well-Being, Industry, Innovation and Infrastructure, and Life on Land, respectively, to generate health for people and the planet. To advance this regeneration mission, we focus on eco-designing our future products and controlling the origin of our natural ingredients to ensure they come from regenerative agricultural practices. Our ambitious goal is to ensure that by

2027 a high percentage of our ingredients come from conscious and regenerative extraction practices. This involves adopting sustainable practices and acting across our entire value chain, actively promoting and supporting cultivation and extraction techniques that restore and revitalise the ecosystems we depend on.

4. Social Responsibility. Our commitment to sustainability goes beyond environmental impact. It also encompasses building a socially responsible, inclusive, respectful, diverse, and humanizing environment. This pillar is linked to SDGs 8 and 10, Decent Work and Economic Growth and Reduced Inequalities, as a source of long-term social and economic development. To fulfil this social responsibility purpose, we carry out actions such as promoting Justice, Equality/ Equity, Inclusion, and Diversity plans, the professional and personal development of our employees through family reconciliation policies, flexibility, corporate volunteering programs, or well-being development, responsible relationships with our community, among others. Each of these initiatives has ambitious short- and medium-term goals, allowing us to measure our progress and ensure that we make tangible strides toward creating a positive and lasting impact on society.

5. Governance. For our extensive sustainability and ESG program to be effective, it is crucial that it is directed, promoted, and managed consistently at the corporate level and that it reflects the commitments made by the highest governing bodies of the organisation. Our governance standards help us ensure the cross-cutting implementation of practices, principles, and regulations that ensure the company acts effectively, ethically, transparently, and responsibly. Strict regulatory compliance is our priority, including the necessary transparency and reporting of results. To continue strengthening in this area, we are implementing various actions aimed at improving transparency and accountability, optimizing our internal strategic oversight and risk management processes, and promoting an ethical, inclusive, and respectful culture

Perhaps our goal is to achieve B-Corp certification, which we are working towards for the upcoming 2024 fiscal year, as a synthesis of all these actions and as a demonstration of our commitment and leadership in all areas of ESG.

Connecting back to the belief mentioned in the first paragraph, at Uriach, we are convinced that when we act appropriately according to the fundamental principles of sustainability, we achieve extraordinary results and create value that we can share with our stakeholders. 2023 has been another year in which we have achieved extraordinary results.

In 2023, we grew again by double digits for the eleventh consecutive year. Uriach surpassed €310.5 million in revenue, 14% more than in 2022, a significant growth considering it was purely organic. In terms of profitability, we achieved an EBITDA of €44.6 million, up 15%. Additionally, we agreed to our largest acquisition to date, the French firm Ineldéa, a transaction that consolidates our leadership position in the Natural Consumer Healthcare business in Europe, where we now cover the most important markets. Once the relevant authorities approve, this new company will be effectively incorporated into our accounts during the 2024 fiscal year.

Beyond the figures, we take pride in the positive impact we are achieving directly through our business approach, empowering consumers to improve their health, well-being, and lives through a new, more holistic, natural, and sustainable concept of health and providing them with the best natural products to do so. And indirectly through developing our sustainability program, which positions us as a leading and exemplary company in environmental and social responsibility and good corporate governance.

We are proud of our achievements in 2023 but recognise that this is a continuous journey. Our commitment is firm, and our goals for the coming years are very ambitious, focusing on B-Corp certification in 2024. We continue to work tirelessly and with deep conviction to generate a positive impact on people's health and well-being, as well as on the planet.

Oriol Segarra

Uriach CEO

Building a Sustainable Future

Uriach

Natural healthcare
enhanced by science

Building a Sustainable Future

Discover Uriach

We are a **company that believes in the power of nature, enhanced by science, as the best and most sustainable way to improve human health and well-being. This approach allows us to positively impact people's lives and the planet.**

We are 100% focused on Natural Consumer Healthcare (NCHC). We offer consumers the best natural products powered by science and innovation to improve their health and well-being.

With a history spanning more than 185 years and six generations, our more than 20 global brands—our main asset—and innovation, form the backbone of our business. Brands like Aquilea, Fisiocrem, EMS, Laborest, Depuralina, Sidroga, Minunino, Biodramina, Aero-red, Cistitus, Halibut, Fuca, and others reflect our commitment to innovation and health.

We are committed to creating and offering exceptional products to enhance people's health and well-being while caring for our planet. We also pledge to uphold the highest standards at every stage, from research and development to production and distribution.

"Nature Enhanced by Science as the Best Way to Improve People's Health"

Our legacy reflects the trust consumers place in us, and it is our responsibility to continue pioneering the creation of products that enrich people's lives.

As we look to the future, we are excited to innovate and generate a positive social and environmental impact.

Key Factors and Industry Trends

While the global economic recovery shows signs of strength, we must remain vigilant regarding factors such as the prolonged war in Ukraine and the situation in Gaza, which could continue to affect geopolitical and economic stability.

The growing importance of technology as a fundamental tool to address internal and external challenges is evident. Focusing on innovation and productivity driven by technology highlights the need to integrate advanced technological solutions into our operations to stay ahead in an increasingly competitive market.

Inflation remains a challenge, particularly in the cost of raw materials and energy, which could negatively impact the company's profit margins and require a tailored strategy to maintain competitiveness in a shifting economic environment.

The impact of climate change and the need to mitigate and adapt to this new reality with clear decarbonization goals are urgent challenges. Likewise, we recognise the importance of better resource utilization, striving for circularity, and caring for the planet to prevent biodiversity loss.

We have also identified established, consolidated, and emerging trends expected to gain momentum over the next 2 to 5 years. These trends provide insights into the changes occurring in the CHC sector (Consumer Healthcare) and will shape the direction of the industry in the short to medium term. Monitoring these trends will help us continue transforming and evolving to meet our consumers' needs.

In summary, the key trends and factors that may affect our future development are as follows:

1. **Holistic self-care:** Consumers prefer multifunctional supplements and products comprehensively addressing health. They seek effective products that meet their health needs holistically.

2. **Women's health:** There is growing interest in products related to women's health, ranging from menstrual care to menopause. Digital tools, such as wearable devices, are emerging in this area.

3. **Healthy ageing:** The demand for products and services that support healthy aging and longevity is increasing, driven by a focus on preventive medicine and technological advances in health.

4. **Dermocosmetics:** This trend focuses on products that combine skincare and cosmetics, emphasizing clinically proven ingredients for skin care.

5. **Hyperpersonalization:** refers to the growing demand for personalised products and services, particularly those that use biometric data to offer tailored recommendations.

6. **Gut Health Microbiome:** There is increasing interest in gut health and the microbiome, focusing on products that promote digestive wellness and the balance of healthy gut bacteria.

7. **Artificial intelligence (AI):** AI and machine learning are increasingly applied in the CHC sector, from cost optimization to consumer behavior analysis.

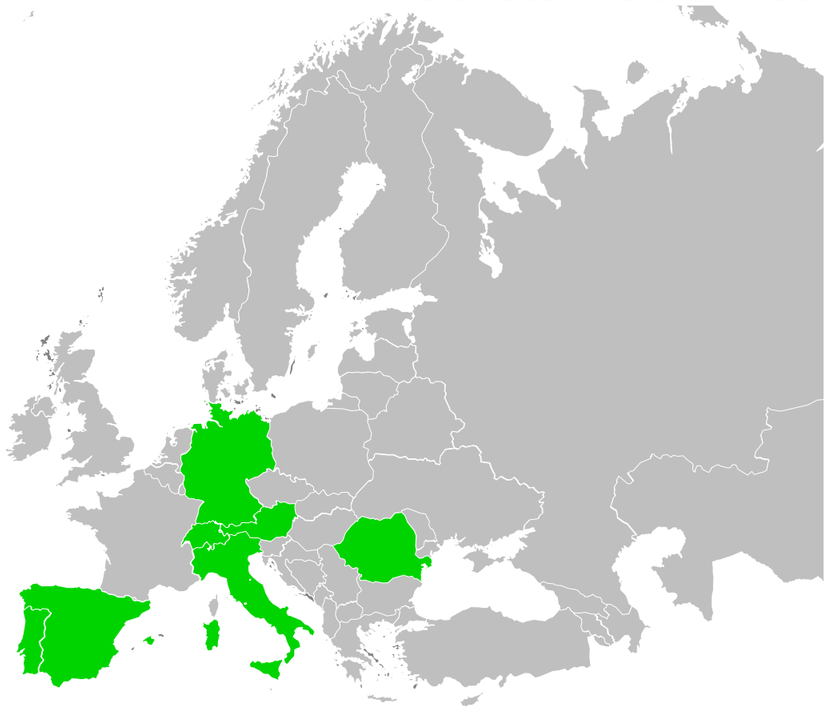
8. **Omnichannel:** This trend highlights the importance of an integrated and consistent market strategy across multiple sales and communication channels.

9. **Sustainability:** This topic focuses on the adoption of more sustainable extraction and production methods in the CHC sector and the embrace of more environmentally friendly business practices.

10. **Inflation:** This measure reflects the impact of inflation on the CHC market, both in terms of costs and consumer prices.

Uriach

Market Presence



We have a strong presence in the major European markets with subsidiaries in Spain, Italy, Portugal, Germany, Austria, and Switzerland. We maintain strategic alliances through joint ventures in Greece and distribute our products in over 28 countries worldwide, including Poland, Belgium, Finland, France, Ukraine, Hungary, Georgia, and the Balkans. Additionally, we extend our reach to seven Central American countries, Ecuador, Brazil, South Africa, Lebanon, and China.

This geographic expansion and focus on the Consumer Healthcare market position us as a solid and sustainable leader in the European landscape, particularly in the Natural Consumer Healthcare sector.

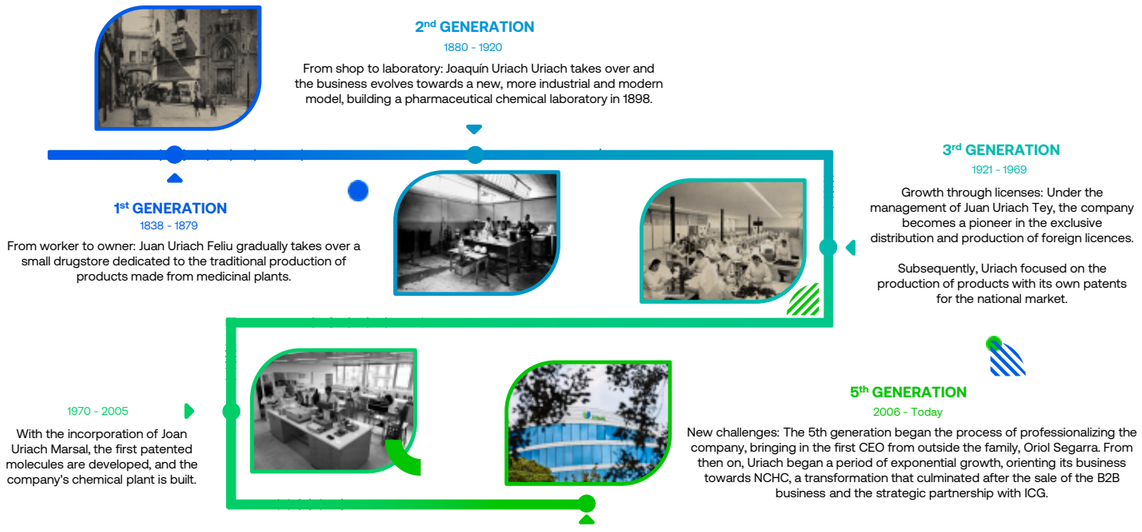
The core value of our expansion lies in each of the more than 850 collaborators globally who are part of Uriach.

Internationalization of the Uriach Group

Throughout 2023, Uriach has strengthened its commitment to the Group's internationalization strategy. This strategy has proven crucial in diversifying economic risks and achieving the projected economic results.

Our presence in the European market has seen consistent growth, closely linked to the company's last three strategic plans, driving ongoing transformations in the company's structure and business model.

Our headquarters is in Sant Cugat del Vallès (Barcelona, Spain), and we operate production plants and own assets in Germany.



Our internationalization strategy has evolved as follows:

- **2015**: We acquired Laborest, a pharmaceutical company in Italy, and expanded our presence in Portugal with an emerging commercial network.
- **2017:** The expansion in Portugal continued with the acquisition of Theralab, a pharmaceutical company specializing in dietary supplements.
- **2018**: We consolidated our presence in Italy with the acquisitions of Progine and AR Fitofarma.
- **2019**: We expanded our mission to provide consumers with natural health benefits by acquiring Amcore Balance.
- **2021:** This year marked a significant milestone with the acquisition of Sidroga, a German company with over 150 years of history, leading in market segments such as medicinal teas and products based on salts and thermal waters for winter ailments. Sidroga operates in Germany, Austria, and Switzerland. In December of the same year, we executed the sale of the B2B pharmaceutical and generics business to the investment fund MCH Private Equity.
  These strategic acquisitions have propelled Uriach toward extraordinary growth, establishing it as a leader in the Natural Consumer Healthcare (NCHC) sector. These additions have significantly strengthened our portfolio of natural Consumer Healthcare products.
- **2022**: We took another step by acquiring Medimow in Romania, a company dedicated to developing and marketing dietary supplements for pain, gynaecology, and paediatrics.
- **2023:** We have focused 100% on the CHC market, with a clear mission: to guide, facilitate, and empower consumers to improve their quality of life through natural healthcare solutions.

Within the industry, we are leaders in Natural Consumer Healthcare (NCHC) with a clear purpose: **nature enhanced by science as the best way to care for the health of people and the planet**.

Roadmap to Triple Positive Impact

Committed to Transformation Through Purpose, Mission, and Our Values

At Uriach, we have a vision: to **become the European leader in the Natural Consumer Healthcare business within the next five years**. A clear purpose drives our journey.

"We believe in the power of nature, enhanced by science, as the best path to improving people's health and well-being, and also the most sustainable. We aim to have a positive impact on the lives of people and the planet"

This purpose drives every decision and action, putting the consumer and the positive impact we can have on their lives at the centre of our strategy.

Simultaneously, **we embrace the responsibility of caring for our planet and the environment around us, knowing that our natural products would not be a reality without them.**

Thus, our purpose guides us to strive for the maximum positive impact on people's lives and the planet's health.

At Uriach, we embark on an inspiring mission: to guide, facilitate, and empower consumers to improve their quality of life, health, and well-being. Our dedication translates into providing the best natural health care solutions, communicating directly with them and through experts and prescribers.

Our strategy to achieve this mission is clear and ambitious, giving meaning to every action we undertake.

At Uriach, **values shape who we are and how we act; they are the pillars that define our essence and guide our daily lives**. These values not only chart our course but are also reflected in the organisational culture we create—a culture essential for achieving the goals we have set, generation after generation.

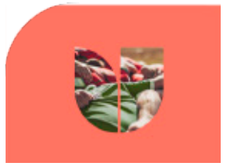
U	R	I	A	C	H
Unity	Resonance	Intensity	Ambition	Confidence	History

UNITY / UNITY OF HEARTS

We have a clear shared belief and purpose that not only aligns our work but also **connects us externally** with our environment, making us deeply **coherent, holistic, integrated, and human, achieving a "unity of hearts."**

RESONANCE / PASSION FOR PEOPLE

We have a sincere interest in and respect for people. We seek to **empower them to maximise talent**, **happiness, and self-fulfilment for everyone while externally helping to improve the well-being, health, and lives** of consumers with the best natural solutions.



INTENSITY / POSITIVE ENERGY

We spread **positive energy, passion, fun, and optimism** to all our stakeholders. We **embrace change and constantly adapt**, striving for **agility and simplicity** to give and be as scalable and exponential as possible.

AMBITION / WE DREAM, WE INNOVATE

We are **curious, committed, and self-demanding.** We dream, explore, challenge, dare, think big, and always strive for more. **We never give up or settle.** Innovation is in our DNA to improve people's lives and the world.

CONFIDENCE / TRUST, INSPIRATION, RESULTS

We instil and inspire confidence. We work with **high ethics, integrity, responsibility, transparency,** and **accountability standards**, achieving extraordinary results sustainably.

HISTORY / HEALTH & SUSTAINABILITY

We are proud of our history and **committed to sustainability.** We are natural and conscious and **aim to make a positive impact**, sharing value with all our stakeholders and **continuously improving our environment** while growing professionally and personally.

Sustainability as a Strategic Pilar

At Uriach, we strive to be **global leaders in the Natural Consumer Healthcare sector.** We steadfastly focus on improving people's well-being and health sustainably and responsibly throughout every stage of our activity.

For decades, we have embraced a commitment to natural health and, consequently, to sustainability. This is reflected in our purpose and 185-year history, where we have successfully harmonised prosperity, people's well-being, and environmental conservation, establishing sustainability as a fundamental strategic pillar.

We view sustainability as more than just a business goal. For us, **it means aspiring** to growth that benefits our organisation and has **a positive impact on people and the planet**. At its core, it's about generating a positive impact across three fundamental pillars: environmental, social, and governance (ESG).

However, we know this mission cannot be achieved through our internal efforts alone. We recognise that to generate the greatest possible impact, we must work closely with all our stakeholders.

This includes our collaborators, consumers, shareholders, suppliers, local communities, society, and the planet. Everyone plays a crucial role in our journey toward sustainability, and their collaboration is essential.

In our commitment to sustainability, we value and promote transparency, responsibility, and inclusion in all our relationships and business activities. Together, we can make a difference and build a more prosperous and sustainable future for all.

Positive Impact Milestones in 2022

A significant strategic shift in 2022, focusing on Natural Consumer Healthcare, substantially altered our company's context, necessitating a review and update of the existing Sustainability Plan. This involved conducting a new materiality analysis to identify the material topics affecting us.

The main milestones achieved in 2022 were as follows:

- Creation of the Global Sustainability Committee
- Establishment of the Technical Sustainability Office
- Definition of 8 global initiatives responsible for executing various impact-generating projects. These projects were designed to generate impact while identifying new material topics (materiality analysis) and assessing Uriach's environmental impact (carbon footprint).
- New materiality analysis to understand the material aspects in the new context of Natural Consumer Healthcare.
- Identification of 6 priority SDGs aligned with materiality, where Uriach aims to generate the most positive impact.
- Calculation of the carbon footprint, covering the full scope 1 and 2 emissions and scope 3 (categories 1, 2, 4, and 5).
- Execution and promotion of the first projects to generate a positive impact as part of our 8 global initiatives.
- Global sustainability course.

Materiality Analysis

Strategic Approach for a Sustainable Future

Our analysis of material topics—crucial to our business—has been fundamental in shaping our sustainability strategy and developing an action plan aligned with key indicators. These indicators will guide us towards achieving our objectives in these priority areas.

This approach allows us to identify the needs and expectations of our stakeholders, defining, identifying, and prioritizing the main ESG (Environmental, Social, and Governance) topics under which Uriach should operate.

After conducting an initial materiality analysis in 2018, we updated this process in 2022 to ensure our sustainability strategy aligned with environmental challenges, opportunities, regulations, and trends.

We are committed to making meaningful and sustainable progress for our business and the world

Methodology

We conducted the materiality analysis using the Global Reporting Initiative (GRI) as the primary framework, aligned with the AA1000APS and AA1000SES accountability principles and stakeholder engagement standards.

The phases of the analysis were:

1. Updating key stakeholders and prioritizing engagement. The following were identified: shareholders, customers, consumers, collaborators, CMO suppliers, and packaging and logistics suppliers.

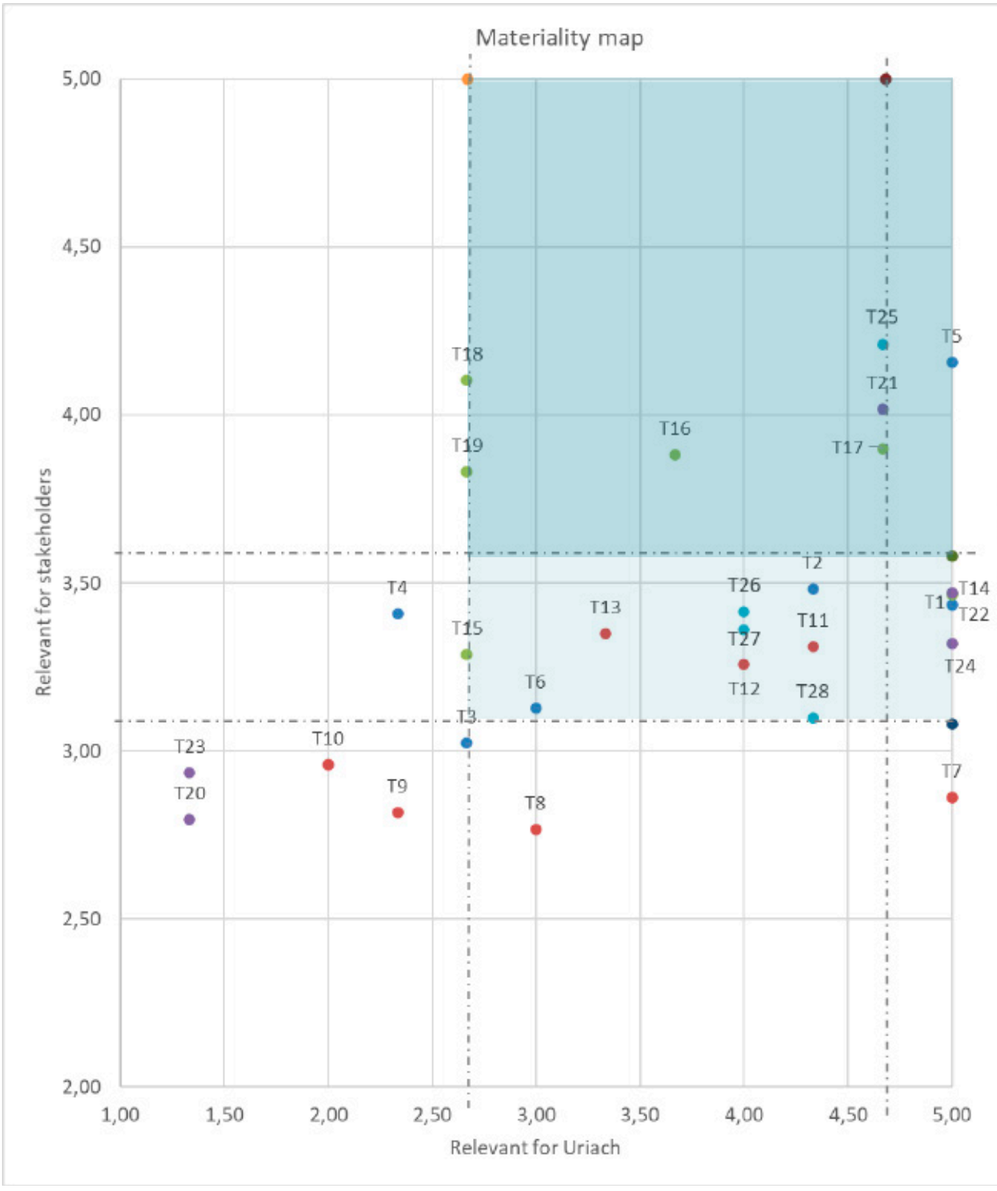
2. Identified 17 material topics after reviewing global and sector trends, as well as Uriach's business development.

3. Prioritise topics through interviews and questionnaires at the internal and external levels.

4. The Sustainability Committee reviewed and validated the material topics, resulting in 15 topics grouped into 5 pillars: economy and ethics, environment, employment and human resources, supply chain and society, and customer and product.

In updating the analysis conducted in 2018, **new material topics** emerged, such as business ethics, gender equality and non-discrimination, circular economy, job quality and career development, supplier evaluation, data security and privacy, product labelling, and marketing.

Materiality Matrix



- Supply chain & Society
- Economy & Ethics
- Environment
- Labor & Human Resources
- Consumer & Product

Validated Material Topics Linked to the Sustainable Development Goals (SDGs)

CATEGORY		TOPIC	DESCRIPTION
ECONOMY AND ETHICS	T5	I+R+D	Investment in innovation, research and development of new products and services.
	T1	Responsible economic performance	Economic value generated and distributed (wages, financing, payment to providers, ...).
	T2	Transparency, integrity and accountability	Disclose information and act according to Uriach's values and vision.
ENVIRONMENT	T7	Materials	Inputs used to manufacture and package products: renewable, non-renewable, recycled, reused, ... Sustainable sourcing of raw materials.
	T11	Climate change and emissions	Discharge of emissions, both GHG and other, as a result of Uriach's activity & along the supply chain. Climate Change mitigation & adaptation.
	T12	Waste management	Waste generated in Uriach's own activities & along the value chain, and its management
	T13	Circular economy	Inclusion of CE strategies and new business models, such as take-back programs and Eco-design.
	T8	Energy	Energy consumption (renewable and non-renewable) and management.
LABOR & HHRR	T14	Employment quality and career	Uriach's approach to job creation (hiring, recruitment, retention,...), working conditions, training & capacitation.
	T17	Gender equality, diversity and non-discrimination	Promotion of gender equality and prevention of all forms of discrimination (harassment, racism, moving, disabilities,...).
SUPPLY CHAIN & SOCIETY	T21	Compliance & Business ethics	Uriach's compliance with specific laws and regulations in the social, environmental, and economic area. Drug supply chain regulations to prevent counterfeit or mislabelled drugs (in some countries).
	T22	Supplier assessment	Social, environmental & HHRR assessment of suppliers to prevent and mitigate negative impacts along the supply chain. Due diligence.
CUSTOMER & PRODUCT	T25	Customer health & safety	Policies and practices in place to ensure product quality and safety (post-consumer services: client satisfaction, customer service,...).
	T28	Marketing	Fair responsible marketing communications (non-green washing, non-misleading,...).
	T27	Labelling	Customer access to data, reliability of product information and proper labelling (content, properties, use, wellbeing,...). Traceability and chain custody.

We create a double materiality analysis, exploring the impacts, opportunities, and risks across our value chain in collaboration with our stakeholders.

This comprehensive approach includes a financial assessment that will enable us to chart a solid path toward a more resilient and prosperous future..

Stakeholders

At Uriach, we aim to generate the maximum positive impact possible. To achieve this, we understand that we must engage all our stakeholders to create shared value through active listening and commitment.

Our Collaborators

We want the people who work with Uriach to develop their talents and grow alongside us. We believe this is possible with a corporate culture and a continuous improvement mindset in everything we do. We strive to inspire and contribute to the professional well-being of every one of us.

Our Customers and Consumers

We believe that conducting business consciously is the best way to contribute to a positive impact. We care for our consumers and customers, which is essential and aligned with our values.

Our Suppliers

At Uriach, suppliers do not work for us; they work with us. They are part of our team, and together we achieve success.

Our Shareholders

Being part of Uriach means being part of a company that, generation after generation, is firmly committed to looking after the various stakeholders involved in its activities, ensuring that these activities have a positive social and environmental impact on society, the people connected to Uriach, and the planet. Additionally, these activities will be oriented towards creating sustainable value, promoting more sustainable business models and contributing to achieving the Sustainable Development Goals.

Our Planet

We deeply believe that caring for people's health and well-being cannot be done without respecting the planet we live on. That's why we research to discover new solutions that have a positive impact and seek to regenerate the world we inhabit..

Our Community

We promote the well-being and health of those around us and act with a strong collective consciousness in everything we do.

Contribution to the Sustainable Development Goals

At Uriach, we understand that our commitments and objectives must reflect our responsibility toward society and the environment. For this reason, we have integrated the 2030 Agenda into our policy and strategy.

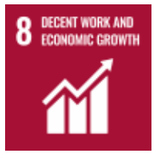
We are committed to aligning our efforts with the United Nations Sustainable Development Goals (SDGs), working tirelessly to contribute positively to a better world.

Below is a chart highlighting the primary and secondary Sustainable Development Goals (SDGs) that Uriach considers central to its strategy, along with the actions we are implementing for each of them during 2023:

MAIN ODS:

Positive impact on the health of people in more than 20 countries.

New wellness plan based on happiness hormones.



Affiliation with UN Global Compact

Amendment of the Statutes

New reporting channel Continuous promotion of the Global Code of Ethics

Sustainable commitment objectives in green loans

New Positive Impact Report

SECONDARY ODS:

Definition and implementation of Sustainable Packaging Guidelines

Innovation in the use of recycled plastics and mono-materials

Focus on naturalness objectives in our products

Development of the Ethical Marketing Guide

Promotion of the JEDI Plan (Justice, Diversity, Equity, and Inclusion)

Gender distribution study.

Change of electricity contracts to increase the use of renewable energy

New Contract Manufacturing Organisations (CMOs) evaluation policy based on sustainability criteria

Improvement projects in logistics transportation and protective materials for the transition from plastic to cardboard

Global sustainability course

Obtaining ISO 14001 certification for Spain and Portugal

Acquisition of the PEFC promotional license, in addition to the existing Forest Stewardship Council (FSC) license

Update of the carbon footprint calculation

Reduction of emissions from the sales vehicle fleet in Spain by 11%

Study of the impact of the production of our raw materials on the planet

Actions Taken in 2023

We highlight the actions we have undertaken in 2023 that have had the most significant impact on people and the planet.

Impact on Governance

- Amendment of the Statutes to incorporate Uriach's commitment to activities that promote sustainability and contribute to achieving the SDGs.
- Enhanced transparency by preparing the Non-Financial Information Statement (NFS) and creating a new positive impact awareness and disclosure tool, our Positive Impact Report.
- Incorporation of sustainable commitment objectives in requested loans (green loans).
- Development of the Compliance Risk Map for Sidroga.
- Launch of a new whistleblowing channel aligned with the EU Directive on whistleblowing.
- Promote best governance practices through training on the code of ethics, whistleblowing channels, healthcare professional protocols, data protection, and cybersecurity.
- Implementation of global policies

Impact on People

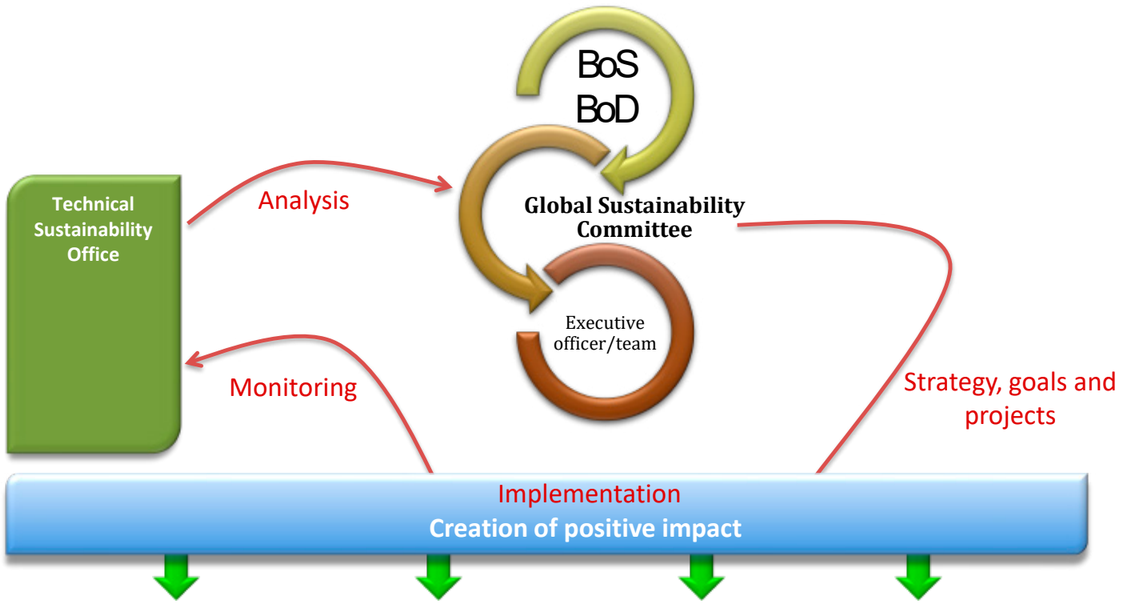
- Developing and commercializing self-care health products in more than 28 countries, positively impacting people's health.
- Launch a new corporate Wellness plan for all Uriach collaborators based on Happiness hormones.
- Promotion of Uriach's diversity, equity, and equality plan.
- Completing the first Global Sustainability training course, directed at all collaborators.
- Development of the Ethical Marketing Guide, focusing on our consumers.
- Gender distribution study with a diagnosis of the executive composition (50%-50%).
- Reaffiliation with the UN Global Compact.

Impact on the Planet

- Complete measurement of Uriach's Carbon Footprint. In phase 1, Scope 1, Scope 2, and 4 categories of Scope 3 were calculated. In 2023, in phase 2, the full calculation of Uriach's Carbon Footprint has been completed by adding the remaining 11 categories of Scope 3.
- Green electricity is used in most facilities across all countries, reducing our Scope 2 emissions by 590 tons of CO_2 equivalent.
- Reduced Scope 1 emissions thanks to replacing the Spanish fleet with more sustainable vehicles, reducing emissions by 11% (41 tons of CO_2 equivalent annually once the full fleet replacement is completed).
- Implementation of improvement projects in logistical transportation.
- Achievement of ISO 14001 certification in Spain and Portugal.
- Innovation in the use of recycled plastic and mono-materials (blisters).
- Definition and implementation of new Sustainable Packaging Guidelines.
- Study the impact of using raw materials on the planet to identify actions that promote their regeneration.
- Focus on naturalness objectives in our products.
- Acquisition of the PEFC license (Program for the Endorsement of Forest Certification) promoting sustainable forest management, in addition to the existing FSC license.

Sustainability Plan 2022-2025

Focused on Creating Positive Impact



At Uriach, our dedication to sustainability in social, environmental, and governance areas drives every aspect of our activities. We are committed to society's well-being by offering solutions that improve the quality of life. We believe in sustainable economic growth and seek to generate a positive impact on society and the planet through our products and services.

In 2022, as part of our strategic transformation towards leadership in Natural Consumer Healthcare at the European level, we launched the Strategic Sustainability Plan 2022-2025. This plan, driven by the Global Sustainability Committee and the Technical Sustainability Office, along with various areas of the company due to its cross-functional scope, is designed to address Uriach's sustainability impacts and objectives comprehensively.

Initially, and to generate impact as quickly as possible, eight Global Initiatives were defined to address Uriach's 15 material topics and six Sustainable Development Goals (SDGs).

In developing the Strategic Sustainability Plan 2022-2025, we considered it essential to have solid management models based on environmental, social, and governance (ESG) criteria. These models would enable us to make sustainability-based decisions about facing changes and seeking the opportunities they present.

The Global Sustainability Committee has defined and led a governance model, with the Technical Sustainability Office and execution structures responsible for implementing the various impact projects.

Global Sustainability Committee: Key to Our Business

At the end of 2021, we established the Global Sustainability Committee to drive one of our business's strategic pillars: sustainability. The committee's role is to define the ESG strategy, align efforts, and set the objectives and action plan to achieve the established goals across the dimensions of corporate governance, people, and the environment on a global level. Additionally, the Committee aims to engage our entire ecosystem, including stakeholders, to generate the greatest possible positive impact.

Initially, the Global Sustainability Committee was composed of the following members until mid-2023:

Composition of the Sustainability Committee until mid-2023

Member	Area/role
Sr. Oriol Segarra	Sponsor. Liaison with the Board of Directors
Sra. Belén Badía	Communication and People
Sr. Victor Bernet	Portugal and Marketing
Sra. Bea Dalmau	Operations and Supply
Sra. Katharina Jüngst	Sidroga (DACH)
Sr. Xavier Navarro	Spain, Innovation, and Uriach Foundation
Sr. Javier Salom	Finance
Sr. Lorenzo Secondini	Italy and Innovation
Sr. Nicola Lavarino	Amcore Balance
Sr. Agustí Miralles	Technical Sustainability Office. Liaison with execution and implementation of initiatives

The Technical Sustainability Office

The **Technical Sustainability Office** is crucial in advancing the company's transformation towards triple positive impact.

Among its primary functions, we highlight the following:

- Manage the Global Sustainability Committee.
- Analyze and assess the company's maturity level in terms of sustainability, using key ESG performance indicators to measure the progress and effectiveness of implemented initiatives.
- Manage the risks and opportunities associated with sustainability, identify potential threats to the business, and propose strategies to mitigate their impact while capitalizing on opportunities for sustainable growth.
- Analyze the company's carbon footprint, evaluate the environmental impact of its operations, and develop measures to reduce its environmental footprint and promote more sustainable practices.
- Adapt to legislative and regulatory requirements related to sustainability, ensuring compliance with legal obligations and maintaining a proactive approach to identifying new regulations that may affect the company.
- Monitor overall progress in sustainability, collecting relevant data and preparing periodic reports to evaluate the company's sustainability goals and commitments.
- Prepare the Non-Financial Information Statement (EINF), which provides detailed information about the company's sustainability performance and highlights achievements, challenges, and opportunities in this area.
- Track the performance of defined projects and analyze the impact generated

The Technical Sustainability Office is integral in promoting sustainable business practices, ensuring that the company meets the highest sustainability standards and contributes positively to the environment, society, and the economy.

Execution Structures

To address our 15 material topics and our 6 Sustainable Development Goals (SDGs), and to begin generating a positive impact while measuring our environmental impact, eight Global Initiatives were defined in 2022 as the executive structure for the various proposed projects

8 Global Initiatives Framing the Executive Structure of Sustainability at Uriach.

Each initiative's specific objectives are highlighted

1. . GOVERNANCE

Oriol Segarra

- Communication with the Board of Directors.
- Sponsorship and governance of the sustainability program, analysis, diagnosis, and action plan.
- Responsibility for achieving the objectives.
- Certifications and Carbon Footprint

2. CULTURE & PEOPLE

Belén Badia

- Training and establishing a sustainability culture with a global and cross-functional character.
- Global internal and external communication. Preparation of the Sustainability Report

3. ENERGY, EMISSIONS & TRANSPORTATION

Bea Dalmau y Katerina Jüngst-Hilbert

- Improve the sustainability of energy consumption.
- Improve internal and external emissions.
- Analysis of the use of plastics in packaging processes.
- Awareness and collaboration with logistics partners

4. WASTE

Agustí Miralles

- Analysis and improvement of generated waste.
- Promote reduction, reuse, recovery, and recycling.
- Analysis and improvement of obsolete materials.

5. CMO MANAGEMENT

Bea Dalmau

- Raise awareness among our collaborators of the importance of sustainability in manufacturing and handling our products.
- Promote the adoption of sustainable practices

6. MATERIALS, MARKETING & LABELING

Víctor Benet

- Define the strategy and guidelines to achieve sustainable packaging aligned with the principles of the circular economy

7. RAW MATERIALS

Lorenzo Secondini

- Ensure traceability, complete control, and the highest possible quality of our natural ingredients, which are aligned with sustainable criteria.

8. INNOVATION

Javier Navarro

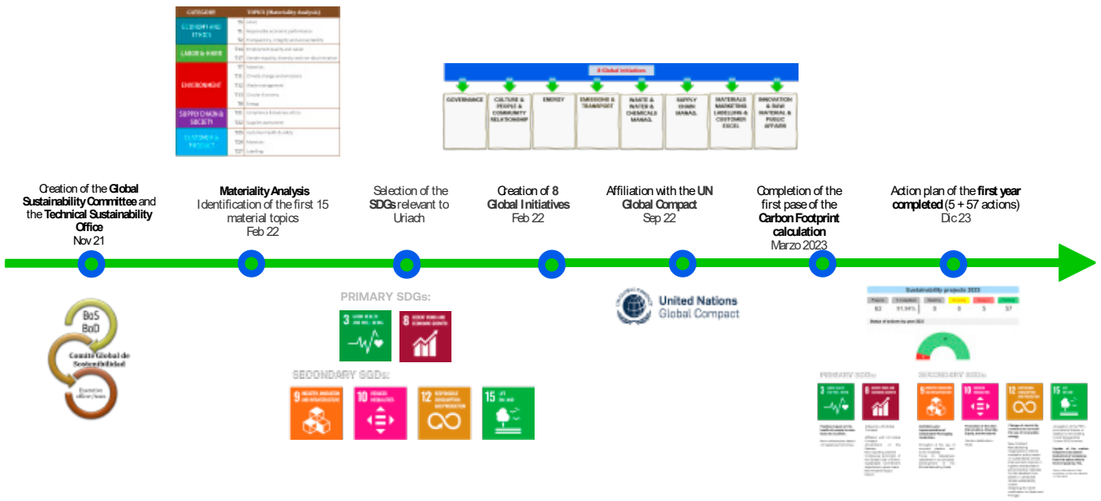
- Incorporation of sustainable aspects in the design of any new product or service. The concept of sustainability must be part of Innovation.

In 2023, these 8 Global Initiatives and the Technical Sustainability Office implemented 57 actions, the key actions of which are detailed in the previous section (Actions Taken in 2023).

Evolution and Adaptation of the Sustainability Strategy

Throughout 2022 and much of 2023, we have been laying the foundations of our Sustainability Plan. We have analysed the new context created by Uriach's focus on Natural Consumer Healthcare, identified our material topics, determined which Sustainable Development Goals (SDGs) we can impact, and analysed Uriach's impact on the environment by calculating our Carbon Footprint.

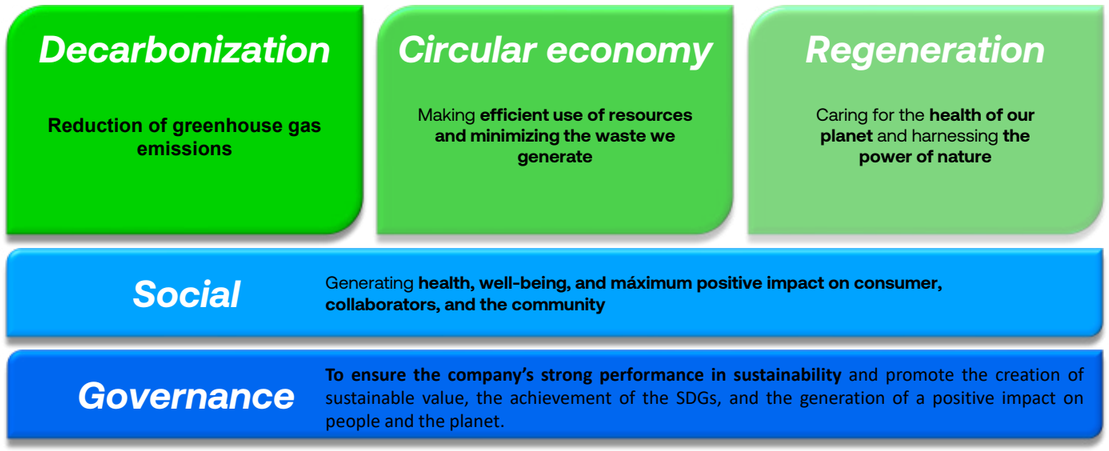
Timeline: Evolution of the Sustainability Plan from 2021 to December 2023.



This has led us to identify the key impact areas where Uriach aims to generate a positive impact..

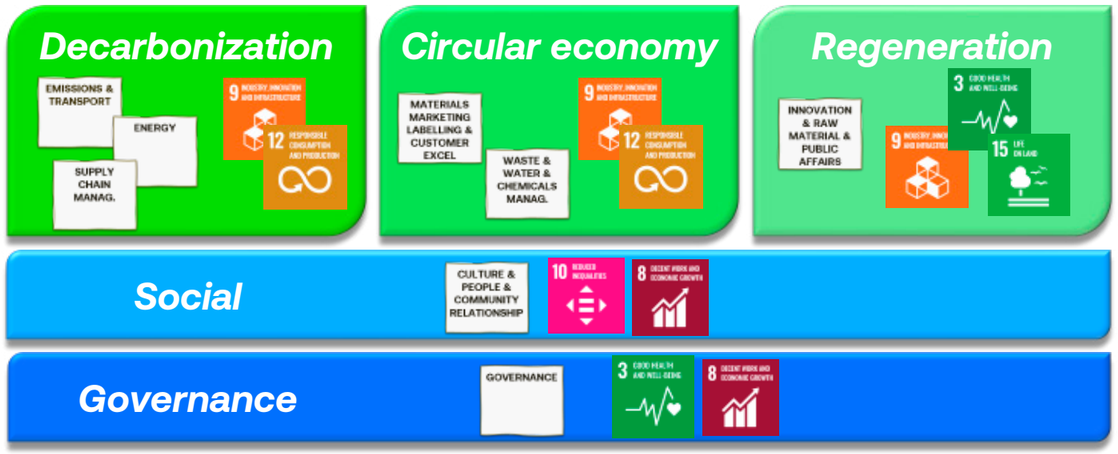
- **Governance:** This area ensures Uriach's strong performance in sustainability, promotes the creation of sustainable value, the achievement of the SDGs, and the generation of positive impact on people and the planet. The target for 2027 is being defined..
- **Descarbonization:** This area focuses on reducing greenhouse gas emissions. An ambitious goal has been set to achieve Zero Emissions for Scopes 1 and 2 by 2027.
- **Circular Economy:** This area emphasises the efficient use of resources and minimizing waste. The goal for 2027 in this area is to achieve Zero Waste to Landfill.
- **Regeneration:** This area is dedicated to caring for our planet's health and harnessing nature's power. The target for 2027 is being defined.
- **Social:** This area aims to generate health, well-being, and maximum positive impact on consumers, collaborators, and the community. The goal is to be a 100% Just, Equitable, Diverse, and Inclusive company by 2027.

Uriach's Impact Areas



It is important to note that the 8 Global Initiatives, defined at the beginning of the 2022-2025 Sustainability Plan, are included and distributed within each of the different defined impact areas. Additionally, each area has a specific impact on Uriach's Sustainable Development Goals (SDGs).

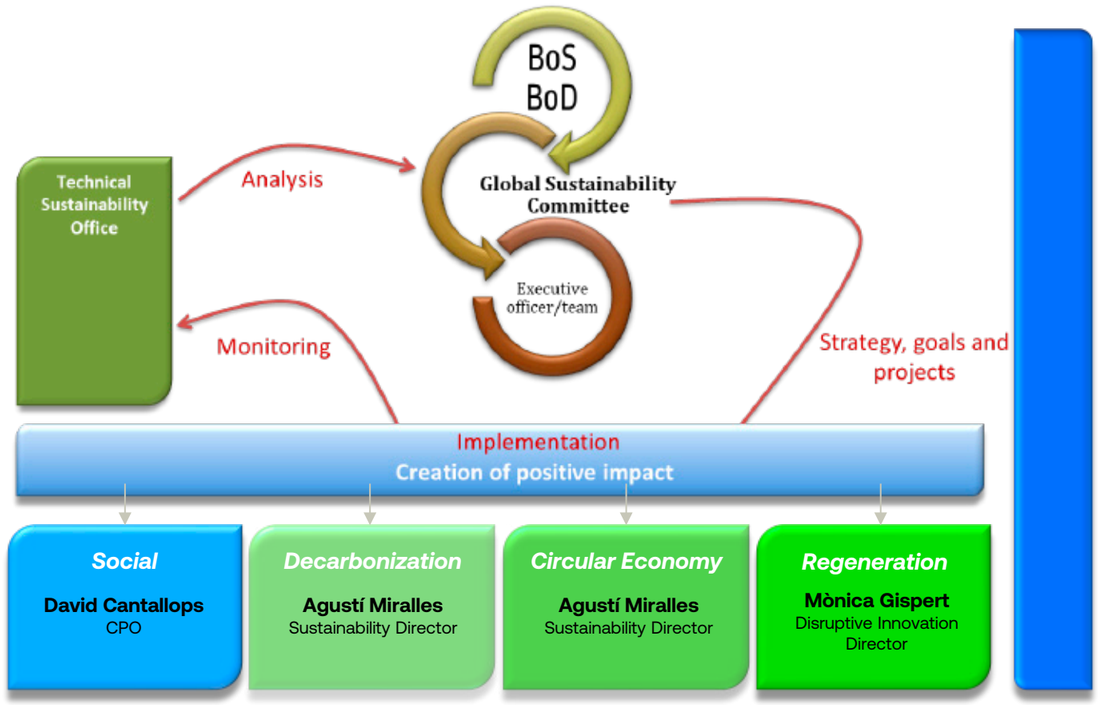
Uriach's Positive Impact Areas from 2024 onwards– 8 Global Initiatives and SDGs



In alignment with the new definition of the positive impact areas, the Global Sustainability Committee has also adapted to this new reality and is structured as follows:

Member	Area/role
Sr. Oriol Segarra	CEO. Sponsor. Liaison with the Board of Directors
Sr. Adrià Bullon	COO
Sr. Javier Salom	CFO
Sra. Zina Safer	Legal & Compliance Director
Sr. Nicola Lavarino	Country Director Amcore Balance
Sr. David Cantallops	CPO. Responsible for Social Impact Area
Sra. Mònica Gispert	Disruptive Innovation. Director. Responsible for Regeneration Impact Area
Sr. Agustí Miralles	Sustainability & Agile Director. Head of the Technical Sustainability Office. Responsible for Decarbonization and Circular Economy Impact Areas. Liaison with execution and implementation of initiatives

Finally, the governance model has been defined as follows:



Strengthening Good Corporate Governance

Strengthening Good Corporate Governance

As a business group, Uriach has always emphasised its commitment to sustainability, integrating it from a vertical perspective, that of the shareholders, and the principles guiding the actions of the management team and collaborators. This commitment has been duly enhanced and supported by strong Corporate Governance.

Our long-term vision, focus on strategy, and achievement of ambitious goals, along with our agility and flexibility in executing our projects, have allowed us to innovate and continue growing over the years while keeping sustainability at the core of our business.

We continuously evolve and develop our corporate model, prioritising Corporate Governance mechanisms encompassing the perspectives and needs of both shareholders and the business. Guided by our values, rooted in ethics and transparency, we have forged a leading company in the Natural Consumer Healthcare sector.

Economic management, directed by the shareholders and guided by a team of executives, ensures strong governance committed to the triple positive impact: Environmental, Social, and Governance (ESG). Uriach aims to be a leader and a driver of a sustainable and healthy future, positively impacting people and society.

Strength of Governance

The strength of our governance is based on the strategic collaboration between Uriach's **CEO, Oriol Segarra Montaner**, the Family Council, and the Ownership Council.

Oriol Segarra Montaner, as CEO, leads the Executive Committee, charting Uriach's ambitious future strategy and ensuring efficient management to turn objectives into reality. The goal of appointing a CEO independent of the shareholder structure was, and still is, to maximise Uriach's professionalization.

The Family Council acts as a governing body that fosters dialogue and defines family policies related to Uriach, leveraging the diverse perspectives of its members and other governing bodies.

The Ownership Council strengthens the connection between shareholders and the Board of Directors, ensuring cohesion in expressing the shareholders' wills and needs. This synergy between executive leadership, family vision, and shareholder representation contributes integrally to effective, sustainable, and transparent governance at Uriach.

The Ownership Council is composed of the following members:

- NEREIDON, S.L.U. (represented by Mr. Juan Uriach Marsal)
- SNAGELL, S.L.U. (represented by Mr. Juan Uriach Torelló)
- MACEZANNE, S.L.U. (represented by Ms. Marta Uriach Torelló)
- USERKAF PATRIMONIAL, S.L.U. (represented by Ms. Sofía Uriach Anton)
- CRISKIAL, S.L.U. (represented by Mr. Enrique Uriach Torelló)
- ARQUIN PATRIMONIAL, S.L.U. (represented by Mr. Joaquín Uriach Torelló)
- Guillermo Quintero Uriach
- Joaquim Agut Bonsfills

The Board of Directors also plays a crucial role in defining Uriach's strategy, supervising, controlling, and ensuring the established objectives are met.

The Ownership Council strategically selects members of the Board of Directors, involving shareholders and independent selection experts. The selection of external members of the Board of Directors is based on the skills, qualities, and specific technical knowledge required at each stage of Uriach's development. The selection process ensures a strategic composition linked to Uriach's corporate objectives, ensuring that the Board of Directors is diverse and balanced, thus providing this body with the ability to make informed strategic decisions with the highest likelihood of success.

The members of the Board of Directors are:

- Chairman and Independent Director: Mr. Lluís Cantarell Rocamora
- CEO: Mr. Oriol Segarra Montaner
- Proprietary Director: CRISKIAL S.L.U. (represented by Mr. Enrique Uriach Torelló)
- Proprietary Director: ARQUIN PATRIMONIAL, S.L.U. (represented by Mr. Joaquín Uriach Torelló)
- Independent Director: Ms. Montserrat Muñoz Abellana
- Proprietary Director: Mr. Guillermo Quintero Uriach
- Independent Director: Mr. Carlos Muñoz Beraza

The Board of Directors also includes a non-director Secretary, Mr. Daniel Marín Moreno.

The Board of Directors is further structured into various internal bodies, forming the following specialised committees:

i. People & Culture Committee
ii. Audit and Compliance Committee

Finally, Uriach has an **Executive Committee** led by the CEO and composed of the Chiefs of Uriach, who represent all the strategic areas in which the company is organised.

The Executive Committee, or the C-Level, is fundamental in coordinating and strategically directing Uriach's day-to-day operations. The diversity of its members, along with their extensive experience and specialization, results in effective collaboration, ensuring cohesive decision-making that aligns with Uriach's global objectives and considers all aspects of the business comprehensively.

The members of the Executive Committee are:

- Chief Executive Officer: Mr. Oriol Segarra Montaner
- Chief Growth Officer: Ms. Alicia Espriu Calderon
- Chief People & Culture Officer: Mr. David Cantallops Jiménez
- Chief Finance & Corporate Services Officer: Mr. Javier Salom Arroyo
- Chief Operations Officer: Mr. Adrià Bullón Casal
- Chief Corporate Development Officer: Mr. Lluís-Marc Carpentier

The committees and councils communicate and coordinate constantly to promote transparency and internal awareness of the Uriach Group's cross-functional and global matters.

Business Ethics and Regulatory Compliance

At Uriach, we strive to perfect our ethical standards, integrity, and commitments to Good Corporate Governance. We base our ethical principles and regulatory compliance on applicable legal provisions and aim to promote autonomous and forward-thinking principles and commitments. We are aware of the key role of the sector in which we operate, and our goal is to exhibit exemplary behavior that goes beyond legislative requirements.

Business ethics is the cornerstone of our commitment to health, well-being, and sustainability. We promote integrity, transparency, and responsibility in all our operations and corporate objectives.

At Uriach, we are conscious of operating in a highly regulated and complex sector. We recognise that to establish the foundations of our Good Corporate Governance, we must have a robust Compliance Model that helps us prevent, identify, and respond to situations that may deviate from our ethics, integrity, and compliance standards.

These policies form the foundation of the actions we aim to promote within our organisation and are part of our Risk Management. They ensure that operations are conducted with strong ethics in all aspects of our business.

CRIME PREVENTION MODEL

1. The Code of Ethics,
2. Internal regulations,
3. The internal control and governance structure,
4. The whistleblowing channel,
5. The Criminal Risk Maps

Crime Prevention Model

Uriach has a Crime Prevention and Compliance Model implemented globally across all the group's subsidiaries. The model encompasses the control activities, and the various regulatory instruments implemented within the group to prevent, detect, or respond to acts contrary to applicable legislative and internal regulations (the "Model").

The Model allows us to establish a guide aimed at detecting risks that may arise within the organisation, safeguarding the company's integrity and reputation, protecting internal interests and those of our stakeholders, and with the clear objective of complying with applicable legal and ethical regulations. We always promote a corporate culture of transparency, ethics, and responsibility, which helps to strengthen both internal and external trust in Uriach and its operations.

The Model is built on four fundamental pillars:

1. The Code of Ethics, which represents the cornerstone of our regulations,
2. Internal regulations, both for compliance and departmental purposes,
3. The internal control and governance structure,
4. The whistleblowing channel.

The Code of Ethics

The Code of Ethics is an official document outlining the behavior our external collaborators must promote internally and externally. It is the highest-level regulatory instrument within Uriach's normative structure. It contains the fundamental ethical principles and values that guide our daily conduct and promote interactions based on morality, respect, and responsibility. As the cornerstone of our normative structure, the Code of Ethics helps prevent wrongdoing by establishing the foundations of the behaviours encouraged within Uriach and firmly defining those that are not tolerated.

Its **scope extends to all individuals** involved in the Uriach ecosystem, including employees and other stakeholders such as suppliers, customers, distributors, and external professionals. Everyone must be familiar with and accept the Code of Ethics to ensure compliance. For this reason, explicit acceptance clauses of the Code of Ethics are included when signing contracts with third parties.

Similarly, employees explicitly agree to adhere to the Code of Ethics when signing their employment contract. Additionally, they receive mandatory "Compliance Onboarding" training, which provides detailed information about the ethical principles of the code and the functioning of Compliance within Uriach through the Risk Compliance Committee and the existence of the Compliance Channel, both available to report any irregularities they may detect in their daily work.

Internal Regulations for Business Areas

Uriach has developed a regulatory framework encompassing all preventive measures and essential controls for daily activities. This framework affects all employees transversally and, more specifically, in each of the different areas that make up the organisation: internal regulations.

Framework policies

These policies stem from the Code of Ethics and adopt the principles and values of the areas in which the Uriach Group is organised. Their purpose is to detail the operation, establish the foundations for the actions carried out by each of these areas, and standardise processes to ensure consistency and limit risks within the organisation. These policies include:

- Marketing Policy
- Information Security Policy
- People Policy
- Finance Policy
- Data Protection Policy.

The Policies are regularly updated to incorporate identified improvements. In 2023, Uriach approved and/or updated the following policies:

- Governance Framework Policy
- Marketing Policy

Protocols

These are mid-level regulatory instruments designed to implement control measures that ensure consistency and effectiveness in our operations at the local level. In 2023, the following protocols were approved:

- Harassment Protocol
- Travel and Expense Reimbursement Protocol
- Commercial Fleet Leasing Protocol
- Laptop Renewal Protocol

Procedures

These are lower-level regulatory instruments developed locally by subsidiaries as deemed appropriate, describing specific control or operational actions and tasks in detail.

Uriach ensures and guarantees that all employees are kept up to date and understand the policies and internal regulations that apply to them. These updates and training are conducted through publications on the Intranet platform and through annual global pieces of training (Compliance Onboarding, use, and scope of our Compliance Channel) as well as more focused training for specific stakeholders or areas or individuals who may require specific and tailored awareness for their role.

Additionally, the **Internal Audit** department ensures the effectiveness of our policies and protocols by evaluating controls, preparing reports, and monitoring compliance indicators.

Finally, Uriach has a **Disciplinary System** that supports the Crime Prevention and Regulatory Compliance Model, fully complying with applicable labor laws in the various subsidiaries.

Anti-Corruption Policies

The anti-corruption policies aim to establish a strict and defined regulatory framework that helps employees recognise and avoid corrupt practices during their professional activities. These policies include:

Internal Compliance Regulations

The objective of the internal Compliance regulations is to govern the various bodies, mechanisms, and principles at Uriach to prevent, detect, or respond to acts contrary to applicable regulations.

Regulations

These are regulatory instruments aimed at developing and defining the elements that comprise the existing control bodies and mechanisms at Uriach. Uriach has the following Regulations:

- Audit and Compliance Committee Regulation
- Compliance and Risk Committee (CRC) Regulation
- Compliance Channel Regulation

Policies

These instruments establish the principles and values outlined in the Code of Ethics regarding Compliance or adherence to applicable regulations.

- Anti-Corruption Framework Policy

Protocols

These are regulatory instruments designed to implement Uriach's Compliance Policies and establish practical control measures for the organisation's members.

- Donations and Sponsorships Protocol
- Conflict of Interest Protocol
- Gifts and Gratuities Protocol
- Trade Secrets Protocol
- Protocol for Relations with Healthcare Professionals
- Competition Defense Protocol
- Dawn Raid Protocol

Like the internal regulations for business areas, the internal Compliance regulations are regularly updated to incorporate identified improvements. In 2023, Uriach approved and/or updated the following policies:

- Risk Prevention Model
- CRC Regulation
- Compliance Channel Regulation
- Donations and Sponsorships Protocol
- Protocol for Relations with Healthcare Professionals

Control Structure

Uriach has an internal control system based on three lines of defence, which the Board of Directors constantly supervises through its Audit and Compliance Committee.

First Line of Defence: C-Level

They comprise those responsible for carrying out Uriach's core activities, not part of the control areas. They are the risk owners who manage, detect, alert, and promote mitigation.

The Executive Committee ensures the implementation of these controls. It regularly reports to the Risk & Compliance Committee on new risks that may arise, both routinely and on an ad hoc basis. In 2023, the regulation governing the Risk & Compliance Committee's activities was updated.

Second Line of Defence: Risk & Compliance Committee

Comprised of those responsible for supervising the risks affecting Uriach, establishing mitigation plans, and monitoring them. It reports to the Audit & Compliance Committee.

This committee ensures the execution of annual action plans to mitigate risks identified by the Executive Committee and guides the implementation of controls. It also coordinates creating and updating risk maps across the organisation and validates indicators and controls.

It meets regularly and is composed of::

- Chief People & Communication Officer
- Chief Finance & Corporate Services Officer
- Legal & Compliance Director
- Legal & Compliance Manager

In addition to this structure, each Group subsidiary has a "Compliance Delegate" responsible for implementing the Crime Prevention and Compliance Model and adapting it to applicable local laws.

Third Line of Defence: Internal Audit

This function oversees the effectiveness of risk mitigation and proposes improvements in its implementation. It audits the validity and effectiveness of the Model, reporting to the Board of Directors and the Ownership Council every two months. It promotes internal control within the group. It comprises the Chairperson (an independent professional), a member of the Board of Directors, and a member of the Ownership Council.

The Risk & Compliance Committee and Internal Audit regularly report to the delegated Audit and Compliance Committee of the Board of Directors on the progress in maturing and monitoring the Model and its controls. Annually, they present a detailed report on the results of the previous year, highlighting the actions implemented and plans for the upcoming year.

Whistleblowing Channel

Uriach's Compliance Channel is open to all employees, collaborators, and stakeholders, including consumers, customers, and suppliers. They can confidentially communicate with the organisation's compliance body via email at **compliance@uriach.com**. Additionally, those wishing to report an irregular situation can do so through **Uriach's Compliance Channel (report2box.com),** accessible to collaborators on Uriach's intranet and third parties on our website.

Reports are always handled confidentially and, where applicable, anonymously, with independent and impartial follow-up by the Risk & Compliance Committee. In cases where a report involves a Risk & Compliance Committee member, impartiality and independence in resolving the issue are ensured by referring the report to an external advisor. All of this is defined in the process for handling reports and in our policies for managing the Compliance Channel.

The members of the Risk & Compliance Committee process reports through a procedure that grants both the complainant and the accused the right to defence.

The Compliance Channel allows us to better understand our environment, stay informed about irregular situations within the organisation, and address them most stringently and professionally. Whenever we receive a question or concern, we use it to prevent risks and improve our environment, leading to greater well-being and trust among collaborators and stakeholders.

Our collaborators are duly informed about the existence of our Compliance Channel. In addition to mandatory Onboarding training, regular in-person training courses and internal communications about the channel are provided.

Uriach has not received any reports or cases of corruption, bribery, or human rights violations during 2020, 2021, 2022, and 2023.

Criminal Risk Maps

The preparation of Criminal Risk Maps at Uriach is conducted annually or biannually, depending on whether there has been any change in management, strategy, or business dynamics. Since they are intrinsically linked to the local regulations of each subsidiary, they are independently prepared for each of the countries in which we operate, unlike other risk maps that are more global and generic.

Criminal Risk Maps allow us to identify behavior that may pose risks in criminal matters applicable to legal entities and establish corrective measures for identified risks. These measures may include developing policies and protocols, training, or adopting other technical or organisational measures to mitigate these risks.

Carrying out this exercise is of the utmost importance in detecting and preventing risks within our organisation. It also helps us better understand our areas for improvement.

Respect for Human Rights

At Uriach, we are firmly committed to complying with all laws applicable to our activities and collaborating with public and private institutions and the judiciary, always ensuring respect for Human and Fundamental Rights.

We adhere to Fundamental and labor Rights, following the highest national and international standards. We consider this essential not only as a minimum requirement to operate legitimately in the business world but also as part of the values that always guide our activities.

To ensure this commitment, we have implemented a series of measures and protocols:

- **Protocol against Sexual Harassment and Gender-Based Harassment:** We updated and published this protocol on our Corporate Intranet in 2021, demonstrating our commitment to creating a safe and respectful work environment.

- **"ITBID" Supplier Registration System:** Through this platform, suppliers commit to adhering to our Human Rights standards and accept the principles established in our Code of Ethics, thereby strengthening our ethical and responsible supply chain.

- **Compliance with International Labour Organisation (ILO) Conventions:** We ensure that we respect and comply with the labor conventions established by the ILO, guaranteeing adequate working conditions for all workers..

Risk Management and Resilience

As a key element of our Crime Prevention and Compliance Model, Uriach works annually to detect and mitigate potential risks that could affect the success and resilience of our business:

- Corporate, Strategic, and Operational Risks
- Criminal Risks
- Tax Risks

Management of Corporate, Strategic, and Operational Risks:

We develop the corporate, strategic, and operational risk map and manage detected tax risks based on the COSO II methodology..

Management of Criminal Risks:

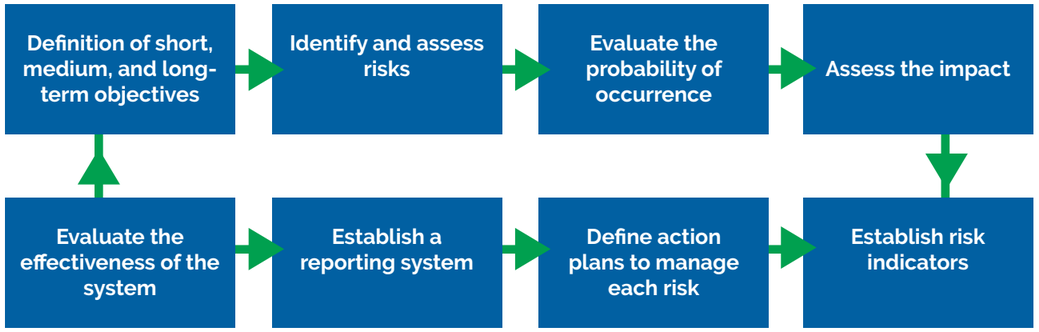
The functioning of this process was detailed earlier in the Crime Prevention Model section. In 2023, work was carried out on creating and updating the criminal risk maps for Portugal and Italy, which will be completed during the first half of 2024.

Management of Tax Risks:

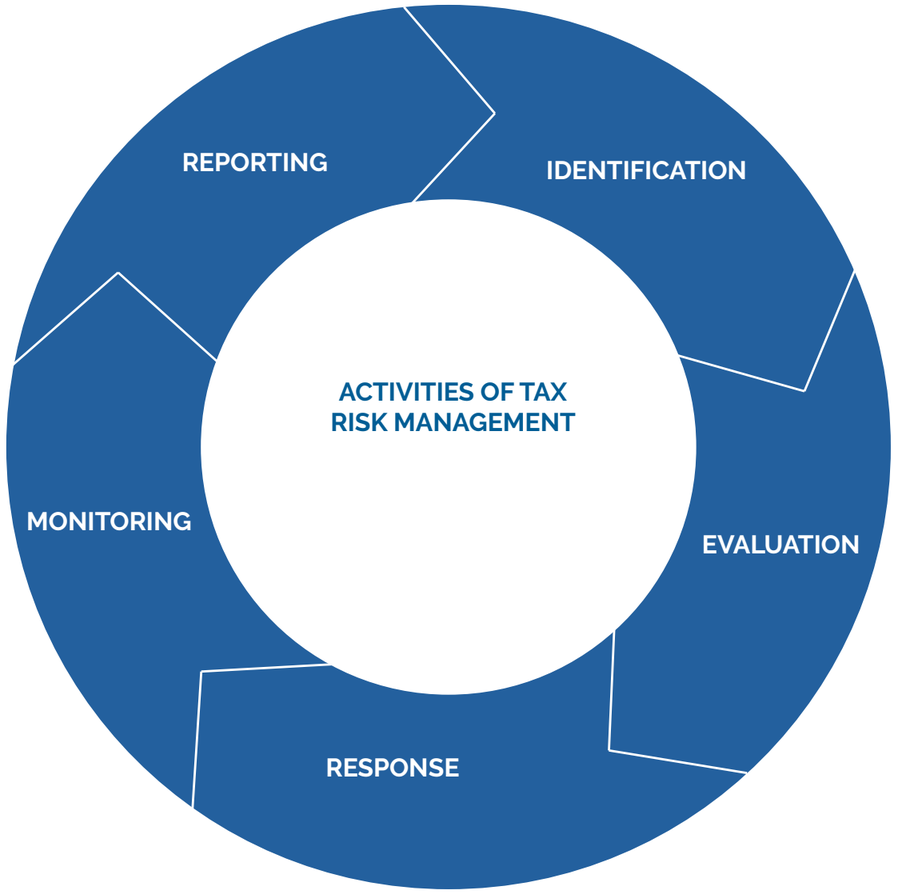
The tax risk map is built on the foundation of Uriach's tax policy, designed to prevent behaviour that could result in significant economic and fiscal risks. Uriach has developed a tax risk management process tailored to the company's needs based on the COSO II methodology. This model is a continuous cycle based on five key phases, detailed in the accompanying graphic.

Uriach

Phases of the COSO II Cyclical Process



Tax Risk Management Cycle



Investing in Our People

Investing in Our People

Commitment to Our Employees

People at Uriach are **our top priority** and the heart of all our operations and activities. We are committed to their well-being, health, professional development, work-life balance, training, personal growth, and talent retention, all in line with the values defined in our Code of Ethics.

Due to the expansion and **continuous growth changes**, we are creating new job opportunities. We seek top talent who meet technical requirements, demonstrate strong interpersonal skills, and align with our company values and culture. We are working on transformation and innovation projects that enhance our purpose and ambition as the company we aspire to be. Additionally, we are globalising our policies and implementing generic frameworks and cross-functional communication to adapt to growth across Europe.

We have **formalised** this commitment with our **People Framework Policy,** which serves as the foundation for issues related to people and is based on the following pillars:

1. Recruitment and selection
2. Talent acquisition
3. Performance evaluation
4. Organisational climate
5. Compensation system
6. Ethics, diversity, and equal opportunities
7. Occupational health and safety

In an internal risk analysis focused on personnel issues, we identified that one of the emerging challenges is **adapting to digitalization**. We implemented mitigation measures to address this, transforming risks into opportunities by introducing a more technologically advanced and increasingly automated production model. Additionally, we have provided specialised training to equip our team with skills in these areas.

About Our Team

This section provides information on the distribution of the Uriach workforce according to different categories, areas of people, and working conditions.

It should be noted that data from Romania has been included in 2023.

Employee Profiles

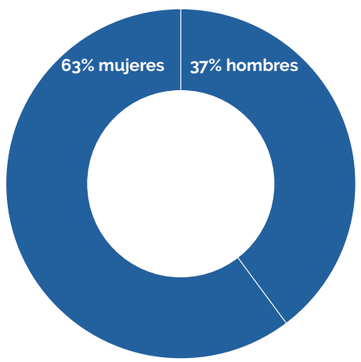
Distribution of the Total Workforce by Gender at Uriach[1]

	2021	2022	2023
Women	564	381	428
Men	461	233	255
TOTAL	**1.025**	**614[2]**	**683**

[1]These data are as of 12/31/2023
[2]The total number of employees is lower in 2022 and 2023 compared to 2021 due to the separation of subsidiaries associated with the B2B business, which was sold and is no longer part of the workforce

In 2023, there was a slight increase in the workforce, with 683 employees compared to 614 the previous year. The increase was more pronounced among women, rising from 381 to 428, while the number of men increased from 233 to 255. This reflects our efforts in recruitment and expansion in certain areas of the company

Distribution of the Total Workforce by Gender



Distribution of the Total Workforce by Country at Uriach

	2021	2022	2023
Spain	748	204	219
Amcore Balance	Included in Spain	139	156
Portugal	28	30	26
Italy	67	67	68
Uriach DACH (DACH)[1]	182	174	175
Romania	N/A	N/A	39
TOTAL	**1.025**	**614**	**683**

[1]Within Uriach DACH, 12 employees are in Switzerland, 4 in Austria, and the remaining 159 are in Germany. In 2022, the workforce comprised 12 people in Switzerland, 5 in Austria, and 157 in Germany

Distribution of the Workforce by Age

	2021	2022	2023
Under 30 years	115	84	88
Between 30-50 years	633	377	394
Over 50 years	277	153	201
TOTAL	**1.025**	**614**	**683**

Following the significant workforce reduction in 2022 due to the 2021 divestment, 2023 shows signs of recovery across all age categories. This reflects a phase of stabilization and growth after recent operational and strategic adjustments.

The age distribution remains diverse, with a notable proportion of employees aged between 30 and 50 years, followed by those over 50. The increase in younger and older workers in 2023 is part of an effort to balance the mix of innovation and experience. The category of employees under 30 shows a slight recovery in 2023, with an increase of 4 compared to 2022, reaching 88 employees. We are committed to attracting and developing young talent, which is essential to ensure generational diversity and balance the workforce's natural aging.

Uriach

Workforce Distribution by Professional Category*

	2021	2022	2023
Admin/Oper. & Warehouse and Sales Force	729	357	184
Coordinator & Technician	124	123	357
Manager	119	87	82
Director & lead	43	37	60
C-level	10	10	
TOTAL	**1.025**	**614**	**683**

*To unify criteria, starting in 2023, the Director & Lead category will include CEO, Chief Officers, and Country Directors (previously called C-Level). These leadership categories have been consolidated

The changes in the structure's composition have been driven by the need to adapt the organisation to market changes, new technologies, and the evolving expectations of customers and other stakeholders.

The **breakdown by professional category** between 2022 and 2023 varies due to the structural changes carried out during 2023 and the start of the international talent strategy.

* Equivalence Table with 2021 for Professional Categories[1]

2021	2022	2023
Admin. & Oper.	Admin/Oper. & Ware-house and Sales Force	Admin/Oper. & Warehouse and Sales Force
Coordinator	Coordinator & Technician	Coordinator & Technician
Manager	Manager	Manager
Head	Director & lead	Director & Lead and C-Level categories merged into one
Director	C-level*	-

*Includes CEO, Chief Officers, and Country Directors

[1]Due to differences in the definition and responsibilities for the "Head" category across different countries, in 2021, a new professional categorization was decided upon. This table shows the equivalence between the classification used in 2021 and the new classification in 2022

Contract Type and Working Hours

As of the end of 2023, our company's analysis of contract types and working hours reflects a strong commitment to job stability. In the countries where we operate—Spain, Italy, Portugal, Germany, Romania, Switzerland, and Austria—98% of employees have permanent contracts and work full-time. This high percentage underscores our dedication to providing secure and stable employment and reinforces our commitment to ensuring solid and long-lasting employability for our team.

Below is a detailed breakdown by average contract type and working hours by country, gender, age, and professional category, providing a clear view of how this policy is implemented uniformly across our international operations.

Average Contract Type and Working Hours by Country and Gender

SPAIN	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	370	317	116	71,8	122,2	76,3
Permanent Part-Time	4	0	2,8	0	3,3	0
Temporary Full-Time	29	23	7,5	1	8,7	0,1
Temporary Part-Time	13	12	2,6	2,6	1,1	1,4

AMCORE BALANCE	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	Included in Spain		87,9	37,5	97,6	45,2
Permanent Part-Time	Included in Spain		0	0	2,8	0
Temporary Full-Time	Included in Spain		3,8	1,7	0	0,5
Temporary Part-Time	Included in Spain		0	0,4	0	0

ITALY	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	31	36	32,3	34,7	31,6	33,9
Permanent Part-Time	0	0	0	0	1,3	0
Temporary Full-Time	1	0	0,6	1,1	0	0
Temporary Part-Time	0	0	0	0	0	0

PORTUGAL	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	21	7	19,6	7,1	21,8	6,7
Permanent Part-Time	0	0	0	0	0	0
Temporary Full-Time	0	0	1,5	0	0	0
Temporary Part-Time	0	0	0	0	0	0

URIACH DACH	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	68	76	62,4	72,8	67,7	73,5
Permanent Part-Time	21	1	18,9	1	24,7	1
Temporary Full-Time	8	3	8,8	4,3	1,5	3,4
Temporary Part-Time	1	0	1	0	0,7	0

ROMANIA	2021		2022		2023	
Gender	W	M	W	M	W	M
Permanent Full-Time	-	-	-	-	33	6
Permanent Part-Time	-	-	-	-	0	0
Temporary Full-Time	-	-	-	-	0	0
Temporary Part-Time	-	-	-	-	0	0

Average Contract Type and Working Hours by Country and Age

SPAIN	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	61	459	167	14,8	123,3	49,7	13	118,6	67
Permanent Part-Time	1	3	0	0	2,8	0	0	3	0,3
Temporary Full-Time	26	21	5	3,1	3,9	1,5	3,9	2,7	2,1
Temporary Part-Time	2	1	22	0,6	0,5	4,1	0	0	0

AMCORE BALANCE	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	Included in Spain			37	80,6	7,8	37,3	88,1	17,4
Permanent Part-Time	Included in Spain			0	0	0	0	2,8	0
Temporary Full-Time	Included in Spain			2,5	2,8	0,2	0,5	0	0
Temporary Part-Time	Included in Spain			0,4	0	0	0	0	0

ITALY	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	3	45	19	2,2	40,1	24,7	2	36,5	27
Permanent Part-Time	0	0	0	0	0	0	0,5	0,8	0
Temporary Full-Time	0	1	0	1,4	0,3	0	0	0	0
Temporary Part-Time	0	0	0	0	0	0	0	0	0

PORTUGAL	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	3	23	2	1,9	22,8	2	1	20	5
Permanent Part-Time	0	0	0	0	0	0	0	0	0
Temporary Full-Time	0	0	0	0	1	0,5	0	0	0
Temporary Part-Time	0	0	0	0	0	0	0	0	0

URIACH DACH	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	9	73	62	6,8	68,3	60,1	4,9	63,5	72,7
Permanent Part-Time	0	13	9	0	13	6,9	0,2	16,8	8,6
Temporary Full-Time	9	2	0	7,8	4	1,3	2,9	1	1
Temporary Part-Time	0	1	0	0	1	0	0,7	0	0

ROMANIA	2021			2022			2023		
Age	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent Full-Time	-	-	-	-	-	-	5	33	1
Permanent Part-Time	-	-	-	-	-	-	0	0	0
Temporary Full-Time	-	-	-	-	-	-	0	0	0
Temporary Part-Time	-	-	-	-	-	-	0	0	0

Average Contract Type and Working Hours by Country and Professional Category

SPAIN Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	9	27	69	47	535
Permanent Part-Time	0	0	0	0	4
Temporary Full-Time	0	0	0	0	52
Temporary Part-Time	0	0	0	1	24

SPAIN Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	5,3	12,8	23,8	6,4	139,5
Permanent Part-Time	0	0	0	0	2,8
Temporary Full-Time	0	0	0	0	8,5
Temporary Part-Time	0	0	0	0	5,2

SPAIN Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	21	-	28,7	133,5	15,4
Permanent Part-Time	0,33	-	0	1	2
Temporary Full-Time	0	-	0	8	0,7
Temporary Part-Time	0	-	0,2	1,2	1,2

*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality

Average Contract Type and Working Hours by Country and Professional Category

AMCORE BALANCE[1] Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	-	-	-	-	-
Permanent Part-Time	-	-	-	-	-
Temporary Full-Time	-	-	-	-	-
Temporary Part-Time	-	-	-	-	-

AMCORE BALANCE Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	7	9,4	33,2	74,8
Permanent Part-Time	0	0	0	0	0
Temporary Full-Time	0	0	0	0,8	4,7
Temporary Part-Time	0	0	0	0,2	0,2

AMCORE BALANCE Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	9	-	7	57	80
Permanent Part-Time	0	-	0	0	1
Temporary Full-Time	0	-	0	0	1
Temporary Part-Time	0	-	0	0	0

[1]The 2021 averages were calculated and included within Spain
*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality

Average Contract Type and Working Hours by Country and Professional Category

ITALY Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	5	32	17	12
Permanent Part-Time	0	0	0	0	0
Temporary Full-Time	0	0	0	0	1
Temporary Part-Time	0	0	0	0	0

ITALY Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	5,9	33	15,3	11,8
Permanent Part-Time	0	0	0	0	0
Temporary Full-Time	0	0	0	0,3	1,4
Temporary Part-Time	0	0	0	0	0

ITALY Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	6,8	-	30,7	16,7	11,2
Permanent Part-Time	0	-	0	0,7	0,7
Temporary Full-Time	0	-	0	0	
Temporary Part-Time	0	-	0	0	

*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality

Average Contract Type and Working Hours by Country and Professional Category

PORTUGAL Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	4	5	18	0
Permanent Part-Time	0	0	0	0	0
Temporary Full-Time	0	0	0	0	0
Temporary Part-Time	0	0	0	0	0

PORTUGAL Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	4	3,8	17,9	0
Permanent Part-Time	0	0	0	0	0
Temporary Full-Time	0	0	0	1,5	0
Temporary Part-Time	0	0	0	0	0

PORTUGAL Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	3,4	-	3	22,2	28,6
Permanent Part-Time	0	-	0	0	
Temporary Full-Time	0	-	0	0	
Temporary Part-Time	0	-	0	0	

*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality

Average Contract Type and Working Hours by Country and Professional Category

URIACH DACH Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	5	15	35	88
Permanent Part-Time	0	0	2	3	17
Temporary Full-Time	0	0	0	1	10
Temporary Part-Time	0	0	0	0	1

URIACH DACH Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	1	5,2	15,6	35,1	78,3
Permanent Part-Time	0	0	3	3,1	13,8
Temporary Full-Time	0	0	0	4,3	8,8
Temporary Part-Time	0	0	0	0	1

URIACH DACH Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	13,2**	-	10,1	70,2	47,7
Permanent Part-Time	0	-	1,9	9,9	13,8
Temporary Full-Time	0	-	0	1,5	3,4
Temporary Part-Time	0	-	0	0	0,7

*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality
**The increase in 2023 compared to 2022 is due to more promotions from internal restructuring

Average Contract Type and Working Hours by Country and Professional Category

ROMANIA Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	-	-	-	-	-
Permanent Part-Time	-	-	-	-	-
Temporary Full-Time	-	-	-	-	-
Temporary Part-Time	-	-	-	-	-

ROMANIA Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	-	-	-	-	-
Permanent Part-Time	-	-	-	-	-
Temporary Full-Time	-	-	-	-	-
Temporary Part-Time	-	-	-	-	-

ROMANIA Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Warehouse and Sales Force
Permanent Full-Time	0	-	6	30	33
Permanent Part-Time	0	-	2	3	17
Temporary Full-Time	0	-	0	1	10
Temporary Part-Time	0	-	0	0	1

*In 2023, the Director & Lead and C-Level categories were merged, given the impossibility of breaking down men and women at the C-Level without compromising confidentiality

Contract Types

Permanent and Temporary Contract Types by Gender, Age, and Professional Classification

Gender	2021			2022			2023		
	W	M	**Total**	W	M	**Total**	W	M	**Total**
Total number of con-tracts	564	461	**1.025**	381	233	**614**	428	255	**683**
% Permanent contracts	90,8%	91,1%		93%	96%		97%	98%	
% Temporary con-tracts	9,2%	8,9%		7%	4%		3%	2%	

Age	2021				2022				2023			
	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**	<30	30-50	>50	**Total**
Total number of contracts	115	633	277	**1.025**	84	377	153	**614**	88	394	201	**683**
% Permanent contracts	70,4%	94,6%	91%		81%	97,6%	94,1%		87,5%	99,2%	98,5%	
% Temporary contracts	29,6%	5,4%	9%		19%	2,4%	5,9%		12,5%	0,8%	1,5%	

Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	10	43	119	124	729
% Permanent contracts	100%	100%	100%	97,6%	87,7%
% Temporary contracts	0%	0%	0%	2,4%	12,3%

Categoría profesional	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	10	37	87	123	357
% Permanent contracts	100%	100%	100%	91,9%	93,3%
% Temporary contracts	0%	0%	0%	8,1%	6,7%

Categoría profesional	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	60	-	82	357	184
% Permanent contracts	100%	-	100%	97,2%	94,6%
% Temporary contracts	0%	-	0%	2,8%	5,4%

*In 2023, the Director & Lead and C-Level categories were merged

Working Hour Types

Annual Percentage of Temporary and Full-Time Contracts by Gender, Age, and Professional Classification

Gender	2021		2022		2023	
	W	M	W	M	W	M
Total number of contracts	564	461	381	233	428	255
% part-time	14,9%	4,3%	7%	2%	8%	0%
% full time	85,1%	95,7%	93%	98%	92%	100%

Age	2021			2022			2023		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Total number of contracts	115	633	277	84	377	153	88	394	201
% part-time	7%	10,6%	10,5%	2,4%	4,8%	6,5%	3,4%	5,8%	5%
% full time	93%	89,4%	89,5%	97,6%	95,2%	93,5%	96,6%	94,2%	95%

Professional Category	2021				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	10	43	119	124	729
% part-time	0%	2,3%	1,7%	5,6%	12,9%
% full time	100%	97,7%	98,3%	94,4%	87,1%

Professional Category	2022				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	10	37	87	123	357
% part-time	0%	0%	3,4%	3,3%	6,4%
% full time	100%	100%	96,6%	96,7%	93,6%

Professional Category	2023*				
	C-level	Director & lead	Manager	Coordinator & Technician	Admin/Oper. & Ware-house and Sales Force
Total number of contracts	60	-	82	357	184
% part-time	1,7%	-	0,4%	1,6%	2,6%
% full time	98,3%	-	99,6%	98,4%	97,4%

* In 2023, the Director & Lead and C-Level categories were merged

Employee Turnover

The following information reports the total annual involuntary turnover.

The evolution in the number of dismissals is based on changes in workforce size and the type of business that occurred in 2021. From 2022 to 2023, there is a significant change, as Uriach resorts to termination only in exceptional situations.

Number of Dismissals by Gender, Age, and Professional Category

Gender	2021		2022		2023	
	W	M	W	M	W	M
Total number of dismissals	15	21	11	10	17	5
Total	**36**		**21**		**22**	

Age	2021	2022	2023
Under 30 years	2	3	1
Between 30-50 years	26	12	14
Over 50 years	8	6	7
Total	**36**	**21**	**22**

Professional Category	2021	2022	2023*
Admin/Oper. & Warehouse and Sales Force	19	9	5
Coordinator & Technician	8	4	10
Manager	4	7	4
Director & lead	4	1	3
C-level	1	0	-
Total	**36**	**21**	**22**

*In 2023, the Director & Lead and C-Level categories were merged

Compensation and Social Benefits

As part of our commitment to our staff, we believe everyone should receive fair compensation. Therefore, within our People Framework Policy, we have a **Compensation Policy** to ensure that remuneration reflects the contributions of individuals and upholds both internal and external equity. Below, we present the average salaries by country of the subsidiaries, broken down by gender, age, and professional category.

We ensure that our compensation and salary scales **adhere to equality criteria** and comply with collective agreements.

Average Salary by Gender and Country*

COUNTRY	Gender	Average Salary (€) 2021	Average Salary (€) 2022	Average Salary (€) 2023
Spain	M	37.609	44.631	54.361
	W	33.722	38.841	40.570
Amcore Balance	M	Included in Spain	28.470	33.607
	W	Included in Spain	19.882	21.054
Italy	M	64.125	65.170	70.404
	W	42.621	44.771	45.652
Portugal	M	30.946	33.086	35.800
	W	29.495	27.711	27.820
Uriach DACH	M	65.884	62.612	71.332
	W	57.964	61.585	65.365
Romania	M	-	-	27.405
	W	-	-	26.734

*In 2021, the average salary of Amcore Balance employees was included within Spain, but in 2022 it was calculated separately, as it was in 2023.

Average Salary by Age

<30	2021	2022	2023
Spain	25.018	33.127	33.593
Amcore Balance	Included in Spain	19.927	19.388
Italy	31.750	28.400	30.497
Portugal	27.500	23.400	16.800
Uriach DACH	36.933	41.558	46.225
Romania	-	-	20.512

30-50	2021	2022	2023
Spain	35.875	40.905	43.112
Amcore Balance	Included in Spain	24.599	26.971
Italy	55.592	56.833	51.778
Portugal	30.960	30.310	31.855
Uriach DACH	65.320	64.895	69.919
Romania	-	-	27.405

>50	2021	2022	2023
Spain	39.782	43.971	53.642
Amcore Balance	Included in Spain	15.397	29.369
Italy	54.539	57.749	71.399
Portugal	21.450	22.333	0
Uriach DACH	62.163	63.058	0
Romania	-	-	33.356

Average Salary by Professional Category*

Natural healthcare

Admin/Oper. & Warehouse and Sales Force	2021	2022	2023
Spain	29.411	33.869	29.801
Amcore Balance	Included in Spain	15.674	15.947
Italy	33.111	32.876	32.929
Portugal	-	-	-
Uriach DACH	50.570	52.129	49.371
Romania	-	-	25.016

Coordinator & Technician	2021	2022	2023
Spain	41.861	40.724	35.463
Amcore Balance	Included in Spain	27.693	26.517
Italy	36.915	38.091	41.414
Portugal	24.173	23.974	25.205
Uriach DACH	65.015	63.789	68.426
Romania	-	-	22.403

Manager	2021	2022	2023
Spain	54.101	58.029	62.079
Amcore Balance	Included in Spain	38.167	41.928
Italy	57.331	61.215	62.496
Portugal	29.080	32.200	34.600
Uriach DACH	91.610	89.313	87.525
Romania	-	-	-**

Director & lead	2021	2022	2023
España	82.250	84.024	83.712
Amcore Balance	Included in Spain	58.571	Included in Spain
Italia	122.600	124.167	123.833
Portugal	56.500	52.250	-**
Uriach DACH	135.438	138.772	127.186
Romania	-	-	-**

*The average salary of individuals in C-level positions is not included for any country to ensure data privacy and security. In Portugal, no employees are in the Admin/Oper & Warehouse or Sales Force professional categories. Romania has been included in the scope from 2023, which is why there is no data for 2021 and 2022.
**Values for Portugal and Romania are not indicated due to the low number of representative samples

Promoting Equality, Diversity, and Inclusion

At Uriach, we adhere to a strict **non-discrimination policy** and respect for all individuals. We embrace diversity because we believe it adds value to our organisation. We create job opportunities for everyone, regardless of nationality, gender, economic status, race, religion, color, ideology, ethnic origin, sexual orientation, or age.

In line with this commitment and to formalise our dedication to equality, we have developed an **Equal Opportunity Plan** to promote, monitor, and institutionalise the value of equality.

Additionally, at Uriach, we have **zero tolerance for harassment and discrimination**. We have established a **Protocol for the Prevention and Treatment of Harassment and Discrimination**, which formalises the right of all Uriach employees to fair and respectful treatment from their supervisors and colleagues, ensuring a safe, protected, and comfortable work environment. Any intolerance or disrespect in this area can be reported through the Ethics Channel.

In 2021, 2022, and 2023, **no cases of internal discrimination were reported or evaluated**.

Uriach is committed to ensuring that our workplaces are free of barriers that hinder the employment integration of **people with disabilities** and that they are accessible to everyone in safe, comfortable, and independent conditions. We identify potential improvements or establish the necessary requirements in new office spaces.

In Spain, we are committed to **including individuals with functional diversity**, whether through direct employment or by contracting services from Special Employment Centres (CEE). We believe these hiring processes are essential to fostering inclusion and diversity within our organisation.

Number of Employees with Disabilities

Between 2022 and 2023, the data on employees with disabilities at Uriach indicate notable stability in terms of their inclusion within the company. In accordance with European legislation, the number of women and men with disabilities has remained constant, 11 women and 4 men in both years. This consistency suggests that despite internal challenges and structural changes, Uriach has maintained its commitment to including people with disabilities.

This stability is particularly significant, considering the company's workforce was reduced in 2022 due to divestment in certain business segments. The number of employees with disabilities has remained constant while the total workforce has decreased, which may even indicate a proportional increase in the representation of people with disabilities within the company.

Number of Employees with Disabilities*

	2021	2022	2023
Women	13	11	11
Men	6	4	4

*It is important to note that the total number of employees was 1,025 in 2021 and 614 in 2022, a difference due to the divestment in the B2B pharma and generics business

Despite the challenges and internal structural changes, Uriach has maintained its commitment to the inclusion of people with disabilities, highlighting a conscious effort to preserve and enhance inclusion during organisational transformation

Gender Pay Gap

To calculate the **gender pay gap** in the countries where we operate, we used the definition provided by the Spanish Ministry of Equality, adjusting wages to reflect full-time work over the entire year, as shown below

$$\text{GENDER PAY GAP} = \frac{\text{Average Annual Compensation for Men} - \text{Average Annual Compensation for Women}}{\text{Average Annual Compensation for Men}} \times 100$$

Overall Gender Pay Gap by Country[1]

	2021	2022	2023
Spain	10,33%	13%	19,4%
Amcore Balance	Included in Spain	30%	26,7%
Italy	33,53%	31%	25%
Portugal	4,69%	16%	12,5%
Uriach DACH	12,02%	2%	4,7%
Romania*	-	-	-1,5%

[1]C-level remunerations were excluded from calculating average salaries from which the gender pay gap was derived. As mentioned earlier, C-level data was excluded for confidentiality reasons because it is a very small group
*2023 is the first year Romania is within the scope

Uriach is a company that promotes empowered and autonomous roles. Given our medium size at the European level, many of our positions are unique. As a result, creating comparison groups as broad as those shown can lead to overly generalised results. However, we conduct thorough internal and external analyses to ensure fair compensation for each role and closely monitor potential gender pay gap cases—whether due to differences in expertise, seniority, or other factors—to address genuine disparities.

Gender Pay Gap by Professional Category and Country

Admin/Oper. & Warehouse and Sales Force	Spain	Amcore Balance	Italy	Portugal	Uriach DACH	Romania
2021	7%	Included in Spain	4,86%	N/A[1]	12,7%	N/A
2022	11,84%	1,72%	-4,10%	N/A[1]	6,85%	N/A
2023	8,9%	6,3%	-4,5%	N/A[1]	3,1%	17,2%

[1]In Portugal, there are 0 employees in the Admin/Oper. & Warehouse and Sales Force position, so the gender pay gap does not apply in this case

Coordinator & Technician	Spain	Amcore Balance	Italy	Portugal	Uriach DACH	Romania
2021	3,49%	Included in Spain	-8,15%	3,61%	-6,4%	N/A
2022	1,41%	22,89%	0,54%	16,91%	-11,53%	N/A
2023	9,7%	19,9%	1,1%	18,6%	-6,0%	13,9%

Manager	Spain	Amcore Balance	Italy	Portugal	Uriach DACH	Romania
2021	3%	Included in Spain	18,12%	N/A[2]	4,5%	N/A
2022	2,63%	38,32%	12,26%	N/A[2]	3,82%	N/A
2023	6,0%	39,6%	9,6%	N/A[2]	-0,9%	-67,2%

[2]In Portugal, the gender pay gap for the Manager category cannot be calculated because all employees are women

Director & lead	Spain	Amcore Balance	Italy	Portugal	Uriach DACH	Romania
2021	-8,01%	Included in Spain	5,65%	22,55%	12,5%	N/A
2022	-14,11%	-0,71%	2,09%	30,88%	30,21%	N/A
2023	-3,08%	11,67%	3,08%	N/A[3]	17,18%	N/A

[3]We cannot report information in the Directors category because there are fewer than 2 members, which is necessary to guarantee confidentiality

Ensuring Health and Safety at Work

The pillar of **health, safety, and well-being** at work is critical for Uriach, as **our people are our most valuable asset**. This aligns with our commitment to the common good, the value of integrity, and our focus on caring for individuals.

In this regard, we consider it essential **to adopt measures that promote health and safety** and to have a mechanism in place for evaluating objectives. In Spain, **we measure results using key indicators,** which include outcomes from internal and external audits, accident rates, and accident communication and investigation.

The annual **activities** planned regarding **risk prevention** include:

- Safety controls
- Training sessions
- Promotion of risk communications
- Collaboration of involved and affected parties in accident, incident, and risk communication investigations
- Regular and campaign-specific World Day for Safety and Health at Work information

Through these initiatives, we provide control and mitigation mechanisms via our **Occupational Health and Safety Management System**, which encompasses various processes and procedures to foster a safer environment for all Uriach employees. We have also implemented the global **Health, Safety, and Environmental (EHS) Policy** and offer medical services to our employees. We assess health and safety conditions and incidents through **key performance indicators resulting from internal and external audits**.

The Uriach DACH sites, acquired in 2021, have **internal compliance procedures that adhere to each country's legislation**.

We maintain employee participation and awareness in health and safety matters through consultations and communications via email, team meetings, the Wellness Plan, Town Hall sessions, and one-on-one meetings with direct leaders or People & Culture management.

Health and Safety Committee

In the countries where Uriach operates, various bodies are responsible for ensuring the safety of Uriach employees, such as the Health and Safety Committee in Spain.

Globally, absenteeism hours have increased from 2022 to 2023, from 10,956 hours for men to 15,942 hours, and for women from 45,865 to 53,012 hours. Despite improvements in some countries, there is a general increase that may require attention to identify the causes and improve absenteeism management. Consistently across countries and years, women tend to have a higher number of absenteeism hours compared to men. In 2023, this trend continues, particularly noticeable in Amcore Balance and Spain.

Absenteeism Hours by Gender at Group Level*

	2021		2022		2023	
	W	M	W	M	W	M
Spain	17.650	23.774	12.272	1.536	17.416	2.824
Amcore Balance	10.104	1.344	14.352	1.720	20.184	6.112
Italia	5.801	603	3.742	966	705	320
Portugal	1.276	0	2.728	48	1.936	0
Uriach DACH	29.713	24.950	12.771	6.686	12.771	6.686
Romania	-	-	-	-	0	0
Total	**64.544**	**50.671**	**45.865**	**10.956**	**53.012**	**15.942**

*The criteria for absenteeism are consistent across all countries and include common or occupational illness, work accidents, maternity or paternity leave, breastfeeding, and medical leave due to pregnancy-related risks. Other absences are considered absenteeism but are not reported in this document.

Note that to calculate the frequency index and the severity index shown in the following tables for work accidents and occupational diseases, the formulas used are as follows:

- **Frequency Index Formula**: (Number of accidents with leave x 1,000,000) / Number of hours worked by employees.
- **Severity Index Formula**: (Number of days lost due to work accidents with leave x 1,000) / Number of employees' work hours.

Work Accidents and Occupational Diseases Disaggregated by Gender in Spain

	2021		2022*		2023**	
	W	M	W	M	W	M
Number of accidents with leave[1]	2	5	1	0	1	0
Number of days lost due to work-related accidents	87	137	12	0	109	0
Theoretical hours worked	596.001,55	573.451,56	226.008	131.400	247.032	136.656
Frequency index	3,36	8,72	4,42	0	4,04	0
Severity index	0,15	0,24	0,05	0	441,23	0
Number of sick leave due to occupational disease	0	0	0	0	0	0

[1] In 2021, one "on duty" accident involving a woman was recorded and included in the data reported in this table. Additionally, two commuting accidents involving men were recorded but are not included in the total number of accidents with leave or in calculating the accident rates reported in the 2021 report. En España en 2022 se registró un accidente "in itinere" de una mujer, pero no se está contabilizando dentro de los accidentes con baja ni en los índices de accidentabilidad.
*In 2022, a commuting accident involving a woman was recorded in Spain but was not included in the accidents with leave or accident rate indices.
**In 2023, a non-commuting accident was recorded..

Although a notable reduction in work accidents, especially among men, is observed, the severity of the accidents, particularly among women, requires attention. Despite a low frequency of accidents, the significant increase in days lost in 2023 suggests that the incidents are of high severity

Work Accidents and Occupational Diseases Disaggregated by Gender in Amcore Balance

	2021		2022		2023	
	W	M	W	M	W	M
Number of accidents with leave[1]	3	1	3	1	6	0
Number of days lost due to work-related accidents[2]	30,00	10,00	16	11	40	0
Theoretical hours worked	148.736,0	62.720	164.416	70.933,27	177.454,59	81.304,83
Frequency index	20,17	15,94	18,2	14,1	33,81	0
Severity index	0,20	0,16	0,10	0,16	0,22	0
Number of sick leave due to occupational disease	0	0	0	0	6	0

[1]In 2021, one commuting accident involving a woman was recorded. This data is not included in the total number of accidents with leave, or the calculation of accident rates reported in the 2021 report. In 2022, no commuting accidents were recorded
[2]This data was not reported in the 2021 Non-Financial Information Statement (NFS).

Work Accidents and Occupational Diseases Disaggregated by Gender in Portugal

	2021		2022		2023	
	W	M	W	M	W	M
Number of accidents with leave[1]	0	0	0	0	0	0
Number of days lost due to work-related accidents[2]	N/A	N/A	0	0	0	0
Theoretical hours worked[2]	N/A	N/A	N/A	N/A	N/A	N/A
Frequency index	0	0	0	0	0	0
Severity index	0	0	0	0	0	0
Number of sick leave due to occupational disease	0	0	0	0	0	0

[1]In 2021, no commuting accidents were recorded. In 2022, no commuting accidents were recorded either. In 2023, no accidents with leave were recorded
[2]This data is not reported as there were no accidents

Work Accidents and Occupational Diseases Disaggregated by Gender in Italy

	2021		2022		2023	
	W	M	W	M	W	M
Number of accidents with leave[1]	1	0	0	0	0	0
Number of days lost due to work-related accidents[2]	24,68	0	0	0	0	0
Theoretical hours workeD	61.440,0	67.200,0	N/A	N/A	N/A	N/A
Frequency index	16,28	0	0	0	0	0
Severity index	0,40	0	0	0	0	0
Number of sick leave due to occupational disease	0	0	0	0	0	0

1 In none of the years has any commuting accident been reported.
2 These data are not reported for 2022 and 2023 as no accidents occurred

Work-Related Accidents and Occupational Diseases Disaggregated by Gender in Uriach DACH

	2021		2022		2023	
	W	M	W	M	W	M
Number of accidents with leave[1]	1	1	1	0	2	0
Number of days lost due to work-related accidents[2]	7,0	86,0	6	0	36	
Theoretical hours worked[2]	175.539,0	159.936,0	180.029	150.828	180.029	150.282
Frequency index[3]	5,70	6,25	5,55	0	11,19	0
Severity index3	0,04	0,54	0,03	0	199,97	0
Number of sick leave due to occupational disease	0	0	0	0	0	0

[1] In 2021, one commuting accident involving a man was recorded. These data are not included in the total number of accidents with leave or in the calculation of accident rates reported in the 2021 report. In 2022, one commuting accident involving a woman was recorded. In 2023, no commuting accidents were recorded
[2] The 2021 Non-Financial Information Statement (NFS) did not report these data.
[3] TFor calculating the frequency and severity indices for Uriach DACH, actual hours worked are considered

Work-Related Accidents and Occupational Diseases Disaggregated by Gender in Romania

	2021*		2022*		2023	
	W	M	W	M	W	M
Number of acci-dents with leave	N/A	N/A	N/A	N/A	0	0
Number of days lost due to work-related accidents	N/A	N/A	N/A	N/A	0	0
Theoretical hours worked	N/A	N/A	N/A	N/A	0	0
Frequency index	N/A	N/A	N/A	N/A	0	0
Severity index	N/A	N/A	N/A	N/A	0	0
Number of sick leave due to occupational dis-ease	N/A	N/A	N/A	N/A	0	0

*In 2021 and 2022, Romania was not within the scope

Employees Covered by Collective Agreement Globally

	2021	2022	2023
Number of employees covered	815	410	618
% de empleados	79,5%	66,8%	90,4%

At Uriach, we have made a concerted effort to ensure that all our subsidiaries are either subscribed to or adhere to the guidelines of a collective agreement or, in the absence of such an agreement, strictly comply with the applicable legislation relevant to our business. As a result, we have increased the percentage of employees who follow these guidelines.

Agreements by Country

In health and safety matters, the agreement is governed by the applicable laws in that area

	Agreement
Spain	The current collective agreement is the XX Chemical Industry Collective Agreement, except for the Amcore Balance company, which is governed by the National Collective Agreement for Retail Trade of Drugstores, Herbalists, and Perfumers. The collective agreements include specific sections on health and safety at work. The clause concerning health and safety is Article 70 of the Chemical Industry Agreement.
Amcore Balance	The National Collective Agreement for Retail Trade of Drugstores and Perfumers includes specific sections on health and safety at work. The clause concerning health and safety is Chapter VIII of the Retail Trade Agreement for Drugstores and Perfumers.
Italy	There is a Collective Agreement for Commerce (Commercio, Terziario, Distribuzione e Servizi). This collective agreement includes a section dedicated to health and safety protection (Article 69), which explicitly refers to Italian legislation dedicated to workplace health and safety (Legislative Decree 81/2008).
Portugal	There is no collective agreement, but Uriach companies established in Portugal strictly comply with the applicable legislation.
Uriach DACH	The companies in Austria, Switzerland, and Germany strictly comply with current legislation and adhere to their collective agreements. In Germany, the Chemistry Collective Agreement is followed, in Austria the Collective Agreement for Trade, and in Switzerland, the UBS Wage Survey is used.
Romania	There is no collective agreement, but Uriach companies established in Romania strictly comply with national regulations

Prioritizing Employee Well-Being

Work Organisation

At Uriach, we emphasise ensuring our team operates in a healthy and optimal work environment. We believe it is essential to have a work organisation that supports employee well-being through social benefits, disconnecting from work, and balancing work and family life.

We offer flexible start times within a continuous workday framework from Monday to Friday, with an adjustable one-hour lunch break. In Spain, Germany, and Italy, employees work full days from Monday to Thursday, with a shorter workday on Fridays. This allows us to implement initiatives that promote a better work-life balance for our employees.

Our professionals enjoy social benefits designed to make daily life easier, enhance job satisfaction, and improve their overall quality of life, professionally and personally. Some examples of benefits at Uriach include:

- **Flexibility:** We offer a flexible work organisation that adapts to the needs of our employees. Most employees have flexible hours, allowing them to effectively balance their personal and professional lives.
- **Flexible Compensation Plan:** Employees can enrol in this plan, which offers tax benefits and provides access to health insurance or training.
- **Mobility and Parking Plan:** Many Uriach offices provide parking facilities and accommodations for individuals with reduced mobility or pregnant women.
- **Cafeteria Service and Daily Meal Allowance:** Depending on the location, Uriach offers dining solutions, such as in-house cafeterias, restaurant cards or vouchers, or meal allowances for sales teams.
- **Wellness Plan:** The Wellness Program promotes a healthy lifestyle and a balance between professional and personal life, offering activities like yoga and training in nutrition and emotional well-being.
- **Shortened Workdays:** Office employees with flexible work schedules can work a shorter day on Friday afternoon.
- **Additional Vacation Days:** Uriach compensates employees, according to the legal framework in each country, with additional time off as applicable within annual calendars.
- **Medical Services:** Applicable only in Spain, where feasible, Uriach provides health solutions such as on-site doctors, regular medical check-ups, and seasonal vaccination programs.

We believe that **work-life balance** measures are essential for achieving and enhancing employee satisfaction and **well-being**. Therefore, we offer flexible options tailored to individual needs, such as flexible hours, paid leave, shortened workdays, or flexible in-office work arrangements.

Regarding work organisation and work-life balance within the **Gender Equality Plan**, the Equality Commission is actively implementing action plans and measures to promote a healthy balance between professional and personal life.

Promoting Social Relationships at Work

To ensure the satisfaction and productivity of our employees, we believe it is crucial to foster strong relationships of trust and generosity among teams and toward the company. This approach helps motivate employees, inspiring them to grow personally and work with optimism.

To achieve this goal, we have implemented several **global and national initiatives** over the years, which we detail below.

We believe it is essential to understand our employees' perspectives on various aspects of their work to enhance their overall satisfaction within the company. To this end, we conduct continuous **feedback sessions** and use an **Employee Climate Survey** to assess motivations, engagement, potential concerns, and the overall sense of belonging and well-being of each employee, allowing us to adapt to their needs.

In 2023, we relaunched the campaign to reinforce Uriach's values and culture. Additionally, international teams have been formed to work throughout the year on updating the leadership program and other People and Culture initiatives.

The People department actively participates in specialised events on People-related topics, such as the Human Factor Congress, where we serve as speakers. At Uriach, we strive to be leaders in our sector at all levels, and networking is a vital asset for all our areas.

In Uriach DACH, we work to strengthen the sense of community among our employees by organising events that promote **networking and team building.** We aim to foster transparency and cross-functional communication about projects through tools such as informational screens and boards in the office, intranet, LinkedIn, and international or interdepartmental virtual meetings. In Spain, we also host **corporate events** and team-building activities, such as offsites, where we organise collective actions like workshops, climbing, hackathons, or cooking activities focused on teamwork. These activities are key to promoting our values, increasing the sense of belonging, and, most importantly, building **strong social relationships** between teams and the company.

Developing Our Talent

At Uriach, we are committed to providing our employees with opportunities for productive career development and continuous learning, which align with our values of **ambition and unity**. We aim to help talented individuals become future leaders and inspire them to contribute value both personally and professionally. To retain, nurture, and create future leaders, we have several internal tools to achieve these goals.

A Dedicated Talent Management Committee

Globally, Uriach has a **Talent Management Committee** composed of the CEO, area directors, and the People department. This committee is responsible for identifying high-potential and talented individuals within the company through progress and performance evaluations

TALENT MANAGEMENT COMMITTEE

CEO + Area directors + People Management

Once these individuals are identified, a **Talent Map** is created to highlight key business positions and match them with individual career and development plans for those deemed suitable. This approach ensures that our promotion plans are precise and aligned with the company's needs at any given time.

Our **People Framework Policy** formalises the foundational guidelines for our company's strategy in selecting, retaining, and developing talent and career paths.

A Unique Leadership Model to Cultivate Future Leaders

We have developed our **leadership model** through the **LIDER Program**, which offers training and capacity-building for professionals in various management positions. .

There are five levels:

- Executive Committee members
- Department Directors
- Managers
- Coordinators and Technicians
- Administrative and Operations Staff

Our management and leadership model comprises five key components: Lead, Inspire, Develop, Role Model, and Execute.

This **model** serves as a **normative and training guide for leadership** within the company, especially for managers and middle management. We emphasise leadership that fosters a high-performance environment to unlock talent and set **common engagement goals** that inspire and motivate our employees.

We choose a leadership model in which our leaders manage their projects and teams with a balanced combination of hard skills—such as planning, discipline, use of indicators, and accountability—and soft skills, including vision, motivation, passion, enthusiasm, and commitment to people. This model aims to increase **productivity** and achieve our desired results efficiently and in a positive environment.

Ensuring Valuable Career Development and Performance through Training

Aligned with our talent strategy, Uriach creates an **Individual Development Plan** for each employee, supported by an annual training plan that includes:

- **Individual training activities**
- Learning **basic and cross-cutting skills** aligned with Uriach's values
- **Technical training** (depending on the department and individual profile)
- **Leadership training**

:

In addition to the onboarding experience provided by local subsidiaries, we offer a cultural immersion program for employees from diverse backgrounds. This program fosters cross-office understanding and facilitates the future creation of synergies.

The following table illustrates the evolution of training hours throughout 2023 because of these efforts

Training Hours Provided to Group Employees by Professional Category Globally

	2021	2022	2023
Admin/Oper. & Ware-house and Sales Force	1.354	8.711	8.833
Coordinator & Technician	9.267	1.511	1.134
Manager	1.354	2.373	3.269
Director & lead	1.021	896	1.245
C-level	669	593	750
TOTAL	**13.665**	**14.084**	**15.231**

Uriach invests in employee development, adjusting training hours to align with the company's emerging and strategic needs. This approach enhances our employees' skills and efficiency while preparing the organisation to face future challenges more effectively. It ensures that every level—from operational to executive—is well-equipped to contribute to our overall success.

Our Commitment to the Community

Our Commitment to the Community

Creating Social Impact

Our desire to positively impact society is embedded in our DNA and deeply aligned with our purpose. We are committed to taking decisive, dedicated action, especially supporting vulnerable and at-risk communities.

Through meaningful, well-targeted initiatives, we aim to enhance **individuals' health and quality of life.** We believe in making promises and taking actions that drive positive, lasting change.

As part of our Strategic Sustainability Plan, we are driving a global corporate volunteering plan to promote and facilitate actions that lead to social impact for various causes.

The **principles** that guide our actions in terms of sustainability are as follows:

- Align the **business model** with social, environmental, and economic needs.
- Through innovation in product development, we will contribute to the health and improvement of **people's** quality of life worldwide.
- We conduct our activities with a **commitment to quality and environmental stewardship** by managing our environmental impact, promoting policies to prevent pollution, minimizing waste generation, and rationalizing the use of natural and energy resources.
- Ensure a **safe, healthy, and sustainable work environment** that respects **human rights** and provides **dignified working conditions** while fostering the personal and professional development of Uriach's human team. This includes equal opportunities, proper diversity and inclusion management, and measures that promote **work-life balance**.
- Promote **sustainability** in our relationships with **stakeholders** to encourage them to commit to sustainable development and adopt responsible management of their organisations.
- Contribute to **community development** through collaboration with various **labor integration** centres for at-risk groups and other initiatives in the field of social action.

Partnerships for the Common Good

At Uriach, we strive to positively impact the lives of people, consumers, and professionals within our local communities. We focus on improving their quality of life and health, creating a more equitable society. We firmly believe that the path to sustainable development for our society and the planet can only be successfully paved through close collaboration with our stakeholders. Therefore, we establish strategic alliances, foster synergies, and develop joint projects that amplify our collective impact. Among our collaborators are various educational entities, which are fundamental pillars in this shared mission:

ICTA-UAB

The Institute of Environmental Science and Technology - UAB (Autonomous University of Barcelona)

The Institute of Environmental Science and Technology - UAB (Autonomous University of Barcelona)

Royal Academy of Pharmacy of Catalonia

Sarrià Chemical Institute (IQS)

Following our commitment to progress and sustainability, Uriach actively participates in several **key industry associations**. These associations enhance the sector's competitiveness and promote its sustainability in social and environmental areas. Furthermore, we foster ongoing collaboration with **public administration**, whose support and expert knowledge are essential in developing new products and ensuring compliance with current regulations. **This synergy allows us to lead in innovation and respond effectively to emerging challenges in our industry**.

In 2023, we donated **€170,097** across the Group to various non-profit organisations focused on health, education, the environment, and science. These contributions reflect our commitment to sustainable development and community well-being, underscoring our dedication to supporting initiatives that drive meaningful societal improvements. A detailed breakdown of our donations is provided below:

Contributions to Foundations and Non-Profit Entities in 2023

	Total Contribution 2021*, **	Total Contribution 2022**	Total Contribution 2023	Fundations 2023
Spain	114.347 €	268.320 €	64.395 €	Associació Alba
				Institut Medicofarmacèutic de Catalunya
				Reial Acadèmia de Farmàcia de Catalunya
				Fundació Ranstad
				Cercle d'Economia
				Fundación Prevent
				Fundación Eurofirms
				Fundación Amigos de Monkole
				Fundación Uriach 1838
Italy	-	63.882 €	67.890 €	Associaziones genitori neonati alto rischio onlus
				Associazione l'Arca
				Associazione Cresc.I OdV
				Viva! Associzcione Onlus
				Associazione Scientifica Nemeton di specialisti Medici e Psicoterapeuti
				Associazione: Ospedale Dolce Casa O.D.V.
				Hospedale Niguarda
				Associazione Qualia
				SITAC "Società Italiana per il Trattamento dell'Alcolismo"
				A.I.F.F. Associaziones Italiana di fitoterapia e fitofarmacologia
				Università degli Studi di Padova
				We Are Urban Milano ODV
Sidroga	-	7.000 €	0€	Plant for the planet Foundation
Amcore Balance	-	25.497 €	37.812€	Fundación educación y cooperación (educo)
				Fundació Privada Banc dels Aliments
				ABD Asociación Bienestar y Desarrollo
TOTAL	**114.347 €**	**364.699 €**	**170.097€**	

*In 2021, data were reported only for Spain, the country with the most significant impact
**In 2021 and 2022, no sponsorship activities were conducted

Collaborative Projects

The collaborative projects we would like to highlight in 2023 on a general level include:

(Spain) Collaboration with the **"Aprende y Emprende"** program. This is a training and support program for individuals who wish to launch a business idea or boost a recently created initiative. It is aimed at **people with disabilities** or those without disabilities who present projects with a social impact in the field of disability. ESADE is the academic partner. Additionally, we collaborated by providing scholarships to promote inclusive sports

(Spain) Internal communication campaign: Our employees had the opportunity to donate essential goods to the Banc dels Aliments (Food Bank).

(Spain) Alba Association - Financial contribution as a scholarship to participate in the "Lab de Blanquerna" program (or "Diploma of Specialization in Social Communication and Marketing" from FCRI Blanquerna, Faculty of Communication and International Relations), aimed at individuals currently working or volunteering in social action organisations who want to specialise in Social Action Communication and Marketing.

(Spain) An internal campaign was offering free advisory services for employees needing information about the Disability Certificate, its application process, and the associated benefits. Additionally, a voluntary awareness session was held to promote the normalization of disability within the company naturally, without stigma or prejudice, turning it into an opportunity for improvement both for the company and its members

(Spain) For each Colpofix product sold, €1 was donated to the ELIKIA Project, supervised by the **Friends of Monkole Foundation**. An internal campaign was also organised to explain the project, allowing employees to participate voluntarily by sharing a photo with the campaign, thereby contributing €5 to the ELIKIA Project. The Friends of Monkole Foundation is a young organisation driven by a strong sense of dedication, advocating for access to healthcare for all, especially women and children facing social exclusion.

(Spain) 130 units of "Arrugats" from **El Rosal** (with a social purpose) were purchased and distributed among employees, who were also sensitised to the social impact of these cookies.

(Spain) 250 units of "Endorphins" keychains from the **Fundació Tallers** (with a social purpose) were purchased and distributed among employees, who were also sensitised to the social impact of these items

(Italy) Product donation to the **Caritas Diocesan di Montepulciano association**

(DACH) Donation to **Plant-for-the-Planet**, a global movement to restore forest ecosystems and address the climate crisis and biodiversity loss.

Membership in Associations

The following table details the organisations we have supported with monetary contributions, highlighting our active role in fostering a collaborative and sustainable environment. This effort reflects our commitment not only to growth and innovation in the health sector but also to strengthening the communities and professional networks that drive our field. We are proud to be part of these entities, contributing to their mission and working together towards common goals..

		2021	2022	2023
Associations List	Spain	• Anefp • Autocontrol • Sigre • Afepadi • Ecoembes • Feique • Fundación Empresa y Clima • Fedequim	• Anefp • Autocontrol • Sigre • Afepadi • Ecoembes	• Anefp (Spanish Association for Self-Care Health Products) • SIGRE (Integrated Management and Collection System for Packaging) • Ecoembes (Spanish Organisation for Packaging Recycling) • Autocontrol (Spanish Association for Self-Regulation in Advertising) • Afepadi (Spanish Business Association for Food Supplements and Dietary Products)
Monetary Contribution	Spain	193.407,27€	172.877,40€	138.313,72 €
Associations List	Portugal	• CODIPOR • GS1 Portugal • Portuguese Association for Product Identification and Coding • APARD (Portuguese Association of Dietary and Nutritional Products)	• CODIPOR • GS1 Portugal • Portuguese Association for Product Identification and Coding • APARD (Portuguese Association of Dietary and Nutritional Products)	APARD
Monetary Contribution	Portugal	3.330,00€	3.330,00€	3.000 €
Associations List	Italy	-	-	Assolombarda
Monetary Contribution	Italy	-	-	6.828,12 €

Uriach Foundation

In line with our commitment to the **community, social impact, and science,** we established the Uriach Foundation in 1988 to focus on these areas. The foundation is led by a board of **eight members**, five of whom are from the Uriach Family, and three are **trusted**, experienced individuals. All of them serve the foundation on a non-profit basis.

The Foundation has three main goals, which form the basis of all its actions. Below, we detail these goals, and the related activities carried out in 2023.

1. Promoting and advancing knowledge of natural products related to health, especially nutraceuticals, and the benefits of a healthy lifestyle in all areas

The **Uriach Chair of Nutraceuticals (CUdN)** at the Rovira i Virgili University (URV) was established by the University's Governing Council on May 7, 2020, as the result of a collaboration agreement between the URV and the Uriach Foundation. The Chair was created to generate, disseminate, and transfer knowledge about nutraceuticals from different but complementary perspectives, such as the industrial, professional, and educational sectors. The Chair is affiliated with the Department of Biochemistry and Biotechnology, which coordinates the official master's degree in nutrition and metabolism, taught in collaboration with the University of Barcelona.

The Chair's director, Begoña Muguerza, is an associate professor in the Department of Biochemistry and Biotechnology at the URV and coordinates the Nutrigenomics Research Group. The creation of these synergies will serve as the foundation for future spaces of debate, collaboration, and development in this field of study.

During 2023, the CUdN carried out the following actions:

1. **Renewal of the collaboration agreement** with the Rovira i Virgili University to continue the Uriach Chair of Nutraceuticals activities for the next three years.
2. Organisation of the **"II Nutraceutical Conference. Bioactive Compounds and Nutraceuticals"** (April 20-21, 2023). This scientific conference, organised by CUdN, was dedicated to the latest advances in bioactive compounds and nutraceuticals. The event was attended by collaborators and staff from some of the sector's most prominent public and private institutions and undergraduate, master's, and doctoral students in this discipline.
3. As part of the research activities carried out by the Uriach Chair of Nutraceuticals, a **scientific poster on the cholesterol-lowering effects of the product Aquilea Cholesterol** was presented at Infarma (European Pharmacy Meeting) from March 14 to 16, 2023. The study was conducted through the Uriach Chair of Nutraceuticals, collaborating with the Tarragona Pharmacists' Association and the Rovira i Virgili University.
4. Through the CUdN, Uriach's innovation department members taught **"Functional Foods and Nutraceuticals"** classes as part of the **Master's Degree in Nutrition and Metabolism at Rovira i Virgili University (URV).**
5. Awarding a **training scholarship** to a student of the Interuniversity Master's Degree in Nutrition and Metabolism at the URV. The recipient, Mònica Bohigas, joined the company's innovation department, gaining firsthand experience in all the processes involved in creating a nutraceutical product.
6. In 2023, two awards were presented for the **best master's and bachelor's final projects** in the Interuniversity Master's Degree in Nutrition and Metabolism at the URV
7. On November 29, the Uriach Foundation participated in a **roundtable on corporate chairs** held at the Autonomous University of Barcelona as part of the XXIX Research Conference of Spanish Universities. It is worth noting that, among the more than 1,300 corporate chairs currently in Spain, the Uriach Chair of Nutraceuticals has been recognised as a success story due to its significant impact on the academic-professional world and its best practices.

2. Preserving, enriching, and managing our heritage

The **Uriach Virtual Experience project** was completed during the second half of 2023 and presented to the Board of Trustees and EXCO. Subsequently, it was introduced to all company employees through organised sessions, and visits were included in Uriach's onboarding program. The Uriach Virtual Experience is a virtual reality experience that explains the company's history, highlighting some of its most significant moments and the most notable values, purpose, and brands of Uriach today.

The **Historical Archive** houses advertising materials, photographs, and documents generated by the company over its more than 185-year history. It serves as a reference for the technical and social evolution of the pharmaceutical industry since the 19th century.

1. In 2024, more than 1,000 photographs from the company's history were digitised and catalogued in the archive's database.
2. Heritage items related to Uriach (advertisements, medicines, photographs, etc.) were acquired through collector purchases, auctions, etc.
3. Online services were provided to users, primarily internal ones.

To showcase the company's heritage and history, several **Exhibitions** were held throughout 2023.

1. The '**185th Anniversary of Uriach'** exhibition was held as part of the 'Uriach Express' project, which the company conducted throughout 2023. This initiative included bimonthly activities designed to deepen employees' understanding of Uriach's values

2. On March 8, celebrating **International Women's Day**, we held an exhibition titled 'Women at Uriach' to showcase the evolution of women's roles throughout the company's 185-year history. The exhibition also highlighted representations of different generations of women from the Uriach family.

3. In 2023, we celebrated the fiftieth anniversary of the Aquilea brand with the inauguration of the **'Aquilea 50th Anniversary'** exhibition. This exhibition showcased a collection of advertisements from different eras and displayed some of the brand's most iconic historical products. The celebration occurred simultaneously across all subsidiaries and featured various events alongside the exhibition.

4. On February 16, as part of the exhibition **'Medicines in Catalonia: Business, Science, and Innovation for Health'** at the National Museum of Science and Technology of Catalonia in Terrassa, a roundtable discussion was held on the importance of traditional care and natural products

Uriach

3. Preserving, disseminating, and promoting the knowledge and research of the History of Health Sciences

This goal is supported by the **Library of the History of Health Sciences**, a leading centre for Health Sciences studies, housing a collection of 12,000 volumes:.

1. Monographs and journals from the collection were digitised to ensure digital preservation.
2. The library management software (Knosys) was updated.
3. Online services were provided to library users

Crafting Quality Products for Our Consumers

Crafting Quality Products for Our Consumers

Commitment to Product Quality

In line with our mission, Uriach **provides distinctive, innovative, high-quality products that contribute to the health and well-being of those who need them**. We believe in natural products enhanced by science and technology, which help us achieve the quality we seek. Therefore, we maintain a **strong quality system** with our policies and procedures and a continuous quality evaluation and monitoring system complemented by annual surveillance reviews. In compliance with the applicable regulations for the pharmaceutical sector, medical devices, cosmetics, and dietary supplements, Uriach adheres to all legal provisions and holds the relevant certifications. Our strategy is based on responding to new consumer needs and staying updated on market trends.

We are proud to offer our customers a wide range of products, thus providing comprehensive and high-quality care. Below are the **proprietary brands of products we sell at Uriach:**

At Uriach, we offer quality products with brands recognised by consumers

Regulatory Compliance in Quality Management and Certifications

All our products, particularly pharmaceuticals, are subject to strict regulations, and we are responsible for ensuring compliance. For this reason, we maintain a quality management system that establishes control and assurance mechanisms for all our products and suppliers to ensure they meet the highest standards and pose no risk to individuals' integrity. Our system adheres to Directive 2011/62 standards from **March 2013** to prevent medication fraud.

Products manufactured at our plant in Germany comply with current EU regulations on Good Manufacturing Practices (GMP). Additionally, all medicines owned by Uriach and manufactured by third parties comply with the same GMP certifications, which Uriach verifies periodically through internal procedures. Furthermore, all our medicines are distributed in compliance with the EU Good Distribution Practices (GDP), a certification issued by the relevant health authorities.

Regarding medical devices, Uriach holds the required licenses and relevant accreditations from notified bodies, such as ISO 13485:2016. In some cases, Uriach acts as the legal manufacturer; in others, it operates as a distributor.

Dietary supplements constitute a significant part of Uriach's portfolio. As a result, our operations are certified under the international ISO 22000:2018 standard, an effective system for managing food safety. Quality is a cornerstone of our organisation, so all our manufacturers must hold this certification or an equivalent one.

Lastly, all Uriach cosmetic products follow ISO 22716:2007 and comply with Good Manufacturing Practices (GMP). This standard serves as a tool for continuous improvement across all processes and plays a crucial role in ensuring the safety of cosmetic products.

Many of our Naturitas brand products are certified organic.

Below is a summary of certifications by country:

Centre or Subsidiary	Certification Name
Uriach Consumer Healthcare	• GDP for pharmaceutical products • ISO 22000:2018 for dietary supplements
Uriach Portugal	• GDP for pharmaceutical products
Uriach Italy	• ISO 22000:2018 for dietary supplements • ISO 13485:2016 for medical devices s
Uriach Germany Plants 1 and 2	• ISO 13485:2016 for medical devices • Good Manufacturing Practice (EU GMP) by Article 111(5) of Directive 2001/83/EC • EU Quality Management Certificate per Annex IX, Chapter I and III of Regulation (EU) 2017/745 (MDR) • Certificate under Article 35(1) of Regulation (EU) 2018/848 on organic production and labelling of organic products • Certificate following Swiss Regulation 910.18 on organic farming and the labelling of organically produced products and foodstuffs (Organic Farming Regulation) and Swiss Regulation 910.181 of the Federal Department of Economic Affairs, Education and Research on organic farming
Naturitas	• CCPAE ECO Certificate - Consell Català de la Producció Agrària Ecològica (Catalan Council for Organic Agricultural Production) • CRAEGA ECO Certificate • CPAEN/NNPEK ECO Certificate – Consejo de la Producción Agraria Ecológica de Navarra (Council for Organic Agricultural Production of Navarra) • ECOCERT

In Romania, although we do not hold specific certifications, we operate under a Global Quality Management System that ensures compliance with all applicable procedures for the certifications held by Uriach, depending on the product type.

At Uriach, the well-being of our people is our top priority, and their safety is paramount. To safeguard this, we have implemented internal procedures that determine the frequency of audits for our manufacturers. These audits are guided by risk analysis, ensuring adherence to our stringent quality, safety, and efficacy standards. Additionally, we have established rigorous procedures for the approval and evaluation of our suppliers, further strengthening our commitment to excellence and reliability within our supply chain.

Surveillance

Surveillance is essential to guaranteeing public safety. At Uriach, **we ensure that our products provide tangible benefits and that our consumers feel safe using them**.

To this end, we guarantee that **100% of our products**—including medicines, dietary supplements, medical devices, and cosmetics—**undergo rigorous evaluations to assess their impact on users' health and safety**. We continually strive to enhance our products by integrating science, technology, and innovation. Furthermore, we ensure that all safety-related information, such as adverse reactions or contraindications, is consistently updated in our product leaflets and technical data sheets.

Both national and European legislation require us to maintain comprehensive **records of all identified adverse reactions** and evaluate each incident thoroughly. To comply with these regulations for **every product we market, Uriach submits regular safety reports to health authorities**. Additionally, we have established **multiple communication channels to receive notifications about adverse reactions,** including reports from healthcare professionals, consumers, and social media, ensuring effective and transparent monitoring.

Our global Surveillance department is based in Germany, where our Qualified Person for Pharmacovigilance (QPPV) operates. Each country has a dedicated local surveillance officer. Our surveillance system is managed by standardised operating procedures (SOPs) that clearly outline all responsibilities, tasks, and information management processes. Like those for Quality, these procedures are maintained within our Document Management System (DMS), called DIGITAL LIFE SCIENCE (DLS), and are regularly updated.

In addition, we train all **new employees** and hold informational sessions throughout the year to raise staff awareness about the importance of reporting such information to the appropriate personnel within the organisation. Ensuring the quality and safety of our consumers is a shared responsibility across Uriach, extending beyond specialised departments to all employees who **may encounter information about adverse reactions to our marketed products**.

Notably, in 2023, **no non-compliance with regulations** concerning the safety of Uriach products resulted in fines, sanctions, or warnings. Throughout the year, we received 93 global reports, including 21 related to Nutri vigilance, 8 concerning cosmetics, 48 related to medical devices, and 16 involving pharmaceuticals. None of these cases were classified as serious.

Consumer Satisfaction

At Uriach, we maintain a strong customer focus. Trust is earned through dedication and excellence in everything we do. Our commitment to quality and our focus on customer satisfaction help us build solid and lasting partnerships.

We also understand the importance of having mechanisms to listen to our customers and consumers, enabling us to improve our products continuously.

Complaint Management System

In 2023, we received 379 customer complaints globally, of which 366 were successfully managed and resolved. This reflects an increase from the 228 complaints received in 2022

At Uriach, we have a robust **procedure for collecting and investigating product quality complaints**. This procedure determines when a product recall is necessary and outlines the **actions** required internally and externally. **Complaints and reports of adverse reactions are received** through various customer contact channels: sales networks, customer service, or direct communications with our Quality or Surveillance departments. All complaints, regardless of the entry point, are channelled through the **Quality Assurance department and, in the case of adverse reactions, through the Surveillance department.**

Transparency and Communication of Quality

In addition to our internal regulatory systems, we place significant importance on **self-regulation in advertising** and external communication about our products. In this regard, Uriach Consumer HealthCare, S.L. is a member of *AUTOCONTROL*, a non-profit association responsible for managing the self-regulation system in advertising in Spain.

As members of *AUTOCONTROL*, we commit to adhering to the *AUTOCONTROL* Code of Advertising Practice in all our commercial communications, based on the International Code of Advertising and Marketing Communication Practice of the International Chamber of Commerce (ICC Code). The 2023 *AUTOCONTROL* activity report highlights the requests, consultations, and complaints addressed by the association concerning Uriach Consumer Healthcare, S.L.'s advertising.

2023 *AUTOCONTROL* Activity Report

	2022	2023
Copy Advice requested by the company and intermediaries	52	49
Positive Copy Advice[1]	29	27
Copy Advice with modifications[2]	23	22
Negative Copy Advice[3]	0	0
Complaints on grounds of sexual discrimination	0	0

[1] No issues identified with the content of the advertisement
[2] Modifications to the advertisement were recommended
[3] Dissemination of the advertisement was discouraged

How our product information reaches consumers

The information about our pharmaceutical products reaches our customers and consumers through various channels:

- **Labels, leaflets, and packaging:** These are regulated and approved by Health Authorities, specifically the Spanish Agency of Medicines and Medical Devices (AEMPS for its acronym in Spanish) or the relevant agency in the country of commercialization.
- **Corporate website:** The Uriach Group website provides information related to our products, including technical data sheets, leaflets, and images.
- **Sales representatives:** Our sales representatives are in constant contact with healthcare professionals, offering information on product features, studies, and other relevant details.
- **Advertising:** All advertisements for pharmaceutical specialties (OTC drugs) are submitted and approved by the Ministry of Health and the relevant health authorities in the region where the campaign is conducted.
- **Customer service (Aquilea Responds):** We provide a toll-free customer service number to clarify any doubts or answer questions.

Strengthening Our Supply Chain

Strengthening Our Supply Chain

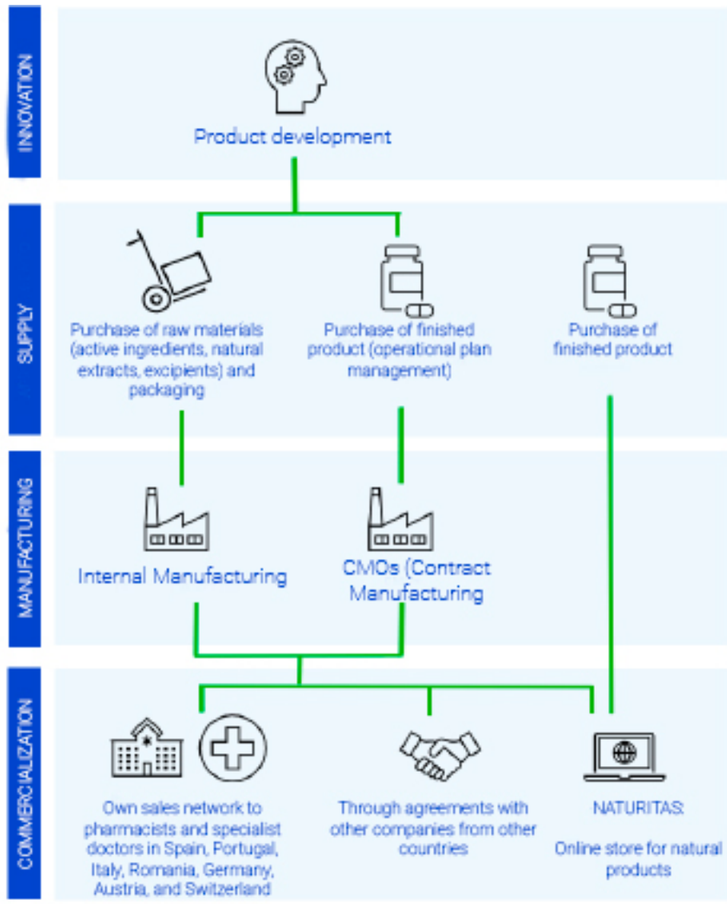
Building Strong and Transparent Relationships

At Uriach, we understand that an ethical and sustainable supply chain is fundamental to maintaining the excellence of our products and services. In 2023, we have made significant strides toward greater transparency and responsibility within our supply chain. We constantly strive to meet and exceed standards of quality, ethics, and social and environmental responsibility.

We recognise that our suppliers are **key allies** in ensuring that our products meet the high standards that set us apart and in integrating our ethical, social, and environmental standards throughout our value chain.

We have implemented initiatives to advance due diligence, increase sustainability, and foster ethical practices across our value chain. In doing so, we have strengthened our ability to positively impact the world, aligning firmly with our commitment to improving people's health. This comprehensive approach is reflected in every decision and action we undertake within our value chain.

Below, we present our **value chain**:



Selection and Approval of Responsible Suppliers

At Uriach, **we select our suppliers ethically, responsibly, and transparently**, fostering long-lasting relationships built on trust and proximity. This is all done under the guidelines defined in our **Purchasing Policy**, which establishes a framework of action between the company and its suppliers, promoting stable, responsible, and transparent business relationships.

We conduct supplier audits and evaluations, incorporating **criteria related to ethical, social, and environmental behavior** consistent with the values defined in our Code of Ethics.

Our goal is to enhance the efficiency of procuring goods and services based on **responsible purchasing principles**, fostering innovation, and creating a competitive advantage by establishing a framework for collaboration and continuous improvement with suppliers while minimizing market risks and those associated with their activities.

In this context, we select our s**uppliers through a rigorous process** based on the following criteria::

1. Compliance with product specifications and quality standards
2. Respect for human and labor rights
3. Equal opportunity
4. Responsible environmental management
5. Compliance with legislation

Uriach has implemented a **supplier management** portal that allows us to digitise the purchasing function, from supplier approval to bidding and awarding, ensuring **transparency throughout the process.**

Suppliers must complete a Corporate Social Responsibility (CSR) questionnaire through this portal. The questionnaire provides a score based on their ethical, social, and environmental management, which adds value to supplier selection and approval.

Suppliers Evaluated and Approved Based on Environmental and Social Criteria – Global Scope

	2021	2022	2023[1]
Number of Suppliers Evaluated on Environmental Criteria	467	910	129
Number of Suppliers Evaluated on Social Criteria[2]	467	909	129

1 In 2023, due to internal policy, Amcore Balance was not included in the scope. During that year, the process of unifying and globalizing the Procurement area began. This process has not yet been completed, and for this reason, the suppliers of Amcore Balance could not be considered and were excluded from the scope for 2023

2 In 2021, these data were reported only for Spain, which is considered the most significant country in impact. Therefore, the 2021 data are not comparable to those of 2022.

In 2022, we expanded and promoted **supplier registration** on the portal to ensure compliance with all our suppliers' ethical, social, and environmental requirements.

In 2023, we registered 129 new suppliers, all of whom adhered to our Code of Ethics and were evaluated from environmental and social perspectives.

There is a second approval phase for **finished product manufacturers (CMOs),** which **evaluates industrial quality** and ensures they hold the necessary certifications for their activities.

In line with this, **we include acceptance of Uriach's Code of Ethics** to guarantee that our suppliers align with our commitment to respecting human and labor rights, health and safety, gender equality, environmental respect, and other important aspects.

In 2023, we registered 129 new suppliers, 100% of whom were evaluated from an environmental and social perspective, and all adhered to our Code of Ethics

Continuous Improvement in Supplier Evaluation

We have a program to regularly evaluate all critical/key suppliers associated with our business activities. Evaluation parameters include service level, quality, competitiveness, responsiveness, and innovation. The results of these evaluations are openly shared with the suppliers, and if the rating is not optimal, an improvement plan is established. In consistently unsatisfactory results, the supplier's approval may be withdrawn.

In 2022, a **Sustainability Questionnaire** was introduced as the first step toward incorporating a sustainability section into the evaluation program. We aim to increase our **visibility** and understanding of our suppliers' maturity level and ensure our sustainability goals are aligned. In 2023, we deepened our focus in this area

In 2023...

15%

of suppliers globally have been evaluated based on social or environmental criteria

22%

of suppliers in Spain have been evaluated based on social or environmental criteria

Promoting Local Procurement

As part of our philosophy of generating shared value with the communities in which we operate, we strive to establish relationships with national and local suppliers whenever possible, though we are sometimes limited by availability, quality, and reliability criteria. In 2021, 80% of our suppliers were local, and 20% were international. In 2022 and 2023, the international figure increased due to a change in reporting criteria compared to 2021, where only purchases from Spain were reported, as it represented the most significant business volume. In 2023, the percentage of local suppliers was 52%. This year's data includes purchase volumes from Spain, Portugal, Italy, Germany, Switzerland, and Austria. In 2023, Romania was not included in the purchasing scope.

Proportion of Expenditure on Local Suppliers

Percentage of Local Suppliers in 2023

49%

International

51%

Local

Additional Supplier Statistics

2021	Raw Materials	Packaging Materials
Total Number of Local Suppliers	164	55
Percentage of Local Suppliers	96	45
Purchase Volume with Suppliers	59%	82%
Purchase Volume with Local Suppliers	29,18M€	3,69M€
Percentage of Expenditure on Local Suppliers	16,82M€	3,05M€
Porcentaje de gasto en proveedores locales	63%	83%

2022	Raw Materials	Packaging Materials	Others	TOTAL
Total Number of Suppliers	8	10	1.605	**1.623**
Total Number of Local Suppliers	4	5	917	**926**
Percentage of Local Suppliers	50%	50%	57%	**N/A**
Purchase Volume with Suppliers	24.7M €	2.2M €	167.8M€	**172.7M€**
Purchase Volume with Local Suppliers	167M€	285.050€	110.4M€	**110.9M€**
Percentage of Expenditure on Local Suppliers	6%	14%	66%	**N/A**

*It is important to note that in Spain, starting in 2022, raw materials and packaging materials have decreased due to outsourcing production centres. Purchase volumes are now recorded at the finished product level
*Due to a change in criteria, we have included "other suppliers" and total billing in 2022. These data were not reported in 2021

2023	Finished Product	Raw Materials	Packaging	Indirect
Total Number of Suppliers	79	5	25	938
Total Number of Local Suppliers	35	2	12	478
Percentage of Local Suppliers	44%	40%	48%	51%
Purchase Volume with Suppliers	66.740.076 €	5.239.029 €	4.954.074 €	53.811.843 €
Purchase Volume with Local Suppliers	38.221.240 €	1.642.125 €	755.685 €	27.158.830 €
Percentage of Expenditure on Local Suppliers	57%	31%	15%	50%

These data correspond to Spain, Portugal, Italy, Germany, Switzerland, and Austria. In 2023, Romania was not included in the purchasing scope.

Additionally, we prefer to work with local **Special Employment Centres (CEEs by their Spanish acronym)** for services such as co-packing and printing corporate materials. This decision reflects our commitment to regional economic development, as it supports hiring local suppliers and significantly contributes to the well-being of individuals working in these centres. By doing so, we generate a positive social impact, supporting labor inclusion and improving employment opportunities for individuals with disabilities in our community.

Caring for Our Planet

Caring for Our Planet

Our Commitment to the Environment

At Uriach, we are deeply committed to conserving the environment and protecting our planet, striving to make a positive impact through all our activities. Our mission to offer high-quality products that enhance people's health and well-being, harnessing the power of nature, drives us to focus our efforts on preserving and protecting natural resources across our entire value chain to safeguard our planet.

We implement various initiatives to minimise the environmental impacts of our activities, including our office environments, the Sidroga production plants (Germany), and our relationships with suppliers and customers. As part of our environmental commitment, we have established policies and management systems aligned with international standards like ISO 14001, which incorporate mechanisms to mitigate these impacts at every stage—from research and development to the manufacturing and commercialization of our products.

We understand sustainability as the commitment to grow to continue generating a positive impact on the well-being and health of people and the planet around us

Strengthening Environmental Management

The Global Sustainability Committee, through the Technical Sustainability Office, leads environmental management at Uriach. The committee focuses on key impact areas, such as decarbonization, circular economy, and regeneration, which cover material environmental issues.

All our business units have environmental management policies and systems aligned with the international ISO 14001 standards, with Spain, Italy, and Portugal specifically holding this certification.

This environmental management system allows us to pursue various goals, such as setting environmental improvement objectives and developing specific procedures and policies.

Policies and Commitments

At Uriach, we have implemented a comprehensive **Health, Safety, and Environmental (EHS) Policy** that applies to all employees, subcontractors, suppliers, and customers to solidify our environmental commitment. We also adhere to the Precautionary Principle in our operations and environmental risk assessments, helping to reduce or prevent potential negative environmental impacts.

We measure our environmental performance through indicators resulting from the system's implementation and its objectives. By implementing this policy, Uriach has set the following goals:

1. Strictly comply with **all legal requirements** and commitments the organisation may undertake.
2. Encourage **consultation and participation** of teams in environmental matters.
3. Foster a **culture** that encourages personal **responsibility** for environmental stewardship.
4. Protect the environment and prevent **pollution**.
5. Eliminate **environmental risks** and minimise the impact of all processes, products, and services.
6. Optimise **resource consumption.**
7. Reduce **greenhouse gas (GHG) emissions** and promote the use of renewable energy.
8. Raise society's awareness about the **proper management of waste generated by consumer health and wellness products**, including packaging.
9. Promote **corporate social responsibility among our suppliers and innovation** to achieve more sustainable raw materials and products

In Sidroga, environmental aspects and production risks have been assessed, and processes have been established for environmental protection, specifically through the following **Standard Operating Procedures (SOPs):**

- **SOP on "Waste Solvent Management":** Ensures proper classification, labelling, collection, and disposal of hazardous materials, as well as the appropriate preparation of solvent waste by quality assurance personnel..
- **SOP on "Energy Management":** Ensures that all contractual agreements are met and that energy consumption and resources influenced by organisational, technical, and commercial activities are planned, managed, and monitored.

Environmental Risks and Mitigation and Adaptation Mechanisms for Climate Change

Identifying potential risks associated with our activities and having appropriate management systems to protect our environment is fundamental to Uriach. In this context, and specifically for Sidroga's production centres, we have identified the main environmental risks related to the organisation's activities, including:

- Water Spill Risks
- Flood Risks

Uriach has preventive control processes and response mechanisms for these risks in case of impact or emergencies. Regarding the provisions and guarantees for environmental risks, we have implemented control mechanisms to prevent and adapt to these risks, including a response protocol in case they occur and an environmental liability insurance policy with coverage of €5,000,000, as in 2022, to address potential environmental damage at Sidroga.

Additionally, we have obtained permits from the local German administration to ensure the safety of our facilities, wastewater management, and production processes to avoid potential contamination of the Lahn River. In terms of adaptation, we have promoted sustainability and ESG (Environmental, Social, and Governance) awareness and training processes to understand the potential consequences and impact of climate change and how to respond to different situations at a corporate level.

We have also amended the company's statutes, committing to promoting more sustainable activity models and contributing to achieving the Sustainable Development Goals. We renewed our commitment to the UN Global Compact to leverage its full outreach and scientific potential and to form strategic alliances in our climate change adaptation process.

As mentioned earlier, we have implemented various projects for mitigation mechanisms. Among them, the following stand out:

- Increased Use of Certified Renewable Energy
- Reduction of Fleet Emissions in the Spanish Network
- Definition and Implementation of Sustainable Packaging Guidelines applicable to new developments
- Improvement Projects in External Transportation and Packaging Materials Used for Our Products
- New CMO (Contract Manufacturing Organisations) Evaluation Policy based on sustainability criteria
- Office Improvements, such as the transition to LED lighting.

These efforts reflect our ongoing commitment to reducing our environmental impact and promoting sustainable practices throughout our operations..

Measuring Our Impact

Understanding our environmental state is the first step in establishing our objectives for climate change adaptation and mitigation. Therefore, we have conducted an emissions assessment across various scopes (1, 2, and 3) to set annual reduction targets and contribute to sustainable development and the goals of the Green Deal.

In 2022, we calculated the emissions produced by scopes 1, 2, and four categories of scope 3 without accounting for the impact of our CMOs' extraction, distribution, and manufacturing. In 2023, we completed the calculation for scope 3 by including the remaining categories, achieving a complete calculation of our carbon footprint.

With this comprehensive assessment, we can classify our emissions by scope, precisely identifying the areas of greatest impact and focusing on the most effective measures to reduce emissions.

Scope 1

Direct GHG emissions from all subsidiaries: Spain, Portugal, Italy, Sidroga, Amcore Balance, and Romania (including emissions from owned and controlled vehicles, production plants, and offices).

Scope 2

Indirect GHG emissions from the generation of purchased electricity consumed by each subsidiary

Scope 3

Indirect GHG emissions from the activities of all subsidiaries, including all applicable Scope 3 categories.

Sources of emissions included in **Scope 1:**

- Stationary Combustion: Fuels used in operations.
- Mobile Combustion: Fuels used in company vehicles.
- Fugitive Emissions: Emissions from refrigerants and process gases

Sources of emissions included in **Scope 2:**

- Purchased Electricity: Production of electricity used in offices, warehouses, and production plants.

For **Scope 3, the categories considered** include purchased goods and services (Category 1), Capital goods (Category 2), Transportation and distribution of goods and services purchased by the company in vehicles and facilities not owned or controlled by us (Category 4), and waste disposal and treatment by third parties of solid waste and wastewater generated in operations under our ownership or control (Category 5). Additional categories include business travel (Category 6), employee commuting (Category 7), processing of sold products (Category 10), and the end-of-life treatment of sold products (Category 12).

The Carbon Footprint calculations follow the **specifications** and **methodology** of the Greenhouse Gas **Protocol**, based on the Corporate Accounting and Reporting Standard, which provides standards and guidance for companies. This covers the accounting and reporting of six greenhouse gases addressed in the Kyoto Protocol: Carbon Dioxide (CO2), Methane (CH4), Nitrous Oxide (N2O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), and Sulphur Hexafluoride (SF6).

After conducting the calculation, we determined that Uriach's carbon footprint for 2023 is **16,601.24 tn CO_2 eq (market-based + heat and steam), divided into the following scope.**

Uriach Carbon Footprint 2023

Remark: Location-based (LB): Location-based method - Market-based (MB): Market-based method.

The total of **Scope 2 market-based + heat and steam emissions amounted to 144,525.09 kg CO2-eq, while for location-based + heat and steam**, it was **734,924.29 kg CO2-eq in 2023**.

The following table illustrates how Scope 3 is, by far, the largest emitter of GHGs. In 2023, there was a significant increase in Scope 1 emissions due to the inclusion of calculations for the sales network in Italy, Romania, Austria, and Switzerland. Additionally, the substantial decrease in Scope 2 emissions can be attributed to the increased use of electricity from renewable sources.

Greenhouse Gas Emissions in Tons of CO2 Equivalent Globally

Scope type	Category	2021	2022	2023[1]
Scope 1		3.678,05	2.317,4	3.191,28
Scope 2	Location based + heat and steam	2.285	1.151,4	734,92
	Market based + heat and steam	409	682,0	144,53
Scope 3[2]		307,80	15.057,4	13.265,43
Total (Market based + heat and steam)		5.012,85	18.526,2	16.601,24

1 In 2023, the full carbon footprint was calculated by incorporating the remaining Scope 3 categories compared to 2022
2 The comparison of Scope 3 should not be considered due to the difference in scope between the calculations made in 2021 and 2022. In 2022, the analysis was calculated downstream, including emissions from warehouses and pharmacies, which had not been previously estimated

We do not have disaggregated information, as most emission factors are given in CO2e. Therefore, we can only provide information on Methane (CH4), Nitrogen Oxides (N2O), and Carbon Dioxide (CO2) emissions resulting from stationary combustion in Spain and mobile combustion for all subsidiaries

Pollutant Emissions

Pollutant gas (kg)[1]	2021	2022	2023
Nitrous Oxide (NOx)	505,25	178,8	1.720
Methane (CH4)	N/A	10.462,1	N/A
Other CO2 Emissions	644.749,6	934.233,9	1.103.415

1 The results reflect emissions from the two Sidroga production sites. Note that the methodology used in 2022 is different and is expressed in kg of CO2-eq, making it impossible to compare results across different years, which are expressed in kg of gas

The calculation results help us guide actions and projects and serve as a foundation for setting **concrete, science-based targets** for reducing GHG emissions, a project we have been working on since 2023.

Our goals were:

1. Establish science-based emission reduction targets (SBTi).
2. Develop specific reduction strategies at the emission source, departmental, and subsidiary levels.
3. Develop a short-term reduction roadmap, starting with scopes 1 and 2.
4. Allocate financial and human resources to develop these actions.
5. Involve Uriach employees and collaborators.
6. Start working closely with suppliers from the beginning so they know their targets and can align with their reduction goals as soon as possible

Actions for Emission Reduction and Compensation

In setting a science-based emission reduction target, we have continued implementing actions and projects aimed at decarbonization. Among the most notable projects are:

- **We are modifying most of our electrical contracts** to increase the use of renewable energy. In 2023, 83% of the electricity will come from sustainable sources, reducing our emissions by approximately 500 tons of CO2-eq annually. Additionally, we are developing projects to replace conventional gas with green gas.

- **We are evaluating options to expand our fleet of sustainable vehicles**, an initiative already implemented in our Spanish subsidiary. Once the entire fleet has been replaced with more eco-friendly vehicles, this will result in an annual reduction of approximately 41 tons of CO2-eq

Measures to Prevent, Reduce, or Repair Noise and Light Pollution

At Sidroga, where the production plants are located, no significant levels of light or noise pollution have been identified, and therefore, it is not a material issue for Uriach that requires specific measures. Concerning pollutant gas emissions, Sidroga has a **steam boiler** that is subject to the requirements of Germany's operational safety technical standards.

The Federal Immission Control Act (BImSchG) contains regulations on air pollution control, noise pollution, and protection against other environmental effects caused by production facilities. Lastly, we have installed a ventilation system at the Mainzer Straße production plant in Sidroga to optimise heat recovery and reduce heating consumption at night.

Opting for Sustainable Resource Use

We take responsibility for the natural resources consumed by our business activities.

Responsible management is essential to sustainable development, allowing us to use resources efficiently and minimise our environmental impact. It is important to note that resource consumption in our manufacturing centres is closely linked to their level of production activity.

Raw Material Consumption

Raw material consumption is a cornerstone of our environmental strategy. At Uriach, we understand that raw materials must be responsibly sourced and managed as limited resources, as poor management can exacerbate the effects of climate change. The primary raw materials we consume include natural extracts, thermal water, and excipients used in manufacturing the various health solutions we offer our customers.

At Sidroga, our key raw materials include thermal water, sodium chloride, sodium bicarbonate, potassium sulphate, and Emser natural salt. While none of these materials pose significant environmental risks, we constantly innovate and adopt measures to reduce the use of packaging materials, plastics, and other compounds.

Moreover, at Sidroga, we optimise water as a raw material by actively recovering the steam condensate produced during the evaporation process. By replenishing the quantities lost from the steam condensate in the steam generation plant, we achieve 100% savings in treated freshwater. In our production processes, we only use the necessary amount of naturally sourced thermal water for our products.

Total Raw Material Consumption at the Group Level*

Raw Material	Unit	2021	2022	2023
Paracetamol	Ton	129,35	-	-
Ibuprofen	Ton	40	-	-
Chondroitin Sulphate	Ton	79,40	-	-
Industrial Nitrogen	Ton	596	-	-
Acetone	Ton	307,50	-	-
Toluene	ton	258,60	-	-
Thermal Water	m^3	14.861	26.398	29.493
Emser Natural Salt	kg	21.918	27.440	50.467
Sodium Chloride	kg	178,493	218.089	263.477
Isomalt	kg	37.671	50.756	74.507
Sodium Bicarbonate	kg	27.271	37.777	40.864
Powdered Sugar	kg	3.354	7.267	14.425
Refined Sugar	kg	6.708	14.535[1]	29.850
Herbal Tea Raw Material	kg	299.047	251.449	ND[2]
Cardboard	kg	251.603,36	621.453,7	608.165,6
Compounds	kg	190.884,20	205.784	ND[2]
Plastic	kg	42.974,95	65.023	18.323 (ND[2])
Glass	kg	9.000,74	14.971	ND[2]
Aluminium	kg	552,40	492	ND[2]
Tin Plates	kg	819,73	1.110	ND[2]
Other	kg	ND[2]	ND[2]	7.787

1 The data collection process has been optimised, and it has been confirmed that the correct figure is 14,535 kg, not 1,435 kg
2 ND: not Disclosured
ND[2] Data from Sidroga is unavailable as it is undergoing a digital transformation

*It's important to note that the 2021 data includes only Spain and Sidroga, while the 2022 data also incorporates Amcore Balance and Sidroga, as they are the subsidiaries that consume raw materials. The 2023 data expands further to include Spain, Sidroga, Amcore, Italy, Portugal, and Romania

In 2023, we continued to increase the consumption of key raw materials such as thermal water, natural salts, refined sugar, powdered sugar, and Isomalt due to the significant rise in the production of various products containing these materials. Meanwhile, we have reduced or eliminated the use of certain materials like cardboard and plastic. These changes reflect an adaptation in production practices and an optimization in resource management.

Measures and Initiatives to Reduce Raw Material Consumption

Material consumption is continuously monitored, and we are constantly exploring opportunities for reduction.

In 2022, we defined the global initiatives "Raw Materials" and "Innovation," aimed at ensuring traceability, improving the sustainable production of our ingredients, and reducing environmental impact.

In 2023, we defined and implemented **Sustainable Packaging Guidelines**, detailing actions to avoid non-essential elements and reduce weight and size, among other aspects. These guidelines have been integrated into our product innovation and development processes, as well as into our sustainability data within our ERP (Enterprise Resource Planning). Additionally, some strategic projects for sustainable packaging are being developed.

Energy Consumption

At Uriach, energy management is a crucial issue, and we allocate resources and efforts to advance towards efficient and sustainable management. This involves using energy more intelligently and reducing its consumption, thus decreasing greenhouse gas (GHG) emissions.

It is essential to break down our energy sources and actively work on the transition to renewable energies. This strategy not only allows us to optimise energy use but also reinforces our commitment to sustainability and environmental protection.

Energy Sources and Consumption in the Uriach Group (All Subsidiaries)

Energy Source	2021	2022	2023
Electrical Grid (kWh)	14.837.236	3.338.472,62	2.004.978,12
Self-consumption (kWh)[1]	-	64.449,12	0
Natural gas (kWh)	16.110.102	6.710.343,36	4.953.289
Fossile Fuels (Diesel, Gasoline, etc.) (liters)	207.686,8l	333.760,74l	832.951l (equivalent to 8.996.041 kWh)
Steam and Domestic Hot Water (DHW)	0	0	6.589
Biomass	0	0	0
Total Energy Consumption from Renewable Sources (kWh)	N/A[2]	N/A[2]	1.657.904

1 Self-consumption refers to using energy produced by solar panels. These panels were installed at the Palau-Solità i Plegamans facilities, where we were located, until we moved to Sant Cugat in September 2022 (Barcelona, Spain).
2 N/A Value not applicable for the years 2021 and 2022

In 2023, the use of fossil fuels significantly increased, driven by the inclusion of consumption from the fleets in Italy, Austria, Switzerland, and Romania.

The introduction of steam and DHW, as well as the notable consumption of renewable energy, reflects ongoing efforts to diversify and improve energy efficiency.

Renewable Electricity Consumption

Renewable electricity consumption is detailed below:

Country	2021	2022	2023
Spain[1]	100%	40,2%	100%
Sidroga (Germany)	40%	40,6%	97,7%[2]
Amcore Balance (Spain)	N/A	N/A	0%
Italy	N/A	N/A	100%[2]
Portugal	N/A	N/A	0%
Romania	N/A	N/A	0%

1 The decrease in renewable energy consumption in Spain in 2022 is due to a change in facilities from Palau-Solità i Plegamans to Sant Cugat (Barcelona, Spain). The increase in 2023 is due to the procurement of green electricity.
2 The increase is due to the change in the electricity contract, requesting renewable electricity

Measures Taken to Improve Energy Efficiency

At Amcore Balance, the project to replace conventional lighting with LEDs was completed in 2023. Motion sensors were also installed in less frequented areas, and fans were installed to reduce the need for air conditioning.

In progress:

- The renovation of the roof of production plant 2 is being studied in 2024, and we are checking the feasibility of installing a photovoltaic system on it.
- The shift to LED lighting in the boiler room, meeting rooms, and common areas is under analysis.
- New air compressors are being considered for production to minimise energy lost due to idle compressor mode.

Water Consumption

Water is an essential resource for life, and we must remember that the amount of freshwater on the planet is finite, which obliges us to conserve and use it responsibly. Excessive water extraction can harm rivers, aquifers, and lakes, negatively affecting ecosystems and human communities. Therefore, it is crucial to manage this resource carefully to ensure its availability and preserve environmental and social health.

As in previous years, in 2023, the Uriach Group's most common **water source was third-party water.** In Spain, groundwater was also consumed when the offices remained in Palau-Solità i Plegamans. Since we have moved to Sant Cugat, there has been no such consumption.

Water Consumption (m^3)

Country	2021	2022	2023
Spain	81.813	6.889[1]	2.427
Sidroga (Germany)	2.592	2.534	3.087
Portugal	-	120	168
Italy	0	0	900
Amcore Balance (Spain)	-	330	263
Romania	-	-	80
TOTAL	**84.405**	**9.873**	**6.925**

1 In Spain, for 2022, 3,894 m^3 of water came from third-party sources, and 2,995 m^3 from well water during the remaining time at Palau-Solità i Plegamans

We have achieved a significant reduction in water consumption, particularly in Spain, reflecting progress toward more efficient and sustainable resource management.

The volume of **water discharged** in Sidroga's production process increased in 2023 compared to 2022, reflecting increased production activities.

Water Management (m^3)	2021	2022	2023
Water Discharged	-	2.281,0	2.778,0

Embracing a Circular Economy

The circular economy aims to transform the current production model, which is based on resource extraction and the production of goods that are then discarded, generating large amounts of waste and polluting emissions. At Uriach, we consider it essential to implement circular economy actions in all possible processes, promoting reuse, recycling, and resource renewal.

Below is the total amount of waste generated in metric tons and a breakdown of this total according to the composition of the waste. Additionally, the waste generated has been classified into hazardous and non-hazardous waste.

Waste Generated by Waste Type (Metric Tons)*

Waste Type (Metric Tons)	Hazardous / Non-Hazardous	2022	2023
Paper and Cardboard	Non-Hazardous	76,22	164,27
Plastics	Non-Hazardous	23,46	110,31
Organic Waste	Non-Hazardous	3,05	10,35
Residual Waste	Non-Hazardous	14,74	19,80
Glass	Non-Hazardous	0,33	13,76
Confidential Document Disposal (Paper)	Non-Hazardous	2,50	2,97
Laboratory Waste	Hazardous	1	23,25
Pharmaceutical Waste	Hazardous	9,37	0[1]
Aluminium[1]	Hazardous	0	0
Electronics	Hazardous	0,90	0,54
Metal	Hazardous	0,04	1,73
Toner	Hazardous	0,06	0,03
Food-grade Production Oil	Non-Hazardous	0,05	0
Batteries	Hazardous	0	0
Others	-	11,96	30,85
TOTAL	**-**	**143,68**	**377,86**

1 Pharmaceutical waste material data have been included in laboratory waste

*The data for 2021 cannot be directly compared, as the total amount of waste was calculated without a breakdown by typology and dealt with different production centres than this year. The total waste generated in 2021 was 4,530.68 tonnes. In 2023, data from Italy and Romania were included, which is why the quantities of almost all waste categories have increased

Waste Management

At Uriach, we strive to minimise the waste generated by our daily activities and manage it to generate the least possible impact. To do this, we have authorised managers responsible for the collection, logistics, and treatment of the waste generated.

In Spain, we adhere to the Integrated Waste and Packaging Management Systems (SIGRE and Ecoembes) for pharmaceutical and para-pharmaceutical products placed on the market, respectively. This collaboration allows us to support our customers' proper segregation and management of these wastes.

In Sidroga's production centres, we comply with the Closed Substance Cycle Waste Management Act, the Industrial Waste Regulations, and the municipality's waste statutes. The waste generated by packaging management is carried out through dual systems, to which Sidroga adheres, paying according to the quantities of materials placed on the market. Additionally, we continuously explore new opportunities to recycle and reuse our waste, reinforcing our commitment to sustainability and the circular economy.

In Spain, in 2022, the recovery rate was 59.25%, with the environmental manager recovering 22.6 tons of the 38.16 total tons. In 2023, waste management recovered 8.53 tons compared to 6.71 tons sent to landfill. Therefore, 56% of the waste was recovered.

Amcore Balance recovers 100% of the 121 tons of waste it generates. At Sidroga, the waste recovery rate increased slightly from 70.86% of 102.33 tons last year to 71% of 122.27 tons this year.

We also continue to implement initiatives to minimise packaging waste from our marketed products, focusing on reducing the overall volume by optimising both product and packaging weight.

Packaging Waste Generation in kr/kp1 (%) in Spain

Waste Manager		2021	2022	2023
	Sigre	60,1%	61%	64%
		-	-	99%[1]
	Ecoembes	43,7%	42%	38%

1 In 2023, a calculation that also includes grouping packaging was added

Wastewater

German legislation sets strict wastewater discharge limits under the local Bad Ems statutes and federal regulations. Sidroga fully complies with these regulations. However, since we do not add hazardous components to the thermal waters we use in our production, we are exempt from conducting additional quality tests.

Food Waste

Another significant type of waste is food waste; however, since Sidroga does not have a catering service, employees are responsible for their meal arrangements, so **no waste is generated**. In the new facilities in Sant Cugat, Spain, options for reducing food waste within the shared catering service will be studied.

At Amcore Balance, all food nearing its **expiration date is donated** to a non-governmental organisation called Phoenix.

Circular Economy Actions and Initiatives

At Uriach, we integrate the circular economy into various phases of our value chain through specific actions in eco-friendly packaging, material reuse, and plastic reduction projects. The sustainable packaging guide is also being implemented in developing new products.

Thus, projects are underway to increase the percentage of recycled plastic used in our packaging. A project to replace multi-material packaging with mono-material packaging has also been initiated.

We have promoted reuse by giving a second life to obsolete IT equipment, such as laptops and mobile phones, used equipment, and discarded metals, and selling them to new buyers. **Plastic reduction** has been the most addressed action. In 2023, we also implemented the switch from plastic adhesive tape to **paper adhesive tape**, the replacement of plastic padding bags in shipping boxes with paper fillings, and the switch to **grass-based cardboard** for sample shipping.

At Amcore Balance in Spain, we recycle **33% of the cardboard boxes** used by our suppliers to transport and protect our products. The leftover boxes are sent to a recycling company; the rest become office waste, which we divide into plastic, paper, and organic.

Biodiversity Protection

For Uriach, protecting biodiversity and conserving and restoring the planet is essential. This is reflected in our commitment to care for and regenerate the environment as a defined positive impact axis.

Biodiversity conservation is crucial for maintaining ecosystem stability. Even minimal disruption can devastate various species and their roles in the food chain, such as pollination, air and water purification, and soil erosion prevention. Furthermore, biodiversity has an intrinsic cultural and social value that benefits people and communities.

Biodiversity also plays a fundamental role in mitigating climate change, as healthy ecosystems are essential for absorbing and storing large amounts of carbon.

At Sidroga, our approach to minimizing biodiversity degradation is to integrate conservation into our supply chain. Critical raw materials (such as tea and medicinal herbs) are essential for developing our products. Therefore, we work to ensure that aromatic medicinal plants (MAP) are cultivated responsibly and controlled, ensuring that all processes respect the ecosystem and do not harm biodiversity.

Finally, Uriach does not have production centres or other facilities in areas that significantly impact biodiversity or protected areas.

Biodiversity Conservation Partnerships

Sidroga & Vitaplant

Soil degradation and biodiversity loss have severely affected natural farming areas, making many medicinal herbs and specialty teas scarce commodities. Since 2018, Sidroga and Vitaplant have worked together on **soil recovery and re-cultivation to counteract this scarcity.** This **partnership has led to two plantations in Kenya and Uganda,** both certified by the internationally recognised Good Agricultural and Collection Practice (GACP) standard. Additionally, in 2021, both plantations successfully obtained **Ecocert Bio Standard certification**. We aim these plantations to meet the UTZ, Rainforest Alliance, and Sedex standards in the coming years.

These plantations ensure crop supply through sustainable agriculture and have created **local employment opportunities**. At Sidroga, we work closely with Vitaplant: We define user requirements and product specifications, oversee the delivery of goods, and document test results. Vitaplant is responsible for establishing, cultivating, harvesting, and meeting technical and quality standards.

This last point, which Vitaplant handles, is increasingly crucial as **regulatory requirements for raw material purity** become more stringent. In our productions, we specialise in preventing impurities such as herbs containing pyrrolizidine alkaloids, pesticide contamination, and PAHs (polycyclic aromatic hydrocarbons). This is not only for regulatory compliance but to offer our consumers the **best quality products without harming biodiversity.**

Experimental cultivation, soil improvement, and continuous scrutiny of plant health are also being worked on. Many other teas and herbs are also being **experimentally cultivated** at both sites to increase the **supply of uncommon medicinal plants** and open more perspectives for local communities.

Another aspect to consider in the entire value chain is **traceability**. We **monitor and accurately document all production processes at both locations where the crops are located**, from field establishment to the final packaged raw material.

We can highlight from this project the positive results observed in **soil improvement and plant health**, which was our goal, but we also emphasise the collateral impact it has had, which is a **social impact on communities**. By establishing these production centres, **more than 300 women and men, including the elderly and persons with disabilities**, have **stable employment** with safe and healthy working conditions.

Some of the **benefits** for the workers include:

- Free access to **drinking water** (obtained from the Nile River and purified through a filtration system)
- **Free lunch** and open use of the kitchen
- **Health insurance** and a **salary above** the regional standard
- **Safe transportation** to the production plants
- **Childcare** services

Reporting Scope

Reporting Scope

The Consolidated Non-Financial Information Statement is part of the Management Report of Corporacion J. Uriach, S.A. and its subsidiaries. This Non-Financial Information Statement has been prepared following the requirements outlined in **Law 11/2018, of December 28**, **on non-financial and diversity information,** approved on December 13, 2018, by the Spanish Congress of Deputies. This law amends the Spanish Commercial Code, the consolidated text of the Capital Companies Act, approved by Royal Legislative Decree 1/2010 of July 2, and Law 22/2015 of July 20, on Auditing regarding non-financial and diversity information (hereinafter, the **"Non-Financial Information Law"**).

This report provides detailed information on various areas, including environmental, governance, risk and compliance, people, quality and consumers, community, suppliers, and the value chain. For each of these areas, the current control environment is described, along with actions taken and initiatives derived from our activities.

The report concerning the Global Reporting Initiative (GRI) Standards has been prepared. The traceability of this report can be found in the Annex under the title "GRI Content Index." Additionally, to comply with the Non-Financial Information Law, the principles for defining the report's content and quality have been applied.

Principles considered in defining the content of the report:

1. **Stakeholders**: The report should identify stakeholders and describe how their needs and expectations have been addressed.
2. **Environment and Trends**: Presentation of the organisation's performance within the broader context of sustainability.
3. **Materiality**: The report reflects the organisation's significant social, environmental, and economic impacts or those that could substantially influence stakeholder decisions. For more information, see the section "Materiality Analysis."
4. **Coverage**: The report's scope allows stakeholders to evaluate the organisation's performance..

Uriach has verified the non-financial information in this document by an independent external party to ensure its transparency and integrity..

Scope

Due to our growth and the divestment in the B2B pharma and generics business (including two production plants in Spain), our reporting scope has changed substantially compared to the 2022 Non-Financial Information Statement. All our business units have gained significant materiality as individual units, as reflected in the 2023 Non-Financial Information Statement. Therefore, this NFS includes data from the business units in Spain, Italy, Portugal, Sidroga (Germany, Switzerland, and Austria), and Romania, as well as from Amcore Balance, S.L.U., and Curae Solutions, S.L.U.

This report contains non-financial information for Corporación J. Uriach S.A. ((referred to throughout the document as Uriach or the Group) and its Group companies as defined by Article 42 of the Spanish Commercial Code, including::

- Grupo J. Uriach, S.L
- Mesenia int BV
- Uriach Consumer Healthcare, S.L.
- Sidroga AG
- Sidroga GmbH
- W&S Pharma GmbH
- Amcore Balance, S.L.U.
- Uriach Italy, S.R.L.
- Uriach Portugal Unipessoal, L.D.A.
- Uriach Lusa, S.A.
- Curae Solutions, S.L.
- Sidroga Gesellschaft für Gesundheitsprodukte mbH
- EMCUR Gesundheistsmittel Bad Ems GmbH
- Watcher's Naturheilmittel GmbH
- Uriach Romania, S.r.l.

As a result of corporate changes detailed in the following section, particularly the spin-off of Corporación J. Uriach, S.A. in favour of a newly created company (Corporación Urilaria, S.L.), the companies Urilaria, S.L.U., Cumenia, S.L.U., Jumi Invest, SCR, S.A., and Urisison Inmobiliaria, S.L.U. are excluded from the scope of this report..

Economic and Tax Management

The **Board of Directors of Corporación J. Uriach, S.A.** is the company's highest governing body, responsible for overseeing the direction, administration, management, and control of the business.

In fulfilling its responsibilities, the Board recognises that over the past decade, various internal and external factors have increased the complexity of managing the Group's tax matters, both nationally and internationally. This has underlined the need to clearly define t**he Group's tax governance framework to ensure due diligence in complying with and managing its tax obligations**.

In line with this, the **Management Committee,** acting on the mandate received from the Board of Directors, has **developed the tax strategy** for Corporación J. Uriach, S.A. and its controlled companies and investments, applying it globally and irrespective of their location or area of activity.

The Group also has a **tax risk management and control structure**, which is outlined below.

The Group is committed to **acting responsibly in all tax matters**, fully complying with the tax laws and obligations of every jurisdiction in which it operates. Specifically, the following information is provided regarding taxation in 2022 and 2023.

Public subsidies received at Group level

Company	2022	2023
Application for Corona Aid in Germany	1.194.087€	-
Contribution to employee training in Spain	-	8.812€
Contribution to employee training in Italy	5.804€	22.880€

Profits Generated by Country

Country	Subsidiary	Profit before tax		Corporate income tax[3]		Subsidies received	
		2022	2023	2022	2023	2022	2023
Spain	Corporación J. Uriach S.A[1]	4.939	7.828	(3.504)	(5.161)	-	-
	Uriach Consumer Healthcare, S.L[1]	20.622	24.457	-	-	-	4
	Grupo J. Uriach SL[1]	(2.441)	(9.804)	-	-	-	-
	Urilaria, S.L[5]	(967)	-	-	-	-	-
	Cumenia, S.L[5]	(26)	-	-	-	-	-
	Messenia Int. B.V[5]	(12)	-	-	-	-	-
	Amcore Balance, S.L[4]	889	3.279	-		-	-
	Curae Solutions, S.L[4]	106	30	29	-	-	-
	Urisison Inmobiliaria, Sociedad Unipersonal[5]	-	-	-	-	-	-
	Jumi Invest S.C.R, S.A	(54)	-	-	-	-	-
Italy	Uriach Italy S.R.L	(639)	(3.019)	(1.511)	(249)	6	-
Portugal	Uriach Portugal Unipessoal, L.D.A	(16)	73	(1)	-	-	-
	Uriach Lusa, S.A	64	187	(33)	(38)	-	-
Switzerland	Sidroga, AG	(454)	1.858	18	(54)	-	-
Austria	Sidroga, GmbH	39	43	(10)	(11)	-	-
Germany	Sidroga Gesellschaft für Gesundehitsprodukte, GmbH	740	(2.564)	(129)	(135)	1.194	-
	EMCUR Gesundheistmistell Bad Ems, GmbH	-	(13)	-	4	-	-
	W&S Pharma, GmbH	-	-	-	-	-	-
	Watcher's Naturheilmittel, GmbH	-	-	-	-	-	-
Romanía	Uriach Romania, S.R.L.[2]	(65)	(590)	(5)	20	-	-

[1] These companies are part of the tax group headed by Corporación J. Uriach, S.A.

[2] This company was included in the consolidated financial statements in 2022, but not in the tax consolidation group.

[3] The reported figure for 2023 and 2022 corresponds to the net corporate income tax payable.

[4] These companies were included in the tax consolidation group in 2022.

[5] These companies were excluded from both the tax and financial consolidations as of January 1, 2023.

Corporate Changes in 2023

In August 2023, a corporate restructuring was formalised, which involved the following:

1. The partial spin-off of Corporación J. Uriach, S.A. in favour of Corporación Urilaria, S.L., transferring the following assets:

   - Urilaria, S.L., Sociedad Unipersonal, with registered office at Avenida de la Generalitat Num. 163-167 'Can Sant Joan' Sant Cugat Del Valles (08174), N.I.F. B63049993. The company is duly registered in the Commercial Registry of Barcelona under volume 35291, folio 8, sheet 262486. Fourteen million three hundred eighty-seven thousand two hundred thirty-six shares were transferred, representing 100% of the share capital.

   - Cumenia, S.L., Sociedad Unipersonal, with registered office at Avenida de la Generalitat Num. 163-167 'Can Sant Joan' Sant Cugat Del Valles (08174), N.I.F. B65369316. The company is duly registered in the Commercial Registry of Barcelona under volume 42163, folio 137, sheet 402422. 23,112 shares were transferred, representing 100% of the share capital.

The following loan was also transferred to Corporación Urilaria, S.L.:

- o A participatory loan signed by the Spun-off Company on December 31, 2012, granted in favour of Cumenia, S.L., Sociedad Unipersonal, under which the Spun-off Company lent €70,000 to Cumenia, S.L., Sociedad Unipersonal, associated with the management of the shares into which the share capital of Cumenia S.L. is divided. Several no extinctive or modificatory addenda modified this loan on the following dates: - On December 31, 2013, the Parties agreed to alter the loan amount, increasing it from €20,000 to €23,000 (the "Modification Agreement 1"). On December 31, 2014, the Parties agreed to modify the loan amount, increasing it to €30,000 (the "Modification Agreement 2"). On December 31, 2015, the Parties agreed to alter the loan amount, increasing it to €50,000 (the "Modification Agreement 3"). Finally, on March 8, 2019, the Parties agreed to a new modification of the loan amount, increasing it to €60,000 (the "Modification Agreement 4"), and subsequently, on April 28, 2021, the Parties agreed to the last modification, increasing the loan amount to €70,000 (the "Modification Agreement 5").

2. The partial spin-off of UCHC (Uriach Consumer Healthcare) in favour of the Group was formalised, leading to the financial separation of the foreign subsidiaries.

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