

Werfenlife, S.A. and subsidiaries

Non-Financial Information Statement for 2021

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Business Model

Werfenlife, S.A. (the “Company” or the “Parent Company”) was incorporated in Barcelona on February 26, 1981, under the name Grupo CH Werfen, S.A. In 2007, it changed its name to WerfenLife Group, S.A., and in 2014, it changed its name once again, to its current name, WerfenLife, S.A. Its registered office is at Plaça Europa 21-23, L’Hospitalet de Llobregat, Barcelona.

The Parent Company’s main business activities is the formation of companies and the acquisition of equity holdings, on its own behalf or on behalf of a third party. The Parent Company heads a group of companies (the “Group” or “Werfen”). Werfen is a multinational group of companies engaged in the research, development, manufacturing, and distribution of specialized products in health and life sciences. With a direct presence in more than 30 countries and ongoing and major investments in research, development and innovation, Werfen is currently a worldwide leader in its specialized areas of activity. In addition, the Parent Company provides services to the various companies that form a part of Werfen, such as services relating to senior management, legal and tax advice, communication, and financial systems.

The main subsidiaries of Werfenlife, S.A. are the following:

- **Instrumentation Laboratory, S.p.A.**, based in Milan (Italy), whose main business activities include the production of reagents for in specialized diagnostics and the sale and supply of reagents and instruments for clinical diagnosis to hospitals, medical laboratories, and distributors.
- **Werfen Italy Investments, S.R.L.**, based in Milan (Italy), which groups together the equity holdings in most of the subsidiaries that operate in the Specialized Diagnostics activity, previously held by the company Instrumentation Laboratory, S.p.A.
- **Instrumentation Laboratory, Co.**, based in Bedford, Massachusetts (USA), whose main business activity is the research, development, manufacturing, and sale of specialized diagnostics instruments and reagents for use mainly in hospitals and clinical laboratories.
- **Biokit, S.A.**, based in Lliçà d’Amunt, Barcelona, whose main business activity is the manufacturing and sale of reagents for analysis in the medical and healthcare field.
- **Inova Diagnostics, Inc.**, based in San Diego (USA), whose main business activity is the research, development, and production of reagents in the area of autoimmunity and the supply and sale thereof to hospitals, clinical laboratories, and distributors.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- **Werfen España, S.A.U.**, based in L'Hospitalet de Llobregat, Barcelona, whose main business activity is the supply and sale of instruments and reagents for specialized diagnosis to hospitals and clinical laboratories in the Spanish market.
- **Werfen Medical Device Co, Ltd. (Beijing)**, based in Beijing, China. Its main business activity is the sale of instruments and reagents for clinical diagnosis in the Chinese market.

Werfen's activities are grouped into two main segments:

- Specialized Diagnostics
- Medical Devices

In 2021, Specialized Diagnostics accounted for approximately 90.3% of its revenue (88.9% in 2020). It is engaged in the research, development, manufacturing, and distribution of diagnostics systems used in hospitals and clinical laboratories. Its products include instruments, reagents, and software, as well as quality controls.

The second segment, Medical Devices, accounted for approximately 9.7% of revenue in 2021 (11.1% in 2020). In this segment, the company is engaged in marketing a wide range of products in the fields of medical devices and life sciences, with its own line of flow regulators and elastomeric pumps for therapeutic infusion.

Werfen's total revenue is broken down by geographic area as follows:

	<u>2021</u>	<u>2020</u>
North America	25%	25%
Western Europe	47%	49%
Eastern Europe, the Middle East and Africa	6%	6%
Latin America	6%	6%
Asia-Pacific	16%	14%

Werfen's main areas of specialization, by business unit, are the following: Hemostasis, Acute Care Diagnostics, and Autoimmunity.

Werfen is the world leader in Hemostasis with approximately 29% of the market, and growth of 20% compared to 2020. Werfen is in second position in the Autoimmunity market with approximately 19% market share, an increase of 21.1% in 2021 compared to 2020, after falling by 7.3% in 2020. Werfen ranks second worldwide in Acute Care Diagnostics, with growth of 11% in 2021 compared to 2020.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

The Group has seven main research, development, and manufacturing centers located in:

Bedford, Massachusetts, USA
Orangeburg, New York, USA
San Diego Autoimmunity, California, USA
San Diego Whole Blood Hemostasis, California, USA
Lliçà d'Amunt, Barcelona, Spain
Munich, Germany
Sant Esteve de Sesrovires, Barcelona, Spain

Effects of the COVID-19 pandemic.

Due to the sector in which Werfen operates, the global healthcare crisis in 2020 and 2021 has not had any negative effects on the employment levels of the group, although it has naturally affected the way work is organized.

There have been three main priorities that have determined Werfen's actions in this setting:

- Employee health and safety.
- Ensuring that we follow through on our commitment to patients and our customers, considering that many of our products are essential in the fight against the pandemic.
- Complying with the instructions and recommendations of the health authorities of the countries in which we operate.

The measures implemented remained similar to 2020, although they became less intense as the situation stabilized, adapting to the successive waves of the pandemic:

- Working from home and limitations on travel and other journeys
- Capacity limitations.
- Establishment of rotating shifts for essential personnel.
- Staggered workday start and end times.
- Limitation of in-person meetings and visits and use of elevators.
- Temporary separation between shifts to avoid contact and to facilitate the cleaning and disinfection of facilities.
- Ventilation improvements, the use of temperature scanners, the supply of hydroalcoholic gel dispensers, and reinforcement of cleaning protocols.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- Raising awareness through signs at facilities and training. Rules regarding the use of masks and other personal protective equipment, in addition to social distancing protocols.
- Definition of protocols for action if symptoms are detected, if there is a positive test, or in the event of close contact with a diagnosed person (quarantine, traceability, etc.).

In this context, seeking to maintain adequate levels of communication within the organization has been a major challenge for both performance and people's emotional well-being, ensuring that aspects such as work-life balance, people at risk, and access to medical services and diagnostics, if necessary, are properly addressed.

Code of Ethics

Werfen has a Code of Ethics approved by its Board of Directors. This establishes the guidelines governing the ethical behavior of Werfen's executives and employees in their daily work, with regard to their relationships and interactions with all its stakeholders. The guidelines for action cover issues such as corruption and bribery, respect for people, professional development, equal opportunities, relationships with collaborating companies, health and safety at work, and respect for the environment.

Werfen has joined the United Nations Global Compact, reinforcing its commitment to the Global Compact's principles in the areas of human rights, labor, the environment, and anti-corruption.

The Code of Ethics is published on the corporate website (<https://www.werfen.com/en/v2/about-werfen>). It compiles and presents the general principles, values, and ethical commitments that govern the performance of business activities and management of the businesses of all Group companies.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Werfen's values are:

- Integrity. We strive to display open, honest, and ethical behavior in all relationships with our customers, employees, suppliers, partners, the general public, and government agencies.
- Respect for people. We value the contribution, thoughts, ideas, differences, and diversity that others contribute, and we show the utmost respect for everyone we deal with.
- Honesty and humility. We try to be open, honest, and trustworthy and listen to all the people with whom we communicate, while building relationships of trust, both within and outside of the organization. We aspire to be humble in how we approach our work and accomplishments.
- Leadership and management. We want to inspire and motivate our employees in their work by harmonizing their objectives with the Werfen Vision and Strategy through frequent formal and informal communications.
- Teamwork. We know that we all make a unique contribution to the business, and we work together to achieve our common goals, while helping others along the way and striving to achieve high levels of performance in everything we do.
- Achievement of results. We all take responsibility for achieving success and delivering results at an individual and team level. Knowing what is expected of us, we strive to excel in everything we do.
- Quality and excellence. All our practices, processes, and systems are designed to achieve quality results that exceed the expectations of all our stakeholders. We work according to the strictest standards in everything we do, and we hold others responsible for achieving the same standards of excellence.
- Customer centric. We involve our customers throughout the product development cycle to ensure we deliver real value with our portfolio of solutions. We provide them with the support they need through constant communication, and we do all of this because, behind every sample, there is a human being.

All these values are designed to achieve a common goal: improving patient care and maintaining Werfen's good reputation and name, for the benefit of all.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

All Werfen employees must successfully complete an online course regarding the standards of the Code of Ethics. This course is conducted once a year for all new employees.

The main points developed in the code of ethics are:

- Werfen values
- Werfen employees: recruitment, training, responsibilities, and conflicts of interest, among others.
- The relationship with customers, suppliers, and public administrations.
- Werfen products
- The environment, health, and safety
- The ethics channel.

Compliance Manual

Werfen has had a Compliance Manual since 2018. It consists of a set of policies that describe the desired and expected behavior of everyone who forms a part of Werfen. These policies are being deployed and include mitigating actions for the most significant risks. The most notable policies are:

Description	Object
Anti-corruption policy	The objective of this policy is to establish the guidelines for action that all Werfen companies must follow in order to avoid the risks of any form of corruption in business.
Anti-discrimination and anti-abuse policy	This defines Werfen's commitment to establishing a policy of equal treatment and opportunities in recruitment processes, professional training, professional development, working conditions, etc.
Policy on environmental risk management	This ensures that the activities of Werfen's companies comply with the current regulatory framework on environmental protection.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Policy on general risk management measures	This defines the general organizational guidelines that Werfen adopts in order to generate or improve an organizational culture based on ethical and regulatory compliance, with the objective of generating greater security for employees, shareholders, and other stakeholders.
Anti-money laundering policy	This guarantees that applicable laws on the prevention of money laundering and terrorist financing will be fully respected in the development of Werfen's business activities.
Policy for managing the Ethics Channel and internal investigations	The objective of this document is to establish the guidelines for action regarding consultations and/or complaints received through the ethics channel.

These policies continue to be deployed, which involves them being distributed to all areas of the organization that are involved in such aspects, complemented by training initiatives, according to the role and hierarchy of every member of Werfen.

The controls defined in these policies have been included within the scope of work programs and the scope of Internal Audit testing.

All the policies that form a part of the Compliance Manual are subject to periodic review to ensure they are constantly adapted to regulatory changes and to possible events that might affect their design or implementation, therefore modifying the relevant protocols in each case and implementing the corresponding training actions.

Risk management

In accordance with the Policy on general risk management measures, the administration bodies and senior management of the Group's entities adopt and promote a number of measures aimed at preventing, detecting, and managing the risk factors faced by Werfen. These factors are identified and grouped according to the following types, which include issues related to the aspects that are developed in the following sections of this document (environmental and social aspects and those related to personnel, related to the fight against corruption and bribery, and related to human rights and society):

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- a. Strategic and business risks.
- b. Operational and technological risks.
- c. Financial, credit, counterparty, and fiscal risks.
- d. Compliance and criminal liability risks.
- e. Reputational risks

Werfen's risk management model is based on four levels:

1. The main responsibilities of the business areas that face risks when performing their daily activity are the following: i) applying the compliance model defined by the management body of Werfen companies, ii) identifying and reporting possible risks not considered in that model, and iii) reporting conduct that violates the provisions of the Werfen compliance model.
2. The main responsibility of the Compliance area is to define the regulatory and methodological framework for identifying, quantifying and managing compliance and criminal liability risks.
3. The Risk Officer's main responsibilities are to: i) provide a global and standardized view of the organization's risk levels by means of an internal information and control system, and iii) ensure effective implementation of the model.
4. The Internal Audit area is responsible for verifying that the model is properly implemented and complied with.

Ethics Channel

Werfen has had an Ethics Channel since 2016, which serves as an additional risk control mechanism. It is a direct and confidential communication channel available to all employees for making any consultations regarding compliance issues or for reporting possible breaches of the Code of Ethics or the internal policies that implement the Code.

All issues that are raised are processed in accordance with the provisions of the Management Policy of the Ethics Channel and of Internal Investigations, in order to investigate, resolve, and conclude the necessary measures.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

In 2021, two complaints were received, of which one has been investigated and the other is currently being investigated. Two complaints were received in 2020.



Environmental aspects of the activity

Werfen is aware of the need to manage and limit the potential environmental impact of its activities in the setting where they take place. The Group, therefore, pays special attention to protecting the environment.

The Environmental Risk Management Policy determines the guidelines that ensure respect for the regulatory framework on environmental protection, ensure the compatibility of Werfen's activities with sustainable development, and ensure attention to other social requirements on this subject. The Policy includes the following points:

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- Aspects related to the Environmental Management System (responsibilities related to the system, integration into business processes).
- Commitment to using processes, materials, services, and energies that contribute to avoiding, eliminating, or reducing results that pollute or are hazardous to the environment, such as emissions, spills, radiation, noise and vibrations.
- Consideration of environmental issues when selecting suppliers.
- Special emphasis on proper waste management.
- Control activities.

With regard to certification of the new environmental management systems in accordance with ISO 14001, adapted to the new 2015 benchmark, it should be noted that all the actions carried out during the financial year by the Group worldwide are aimed at rigorously complying with the regulations in force at all the facilities where the Group operates. Certification is subject to periodic reviews by the competent authorities of each country. All Werfen companies are ISO 9001/13485 certified, and the main production units, representing about 80% of Werfen's revenue, are ISO 14001/2015 certified, including the production and research and development centers in Bedford and Orangeburg in the USA and the distribution centers at Tarancón in Spain and Roncello in Italy.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

As part of the ISO 14001/2015 analysis, reports are prepared, thereby identifying the main environmental aspects, as well as their impact, which is calculated based on an evaluation system that is detailed below:

<u>Description</u>	
High	A significant environmental impact has been identified. Control processes or a management program is required.
Medium	A moderate environmental impact has been identified. It can be adequately controlled through existing work instructions, but additional control measures or management programs could be recommended.
Low	Little or no identified environmental impact. No additional control measures are required.

No aspects classified as High/Significant according to the preceding table have been identified without associated control mechanisms at any of the main Werfen production units.

Werfen owns property, plant, and equipment for environmental protection amounting to 410.56 thousand euros (342.2 thousand euros in 2020), and it has incurred expenses for environmental protection and improvement amounting to 1,362,290 euros (1,301,200 euros in 2020).

Total electricity consumption at all Werfen companies was 44.8 million kW/h in 2021, of which 80% was from renewable sources.

Social and employee-related issues

For Werfen, it is essential to promote a quality work environment, based on respect, equal treatment and opportunities, diversity, and personal and professional development. The Code of Ethics sets out the guidelines that must govern the ethical behavior of all employees in their daily work and, specifically, in their relationships and interactions with all stakeholders.

Our employees are our greatest strength. For this reason, Werfen fosters professional skills, encourages motivation, and supports diversity. We want Werfen to be a “workplace of choice” thanks to its:

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- Business acumen.
- Product development pipeline.
- Personal and professional growth and development opportunities.
- Pleasant working environment based on the spirit of teamwork, respect, and consideration.
- Honest people.
- Merit-based recognition.

Our actions are aimed at:

- Ensuring equal opportunities and non-discrimination for any reason in all actions targeted at selecting and recruiting new employees, therefore giving priority to talent and teamwork, which are so necessary for the sustainable development of the business.
- Fostering the careers of our employees at Werfen within the talent management and teamwork model, while providing them with all the means and tools they need to strengthen their skills and competencies.
- Ensuring a motivating work environment that favors internalizing recognition of the culture of effort, and transparently rewarding individual and team initiative related to creation, development, and innovation in the different areas in which Werfen operates.
- Promoting, facilitating, and ensuring the actual implementation of flexibility mechanisms that make it possible to achieve work-life balance and thus favor the human and social development of people by guaranteeing an optimal organization of work time.
- Maintaining constant contact with employee representatives and social movements, thereby allowing feedback for decision making.

Werfen has a corporate software tool that helps it manage the aforementioned commitments, among other objectives.

Internal mobility is a basic pillar of the commitment to people, which is why the internal mobility offer is made available to employees through digital communication platforms.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Employment trends

As of December 31, 2021, Werfen had a total of 5,643 employees (5,501 at December 31, 2020), an increase of 2.6%. At December 31, 2021, Werfen employed 2,538 women (2,474 at December 31, 2020), equivalent to 45.0% of total employees (44.9% in 2020). At December 31, 2021, Werfen employed 3,105 men (3,027 at December 31, 2020), equivalent to 55.0% of the total Werfen workforce (55.1% at December 31, 2020).

The tables below show the breakdown of employees by geographic area, age group, and professional classification. The data refer to the final workforce for the year. There are no significant differences with the average workforce registered during the year.

	2021		2020	
	Employees	%	Employees	%
China	294	5%	273	5%
Western Europe	2,557	45%	2,471	45%
Eastern Europe, Middle East, and Africa	65	1%	72	1%
Latin America	325	6%	295	5%
North America	2,197	39%	2,145	39%
Rest of Asia-Pacific	205	4%	245	5%
Total	5,643	100%	5,501	100%

	2021	2020
Under 30	669	620
Between 30 and 50	3,204	3,242
Over 50	1,770	1,639
Total	5,643	5,501

	2021	2020
Senior Management	111	104
Managers	473	486
Technical	3,626	3,431
Clerical workers	713	716
Production operators	720	764
Total	5,643	5,501

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

The breakdown of employees in 2021 and 2020 by country, gender, and age group is the following:

Country	2021 Employees			2021 Employees by age group			
	Women	Men	Total	Under 30	30 to 50	Over 50	Total
Australia	17	20	37	3	26	8	37
Austria	3	6	9	0	4	5	9
Belgium	9	10	19	3	11	5	19
Brazil	37	33	70	9	57	4	70
China	110	184	294	38	252	4	294
Colombia	20	25	45	6	36	3	45
Czech Rep.	4	7	11	0	10	1	11
France	32	49	81	11	49	21	81
Germany	95	87	182	13	86	83	182
Hong Kong	16	11	27	3	21	3	27
Hungary	3	7	10	2	3	5	10
India	8	52	60	3	53	4	60
Italy	134	217	351	20	179	152	351
Japan	13	64	77	0	50	27	77
Lithuania	5	8	13	1	5	7	13
Mexico	60	133	193	28	143	22	193
Netherlands	6	15	21	0	5	16	21
Poland	16	15	31	2	16	13	31
Portugal	75	69	144	12	85	47	144
South Korea	20	29	49	3	38	8	49
Spain	824	771	1,595	146	1,013	436	1,595
Switzerland	0	0	0	0	0	0	0
Taiwan	5	10	15	1	13	1	15
United Kingdom	40	55	95	12	55	28	95
Uruguay	7	10	17	3	6	8	17
USA	979	1,218	2,197	350	988	859	2,197
Total	2,538	3,105	5,643	669	3,204	1,770	5,643

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Country	2020 Employees			2020 Employees by age group			
	Women	Men	Total	Under 30	30 to 50	Over 50	Total
Australia	16	15	31	3	21	7	31
Austria	3	6	9	1	4	4	9
Belgium	8	10	18	3	11	4	18
Brazil	37	35	72	12	58	2	72
China	103	170	273	40	230	3	273
Colombia	17	17	34	1	30	3	34
Czech Rep.	4	7	11	0	10	1	11
France	31	50	81	12	49	20	81
Germany	86	103	189	5	97	87	189
Hong Kong	15	11	26	3	21	2	26
Hungary	6	11	17	4	8	5	17
India	7	48	55	7	45	3	55
Italy	125	198	323	14	177	132	323
Japan	16	58	74	0	43	31	74
Lithuania	6	8	14	1	6	7	14
Mexico	55	120	175	23	132	20	175
Netherlands	6	19	25	0	10	15	25
Poland	17	13	30	1	19	10	30
Portugal	73	72	145	12	97	36	145
South Korea	19	26	45	4	33	8	45
Spain	829	767	1,596	142	1,043	411	1,596
Switzerland	0	0	0	0	0	0	0
Taiwan	5	9	14	0	13	1	14
United Kingdom	35	50	85	8	51	26	85
Uruguay	5	9	14	3	5	6	14
USA	950	1,195	2,145	321	1,029	795	2,145
Total	2,474	3,027	5,501	620	3,242	1,639	5,501

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

The following tables present the results of the analysis of the forms of contract used in the Group, by gender, age, and professional classification, as well as the classification by type of working day:

	Form of contract					
	2021			2020		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	2,398	140	2,538	2,325	149	2,474
Men	2,926	179	3,105	2,860	167	3,027
Total	5,324	319	5,643	5,185	316	5,501
%	94%	6%	100%	94%	6%	100%
	Form of contract					
	2021			2020		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Under 30	599	70	669	543	77	620
Between 30 and 50	2,963	241	3,204	3,019	223	3,242
Over 50	1,762	8	1,770	1,623	16	1,639
Total	5,324	319	5,643	5,185	316	5,501
	Form of contract					
	2021			2020		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Senior Management	103	8	111	104	0	104
Managers	446	27	473	465	21	486
Technical	3,387	239	3,626	3,195	236	3,431
Clerical workers	673	40	713	679	37	716
Production operators	715	5	720	742	22	764
Total	5,324	319	5,643	5,185	316	5,501

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

	Type of Day					
	2021			2020		
	Full time	Part time	Total	Full time	Part time	Total
Women	2,438	100	2,538	2,373	101	2,474
Men	3,086	19	3,105	3,010	17	3,027
Total	5,524	119	5,643	5,383	118	5,501
%	98%	2%	100%	98%	2%	100%

	Type of Day					
	2021			2020		
	Full time	Part time	Total	Full time	Part time	Total
Under 30	659	10	669	612	8	620
Between 30 and 50	3,125	79	3,204	3,159	83	3,242
Over 50	1,740	30	1,770	1,612	27	1,639
Total	5,524	119	5,643	5,383	118	5,501

	Type of Day					
	2021			2020		
	Full time	Part time	Total	Full time	Part time	Total
Senior Management	111	0	111	104	0	104
Managers	472	1	473	485	1	486
Technical	3,576	50	3,626	3,385	46	3,431
Clerical workers	681	32	713	683	33	716
Production operators	684	36	720	726	38	764
Total	5,524	119	5,643	5,383	118	5,501

With regard to permanent intermittent employment contracts, during 2021 there were a total of 166 dismissals. In 2020, the figure was 225 dismissals.

Of the total dismissals in 2021, 107 corresponded to men (120 in 2020) and 59 to women (105 in 2020).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

By age group, a total of 19 permanent contracts were discontinued during 2021 for the up-to-30 age group, 108 for the age group between 30 and 50 years, and 39 contracts for the over-50 age group (comparable figures for 2020 were, respectively, 31, 162, and 79).

The following table provides a breakdown of dismissals according to professional classification:

	2021	2020
Senior Management	1	1
Managers	14	30
Technical	111	127
Clerical workers	26	50
Production operators	14	17
Total	166	225

The average remuneration, expressed in thousands of euros, is the following:

Average remuneration by gender

	2021	2020
Women	59,496	60,227
Men	80,281	83,083

Average remuneration by age group

	2021	2020
Under 30	42,246	45,009
Between 30 and 50	60,719	63,723
Over 50	100,263	101,282

Average remuneration by geographic area

	2021	2020
Europe	61,170	58,356
USA	93,169	101,887
China	41,789	39,730
Rest of Asia-Pacific	64,991	58,356
Latin America	29,490	28,915

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Average remuneration by professional classification

	2021	2020
Senior Management	382,459 (*)	368,462 (*)
Managers	124,452	127,932
Technical	63,817	66,796
Clerical workers	56,562	58,502
Production operators	37,760	37,874

(*): Data on the average compensation of directors and senior management (see details in the following table), which includes all the employees in the “Senior Management” category plus two directors with executive functions. This data is representative of the average remuneration of the “Senior Management” professional category.

The average remuneration of directors (individuals) and of senior management, broken down by gender, is the following (data in thousands of euros):

	2021		2020	
	No. of people	Average remuneration	No. of people	Average remuneration
Total	113	380,999	106	369,057
Women	28	234,636	21	224,563
Men	85	426,135	85	404,755

The wage gap is 6% for 2021 (8% in 2020), obtained by weighting the wage gaps (excess of the average remuneration of men over that of women divided by the average remuneration of men) of each group of employees in the same age range and professional category in each geographic area, based on the relative weight of the number of employees in each group.

Digital disconnect

In some of the countries in which Werfen operates (Spain, Portugal, France, and Mexico), there are local regulations regarding the right to disconnect. These are usually recent. Following the change in priorities due to the pandemic in these countries, the process of approving the policy on Digital Disconnection and complying with the provisions of Article 88 of Law 3/2018 is now in its final phase.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Training

Training is a key element for Werfen. During the year ended December 31, 2021, and based on the Company's records, a total of 59,658 training actions were conducted, with an estimated 668,184 hours given (12,201 actions and 557,676 hours in 2020). The breakdown according to professional classification is the following:

	2021 Hours	2020 Hours
Senior Management	26,727	33,602
Managers	93,546	100,805
Technical	387,547	301,145
Clerical workers	26,727	33,461
Production operators	133,637	89,228
Total	668,184	557,676

Health and safety

Werfen's activities are planned and carried out with the safety, health, and well-being of people being critical and the most important aspect. Health and safety at work, as it is set forth in the Code of Ethics, constitutes a strategic and inalienable commitment for the Group, which is embodied in:

- Taking measures aimed at complying with local laws on this matter.
- Ensuring that any potential risk situation that could affect workers or the safety of the facilities is notified, evaluated, and managed as efficiently as possible.
- Working to maintain a risk-free work environment by integrating the prevention of occupational risks and actions for protecting and promoting health and well-being into business management.

The number of absentee hours was 207,660 in 2021 (compared to 214,713 in 2020). Of this total, 201,304 hours of absenteeism were due to common illnesses (204,630 in 2020), 1,911 hours of absenteeism were due to occupational illnesses (2,063 in 2020), and the remaining 4,445 hours of absenteeism were due to work-related accidents (8,020 hours in 2020).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Of the total hours of absenteeism due to occupational illnesses, 189 hours correspond to women (2,063 in 2020) and 1,722 hours to men (0 in 2020).

The summary statistics of accidents at work are the following:

	2021			2020		
	Women	Men	Total	Women	Men	Total
Total No. of accidents	26	21	47	56	39	95
Frequency rate(*)	5.64	3.70	4.57	12.79	7.16	9.67
Severity rate(**)	0.11	0.06	0.08	0.16	0.14	0.15

*Frequency rate: (No. accidents / No. hours worked) x 10⁶

**Severity rate: (No. of days lost / No. of hours worked) x 10³

Social relations

The Group and its component companies have internal communication mechanisms that enable all employees to be informed, compiling their opinions and perspectives, and making decisions in line with those opinions, subsequently carrying out actions aimed at complying with local laws on the matter of labor relations.

Werfen employees in the following countries are covered by a collective bargaining agreement: Spain, Italy, Portugal, Austria, France, Mexico, Belgium, South Korea, Brazil, and Uruguay, i.e., approximately 45% of Werfen's global workforce (45% of Werfen's workforce in 2020). In addition, there are formal works councils in most of the subsidiaries in Spain, and in Italy, Germany, France, Mexico, Lithuania, Portugal, Brazil, South Korea, and Hong Kong.

We consult, inform and negotiate aspects that have a significant impact on our employees with their legal representatives. Werfen has other mechanisms and procedures to promote employee involvement in the management of the company, including:

- Werfen Voices: a survey of all employees is conducted every two years, with participation of around 88%. The questions include evaluation of leadership, management, communication, collaboration in the company, and degree of satisfaction and commitment to the company. The survey results are shared at the level of each organizational unit, and action plans are defined with initiatives to improve aspects with lower scores. Employees are involved in implementing these action plans.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- Focus groups: before launching new HR processes and programs at a global level, meetings and questionnaires are used to gather opinions, perspectives and suggestions for design and implementation. These are incorporated into the final development of the program.

- Innovation initiatives are encouraged at the local level, through committees that gather employee initiatives, for optimizing and improving existing processes and products, and for launching new processes and products. After initial evaluation, the initiatives selected are developed under the supervision of a committee member and presented to the Management Committee, which decides on their implementation.

In the field of health and safety at work, the collective bargaining instruments applicable to Werfen's main subsidiaries regulate the operation of the applicable preventive action mechanisms, such as health and safety committees or similar, prevention services and plans, required training actions, etc.

Efforts in this area are aimed not only at complying with current regulations, but also at promoting a prevention-based culture. As examples of measures that go beyond mere compliance, the agreements of several of our subsidiaries include aid for private health coverage and expanding medical examinations to tests of a general nature that are not strictly related to monitoring health for a specific job position.

Equality and accessibility

Werfen encourages non-discrimination by reason of birth, race, gender, religion, opinion, or any other personal or social condition or circumstance of its employees, as well as equal opportunities, while paying special attention to diversity and including people with different abilities.

The companies in the Group have internal processes that encourage employees to apply for internal vacancies and continue their professional development without making a distinction between gender. These internal processes promote employee diversity and the transfer of talent between the Group's various companies. There are formal values that are common to the Group, which promote respect and avoid discrimination, in addition to formal action protocols that protect employees in the event of any type of harassment. The Code of Ethics

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

describes the responsibilities that the Group's staff members must comply with at all times in this regard.

During the year, the Group continued to implement actions on equality between men and women, aimed at complying with local laws, as well as universal accessibility for people with disabilities.

The equality plans signed to date for the Group's Spanish companies, which cover more than half of the workforce in Spain, provide measures in areas such as training and information, communication and non-sexist language, recruitment and promotion, preventing harassment and detecting cases of gender-based violence, work-life balance, and the wage gap.

Within the framework of the Group's commitments to diversity, it aims to avoid physical barriers in order to facilitate the effective integration of employees with disabilities. During 2021, the number of employees with a disability was 31 (29 employees in 2020).

Respect for human rights

Werfen is committed to improving the health and well-being of people in all the regions where it operates, therefore seeking to provide knowledge, management capacity, and innovation, as well as devoting part of its profits to social investment.

The Group demonstrates its commitment to respecting the inherent rights of all people in aspects such as:

- equal treatment and opportunities,
- emphasis on health and safety in its operations,
- promoting strict compliance with legislation in every area, including labor,
- promotion of training, scientific knowledge, and education in general,
- extending work-life balance measures, and
- in general, the principles set forth in the anti-discrimination and diversity promotion policy.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Anti-corruption and bribery

The Anti-Corruption Policy sets forth the principles that must guide the conduct of all the employees and administrators of Werfen companies with regard to preventing, detecting, investigating, and remedying any corrupt practice within the organization.

Internal guidelines emphasize the need to transmit the Group's culture of integrity with respect to complying with any legislation on corruption and with the principles on which it is based. Any possible breaches are analyzed in accordance with internal procedures, legal regulations, and current agreements.

During 2021, Werfen continued its online training program for the compliance manual, launching six new courses. Two of these ("Interactions with healthcare professionals" and "Anti-corruption") focused on prevention of such risks and were aimed at personnel who are particularly exposed to them. 155 live sessions were held (through the Teams platform) to refresh requirements for interactions with healthcare professionals and organizations, in which 1778 employees participated (24% more than in the previous year).

These anti-corruption training and awareness-raising initiatives are not limited to internal personnel but also extend to business partners. In 2021, Werfen continued its anti-corruption training program for its distributor network. 161 new distributors were involved in this program, bringing the total participants in this program to 350. The geographical scope of this project covers areas in which Werfen operates through distributors.

Highlights of the actions carried out during the year by the Group in the area of anti-corruption, aimed at complying with the local laws on this matter, include the following:

- Monitoring possible modifications in the codes of conduct of the main industrial associations of which Werfen or its companies are members, thereby ensuring that internal protocols remain adapted to those codes, while also maintaining the existing certifications in this regard.
- All Group companies have strictly adhered to the indirect sponsorship model to financially support educational events organized by third parties for promoting scientific knowledge in areas of relevance to Werfen.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

- Publication of the training grants awarded to customers, in accordance with the laws in force and the codes of conduct of the Industrial associations of which we form a part.
- Implementation of the Fair Market Value process has been completed, focusing on ensuring that the remuneration paid to health professionals for their services is consistent with the average market rate, the duration of the event, their medical specialty, and their professional category. 463 consulting contracts were reviewed in 2021.

Werfen has had a due diligence procedure for business partners in place since 2016. The procedure defines the obligations of business partners and Werfen's admission policies, thereby implementing the requirements of the Anti-Corruption Policy and the Anti-money Laundering Policy. In 2021, Werfen completed the implementation of its Due Diligence platform. This technology solution aims to streamline, automate, and ensure that Werfen's business partners comply with our ethics and compliance standards. The final phase of the third-party risk management program was initiated in 2021, with completion of compliance audits for distributors in EMEA and Latin America. This program will continue in the coming years.

The contributions made to foundations and non-profit organizations in 2021 amounted to approximately 8.9 million euros (11.7 million euros in 2020).

Subcontracting and suppliers

Every Werfen company has product and/or service providers that are officially approved, whose capacity was initially supervised and is subsequently monitored by each of the units. This is all framed within the internal procedures for the continuous evaluation of suppliers within the Quality Systems, based on ISO 9001:2015 and/or ISO 13485:2016. The supplier evaluations by Werfen companies with ISO 14001 certification include verifying whether suppliers have environmental certification such as ISO 14001 or similar.

Consequently, based on the criticality and type of supplier, they are evaluated either through the documentation provided or, in the case of critical suppliers, through on-site audits.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

The number of quality audits conducted in 2021 (and in 2020, for comparison purposes) is detailed below.

	2021	2020
Favorable Result	100	83
Unfavorable Result	1	1
Total	101	84

During 2021, as a result of the COVID-19 pandemic, 85 of the 101 audits conducted took place remotely.

In the event that the result of an audit is unfavorable, a corrective action plan is agreed with the supplier to resolve the issues detected.

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Consumers

All the products manufactured and marketed by Werfen companies are intended for use by professionals, mainly in the healthcare sector, research, and industry.

The manufacturing of medical devices and medical devices for specialized diagnostics is highly regulated. Products are therefore designed and manufactured based on applicable international and other laws, and in accordance with the product's function, date of manufacture and markets: Directive 93/42/EC and Regulation 2017/745 on medical devices, Directive 98/79/EC, and Regulation 2017/746 on specialized diagnostics products, FDA US 510k, China NMPA, etc.

Werfen's companies have their own Monitoring System to control the use and possible adverse events of Medical Devices and Specialized Diagnostics Medical Devices throughout their life cycle on the market.

All the requirements and processes of the Monitoring System are described in the procedures integrated in the Quality Systems based on ISO 9001:2015 and/or ISO 13485:2016, and they are updated periodically in the event of changes to applicable legislation.

For Medical Devices or Specialized Diagnostics Medical Devices, there is an obligation to include technical data and information on use of the products on their respective labels, specifications, instructions for use, or user manuals. This documentation, aimed at users of the products, is prepared in accordance with legislation and while paying special attention to the potential risks of the product and possible mitigations based on the EN ISO 14971:2012 standard.

All Werfen companies have a system for registering and resolving complaints received from users of the products regarding product quality.

Following the specific procedures in the Quality Systems, each claim is documented and investigated by qualified personnel, and the respective actions are implemented. These actions may involve corrections, corrective actions, and/or preventive actions according to each case.

There were 65,154 claims handled by Werfen manufacturing centers in 2021 (68,254 in 2020).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Werfen companies have a System for Product Recall from the Market in the event that the product manufacturer or a competent authority requires it.

These procedures, included within the Quality System, ensure that the affected products are detected, that customers are informed, and that the affected units are recalled from the market in order to minimize risks. When necessary, the competent health authorities are informed of product recalls.

This activity is reviewed periodically through internal audits.

Tax Information

Werfen gives priority attention to complying with all tax and commercial regulations in force in each of the countries where it is operates.

For the financial years ended December 31, 2021 and 2020, the following table shows the breakdown (in thousand euros) of the earnings, before corporate income tax, earned by the Werfen subsidiaries in the countries where they operate, as well as the corporate income tax actually paid.

	2021		2020	
	Earnings before Tax	Corporate Income Tax Paid	Earnings before Tax	Corporate Income Tax Paid
Australia	1,186	7	904	0
Austria	242	-1,769	-566	5,332
Belgium	861	450	939	173
Brazil	-4,439	7	-8,431	-14
Canada	451	387	654	128
China	31,203	9,405	5,443	1,366
Colombia	-1,051	-62	-2,137	143
Czech Rep.	185	1	70	34
France	1,623	202	677	471
Germany	1,715	-416	8,044	3,654

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

	2021		2020	
	Earnings before Tax	Corporate Income Tax Paid	Earnings before Tax	Corporate Income Tax Paid
Greece	-62	0	-33	0
Hong Kong	566	158	260	1,290
Hungary	372	57	375	154
India	1,190	91	-1,006	99
Italy	37,384	7,664	33,750	11,697
Japan	1,435	257	592	269
Lithuania	148	9	100	35
Mexico	5,276	1,823	6,046	2,456
Netherlands	535	159	588	143
New Zealand	-2	0	-7	0
Poland	774	213	654	77
Portugal	8,459	6,285	12,034	108
South Africa	0	0	0	0
South Korea	338	457	1,289	157
Spain	233,026	47,776	192,770	46,387
Switzerland	4,850	0	3,257	-3
Taiwan	483	136	91	59
United Kingdom	2,202	551	3,031	1,983
Uruguay	-480	276	-318	-54
USA	149,740	26,182	40,121	4,754

No Werfen subsidiary received subsidies from any public body in 2021 (this was also the case in 2020).

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

APPENDIX I. Table of reference to the requirements of Law 11/2018

For the 2021 financial year, this Non-Financial Statement (EINF as per the Spanish acronym), which is part of the Consolidated Management Report for the 2021 financial year of WerfenLife, S.A. and its subsidiaries, complies with the general provisions of Law 11/2018, of December 28, which amends Articles 44 and 49 of the Commercial Code regarding non-financial information and diversity. The standards of the Global Reporting Initiative listed in Appendix I of this Non-Financial Statement provide a reference framework.

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
Business model	A brief description of the group's business model, which will include: 1.) Its business environment, 2.) its organization and structure, 3.) the markets in which it operates, 4.) its objectives and strategies, 5.) the main factors and trends that may affect its future evolution.	102-1, 102-2, 102-3, 102-4, 102-6, 102-7	1, 2, 3	
Policies	A description of the group's policies on these issues, which will include: 1.) the due diligence procedures applied to identify, evaluate, prevent, and mitigate risks and significant impacts 2.) the verification and control procedures, including what measures have been adopted.	103	4, 5, 6, 7	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
Risks	The principal risks related to those issues linked to the group's operations, including, where relevant and proportionate, its business relationships, products, or services that are likely to cause adverse impacts in those areas.	103, 102-15	3, 4, 7, 8	
Key non-financial performance indicators	Key non-financial performance indicators that are relevant to the specific business activity and that meet the criteria of comparability, materiality, relevance, and reliability.	102-8, 201-4, 405-1, 405-2, 407-1, 408-1, 409-1, 413-1	8, 9, 14, 15, 16, 17, 18, 19, 20, 29, 30	
Environmental issues	Global Environment			
	1.) Detailed information about the current and foreseeable effects of the company's activities on the environment and, where appropriate, on health and safety and on environmental evaluation or certification procedures; 2.) The resources allocated to preventing environmental risks; 3.) Application of the precautionary principle, the amount of provisions and guarantees for environmental risks. (e.g., derived from the environmental responsibility law).	103, 102-11	9, 10, 11	
	Pollution			
	Measures to prevent, reduce, or repair carbon emissions that seriously affect the environment; taking into account any form of air pollution specific to an	Not material	-	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	activity, including noise and light pollution.			
Circular economy and waste prevention and management				
	Circular economy	Not material	-	
	Waste: Measures on prevention, recycling, reuse, and other forms of waste recovery and disposal;	Not material	-	
	Actions to combat food waste.	Not material	-	
Sustainable use of resources				
	And water consumption and supply in accordance with local limitations;	Not material	-	
	Consumption of raw materials and the measures adopted to improve efficiency in the use thereof;	Not material	-	
	Direct and indirect energy consumption, measures taken to improve energy efficiency and the use of renewable energy.	Not material	-	
Climate Change				
	The relevant elements of greenhouse gas emissions generated as a result of the company's activities, including use of the goods and services it produces;	Not material	-	
	Measures taken to adapt to the consequences of climate change;	Not material	-	
	The reduction goals established voluntarily in the medium and long term to reduce greenhouse gas	Not material	-	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	emissions and the means that are implemented for this purpose.			
	Protection of biodiversity			
	Measures taken to preserve or restore biodiversity;	Not material	-	
	Impacts caused by activities or operations in protected areas.	Not material	-	
Social and employee-related issues	Employment			
	Total number and breakdown of employees by gender, age, country, and professional classification;	103, 102-8, 405-1	11, 12, 13, 14, 15, 16, 17, 18, 19	
	Total number and breakdown of types of employment contracts,	102-8	16	
	Annual average of permanent contracts, temporary contracts, and part-time contracts by gender, age, and professional classification,	102-8, 405-1	17	
	Total number of dismissals by gender, age, and professional classification;	401-1	17, 18	
	Average salaries and the evolution thereof broken down by gender, age, and professional classification or equal value;	405-2	18, 19	
Wage gap, remuneration for equal job positions or the average remuneration in the company,	405-2	19		

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	The average remuneration of directors and executives, including variable remuneration, expense allowances, compensations, payment to long-term savings or pension systems and any other wage concept received, broken down by gender,	103	19	
	Implementation of right-to-disconnect policies,	103	19	
	Employees with disabilities.	405-1	23	
	Organization of work			
	Organization of work time	103	22, 23	
	Number of hours of absenteeism	403-2	20, 21	
	Measures designed to facilitate work-life balance and promote the exercise of co-responsibility by both parents.	103	23	
	Health and safety			
	Health and safety conditions at work;	103, 403-1	20, 21	
	Work accidents, in particular their frequency and severity,	403-9	21	
	Occupational diseases, broken down by gender.	403-10	20, 21	
	Social relations			
	Organization of social dialog, including procedures for informing, consulting, and negotiating with personnel;	103, 407-1	21, 22	
	Percentage of employees covered by collective bargaining agreements, by country:	102-41	22	
	The assessment of collective agreements, particularly in the field of health and safety at work.	403-1	21, 22, 23	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	Training			
	Policies implemented in the field of training;	103	24, 25	
	The total number of training hours by professional category.	404-1	20	
	Universal accessibility for people with disabilities	103	22, 23	
	Equality			
	Measures taken to promote equal treatment and opportunities between women and men;	103	22, 23	
	Equality plans (Chapter III of Organic Law 3/2007, of March 22, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration, and universal accessibility for people with disabilities;	103	23	
	The <u>policy</u> against all types of discrimination and, where appropriate, for diversity management.	103	6, 23	
Respect for human rights	Human rights			
	Application of due diligence procedures on human rights. Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage, and repair possible abuses that are committed;	103, 102-16, 102-17	23	

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	Complaints due to cases of human rights violations;	103	9	
	Promotion and compliance with the provisions of the fundamental conventions of the International Labour Organization related to respect for the freedom of association and the right to collective bargaining;	407-1	23	
	Elimination of discrimination in employment and occupation;	103, 406-1	22, 23	
	The elimination of forced or compulsory labor;	409-1	24	
	The effective abolition of child labor.	408-1	24	
Anti-corruption and bribery	Corruption and bribery			
	Measures taken to prevent corruption and bribery;	103, 102-16, 102-17	24, 25	
	Measures to combat money laundering,	205-2	25	
	Contributions to foundations and non-profit entities.	413-1	25	
Society	Company commitments to sustainable development			
	The impact of the company's activity on employment and local development;	Not material	-	
	The impact of the company's activity on local populations and in the territory;	Not material	-	
	Relationships with the actors of local communities and the forms of dialog with them;	Not material	-	
	Association or sponsorship actions.	102-12, 102-13	25	
	Subcontracting and suppliers			
The inclusion of social, gender equality, and environmental issues in the purchasing policy; Consideration of the social	103, 102-9	25, 26		

WERFENLIFE, S.A. AND SUBSIDIARIES
Non-Financial Information Statement for 2021

Areas	Content	Related GRI standards	Page of the 2021 EINF	Limitations / Omissions
	and environmental responsibility of suppliers and subcontractors in relationships with them;			
	Oversight and audit systems and their results.	103	25, 26	
Consumers				
	Measures for the health and safety of consumers;	103	27	
	Complaint systems, complaints received, and the resolution thereof.	103	27, 28	
Tax Information				
	Earnings, country by country;	207-4	28, 29	
	Corporate Income Tax Paid;	207-4	28, 29	
	Public grants received.	201-4	29	

WERFENLIFE, S.A. AND SUBSIDIARIES

Preparation of the Non-Financial Information Statement for 2021

In accordance with corporate and commercial legislation in force, the Board of Directors of **WERFENLIFE, S.A.** has prepared the Consolidated Non-Financial Information Statement for 2021, which is comprised of the attached pages, numbered 1 to 37. They have been transcribed on 39 sheets of officially stamped paper, class 8, numbers ON5481970 to ON5481990 both inclusive.

Barcelona, March 15, 2022
Board of Directors

Blanhiblar Management, S.L.U.
Represented by
Marc Rubiralta Giralt

El Sot de Les Cordes
Management, S.L.U.
Represented by
José Luis Rubiralta Giralt

Lajaar Control Management, S.L.U.
Represented by
Jordi Rubiralta Giralt

Molaris Control Management, S.L.U.
Represented by
Xavier Rubiralta Giralt

José Luis Guerrero Domènech

Carles Pascual Sancho

Germán Venancio Castejón Fernández

Luis Cantarell Rocamora

**WerfenLife, S.A.
and subsidiaries**

Independent Verification Report
Consolidated Non-Financial Information Statement
31 December 2021



A free translation from the original in Spanish

This version of our report is a free translation of the original, which was prepared in Spanish. All possible care has been taken to ensure that the translation is an accurate representation of the original. However, in all matters of interpretation of information, views or opinions, the original language version of our report takes precedence over this translation.

Independent verification report

To the shareholders of WerfenLife, S.A.:

Pursuant to article 49 of the Code of Commerce, we have verified, with the scope of a limited assurance engagement, the accompanying Consolidated Statement of Non-Financial Information ("SNFI") for the year ended 31 December 2021 of WerfenLife, S.A. (Parent company) and subsidiaries (hereinafter "Werfen" or the Group) which forms part of the Werfen's consolidated management report.

The content of the SNFI includes information additional to that required by current mercantile legislation in relation to non-financial information, which has not been covered by our verification work. In this respect, our work was limited solely to verifying the information identified in table "APPENDIX I. Table of reference to the requirements of Law 11/2018" included in the accompanying SNFI.

Responsibility of the directors of the Parent company

The preparation of the SNFI included in Werfen's consolidated management report and the content thereof, are the responsibility of the directors of WerfenLife, S.A. The SNFI has been drawn up in accordance with the provisions of current mercantile legislation and following the criteria of the *Sustainability Reporting Standards* of the *Global Reporting Initiative* ("GRI Standards") selected as well as those other criteria described as per the details provided for each matter in the table "APPENDIX I. Table of reference to the requirements of Law 11/2018" of the aforementioned Statement.

This responsibility also includes the design, implementation and maintenance of the internal control considered necessary to allow the SNFI to be free of material misstatement due to fraud or error.

The directors of WerfenLife, S.A. are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the SNFI is obtained.

Our independence and quality control

We have complied with the independence requirements and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ("IESBA Code") which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC 1) and accordingly maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team consisted of professionals specialising in Non-financial Information reviews, specifically in information on economic, social and environmental performance.



Our responsibility

Our responsibility is to express our conclusions in a limited assurance independent report based on the work we have performed. We carried out our work in accordance with the requirements laid down in the current International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and in the Guidelines for verification engagements of the Statement of Non-Financial Information issued by the Spanish Institute of Auditors ("Instituto de Censores Jurados de Cuentas de España").

In a limited assurance engagement, the procedures performed vary in nature and timing of execution, and are less extensive, than those carried out in a reasonable assurance engagement and accordingly, the assurance provided is also lower.

Our work consisted of posing questions to management as well as to the various units of Werfen that were involved in the preparation of the SNFI, of the review of the processes for compiling and validating the information presented in the SNFI, and in the application of certain analytical procedures and review procedures on a sample basis, as described below:

- Meetings with the Werfen personnel to understand the business model, policies and management approaches applied, principal risks relating to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the content of the SNFI for the year 2021, based on the materiality analysis carried out by Werfen, taking into account the content required by current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in the SNFI for the year 2021.
- Review of information relating to risks, policies and management approaches applied in relation to material matters presented in the SNFI for the year 2021.
- Verification, by means of sample testing, of the information relating to the content of the SNFI for the year 2021 and that it was adequately compiled using data provided by the sources of the information.
- Obtaining a management representation letter from the directors and management of the Parent company.

Conclusion

Based on the procedures performed in our verification and the evidence we have obtained, nothing has come to our attention that causes us to believe that the SNFI of WerfenLife, S.A. and its subsidiaries, for the year ended 31 December 2021 has not been prepared, in all material respects, in accordance with the provisions of current mercantile legislation and following the criteria of the GRI Standards selected as well as those other criteria described as per the details provided for each matter in the table "APPENDIX I. Table of reference to the requirements of Law 11/2018" of the aforementioned Statement.



Use and distribution

This report has been drawn up in response to the requirement established in current Spanish mercantile legislation and therefore may not be suitable for other purposes and jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

PRICEWATERHOUSECOOPERS AUDITORES, S.L.

Original in Spanish signed by

Jorge Joaquín Azofra Lluch

22 March 2022