

Werfenlife, S.A. and subsidiaries

Non-Financial Information Statement for 2020

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Business Model

Werfenlife, S.A. (the “Company” or the “Parent Company”) was incorporated in Barcelona on 26 February 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 located at Plaça Europa nº 21-23, L’Hospitalet de Llobregat (Barcelona).

The Parent Company’s main business activities consist in the formation of companies and the acquisition of equity holdings, on its own behalf or a third party’s behalf. 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 advising, 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 vitro 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 In Vitro 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 in vitro diagnostic 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 health care 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.

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- **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 in vitro 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 has two main lines of business:

- In Vitro Diagnostics (IVD)
- Medical Devices

In 2020, IVD accounted for approximately 88.9% of its revenue (87.4% in 2019). It is engaged in the research, development, manufacturing, and distribution of diagnostic systems used in hospitals and clinical laboratories. Its products include instruments, reagents, and software, as well as quality controls. Werfen includes prestigious manufacturers, such as Instrumentation Laboratory, Inova, Tem, Accriva, and Biokit.

The second line of business, Medical Devices, accounted for approximately 11.1% of revenue in 2020 (12.6% in 2019). In this line, 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>2020</u>	<u>2019</u>
North America	25%	27%
Western Europe	48%	41%
Eastern Europe, the Middle East and Africa	7%	7%
Latin America	6%	7%
Asia-Pacific	14%	18%

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

Werfen is a worldwide leader in Clotting, with a market share of approximately 28%, the same percentage as in 2019, and growth of 5.9% in 2020 in constant currency terms. Furthermore, it is the leader in the Autoimmunity sector, with a market share of approximately 20%, the same percentage as in the previous year, and 7.3% growth in 2020 compared to 2019. Finally,

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Werfen is the third-leading company in the world in Acute Care, with approximately 16% of the global market, the same percentage as in 2019, and 9% growth in 2020 compared to 2019.

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

Bedford (Massachusetts, USA), Instrumentation Laboratory
Orangeburg (New York, USA), Instrumentation Laboratory
San Diego (California, USA), Inova
San Diego (California, USA), Accriva and Rotem
Lliçà d'Amunt (Barcelona, Spain), Biokit
Munich (Germany), Rotem
Sant Esteve de Sesrovires (Barcelona, Spain), Leventon

Effects of the COVID-19 pandemic.

Due to the sector in which Werfen operates, the global health care crisis in 2020 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 various countries in which we operate.

In order to ensure that the aforementioned three objectives are met, follow-up committees and coordinating bodies have been established, both at the global level and in each country. These committees have been responsible for the implemented policies and measures, which can be summarized as follows:

- Adoption of the remote working model as a general rule, and avoiding travel and other commuting, with the following exceptions:

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- Essential employees who must be at their normal workplace to prevent disruption of the supply chain (manufacturing, quality control, logistics, etc.).
 - Essential employees who must provide service at our customers' facilities. In this case, it has been crucial to ensure compliance and coordination with the access security requirements of customers.
- Adoption of preventive measures at our facilities, in particular:
- Capacity restrictions (essential personnel).
 - The establishment of rotating shifts for essential personnel.
 - Staggered workday start and end times.
 - Limitation of in-person meetings and visits and of the 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 the reinforcement of cleaning protocols.
 - Raising awareness through signage at facilities and through training actions. 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.).

Within this context, the main challenges that Werfen has had to face have been the following:

- Making sure that personal protective equipment is available for essential employees who need it for their work, especially at the beginning of the pandemic when there were shortages.
- Providing employees, in a very short span of time, with the technological tools that are required to work remotely, as well as the necessary training.

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- Seeking to maintain adequate levels of communication within the organization, both in terms of performance and people's emotional well-being, thereby ensuring that aspects such as work-life balance, people at risk, and access to medical services and diagnostics, if necessary, are properly addressed. A survey conducted with the participation of 67% of employees worldwide found that they were very satisfied with the measures taken by the company.

Code of Ethics

The Werfen Code of Ethics, approved by the Board of Directors, is the document that establishes the guidelines that must govern the ethical behavior of Werfen's executives and employees in their daily work, with regard to the relationships and interactions they maintain with all its stakeholders. The guidelines for action are related to corruption and bribery, respect for people, professional development, equal opportunities, relationships with collaborating companies, health and safety at work, and respect for the environment, among other aspects.

Werfen joined the Global Compact (United Nations Global Compact) in 2020. It thus reinforced its commitment to the principles of the Global Compact in the areas of human rights, labor, environment, and anti-corruption.

The Code of Ethics is published on the corporate website (<https://www.werfen.com/sites/default/files/code-of-ethics/index.html?new=1>), and it compiles and sets forth the general principles and values, as well as the ethical commitments that govern the development of business activities and management of the businesses of all the companies that are comprised in the Group.

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Werfen's values are composed of the following:

- 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 reach a common goal: improving patient care and maintaining Werfen's good reputation and name, for the benefit of all.

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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 in 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 committing any form of corruption in business.
Anti-discrimination and anti-abuse policy	It 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	Ensure that the activities of Werfen's companies comply with the current regulatory framework on environmental protection.

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Policy on general risk management measures	Define 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	Guarantee that applicable laws on the prevention of money laundering and terrorist financing will be fully respected in the development of Werfen's business activities.
Internal Investigations and Corporate Reactions to Infringements Policy	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 consists in 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.

Likewise, the controls defined in these policies have been included within the scope of work programs and the scope of Internal Audit tests.

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):

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- 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 three 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 set forth in the Werfen compliance model.

2. The Compliance area's main responsibilities are the following: i) defining the regulatory and methodological framework that makes it possible to identify, quantify, and manage compliance and criminal liability risks, ii) providing a global and standardized view of the organization's risk levels through an internal information and control system, and iii) ensuring that the model is implemented properly.

Additionally, 5,586 hours of training on regulatory compliance were given in 2020.

3. The Internal Audit area is responsible for verifying that the model is properly implemented and complied with.

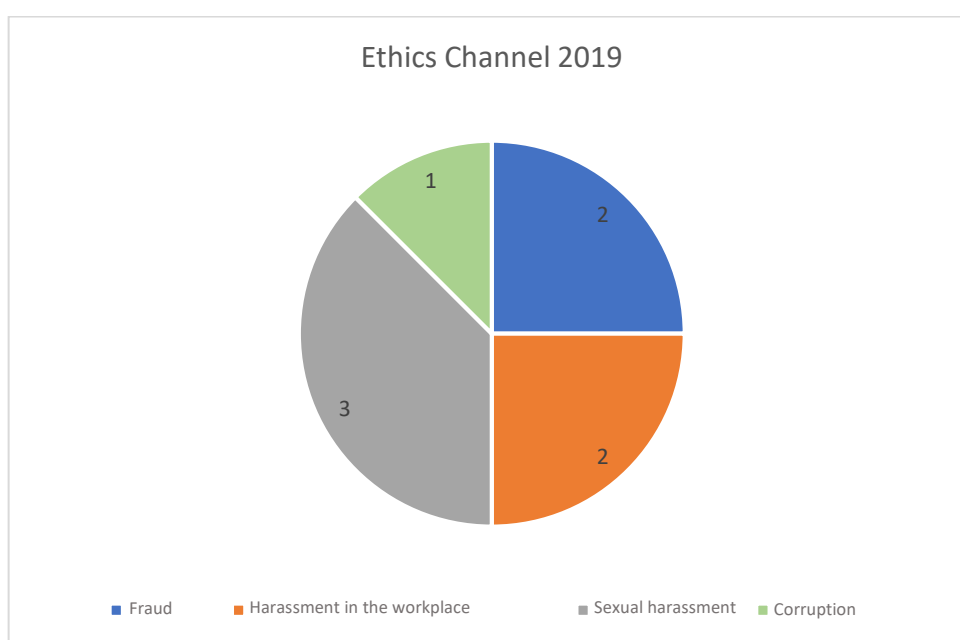
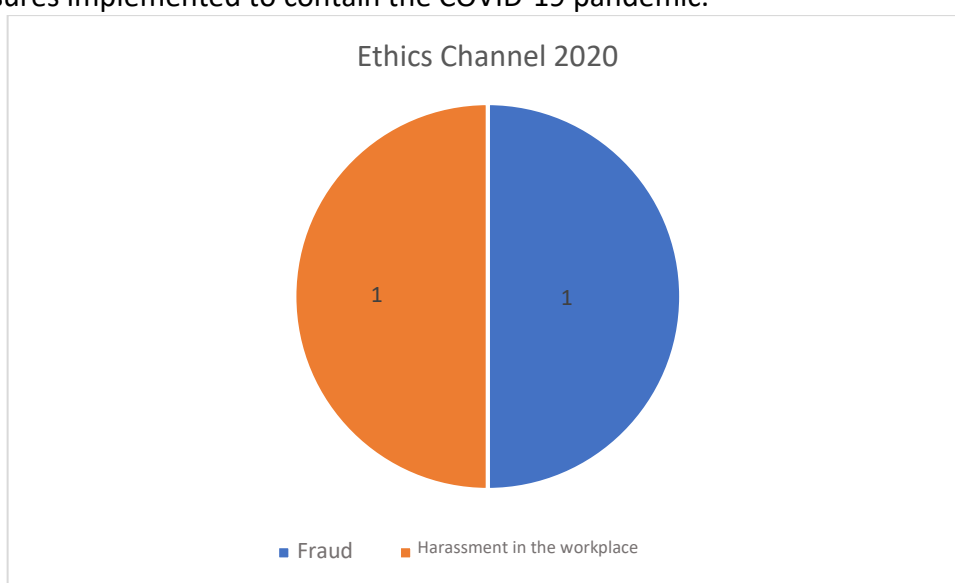
Ethics Channel

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 Internal Investigations and Corporate Reactions to Infringements Policy, in order to investigate, resolve, and conclude the necessary measures.

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During 2020, two complaints were received, which have been investigated (8 complaints in 2019). This decrease is possibly attributable to the reduced social interaction resulting from the measures implemented to contain the COVID-19 pandemic.



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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, wherefore the Group 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, among others:

- 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, vibrations, and similar results.
- 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 in the place where the Group operates. Moreover, 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 of Instrumentation Laboratory, Co. in Bedford and Orangeburg (USA) and the regulatory center of Werfen España, S.A. in Tarancón.

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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 according to the preceding table have been identified at any of the main Werfen production units.

Werfen owns property, plant, and equipment for environmental protection amounting to 342.2 thousand euros (218.9 thousand euros in 2019), and it has incurred expenses for environmental protection and improvement amounting to 1,301,200 euros (1,212,700 euros in 2019).

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 that 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:

- Business acumen.
- Product development pipeline.

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- 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.

Employment trends

As of 31 December 2020, there were a total of 5,501 Werfen employees (5,254 as of 31 December 2019), representing an increase of 4.70% compared to the number of employees as of 31 December 2019. As of 31 December 2020, there were a total of 2,474 female employees at Werfen (2,349 as of 31 December 2019), equivalent to 44.9% of the total

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number of Werfen employees (44.7% in 2019). At 31 December 2020, Werfen employed a total of 3,027 male employees (2,905 at 31 December 2019), equivalent to 55.1% of the total Werfen workforce (55.3% at 31 December 2019).

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

	2020		2019	
	Employees	%	Employees	%
China	273	5%	260	5%
Western Europe	2,471	45%	2,294	44%
Eastern Europe, Middle East, and Africa	72	1%	66	1%
Latin America	295	5%	275	5%
North America	2,145	39%	2,111	40%
Rest of Asia-Pacific	245	5%	248	5%
Total	5,501	100%	5,254	100%

	2020	2019
Under 30	620	596
Between 30 and 50	3,242	3,095
Over 50	1,639	1,563
Total	5,501	5,254

	2020	2019
Senior Management	104	112
Managers	486	509
Technical	3,431	3,236
Clerical workers	716	659
Production operators	764	738
Total	5,501	5,254

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The distribution of employees in 2020 and 2019 by country, gender, and age group is the following:

Country	2020 Employees			2020 Employees by age group			
	Women	Men	Total	Under 30	30 to 50	Over 50	Total
Germany	86	103	189	5	97	87	189
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
South Korea	19	26	45	4	33	8	45
Spain	829	767	1,596	142	1,043	411	1,596
France	31	50	81	12	49	20	81
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
United Kingdom	35	50	85	8	51	26	85
Czech Rep.	4	7	11	0	10	1	11
Switzerland	0	0	0	0	0	0	0
Taiwan	5	9	14	0	13	1	14
U.S.A.	950	1,195	2,145	321	1,029	795	2,145
Uruguay	5	9	14	3	5	6	14
Total	2,474	3,027	5,501	620	3,242	1,639	5,501

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Country	2019 Employees			2019 Employees by age group			
	Women	Men	Total	Under 30	30 to 50	Over 50	Total
Germany	92	104	196	8	97	91	196
Australia	13	15	28	3	21	4	28
Austria	4	6	10	3	3	4	10
Belgium	6	13	19	3	12	4	19
Brazil	25	29	54	7	45	2	54
China	104	156	260	42	214	4	260
Colombia	16	15	31	2	27	2	31
South Korea	16	24	40	5	32	3	40
Spain	726	671	1,397	126	926	345	1,397
France	33	50	83	10	58	15	83
Hong Kong	24	14	38	6	29	3	38
Hungary	7	11	18	3	10	5	18
India	6	47	53	9	41	3	53
Italy	131	200	331	17	200	114	331
Japan	16	59	75	2	47	26	75
Lithuania	6	8	14	1	7	6	14
Mexico	60	115	175	27	133	15	175
Netherlands	4	22	26	0	11	15	26
Poland	18	13	31	2	20	9	31
Portugal	75	73	148	13	97	38	148
United Kingdom	33	43	76	5	46	25	76
Czech Rep.	4	6	10	0	9	1	10
Switzerland	1	0	1	0	0	1	1
Taiwan	6	8	14	1	13	0	14
U.S.A.	917	1,194	2,111	299	990	822	2,111
Uruguay	6	9	15	2	7	6	15
Total	2,349	2,905	5,254	596	3,095	1,563	5,254

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

	Type of contract					
	2020			2019		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Women	2,325	149	2,474	2,207	142	2,349
Men	2,860	167	3,027	2,756	149	2,905
Total	5,185	316	5,501	4,963	291	5,254
%	94%	6%	100%	94%	6%	100%
	Type of contract					
	2020			2019		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Under 30	543	77	620	535	61	596
Between 30 and 50	3,019	223	3,242	2,870	225	3,095
Over 50	1,623	16	1,639	1,558	5	1,563
Total	5,185	316	5,501	4,963	291	5,254
	Type of contract					
	2020			2019		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Senior Management	104	0	104	112	0	112
Managers	465	21	486	465	36	501
Technical	3,195	236	3,431	2,882	197	3,079
Clerical workers	679	37	716	756	38	794
Production operators	742	22	764	748	20	768
Total	5,185	316	5,501	4,963	291	5,254

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	Type of working Day					
	2020			2019		
	Full time	Part time	Total	Full time	Part time	Total
Women	2,373	101	2,474	2,242	107	2,349
Men	3,010	17	3,027	2,891	14	2,905
Total	5,383	118	5,501	5,133	121	5,254
%	98%	2%	100%	98%	2%	100%

	Type of working Day					
	2020			2019		
	Full time	Part time	Total	Full time	Part time	Total
Under 30	612	8	620	575	21	596
Between 30 and 50	3,159	83	3,242	3,019	76	3,095
Over 50	1,612	27	1,639	1,539	24	1,563
Total	5,383	118	5,501	5,133	121	5,254

	Type of working Day					
	2020			2019		
	Full time	Part time	Total	Full time	Part time	Total
Senior Management	104	0	104	112	0	112
Managers	485	1	486	500	1	501
Technical	3,385	46	3,431	3,047	32	3,079
Clerical workers	683	33	716	741	53	794
Production operators	726	38	764	733	35	768
Total	5,383	118	5,501	5,133	121	5,254

With regard to discontinued fixed contracts, during 2020 there were a total of 225 dismissals. In 2019 the figure was 251 dismissals.

Of the total dismissals in 2020, 120 corresponded to men (141 in 2019) and 105 to women (110 in 2019).

By age group, a total of 30 permanent contracts were discontinued during 2020 for the up-to-30 age group, 130 for the age group between 30 and 50 years, and 65 contracts for the over-50 age group (comparable figures for 2019 were, respectively, 41, 145, and 65 dismissals).

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

	2020	2019
Senior Management	1	0
Managers	30	42
Technical	127	127
Clerical workers	50	49
Production operators	17	33
Total	225	251

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

Average remuneration by gender

	2020	2019
Women	60,227	58,898
Men	83,083	81,284

Average remuneration by age group

	2020	2019
Under 30	45,009	41,526
Between 30 and 50	63,723	62,128
Over 50	101,282	101,197

Average remuneration by geographic area

	2020	2019
Europe	58,356	56,427
USA	101,887	97,325
China	39,730	37,968
Rest of Asia-Pacific	58,356	62,820
Latin America	28,915	33,772

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Average remuneration by professional classification

	2020	2019
Senior Management	368,462 (*)	319,146 (*)
Managers	127,932	118,381
Technical	66,796	65,748
Clerical workers	58,502	56,616
Production operators	37,874	38,720

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

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

	2020		2019	
	No. of people	Average remuneration	No. of people	Average remuneration
Total	106	369,057	114	319,146
Women	21	224,563	27	198,111
Men	85	404,755	87	356,708

The information regarding the average remuneration for 2019 has been restated based on the best information available to date.

The wage gap is 8% for 2020 (6% in 2019), 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 disconnection

In three of the countries in which Werfen operates (Spain, France, and Mexico) there are local, generally recent, compliance regulations regarding the right to disconnect. Given that priorities have changed due to the pandemic situation in these countries, the process of approving the policy on Digital Disconnection and complying with the provisions of article 88 of Law 3/2018 has been postponed until 2021.

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In addition, a voluntary initiative in this regard has recently been launched in one of the Group's companies in the United States.

Training

Training is a key element for Werfen. During the year ended at 31 December 2020, and based on the Company's records, a total of 12,201 training actions were conducted, with an estimated 557,000 hours given (21,318 actions and 593,000 hours in 2019). The distribution according to professional classification is the following:

	2020 Hours	2019 Hours
Senior Management	33,602	27,833
Managers	100,805	92,756
Technical	301,145	333,815
Clerical workers	33,461	27,833
Production operators	89,228	111,272
Total	557,676	593,509

Health and safety

Werfen's activities are planned and carried out with the safety, health, and well-being of people being a 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.

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- 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 adds up to 214,713 for 2020 (compared to 207,107 in 2019). Of this total, 204,630 hours of absenteeism were due to common illnesses (198,486 in 2019), 2,063 hours of absenteeism were due to occupational illnesses (1,222 in 2019), and the remaining 8,020 hours of absenteeism were due to work-related accidents (7,389 hours in 2019).

Of the total hours of absenteeism due to occupational illnesses, 2,063 hours correspond to women (41 in 2019) and 0 hours to men (1,181 in 2019).

The summary statistics of accidents at work are the following:

	2020			2019		
	Women	Men	Total	Women	Men	Total
Total No. of accidents	56	39	95	28	41	69
Frequency rate(*)	12.79	7.16	9.67	6.91	6.84	6.86
Severity rate(**)	0.16	0.14	0.15	0.19	0.12	0.15

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

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

The 2019 accident rate data has been restated based on the best information available to date. Also, Accriva does not have information related to absenteeism and accidents at work.

Social relations

The Group and its component companies have internal communication mechanisms that allow informing all employees, 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 social relations.

Werfen employees in the following countries are covered by a collective bargaining agreement: Italy, Portugal, Austria, France, Mexico, Belgium, South Korea, Brazil, and Spain at 92%, i.e. approximately 45% of the Werfen global workforce (40% of the Werfen workforce in 2019). In addition, there are formal works councils in most of the subsidiaries in Spain, and in Italy, Germany, France, Mexico, Lithuania, Portugal, and Brazil.

In the field of health and safety at work, the different collective bargaining instruments applicable to Werfen's main subsidiaries regulate the operation of the applicable preventive

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action mechanisms, such as health and safety committees or similar ones, 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 health monitoring 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 comprised 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 same 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 describes the responsibilities that the Group's staff members must comply with at all times in this regard.

During the year, the Group has 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 reach 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.

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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 2020, the average number of employees with a disability was 29 (29 employees in 2019).

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,
- the emphasis on health and safety in the development of its operations,
- promoting strict compliance with legislation in any area, including labor,
- the 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.

Anti-corruption and bribery

The Anti-Corruption Policy sets forth the principles that must guide the conduct of all the employees and administrators of the Group's 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 breach is analyzed in accordance with internal procedures, legal regulations, and current agreements.

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In 2020, Werfen offered an online compliance course to all employees, as well as targeted anti-corruption courses to the groups exposed the most to this risk.

These anti-corruption training and awareness-raising initiatives are not merely limited to internal personal, rather they are also extended to business partners. In 2020, Werfen launched an anti-corruption training program for its distributor network. A total of 191 distributors and 422 users took part in this program. The geographic scope of this project covered most of the areas in which Werfen operates through distributors, including China, EMEA, South Korea, India, Mexico, and other Latin American countries such as Brazil and Colombia.

Highlights of the actions carried out during the year by the Group in the area of anti-corruption, aimed at complying with the different 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.
- Publication of the training grants awarded to customers, in accordance with the different laws in force and the codes of conduct of the Industrial associations of which we form a part.
- Development of a fair market value process focused on ensuring that the remuneration paid to health professionals for their services is consistent with the average market value, the duration of the event, their medical specialty, and their professional category.

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. To enhance this process, Werfen has invested in technology solutions in 2020, which seek to streamline, automate, and ensure compliance by Werfen's business partners with our established ethics and compliance standards. This new process is being developed and will be completed during the 2021 financial year.

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The contributions made during 2020 to foundations and non-profit organizations amounted to approximately 11.7 million euros (5.9 million euros in 2019).

Subcontracting and suppliers

Every Werfen company has product and/or service providers that are officially approved, whose capacity has been initially supervised and subsequently monitored by each of the companies. 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. As a part of supplier evaluations, some Werfen companies include whether or not they have environmental certifications such as ISO 14001.

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.

The number of quality audits conducted in 2020 (and in 2019, for comparison purposes) is detailed below.

	2020	2019
Favorable Result	83	124
Unfavorable Result	1	1
Total	84	125

During the 2020 financial year and as a result of the COVID-19 pandemic, 67 of the 84 audits conducted took place out remotely.

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

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Consumers

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

The manufacturing of medical devices and medical devices for in-vitro diagnostics is highly regulated. Products are therefore designed and manufactured based on applicable international laws, among others, and in accordance with each product: Directive 93/42/EC concerning Medical Devices, Directive 98/79/EC on In Vitro Diagnostic Medical Devices, FDA 510(k), etc.

Werfen's companies have their own Monitoring System to control the use and possible adverse events of Medical Devices and In Vitro Diagnostic 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 event of changes to applicable legislation.

For Medical Devices or In Vitro Diagnostic 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. Said 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. Said actions, as appropriate, can lead to corrections, corrective actions, and/or preventive actions according to each case.

There were 68,254 claims handled by Werfen manufacturing centers in 2020 (63,632 in 2019).

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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 operates.

For the financial years ended at 31 December 2020 and 2019, the following table shows the breakdown of the profit (loss), before corporate income tax, earned by the different Werfen subsidiaries in the countries where they operate, as well as the corporate income tax actually paid.

	2020		2019	
	Profits (Loss) before Tax	Corporate Income Tax Paid	Profits (Loss) before Tax	Corporate Income Tax Paid
Germany	8,044	3,654	6,134	2,688
Australia	904	0	614	0
Austria	-566	5,332	710	85
Belgium	939	173	667	110
Brazil	-8,431	-14	-2,349	0
Canada	654	128	618	12
China	5,443	1,366	4,191	1,055
Colombia	-2,137	143	-1,057	136
South Korea	1,289	157	842	309
Spain	192,770	46,387	117,341	28,814
France	677	471	581	487
Greece	-33	0	-24	0

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	2020		2019	
	Profits (Loss) before Tax	Corporate Income Tax Paid	Profits (Loss) before Tax	Corporate Income Tax Paid
Hong Kong	260	1,290	6,585	0
Hungary	375	154	1,111	119
India	-1,006	99	35	102
Italy	33,750	11,697	32,535	7,421
Japan	592	269	725	317
Lithuania	100	35	231	41
Mexico	6,046	2,456	5,376	2,857
New Zealand	-7	0	0	0
Netherlands	588	143	518	230
Poland	654	77	810	138
Portugal	12,034	108	6,881	704
United Kingdom	3,031	1,983	4,988	736
Czech Rep.	70	34	191	58
South Africa	0	0	0	0
Switzerland	3,257	-3	2,681	73
Taiwan	91	59	125	28
Uruguay	-318	-54	-172	202
USA	40,121	4,754	79,393	1,608

No Werfen subsidiary received subsidies from any public body in 2020 (this was also the case in 2019).

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

For the 2020 financial year, this Non-Financial Information Statement (EINF as per the Spanish acronym), which is part of the Consolidated Management Report for the 2020 financial year of WerfenLife, S.A. and its subsidiaries, complies with the general provisions published in Law 11/2018, of 28 December, which amends the Commercial Code in articles 44 and 49 thereof regarding non-financial information and diversity. The standards of the Global Reporting Initiative that are listed in Appendix I of this Non-Financial Information Statement are taken as a framework of reference.

Areas	Content	Related GRI standards	Page of the 2020 NFIS	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	3, 4, 5, 6, 7.8	
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, 8, 9	
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, 207-4, 401-1, 403-9, 403-10, 405-1, 405-2, 407-1, 408-1, 409-1, 413-1	10, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 24, 28, 29	
Environmental issues	Global Environment			

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Areas	Content	Related GRI standards	Page of the 2020 NFIS	Limitations / Omissions
	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	11, 12	
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 activity, including noise and light pollution.	Not material	-	
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				
	Water consumption and water 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	-	

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Areas	Content	Related GRI standards	Page of the 2020 NFIS	Limitations / Omissions
	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 emissions and the means that are implemented for this purpose.	Not material	-	
	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 distribution of employees by gender, age, country, and professional classification;	103, 102-8, 405-1	13, 14, 15, 16, 17, 18	
	Total number and distribution of types of employment contracts,	102-8	17, 18	
	Annual average of permanent contracts, temporary contracts, and part-time contracts by gender, age, and professional classification,	102-8, 405-1	17, 18	
	Total number of dismissals by gender, age, and professional classification;	401-1	18, 19	
	Average salaries and the evolution thereof broken down by gender, age, and professional classification or equal value;	405-2	19, 20	
	Wage gap, remuneration for equal job positions or the average remuneration in society,	405-2	19, 20	
	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, 20	
	Implementation of right-to-disconnect policies,	103	20, 21	
	Employees with disabilities.	405-1	24	
	Organization of work			
	Organization of work time	103	23	
	Number of hours of absenteeism	403-2	22	

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Areas	Content	Related GRI standards	Page of the 2020 NFIS	Limitations / Omissions
	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	21, 22	
	Work accidents, in particular their frequency and severity,	403-9	22	
	Occupational diseases, broken down by gender.	403-10	22	
Social relations				
	Organization of social dialogue, including procedures for informing, consulting, and negotiating with personnel;	103, 407-1	22, 23	
	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	
Training				
	Policies implemented in the field of training;	103	21	
	The total number of training hours by professional category.	404-1	21	
Universal accessibility for people with disabilities				
Equality				
	Measures taken to promote equal treatment and opportunities between women and men;	103	23, 24	
	Equality plans (Chapter III of Organic Law 3/2007, of 22 March, 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, 24	
	The <u>policy</u> against all types of discrimination and, where appropriate, for diversity management.	103	23, 24	

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Areas	Content	Related GRI standards	Page of the 2020 NFIS	Limitations / Omissions
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	24	
	Complaints due to cases of human rights violations;	103	10	
	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	24	
	Elimination of discrimination in employment and occupation;	103, 406-1	24	
	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, 26	
	Measures to combat money laundering,	205-2	24, 25, 26	
	Contributions to foundations and non-profit entities.	413-1	26	
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 dialogue with them;	Not material	-	
	Association or sponsorship actions.	102-12, 102-13	26	
	Subcontracting and suppliers			

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Areas	Content	Related GRI standards	Page of the 2020 NFIS	Limitations / Omissions
	The inclusion of social, gender equality, and environmental issues in the purchasing policy; Consideration of the social and environmental responsibility of suppliers and subcontractors in relationships with them;	103, 102-9	26	
	Oversight and audit systems and their results.	103	26	
Consumers				
	Measures for the health and safety of consumers;	103	27,28	
	Complaint systems, complaints received, and the resolution thereof.	103	27,28	
Tax Information				
	Profits earned, 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

Independent Verification Report
Consolidated Non-Financial Information Statement
on the 31st December 2020



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, under a limited assurance scope, the accompanying Consolidated Non-Financial Information Statement (NFIS) for the year ended 31st December 2020 of WerfenLife, S.A. (the Parent company) and subsidiaries (hereinafter 'Werfen' or the 'Group') which forms part of Werfen's Consolidated Management Report.

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

Responsibility of the Board of Directors of the Parent Company

The preparation of the NFIS included in Werfen's Consolidated Management Report and the content thereof are the responsibility of the Board of Directors of WerfenLife, S.A. The NFIS has been drawn up in accordance with the provisions of current mercantile legislation and with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) in line with 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 NFIS to be free of any immaterial misstatement due to fraud or error.

The directors of the Parent company are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFIS is obtained.



Our independence and quality control

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

Our firm applies the International Standard on Quality Control 1 (ISQC 1) and therefore has in place a global quality control system, which includes documented policies and procedures related to compliance with ethical requirements, professional standards and applicable legal and regulatory provisions.

The engagement team has been formed by professionals specialising in non-financial information reviews and specifically in information on economic, social and environmental performance.

Our responsibility

Our responsibility is to express our conclusions in an independent verification report with limited assurance based on the work carried out. Our work has been carried out 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 with the Guidelines for verification engagements on non-financial statements 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 terms of their nature and timing of execution, and are less extensive than those carried out in a reasonable assurance engagement. Accordingly, the assurance obtained is substantially lower.

Our work has consisted of posing questions to the management and several Werfen's units that were involved in the preparation of the NFIS, in the review of the processes for compiling and validating the information presented in the NFIS, and in the application of certain analytical procedures and review sampling tests, as described below:

- Meetings with Werfen personnel to ascertain the business model, policies and management approaches applied, the main risks related to these matters and to obtain the information required for the external review.
- Analysis of the scope, relevance and integrity of the contents included in the NFIS for 2020, based on the materiality analysis carried by Werfen, considering the content required under current mercantile legislation.
- Analysis of the procedures used to compile and validate the information presented in NFIS for 2020.



- Review of information concerning risks, policies and management approaches applied in relation to material issues presented in the NFIS for 2020.
- Verification, through sample testing, of the information relating to the content of the NFIS for 2020 and its adequate compilation using data supplied by the Werfen's sources of information.
- Obtainment of a management representation letter from the Directors and the 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 Werfen's NFIS for the year ended 31st December 2020 has not been prepared, in all its significant aspects, in accordance with the provisions of current mercantile legislation and the GRI Standards in line with 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 laid down in current Spanish mercantile legislation and therefore might not be suitable for other purposes or jurisdictions.

PricewaterhouseCoopers Auditores, S.L.

PRICEWATERHOUSECOOPERS AUDITORES, S.L.

Original in Spanish signed by
Margarita de Rosselló Carril

March 29th, 2021