



Statement of continued support by the Chief Executive Officer

Statement of the company's chief executive expressing continued support for the United Nations' (UN) Global Compact and renewing the company's ongoing commitment to the initiative and its principles.

To our stakeholders:

I am pleased to confirm that BioPorto reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Peter M. Eriksen, CEO

Communication on progress

This report concerns BioPorto's efforts in 2019, which focused on the ten principles of the UN Global Compact. Since BioPorto acceded to the Global Compact in early 2010, the company has been actively supporting the ten principles within the business, its strategy and supply chain.

BioPorto is aware of its social responsibility and endeavors to improve its social and environmental conditions. In several areas, BioPorto fulfills its responsibility solely by complying with current law, but in other areas, the company's responsibility has been expanded to include preventive activities for optimizing various conditions. It is important to BioPorto to highlight these efforts vis-à-vis its customers, suppliers, shareholders, other stakeholders, etc., to ensure that the outside world can have confidence in the company to live up to its social responsibility. For this reason, BioPorto continues its participation in the Global Compact, whose ten principles for social commitment as defined by the UN constitute a global frame of reference. At the same time, through our commitment, we will try to encourage the parties with whom we interact to consider and shoulder their share of these responsibilities.

Human Rights

1. *Businesses should support and respect the protection of internationally proclaimed human rights; and*
2. *make sure that they are not complicit in human rights abuses.*

BioPorto supports and respects internationally recognized human rights. BioPorto has no external suppliers in countries that do not respect human rights. In 2017, BioPorto established a Code of Conduct covering the above. BioPorto's employees are bound by BioPorto's Code of Conduct and the company has initiated a process of implementing the Code of Conduct into supplier contracts to ensure that the company's suppliers respect human rights. BioPorto's employees are trained on Human Rights and a training session has been conducted for all new employees to raise the public awareness on human rights.

BioPorto's executive management monitor and evaluates the performance annually. Any alleged incidents of Human Rights abuses would be reported to the executive management and the executive management would take prompt action.

Labor rights

3. *Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;*
4. *the elimination of all forms of forced and compulsory labor;*
5. *the effective abolition of child labor; and*
6. *the elimination of discrimination in respect of employment and occupation.*

Danish and American traditions, culture and law mean that labor rights are naturally supported and complied with by BioPorto, both in Denmark and the United States. BioPorto has no external suppliers in countries that use child labor or forced and compulsory labor, and BioPorto deems that there is a very low risk of this taking place in areas where BioPorto might be expected to operate. In 2017, BioPorto established a Code of Conduct covering the above. BioPorto's employees are bound by BioPorto's Code of Conduct and the company has initiated a process of implementing the Code of Conduct into supplier contracts to ensure that suppliers comply with these labor rights.

The BioPorto group has fair and equal employment terms and working conditions, including equality and non-discrimination. BioPorto's employee handbook covers policies concerning the employee rights. BioPorto works consistently to maintain a safe and healthy work environment. Many procedures are in place. Both the physical and

mental working environment are monitored and continually improved to avoid accidents, injury and illness. Management ensures that employees are trained to handle hazardous goods and chemicals correctly.

In the composition of its staff, BioPorto endeavours to achieve an equal gender breakdown as well as a diversity of educational backgrounds, nationalities and cultures. This diversity provides a dynamic workday and encourages fine interplay for the benefit of staff and company efforts alike.

2019	Female	Male	Non-Danish
All Employees	39%	61%	41%
Head of Departments	37%	63%	27%
Executive Management (one person)	0%	100%	0%
Board of Directors	32%	68%	20%

BioPorto has adopted a Diversity Policy, which is available on the company's website and reads as follows:

"BioPorto is committed to continue working towards ensuring and furthering equal opportunities for all employees in respect of differences, such as gender, age, religion, sexual orientation and ethnicity, as all – in our view – serve as key components in ensuring a better, more dynamic and healthier business. We believe that employees should be recognized because of – and not despite – their diversity. The view extended through this policy also includes maintaining equal opportunities for women and men at all management levels in the BioPorto group. The Board of Directors annually discusses the company's activities to ensure relevant diversity at management levels and evaluates the policy on diversity.

BioPorto has defined a target, that no later than in 2022, at least 25 % members of the Management of the company must be women. This target must not detract from other competency requirements in the nomination of members to the Management team of the company. With regards to diversity for the Board of Directors, the Company has reached its target and currently does not have an underrepresented gender, as the gender distribution is 50/50."

BioPorto's Nomination Committee has a clear policy for evaluating candidates of both genders for vacant board positions, and for the election in 2018 a female candidate was elected to the Board of Directors. For future vacancies in the Board, the Nomination Committee will continue to evaluate candidates of both genders.

Any incidents of violations of Labor principles would be reported to the executive management. The executive management would investigate the violation.

BioPorto monitors and evaluates performance yearly by looking at working related injurie, employee related cases with the union etc. BioPorto had zero employee related cases with the union in 2019 and BioPorto had no working related injurie in 2019.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

BioPorto's in-house production is limited in scope and of such a nature that it has an insignificant environmental impact. BioPorto is continuously seeking to reduce its environmental impact as much as possible and to be compliant with environmental legislation. An ongoing effort will be made in an environmentally conscious way in order to minimize any other possible environmental impact, including the consumption of water and electricity, which will cut costs at the same time. BioPorto's activities are primarily knowledge-based and employees are encouraged to be mindful of the environment and climate, and to produce as little waste as possible. BioPorto's employees are bound by BioPorto's Code of Conduct and the company has initiated a process of implementing the Code of Conduct into supplier contracts to ensure the above. BioPorto use less paper due to double-sided printing in 2019 than in 2018. Management will continually encourage employees to do environmental and climate friendly initiatives

Any incident would be reported to the executive management and they would take prompt action to make sure the incident would not happen again.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

BioPorto has a zero-tolerance policy regarding corruption, bribery and similar methods and BioPorto's activities must always be in compliance with existing anti-corruption legislation and the UN Convention against Corruption. Suppliers

and partners are chosen with care and are included in BioPorto's quality system. Corruption problems have not affected BioPorto's activities up to now and BioPorto has not been involved in any legal cases, rulings or other events related to corruption and bribery.

In 2017, BioPorto established a Code of Conduct covering the above. BioPorto's employees are bound by BioPorto's Code of Conduct and the company has initiated a process of implementing the Code of Conduct into supplier contracts to ensure that suppliers comply with the above.

Any incidents of corruption would be reported to the Executive Management and they would prompt take action to ensure that a similar incident would not happen again.

Hellerup, Denmark, January 2, 2020
BioPorto A/S