

CNMV
Edison, 4
28006 Madrid

Barcelona (Spain), July 22, 2019

RELEVANT FACT

In accordance with the Royal Legislative Decree 4/2015, dated 23 October, which enacts the consolidated text of the Securities Market Act, LABORATORIO REIG JOFRE SA ("Reig Jofre" or "the Company"), hereby informs that, following the approval by the General Shareholders' Meeting held on April 25, 2019, of a Long-term Loyalty Plan for Managers of the Company, the Board of Directors of Reig Jofre, in a meeting held on July 17, 2019, approved the first Temporary Share Buyback Program (the "Program"), under the new EU Regulation 596/2015, to cover the first tranche of the Loyalty Plan.

The Program will be subject to the provisions of Commission Delegated Regulation (EU) 2016/1052 of 8 March 2016 by EU Regulation 596/2014 of the European Parliament and of the Council with regard to regulatory technical standards relating to conditions applicable to Temporary Share Buyback Program (the "Regulation") and will have the following characteristics:

- Purpose: Acquisition of shares to comply with the obligations of the Long-term Loyalty Plan for Managers of Reig Jofre.
- Maximum number of shares to be acquired by the Program: 160,000 (first tranche of the Loyalty Plan).
- Maximum monetary amount allotted: The shares of this first tranche will be acquired at market price, with a limit of 4.5 euros per share, and as such the maximum monetary amount allocated will be 720,000 euros. If the trading price of the Company's shares exceeds this price, the Board of Directors may formalize a new agreement on this point.
- Duration of the Program: from July 18, 2019 until December 31, 2019, or once all the shares subject to this Program have been acquired. This period may be extended if, on the established date, the Company has not acquired all the shares necessary to cover the first tranche of the Loyalty Plan.



Reig Jofre will communicate all executed transactions related to the Program, as provided in the Regulations, and will report on the completion of the Program and, if applicable, on the agreements of the Company's Board of Directors regarding the first tranche of the Loyalty Plan, up to a maximum amount of 160,000 additional shares.

The Program will be implemented by Solventis AV, SA, which will be the main manager.

Attached in Annex I is the verbatim transcription of the fifth point of the proposed agreements on the agenda items of Laboratorio Reig Jofre's Ordinary and Extraordinary General Shareholders' Meeting, relative to the Long-term Loyalty Plan for Managers, approved at a meeting held on April 25, 2019.

Yours sincerely,

Adolf Rousaud
Secretary of the Board of Directors



Annex I

Verbatim transcription of the fifth point of the proposal of agreements on the agenda items of the Laboratorio Reig Jofre, S.A., Ordinary and Extraordinary General Shareholders' Meeting, approved at a meeting held on April 25, 2019.

"FIFTH - Long-term loyalty plan for Executives of the Company, with the authorization and delegation of powers to the Board of Directors in relation to this matter.

To approve the terms that will govern a long-term loyalty plan for certain of the Company's management staff, consisting of an options program relative to the Company's shares (hereinafter the "**Plan**"), in the terms indicated in the Board of Directors Explanatory Report on this item of the Agenda, with the following main features:

- Amount: Up to a maximum of 480,000 options for all years and all the beneficiaries of the Plan, to be delivered with the value dates of January 1, 2020, 2021 and 2022, and which will carry to the right to acquire the same number of shares.

During each of the years, up to a third of the established maximum number of shares may be delivered. Notwithstanding the above, and in the event that in certain years a lower number of shares than the previously-referred to limit are delivered (i.e., a lower number than that corresponding to one third of the maximum number of options), the Board of Directors shall be empowered to accumulate the options that were not delivered in the year prior with the options to be delivered in the corresponding year in question, or in the following where appropriate. In such cases, the limit of one third of the maximum number of options per year may be exceeded, but in no case may the total number of options delivered exceed the established limit of 480,000 options.

Each year, the Board of Directors, at the proposal of the Appointments and Remuneration Committee, will decide the beneficiaries of the Plan and the number of options to be granted to each of them, up to the established maximum.

- Delivery of options: The delivery of the stock options by the Board of Directors will be effected within 12 months of the respective value dates.



- Consolidation of options: The beneficiary will progressively and proportionally consolidate the rights to their options over the three years following the date of concession, at a rate of 1/3 during this period.
- Beneficiaries: Certain management staff may be beneficiaries of the Plan.
- Strike price: The strike price of each option will be the Company's average share price of during the six months immediately preceding the Plan's respective value dates.
- Coverage: The Company may allocate the shares of which its treasury stock is comprised to the coverage of the Plan, or may employ other appropriate financial instruments as determined by the Company. The delivery of the shares shall be effected either by the Company itself or by a third party in accordance with the coverage systems adopted by the Board of Directors, subsequent to compliance with any legal requirements that may be applicable under the coverage system adopted.
- Term: The Plan's validity will be extended from January 1, 2020 to (i) the moment in which the beneficiaries have exercised the options granted, or (ii) during the period of ten years as of the effective date, whichever falls sooner.

To authorize the Board of Directors, with express powers of substitution in favour of the Appointments and Remuneration Committee, for the application, implementation and development of these agreements, including the establishment of anti-dilution rules that permit the adaptation of this options system in order to retain their value in the event of a change in the Company's share capital. The Board of Directors is also authorised, to the full extent permissible in law, to adopt the agreements necessary to comply with the obligations derived from this options system in the manner most appropriate for the interests of the Company."