



# SUSTAINABILITY REPORT

2018

EXECUTIVE SUMMARY

**IVIRMA**)  
Global



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01

Our  
commitment



## Our commitment at IVIRMA is to long-term Sustainability, understood as a way of creating value for our stakeholders

A commitment to our patients that also reaches our professionals, society, the scientific community and the environment.

Our fundamental goal as a company is to take reproductive medicine to any part of the world, in order for all people to be able to fulfill their dreams of having a child. Every action undertaken in the company is designed for the sake of our patients: their safety and well-being always comes first.

Our commitment to innovation will remain unwavering in all our projects. In fact, we will continue working to spearhead international scientific research and global technological development in one of the most cutting-edge fields of medicine: assisted reproduction.

Achieving this goal would prove impossible without our professionals: the true architects of our success as a company. Over the next few years we will continue to be heavily focused on policies of diversity, conciliation and team culture that allow us to continue growing day by day as a business thanks to our workforce of more than 2,000 people worldwide.

All these actions stem from our environmental commitment. We want our children, and those of our patients, to be happy and to live in the healthiest environment possible. Accordingly, in IVIRMA we pledge ourselves to the future: the environment is a crucial area for our operations both now and tomorrow.

Lastly, we cannot overlook our social commitment. We will continue to support social projects of a local nature to generate an authentic impact in the communities where we operate. Health and women will continue to be our strategic priorities.

IVIRMA Board of Directors





02

IVIRMA  
About us



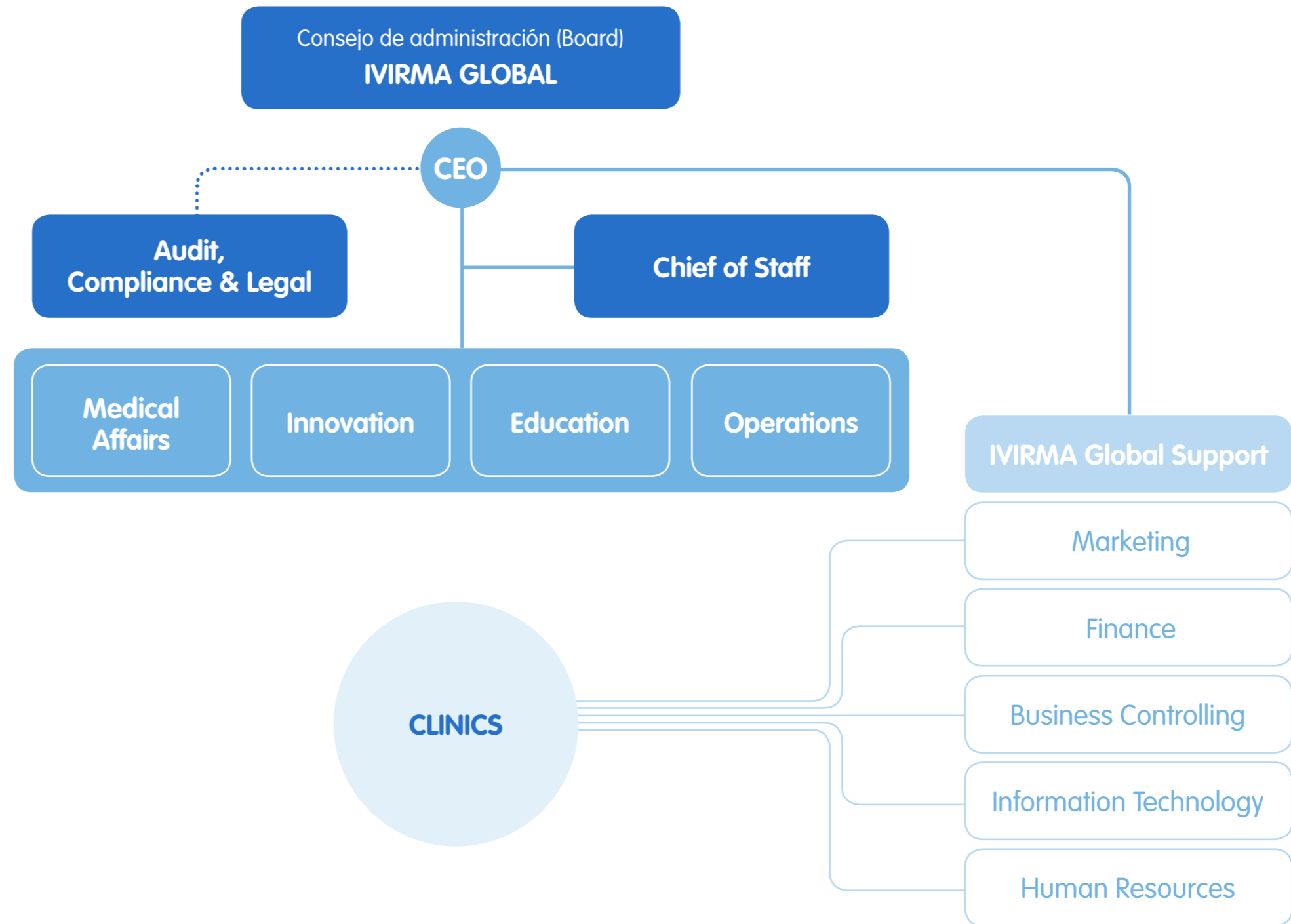
IVIRMA Global is a Spanish limited liability company that acts as the parent company on which all IVIRMA Group clinics depend.

In IVIRMA we have two main offices that function as headquarters. One in Valencia (Spain) and one in Basking Ridge (New Jersey, United States). We offer a reproductive medicine service through our network of clinics spread across 11 countries: Spain, Portugal, Italy, United Kingdom, United States, UAE, Oman, Panama, Argentina, Brazil and Chile.

The Board of Directors, comprising five directors, is the governing body of IVIRMA Global. This is a body responsible for making the strategic decisions of the organization and which meets several times a year. In addition, there are specialized cross-cutting committees where decisions are made regarding specific areas of the company and which assist in development of the Board of Directors' management.

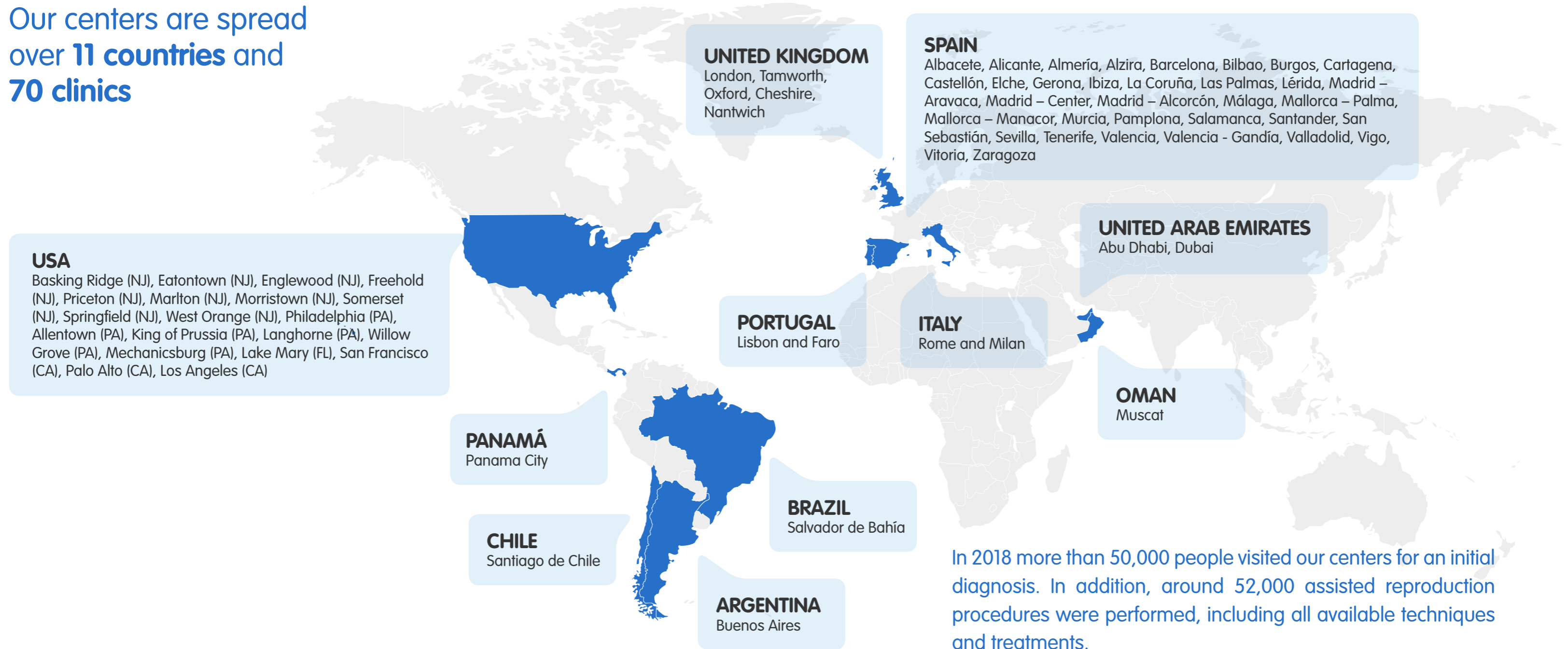
Our clinics are the lifeblood of our activity. The key objective of the day-to-day work performed in **the clinic is to place patients at the core of our business, offering them the finest patient experience**, as a priority for all IVIRMA professionals.

Organisation chart:



We perform all existing reproductive techniques and treatments, always in accordance with the prevailing legislation in each country.

## Our centers are spread over 11 countries and 70 clinics



In 2018 more than 50,000 people visited our centers for an initial diagnosis. In addition, around 52,000 assisted reproduction procedures were performed, including all available techniques and treatments.

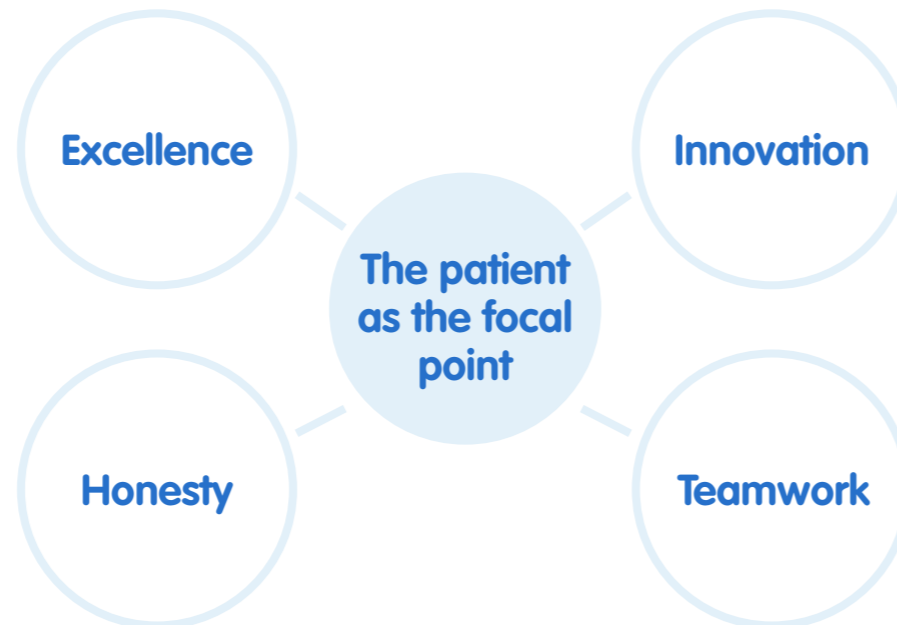
## Mission, vision and values

### OUR VALUES SUPPORT OUR STRATEGY AND OUR RAISON D'ÊTRE.

IVIRMA is a medical institution whose **mission** is to develop reproductive medicine at the highest level, promoting research, teaching and dissemination of knowledge and professional excellence. All this based on the development of people and team spirit as essential pillars of the project.

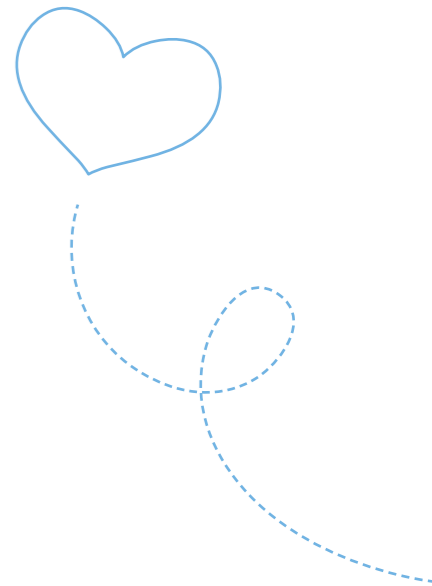
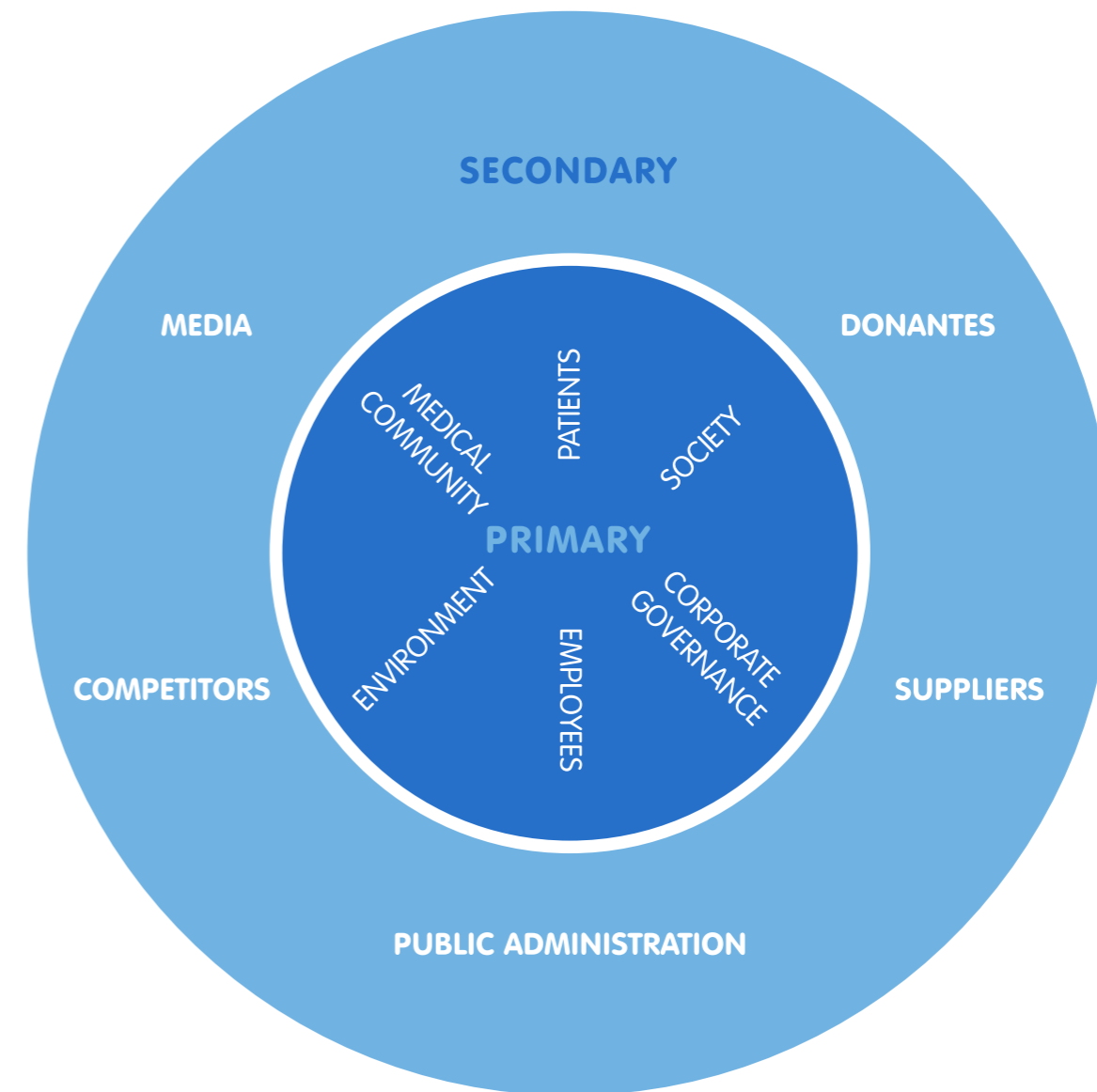
Our **vision** is to be a leading team worldwide in the field of reproductive medicine, becoming the group with the most prolific presence and with the best clinical results.

The values of IVIRMA are the reference point to act correctly and to make decisions based on professional ethics. These values are present in our Code of Conduct and those are:



## Stakeholders

### AT IVIRMA WE UNDERSTAND SUSTAINABILITY AS A WAY OF CREATING VALUE FOR OUR STAKEHOLDERS.





# 03

Strategic  
planning  
and risk management



## Commitment to sustainability

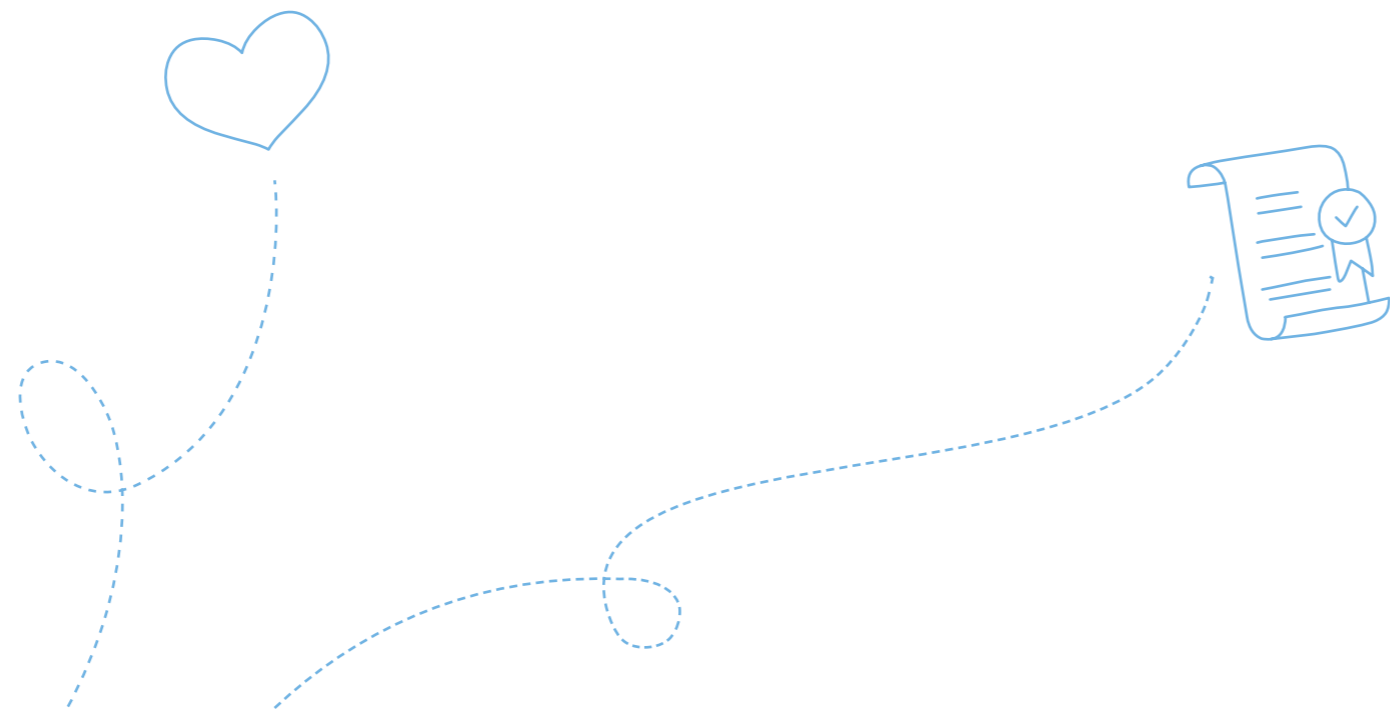
In IVIRMA we are firmly committed to sustainability and responsible management that reverts positively on all our stakeholders. Our goal is for the road to motherhood to be a sustainable journey, involving all our stakeholders and applying innovation from the heart to help anyone achieve their dream of having a child.

As a result of the merger of IVI with RMA, during 2018 the Group's social responsibility strategy has been redefined. From here onwards, the company's **sustainability plan** was designed to address sustainability from a long-term strategic approach with the aim of creating value at stakeholders at a global level.

## Strategy and risk management

### STRATEGIC PLANNING

In IVIRMA the organization's strategy is articulated through three-year **strategic plans** that are reviewed annually. Furthermore, **annual plans are prepared for specific areas** throughout the company. For each clinic, different departments of the organization collaborate in the **annual ad hoc action plans** that are prepared.



## QUALITY MANAGEMENT SYSTEMS

To ensure the success of our clinics, the quality of the management and the patient safety are a priority to us. Falta el verde de arriba. At IVIRMA we have introduced a **quality management system** pursuant to the requirements of the UNE-EN-ISO 9001, the UNE 179007 for the quality management of laboratories, as well as the requirements of the UNE 179003 standard for management of patient safety.

The Quality management system and the different standards around which it is instrumented are certified at the following facilities:

- » **ISO9001: Clinics in Spain, Lisbon, Panama, Chile and Argentina**
- » **UNE 179007: Clinics in Spain**
- » **UNE 179003: Clinics in Spain**

In addition, the clinics in Spain possess the QH (Quality Healthcare) seal of the Institute for the Development and Integration of Health.

## CRIMINAL RISK COMPLIANCE AND PREVENTION MODEL

At IVIRMA we developed and introduced a **criminal risks compliance and prevention model**. We also have a code of conduct and ethics, which contains the conduct guidelines that professionals and employees must comply with.

The compliance committee was created to guarantee the independence, efficiency and functioning of this model. Following the company's commitment to compliance policies, in 2018 a Global Head of Audit, Compliance & Legal was appointed with the aim of continuing to work globally in this area.

## IDENTIFICATION AND ASSESSMENT OF ENVIRONMENTAL ASPECTS

The IVIRMA clinic in Mallorca has an **environmental management system** based on the ISO 14001:2015 standard. In this context, an identification of the environmental aspects is carried out, preparing an inventory of all those elements, whether inputs or outputs, which could affect the environment, using the life-cycle perspective.

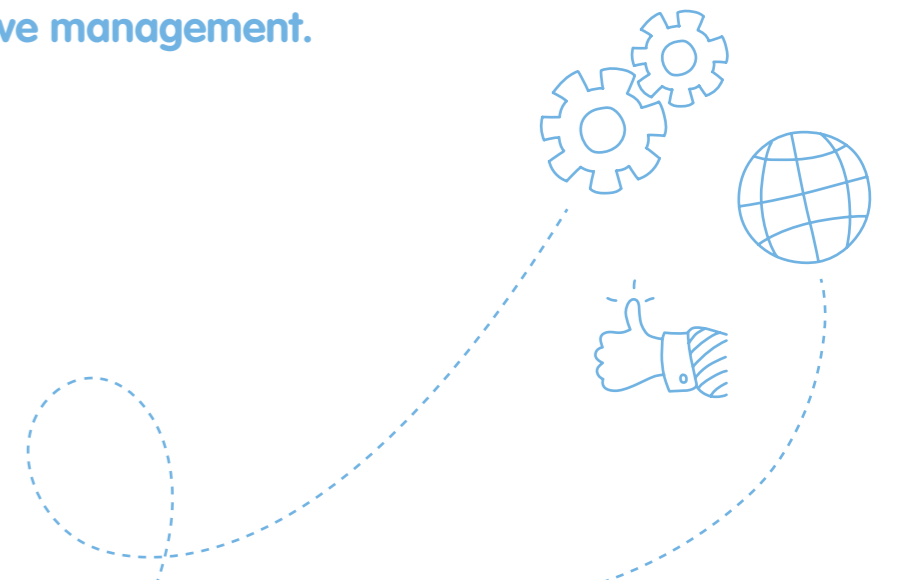
## DATA PROTECTION

On the other hand, for compliance with the data protection regulation in Europe, between 2017 and 2018 a risk analysis was carried out by a specialized consultant to identify the circumstances in which the organization could be exposed. Based on the findings obtained, the figure of the Data Protection Officer (DPO) was incorporated into the organization and an action plan was defined.

## RISKS ASSOCIATED WITH THE MANAGEMENT OF SUPPLIER COMPANIES

Within the framework of the quality management system, there is a system intended to evaluate the IVIRMA suppliers every year, taking into account the following aspects:

- » **Quality of the product, service or work.**
- » **Compliance with delivery, contract or work conditions.**
- » **Attitude of the supplier company.**
- » **Administrative management.**





04

Patients  
always at the  
forefront



## Patients always at the forefront

Everything we do at IVIRMA is focused on patient care. Our goal of building a healthier world and a better future requires us to guarantee this optimal care.

### PATIENT EXPERIENCE PROJECT

At IVIRMA the patient is always at the center of our activity. In 2018 we decided to take a step further and establish it as a primary objective in our corporate policies, making their satisfaction our priority. The patient experience at IVIRMA is:

- » **Customized**
- » **Integral**
- » **The utmost quality possible**
- » **Humanizing**
- » **Assessable**

### OUR COMMITMENT TO PATIENTS

Main milestones in 2018:

- » **We have put a focus on bringing our activity closer to women who have faced or have considered facing motherhood alone, as well as those female couples that have contemplated homomaternity. This strategy has been carried out with the collaboration of different associations and has been instrumented through different events in Spain.**
- » **Throughout 2018, we have made it possible for women to know about their fertility level for free, by requesting an examination of the ovarian reserve.**
- » **Thanks to techniques such as PGT (Preimplantation Genetic Testing) we at IVIRMA helped welcome to the world a baby free from the disease that its parents carried, namely Citrullinemia. It is a pathology considered rare, since it currently affects 1 in every 60,000 births.**

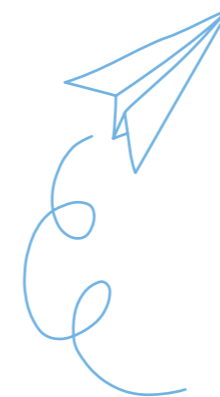
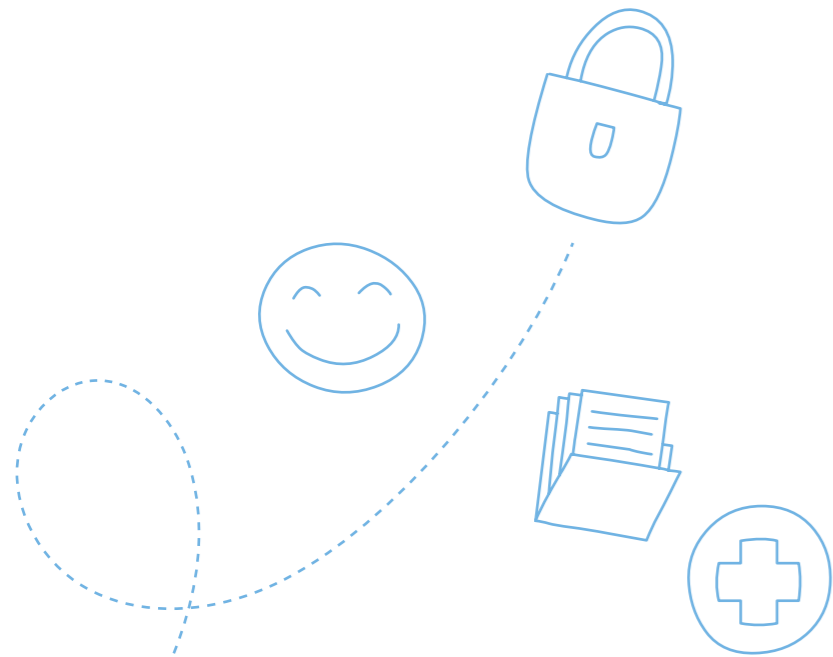
## HEALTH AND SAFETY OF PATIENTS

Our aim is to be a benchmark in quality healthcare, focusing on the identification, analysis and elimination of any risk. The shared medical decision, as well as the creation of a safe environment and process for the patient, take part of the essence of our service in the search for excellence and the utmost quality.

## COMPLAINTS SYSTEMS AND SATISFACTION SURVEYS AT IVIRMA

At IVIRMA we improve our processes by listening to our patients. To do this:

- » We have **specific procedures to deal with grievances or complaints and to measure patient satisfaction**
- » In the case of **measuring the satisfaction** of our patients, as part of our commitment to ongoing improvement we complete satisfaction surveys, both for patients and donors
- » Through our **corporate channels**, we interact on a daily basis with our patients and those interested in our work.





05

Staff

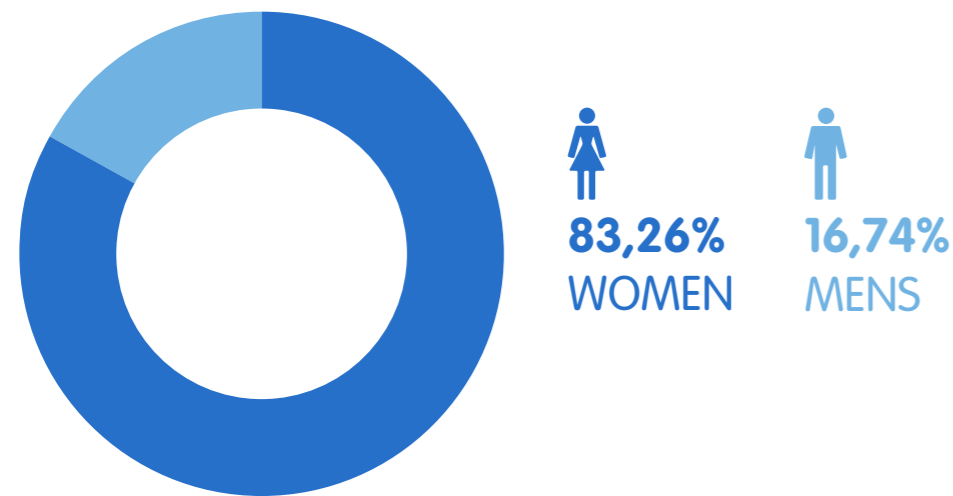
our most precious  
asset



Each worker is unique and their contribution to our mission is essential to the success of our work. Accordingly, we manage our staff in a responsible way and foster social actions and projects where personnel are the key players.

### WORKFORCE STRUCTURE

The staff of IVIRMA totals **2,258 workers**, of whom 1,880 are women (83.26%) and 378 men (16.74%).

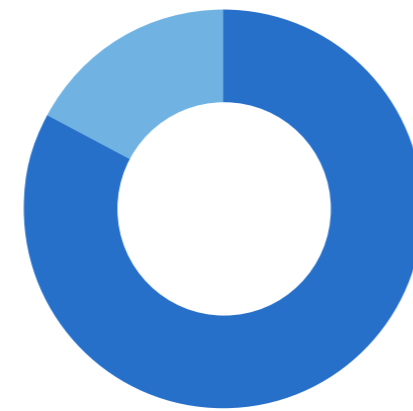


A workforce comprising mainly women.

If we break these 2,258 people into geographical areas:

#### Spain

1,272 workers, of whom 1,054 are women (82.86%) and 218 men (17.14%).

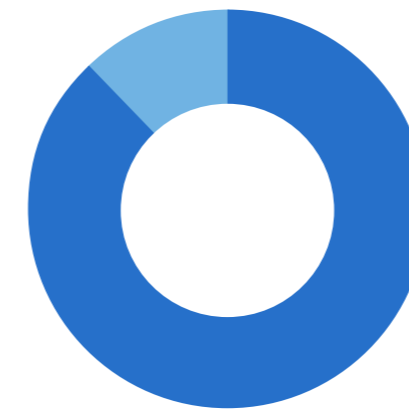


82,86%  
WOMEN

17,14%  
MENS

#### USA

546 workers, of whom 486 are women (88.85%) and 60 men (11.15%).

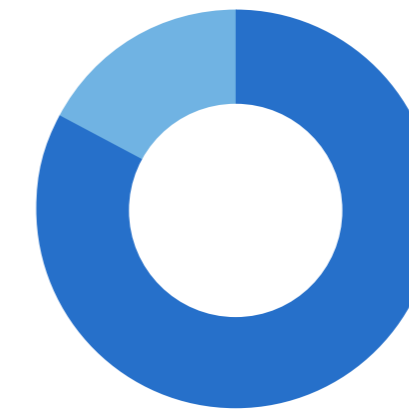


88,85%  
WOMEN

11,15%  
MENS

#### LATIN AMERICA

164 workers, of whom 138 are women (83.95%) and 26 men (16.05%).

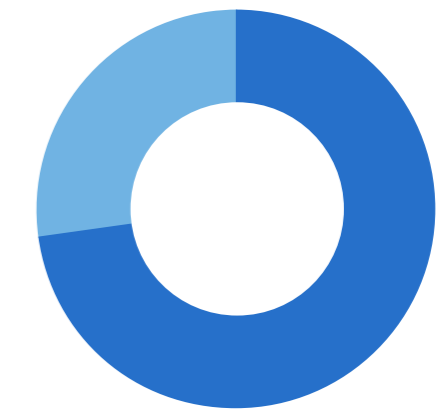


83,95%  
WOMEN

16,05%  
MENS

#### EMEA

276 workers, of whom 202 are women (73.19%) and 74 men (26.81%).



73,19%  
WOMEN

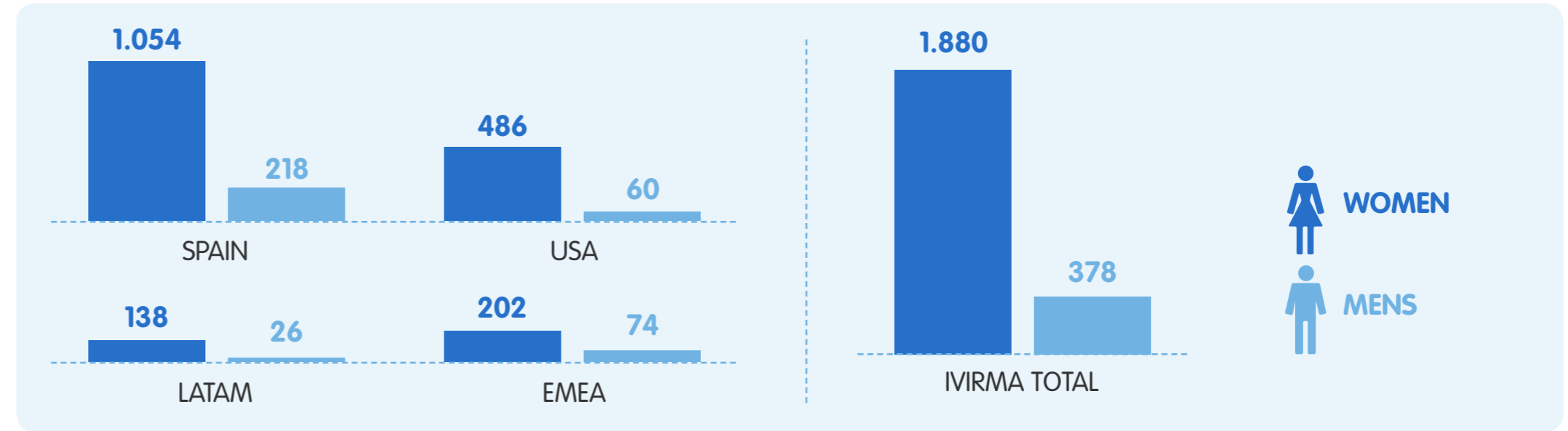
26,81%  
MENS



As regards **professional categories**, globally and with very similar percentages, the majority of the workforce is in nursing (22%), laboratory (20%) and clinical support (20%). Staff with support functions (headquarters) account for 11%, patient care for 18%, doctors for 7% and managers for 2% of the total staff.

All workers who are part of the company as of 12/31/2018 have been taken into account.

**Template according to gender:**



**Breakdown of the workforce by gender, age and professional category:**

IVIRMA Global		From 21 to 29		From 30 to 39		From 40 to 49		From 50 to 60		over 60		Total women	Total men
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men		
Category	Support functions (headquarters)	21	5	65	36	56	20	27	7	2	1	171	69
	Clinical support	48	12	90	50	110	24	72	13	18	6	338	105
	Doctors	3	0	41	18	50	16	17	12	2	8	113	55
	Laboratory	81	19	172	37	95	17	22	8	2	1	372	81
	Nursing	102	2	217	2	113	3	34	2	9	0	475	9
	Patient care	59	3	162	13	121	2	44	1	6	0	392	19
	Management	0	0	0	2	5	12	2	20	0	2	7	36
	<b>TOTAL</b>	<b>314</b>	<b>41</b>	<b>747</b>	<b>158</b>	<b>550</b>	<b>94</b>	<b>218</b>	<b>63</b>	<b>39</b>	<b>18</b>	<b>1,868</b>	<b>374</b>

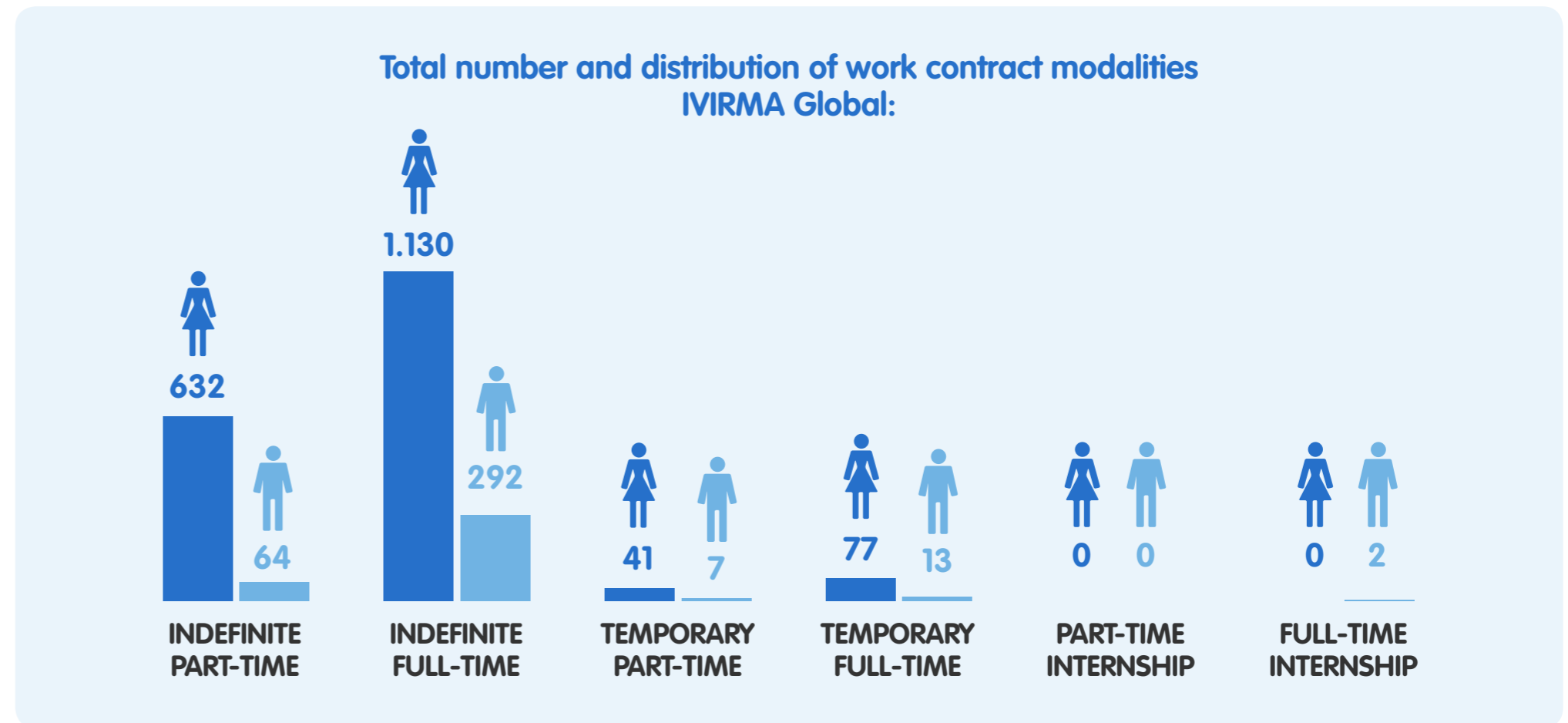
All workers who are part of the company as of 12/31/2018 have been taken into account.

At our company we are committed to stable employment, and we work hard to achieve the continuity and stability of workers

### EMPLOYMENT STABILITY

In this regard, 85% of the workers who continue in the Group as of December 2018 have an indefinite contract. This percentage is very similar in each of the geographical areas where the company operates.

For the groups of embryologists and gynecologists, we have a program of incorporation of specific talent, recruiting candidates through the Master in assisted human reproduction promoted by IVIRMA in its classroom and on-line format.



As regards termination of the employment relationship, in 2018 there have been a total of 63 persons leaving that have affected all categories. Of these, 18 have been Spain, 29 in the USA, 15 in LATAM and 1 in EMEA

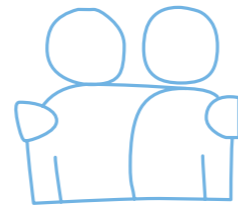


## OUR HAPPINESS LIES IN THE HAPPINESS OF OUR EMPLOYEES

With the enormous challenge of integrating the different cultures that make up IVIRMA, internal communication and employer branding have become key tools to transmit our organization's objectives and values. For this reason, we employ a series of measures that seek to maintain and increase the sense of belonging and motivation of our people.

- » **Welcome plan:** This platform allows the new hire to know about the different areas, policies and corporate material of the organization.
- » **IVI Advantages:** program that has a series of social benefits accessible by staff.
- » **Recognition plan:** new project that aims to promote initiatives aimed at recognizing the different skills of our professionals.
- » **Performance evaluation system**
- » **Biennial climate study**

## At IVIRMA we are committed to policies resulting in satisfaction and wellbeing of our employees



### Remuneration policy

## A retributive policy that seeks internal fairness

At IVIRMA we work with a standard system of salary bands associated with each position. This enables us to guarantee internal fairness in the different groups, along with objectivity in the salary evolution of each professional.

In addition, the different groups have a variable annual remuneration percentage, associated with strategic targets set by the company and which are reviewed each year.



### Life and work balance and organization of work

## We work to ensure to balance both work and personal life and shared responsibility

As a **family-responsible company**, at IVIRMA we favor the reconciliation of the personal and professional life of our workers, fostering shared responsibility, equal opportunities and diversity.

Furthermore, we care about each of our employees by offering a series of **social benefits** that adapt to their needs, including non-monetary benefits or special conditions for certain products and services and discounts on our treatments for our workers and their families.

### Occupational health and safety

In 2018, 11 of our clinics in Spain received the Prevention Bonus for their contribution to the reduction of occupational accidents and for effective actions in the prevention of work-related injuries and work-related ill health.

At IVIRMA we are committed to the safety of our professionals. Accordingly, in Spain we carry out customized prevention programs for each of our clinics.

In addition to these preventive training actions, awareness-raising actions are encouraged to promote health and safety. In Spain, coinciding with the European Week of Sustainable Mobility, an internal communiqué was issued with an action guide to raise awareness about the use of more sustainable transport, as well as to inform about the main risks involved in each of the different modes of transport and the key measures of preventive action.

There were no serious accidents in any of the clinics and offices in Spain during 2018.



## Training and professional development

### At IVIRMA we are committed to training and professional development.

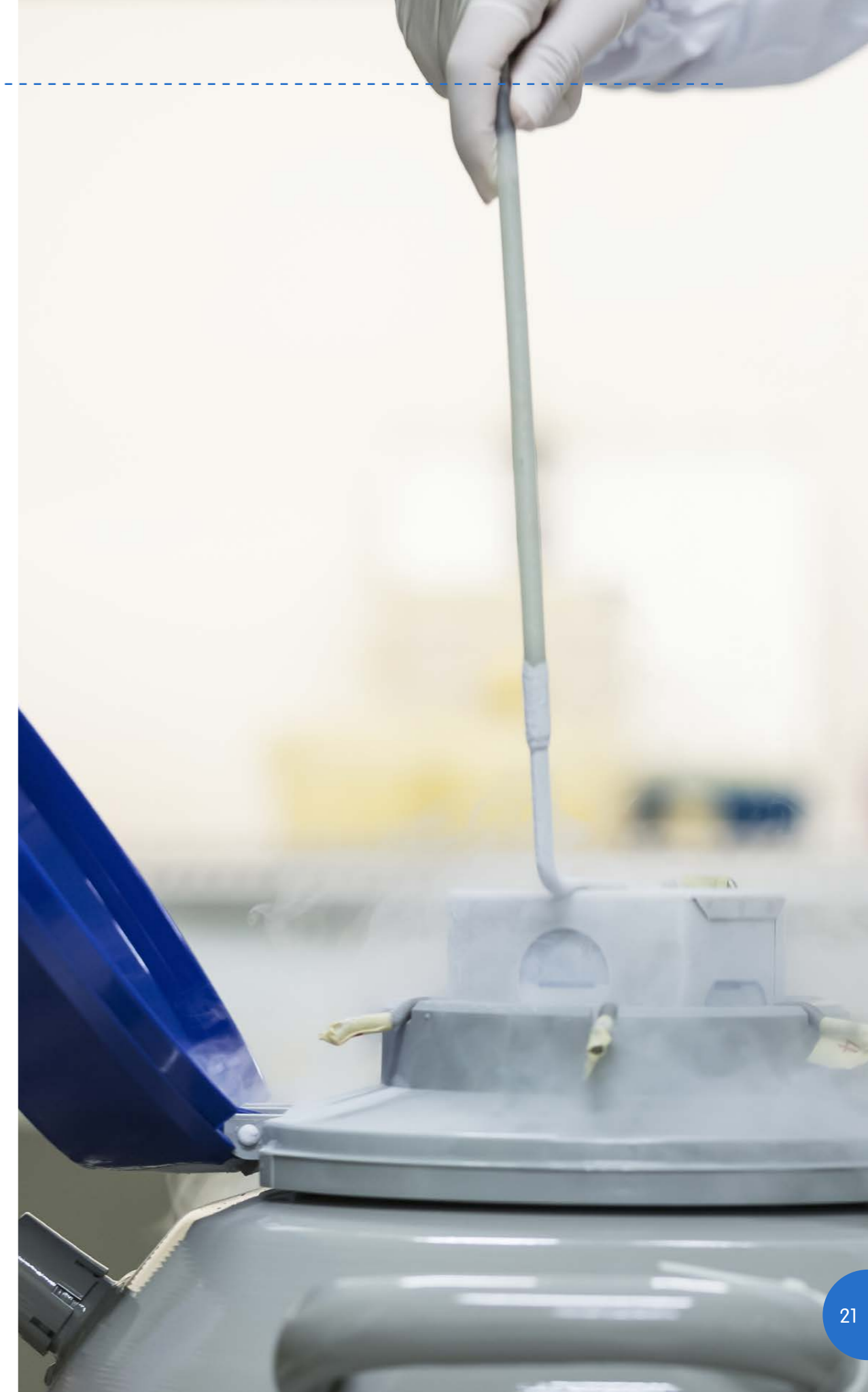
Within our pursuit of excellence, we introduce an innovative training policy that allows us to attract, retain and develop the finest talent. Accordingly, we promote a range of innovative learning initiatives, with training itineraries and tailored development plans.

Some of the training that took place in 2018 is highlighted below:

- » **Cardioprotected spaces:** is the place that has the necessary elements to assist a person in the first minutes of cardiac arrest.
- » **Laboratory Transformation Program:** the purpose of this program is to provide Oversight and Management of Teams based on transformative leadership.
- » **Learning for Excellence:** was launched with the aim of achieving the level of clinical excellence required within the organization through ongoing training, both external and internal.

To carry out all these training activities, we have a **training center** where we offer theoretical-practical training with the most cutting-edge learning solutions in the sector, where the space that recreates an IVF laboratory (in vitro fertilization) and where they train the assisted reproduction techniques is of particular note. We also offer online training through our online campus, to facilitate access to training programs from anywhere in the world.

In 2018, a total of 18,366 hours of training were carried out in Spain.



### Universal accessibility for people with disabilities

At IVIRMA we understand diversity as a way of creating value.

At IVIRMA we adapt and flexibilize the work of our personnel affected by a disability that prevents them from performing the job functions with normality, for example, with longer rest periods and shorter working times. In 2018 there are a total of 22 workers with disabilities in the workforce.

In addition, in Spain we have a collaboration agreement with the Adecco Foundation aimed at disabled relatives of our workers, through which personalized and integrated support is offered to promote the socio-labor integration of the beneficiaries.

### Equality and diversity

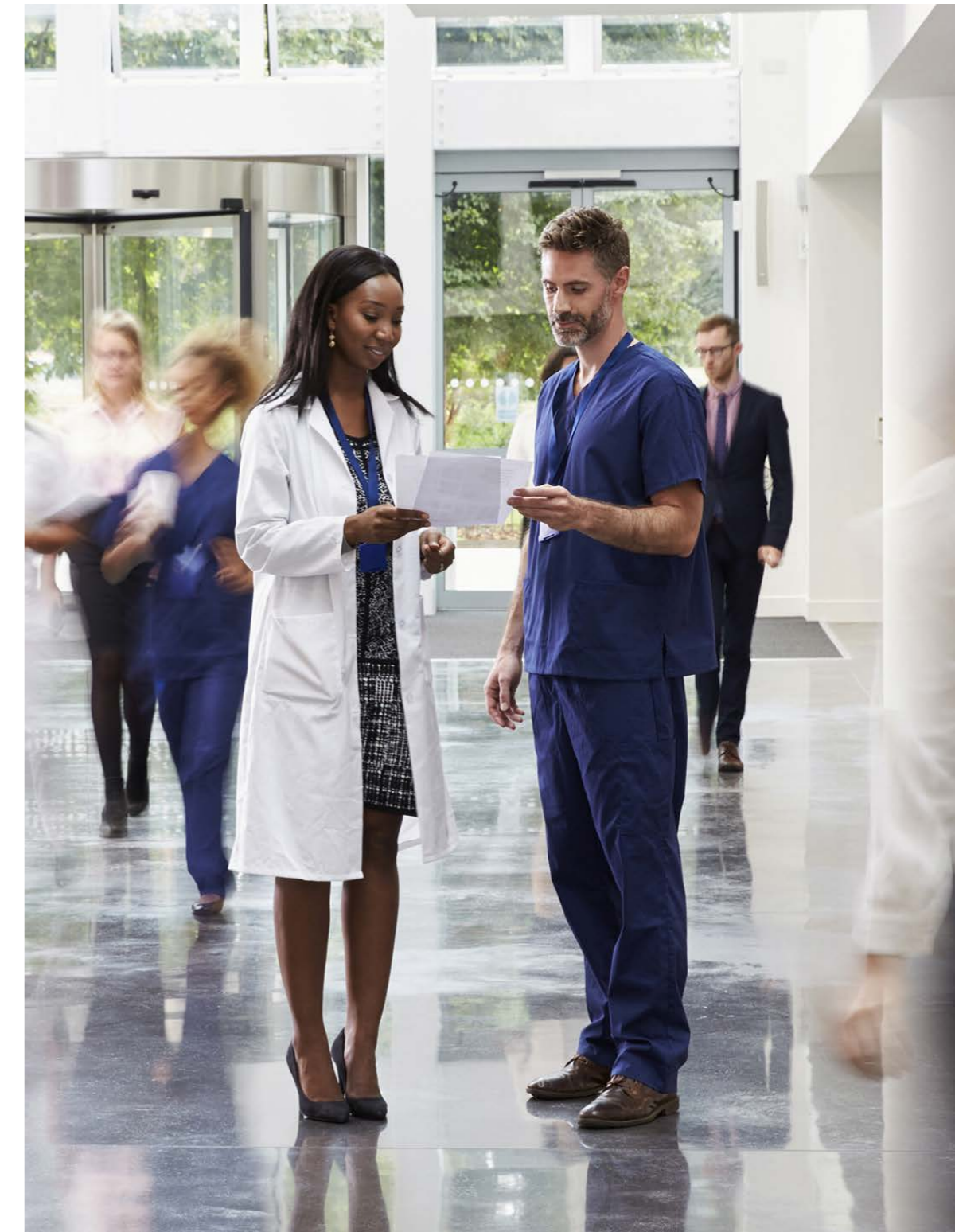
At IVIRMA we believe that each person is unique and indispensable in achieving excellence in our work.

Under this perspective, taking care of our people means introducing policies that guarantee equal opportunities in all areas of the organization.

In the Code of Ethics and Conduct, IVIRMA's commitment to fostering the professional and personal development of all workers is already established as a principle, ensuring equal opportunities through action policies.

At IVIRMA, there are more women than men in all business divisions

For the purpose of ensuring continuous improvement in the management of equal opportunities between women and men in the organization, IVIRMA considers the preparation and implementation of an equality plan as the objective.



**Diversity in the workforce:**

	under 30		between 30 and 50		over 50		disabled persons	
	Women	Men	Women	Men	Women	Men	Women	Men
<b>Categoría</b> Support functions (headquarters)	23	6	126	56	22	7	3	1
Clinical support	56	14	204	76	81	17	0	0
Doctors	3	1	91	35	19	19	0	0
Laboratory	88	19	263	56	21	7	6	0
Nursing	118	3	326	6	37	1	3	0
Patient care	64	3	289	15	42	1	7	1
Management	0	0	5	17	2	19	0	1

All workers who are part of the company as of 12/31/2018 have been taken into account.

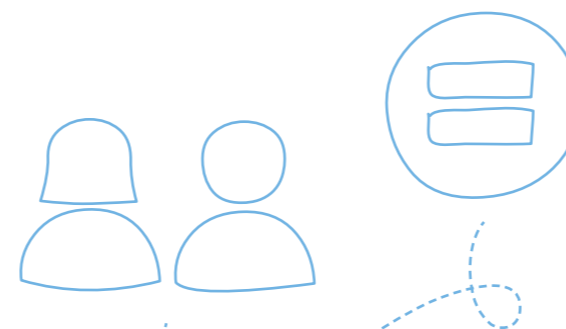
**Protocols against sexual or gender-based harassment**

We have a procedure for the management of situations of workplace, sexual and gender-based harassment (or any other that involve an attack on the dignity or privacy of workers), which establishes the protocol to be followed in the event of situations of workplace, sexual and gender-based harassment and, in general, of an attack against the dignity or privacy and other cases of discrimination.

This protocol applies to Spain, Portugal, LATAM and Italy. In the case of the USA, the employee’s manual includes a specific section with a specific policy on measures to prevent harassment and manage possible cases.

At IVIRMA we also have a Committee for the monitoring of the working climate, a non-permanent body with a partially variable composition, which will be convened whenever a complaint or report of the situations mentioned above is received.

There has been no case of discrimination during 2018.





06

A planet in  
equilibrium,  
our commitment  
to the future





## Environmental management

Preservation and respect for the environment is one of the cornerstones of our action and which is embodied through our compliance with the best environmental practices in all activities carried out by IVIRMA, and is included in our code of ethics and conduct.



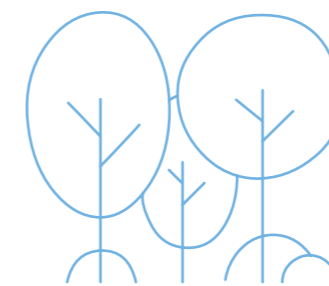
## Prevention and management of waste and the circular economy

At IVIRMA we have a **waste management procedure** that applies to Spain and Portugal. The aim of this procedure is to protect the health of patients, workers and people who handle waste, whilst minimizing the risks of the spread of infectious diseases or chemical contamination of the environment due to sanitary waste.

### Waste by type of disposal method

Hazardous waste and treatment		
Hazardous waste	Treatment	Weight (Tn)
Lab equipment cleaning waste	Regeneration and Recycling	1,75
Chemical products waste	Regeneration	1,15
Biosanitary Group III	Incineration	64,44
Non hazardous Biosanitary	Recycling	0,54
Other	Regeneration, Recycling, Valuation, Waste Disposal	7,62
<b>Total weight of hazardous waste</b>		<b>75,5</b>

Spain clinics data.



## Sustainable use of resources

### Energy consumption

In the case of energy, management focuses on making improvements to reduce consumption and improve the energy efficiency of the facilities. A series of measures have been established at some of the clinics, to be pointed out the following:

- » **The installation of capacitor banks in all clinics to reduce the consumption of reactive energy.**
- » **Low consumption lights.**
- » **Presence Detector Switches.**
- » **Heat recovery systems.**
- » **Sanitary Hot Water (SHW) generation systems.**
- » **Centralized management system that allows us to optimize the operation of the installation.**

#### Consumption of electricity, heating and cooling in MJ

Electricity consumption	7.707.653
-------------------------	-----------

The consumption of non-renewable fuels throughout 2018 is related to the consumption of natural gas in the facilities, the diesel fuel of the Relational Marketing vehicles and the diesel consumption of the generators that are available to the clinics.

#### Consumption of non-renewable fuels in MJ

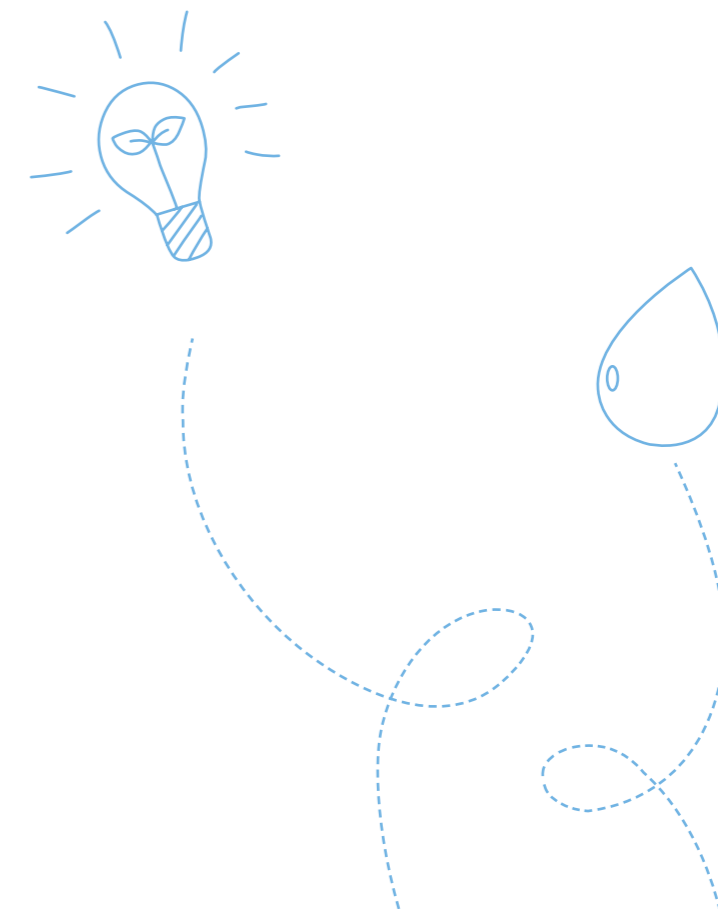
Diesel*	423.943
Natural gas*	9.063.828
Vehicle diesel**	1.051.486

### Water consumption

Consumption of water and energy is measured every month at all of the Group's clinics to detect any deviations.

#### Water consumption in Mgl

Water consumption	24.321
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## Climate change

### Direct (scope 1) GHG emissions

The direct emissions of scope 1 associated to IVIRMA's activity are related to the consumption of natural gas at the facilities, the diesel fuel of the Relational Marketing vehicles and the refills of fluorinated gases.

Direct (scope 1) GHG emissions in tones of CO <sub>2</sub> eq	
Natural gas and diesel fuel vehicles	527,64 CO <sub>2</sub> eq
Fluorinated gas refills **	348,77 CO <sub>2</sub> eq

### Indirect (scope 2) GHG emissions

The indirect (scope 2) GHG emissions are related to the clinics' electricity consumption.

Indirect (scope 2) GHG emissions in tones of CO <sub>2</sub> eq	
Indirect GHG emissions	2.882,78 CO <sub>2</sub> eq

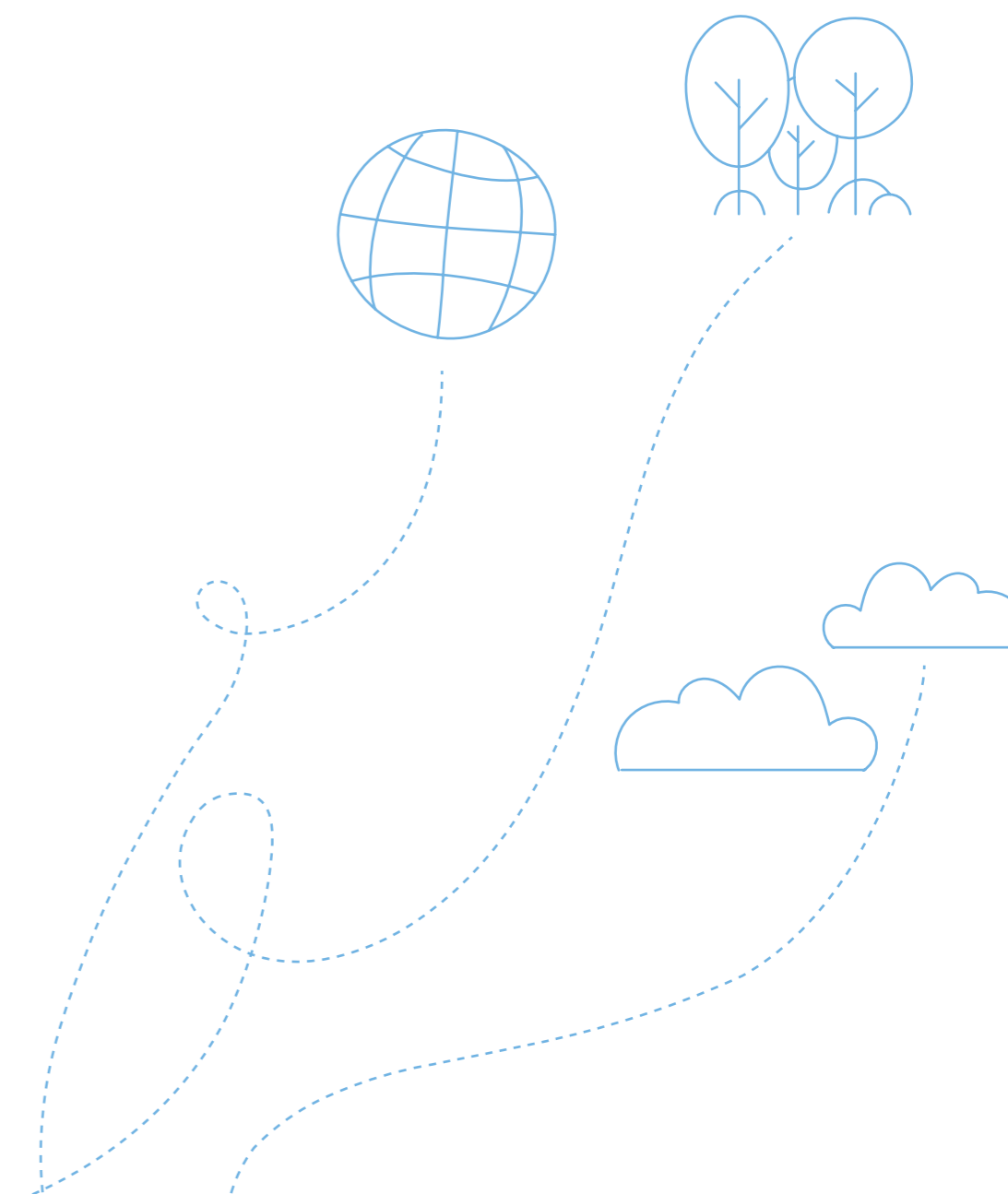
### Other indirect (scope 3) GHG emissions

As regards scope 3 emissions, we have estimated emissions originated by train and air transportation due to work reasons within IVIRMA's staff at a global level in 2018.

We also have a Lifesize platform, a corporate videoconferencing tool, which we use globally to remove physical barriers and avoid unnecessary trips. Skype for business is another of the platforms we use for meetings, sharing information on project progress and avoiding trips to clinics.

The following table shows the global emissions from work-related transport by train and plane by IVIRMA professionals in 2018.

Other indirect (scope 3) GHG	
Air transport	556,75 CO <sub>2</sub> eq
Rail transport	21,14 CO <sub>2</sub> eq
<b>Total</b>	<b>577,89 CO<sub>2</sub>eq</b>





07

Human  
rights

always come first

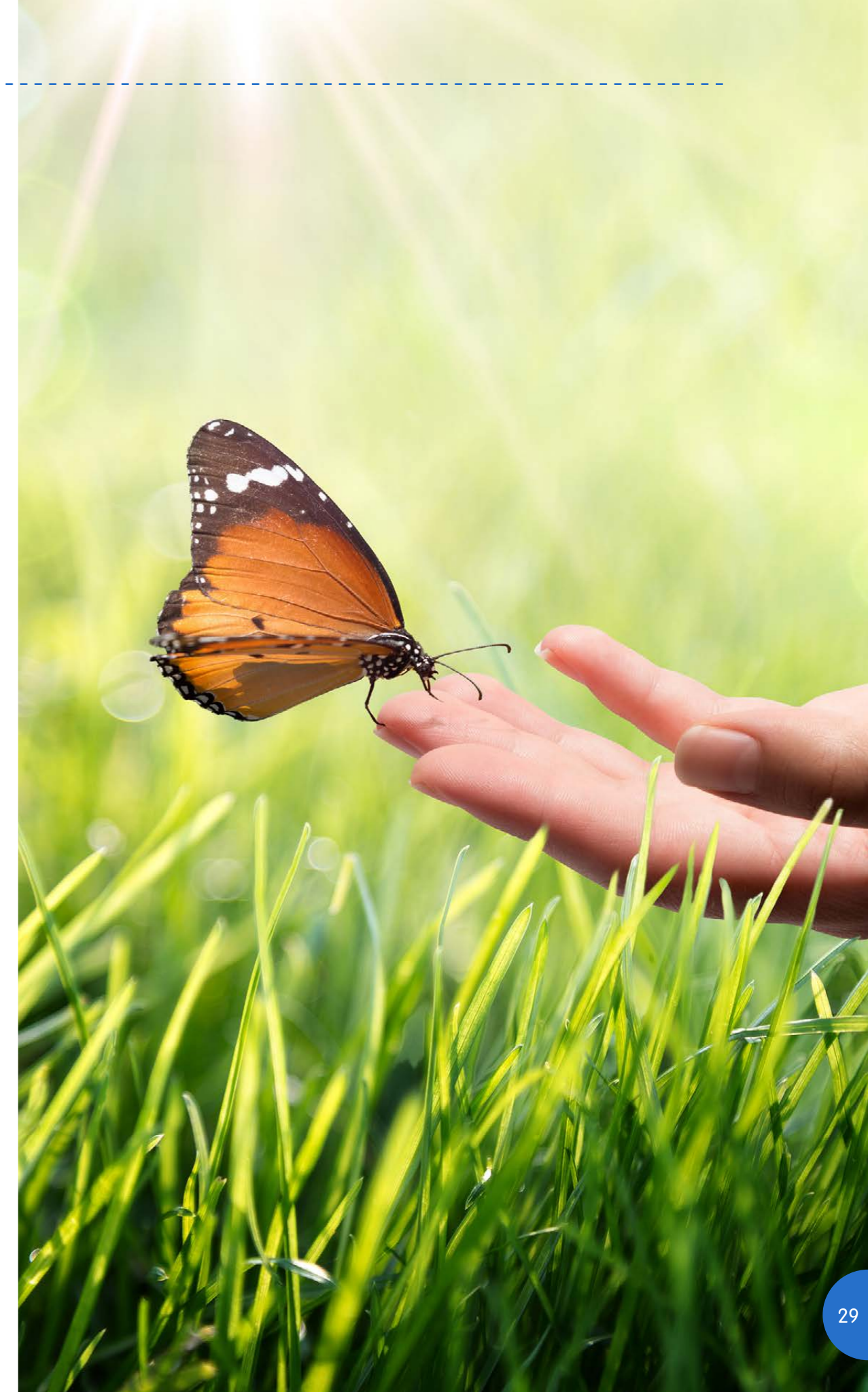
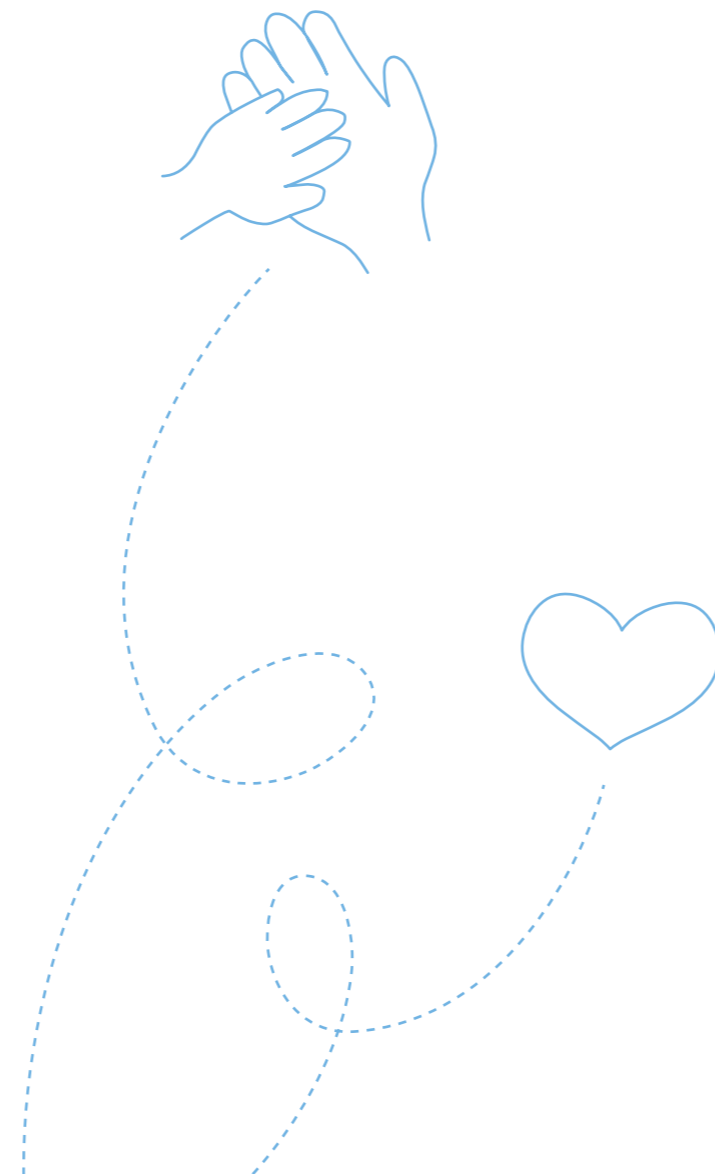


## At IVIRMA we promote compliance with legislation and protection of human rights, especially the protection of life, public liberties, non-discrimination and the values of each culture

Our code of ethics and conduct includes a specific section related to respect for human rights. It establishes publicly that all IVIRMA professionals must respect human rights and public liberties recognized in the Universal Declaration of Human Rights, a declaration that applies to the entire company.

Our commitment to children is embodied here; one of the key points being the rejection of child labor and forced or compulsory labor, as well as our undertaking to respect the freedom of association and collective bargaining and the rights of minorities.

No case of discrimination has been detected during 2018 and no complaints have been received for cases of human rights violations either.





08

Ethics  
guide us



## Code of ethics and conduct

IVIRMA's **Code of ethics and conduct** represents the ethical framework within which the activities of the Group's workers are carried out in a respectful manner among themselves and with the different players, seeking to prioritize the general interest over the private interest, and the rules of which are stringent and mandatory.

## The Compliance Channel

In addition, we have the Group's **compliance channel**, the purpose of which is to create an effective mechanism so that any irregularities that could put IVIRMA at risk can be detected thanks to the collaboration of all persons.

## Contributions to foundations and non profit-making enterprises

In 2018 a total of €47,024 was donated to different kinds of social projects (health, childhood and diversity) with which the organization collaborates. The following table displays the contributions broken down by initiative or project:

Contributions	
CERST	4.666 €
Lázarus	4.666 €
Fundación Sant Joan de Dèu	4.666 €
Fundación Hospital La Paz	6.000 €
La Azotea Azul	10.848,00 €
Make a Wish	4.690 €
Fundación Adecco	11.488,00 €
<b>TOTAL</b>	<b>47.024 €</b>





09

gIVING YOU

our commitment to  
society



## Social contribution

At IVIRMA we are sensitive to the local characteristics and needs of those places where we operate, and we seek to create a fairer society with the same opportunities and rights for everybody.

### The IVI Foundation

The **IVI Foundation** was created in 1997 and, since then, it has expanded its scope of action to develop the three fundamental pillars that support its current structure:

- » **Research (Innovation area)**
- » **Knowledge (Global Education area)**
- » **Social Action (Sustainability and CSR area)**

### Research at IVIRMA

## Scientific innovation, cutting-edge and excellence

**IVI Innovation** is one of the fundamental pillars of the organization. A reality that took shape in 2017 to spearhead international scientific research and global technological development in the most avant-garde field of medicine, assisted reproduction.

This area comprises a scientific committee of six world opinion leaders, three basic research centers, and as many clinical research centers as reproduction centers existing in the Group. Over 500 potential researchers, 15 different research lines and 400 active research projects in progress -from all areas that make up assisted human reproduction- and 1,900 publications in scientific journals to date.

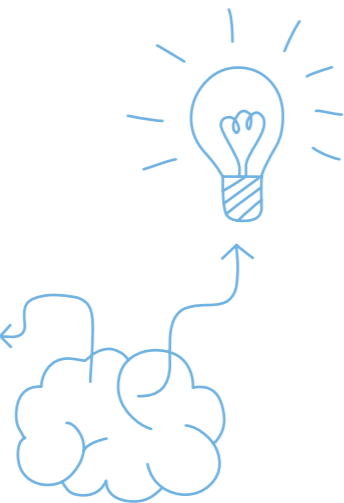
2018 has been the most scientifically productive year in history for IVIRMA, and we have managed to advance knowledge for the benefit of our patients and society.

- “ **125 communications** sent to the three largest congresses of our specialty (ESHRE, ASRM and SRI).
- “ We have published **139 scientific articles** in impact journals.
- “ **108 new research projects** have started during the year.
- “ We have received **five awards** for our scientific activity.
- “ External aid worth almost **two million euros** to fund our research projects in competitive bidding procedures.

## Innovative minds, successful careers

### Education at IVIRMA

At IVIRMA we boast the **IVI Global Education** initiative, through which we offer an extensive range of master's degrees and specialized courses, for the purpose of training and recycling all professionals interested in this branch of knowledge. The educational system is characterized by the excellence of the training programs on offer, constantly updated and based on cutting-edge technology.



Some of the most outstanding figures in the field of education during 2018 are listed below:

- “ **31 consulting services** carried out (Training & Consulting)
- “ **15 countries** where clients have been provided with consultancy
- “ **258 students** registered for our master's courses from more than 25 countries
- “ **52 IVIRMA teachers** involved



## Free program for the preservation of fertility for oncological reasons

### Becoming a parent after cancer is possible.

In 2008, the free fertility preservation program for cancer patients was launched in Spain, Portugal and Italy. Since then, 25 babies have been born after their mothers and fathers won the battle against cancer, and four more are about to be born in 2019.

This program permits free of charge vitrification of oocytes, ovarian cortex or sperm of patients diagnosed with cancer so that, once their treatment has finalized, they can become parents if they wish.

More than 1,200 women have preserved their fertility before undergoing chemotherapy or radiotherapy treatment, most of them diagnosed with breast cancer, the most frequent tumor among the female population requesting advice about vitrification of their oocytes.

## Social projects in 2018

### Our social commitment stems from our values

When it comes to social projects, the sectoral priorities with which we work at IVIRMA are mainly health, women and children, with an emphasis on the last two due to their vulnerability. We also prioritize local projects in the places where we have presence through our clinics.

The social projects launched in 2018 that promote sustainable development are:

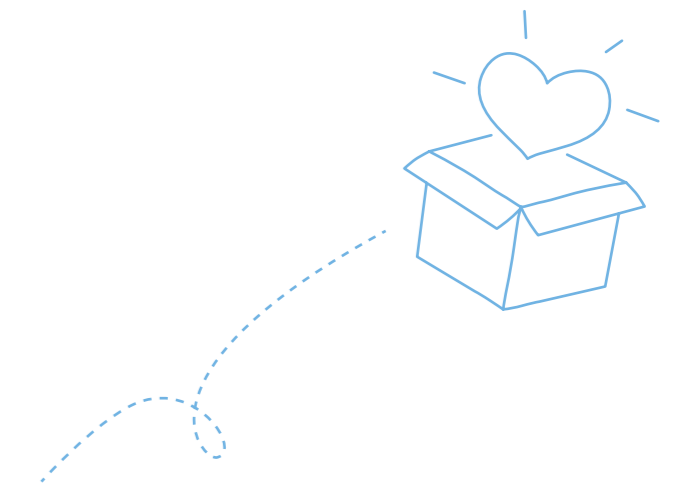
#### Stronger Together

Stronger Together is a social initiative through which employees traveled 10,000 kilometers throughout October to benefit La Azotea Azul (the Blue Roof) social project. For each kilometer, 0.88 euros (\$1) was allocated to help build a therapeutic play garden for children admitted to the Virgen del Rocío Hospital in Seville. In addition to this campaign, other solidarity actions were carried out, such as the distribution of 2,200 solidarity bracelets to employees, and the amount collected was given to this initiative.

#### Teaming

In 2018 IVIRMA and our professionals donated €14,000 to three social projects through the Teaming project, €7,000 raised from the voluntary donation of €1 from the monthly payroll of IVI workers and €7,000 given by the company, which each year matches the amount of funds raised by the workforce.

This year, around 500 professionals have participated in choosing the Teaming projects, with three beneficiaries of the aid: The Sant Joan de Deu Hospital, the CERST organization in favor of refugees and the Lazarus Project for spinal cord injuries.



### Family plan of the Fundación Adecco

The Family Plan is a program aimed at family members with disabilities of IVIRMA employees in Spain, through which customized and comprehensive accompaniment is offered to promote the socio-labor integration of the beneficiaries.

The program was launched in 2015 and there have been three editions since then. In the last edition a total of €12,055 was allocated to three projects.

### Estrellas de la Ilusión (Stars of Dreams) Campaign

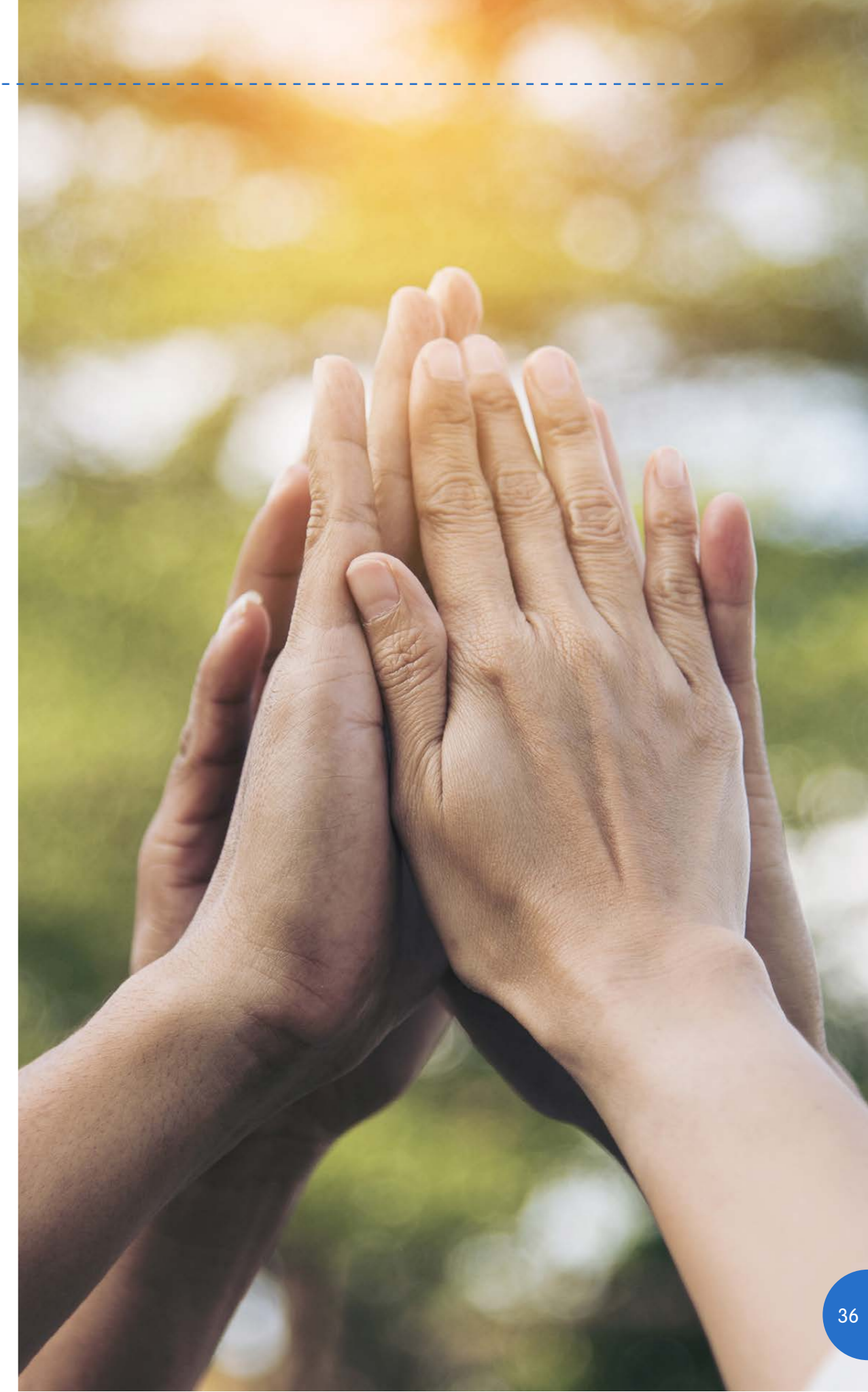
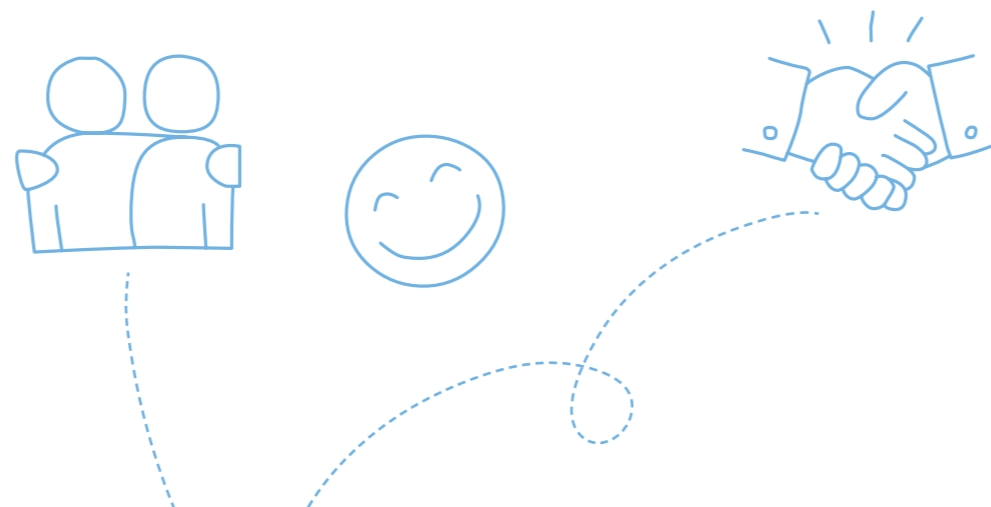
The 2018 Christmas season was once again illuminated by the Stars of Dreams, a campaign in collaboration with Make-A-Wish through which we helped fulfill the dream of Sergio, a four-year-old boy, cardiology patient, who fulfilled his dream of meeting Pluto at Disneyland Paris.

### Estropatada Bilbao (Walk-on project)

IVIRMA not only focuses on the cure of reproductive problems, but in recent years we have focused on prevention. In this regard, in 2018 IVI Bilbao took part in the Estropatada. It is a family event to raise awareness, the proceeds from which were used to research neurodegenerative diseases through the WOP Foundation.

### Endodance Barcelona

Last October, IVI Barcelona sponsored the Endodance gala, as part of its commitment to the fight against Endometriosis. It is an annual dance show that aims to raise awareness and give visibility to one of the most unknown and painful diseases that affects about 15% of women of child-bearing age. IVI Barcelona, as one of the main sponsors of the event, donated €1,300 to support this cause.

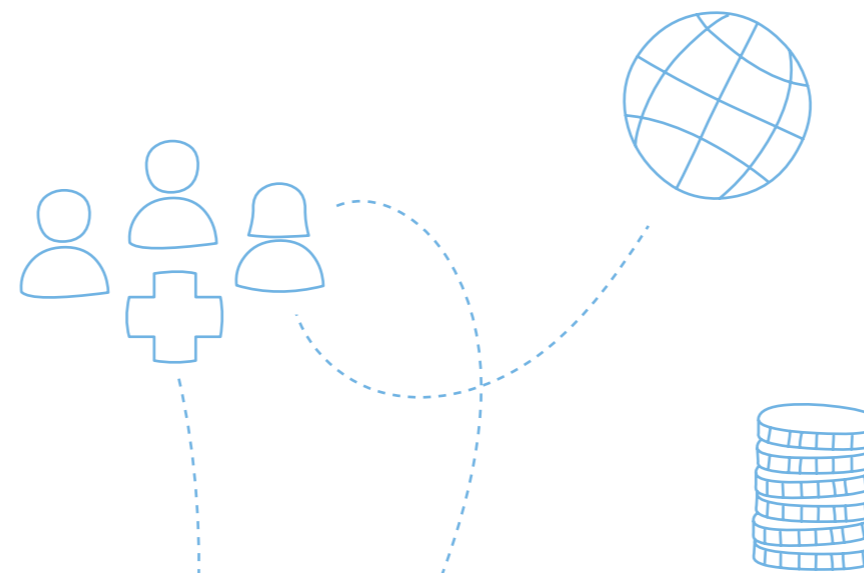


## A good selection of suppliers is essential for IVIRMA as this has a direct impact on the services we provide to our patients

### Subcontracting and suppliers

We focus all our efforts on looking for the most suitable suppliers, always from a standpoint of transparency and mutual respect. The criteria of quality of service, compliance with delivery terms, ethical attitude of the supplier and administrative management are the focal points of the decision process when choosing a supplier. Among these elements, quality is fundamental, given that all our work focuses on offering the best techniques and treatments to our patients, so we work with suppliers that satisfy the very highest standards of service quality.

In order for the procurement procedure to be as fair as possible and provide opportunities for all companies to be part of IVIRMA, a purchasing board studies the offers submitted by suppliers.



**IVIRMA**)  
Global