Sustainability Report 2022





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Letter from the Chairman

I'm excited to present the 2022 Werfen Sustainability Report, where you can read about our worldwide Environmental Social Governance (ESG) actions and initiatives in 2022.

Each year, our teams demonstrate a firm commitment to sustainability, and I'm proud to say that this is our most extensive report yet. Since we became a signatory member of the UN Global Compact in 2020, our array of actions—and their impact—has grown year on year, and we now have more than 100 initiatives to tell you about.

The UN's principles and Sustainable Development Goals (SDGs) are perfectly aligned with our values. Moreover, in 2022, we officially put into words our Purpose to contribute to the advancement of patient care around the world through innovative specialized diagnostics. Our Purpose defines why we exist, the needs we strive to meet, and impacts directly in SDG 3, Good health and well-being.

Our environmental projects continue to gain traction and are particularly focused on minimizing the impact of our ${\rm CO_2}$ emissions, with a 3-year plan, a new company car policy, and four important UN-certified projects of carbon offsetting. Additionally, we continue to exceed our annual goal with over 92 percent of our total annual consumption of electrical power coming from clean energy sources.

On the social side, we contributed to numerous local initiatives that positively impacted our communities. It's worth highlighting our global corporate campaign *Together we can help in the Ukrainian Humanitarian Crisis*, which raised a total of €80,604 to help those affected by this conflict.

I would like to end this letter by expressing my sincere appreciation to all our employees and partners who contributed to us meeting all our sustainability goals in 2022. Thanks to each individual effort, we were able to make a difference.

Sincerely,

Marc Rubiralta

Chairman

An overview of Werfen

Werfen is a specialized diagnostics company committed to providing innovative diagnostic solutions for hospitals and commercial laboratories for the improvement of patient care. Our business lines are Hemostasis, Acute Care Diagnostics, Autoimmunity and Original Equipment Manufacturing (OEM). We also work in the Medical Devices field.

Werfen is a private, family-owned, innovative company founded in 1966 in Barcelona, Spain.

We offer professional opportunities to thousands of people from all corners of the world. This diverse group of talented individuals, our people, are our most valued asset and the key to our success. Through prudent management, we generate the financial resources needed to invest in them for their future.

At Werfen, in everything we do, we use our passion and long-term vision to develop meaningful innovations that truly enhance patient care and help create healthier societies worldwide.



Total Sales

2022 **€1.84** billion

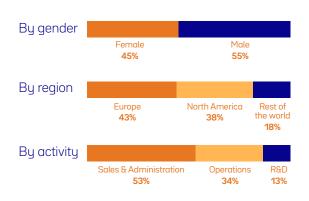
Investment in R&D

2022 **€134** million

7 21% increase

People working at Werfen

²⁰²² **5,912** employees



NOTE: Percentages may not add up due to rounding.

- Company Headquarters
- Technology Centers
- Medical Device Companies
- Affiliates



Werfen around the world

Company Headquarters

Barcelona, Spain

Technology Centers

Hemostasis & Acute Care Diagnostics Bedford, MA, USA

Autoimmunity San Diego, CA, USA

Original Equipment Manufacturing Barcelona, Spain

Whole Blood Hemostasis San Diego, CA, USA

Hemostasis & Blood Gas Reagents Orangeburg, NY, USA

Patient Blood Management Munich, Germany

Medical Device Companies

Izasa Medical Izasa Scientific Leventon MC Medical Nicolai

Affiliates

Australia Lithuania Austria Mexico Belgium Netherlands Poland Brazil China Portugal Russia Colombia Czech Republic South Korea France Spain Thailand Germany UAE Hungary India UK Indonesia Uruquay USA Italu Japan

Our approach to Sustainability

We have an obligation to our employees, our customers, our partners, our communities and the environment to drive our business sustainably.

How do we understand sustainability?

Sustainability is operating our business while satisfying the needs of our employees, partners and customers, now and in the future, without compromising the needs of our planet and future generations, and remaining profitable.

The 3 Ps of sustainability

We are focused on three areas, all equally important and interconnected:



Social equality

Our commitment to human rights, security, equality, inclusion and diversity in all respects.



Environmental protection

Our impact on the environment including CO₂ emissions, waste management or biodiversity.



Economic development

Our economic growth and our efficiency using resources like energy or materials.

Our sustainability principles

- We believe in the importance of sustainability for **people** (socially), our **planet** (environmentally) and our **prosperity** (economically).
- Understand our Senior Leaders are responsible for enabling employees to contribute to our sustainability objectives and to implement our corporate policy.
- Specifically, we support the **Ten Principles of the UN Global Compact** on human rights, labor, environment and anti-corruption. We intend to implement these principles.
- We are committed to making the **UN Global Compact** and its principles part of our values, strategy, culture and day-to-day operations of our company, and to engage in collaborative projects which advance the broader development goals of the UN, particularly the SDGs.
- We make a clear statement of this commitment in our annual sustainability report to stakeholders and the general public.



The UN Global Compact

In 2020, Werfen officially became a signatory member of the UN Global Compact.

The UN Global Compact calls for companies to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and take actions that advance and deliver its Sustainable Development Goals (SDGs).

As a leader in our industry, we responded to this call. Werfen supports the UN Global Compact as an integral part of our company values in favor of world development and as a differentiator for our customers, employees and partners.

The UN SDGs establish a framework for building a more inclusive and sustainable world, while also providing Werfen with the opportunity to deepen our collaboration with our stakeholders.

We are uniquely positioned to achieve the SDGs by:

- Proactively managing our internal operations and supply chain;
- · Launching (ESG) programs;
- · Practicing diversity and inclusion;
- Offering products, solutions, systems and services to our customers.

Ten Principles of the UN Global Compact

We adhere to the Ten Principles of the UN Global Compact and commit to implementing them and making them part of our strategic vision, organizational culture and day-to-day operations.

Human Rights

Principle 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2:

Make sure that they are not complicit in human rights abuses.

Labor

Principle 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4:

The elimination of all forms of forced and compulsory labor.

Principle 5:

The effective abolition of child labor.

Principle 6:

The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7:

Businesses should support a precautionary approach to environmental challenges.

Principle 8:

Undertake initiatives to promote greater environmental responsibility.

Principle 9:

Encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

Principle 10:

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

Prioritizing the Sustainable Development Goals (SDGs)

All 17 UN SDGs are important to us, and we prioritize them in line with the expectations of our stakeholders.

To identify our stakeholders, their expectations and needs, we perform an annual Materiality Assessment which you can find on page 12 to 15.

Below are the 16 SDGs we worked towards in 2022.



ESG Materiality Assessment

In 2022 we reaffirmed our Environmental Social Governance (ESG) Materiality Assessment, a formal exercise aimed at better understanding our stakeholders' needs and priorities to ensure an effective sustainability action plan and program.

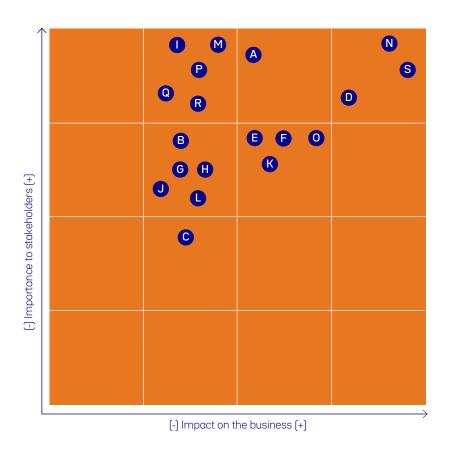
1. We identified our internal and external stakeholders and their needs and expectations in relation to sustainability:

Stakeholder	Internal	External	Communications	Needs/Requirements	Expectations
Shareholders	V		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Sustainability.	Long-term sustainability.
Governance Bodies	V		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Sustainability.	Long-term sustainability.
Financial Community		~	Meetings, online meetings, email and website.	Sustainability.	Long-term sustainability.
Personnel	V		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.
Customers		<u> </u>	Email, meetings, e-business, online meetings, congresses, social media, telephone, website.	Safe, efficient, valuable and sustainable product/service.	Short- and long- term commitment to improvement initiatives.
Distribution Partners and Suppliers		▽	Email, meetings, online meetings, social media, telephone, website.	Sustainability and profitability.	Long-term partnership.
Regulatory Bodies		Y	Email, meetings, online meetings, inspections, telephone, formal documentation , online portals, website.	Regulatory compliance.	Regulatory compliance.
Health Competent Authorities		▽	Email, meetings, online meetings, inspections, website.	Regulatory compliance.	Regulatory compliance.
Notified/Certification Bodies		V	Audits, email, meetings, online meetings, telephone, website.	Regulatory compliance.	Long-term partnership.
National/International Associations		V	Email, meetings, online meetings, telephone, website.	Membership.	Long-term partnership.
Communities where we operate		~	Website, social media.	Positive social impact.	Long-term sustainability
Patients		<u> </u>	Website, social media.	Safe product.	Safe product.
Planet		▽	Environmental interaction.	Neutral or positive environmental impact.	Long-term sustainability.
Employment Candidates		✓	Website, interviews, social media, email, telephone, job fairs.	Safety, training, fair salary and conditions.	Promotion, stability, sustainability.

2. We also assessed our sustainability materiality in relation to its importance to our stakeholders versus its impact on the business:

Code	Materiality	Main ESG group	Main SDG
Α	CO ₂ footprint	Е	13
В	Affordable and Clean Energy	Е	7
С	Water management	Е	12
D	Environmental compliance of our products/services	Е	12
Е	Circular economy	Е	12
F	Waste management	Е	12
G	Gender Equality	S	5
Н	Diversity	S	10
I	Safety and Health at work	S	8
J	Human Rights	S	1-5

Code	Materiality	Main ESG group	Main SDG
К	Ethics and Compliance	S	16
L	Quality Education	S	4
М	Good health and well-being	S	3
N	Industry, innovation	G	9
0	Responsible consumption and production	Е	12
Р	Decent work and economic grow	th S	8
Q	Zero Hunger	S	2
R	No Poverty	S	1
S	Safety compliance of our products/services	G	12



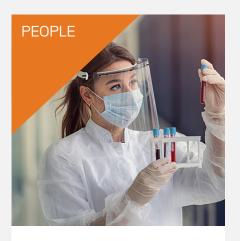
Reverse Materiality Assessment

In 2022 we also performed a Reverse Materiality Assessment, a new annual exercise aimed at better understanding our direct impact on the environment and society, to ensure an effective sustainability action plan and program.

3. We identified our reverse internal and external stakeholders:

Stakeholder	Internal	External	Communications	Impact
Shareholders	V		Meetings, email, intranet, governance, online meetings, Teams, telephone.	Healthcare, GDP contribution, employment.
Governance Bodies	V		Meetings, email, intranet, governance, formal documentation, online portals, online meetings, telephone.	Healthcare, GDP contribution, employment.
Financial Community		V	Meetings, online meetings, email and website.	Prosperity.
Personnel	V		Meetings, SAP, email, intranet, Teams, online meetings, telephone.	Work stability, development, training, fair wage.
Customers		V	Email, meetings, e-business, online meetings, congresses, social media, telephone, website.	Healthcare.
Distribution Partners and Suppliers		V	Email, meetings, online meetings, social media, telephone, website.	Employment, profits.
Regulatory Bodies		▽	Email, meetings, online meetings, inspections, telephone, formal documentation , online portals, website.	Contribution to improve regulations.
Competent Authorities		V	Email, meetings, online meetings, inspections, website.	Contribution to improve regulations, GDP contribution, taxes.
Communities where we operate		V	Website, social media.	Healthcare.
Patients		V	Website, social media.	Healthcare.
Planet		V	Environmental interaction.	Energy consumption, emissions, waste, water, land use.

4. We assessed our reverse ESG Materiality, as an exercise of transparency:







PEOPLE Social equality

Our commitment to human rights, security, equality, inclusion and diversity in all respects.

Impact on Healthcare

85,776 active instruments base

Work stability

5,786

full-time employees

Employee development favorability

66%

Employee training

794,722

hours of the total turnover

Fair wage

26.8%

of the total turnover

PLANET

Environmental protection

Our impact on the environment including CO_2 emissions, waste management or biodiversity.

Energy consumption

48,060,718

Kwr

Emissions

53,531

Tons CO₂ (estimated)

Waste

2,380

Tons

Water

122,954

 m^3

Land use

315,000

m² (estimated)

PROSPERITY

Economic development

Our economic growth and our efficiency using resources like energy or materials.

GDP contribution

1,840€

million in sales

Employment

5.786

full time employees

Taxes

103€

million (profit tax)



Environmental

Our environmental projects continue apace, with a particular focus on minimizing the global impact of our CO₂ emissions.

Besides moving to more sustainable company cars, and as part of our 3-year plan to reduce our CO_2 emissions, in 2022 we worked to offset the equivalent of 21 percent of our total car emissions by contributing to four different certified projects within the UN Carbon offset platforms.

These projects, which you can read about in more detail, were located in Mongolia, Malawi, Ghana and Sri Lanka, and also have a social impact.

Additionally, of our total annual, worldwide consumption of electrical power, 92.45 percent came from clean energy sources, exceeding our annual goal of 71 percent, and representing a notable increase from the previous year.

Social

In 2022 we continued to implement numerous social actions around the world, organized by our local sites and affiliates and built on employee contributions.

These funds were multiplied by the company and donated to organizations working locally to alleviate poverty and hunger and give comfort to those in need.

Together we can help in the Ukrainian Humanitarian Crisis

2022 saw the beginning of the conflict in Ukraine, which caused the displacement of 15.7 million Ukrainians and a large humanitarian crisis in Europe.

To help those affected by this conflict, we launched this <u>global fundraising</u> <u>campaign</u>, which was implemented locally by our teams around the world and raised a total of €80,604.

Governance

Company cars are the third source of Werfen's CO₂ emissions, after product transport and electricity.

This year we developed policies and actions to continue to reduce the emissions in our company car fleet, the transportation of goods and our packaging material.

We launched our first official <u>Sustainable Company Cars Policy</u>, to establish guidelines and common practices among all sites, for all cars.

We worked on the implementation of ISO 14001, which relates to environmental quality systems, in all our manufacturing sites where this standard wasn't already certified.

We also introduced for the first time our <u>Reverse ESG Materiality</u> <u>Assessment</u>, to better understand our direct impact on the environment and society, and therefore ensure a more efficient ESG program and plan.

Total % of electrical power from Clean Energy

2020	41%
2021	80%
2022	92%

Total contributions made to foundations and non-profit organizations

2019	€5.9	million
2020	€11.7	million
2021	€8.88	million
2022	€9.3	million

Our ESG actions around the world



Countries where we made a difference in 2022

Australia	Germany
Brazil	Ghana
Burkina Faso	Haiti
China	India
Colombia	Italy
France	Japan

Lithuania Malawi Mongolia Netherlands Portugal South Korea Spain Sri Lanka United Kingdom United States Uruguay



"This report is a testament to our unwavering commitment to sustainability, our people and our planet. Thank you to everyone who made it a reality."

Marc Bellosta
Vice President, Sustainability

In 2022 we ramped up our environmental efforts, focusing on minimizing the impact of our CO₂ emissions; while continuing to implement numerous social actions around the world.

With each of the UN SDGs in mind, we set specific objectives for 2022 and planned actions to meet them.

What follows is a detailed report on our achievements for each of our objectives, with a deep dive into all our ESG initiatives around the world.



End poverty in all its forms everywhere



Donating clothing and blankets - Japan

In November, colleagues in Japan collected, packed, and sent four large cardboard boxes filled with 84 kilograms of second-hand and unused clothing and blankets to NGO Japan Relief Clothing Center (JRCC).

Since 1982, JRCC has donated 22,239 tons of clothing and blankets to 90 countries, supporting thousands of vulnerable people in situations of poverty, conflict, social minority, and natural disasters, as well as refugees and internally displaced people. They rely on the goodwill of Japanese donors and distribution partners to ensure the items reach their destination safely and securely.

Items were shipped overseas to countries in need, such as Algeria, Mauritania and Uganda. Items also went to refugees from Ukraine in Poland, upon request from the *UN High Commissioner for Refugees* and the *Red Cross*.



Baby drives – United States

San Diego

Our Whole Blood Hemostasis team in San Diego, CA participated in a drive to collect baby items for *Support the Enlisted Projects*, a local military organization which provides services to active and retired military personnel.

The campaign ran throughout March. Werfen purchased some items and employees were encouraged to purchase and donate others such as diapers, shampoo, diaper rash cream or clothing.



Bedford

Our team in Bedford, MA partnered with a local social services agency, *La Collaborativa*, and organized a baby supply drive in July to collect items such as diapers, wipes and baby formula.

Based in Chelsea, MA *La Collaborativa* provides social and family services to the Latinx community in the Boston-area.







Colleagues in Japan, packing up clothes for the Japan Relief Clothing Center.



Baby items purchased by Werfen and donated by employees for the Support the Enlisted Projects organization.

End poverty in all its forms everywhere

Supporting people without a home

Spain

In December, a group of employees from our headquarters in Barcelona volunteered at a local organization called Assis, that works to offer help and support to people without a home, offering them a place to eat, shower and socialize.

The group prepared and gave out breakfast during the morning, and later on, packed backpacks as holiday gifts. These packs contained items of basic hygiene and warm clothes for the winter.



© Company contribution: €2,100

United Kingdom

Each December, the UK team holds a raffle for employees to win a Christmas hamper. The funds raised from the raffle are donated to a charity chosen by the winner.

In 2022, the chosen charity was Street Paws, supporting homeless people and their animals. For many, their animal is the only relationship they have and they care deeply about the health and welfare of their pets. Street Paws provides accessible vet care, alongside emergency access to the NHS, the social security healthcare system.



P Employee contribution: €220

Pane Quotidiano Milan - Italy

Pane Quotidiano was founded in Milan in 1898 as a non-religious, non-political, non-partisan and non-profit organization, whose primary objective is to distribute free food packages and comfort goods to communities in need along with those who drop in to its premises.

In 2022, the EEMEA team collected goods such as food, clothes and personal hygiene products for Pane Quotidiano every month.



Employees from Barcelona volunteering with Assis.

Tous for Tots - United States

Every holiday season, Autoimmunity employees donate toys to the local Toys For Tots in San Diego, CA. The US Marine Corps has sponsored this program since 1947, collecting over 627 million tous for some 280 millions children.

This important and fun event is one of the team's oldest traditions. After collecting the toys, employee volunteers bring the toys to the Marine Corps donation center. They are then delivered to children in need to share the joy of Christmas and send a message of hope to those less fortunate.

Since the Autoimmunity Technology Center is located just north of the Miramar Marine Corps Air Station, one of two Marine Corps bases in San Diego, this activity is especially meaningful.



Autoimmunity employees Edwin Contreras, Danya Ramos, Olivia Moore and Melody Whiteman arrive at the Toys for Tots donation center.

End poverty in all its forms everywhere



Thanksgiving drive – United States

In the spirit of Thanksgiving, the Whole Blood Hemostasis team in San Diego, CA held a year-end drive to help local families in need of supplies.

We joined forces with the local branch of *Ronald McDonald House* (RMDH). At the end of the year, the organization provides assistance for those in need in the form of baby supplies and household items.

Although RMDH will accept all types of donations for its drives, our team continued to collect baby items thanks, in large part, to the success of previous drives.

Page 20 Employee contribution: €1,400

Sneaker recycling – United States

The team in Orangeburg, NY collected sneakers for the sneaker recycling program run by *Sneaker Impact*.

This organization recycles gently used sneakers, which are then offered at a fraction of their value to small businesses in developing countries.

Local merchants revive and consign the donated sneakers to their communities, providing affordable footwear in places where it's not easily available. With proper footwear, children are able to attend school, and adults are able to work.



Items collected by colleagues in San Diego for the Ronald McDonald House.



Sneakers collected in Orangeburg for *Sneaker Impact's* sneaker revival program.

Coats collection - United States

We collected new and lightly used coats and donated them to vulnerable families and neighbors in Orangetown, NY.

Office material kits - Spain

A group of 39 volunteers from our OEM Technology Center assembled kits with office supplies for the *Caritas Foundation*, a Catholic foundation that serves the poor and promotes charity and justice throughout the world.





 $\label{eq:assembling} \textbf{Assembling kits with office supplies for } \textit{Caritas Foundation}.$

End poverty in all its forms everywhere

Building houses for vulnerable families – Brazil

In October, 19 colleagues from Brazil joined a team of architecture and engineering student volunteers and worked together to finalize the building of a house for Yngrid and her family of eight, in Jandira City, São Paulo.

This house provides a comfortable sanctuary for the whole family, under one roof. Yngrid takes care of her three nieces, her disabled brother, and her daughter, while also supporting her best friend and her mother.

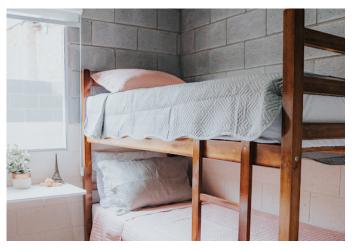
For this project, we collaborated with local NGO *Construide*, which works to make a positive impact by building social housing.

We are a recurring sponsor to this housing project which aims to improve the well-being of families in vulnerable social situations by providing them with comfortable, private homes.

Since we began supporting *Construide* in April 2022, seven houses have been built and two more are under construction. We are helping finance a total of 18 houses.

We are thrilled to see the fruits of our labor and dedication, which will undoubtedly transform the lives of families like Yngrid's, and we look forward to future partnerships with *Construide*.

© Company contribution: €11,400











Our proud Werfen construction crew celebrating its collective house-building efforts.





SDG 2. Zero hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture



Christmas solidarity - Brazil

In December, Brazil supported the *SP Invisível's Natal Invisível* project for a Christmas full of solidarity for the homeless. Employees also came together as volunteers to supply a meal, as well as affection and company during dinner.

The project, which is based in downtown São Paulo, provided those in need with a nutritious dinner, a shower, a haircut, a T-shirt, and shows and activities such as Bingo.

Mobile dinners were also served in downtown São Paulo between December 20 and 23. It was much more than just a plate of food, the project put smiles on the faces of everyone involved.

🖨 Company contribution: €1,800

P Employee contribution: €735.30



Brazil employees participating in the dinner delivery; Mayara Freitas, Livia Pereira, Maria Luiza Santos and Geovanna Brito.

Hunger's 5K Heroes – United States

More than 40 million Americans don't have the resources to acquire nutritious, safe food regularly, and food banks are always in need of non-perishable food items.

In May, we donated €500 to *Hunger's 5K Heroes* walk/run. All the proceeds were donated to local food pantries in Orangetown, NY.

© Company contribution: €500

Juntos podemos campaign – Spain and Portugal

During the months of November and December, Werfen ran a special campaign where employees in Spain and Portugal could choose to donate €10 or €20 from their paychecks each month to the food bank *Banco de Alimentos* or the Spanish Red Cross. Donated amounts were then tripled by the company.

© Company contribution: €31,080 © Employee contribution: €10,360

Food drive - United States

The Autoimmunity team holds a food drive each holiday season to support the San Diego Food Bank. Every month, the food bank provides emergency food to 400,000 children and families, active duty military and fixed income seniors living in poverty.

In 2022, employees donated almost 900 pounds of food, providing almost 750 meals to those in need.

To add some fun, we held a contest with a small reward and big bragging rights to the teams that donated the most.



Loading the donated food on the truck.



Ensure healthy lives and promote well-being for all at all ages



The Earth Saviours Foundation - India

The Earth Saviours Foundation (TESF) is an NGO in India dedicated to serving the underprivileged, as well as providing a safe haven for mistreated animals and making every possible effort to protect the environment.

The team in India visited the organization various times in 2022. In a meeting with the son of the founder, we learned more about their purpose, challenges and motivations.

This organization provides support to more than 800 homeless people, referred to as *orphans* because they have been rejected and abandoned by their families. Many have mental and physical disabilities. We were able to meet some of them during a Holi dinner sponsored by us.

We also cooperate with TESF by donating solar heaters for hot water and we are helping to build a new shelter.





To encourage our people in Spain to follow a healthy and vitamin-rich diet, we provided employees around the country with fresh fruit every morning.

© Company contribution: €26,378.78





Visiting TESF in India.

First Aid training – Spain

On April 28, to celebrate World Safety and Health at Work Day, OEM organized an activity for colleagues to learn how to provide first aid. The purpose of the day was to promote the prevention of occupational accidents and diseases globally.

© Company contribution: €1,500



First aid training at OEM.

Ensure healthy lives and promote well-being for all at all ages

No Finish Line Paris - France

France's work council was in charge of the financial contributions for the *No Finish Line Paris* event, in which 36 colleagues participated. For every kilometer they completed between June 15 and 19, Werfen donated €1 to two associations: the *SAMU Social de Paris* and *La Chaîne de l'Espoir*, in aid of underprivileged children.

Each registered employee downloaded an app to keep track of all the kilometers walked or ran. Challenges such as quizzes or missions were also sent out through the app to increase motivation. In five days, the group completed 669 km and raised €743.





No Finish Line flyer.

An apple for life - Spain

To help curb the impact of multiple sclerosis, the team in Spain ran a campaign called *An Apple for Life* in Barcelona, Madrid, and our OEM Technology Center.

We purchased one apple for each employee.

In addition to promoting a healthy lifestyle among employees, the money used to buy these apples was donated entirely to Fundació Esclerosis Múltiple (FEM).



The Solidarity Traveler - Brazil

The Viajante Solidário project was created by the team in Brazil, which joined forces with the NGO Argilando. Since 2004, this organization has been finding volunteers in companies in the Tertiary Sector, to manage social projects for various causes. By bringing together volunteers, institutions, companies and government agencies around common interests, the goal is to transform social demands into opportunities for solidarity.

In 2022, the *Viajante Solidário* project focused on a program called *Mini Gentilezas*. This program collects miniature personal care products, like those available in planes or hotels, and offers them to NGOs that support homeless people. This program wants to help those who are helping others.

Colleagues travelling or staying in hotels were encouraged to collect unused hygiene kits. The team then sent them to *Mini Gentilezas* at the end of every month.



Internal communications for Viajante Solidário.

Ensure healthy lives and promote well-being for all at all ages



Iberian Path Race - Spain

Employees from our OEM Technology Center took part in the *Cursa del camí dels Íbers*, a 12, 30 or 30 kilometer mountain trail race in Catalonia, Spain. The trail follows the *Camí dels Íbers* (Iberian Path), which winds through iconic villages and was travelled by the ancient Iberians 2,000 years ago.

The race raised €8,900 and the proceeds were donated to the *Biomedical Research Institute of Barcelona* for Metastasis research.

© Company contribution: €200



Joining in the Iberian Path Race to support those in need

Pregnancy seat belts - Spain

In July, the Health and Safety department at our OEM Technology Center launched an initiative to deliver special seat belts for pregnant employees.

These special seat belts do not reduce the safety performance of a usual 3-point belt. They help to position the lap belt so that it always stays in the correct position, while supporting the woman's belly.

© Company contribution: €350



Special set belt delivered to pregnant employees at our OEM Technology Center

Bambini Cardiopatici nel Mondo ONLUS – Italy

Bambini Cardiopatici nel Mondo is an Italian association that works to reduce mortality in children affected by congenital heart disease by providing high quality treatments and heart surgeries all over the world, especially in poor and developing countries.

Congenital cardiac deformities are the leading cause of death among children. More than 6 million children suffer from heart disease worldwide, and 80% of newborns affected by one of these deformities typically do not survive. This organization is working to improve those odds.

In December 2022, Italy and EEMEA donated €15,000 to the association.

© Company contribution: €15,000



The Bambini Cardiopatici nel Mondo team, in Kurdinstan.

Ensure healthy lives and promote well-being for all at all ages

Strava Challenge – United Kingdom

Another year, another Strava Challenge. Our employees in the UK decided to participate in this challenge again in 2022. Every year we donate £1,000 to the charity selected by the team that completes more miles either running, walking, cycling or swimming.

This year's winning team chose to donate the prize to the British Heart Foundation, to fund scientific research on heart conditions and education for adults and children on basic life-saving skills.

© Company contribution: €1,140

Movember – Australia



Movember is an annual charity event involving growing moustaches during the month of November to raise awareness of men's health issues such as prostate cancer, testicular cancer, and men's suicide.

For the last three years, our employees in Australia have put together a team called the Werfen Moustacheneers. In 2022, we raised AUS\$ 1,090 among employees, which was matched by Werfen for a total of AUS\$ 2,180.

© Company contribution: €700 P Employee contribution: €700

Donating GEM® Premier™ 3500 to St. Damien Hospital - Haiti

In early 2022, we donated a GEM Premier pack—consisting of two GEM Premier 3500 analyzers, cartridges, and training—to St. Damien pediatric hospital in Haiti, to improve the quality of its blood gas analysis and diagnosis.

St. Damien is the only pediatric hospital and healthcare center in Haiti specializing in the treatment of children's respiratory diseases.

Since 2019, we have been partnering with the hospital through Nuestros Pequeños Hermanos, an international organization committed to transforming the lives of vulnerable children through quality education, health, and food programs.

St. Damien was already using a GEM Premier 3000 in the neonatal ward. With our donation, the hospital now has three analyzers, which drastically improves its diagnostic capacity. We also donated the reagent packs needed to run these instruments and covered the cost of training the staff.

By March, the two new GEM Premier 3500 were already in use and providing results. We are delighted to assist in bringing speedy, reliable diagnostics to vulnerable children, leading to better treatment plans.

© Company contribution: €65,866





Training the St. Damien Hospital staff to use their new GEM Premier 3500.

Ensure healthy lives and promote well-being for all at all ages



Fundraising for breast cancer – United States

We ran a fundraiser for the Breast Cancer Center at Montefiore Nyack Hospital to ensure that those who are underinsured, uninsured, and medically underserved receive the screening service they need on an annual basis.

The team at our technology center for Blood Gas Reagents in Orangeburg, NY raised US\$8,432 for the *Rides and Strides* project, to support patients with breast cancer at the Montefiore Hospital.





Supporting Rides and Strides at Montefiore Hospital.

La Marató de TV3 - Spain

Every year, the TV network TV3 in Catalonia, Spain, collaborates with organizations across the region to raise funds for a specific cause in a campaign called *La Marató*. The 2022 edition took place on December 18 and was focused on raising awareness about cardiovascular diseases

Werfen participated in this campaign by organizing an information session at our our headquarters in Barcelona on the identification and treatment of cardiovascular diseases, and offered employees at headquarters and the OEM Technology Center the option of buying hot chocolate for €5. All proceeds were donated to *La Marató*.

© Company contribution: €300 © Employee contribution: €1,495



Charitable hot chocolate at Barcelona headquarters.

Magic show for the elderly - Spain

In December, a group of volunteers from around Spain spent a day bringing a bit of magic into the lives of the residents at a home for the elderly.

Volunteers teamed up with a local magician to learn tricks and entertain the residents during a magic show.

© Company contribution: €1,400



Performing a magic show for the elderly.

Ensure healthy lives and promote well-being for all at all ages

Superhero kits for hospitals - Spain

In collaboration with Barcelona's Pequeño Deseo Foundation, a group of volunteers from around Spain spent a December morning assembling superhero kits for chronically ill children who had to spend the holidays in the hospital. The kits consisted of a cape, an eye mask, two bracelets, a bed sign, a door sign, and a drip cover. They were designed to encourage the children to face their illness with strength, endurance and positivity, just like a superhero.

The nurses delivered the kits to the hospitals, along with a short video from the volunteers wishing the children well.

© Company contribution: €2,200

Contributing to accessible healthcare for all - Italy

In December, we donated €10,000 to Emergency, a nonprofit organization that provides free healthcare support to the victims of war and poverty.

Employees in Italy joined efforts by donating €1,620 to I Bambini Dharma, a non-profit organization that works to guarantee care for children at the ASTT Spedali Civili children's hospital in Brescia and the Poliambulanza Foundation of the Hospital Insitute of Brescia.

© Company contribution: €10,000

Page 20 Employee contribution: €1,620





Assembling superhero kits for children in hospital.

Recycling to support children - Germany and Austria

Colleagues, partners and customers in Germany and Austria collaborated to recycle plastic bottles in support of children with life-threatening diseases.

We collected plastic bottles at trade fairs, congresses and workshops. The money received from recycling was the doubled by Werfen to a total €500 and donated to Herzenswünsche e.V., a German association that fulfils the long-awaited wishes of ill children.

Company contribution: €500



Collecting plastic bottles in Germany and Austria.

Ensure healthy lives and promote well-being for all at all ages



Blood drives

Orangeburg

In April we supported Orangeburg's Blood Drive, which helps millions of Americans each year who require blood transfusions during surgery, after an accident or because of a disease.

There are many ways to donate life-saving blood products, including whole blood, platelet, plasma, and automated red cell donation.

San Diego

Every quarter, the Autoimmunity Events team hosts a mobile blood donation drive for the San Diego Blood Bank, which provides blood products to hospitals throughout Southern California.

They are the primary blood provider to the largest children's hospital in San Diego and each year more than 150,000 units of donated blood are transfused into patients of all ages, socio-economic and ethnic backgrounds.

Four times a year, the Blood Bank brings its mobile blood donation bus to our campus making it convenient for employees to donate.

In 2022, almost 100 Autoimmunity employees donated over 70 units of blood, helping local hospitals save over 200 lives.

© Company contribution: €100

Italy

We collaborated with AVIS, a non-profit organization that works to guarantee adequate blood supplies to all patients in need, through the promotion of blood donation and the call for donors.

We set up a donation spot for our employees in Italy in November, and collected enough blood for 21 patients in need.

Elf Day - United Kingdom

Our UK team celebrated *Elf Day* in December 2022, by dressing up as elves and wearing Christmas Jumpers.

Each employee paid a fee for the privilege of dressing up; and we also raised money from baking cakes and holding a bake sale.

All raised funds were donated to the *Alzheimer's Society*, to support this charity in their quest to challenge and change the issues and lives of those families affected by dementia.

© Company contribution: €280

Employee contribution: €280



Elf Day in the UK.



Danya Ramos, Autoimmunity's Program Coordinator, accepts her One Gallon Donation Recognition pin.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Specialized Diagnostics forums - China

Werfen Academy Hemostasis Forum

The 2022 Werfen Academy Hemostasis Forum held in June and December respectively was a major success.

On June 30, chaired by Professor Yuan Hui from Beijing Anzhen Hospital, the event saw guest speakers associating thrombosis and hemostasis with cardiovascular diseases. It attracted more than 3,600 attendees, both onsite and online. Viewership continues to increase after the event.

On December 15, the event attracted 2,434 attendees, 601 joining onsite and 1,833 online. Prof. Wang Xuefeng from the Clinical Laboratory of Ruijin Hospital, Shanghai Jiaotong University School of Medicine attended as chairman. Speakers shared the importance of lupus anticoagulant testing, the anti-coagulation treatment and monitoring for patients with antiphospholipid syndrome [APS].

Autoimmunity AAV Online Forum

In June, the team in China organized the AAV Online Forum, with onsite sessions at 100 hospitals across the country, attracting 1,156 attendees, including 331 customers and 825 onsite viewers.

Qin Xiaosong, head of the Clinical Laboratory of Shengjing Hospital of China Medical University, attended the event as chairman. Renowned guest speakers elaborated on the value of the combined detection of anti-MPO, PR3 and GBM antibodies and disease recurrence and progression; emphasizing the advantages of Chemiluminescent Immunoassays (CLIA).

© Company contribution: €94,000

烈欢迎中国合格评定国家认可委员会评审组专家莅临指导

Werfen Academy Hemostasis Forum.

Supporting high school robotics – United States

In March, we provided a Platinum sponsorship of €5,000 to the Tappan Zee High School Robotics STEM team, SO BOTZ. The Robotics team is a competitive team that will raise funds, design a team brand, hone teamwork skills, and build and program an industrial-sized robot for international competition.

The mission is to inspire young people to be science and technology leaders and innovators by engaging them in exciting, mentor-based programs that build the right skills and foster well-rounded life capabilities, including self-confidence, communication, leadership, professionalism and cooperation.

© Company contribution: €5,000





Sponsoring the Robotis team at Tappan Zee High School, in South Orangetown.

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

School supply drive - United States

Every year we participate in the school supply drive in Orangeburg, NY, for students who are in need of support from their community.

In 2022 we donated 36 backpacks, each filled with notebooks, folders, paper, index cards, rulers, pens, pencils, sharpeners, glue sticks, crayons, colored pencils, highlighters, washable markers, scissors, erasers and pencil cases.

The backpacks were donated to the *Center for Safety & Change*, to be distributed to students before the beginning of their school year.



STEM education is a teaching approach that combines science, technology, engineering and math, and is designed to encourage discussions and problem-solving among students, developing both practical skills and appreciation for collaboration.

San Diego

We contributed financially to two STEM education programs led by two local teachers in San Diego, CA. One for 3rd to 5th grade students at Rodriguez Elementary School, and the other for 3rd to 5th grade students at Foster Elementary School.



Bedford

Middlesex Community College is an accessible, affordable college located in Bedford, MA and Lowell, MA. We have many employees who take classes at this school and over the years we have developed a strong partnership.

In 2019, Werfen decided to fund two scholarships per year for deserving students, one of whom is studying a STEM-related field.

In 2022, the scholarships were expanded to four per year. Of the four, one is awarded to a student in a STEM-related area of study, one in Nursing and one in Medical Technology. This photo is of the 2022 award ceremony on the Bedford campus.

© Company contribution: €18,490





Nicole Martinez, Center of Satefy and Change Office Manager, and Jennifer Ramirez, Werfen representative, together with the donated backpacks assembled Werfen

College annual calendar sponsorship – United States

To support Rockland Community College (RCC) and their Athletic department, we sponsored their annual calendar for the 2022-2023 school year.

RCC fields eight intercollegiate teams which are represented on a regional and national level. While maintaining a high level of competitiveness, our support contributes to providing the students with many opportunities on and off the field.

© Company contribution: €420

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Care for Children - China

In 2021, the Care for Children activity center, funded by our employees, was completed in the Ta'er Community, Datong County in Qinghai Province. Designed to cater to the needs of left-behind children, it was the first of its kind in Qinghai Province.

In China there are more than 6.436 million left-behind children struggling with parent-child relationships, education and their psychological health that need care. A Better Tomorrow for Children project is a public welfare project, launched by the China Charity Federation to provide care for left-behind children.

During the summer holiday in 2022, volunteers carried out a wide variety of training activities in the center, to improve the children's verbal communication skills and strengthen their sense of belonging. These included arts and crafts, training sessions and quitar lessons.

In November, the second Care for Children activity center, which was once again funded by Werfen, was completed in the Yangxi Yangxi Elementary School in Suichuan, Jianqxi Province.

With an enrollment of more than 110 students including 79 left-behind children, the Yangxi Elementary School is the largest elementary school in the county. The center includes a multipurpose room where music and arts education are provided, a reading room and a psychological counseling room. Forty percent of our donation has been spent on the renovation of the activity rooms of the Center, and the rest will go towards the implementation of themed activities.

© Company contribution: €11,252

Employee contribution: €3,763

Science Escape Room - Spain

To celebrate International Science Week 2022, a group of scientists from the OEM Technology Center prepared and delivered a science-themed escape room activity for young children in Ca l'Oliveres public library.

© Company contribution: €50







The Care for Children activity center in China.

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Donating protective shoe covers to a university – Spain

Colleagues from our OEM Technology Center donated 3,500 pairs of shoe covers to the Veterinary Faculty of the Autonomous University of Barcelona (UAB).

These shoe covers keep laboratories and practice rooms clean, and contribute to a quality learning experience for Veterinary students.



Shoe covers donated to the Veterinary Faculty of UAB.

An update on the Boussé kindergarten

- Burkina Faso

We continue to support *Wend Barka*, an international non-profit organization founded in 2009 to support developing countries, promoting education and health care for minors, without religious, ethnic or other distinctions.

Last year, we collaborated to complete the building of a kindergarten and a primary school in Boussé, a town about 50 km from Burkina Faso's capital of Ouagadougou.

Now, the kindergarten is already operational, with nearly 80 children; and the school is waiting on permits and teachers provided by the local Ministry of Education. This is expected at the beginning of 2023.

The compound is managed by the Apostles of the Sacred Heart, who also manage a medical center in the same compound, also supported by Wend Barka. The school aims to provide hundreds of children with access to education, food and health support, to fight malnutrition and social exclusion.

In addition, some colleagues in Italy have personally sponsored a child, to ensure they receive education and food.



Children at class in the fully-operational kindergarten we sponsored in Burkina Faso.







SDG 5. Gender equality

Achieve gender equality and empower all women and girls



We promote non-discrimination of our employees for reason of gender, as well as equal opportunities.

Werfen shares formal values that foster equality, respect and counter discrimination. We have various formal action protocols to protect employees in the event of any kind of harassment. In this respect, the Werfen Code of Ethics describes the standards all of our employees are expected to meet, at all times.

In 2022, we continued implementing actions regarding equality between women and men, to comply with local laws and to facilitate universal accessibility.

Our percentage of female employees in 2022 is 45 percent.

Female employees in 2022

45%

2018	2,256	į
2019	2,349	i
2020	2,474	į.
2021	2,538	İ
2022	2.659	i

GenerateHope – United States

GenerateHope is an organization in San Diego, CA that supports women who are victims of sex trafficking.

Since recovery from sexual exploitation is a long-term process, GenerateHope provides shelter, therapy, education, community and individualized life skills support to work through the trauma and help these women recover.

In 2022, a group of colleagues from Whole Blood Hemostasis and Autoimmunity in San Diego attended *GenerateHope's* annual fundraiser gala, and made a donation on behalf of the company.





Whole Blood Hemostasis and Autoimmunity team members at the 2022 *GenerateHope* gala.

SDG 5. Gender equality

Achieve gender equality and empower all women and girls

Inspiring the female scientists of the future – Spain

In February, OEM participated in the fourth annual #100tífiques, an event for the *International Day of Women and Girls in Science* in collaboration with the *Fundació Catalana per a la Recerca i la Innovació* (FCRI). The event was both in person and virtual. The goal was to inspire 10 to 13-year-old girls to take up a career in the scientific and technical fields.

At this event, women who work in science and technology at companies, research centers and universities gave informative talks to 40,000 students from 427 schools in Catalonia.

Thirteen of these women work in different OEM departments. They shared ideas and helped each other prepare for their presentations. Many benefited from the experience of members who had participated the previous year.

Some of the participating schools had also done previous work with the students with science-related activities or informative sessions.

Our OEM participants highlighted a positive, engaged and participative atmosphere at their talks, which were very well-received by the students.

© Company contribution: €6,000





Celebrating the day for girls who dream of working in science and the women who have achieved it. #WomenInScience

Working with women in social exclusion – Spain

Volunteers from our headquarters in Barcelona spent a day with women at risk of social exclusion who had appointments for work interviews. They helped them prepare by working on their professionalism and building confidence so they felt ready.

© Company contribution: €1,300

SDG 5. Gender equality

Achieve gender equality and empower all women and girls



Supporting the Center for Safety and Change – United States

For over 40 years, the *Center for Safety & Change* has been providing critical services and support to women and all victims and survivors of gender-based domestic violence, sexual assault, human trafficking and other crimes, while working.

In January, our team in Orangeburg, NY showed our support to the *Center for Safety & Change* by making a donation of US\$2,500, as part of our yearly contribution to a local community or charity in Rockland County, NY.

In October, we placed an add in their gala advertising booklet, as a donation for support.

In December, the team also organized a toy drive for the organization. We raised around US\$1,500 and used it to buy toys.

The Rockland Family Shelter, part of the same organization, remains a safe haven for thousands of children and families. We are proud to support this cause.

© Company contribution: €2.560 © Employee contribution: €1,400

Committing to the Women's Empowerment Principles (WEP) - Brazil

In 2022, Brazil became a signatory of the Women's Empowerment Principles (WEPS)—a set of Principles, established by the UN Global Compact and UN Women, which provide guidance to companies on how to promote gender equality and women's empowerment in the workplace.

Our scenario in Brazil today is 57 percent women, and 43 percent men.

We also developed an internal campaign, with a video paying homage to our women employees.



Orangeburg employees dropping off toys for the families in need at the Center for Safety and Change.



Our colleague Lisa Brady, extending Werfen's donation in support of the Center for Safety and Change.



SDG 6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all



Bringing drinking water to those in need – Sri Lanka

For the last few years, EEMEA and Italy have joined forces with *Water with a Mission* (WAMI), an Italian company dedicated to making drinking water accessible to remote villages. Their mission is funded by selling bottled water. Every bottle they sell corresponds to 100 liters of drinking water delivered to people in need. The bottled water in the Milan office comes from WAMI.

During September, coinciding with a huge drought in Northern Italy, we joined their *Water equals people* campaign, by which the 10,000 liters of drinking water per person involved were delivered to a family in a country with water access difficulty.

We called September *Water Month* and 81 employees from the EEMEA department and the Roncello warehouse took part. We provided employees with a code with which they could see which family they were helping, and also tips to avoid water waste.

The total amount of water donated in September was 810,000 liters, which were delivered to Rockwood, a village in Sri Lanka.







WAMI bottled water in the Milan office.







SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all



Clean energy consumption

We are committed to increasing the use of clean energies to minimize our impact on the planet.

Our goal for 2022 was for 71 percent of our total worldwide consumption of electrical power to come from clean energy sources (e.g., solar, hydraulic or wind energy). Our total worldwide consumption of electrical power in 2022 was 48,060,718 kWh, and 92.45 percent of this was from clean energy sources, exceeding by far our goal for the year, and representing a 12 percent increase from the previous year.

2022 is yet another year in which we exceed our clean energy consumption goal, something we are very proud of. This improvement places us in a good position to achieve carbon neutrality.

Total % of electrical power from clean energy

2020	41%
2021	80%
2022	92%

Energy efficiency agreements for 2023The Netherlands

In 2022 we completed negotiations with the building owner of our office in Breda, The Netherlands, to install electric charging stations for company cars. This will reduce our costs, as well as the use of fossil fuel.

We also agreed to install approximately 120 solar panels on the roof.

Both installations should be completed in early 2023.

Bringing solar power to our site - Spain

Our medical device company, Leventon, in Sant Esteve Sesrovires, Spain, received a new solar panel installation which began operating in May.

We signed a Power Purchase Agreement with the property, which will give us access to the green energy being produced by the panels for as long as we lease the building.

Approximately 1,700 modules across the entire roof will have a peak power of 700 kW and an estimated production of 962,800 kWh per year.

The initial goal was for solar power to cover 15 percent of the total energy consumption on the site, resulting in an estimated reduction of 255 tons of $\rm CO_2$ emissions per year.

After the first 5 months of operation, we exceeded our goal, with a coverage of 20 percent of Leventon's energy needs in the summer months.



Aerial view of Leventon's manufacturing site in Can Margarit, Sant Esteve Sesrovires, with the new solar energy plant.

A greener energy supplier – Italy

We have replaced 100 percent of our energy providers for all company sites in Italy, to A2A Energia, which provides energy derived from renewable sources.

SDG 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

More solar power - United Kingdom

After introducing solar-generated energy at our building in Warrington, in spring 2021, the particularly sunny summer and mild winter of 2022 allowed the system to improve from generating 29 percent of our energy requirement in 2021, to providing 48 percent of our power for 2022. Some individual months even met up to 80 percent of our energy demands.

Thanks to this investment, we still expect to cover 35 percent of the power demands of the building with solar energy from our system.

Adding to that, the rising energy costs have reduced the time to offset the investment to just under four years.

More wind-generated electricity – Mongolia

We offset 490 tons of CO_2 by purchasing carbon credits from the Salkhit Wind Farm, the first grid-connected wind farm in Mongolia. The project, developed and operated by Clean Energy LLC, generates renewable, wind-powered electricity, and supplies it to the Mongolian central electricity system grid.

Besides their objectives to reduce overall air pollutants and GHG emissions, saving coal and water, and encouraging further implementation and private sector investment into other renewable energy sources, the project also creates local employment opportunities during the development, construction and operation phases, as well as local expertise for future projects.

The farm expects to generate 168.5 GWh of electricity per year and reduce 178,778 tons of ${\rm CO_2}$ equivalent emissions annually.







Solar panels in the UK.



Salkhit Wind Farm in Mongolia.





SDG 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Work Accident Frequency Index

The Work Accident Frequency Rate is an indicator of the state of health and safety at a work place. It provides an outline for measuring the degree to which employees are protected from work-related accidents and serves as a benchmark in the evaluation of a company's safety program.

Biomass energy conservation - Malawi

Malawi is one of the world's poorest, most vulnerable countries, suffering annual deforestation at a high rate of 2.6 percent. The vast majority of Malawians do not have access to electricity and rely on fire stoves for heating and cooking. But firewood is expensive and inhaling all the smoke is one of the major causes of premature death among children under five.

To tackle deforestation and the health issues faced by rural Malawians, the *New Hestian Project* helps distribute the fuel-efficient Chitetezo Mbaula stove—a safer, cheaper, and environmentally-friendly cookstove. Handmade with local resources like clay, fuel (in fuel-efficient kiln), and water, it retains heat for longer, generates less smoke, and requires much less firewood or even crop residue to burn.

We purchased enough carbon credits from the New Hestian Project to offset 491 tons of CO_2 , helping it provide income to over 2,000 people (mostly women in rural areas) who manufacture and promote the smoke-reducing cookstoves.





Malawian woman cooking with the fuel-efficient Chitetezo Mbaula stove.

Work Accident frequency index

(Number of occupational accidents / total worked hours) x 1 million

2020	9.67
2021	4.57
2022	4.68

Gerando Falcões - Brazil

The *Gerando Falcões* network is a social development ecosystem that operates through a network of 130 NGOs in neighborhoods and *favelas* across Brazil, where 13.6 million people currently live.

During the last few months of the year, we signed a partnership with *Gerando Falcões* and sent our employees *flip-flops* with designs by artists from these communities in Brazil.

Gerando Falcões, together with Havainas, selected four artists from different favelas in Brazil to design these flip-flops portraying their vision of what the favela and the neighborhood represent to them.

We selected the sandal designed by the artist Jamaikah, who brought a nostalgic tone to her art, referring to her childhood in a village in Rio Grande do Sul. Jamaikah painted her memory of playing outside, scraping her knee and looking up at a sky full of kites, which brought her a sense of freedom and empowerment.

Seven percent of the sales go to *Gerando Falcões*, to continue to accelerate the impact of *favela* leaders across the country. They share a dream of putting *favela* poverty in the past Its projects provide education, economic development and citizenship services to drive a systemic transformation in these communities.

© Company contribution: €108



SDG 9. Industry innovation and infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Raising the bar for R&D

We have always viewed Research & Development as essential to our growth. Innovation is at our core.

Since the very beginning, our main objective has remained unchanged—using R&D to drive even better results and to promote innovation in areas of specialization to benefit the society we live in.

The R&D departments at all the technology centers are important in the life cycle of our products. We have nine state-of-the-art R&D sites, from Europe to America, that help us maintain our vigorous commitment to progress and advancement around the world.

Thanks to our continuous investment in R&D and dedicated specialized teams, we have been at the forefront of decades of landmark discoveries, including the first direct-reading pH/blood gas analyzer and the invention of CO-oximetry, the first fully automated coagulation system, as well as more than 50 biomarkers in the autoimmunity market.

Approximately 13 percent of our employees are engaged full-time in R&D and every year we invest more in this critical area.

In 2022 we invested €134 million in R&D, a 21 percent increase over the previous year.







Colleagues working in Research & Development.

Annual investment in R&D

2019	103	€ million
2020	106	€ million
2021	111	€ million
2022	134	€ million



Reduce inequality within and among countries



Werfen's approach to inequality

We promote non-discrimination by reason of birth, race, gender, sexual orientation, religion, opinion or any other circumstance, personal or social condition of our employees. We also promote equal opportunities, paying special attention to diversity, and the inclusion of people with disabilities.

We have in-house processes which encourage all employees to apply for internal vacancies regardless of gender.

These processes foster diversity and the transfer of talent among our companies. We have shared formal values that promote respect and counter discrimination. There are also various formal action protocols that protect employees in the event of any kind of harassment. Werfen's Code of

Ethics describes the standards all employees are expected to meet.

In the framework of our commitments in the area of diversity, our goal is to remove physical barriers to facilitate effective integration of employees with disabilities.

In 2022, the average number of Werfen employees worldwide with some form of disability was 36 (31, in 2021).

Since 2016, Werfen has had an Ethics Channel in place as an additional mechanism of risk control. This method of direct, confidential communication is available for all employees to enquire about matters of compliance or report possible breaches of our Code of Ethics or the internal policies.

Coaching project Fundació Exit - Spain

In February, nine volunteers joined the *Fundación Exit* in a coaching project to reduce school dropout rates in Spain.

The main objective was to improve the personal development of young students who face social exclusion, helping them find their vocation, promoting networking, teamwork and job placement discovery.

Each volunteer, coached a teenager for 16 hours over the course of two months, sharing their professional and personal experience. Students were helped to explore their ambitions, strengths and talents and supported in their quest to realize their dreams.

We participate in this initiative every year with 76 percent of participants from the 2020/21 school year continuing their studies.

© Company contribution: €6,000







Reduce inequality within and among countries

More diversity and inclusion - Brazil

Our colleagues in Brazil made many efforts to become more diverse and inclusive.

Diversity, Equity and Inclusion Committee and Program

The Diversity, Equity and Inclusion (DEI) project began in 2021 with the aim of promoting an inclusive and safe environment for all employees.

We have set up a DEI Committee focused on ethnicity and race, gender equity, people with disabilities and the LGBTQIA+ community.

The project started with the participation of five employees, and doubled by 2022. Ten people currently work to understand what Werfen's scenario in Brazil is by:

- Following the market trends to understand what challenges organizations are facing and promote DEI strategies
- Building an internal census to understand our people (race, gender, etc.)
- Providing lectures to raise awareness
- · Developing a DEI guide
- Providing training on racial literacy for leaders
- \cdot Offering internship programs for inclusion
- Launching the Happy Hour Project, where we discuss racism in the workplace in a safe environment

Diversity, Equity and Inclusion Guide

To raise awareness and engagement, in 2022 Brazil launched a Diversity, Equity and Inclusion Guide, which includes topics such as gender, race, the LBGTQIA+ community and disabilities. In future, chapters on religion and 50+ age will be included.

Internship programs for inclusion

We partnered with *EmpregueAfro*, an HR consulting company which specializes in ethnic-racial diversity, and we hired three interns to focus on racial issues. The DEI Committee runs monthly meetings with them, with lectures and workshops.





Internal communications for DEI in Brazil.

Reduce inequality within and among countries



More diversity and inclusion - United Kingdom

In 2022, the UK became a signatory of the Stonewall Diversity Champions Program as part of our ongoing CSR commitments to the benefit of our current and future employees wellbeing. This Diversity Champions program works with organizations to develop knowledge and awareness of LGBTQ+ inclusion, with work done internally, externally and in their communities.

The UK also obtained Level 2 Certification for Disability Equality in the workplace. Disability Confident organizations play a leading role in changing attitudes for the better. They are changing behavior and cultures in their businesses, networks and communities, who are reaping the benefits of inclusive recruitment practices.

Additionally, the UK joined the Mental Health in the Workplace Commitment Program. Developed with the knowledge and expertise of mental health charities, leading employers and trade organizations. The Mental Health at Work Commitment provides a simple framework for employers who recognize the importance of promoting staff wellbeing. This initiative is a public declaration of the high importance Werfen places on the mental health of its employees, ensuring the best possible tools and support are available to ensure positive outcomes.



Company contribution: €2,822

Pride month - United States

We set up the Diversity, Equity and Inclusion employee resource group based in Bedford, MA.

To celebrate Pride Month in June, we collaborated with our cafeteria vendor, Unidine to decorate the cafeteria and planned for Pride-themed cupcakes and treats.

The DEI employee resource group also ran events such as creating an ally chain of support, distributed Pride buttons, and hosted a social event, as well as running a Lunch & Learn on the History of Pride, and launching a campaign on LinkedIn.

São Paulo Diversity Seal Award - Brazil

Brazil obtained the São Paulo Diversity Seal Award in 2022.

The mission of the São Paulo Diversity Seal Program is to highlight companies with good inclusion and diversity practices and to effect a gradual change in company cultures towards inclusivity.

Initiatives submitted for this award need to address one or more audiences or themes listed in the following categories: Egresses or under the prison system; gender equality; race equity; childhood and adolescence; youth; LGBTQIA+; disabled person; elderly; immigrant or refugee person; person on the street; person living with HIV/AIDS; transversal programs that include more than one group; and others.

We were given an award for our initiatives in the areas of strategic diversity management, people management and business management and innovation.



Receiving the São Paulo Diversity Seal Award.



Celebrating Pride Month at the Bedford site.

Reduce inequality within and among countries

Supporting Fundació Portolà - Spain

Fundació Portolà works to support social inclusion by giving jobs to people with intellectual disabilities or mental disorders in a wide range of work activities, such as gardening, manufacturing of goods, clothing production, events, gift production, maintenance, or cleaning.

Werfen has worked with this foundation for many years.

Sant Jordi / International Book Day

To celebrate *Sant Jordi* (St George's Day) on April 23—the day on which people in Catalonia give one another roses and books—we collaborated with *Fundació Portolà*. They produced 100 percent plastic-free bookmarks, which were added to books and gifted to all our employees in Spain.



Christmas campaign

In December, a group of employees from Barcelona spent a day helping the professionals at *Fundació Portolà* in a production chain to manufacture Christmas items. These items are then sent to various companies who offer them to their employees.





Books and bookmarks produced by Fundació Portolà, gifted to employees in Spain for Sant Jordi.



Employees volunteering at Fundació Portolà.

Computer donation – Spain

Our team at OEM Technology Center donated 40 computers to two social entities in Barcelona, Spain, which work towards inclusion in education.

Fifteen units were donated to the school *Escola Fàsia*, a special-education school for students with learning difficulties.

The other 25 units were donated to the *Centre Ocupacional Bogatell*, a center for people with intellectual disabilities of all ages. Currently they are helping 58 people between the ages of 21 and 60.



The director of *Escola Fàsia* with some of the computers Werfen donated to her school.

SDG 10. Reduced inequalities Reduce inequality within and among countries



Magic Line SJD 2022 - Spain

On March 20, a group of employees from Barcelona took part in the *Magic Line SJD*, a charity walk organized by *Fundación San Juan de Dios*, which aims to achieve a fairer and more supportive world through community sport.

As the proverb says: Alone we go faster, but together we go further. The Magic Line walk aims to go as far as possible, so participation is always in teams.

Employees from our headquarters, and their families, participated as one team, walking the 8 km *Werfen Route* together around the coast and fields near Barcelona.

The total amount raised was donated to finance social and health projects related to the causes that *San Juan de Dios Foundation* works with: homelessness, mental health, disabilities, childhood and families, dependency and the elderly, migrations, international cooperation, research and teaching.

© Company contribution: €6,000

Page 2,400 Employee contribution: €2,400





Werfen employees and their families walking the Magic Line SDJ to raise funds for the San Juan de Dios Foundation.

Asian Pacific Islander day – United States

To recognize our many colleagues and employees who come from the Asian and Pacific Islands, we celebrated Asian and Pacific Islander heritage month in May at our Headquarters and Technology Center in Bedford, MA.

We coordinated a post on LinkedIn and offered treats in the cafeteria, including a large decorated cake, which was enjoyed by everyone in the facilities.

Reduce inequality within and among countries

Integrating people with disabilities – Spain

In December, volunteers from OEM and our headquarters participated in various initiatives to promote the rights and dignity of people with disabilities through education, training, job promotion, employment, sports and social integration. Here are some examples:

Sports day

Volunteers participated in a non-competitive sports day with people with disabilities, to promote sport as a healthy pastime, as well as inclusion and integration.



Cooking workshop

Another group participated in a cooking workshop where they were taught to make a recipe by people with disabilities, while chatting and getting to know each other. At the end, everyone enjoyed the meal they cooked together and shared experiences and fellowship.



Bowling

Other employees spent a fun day out bowling and conversing with people with disabilities.





Sports day.



Cooking workshop.



Bowling.





SDG 11. Sustainable cities and communities

Strengthen the means of implementation and revitalize the global partnership for sustainable development



Electric bike and scooter parking and charging stations – Spain

In 2022, a new room was installed on the ground floor of our headquarters in Barcelona to store and charge electric bikes and scooters. This room includes more than 20 lockers which are available to everyone working at our Barcelona headquarters and managed through an App.

This initiative was led by the building owner, in alignment with the promotion of clean energies for transportation within the city.



Supporting the fire department – United States

This year, the team in Orangeburg, NY donated funds to the volunteer fire department in Rockland County, NY, for their continued efforts in keeping the local community safe.





To boost the adoption of electric vehicles, we offer those members of our Australian team a car allowance in their employment package of an additional €3,300 per year (\$5K AUD), which is equivalent to the fuel card costs, if they choose an electric vehicle.







The new room for Werfen HQ employees to park and charge their electric scooters.

SDG 11. Sustainable cities and communities

Strengthen the means of implementation and revitalize the global partnership for sustainable development

Bike to work in San Diego - United States

SANDAG is a local organization in San Diego, CA that promotes sustainable commuting to work.

Every year, SANDAG hosts an annual *Bike to work* event that we take part in, as well as several learning opportunities for employees to understand the importance of commuting to work in an efficient and environmentally-friendly way.

We partnered with Dexcom, who shares a parking lot with us, and offered the space as a local pitstop for riders to take a break and grab some refreshments on their way to their next stop.









Employees taking part in the Bike to work event in San Diego.

Electric vehicles charging stations - Italy

We installed three charging stations for plug-in cars in our offices in Milan, Italy.





Electric charging stations in the Milan office.





SDG 12. Responsible consumption and production Sustainable consumption and production



More sustainable distribution processes – Spain

We implemented various actions with the aim of increasing efficiency and sustainability in our processes in our Distribution Center in Tarancón, Spain:

New inflatable dock shelters

- To avoid temperature losses in the warehouse
- To avoid extra energy consumption
- To maintain clean conditions during truck loading and unloading



Expanded polystyrene (EPS) compactor

- EPS recycling instead of banal waste
- CO₂ footprint reduction by reducing the volume of waste
- Valorization of recycled material



Transport at room temperature

- Started in September 2022
- Frozen and refrigerated materials (RUO)
- · Impacts in packaging, dry ice and transport
- Estimated CO₂ footprint reduction: 20TM CO₂/year

Refrigerated transport

- Started in October 2022 for 60 customers
- Active temperature
- Packaging: carton box instead of EPS boxes
- Important impact in CO₂ footprint and costs

Packaging in envelopes

- Carrier's envelopes instead of Werfen carton boxes
- Decrease of €7,000 carton boxes/year
- Optimization of transport costs by reducing the volume of the packaging

New inflatable dock shelter.



New EPS compactor.

Battery recycling – United States

The Technology Center in Orangeburg, NY set a battery recycling goal of 350lb. The goal was achieved in Q2 with 382lb of batteries, and a total of 495lb were recycled for the year. This was achieved through encouraging employees to bring in batteries as well as from any onsite equipment that uses batteries.

This resulted in many fewer batteries being sent to a landfill where they could break down into harmful chemicals.

SDG 12. Responsible consumption and production

Sustainable consumption and production

The new Sustainability Group – United Kingdom

Our team in the UK created a Sustainability Group to generate long- and short-term ideas for sustainable actions.

One idea was to change the milk bottles used in the offices from plastic to glass. The simple switch eliminates the use of around 1,000 single-use plastic containers per year (approximately 0.8 tons $\rm CO_2e$), compared to the life span of approximately 25 uses prior to recycling for the reusable glass containers.

Additionally, the recycling process of glass has lower carbon emissions than plastic; by opting for glass bottles, the environmental impact will continue to be reduced even further.

Waste to energy – United States

The Technology Center in Orangeburg, NY successfully completed its goal of sending 175,000 pounds of waste to a Waste-To-Energy conversion facility. The total waste sent for the year was 306,627 pounds.

This prevented a large percentage of waste from being sent to a landfill. In addition, our hazardous waste per 1,000 units produced has steadily decreased year after year.

In 2022, the average waste generated was 0.94 lb./1,000 units produced, a decrease of 0.2lb/1,000 units produced in 2021.

Going digital to reduce paper - Spain

We continued our efforts to reduce our paper consumption by digitalizing processes that were traditionally done with paper.

An example of this is the digitalization of Biobank user requests, which reduced our annual consumption by approximately 1,700 sheets of paper.

Other examples include our material transport record DRC-109, being replaced by SAP transactions; and the digitalization of our external collaborators training register, which is expected to save 800 sheets of paper each year.



Changing the plastic milk bottles to glass was one of the first actions raised from the UK Sustainability Group.

Better waste management - Uruguay

In 2021, our team in Uruguay launched the Green Project, to reduce paper consumption in the office. They analyzed the consumption in each area and designed a plan to minimize it, including a digitalization of the registration systems.

In 2022, the Green Project was expanded to also focus on improving our waste management, incorporating ecological supplies and promoting conscious consumption and waste reduction among the Uruguay team.

The goals of the project are:

- Promote conscious consumption and waste management based on the 3R cycle: Reduce-Reuse-Recycle.
- Control the consumption of fuel, oils, lubricants, electricity, water, paper and plastics.
- Evaluate which inputs can be replaced by others made from environmentally friendly or recycled materials.
- Promote conscious consumption among the team, through advice that can be applied in the offices as well as in their personal lives.
- Reduce waste generation and improve correct waste management, through tips that can be applied in the offices as well as in their personal life.

© Company contribution: €5,000





Take urgent action to combat climate change and its impacts



LED lights to reduce our energy costs

To reduce our electiricty consumption, in 2022 we replaced conventional lights with LED lights in several of our facilities:

South Korea

During the renovation of our offices in Seoul this year, we replaced all conventional mercury-laced fluorescent bulbs with LED lights. This initiative reduces our electricity consumption by 40 percent and our carbon emissions by an estimated 5.5 tons per year.



€7,500 subsidized by the landlord

The Netherlands

We installed LED lighting throughout the building in June, reducing our total energy spending by approximately 30 percent.

United States

Our manufacturing facility in San Diego, CA, converted over 400 fluorescent lamps to LED lighting in 2022, saving approximately 50,000 kWh of energy per year. The CO₂ emissions avoided in a single year from this change is equivalent to seven homes' electricity use for one year.



© Company contribution: €5,500

Italy

In Milan, we began the replacement of lighting for LED in May 2022. The project is expected to conclude in March 2023, with an estimated saving of 209,000 kWh per year.

werfen

More efficient and brighter lights in The Netherlands.



New LED lamps in the canteen and common areas in Milan.

Full replacement of all refrigeration units - United States

We completed a multi-year effort to replace ozone-depleting refrigerants in HVAC systems in our technology center in Orangeburg, NY.

Comprising more than 20 HVAC units, the site undertook a four-year project to upgrade or replace units serving the facility. In August 2022, we completed the final phase and replaced the last refrigeration unit containing freon-22.



Company contribution: €150,000



New LED lighting installed along the pathway in San Diego, CA.

Take urgent action to combat climate change and its impacts

Energy sobriety plan - France

Following the French government's request to minimize energy consumption in light of the geopolitical and environment context of 2022, we implemented an energy sobriety plan in France.

Aimed at avoiding overconsumption of energy, our specific objectives for this action plan are to better fight against waste and encourage energy savings; to better adjust, adapt and deploy energy management devices; and to better publicize and implement existing systems to support sustainable mobility.

Some examples of what we have done following this policy are: reducing the temperature setting in our premises to 19°C; recycling the air during the day; implementing

automated lights that switch off after 7pm, low-consumption LED lighting and motion detectors for faucet use; reducing printing; shutting-down analyzers during the weekends; and integrating hybrid or low CO_2 emission vehicles in our car fleet.

In addition to these initiatives, we are taking steps to build a culture of sustainable management by, for example, sharing behavior recommendations with all employees in France on how to live and work in a more sustainable way.

We will continue to do better to achieve our long-term objectives of reducing our energy consumption by 10% by 2024 and 40 percent by 2050.

Sustainable Company Car Policy

In September, we launched our first Sustainable Company Cars Policy, covering all company vehicles.

In 2021, we had a fleet of 1,640 company cars, which we know are responsible for a very significant part of our total CO_2 emissions.

The purpose of this policy is to establish general guidelines to generate common practices among all sites, for all cars [owned, leased or long-term rentals].

The policy is based on these basic principles:

- 1. To promote a global policy allowing local implementation.
- 2. To align with current market trends connected to energy transition to eliminate fossil fuel in the future.
- 3. To align with our Sustainability Principles.

The policy includes a commitment to gradually increase hybrid cars, to limit CO_2 emissions by each type of car, and to establish a 3-year plan for CO_2 emission offsetting.

The 3-year plan for CO_2 emission offsetting or carbon neutralization includes various actions in certified projects of the United Nations with both CO_2 and social impact.

In 2022, we offset an equivalent to 21 percent of our total car emissions, in four different projects which are included in this report. These took place in in Mongolia, Malawi, Ghana and Sri Lanka.

Supporting Tampinha Legal - Brazil

Tampinha Legal is the largest socio-environmental program for the plastic processing industry in Latin America. Through actions that modify mass behavior, it raises awareness of the proper destination for plastic waste and makes the circular economy happen in practice.

Each month, our team in Brazil collects plastic caps and donates them to a charity registered with the program, that then sells the material and uses the revenue to fund its own activities.

We managed to donate 1,800 caps in 2022.



Collecting plastic caps in Brazil.

Take urgent action to combat climate change and its impacts





A Ghanaian family using the CookClean cookstoves.

Clean Cook Stoves in Sub-Saharan Africa by ClimateCare Limited - Ghana

In Ghana, 13,400 people are killed and 21 million are subject to *household air pollution* every year due to traditional open fire stoves. In addition, this cooking method has a devastating effect on Ghanaian forests, which have been reduced to 25 percent of its original size.

By purchasing carbon credits to offset 490 tons of CO₂ with *ClimateCare Limited* this year, Werfen supported CookClean—a project that manufactures and promotes more efficient cookstoves and sustainable biomass cooking fuels to rural Ghanaians. Families are able to save costs, eat in a healthier environment and reduce their impact on the environment when they use the locally produced cookstoves and cooking fuels made of agricultural waste and sawdust.

In just six years, CookClean has achieved a powerful number of things:

- Disseminated over 100,000 stoves
- Impacted 400,000 people
- Reduced 720,000 tCO₂e (certified)
- Saved 680,000 tons of trees
- Helped local families save over €27 million (US \$29 million) in fuel
- Employed 36 qualified people and 200 women in the value chain



More electric vehicles - United Kingdom

Converting the company company car fleet to Battery Electric Vehicles (BEVs) is an important target action for our UK team over the coming decade as we work to reduce our carbon footprint. Conversion efforts began in the UK during 2021, yet already we have been able to introduce five electric vehicles to our fleet, including Field Sales and Field Service roles. This represents a 6 percent fleet conversion, and there are already a further seven electric vehicles on order for 2023.

In addition, the UK have taken on a demonstration electric car which has been made available to all company car drivers to test, living with the vehicle for extended periods to challenge the frequent misconceptions and fears around electric cars.

A significant stepping stone in the migration to electric vehicles, is the use of Plug-In Hybrid Electric Vehicles (PHEVs). Our teams are getting used to shorter fuel tank ranges along with the general electrification requirements and benefits. To aid in this transition, a change to company car policy was made to incentivize uptake of PHEVs.

We are pleased to report 28 PHEVs are now present within our fleet, an increase of 10 percent over 2021, with a total share of 36 percent present by the end of 2022; which doesn't include the further 13 due to arrive during 2023.

To support the 'low emission' use of these PHEVs and EVs, the UK has created an allowance for the installation of home electric charging points and transitioned to electric-compatible fuel cards that can be used at public charge points.

© Company contribution: €2,822



General Manager Richard Hames collecting his new electric vehicle -taking bets on how long it stays clean.

Take urgent action to combat climate change and its impacts

Reducing our electricity consumption – United States

From mid-September, we have lowered our electricity consumption in our facilities in San Diego, CA, by rationing and reducing the operating hours of our HVAC and manufacturing machines.

Carbon footprint analysis – United Kingdom

In 2022, our UK team undertook its third year of carbon footprint data analysis from January to December 2021. Now a routine part of monitoring for the UK, this process allows the team to understand where our emissions come from and develop local strategies to reduce them.

To get an accurate picture of their footprint, the whole UK team are involved in this reporting process. Throughout the year, each team member tracks and records their personal travel and home working data, ready to be assessed. It is a great team effort and a critical process as we work towards carbon neutrality as an organization.

© Company contribution: €3,070



Carbon footprint certification.

Adavikanda, Kuruwita Division mini hydropower project – Sri Lanka

We offset 490 tons of CO_2 by purchasing carbon credits from *Alternate Power Systems Pvt. Ltd.*—a project that generates up to 20,000 MWh clean electricity annually from a small-scale hydropower plant in Sri Lanka, directly to their national grid.

Unlike huge conventional hydropower dams which flood vast swathes of land, this run-of-river 6.5 MW mini hydropower installation has a very low environmental impact; the project helps reduce $13,500 \text{ tCO}_2\text{e}$ every year.

Located in the Kuruwita division of the Ratnapura district, in Adavikanda, the project provides the local community with many additional forms of support—from building community halls and repairing roads, to providing school equipment and computers.

© Company contribution: €3,013





Mini hydropower installation in Sri Lanka.





SDG 15. Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Cleaning up our beaches - Spain

Volunteers from Barcelona spent an interactive morning clearing out invasive vegetation in the nearby dunes of Castelldefels and replanting native species instead, while also learning about the importance of dune ecosystem conservation and how to recognize the main microplastics found in the sand that came from the sea.





A group of volunteers from our headquarters in Barcelona came together to work as farmers for a day, in the agricultural park *Delta del Llobregat*.

Working directly on the farm where various vegetables and flowers are grown, the objective of this activity was to raise awareness of the types of work these farmers do, the value that the farm brings to the community and encourage a healthy diet rich in fruits and vegetables.



Cleaning up our cities - Lithuania

Every year in the spring, employees from Lithuania participate in city cleaning actions. This year, we cleaned the city of Kaunas.

Reforestation tasks - Spain

Colleagues in Spain volunteered to carry out different tasks involved in the reforestation and protection of local forests in Barcelona and Madrid—from planting native vegetation species to fixing the protective barriers around the areas.





Cleaning up our beaches.



Farmers for a day.



Reforestation tasks.

SDG 15. Life on land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Keep Rockland beautiful - United States

To help preserve local environments, this year the team in Orangeburg, NY sponsored T-shirts and a banner for the Keep Rockland Beautiful initiative, that organizes efforts to clean, protect, and beautify Rockland's environment by educating and empowering people to share in the care and stewardship of our communities.

© Company contribution: €1,425



Planting trees - Colombia

To mitigate the $\rm CO_2$ emissions produced in 2021, which were mainly generated by local logistic operations such as storage and distribution, our team in Colombia planted 50 trees in the city of Carija, 20 kilometers from Boqotá.

A total of 26 people participated in this initiative, which included Werfen employees and their families.

This action compensated for approximately half of the 50 tons of CO₂ emissions we produced in 2021.

😑 Company contribution: €500

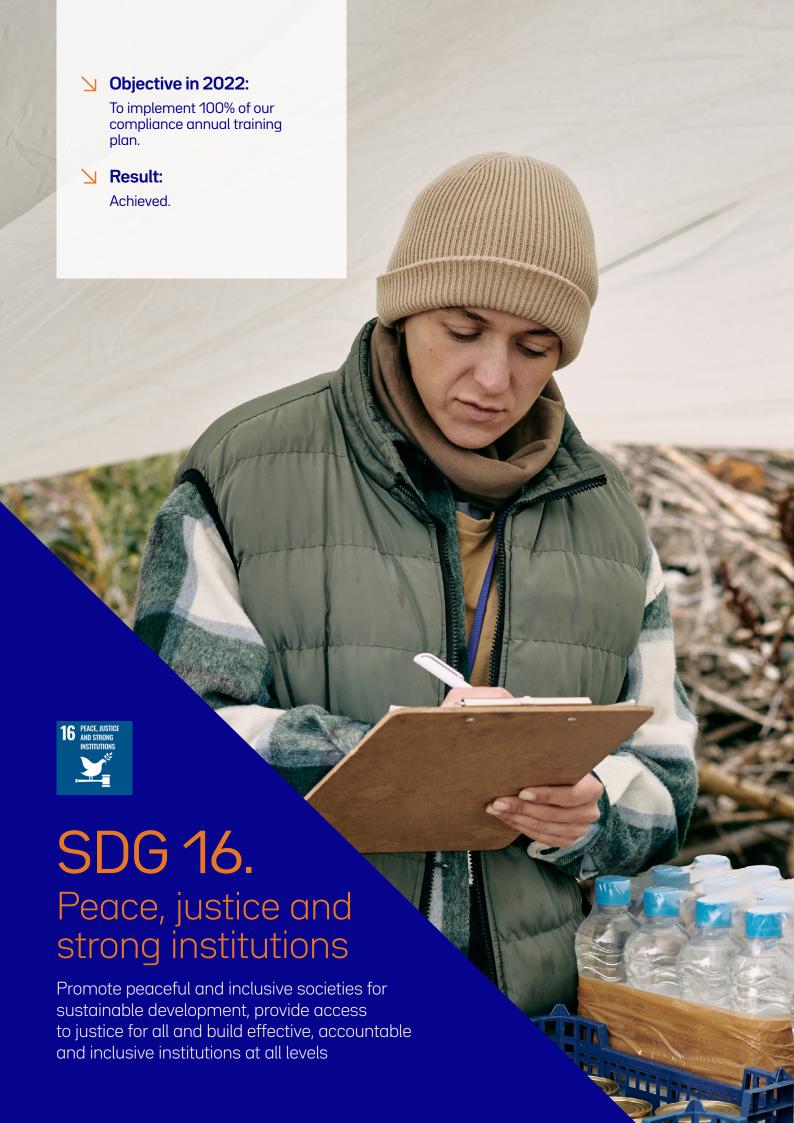






Colombia colleagues and families, planting trees to compensate for our $\mathrm{CO}_2\mathrm{emissions}.$





SDG 16. Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Global action: Together we can help in the Ukranian Humanitarian Crisis

In 2022 we saw the beginning of the conflict in Ukraine. As the world mobilized to help with the humanitarian crisis in Ukraine and neighboring countries, we also stood ready to support and provide aid.

To help those affected, we launched the Together we can help in the Ukrainian Humanitarian Crisis project, a fundraising campaign of a global scope, which was implemented locally by our teams. It ran between April and July of 2022.

All Technology Centers and affiliates were invited to participate in the fundraising effort and we operated our support in the following manner:

- Fundraising efforts were designed by local organizations.
- · Werfen matched all employee donations two-fold.
- · Chief Operating Officers and General Managers identified a suitable NGO which was supporting Ukraine and neighboring countries as the beneficiary of funds raised in their location.

Germany and Austria, Spain, The Netherlands, Italy, United States, France, South Korea and the United Kingdom all ran this initiative locally and together raised a total of €80,604.

Selected local NGOs who received these funds included: Emergency Aid Ukraine, Aktion Deutschland Hilft: Caritas Foundation, Save the Children, CARE; Nothilfe Ukraine; Croix-Rouge Française; UK-Med; British Red Cross and Disasters Emergency Committee (DEC).

In addition, some affiliates also organized other supportive initiatives, such as a First Aid Kits and Hand Sanitizer donation in Orangetown, NY; and a campaign in the UK to encourage employees to make donations to these charities in exchange for pre-used technological items.





There is an ongoing humanitarian crisis in Ukraine and neighboring countries, and as the world mobilizes to help, we stand ready to support and provide aid.

We know that you are probably receiving questions from your teams regarding how they can help ease the suffering of those affected by the ongoing conflict.

To that end, we have decided to initiate **Together We Can Help in the Ukrainian Humanitarian Crisis**, a fundraising campaign which is global in scope, but to be

We will operate our support in the following manner:

All Technology Centers and affiliates are invited to participate in the fundraising

- Fundraising efforts will be designed by local organizations.
- Werfen will match all employee donations 2-fold.
- Together We Can Help in the Ukrainian Humanitarian Crisis will kick-off in April 2022 and close in July.
- On in in pin 2022 and close in July.

 Chief Operating Officers and Genral Managers should identify a suitable NGO supporting Ukraine and neighboring countries as the beneficiary of the funds raised on behalf of their location. Some suggestions include but are not limited to: Red Cross, Doctors Without Borders, UNICEF.

In closing, I would like to thank you and your teams in advance for your support. Werfen remains committed to supporting the health and welfare of others.



Humanitarian Crisis

Internal communications for Together We Can Help in the Ukrainian

Itaewon tragedy - South Korea

In November, the team in South Korea raised and donated a total of €720 to a local NGO called Hope Bridge, that offers support to the victims of the Itaewon Halloween tragedy in South Korea.

🔁 Company contribution: €550



Semployee contribution: €170



Hope Bridge.

SDG 16. Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Anti-Corruption Policy

The Anti-Corruption Policy sets out the principles that should guide the conduct of all employees and managers of Werfen companies with regard to the prevention, detection, investigation and remediation of any corrupt practices within the organization.

The internal guidelines emphasize Werfen's culture of integrity, in the sense of complying with any legislation concerning corruption and the principles on which it is based. Any possible non-compliance is analyzed in accordance with internal procedures, legal regulations and agreements in force.

During the 2022 financial year Werfen has continued with its online compliance manual training program. We have launched eight new courses, focused on reinforcing awareness in regards to different aspects of the Compliance Manual.

Additionally, a total of 63 live sessions were held on Teams to review the requirements of interactions with healthcare professionals and organizations, as well as the management of the complaints channel. A total of 1,706 employees have participated in these 63 sessions.

These anti-corruption training and awareness efforts are not limited to an internal audience; they were also extended to our business partners. In this regard, in 2021 we continued our anti-corruption training program aimed at our distributor network. A total of 52 new distributors have been involved in this program, reaching a total of 402 participants from all areas in which we operate through distributors (over 100 territories around the world).

Among the actions carried out during the year by Werfen in anti-corruption matters, aimed at complying with the different local legislations, the following stand out:

 Monitoring for possible modifications in the codes of conduct of the main industrial associations of which we are a member, in order to maintain the internal protocols adapted to them, while maintaining existing certifications.

- Werfen has maintained strict adherence to the model of indirect sponsorship for the financial support of educational events organized by third parties for the promotion of scientific knowledge in areas of relevance to our companies.
- Publication of training aids granted to customers, in accordance with the different legislations in force and the codes of conduct of the industrial associations of which we are a member.
- The implementation of the Fair Market Value procedure has been completed, focused on ensuring that the remuneration paid to healthcare professionals for their services is in line with the average market value, the duration of the event, their medical specialty and their professional category.

Since 2016, Werfen has applied a due diligence procedure for business partners which defines their obligations and the company admissions policy. The anti-corruption policy and the money laundering prevention policy expand on these requirements.

In 2022, we completed the definitive launch of the Compliance Audit program for business partners. This project began in 2021 as a pilot, and was consolidated during the 2022 financial year, with a total of 23 completed audits. All the audits have been carried out remotely except one that was in-person. The geographical scope of this project initially focused on EEMEA and Latin America. It is also worth noting Saudi Arabia and Japan were audited too.

For 2023, we plan to continue with this program with a scope of 30 companies to audit and adding areas such as China, South Korea, Japan and Southeast Asia.





SDG 17. Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development



The UN Global Compact

In 2020 Werfen became a signatory member of the United Nations Global Compact, the world's largest, voluntary corporate responsibility initiative with more than 15,000 participants in 165 countries, supports UN efforts to end extreme poverty, fight inequality and address climate change.

Werfen supports the UN Global Compact as an integral part of our company values, in favor of world development and as a differentiator for our customers, employees and partners.

The UN Carbon offset platform

Offsetting is a climate action that enables individuals and organizations to compensate for the emissions they can't avoid, by supporting worthy projects that reduce emissions somewhere else.

The UN Carbon offsetting platform features UN-certified projects that reduce, avoid or remove greenhouse gas emissions from the atmosphere.

In 2022 Werfen worked to offset the equivalent of 21% of our total car emissions by contributing to four of these projects in the following developing countries: Mongolia, Malawi, Ghana and Sri Lanka.

Organizations we have worked with in 2022

In 2022, Werfen contributed aproximately €9.3 million to foundations and non-profit organizations.

Alternate Power Systems Pvt. Ltd.

Alzheimer's Society

Argilando Aspanin

Autonomous University of Barcelona (UAB)

AVIS

A2A Energia

Bambini Cardiopatici nel Mondo

Banco Alimentos

Biomedical Research Institute of Barcelona

British Heart Foundation British Red Cross

Ca l'Oliveres public library

CARE

Caritas Foundation Center for Safety & Change Centre Ocupacional Bogate II China Charity Federation

ClimateCare Ltd.
Construide

Croix-Rouge Française

Cruz Roja

Disasters Emergency Committee (DEC)

Emergency

Emergency Aid Ukraine, by Aktion

Deutschland Hilft EmpregueAfro Escola Fàsia

Foster Elementary School

Fundació ASSÍS

Fundació Catalana de l'Esplai (Fundesplai) Fundació Catalana per a la Recerca i la

Innovació (FCRI) Fundación DomusVi

Fundació Esclerosis Múltiple (FEM)

Fundación Exit

Fundación FDI (Fomento del Desarrollo y la

Integración)

Fundación Pequeño Deseo

Fundació Portolà

Fundación Quiero Trabajo Fundación San Juan de Dios

GenerateHope Gerando Falcões Herzenswünsche e.V. Hope Bridge Hunger's 5K Heroes I Bambini Dharma

Japan Relief Clothing Center (JRCC)

Keep Rockland Beautiful La Chaîne de l'Espoir La Collaborativa La Marató de TV3

Mental Health at Work Commitment Middlesex Community College Montefiore Nyack Hospital Movember Foundation Nothilfe Ukraine

Nuestros Pequeños Hermanos

Pane Quotidiano

Rockland Community College (RCC)

Rockland County Fire Department Rodriguez Elementary School Ronald McDonald House

Salkhit Wind Farm (developed by Clean

Energy LLC)

SAMU Social de Paris

San Diego Association of Governments

(SANDAG)

San Diego Blood Bank San Diego Food Bank

Saint Damien Pediatric Hospital São Paulo Diversity Seal Program

Save the Children Sneaker Impact SP Invisível

Stonewall Diversity Champions Program

Street Paws

Support the Enlisted Projects (STEP)

Tampinha Legal

Tappan Zee High School Robotics STEM

team, SO BOTZ

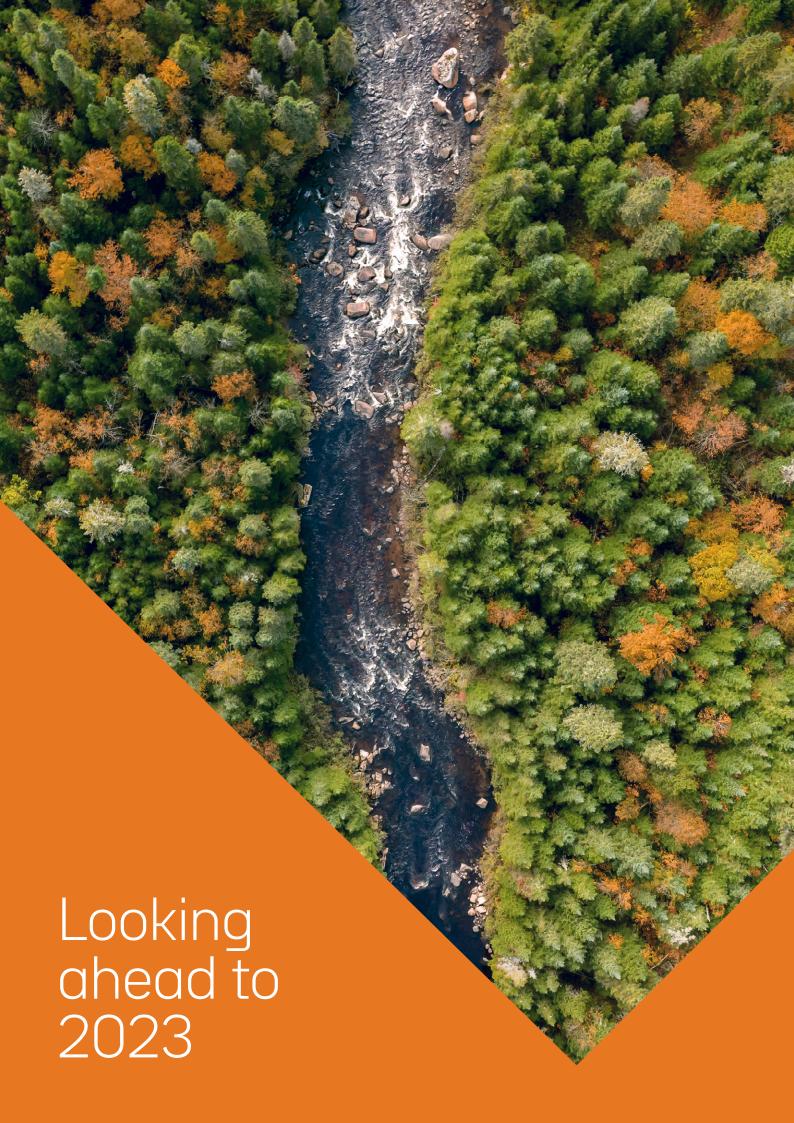
The Earth Saviours Foundation
The New Hestian Project

UK-Med

UN Global Compact UN Women Unidine US Marine Corps

Water with a Mission (WAMI)

Wend Barka



In 2023 we continue to prioritize our environmental actions to minimize our negative effects on the planet.

To this end, we work towards decreasing our overall CO_2 emissions. On the one hand in energy consumption, with more self-generated energy from solar panels and more efficiency in electrical power consumption. And on the other hand in logistics, by optimizing our product transportation and packaging. We also look forward to measuring the impact of our new sustainable company cars policy.

There are specific areas in which we cannot achieve a total elimination of CO₂ emissions in the short to medium term. For this reason, we contribute to carbon offsetting projects to compensate for and counterbalance our emissions.

At the same time, in 2023 we carry on with the implementation of ISO 14001, which relates to environmental quality systems, in all our technology centers where this standard isn't already certified.

And, of course, our social commitments and initiatives continue to positively impact our communities. With actions being driven locally by the teams in our technology centers and affiliates worldwide, as well as global corporate initiatives, we aim to make a difference not only in the countries where we operate, but also in those where help is most needed.

With the acquisition of Immucor, Inc. in 2023—and the resulting addition of 1,000 new colleagues, new technology centers and two more business lines—we are excited to intensify our ESG efforts and the impact of our overall sustainability project.

Together we can make a difference.

